



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



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COUNTRY PROGRAMME DOCUMENT

ZIMBABWE

December 2018



Spotlight Initiative
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<p>Programme Title: Spotlight Initiative_ Zimbabwe Country Programme</p>	<p>Recipient UN Organizations (RUNOs): ILO, UNDP, UNESCO, UNFPA, UNICEF, UN Women</p>
<p>Programme Contact: Name and Title: Kanako Mabuchi, Head of Resident Coordinator's Office and RCO Spotlight Focal Point Address: Telephone: 263-338836-44 E-mail: kanako.mabuchi@one.un.org</p>	<p>Programme Partner(s):</p> <ul style="list-style-type: none"> - 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, Disable 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 - Confederation of Zimbabwe Industries, Employers Federation of Zimbabwe, Zimbabwe National Chamber of Commerce, Trade Unions - Media, Social Marketing and PR - Mainstream Print and Broadcast (inclusive of indigenous language services) Media; Community Media (where appropriate and in existence); Social Media Platforms (still to be identified); CSOs using participatory and Communications for Development methods; Marketing/Advertising and Public Relations Firms (still to be identified)
<p>Programme Country: Zimbabwe</p>	<p>Programme Location (provinces or priority areas): Five Provinces – Mashonaland Central (six Districts), Mashonaland West (five Districts), Manicaland (five Districts), Matebeleland South (five Districts), Harare (two impoverished large urban settlements)¹</p>
<p>Programme Description: The overall vision of the Spotlight Initiative in Zimbabwe is that women and girls realize their full potential in a violence-free, gender-responsive and inclusive Zimbabwe.</p>	<p>Total Cost of the Spotlight Country Programme (including estimated Unfunded Budget): USD 33,938,718</p>

¹ The five (5) Provinces were ranked and selected based on a set of SGBV, HP, SRH and HIV indicators; and the Districts selected in each Province are the most impoverished districts in each Province based on 2015 Poverty Atlas data. A total of 21 Districts and two large urban settlements in Harare Province are selected for SI in Zimbabwe.

<p>The Spotlight Initiative will directly contribute to Zimbabwe's achievement of two of the country's prioritized Sustainable Development Goals (SDGs): SDG 3 and SDG 5. The programme will contribute to the elimination of SGBV and HPs through the creation of a broad partnership with Civil Society, Government, Private Sector, Media, among others; and, build a social movement of women, men, girls and boys as champions and agents of change at the national, subnational and community levels. A specific focus will be on reaching and including in the programme women and girls who are often isolated and most vulnerable to SGBV and HPs due to intersecting forms of discrimination. The programme also will seek to address the SRHR needs of all women and girls using a life-cycle approach.</p>	<p>Total Funded Cost of the Spotlight Country Programme (Spotlight Phase I² and UN Agency contribution): 22,683,606</p> <p>Breakdown of Total Funded Cost by RUNO:</p> <table border="1" data-bbox="820 415 1414 905"> <thead> <tr> <th>Name of RUNOs</th> <th>Spotlight Phase I (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td>ILO</td> <td>632,362</td> <td>132,193</td> </tr> <tr> <td>UNDP</td> <td>2,917,695</td> <td>261,113</td> </tr> <tr> <td>UNESCO</td> <td>631,129</td> <td>251,979</td> </tr> <tr> <td>UNFPA</td> <td>4,388,564</td> <td>722,127</td> </tr> <tr> <td>UNICEF</td> <td>6,956,514</td> <td>284,754</td> </tr> <tr> <td>UNWOMEN</td> <td>5,473,736</td> <td>31,440</td> </tr> <tr> <td>TOTAL</td> <td>21,000,000</td> <td>1,683,606</td> </tr> </tbody> </table>	Name of RUNOs	Spotlight Phase I (USD)	UN Agency Contributions (USD)	ILO	632,362	132,193	UNDP	2,917,695	261,113	UNESCO	631,129	251,979	UNFPA	4,388,564	722,127	UNICEF	6,956,514	284,754	UNWOMEN	5,473,736	31,440	TOTAL	21,000,000	1,683,606
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² Funding from the Spotlight Initiative will be allocated by the Operational Steering Committee in two distinct phases: Phase I will entail allocating 70% of the funding envelope, Phase II will only be allocated depending on the Country Programme's overall needs and performance towards achieving results.

³ The numbers of beneficiaries and indirect beneficiaries has been calculated based on national 2012 Population Census Data. The direct beneficiaries are based on the population data for the chosen districts within each of the selected five (5) Provinces.



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Initiated by the European Union and the United Nations:



<p>Recipient UN Organization: ILO <i>Hopolang Phororo</i> Representative Signature Date & Seal</p>	<p>Government of Zimbabwe <i>Name of Representative</i> <i>Name of Agency/Ministry</i> Signature <i>Name of Agency</i> Date & Seal</p>
<p>Recipient UN Organization: UNDP <i>Georges Van Montfort</i> Resident Representative a.i Signature Date & Seal</p>	
<p>Recipient UN Organization: UNESCO <i>Hubert Gijzen</i> Regional Director and Representative Signature Date & Seal</p>	
<p>Recipient UN Organization: UNFPA <i>Esther Muia</i> Representative Signature Date & Seal</p>	
<p>Recipient UN Organization: UNICEF <i>Mohamed Ayoya</i> Representative Signature Date & Seal</p>	
<p>Recipient UN Organization: UN Women <i>Delphine Serumaga</i> Representative Signature Date & Seal</p>	
<p>UN Resident Coordinator <i>Bishow Parajuli</i> Signature Date & Seal</p>	
<p style="text-align: center;">The UN Executive Office of the Secretary General:</p> <p style="text-align: center;">Ms. Amina J. Mohammed</p> <p>Signature: _____</p> <p>Date: _____</p>	

Signed Original on File
(available upon request)



List of Acronyms

C4D	Communication for Development
CBOs	Community-based organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country Program
CPO	Country Program Outline
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CSE	Comprehensive Sexuality Education
CSO	Civil Society Organisation
CSW	Commission on the Status of Women
DFID	Department for International Development
DPOs	Disabled Persons Organizations
EMIS	Education Management Information System
EOSG	Executive Office of the Secretary General
EVAWG	Eliminating Violence Against Women
FBO	Faith-based organization
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
GFTAM	Global Fund to Fight AIDS, Malaria and Tuberculosis
GIMAC	Gender Is My Agenda Campaign
GPS	Gender Pre-Summit
GRG	Gender Results Group
HACT	Harmonized Approach to Cash Transfer
HDF	Health Development Fund
HIV	Human Immunodeficiency Virus
HMIS	Health Management Information System
HP	Harmful Practice
HR	Human Rights
ICT	Information Communication and Technology
IEC	Information Education and Communication
IM	Information Management
IMS	Information Management System
IP	Implementing Partner
IPV	Intimate Partner Violence
ISALS	Internal Savings and Lending Schemes
JSC	Judicial Service Commission
KABP	Knowledge, Attitudes, Beliefs, Practices
LAD	Legal Aid Directorate
LRF	Legal Resources Foundation
MICS	Multiple Indicators Cluster Survey
MIS	Management Information Systems
MOHCC	Ministry of Health and Child Care
NGOs	Non-Governmental Organisation
NPA	National Prosecuting Authority
NSS	National Statistical System
OPC	Office of the President and Cabinet
PSP	Parliamentary Support Programme
PWD	Persons with Disabilities
RC	Resident Coordinator
RCO	Resident Coordinator's Office
ROSA	Regional Office for Southern Africa (UNESCO)



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RUNO	Recipient UN Organisation
SADC	Southern African Development Community
SGBV	Sexual and Gender Based Violence
SI	Spotlight Initiative
SIDA	Swedish International Development Agency
SME	Small and Medium Enterprises
SOP	Standard Operating Procedures
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health and Rights
UNCG	United Nations Communications Group
UNPRPD	United Nations Partnership on the Rights of Persons with Disabilities
VAC	Vulnerability Assessment Committee
VAWG	Violence Against Women and Girls
VFS	Victim Friendly System
ZACH	Zimbabwe Association of Church Related Hospitals
ZCPO	Zimbabwe Country Programme Outline
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZIMSTAT	Zimbabwe National Statistics Agency
ZRBF	Zimbabwe Resilience Building Fund
ZRP	Zimbabwe Republic Police
ZUNDAF	Zimbabwe United Nations Development Assistance Framework



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I. Situational Analysis

National Context

The Zimbabwe Government has developed a “Transitional Stabilisation Programme” (TSP) which will run from October 2018 to December 2020; and, the country will further develop two Five-Year Development Strategies with the first one running from 2021-2025 and the second from 2026-2030. The TSP recognizes gender mainstreaming in all sectors of the economy as an essential strategy “to eliminate all negative economic, social and cultural practices that impede equality of the sexes”, and it acknowledges gender equality as “fundamental to achieving equitable, sustainable and inclusive socio-economic development”. The TSP and subsequent national development planning processes provide opportunities for the UN, together with the civil society and development partners, to jointly advocate for gender equality and women’s empowerment, and specifically for Ending Violence against Women and Girls (EVAWG), to be national development priorities for the coming years. This would be particularly relevant, given that the recent elections have demonstrated that women’s political participation remains a big challenge in Zimbabwe. The Spotlight Initiative, therefore, provides a unique opportunity to elevate EVAWG in the political and public discourse in Zimbabwe, capitalizing on the political leaders’ election campaign promises for EVAWG, and messages promoting peace and social cohesion.

Data collected through the Zimbabwe Demographic and Health Survey (ZDHS) and other prevalence studies show that Intimate Partner Violence (IPV) among those 15-49 years is the most prevalent form of violence experienced. Thirty-five percent of girls and women 15-49 years have experienced physical violence since age 15; 14% have experienced sexual violence at least once in their lifetime; and 32% of ever-married women have experienced spousal emotional violence.¹ Although gender violence is not among the causes of maternal deaths in Zimbabwe, 6% of women who have been pregnant reported that they experienced violence during one or more of their pregnancies², which affects the health of the woman and of the unborn child.

The experience of violence among adolescent girls also is high. The 2010 National Baseline Study on the Life Experiences of Adolescents shows that 43% of girls 13-17 years reported that their first incident of sexual intercourse was unwanted.

In Government, the Ministry of Women Affairs, Community Development and SME has the overall coordination mandate for the advancement of gender equality and women rights. The Anti-Domestic Violence Council, which is responsible for the implementation of the Domestic Violence Act, also is housed within this ministry.

Currently, Zimbabwe is part of the Southern African Development Community regional SRHR/GBV/HIV linkages programme and is an active member of the African Union Ending Child Marriage Campaign. The Sexual and Reproductive Health Rights (SRHR) of women and girls is related to multiple human rights and the SRHR of women and girls should be viewed beyond their ability to bear children. SRHR are integral components of the health of women and girls throughout their life cycle and has a bearing on both the physical and mental health of women and girls.

Some of the indicators of women and girls’ SRHR, which are measured through the ZDHS, include maternal mortality; knowledge of contraceptive methods and the use of any form of contraceptive; exposure to family planning messages; and the correlation between women’s empowerment, i.e. their

¹ ZDHS 2015

² ZDHS 2015



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participation in household decisions with their husbands/partners and control of their earnings, and their reproductive health care.

The analysis of this data shows that adolescent girls and young women in Zimbabwe are the least likely to be able to exercise their SRHR due to a combination of factors: lack of knowledge and information, poverty and the unequal gender power relations within intimate partner relationships, among others. For example, maternal mortality in Zimbabwe - estimated at 651 per 100,000 live births - is highest among young women in the age groups of 15-34 years. In the age group 15-19 years, 20.2% of the female deaths are maternal; 31% of the female deaths in the 20-24 years age group are maternal; 16.2% of the female deaths of young women 25-29 are maternal deaths; and 10.7% of the deaths of females age 30-34 years are maternal deaths.³

Also, while knowledge of contraceptive methods in Zimbabwe is high with 99% women and 100% men between the ages of 15-49 knowing at least one contraceptive method, the percentage of young women aged 15-19 years, who are married, as well those who are unmarried and sexually active, using any form of contraceptive is the lowest (12.3%) of all age groups, increasing their risk of early pregnancies and of contracting HIV and other Sexually-Transmitted Infections (STIs) which can compromise their sexual and reproductive health.

Women and especially young women (15-24 years) remain among the majority (59% women and 41% men) of those in Zimbabwe living with HIV. Data from the 2015 ZDHS shows that younger women (15-19 years) are often in sexual relationships with older men where their power to negotiate safer sex is limited. Seventeen percent of young women 15-17 years and 18-19 years respectively reported having sex with a man 10 years older, or more, and 21% of these young women were or had been in a marriage.

Through collective efforts by government and civil society, Zimbabwe has reduced the country's HIV and AIDS prevalence from 29% in 1999 to 13.7% in 2015 using a range of actions -campaigns, projects and programmes focused on awareness raising, prevention and treatment. The country is committed to achieving the 90-90-90 set of goals introduced by UNAIDS in 2013.

The following sections provide an overview of the Country SGBV, HP and SRHR Context across the six Outcome Areas of the SI.

Outcome 1: Legislative and Policy Frameworks

Zimbabwe's legal and policy framework on Sexual and Gender Based Violence (SGBV), Harmful Practices (HPs) and Sexual and Reproductive Health and Rights (SRHR) includes the Constitution⁴, the Domestic Violence Act (2006), the Criminal Law Codification and Reform Act, the Children's Act, Labor Relations Amendment Act, Trafficking in Persons Act, the National Gender Policy, the National Programme on GBV Prevention and Response, the National Action Plan on Ending Rape and Sexual Abuse, the Broad-Based Women Economic Empowerment Framework, the Multi-Sectoral Protocol on the Management of Rape and Sexual Violence, among others. Section 52 (Right to Personal Security) in the Constitution, for example, is particularly important to note because it guarantees every person the right to bodily and psychological integrity which includes: (1) the right to freedom from all forms of violence from public or private sources; (2) the right, subject to any other provision of this Constitution, to make decisions concerning reproduction; and (3) the right not to be subjected to medical or scientific experiments, or to the extraction or use of bodily tissue, without their informed consent.

There are still laws however that need to be aligned to the Constitution. For example, all the three marriage regimes in the country provide ages of consent to marriage that are inconsistent with the Constitution thereby exposing girls and legally sanctioning their vulnerability to early marriages. Also,

³ Zimbabwe Demographic and Health Survey, 2015

⁴ Section 53 includes a right to be free from torture or degrading treatment; Section 25 (Protection of the Family) commits the Government to adopt measures to prevent domestic violence)



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there are several progressive bills which have been pending over the past 3-4 years and have not yet been brought to Parliament by the Executive for public consultation and debate. These include the Ending Child Marriages Bill, Child Justice Bill, and the Bill to amend sexual offences legislation, mandatory sentences for rape and other sexual offences.

The Criminal Law Codification and Reform Act which was passed in 2005 removed the crime of statutory rape to replace it with a crime on having sex with a minor where marriage is a legal defense. An analysis of cases at the magistrates' court level and review of such cases by the High Court indicate how the application of this provision is further exacerbated by negative attitudes of the justice actors towards girls when they bring the case of violence and abuse to the courts. The criminal law sets the age of consent to sex at 12 years, an untenable legal position in a country where prevalence of early marriages stands at more than 30%.

The provisions of the labour legislation relating to prevention and response to sexual harassment and sexual abuse in the work place are currently weak and so is the enforcement of the existing provisions.

The complexity for women and girls that is presented by the dual legal system exacerbates the law implementation challenges on SGBV/HP/SRHR. The co-existence of the formal and informal justice delivery systems, with emphasis on investments being done in the less responsive formal system, has posed enormous challenges for women and girls. A recent mapping of citizens' perception on the justice system showed that 44.9% of the respondents indicated that they rely on the informal justice system to resolve their disputes.⁵ This was based on sample of 1083 respondents drawn from rural and urban areas and comprised of 50% males and 50% females. The study revealed that within the informal justice system, family mediation is the most utilized justice system, followed by the village assembly and negotiation. Given the above therefore, the CP will seek to address gaps and the gender blinds spots in the implementation of the law by investing the formal and informal justice systems and the linkage between the two in the continuum of SGBV/HP/SRHR responsive justice delivery.

The constitutional provisions on gender equality, women's rights, children's rights, sexual and reproductive health and rights and the rights of women and girls with disabilities are aligned to international and regional instruments such as the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child (CRC), the Convention on the Rights of Persons with Disabilities (CRPD), the Southern African Development Community Protocol on Gender and Development (SADC Gender Protocol), among other global declarations, standards and benchmarks on SGBV, SRHR and the interlinkages of these issues with the gender dimensions of HIV.

Zimbabwe's 2013-adopted Constitution, effectively removed the dual legal system and the claw-backed clause in the previous Constitution [Section 23, (3), (b)] which protected the application of customary law and provided for discrimination in matters of personal and customary law. And, through the pronouncement and strengthening of the principle of gender equality in several provisions⁶, the Constitution provides the legal basis for ensuring that the principle of gender equality cannot be violated in the name of culture, cultural values or practices.

The country also has policies, strategies and action plans to advance gender equality and the empowerment of women and girls; to eradicate violence against women and girls; to end child marriages; to address the gender dimensions of HIV to reduce women's and girls' vulnerabilities to HIV infection, among others.

Implementation of the existing gender equality, women's rights and SGBV and HPs legal and policy framework is one of the central challenges to be addressed by the SI in Zimbabwe. Implementation

⁵ Ministry of Justice Legal and Parliamentary Affairs/UNDP, Citizen Perception Mapping of the Justice Delivery System in Zimbabwe 2017

⁶ These provisions include: Section 17 (Gender Balance), Section 56 (Equality and Non-Discrimination), Section 80 (Women's Rights), among others.



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has been negatively affected by limited human and financial resources to reach and include wider segments of the population in consultative processes; to increase the population's knowledge and understanding as rights holders, of the Constitution and other international and regional gender equality and women's rights conventions and protocols; and to meaningfully engage the duty-bearers through a range of actions to strengthen their application of the gender equality and women's rights provisions in the Constitution.

Another key challenge to be addressed through the SI are, as highlighted above, the inconsistencies and conflicts in Zimbabwe's legal and policy frameworks that are created by the *gender-blind spots* in the laws and policies to the interlocking systems of power that impact on women and girls throughout their life-cycle across age, gender, disability, among other forms of social stratification. These *gender-blind spots* in the legal and policy framework are often created by the absence of temporary and other special measures to level the unequal and inequitable positions that women and girls start from when seeking to exercise and claim their rights and entitlements as citizens, especially those most marginalized by intersecting forms of discrimination (women and girls with disabilities, women in living in the rural areas, young adolescent girls in impoverished urban settlements, and women and girls living with HIV, are the main target groups of Zimbabwe's SI). The law has a singular or narrow approach to women and girls' lives often compartmentalizing them and ignoring intersectionality.

The specific inconsistencies and conflicts to be addressed, among others, include:

- Harmonization and alignment of the marriage laws to Section 78 of the Constitution on *Marriage Rights* which stipulates 18 years as the minimum age of marriage for both sexes and prohibits forced marriages. Section 22(1) of the Marriage Act, for example conflicts with the Constitution, as it still promotes early marriages of girls. The draft Marriages Bill, which aligns the various marriage regimes to the Constitution and prohibits early marriages, is among the legislation to come before the Ninth Parliament of Zimbabwe during the SI implementation period in Zimbabwe
- Review of Part III of the Criminal Code [Codification and Reform] Act, with a specific focus on the provision that deals with rape and age of consent for different age groups, and to recognize the different forms of sexual violence against women and girls
- Review of the criminal legislation that deals with sexual offences against girls and boys to guarantee effective prosecution and sentencing of offenders. The Mandatory Sentencing for Rape and Sexual Abuse Bill is also on the agenda for the newly-elected Ninth Parliament of Zimbabwe

Outcome 2: Strengthening Institutions

Years of economic and political challenges, and the brain drain of personnel in key sectors has led to the near collapse of key institutions responsible for the prevention of and delivery of SGBV, SRHR and other relevant services. For example, there is a significant shortage of social workers in the Ministry of Public Service, Labour and Social Welfare, who are key actors in responding to incidence of violence in communities and taking appropriate action in linking victims to the formal system for response. The result is that coverage of services remains compromised and victims are not able to access critical services and holistic support. In addition, within Government, SGBV is viewed as an issue that is the primary mandate of the Ministry of Women Affairs, which receives a limited budget allocation from the national fiscus. Also, several critical services, such as health, justice, policing and investigations lie beyond the purview of the ministry's mandate and with other ministries.

Furthermore, the government ministries and departments with health and justice mandates such as Ministry of Home Affairs, Ministry of Justice, National Prosecution Authority, Judicial Service Commission, among others, have sub-functional mechanisms and protocols. This experience has shown that SGBV and HP needs an all-of-government approach that is coordinated at the highest level of government at national level. The CPD will ensure that coordination of the multi-sectoral approach to systems strengthening and coordination is strategically located at the highest level of government, which will also ensure the political will necessary for effective governmental commitment.



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The institutional guidance, protocols and frameworks do not provide for seamless coordination of SGBV, SRHR and HP services in a continuum of care, and due to limited human and financial resources, there is resource-competition, disjointed programmes and gaps in services.⁷ This further affects mandated institutions' ability to discharge their roles.

The National Gender Policy (NGP) identifies the key challenges to reducing GBV in Zimbabwe as: inadequate services, weak institutions for addressing GBV, poor information communication systems and patriarchal attitudes that restrain victims from reporting incidences of abuse⁸. Among the strategies proposed to address the change of 'weak institutions for addressing GBV', the NGP calls for financial and technical support to the Anti-Domestic Violence Council.

GBV coordination mechanisms are in place at the district, provincial and national levels and there are coordination guidelines. The Ministry of Women Affairs and Small and Medium Enterprises has the coordination and oversight role for implementation of gender equality, women's empowerment and women's rights policies and frameworks, including those that address the elimination of VAWG, SGBV and HPs. However, the responsibilities for the elimination of SGBV and HP in Zimbabwe also are spread across a range of critical government ministries. These include the Ministries of Health and Child Care; Labour and Social Welfare; Justice and Parliamentary Affairs; Home Affairs and Culture; Local Government; Finance and Economic Development. Other key institutions include the Parliamentary Portfolio Committee on Women Affairs, Community Development and SME, the Zimbabwe Gender Commission, the Zimbabwe Human Rights Commission, the Anti-Domestic Violence Council, the Judicial Services Commission, the National Prosecuting Authority, among others. However, there are few institutions that are responsible for, or which have clear mandates, to address the SGBV and SRHR challenges faced by women and girls with disabilities.

The coordination efforts of the government ministries involved in the development of the referral pathway – Ministries of Public Service, Labour and Social Welfare, Justice, Legal and Parliamentary Affairs, Home Affairs (Zimbabwe Republic Police) and Cultural Heritage, Health and Child Care and Primary and Secondary Education – are governed by the Protocol on the Multi-Sectoral Management of Sexual Abuse and Violence in Zimbabwe and supported by the Victim Friendly System led by the Judicial Service Commission (JSC). In early 2015, initial steps were taken for the creation of a National Coordination Group on GBV Response in Zimbabwe, chaired by the Ministry of Women Affairs with technical assistance from UNFPA.⁹ A comprehensive assessment of GBV coordination mechanisms in Zimbabwe and the institutional strengths and weakness is required to identify some of the specific financial and human capacity challenges that are often cited as barriers to effectiveness.

Financing for gender equality and enhancing Government's technical expertise to plan and budget for the eradication of VAWG, SGBV and HPs is an area where far more concerted work is needed. Zimbabwe has had only one study that analyzed the cost of GBV. In 2009, SIDA commissioned a study that estimated the costs of GBV services – medical transport, legal, lost wages and other costs to survivors; costs to service providers; costs in terms of loss productivity due to disability caused by GBV; and unit loss in productivity due to death caused by GBV. There is need to update this study which estimated the costs of GBV at US\$2 billion.

Although gender-responsive budgeting (GRB) was introduced by government in 2007, GRB is not firmly institutionalized in the legal and policy framework or in practice within the national budget planning process and cycle. Through the Ministry of Finance, government has issued Call Circulars since 2008 instructing ministries and government departments to engender their sector budgets so that the national budget is gender-responsive. But since the 2014-2015 national budgets, government ministries have dropped the budget line item 'gender mainstreaming', which was the only indicator for tracking gender

⁷ For example, the Anti-Domestic Violence Council, which is responsible for the implementation of the Domestic Violence Act, has not received programmatic support from the fiscus since its establishment in 2012.

⁸ The National Gender Policy, produced by the Ministry of Women Affairs, Gender and Community Development, 2017

⁹ Zero Tolerance for GBV 365, A National Programme on GBV Prevention and Response 2016-2020



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in the national budget. The SI will leverage the government's commitment to GRB and work with the strategic senior officials within the Ministry of Finance to position, strengthen and institutionalize financing for gender equality and government investment in the eradication of EAW, SGBV and HPs. This will be positioned as a priority strategy for Zimbabwe to achieve the SDG 5 targets: *Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation*; and *Eliminate all harmful practices, such as child, early and forced marriages and female genital mutilation*.

The strengthening of 'upstream' institutions (Executive and Legislative) at the national and Provincial levels to plan and budget on SGBV and SRHR under this Outcome, especially those with SGBV and SRHR mandates, will complement Government's efforts towards the implementation of the country's prioritized Sustainable Development Goals (SDGs) – 3,4,5,10 and 11, among others – and contributes to: (1) the sustainable delivery of inclusive and gender-responsive economic and social development; and (2) to greater accountability to the implementation of the gender and human rights commitments in the Constitution, national gender policies and gender commitments in international and regional gender equality and women's rights' agreements.

Lessons learnt from past investments in strengthening SGBV systems and institutions, for example, illustrate that it is important to identify the most strategic entry points for ensuring ownership of the investment; it is more strategic and sustainable to invest in strengthening systems, policies, and accountability to SGBV and SRHR mandates; and, capacity development must be anchored within the structures of relevant institutions.

Outcome 3: Prevention and Social Norms

Gender inequalities are entrenched and consistently re-enforced in Zimbabwe through social norms, values, and religious and traditional beliefs which confine the roles and contributions of women and girls within gender norms and values which limit their rights to exercise voice, choice and agency as individuals. The feminization of poverty and of HIV in Zimbabwe, and the high prevalence of SGBV and attitudes of acceptance of it, are manifestations of deep-seated unequal gender power relations and the intersecting forms of discrimination all women and girls experience, especially those in rural and marginalized communities. Many of the patriarchal norms and unequal gender power relations that contribute to GBV in Zimbabwe are like those in other countries across Africa. These include norms of wife ownership, sexual entitlement following marriage and beliefs that a wife can be chastised or controlled using violence.

To combat SGBV and HPs in Zimbabwe, and to ensure that all women and girls have knowledge of and can exercise their SRHR, the interventions in this Outcome Area are premised on an understanding of, and are responsive to, these gender dynamics. However, an understanding of **all** the social and cultural reference points that prescribe the roles of women and men, girls and boys in Zimbabwe, will be one of the reflective learning points for greater knowledge and insights throughout the delivery of the interventions.

While implementation of SI in Zimbabwe will be both upstream and downstream to achieve the most effective impact of the interventions across the six Outcomes, the focus of the work in Outcome 3 will be at community level in targeted districts within the most impoverished districts (21 + 2 large urban settlements) in the selected five of the country's 10 Provinces¹⁰, to potentially reach some 3 million women, men, girls and boys¹¹ during the four years of implementation, through a focused range of national, subnational and community-based interventions.

In these Provinces, as data in *Table 1* below illustrates, negative social, cultural, religious and gender norms and values continue to put women and girls at risk of SGBV and HPs. Despite the high levels of SGBV and HPs in the selected Provinces (ranging from 32.4% to 52.5%¹²), the help-seeking behavior

¹⁰ To be adjusted based on final budget assumptions

¹¹ See Table on estimate direct and indirect beneficiaries disaggregated by age groups at the front of the ProDoc

¹² ZDHS 2015



of survivors remains low (35.6% to 49.9% have not sought help), and half of the women believe this abuse is acceptable. For those who do seek help, the limited availability of information and cultural factors that dictate how a woman should relate to her husband and his family, leads women and girls who experience violence to first look for support and help from their own family (53.8%) and in-laws (37.2%). Only 20.8% go to the police and 1.5% report seeking help from a social work organization.¹³

There are still knowledge gaps (quantitative and qualitative) on the prevalence of SGBV and HPs among women and girls with disabilities in the selected Districts; on the SRHR needs of women and girls with disabilities; and a knowledge gap exists on the levels of stigma, discrimination and cultural practices that place women and girls with disabilities at higher risks of SGBV, early marriages and HIV.

Table 1: Indicators of SGBV and HPs in Selected Provinces (girls and women 15-49 years)¹⁴

Province	%women experienced any form of SGBV	% of women who have never sought help or told someone	% of 15-19 years old currently married/in union	% of women (15-49 years) who accept/believe in physical violence against wives
Mashonaland Central	41.1%	38.7%	39.1%	50%
Mashonaland West	52.5%	42.9%	31.3%	39.6%
Manicaland	47.8%	49.9%	29.4%	43.5%
Matebeleland South	32.4%	41.2%	11.1%	33.7%
Harare	44.5%	35.6%	15.7%	27.3%

The national average for women’s experience of any form of SGBV is 45% and younger women are more vulnerable to SGBV in Intimate Partner relationships.¹⁵ Empowering adolescent girls and young women to know and demand their SRHR will be an important focus for the SI initiative in Zimbabwe. As noted earlier in the general Context Analysis, the percentage of young women, aged 15-19 years, using any form of contraceptive is the lowest, at 12.3%, of all age groups (15-49 years). Among the unmet need for family planning, 39.6% of the unmarried women who are sexually active are in this age group. Sixty-five percent of young women in this age group, also have had no exposure to family planning messages through any form of media including mobile phones, pamphlets and posters; and this age group is least likely to be visited by a fieldworker to discuss family planning or to discuss family planning at a health facility.¹⁶

Outcome 4: Delivery of Quality, Essential Services

The response to SGBV and HP and the provision of SRHR services in Zimbabwe is multi-sectoral by nature, and in Zimbabwe is done by a plethora of government ministries, community actors, civil society and community-based organizations, working across sectors. The main service delivery systems include the Victim Friendly System (VFS)¹⁷, linking criminal justice partners under the lead of the

¹³ ZDHS 2015

¹⁴ ZDHS 2015

¹⁵ Disaggregated by age: 45.2% of females 15-19 years; 45.9% of females 20-24 years; 50.9% of females 25-29 years reported that they had experience physical, sexual or emotional violence. ZDHS 2015

¹⁶ ZDHS 2015

¹⁷ Multi-sectoral services for sexually-abused children – police, counselling, courts – which are provided through the National Case Management System

Ministry of Justice for seamless court service towards successful prosecution; One-Stop Centers¹⁸, and shelters that operate under the Ministry of Women Affairs, Community Development and SME; and the national case management system led by the Ministry of Labour and Social Welfare that ensures multi-sectoral services provisions to girls and boys who are survivors of SGBV and HPs. Some communities have informal structures that provide the first-layer of support and referral to specialized services, but there are gaps and challenges in the provision of services. These include:

Universal Access to a Minimum Package of Services: The geographical coverage for services is limited; State services in particular are severely under resourced both in terms of budget as well as human resources; and, the distance, and the inability of service providers to communicate with women and girls with various disabilities are among the barriers to access to SGBV and SRHR services by this specific population of women and girls. Distance and any associated costs with accessing services are among the biggest barriers to women and girls in rural communities. For example, in four of the five Provinces¹⁹ selected for the implementation of SI in Zimbabwe, more than 60% of the women and girls 15-49 years (and as high as 69.7% and 69.6% in Mashonaland Central and Manicaland Provinces respectively) reported problems in accessing even basic health care.²⁰

Quality of Services: The quality of services is negatively affected by the following: (1) a limited workforce (resulting in high unmanageable caseloads) and currently a Government recruitment freeze; (2) not enough service providers with technical competencies and skills to deliver survivor-centered care and specialized services for key populations (women and girls with disabilities, sex workers, women and girls who have been rescued from trafficking, and those who are survivors of on-line SGBV (new area of potential services for Zimbabwe)); (3) identified gaps, as well as misconceptions and a lack of understanding among service providers of the referral pathway, related policies, protocols and guidelines; and (4) service delivery gaps in specialized fields, including forensic investigation and analysis, age estimation in cases involving minors, vulnerable witness preparation, and community-based emergency places of safety for women and girls.

A concerted outreach programme for all available services must be developed and/or strengthened to close the knowledge gap among SGBV survivors, and among adolescents and youth on the services available and required; and, to build the knowledge and understanding of service providers, SGBV survivors, adolescents and the youth of their sexual and reproductive health and rights. This service outreach must be diversified to males and females as the process of disclosure and service-seeking behaviors between girls, boys, and women differ.

In accordance with the principle of 'Leaving No One Behind', some of the actions, among others, the SI in Zimbabwe will use include: (1) creating multi-sectoral mobile services to reach women and girls in the most remote areas within the selected districts who are unable to travel long distances to access services; (2) strengthening the communications' capacity of service providers so that they are able to communicate with the various target groups (e.g. adolescents, women and girls with disabilities) to avoid the 'one-size fits all' approach to communications; and (3) a targeted focus on adolescent girls and young women in poor urban settlements who may often be missed in development programmes that focus largely on rural areas.

¹⁸ Evidence from existing GBV programmes in Zimbabwe illustrate that the One Stop Centre Model for the provision of holistic SGBV services (health, security, legal and psychosocial support) to women and girls has positively contributed to higher rates of SGBV reporting, and it has reduced the time and costs incurred by women and girls in accessing the required services. These centres are located within hospitals and are therefore linked to other essential health services such as SRHR, antenatal care and other maternal health services, emergency room and critical care services, among others. Currently, there are four One Stop Centre, with plans for more to be established in different geographical locations in the country (four to be set up with funding from the Global Fund), and there are eight shelters. In the development of the SI Country Programme consultations and discussions within the Inter-Agency Technical Team evidence shows that for this model to be more effective, the model should be replicated at district level, closer to women and girls, and Outreach Programmes in the current One-Stop Centres needs strengthening.

¹⁹ Mashonaland Central, Mashonaland West, Manicaland, and Matebeleland South

²⁰ ZDHS 2015



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Outcome 5: Data Availability and Capacities

The Zimbabwe National Statistical System (NSS) is comprised of producers, users and suppliers of data, inclusive of academic and research institutions. The main sources of SGBV, HPs, SRHR and HIV data in Zimbabwe are population-based surveys and administrative and service-based data. In the last decade, there has been considerable progress in the generation of SGBV, HPs, SRHR data that is disaggregated by sex, age and geographical location (urban or rural and at provincial level).

Data gaps include SGBV and HPs amongst girls under 15 years and women older than 49 years; data on the magnitude of SGBV and HPs among women and girls with disabilities, and their SRHR needs and concerns; the extent of SGBV against women and girls in schools and young women in tertiary institutions; the scope and extent of online SGBV, among others. There also is insufficient national and subnational qualitative data and analysis on the drivers of SGBV and HPs in Zimbabwe and further baseline data for the SDGs indicators and targets is required for effective monitoring, reporting and evaluation of the country's performance in achieving the SDGs.

The country does not have a centralized GBV Information Management System (IMS). There is no standardized methodology for the generation, storage, analysis, sharing and use of SGBV survey and administrative data; and, the Management Information Systems (MIS) that do exist in some line ministries and at community level are not interoperable. Civil society organizations that provide survivor-centred services also expressed during consultations that they need specific trainings on GBV data collection and analysis.

The creation of a survivor-centered (in the context of service provision), and a life-cycle approach to the collection of SGBV, SRHR and HPs data is essential for a more effective analysis, dissemination and use of this data for planning, policy formulation, budgeting and evidence-based advocacy for the eradication and prevention of SGBV and HPs at national, subnational and community levels; and this data is required for the development of gender-responsive and rights-based policies and services to meet the SRHR needs of all women and girls, especially those marginalized by intersecting forms of discrimination. Furthermore, as noted in *Section XIII on Knowledge Management*, the focus of work in this Outcome Area through the SI will create an enabling environment for continuous knowledge generation, learning and sharing both within the SI and among Government, civil society and other key stakeholders.

Outcome 6: Supporting the Women's Movement

The Women's Movement plays a leading role in advocating for gender equality and women's rights in Zimbabwe. Historically, gender equality and women's rights advocates, in collaboration with other target-population-focused civil society groups, have successfully advocated for reforms in the law and policy frameworks, and have been the architects of new provisions, such as the gender equality provisions and the expanded Bill of Rights for all groups in the Constitution adopted in 2013. The women of Zimbabwe were critical stakeholders in the constitution-making process. The movement joined hands with women in political parties, Government, Parliament and academia to launch a sustained advocacy campaign for a gender-responsive Constitution. Women's constitutional demands were based on the Women's Charter, a critical advocacy and awareness-raising document, which was used to sensitize women across the nation, especially in the rural areas.

Coordination structures for gender equality and women's rights groups, as well as for the broader civil rights organizations are in place. Women's rights organizations are coordinated under the Women's Coalition of Zimbabwe and the National Association for Non-Government Organizations is the umbrella body for a broader range of CSOs. What is missing in Zimbabwe is a strong and visible social movement against SGBV and HPs at the national, subnational and community levels that is inclusive of women and men from all sectors; those in positions of power and formal authority; women, men, boys and girls in communities; and which includes the voices and perspectives of women and girls who are most marginalized by the intersecting forms of discrimination. During one of the consultations for the development of the SI Country Programme, for example, one of the speakers on the SRHR Programming for Key Populations' panel noted that there are no SGBV and HPs campaigns that include the voices and perspectives of women and girls with disabilities, or which include women and girls with

disabilities as role models and champions.

Women's rights organizations and women's groups at community level require technical competencies in advocacy, lobbying, action-oriented research and monitoring to strengthen their role as change agents who demand accountability for SGBV and HPs prevention, and for the provision of accessible SGBV and SRHR services, from responsible institutions and key decision makers. Women's rights groups and other non-governmental organizations also require strengthened capacities to develop and implement integrated programmes on SGBV, HPs and SRHR. Investment in the women's movement in Zimbabwe through the SI is one of the most strategic approaches for achieving gender equality and women's rights, because this investment activates the power of the women's movement, as evidenced by the movement's role in the constitution-making and other processes in the country, to deliver change at the national, subnational and community levels.

II. Programme Strategies and Theory of Change

The Zimbabwe Country Programme will use a multi-sectoral, multi-layered, interlinked community-centered approach to the implementation of the interventions in the six Outcome Areas based on the socio-ecological model for addressing SGBV and HPs. The life-cycle approach will complement this model in recognition of the intersecting forms of discrimination all women and girls confront throughout their lives; and the life-cycle approach informs the SRHR needs and concerns of women and girls at different stages in their lives, especially women above 50 who are invisible, because they are not counted in SGBV, HPs and SRHR surveys, and their SRHR knowledge and health concerns are not adequately provided for in services. Research on pathways to the perpetration of SGBV demonstrates that perpetrators often have experienced sexual and other forms of abuse in childhood, therefore, while the focus of the SI in Zimbabwe is on women and girls, prevention and service actions also will target boys as survivors, witnesses and as potential perpetrators.

Improving accessibility will be the main approach to be used across the Outcome Areas during the implementation of SI in Zimbabwe to respond to the specific needs of women and girls. For women and girls with disabilities these approaches include: the translation of specific laws and policies, and SGBV, HP and SRHR information into disable-friendly materials; strengthening the ability of key service providers (health, police, social workers, among others) to communicate and engage with women, girls and children with disabilities; linking Disabled Persons Organizations (DPOs) and disabled women and girls to policy and other development processes, among others.

Accessibility to health, SGBV, HIV and AIDS and SRHR services remains a challenge to women and girls living in the rural areas due to the location of these services which are often far from the villages where communities reside. In addition to integrating a range of these services within the health facilities that are accessed by women and girls in the rural areas, the SI in Zimbabwe also, for example, will expand the reach of services such as One-Stop Centers by facilitating the creation of these centers within districts placing them closer to women and girls.

Contribution to the achievement of the SDGs

The Spotlight Initiative in Zimbabwe will be a positive contribution to the achievement of gender equality, peace, social inclusion and protection of human rights which are catalytic for sustainable development and inclusive growth in accordance with Agenda 2030.

The eradication and prevention of SGBV and HP through addressing the root causes will impact on women's and girls' ability to have a "voice", "choice" and "control" over their lives which are essential for the empowerment of women and girls, especially those who face multiple forms of discrimination. The Zimbabwe Country Programme therefore has been designed to contribute to the country's achievement of SDGs 5 with a focus on the following SDG 5 targets:

- End all forms of discrimination against all women and girls everywhere.
- Eliminate all forms of violence against all women and girls in the public and private spheres,



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- including trafficking and sexual and other types of exploitation.
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
 - Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
 - Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
 - Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

The SI Country Programme in Zimbabwe also presents a strategic opportunity for strengthening institutions, building on the government's thrust towards effective and efficient programmes delivery; greater transparency and accountability; and the prosecution of corruption cases, all of which contribute to the SDG 16 agenda of building inclusive, accountable and sustainable institutions. In addition, the strengthening of institutions under Outcome and across other Spotlight Outcome Areas will complement existing Government efforts towards the implementation of SDGs (3, 4, 10 and 11, among others).

Geographical scope

In regards to the geographical scope of the SI in Zimbabwe, following an extensive mapping of existing SGBV, HIV and SRHR programmes implemented in Zimbabwe by UN agencies, government, civil society, EU and other development partners-funded initiatives, and the use of a set of key SGBV, HP, SRHR, HIV²¹ and poverty prevalence data²², the SI Inter-agency Technical Team identified five provinces and 23 Districts (two of which are large, impoverished urban settlements) for the implementation of the SI country programme.

The following criteria was used to select the Provinces and proposed Districts for the implementation of SI in Zimbabwe:

- Identified hotspots based on reviewed and relevant evidence on SGBV and HPs
- Previously excluded and marginalized communities
- Engagement in communities where good practices and need to be upscaled to expand the geographical reach in the districts where relevant programmes to eliminate SGBV and HPs exist

The SI Inter-Agency Technical Team built the body of evidence to identify the areas of the country that best fit these criteria through a series of steps as follows:

STEP ONE: Mapping of Existing SGBV and HP programmes implemented by UN Agencies, Government and CSOs

Using a set of maps of the country's 10 provinces and the districts within each province, the SI Technical Coordination team colour-coded and mapped at provincial, district and ward level, SGBV and HP programmes implemented and/or funded by UN agencies, the EU, Government, and CSOs. Programmes focused on livelihoods and women's economic empowerment also were mapped given that women's economic empowerment is one of the Outputs within Outcome 4. This exercise provided a visualization of the ongoing work within provinces and the current gaps in reach.

STEP TWO: Identification of 'Hotspots'

A set of five (5) indicators were selected based on the SGBV, HP and SRHR data provided in the 2015 Zimbabwe Demographic and Health Survey (ZDHS) and the 2014 Multiple Indicators Cluster Survey (MICS). This data, provided in **Table 2** below, enabled the Inter-Agency team to identify the Provinces

²¹ This data currently is only disaggregated at Provincial level; and data for the indicators at District and ward levels is not available from the large ZDHS, Population Census and MICS national surveys

²² Poverty data was used to identify the most impoverished Districts in each of the selected Provinces



that can be classified as 'hotspots'.

Table 2: First Set of SGBV, HP and SRH Indicators Used to Select Provinces for Spotlight in Zimbabwe (data sources: ZDHS (2015); MICS (2014))

	Province	% of ever-married 15-49 women who ever experienced emotional, physical or sexual violence by husband/partner (2015)	% of women age 15-49 who ever experienced sexual violence (2015)	% of women age 15-19 who are currently married/in union (2014)	% of women never sought help or never told anyone (2015)	% of women age 15-19 who have begun childbearing (2014)
	Mashonaland Central	41.1	14.8	39.1	38.7	30.9
	Mashonaland West	52.5	18.2	31.3	42.9	20.4
	Manicaland	47.8	15.9	29.4	49.9	27.7
	Mashonaland East	48.7	15.0	32.3	47.3	25.3
	Midlands	48.8	13.4	25.0	42.2	23.9
	Masvingo	38.7	11.2	27.0	41.6	17.6
	Matabeleland North	29.9	8.2	23.2	40.6	26.1
	Matabeleland South	32.4	5.1	11.1	41.2	30.3
	Bulawayo	49.7	11.6	9.1	41.6	12.2
	Harare	44.5	13.0	15.7	35.6	9.9

RED = Highest; GREEN = Lowest

STEP THREE: 'Hotspots' + Poverty

The 10 Provinces were further mapped using SRHR, HIV, SGBV (attitudes) and Poverty Rate Data (Poverty Atlas Data) to further triangulate the SGBV, HP, SRHR and HIV data used in the Provinces identified and to identify the most disadvantaged districts in each Province as an indicator of where the "most excluded and marginalized" populations may be located. These further five indicators are shown in Table 2 below.



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Table Two: Provinces using SGBV, SRH, HIV and AIDS, Attitudes and Poverty Indicators

		% of ever-married women age 15-49 who ever have experienced emotional, physical or sexual violence by husband/partner (2015)	% of women age 15-49 who ever experienced sexual violence (2015)	% of women age 15-19 who are currently married/in union (2014)	% of women never sought help or never told anyone (2015)	% of women age 15-19 who have begun childbearing (2014)	Poverty Rate (2015)	% of women age 15-49 who use modern contraceptive (ZDHS-2015)	% of women age 15-49 have problems in accessing health care (ZDHS-2015)	HIV prevalence among female adults 15-49 (UNAIDS estimates - 2016)	% who agree with violence against wives at least on specified reason (age 15-49) (ZDHS-2015)	
	Province										Women	Men
	Mashonaland Central	41.1	14.8	39.1	38.7	30.9	75.6	65.0	69.7	14.2	50.0	37.6
	Manicaland	47.8	15.9	29.4	49.9	27.7	71.8	57.0	69.6	13.3	39.6	32.3
	Mashonaland West	52.5	18.2	31.3	42.9	20.4	73.3	71.0	63.1	15.0	43.5	35.7
	Matebeleland South	32.4	5.1	11.1	41.2	30.3	73.6	60.0	65.0	23.7	33.7	28.9
	Matebeleland North	29.9	8.2	23.2	40.6	26.1	85.7	66.0	57.8	21.8	43.3	41.0
	Mashonaland East	48.7	15.0	32.3	47.3	25.3	67.3	69.0	57.1	17.2	42.4	32.0
	Midlands	48.8	13.4	25.0	42.2	23.9	68.7	67.0	51.4	15.8	36.1	34.6
	Masvingo	38.7	11.2	27.0	41.6	17.6	65.7	61.0	68.4	15.2	46.8	39.2
	Bulawayo	49.7	11.6	9.1	41.6	12.2	37.2	71.0	45.0	16.1	27.4	24.4
	Harare	44.5	13.0	15.7	35.6	9.9	36.4	70.0	44.9	16.3	27.3	24.9



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Step Four: Identification of the most disadvantaged districts in the Provinces

To identify the potential districts for situating the SI in the selected Provinces, Poverty Prevalence data (2015 Poverty Atlas) was used to identify the most impoverished districts in each province, since the national data on SGBV, HP, SRHR and HIV is not disaggregated to the levels of districts and wards. Districts above the national poverty rate of 72.3% were selected in each of the selected Provinces. The two urban areas selected in Harare Province – Epworth and Hopley – were selected because the poverty rate in both areas is twice as high – 64.5% and 60.6% respectively – as Harare Province which is estimated at 35.7%. Women’s and girls’ access to sexual and reproductive health information and services, and their ability to make informed and free choices, and to exercise their rights are often compromise most where there are incidences of extreme poverty.

In the July 16, 2018 Consultation with a broad-range of stakeholders from Civil Society, Government, Independent Institutions, Private Sector and Faith-Based Groups, participants independently identified in a Group Exercise to Map Harmful Practices (HPs), Mashonaland Central, Mashonaland West, Manicaland and Matebeleland as Provinces where many of the HPs that affect women and girls occur.

In the first phase of implementation of the SI in Zimbabwe, the interventions will be implemented at national, subnational and community levels, and the location of the interventions will be determined based on (1) the coherence between the Outcome Areas so as to enable a comprehensive redress of SGBV and HPs and the promotion of SRHR in each geographical areas; (2) findings from the joint technical team visits to the sites selected(to be conducted before the final submission of the CP in September); (3) the overall flexible programming approach to implementation of the SI in Zimbabwe; and (4) the approaches to be taken in rolling-out specific interventions (e.g. for some activities, a piloting approach will be used to develop models and best practices that can be replicated in other provinces and districts). Therefore, the geographical scope indicated in each Outcome Area in this section is still broad.

Complementarity with existing programmes

Complementarity across existing programmes and funding streams, both within individual agencies and joint programmes will be harnessed for broader impact. Specifically, the interface between SGBV, HIV and SRHR is already being addressed to some level by the joint programmes on HIV and SRHR/HIV/GBV integration. Further synergies and linkages across these funding streams will be enhanced to the benefit of all programmes. For example, the (HIV) Situation Room, which is a virtual platform for high level and programmatic advocacy on key indicators, already integrates SRHR/GBV indicators and this will be leveraged for advocacy purposes of the SI.

The initial mapping, as explained in **Step One**, also located the following programmes in the proposed Provinces: ZERO Tolerance for GBV 365 (2016-2020), the Disability Programme (2018-2019), the Health Development Fund (2016-2020), Modified DREAMS, Adolescent Girls and Young Women (2018-2020), as well as Child Protection, Harmonized Cash Transfer and Women’s Economic Empowerment Programmes. However, the mapping shows that many of these programmes are in other districts, providing the opportunity for the Spotlight Initiative to expand the geographical reach to women, men, girls and boys in the proposed selected Provinces.

The following Table 3 illustrates the SI’s complementarity with other programmes.

Current/previous/upcoming investments	Spotlight
Support to Rule of Law and Access to Justice for All Programme (2016-2020) EUR 14 million supported by EU	Spotlight will complement support provided by the EU Justice Project in capacity strengthening of chief’s court by doing an analysis of the traditional justice system beyond the chief’s courts alone in matters of SGBV/SRHR/HP. This aspect in Spotlight will address a glaring gap in knowledge on how such matters are handled and addressed within a traditional system and then



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	link the findings to a national process of policy and legal changes to inform a more responsive traditional justice system. Furthermore, while work by the Legal Resources Foundation (LRF) will be done at community level to capacitate chief's court assessors, Spotlight is taking a national upstream view to address the global challenges that are hindering effective service delivery on the ground. Spotlight will work with CSOs and academic institutions with expertise in implementing related programmes.
Support to Rule of Law and Access to Justice for All Programme (2016-2020); EUR 14 million supported by EU	Regarding the Legal Aid Directorate (LAD), Spotlight will strengthen the coordination function of the LAD with a view to increasing its capacity and that of other Legal Aid Service Providers to be effective in their response to SGBV/HP/SRHR issues.
Multi-donor support programme to the Parliament of Zimbabwe and Office of the Auditor General (2015-2018);US\$4.7 million supported by EU, Sweden, UNDP	Cognizant of the fact that the Spotlight Initiative will be implemented during the lifetime of a new 9 th Parliament, the overall induction of MPs will be done under the Multi-Donor Support Programme. Spotlight will complement these investments focusing on specific law and policy making for specialized portfolio and thematic committees that are relevant for strengthened SRHR/HP/SGBV prevention and response. Spotlight will be targeted and will build upon new initiatives under the PSP ²³ which include stronger Parliament and Executive relations to facilitate alignment of outstanding laws.
Zimbabwe Resilience Building Fund (2015-2020) USD 73million supported by Sweden, DFID and EU and UNDP	The ZRBF has produced in-depth knowledge and evidence -based products which includes Hazard Mapping which are significant in informing selection of resilience building activities that can be undertaken in hazards prone districts (number and frequency) correlated with poverty and food security ranking. Some of the districts for the Spotlight overlap with the ZRBF intervention districts and as such the women economic empowerment work within Outcomes 3 and 4 will build upon the ZRBF work and immediately engage women, men households and communities in integrated improvement of women's economic livelihoods, resilience to shocks, community strengthening of transformative gender relations for prevention of SGBV/HPs and appropriate social safety nets and social protection.

(See also Section X on Coherence with Existing Programmes and further information is provided in Outcome Areas Programme Strategy details provided below)

Lessons learned and Sustainability

²³ Parliamentary Support Programme



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Some lessons from past efforts related to SGBV, HP and SRHR that inform the approaches and activities proposed in six Outcome Areas in the Zimbabwe CPD include the following²⁴:

- For transformational objectives to be realized, multi-year programming is required, with the first year used for laying the foundation of the program and subsequent years for activities building on the theory of change. Multi-year grants as compared to annual grants are more ideal to achieve transformational objectives when working with CSOs;
- Positive outcomes can be achieved by mobilizing local stakeholders to lead anti-GBV efforts;
- A joint program can provide unique advantages to programming that can enhance coordination in the work of different UN agencies and value addition in technical expertise;
- In GBV programs, conducting a gender analysis and establishing baselines prior to intervention enables context specific responses and higher chances of success;
- Developing a theory of change requires the careful assessment of the length of time it takes for the intended change to occur;
- A joint programme provides opportunities for policy harmonization in multi-sectoral programs
- Upstream work on legislative and policy reform must be balanced with local and subnational capacity to deliver. In Zimbabwe, a strong positive has been the investment in local, district and provincial system strengthening in the provinces of intervention, which represents the resilience of the system. This includes equipping community cadres to link with the formal statutory system.²⁵

Sustainability of the initiatives implemented in the six Outcome Areas to create a multi-sectoral, multi-layered, interlinked community-centred approach to the elimination of SGBV and HPs in Zimbabwe will be ensured through:

- The establishment of diversified funding mechanisms, such as Public-Private Partnerships
- The strengthening of political accountability at the national and subnational levels to achieving gender equality and the empowerment of women and to the elimination of SGBV and HPs.
- Lobbying for greater financial investment by Government and the Private Sector in initiatives in the public and private sector that contribute to Zimbabwe's achievement of the SDGs
- Continued investment in community systems and response to GBV. Community systems support public health systems by filling critical gaps: they work effectively with marginalized populations; provide supportive services that buttress clinic-based care or extend the reach of services into the community; and in some cases, achieve substantial scale in service delivery on their own.
- Investment in strengthening civil society to become more effective and visible in playing its critical role of creating stronger political accountability by all sectors to gender equality, women's rights and to the rights of children

Programme Strategy/Results Chain by Outcome Areas

The following section provides a brief description of the Results Chain, the scale and scope of the work to be undertaken in each Outcome Area, and the implementation approaches to be used.

Outcome 1: Legislative and Policy Framework

(i) Theory of Change

If (1) women and VAWG, including SGBV/HP/SRHR, experts are engaged in assessing, developing and implementing policies and legislation to eliminate VAWG, including SGBV/HP, and promote women and girls' SRHR, (2) if the implementation of legislations and policies is monitored

²⁴ Mid Term Evaluation of the Joint Programme on Prevention of Gender Based Violence against Young Women and Adolescent Girls, Development Solutions, August 2016

²⁵ Case Study Report: Strengthening Child Protection Systems: A Comprehensive Evaluation of UNICEF Strategies and Programme Performance, February 2018



then (3) an enabling legislative and policy environment on VAWG, including SGBV/HP, and other forms of discrimination is in place and translated into plans, guaranteeing the rights of women and girls (including SRHR) because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection (5) laws and programmes that integrate ending VAW, including SGBV/HP, into SRH services are developed, implemented and monitored

Outcome Statement

Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans.

(ii) Expected Content of the Support:

a. The scope and scale of support/geographical scope

The interventions in Outcome 1 seek to **harmonize SGBV, SRHR and HPs laws and policies; to strengthen the traditional justice system** where most women seek access to justice; and to improve the **implementation and monitoring of the application of SGBV, HPs and SRHR laws and policies**. Geographically, the interventions will be conducted at national and sub-national (Provincial/District) levels in the selected five Provinces for the SI.

b. Target groups

DIRECT BENEFICIARIES²⁶

Direct Beneficiaries	Number
Parliamentarians in the Ninth Parliament of Zimbabwe; and specific targeting of relevant Parliamentary Portfolio Committees	310
Senior Officials in the Ministries of Legal, Justice and Parliamentary Affairs, Labour and Social Welfare and Home Affairs)	30
Legal drafters in all Ministries and members of the Cabinet Committee on Legislation (OPC)	40
CSO representatives with a focus on Disabled Persons Organizations	75
Management staff and Commissioners of two Independent Commissions (Zimbabwe Human Rights and	70

²⁶ In addition to the Parliamentarians, the estimated number of direct beneficiaries represents a deliberate targeting of the key officials within government ministries, institutions and independent commissions who have the authority to direct and implement change within these entities. The targeted group of beneficiaries within civil society is to create the base for the development of a strong group of women lobbyists with the expertise and knowledge to engage Parliamentarians and the Independent Commissions on EVAW, SGBV, HPs and SRHR issues affecting women and girls who face multiple forms of discrimination.



Zimbabwe Gender Commission)	
Women’s rights advocates and women and girls with disabilities	50
TOTAL	575

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Women above 18 years	2,666,311
Girls 5-17	1,654,780
Men above 18 years	2,304,817
Boys 5-17 years	1,654,693
Boys under 5 (6.8% of estimated pop of 13,572,5600	922 934
Girls under 5 (7.1% of estimated pop of 13,572, 560)	963, 652
Total	8,280,261

c. Focus and modalities of support

The three main areas where the support will be concentrated are: (1) legislative and policy reform/alignment through inclusive processes to give voice to affected groups, and advocacy on new and emerging legal and policy issues such as on-line SGBV abuse against women and girl²⁷s; (2) strengthening implementation/enforcement of laws and policies through building the technical competencies of key institutions; and through advocacy and lobbying by civil society; and (3) identification and replication of evidence-based best practices in customary, formal and informal justice systems.

The modalities of support include:

- Direct support to government at national and subnational levels, and to Parliament and Independent Commissions
- Collaborative initiatives with the Judicial Services Commission, National Prosecuting Authority
- Support to CSOs and Academia to implement specific interventions/activities

Some of the specific proposed activities in this Outcome Area include, among others: (1) conducting **an assessment of the legislative framework to identify gaps, conflicts and discriminatory areas** that still exist within the laws and contradictions between the legislative framework and customary laws to inform the strategic focus and content of the actions in this outcome area. (2) supporting the **revisions of key legislations** such as Children’s Bill, Child Justice Bill, Forensic Bill, Harmonised Marriage Bill, among others in line with international human rights standards (3) **Capacity strengthening of parliamentarians** on legislative reformulation, review and adoption of SGBV and HP legislations and policies (4) working with Disabled Persons Organizations to build **specialized lobbying and advocacy skills within these organizations** on how to engage and petition Parliament on SGBV, SRHR and HP issues; (5) the creation of **multiple interactive web-based and other platforms** for widening the spaces through which women and girls, especially those who are not within close proximity to Parliament, can contribute to consultations on the development of laws and policies

²⁷ During the July 2018 harmonized elections, women, and especially young women standing as candidates were subjected to verbal and other forms of harassment in social media platforms. Women’s rights groups such as the Zimbabwe Women Lawyers Association issued media statements on the rise in the use of social media and other on-line platforms for verbal and emotional abuse of women.



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that impact on their lives; (6) strengthening the **role and mandate of Independent Commissions such as the Zimbabwe Gender Commission, the Zimbabwe Human Rights Commission and the Judiciary**, among others, to ensure compliance with the constitutional provisions and with the international and regional conventions signed and ratified by Zimbabwe that guarantee gender equality and the protection of the rights of all women, girls, children and persons with disabilities

d. Justification for the Proposed Approach

Following the adoption of the 2013 Constitution, laws related to SGBV, SRHR and HPs are yet to be harmonized and aligned to the Constitution due to delayed implementation of the adopted legislation, because of the lack of political will to advance gender equality and women's rights; inadequate guidelines on investigations, prosecutions and sentencing for SGBV and HPs which contribute to low prosecution rates, poor sentencing patterns and acquittals; unavailability of a robust monitoring and evaluation system for existing laws; legal and policy gaps; limited resources to implement laws and policies; and inconsistencies and conflict in laws.

To address these challenges, **technical support to structured, participatory and collaborative processes towards reform and harmonization of the existing SGBV, HPs and SRHR laws is required**, as well as lobbying for the review and enactment of specific laws.

Capacity strengthening is one of the approaches to be used in several activities targeted at Parliamentarians. The justification for this approach is that many of the members elected in July to the Ninth Parliament of Zimbabwe are new. This provides a strategic opportunity for a concerted engagement with Parliamentarians on EAW, SGBV, SRHR and eliminating harmful practices as several of the Bills that are on the legislative agenda focus on these issues. Through lobby, advocacy and knowledge and information sessions with the Parliamentarians and the relevant Parliamentary Portfolio committees on EAW, SGBV, SRHR issues, the SI can contribute in the first two years to enabling them to take this agenda forward during their five-year-term of office within Parliament and most importantly, with their constituencies where female and male Parliamentarians can become opinion leaders and champions for the elimination of all forms of GBV and HPs. Furthermore, the engagement and capacity strengthening of the new Parliament on EAW, SGBV, and SRHR will create positive synergies and an enabling legislative environment for Parliament to play its accountability role in relation to the implementation of national and sectoral EAW, SGBV, SRHR laws, policies and plans. This focus on strengthening the capacity of new Parliamentarians also can have a ripple effect on the implementation of SI interventions in other Outcome Areas.

Outcome 2: Strengthening Institutions

(i) Theory of Change

If, (1) relevant decision-makers and stakeholders in all sectors of government are informed and mobilized to address VAWG, including SGBV/HP, and promote women and girls' SRHR, if (2) institutions at all levels and relevant stakeholders have strengthened capacity on ending VAWG, including SGBV/HP/SRHR, if (3) national and subnational bargaining processes are effective in overcoming the hurdles of collective action to address and prevent VAWG, including SGBV/HP, and promote women and girls' SRHR, if (4) adequate budgets are allocated then (5) institutions will develop, coordinate and implement programmes that integrate the elimination of VAWG, including SGBV/HP, and other SDG targets into development planning processes, because (6) institutional change requires appropriate capacity, adequate funding as well as political engagement and leadership to sustainably address VAWG, including SGBV/HP, and promote women and girls' SRHR

(ii) Outcome Statement

National and subnational systems and institutions plan, fund and deliver evidenced-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors

(iii). Expected Content of the Support:



a. The scope and scale of support/geographical scope

The scope of support in Outcome 2 seeks to create an enabling environment, coordinated at the highest level of Government for national and subnational systems and institutions to plan, budget and fund SGBV, HPs and SRHR programmes; to strengthen the technical skills and competencies of key actors to ensure the accountability of relevant institutions to their SGBV, HPs and SRHR mandates and to improve professionalism within these institutions; to develop and implement an integrated SGBV/HPs/SRHR model for local authorities to respond to and prevent SGBV and HPs and to promote SRHR within the communities they serve and reach; and to replicate the model based on lessons learnt; and to strengthen standards and mechanisms for coordination, M&E and risk management for a coordinated national, subnational and community-based accountability and response to SGBV and HPs and for the promotion and protection of SRHR.

The geographical scope for this work is at the national level.

b. Target groups

DIRECT BENEFICIARIES²⁸

Direct Beneficiaries	Number
Office of the President and Cabinet	34
Ministry of Women Affairs & SMEs	60
Ministry of Public Service, Labour and Social Welfare	30
Ministry of Justice	30
Legal Aid Directorate	20
Judicial Service Commission	20
National Prosecuting Authority	20
Ministry of Primary and Secondary Education	30
Ministry of Home Affairs (including Zimbabwe Republic Police (ZRP))	150
Ministry of Finance	30
Ministry of Local Government (including three local authorities)	75
Public Service Commission	25
Auditor General	20
Zimbabwe Gender Commission	35
Zimbabwe Human Rights Commission	35
Civil Society Organizations	20 (inclusive of women's rights organizations, disabled persons organizations, human rights groups, child rights groups, among others)
TOTAL	600

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Women above 18 years	2,666,311
Girls 5-17	1,654,780

²⁸ Similar to the approach taken in Outcome One in the identification of estimated direct beneficiaries, the estimated number of direct beneficiaries represents a deliberate targeting of the key officials within government ministries, institutions and independent commissions who have the authority to direct and implement change within these entities. The targeting is at the level of Directors and higher based on lessons learnt on the need to engage senior managers within government as well as technocrats.



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Men above 18 years	2,304,817
Boys 5-17 years	1,654,693
Boys under 5 (6.8% of estimated pop of 13,572,5600)	922 934
Girls under 5 (7.1% of estimated pop of 13,572, 560)	963, 652
Total	8,280,261

c. Focus and modalities of support

The five areas where support will be focused are: (1) Engagement of Government at the highest level – Office of the President and Cabinet – to advocate for the inclusion of EVAWG/SGBV/HPs/SRHR as national development priorities in the country’s new national development plans, in line with the President’s campaign promise of ZERO Tolerance to Violence; (2) Strengthening accountability, response and coordination among mandated institutions and key actors; (3) engaging local authorities for the development of SGBV, HPs and SRHR integrated initiatives that can become models that are documented and replicated as best practices in other selected provinces and districts. The Outcome Area will build on ongoing efforts in many of the local authorities and local authorities’ umbrella groups to mainstream gender equality and women’s empowerment in their planning, budgets and institutional systems to engender service delivery to communities Through SI, these initiatives can be furthered strengthened to be inclusive of women and girls with disabilities and the most marginalized in rural and urban communities within the jurisdiction of local authorities.; (4) Strengthening the capacity and responsiveness of oversight institutions for understanding and analysis of SGBV/HP/SRHR/disability and intersecting discrimination issues, including through partnerships with academic institutions and think tanks; and (5) Develop the monitoring systems of independent institutions to inform decision-making for strengthened accountability and oversight.

The modalities of support include:

- Direct support to government at all levels, Parliament, Independent Commissions and oversight institutions
- Technical and implementing Partnerships with the Judicial Services Commission, NPA, Academia and Think Tanks (Macro-economic, Research, among others) and Civil Society (there is a strong connection between the work in this Outcome Area and the interventions in Outcome Area 6 to strengthen women’s rights groups technical competencies to develop and use social accountability mechanisms)

Some of the transformative activities proposed for this Outcome Area include the (1) **High-level Political Compact that will bring greater commitment to the issues of SGBV/HP/SRHR** among the government and independent institution actors. Building on the high-level anchoring of the SI in the UN Resident Coordinator’s Office, the programme will leverage on the existing partnerships with key departments and ministries such as the Office of the President and Cabinet, the Ministry of Women Affairs, Community Development and SME, as well as the Public Service Commission for high-level commitment on the side of government. Regular high-level policy dialogues and policy think tank inputs to inform national strategic direction will bring the issues of SGVB/HP/SRHR to the centre of national dialogue and priorities. The development of the high-level political compact is furthered anchored in (1)the political and economic opportunities presented by the new government and its commitment to economic growth coupled with a coherent development agenda which provide fertile ground for bringing SGBV issues from the periphery of national priorities; and (2) A further transformative component of institutional strengthening is the **robust conceptualization of institutional accountability for the delivery of prevention and response programmes**. Relevant activities to this effect include **supporting a meta-analysis and synthesis** of key Government ministries’ and institutions’ SGBV, SRHR and HP programmes/plans, supporting the Ministries of Labour and Social Welfare, Health and Education, Ministry of Justice to plan and implement programmes on SGBV/HP/SRHR and

strengthening the internal accountability of Public Service Commission to facilitate SGBV/HP/SRHR prevention and response by mandated civil service institutions. By combining capacity enhancement that is imbedded and anchored in the institutions with systematic external demand for accountability by mandated constitutional institutions and citizens, it is anticipated that transformative changes will be seen within institutions and individuals working in selected key upstream institutions. Zimbabwe's Constitution has robust provisions and principles on accountability and oversight which have not been fully used, neither have some of the provisions been tested. In-order to strengthen response and coordination among mandated institutions and key actors and ensure the allocation and utilization of resources for VAWG and HPs, the SI will also support the following key interventions (1) **developing a revised inter-institutions mechanism** among key institutions and support the implementation and coordination of the national action plan to end child marriages, and the Girl Empowerment Framework (2) **strengthening the GRB process** within the Ministries of Justice and Home Affairs, (3) **sensitizing the relevant parliamentary portfolio** committees on SGBV/HP/SRHR elements on GRB, and (4) **strengthening the capacity of the Office of Auditor General** for inclusion of SGBV/HP/SRHR in performance audit processes, among others.

Justification for the Proposed Approaches

The major challenge to be addressed in this Outcome is the lack of confidence and trust in public institutions due to the negative attitudes of public officials during the discharge of their duties, which contributes to the low uptake of SGBV and SRHR services. In addition, there is limited capacity across all institutions to prevent and respond to SGBV and HPs faced by women and girls with disabilities and other intersecting forms of discrimination.

The proposed engagement with local authorities provides an opportunity to invest in the development of a model of SGBV and HP response and prevention that enables the creation of inclusive, safe spaces for women and girls, including those who suffer from intersecting forms of discrimination. Working at local authority level provides for better integration and multi-sectoral working modalities, which have the potential to bring about meaningful change for all women and girls in urban and rural communities.

Some of the **lessons learnt** through past investments in strengthening SGBV systems and institutions that will be applied in the implementation of the SI in Zimbabwe include: (1) It is important to ensure ownership of the investment at the highest level/senior leadership within any system or institution; (2) it is more strategic and sustainable to invest in strengthening systems, policies and accountability to SGBV and SRHR mandates; and (3) capacity development must be anchored within the structures of relevant institutions, which necessitates the use of in-house/technical attachment as the approach for sustainable capacity development. In strengthening institutions, the SI in Zimbabwe will integrate SGBV/HP/SRHR in key institutional processes that include strategic plans, annual plans, protocols and guidelines and a methodology of mentorship will be adopted for strengthening internal capacity.

Another **important lesson learnt is that high political commitments are the clear drivers** for institutional compliance in addressing any national pandemic and the drivers of it to reduce prevalence rates.²⁹The interventions and activities proposed in this section are therefore anchored in the development of a political compact at the highest levels of government and within independent and oversight institutions. Also, strengthening accountability and oversight mechanisms is essential for achieving significant results in compliance with progressive laws and policies. SI will strengthen these mechanisms at a national level using a multi-pronged approach.

Some of the transformative activities proposed for this Outcome Area include the (1) High-level Political Compact that will bring greater commitment to the issues of SGBV/HP/SRHR among the government and independent institution actors. Building on the high-level anchoring of the SI in the UN Resident Coordinator's Office, the programme will leverage on the existing partnerships with key departments

²⁹ The Government's approach to addressing the HIV and AIDS pandemic in Zimbabwe and in reducing the prevalence rate is a model example of this.



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and ministries such as the Office of the President and Cabinet, the Ministry of Women Affairs, Community Development and SME, as well as the Public Service Commission for high-level commitment on the side of government. Regular high-level policy dialogues and policy think tank inputs to inform national strategic direction will bring the issues of SGVB/HP/SRHR to the centre of national dialogue and priorities.

The development of the high-level political compact is furthered anchored in (1) the political and economic opportunities presented by the new government and its commitment to economic growth coupled with a coherent development agenda which provide fertile ground for bringing SGBV issues from the periphery of national priorities; and (2) A further transformative component of institutional strengthening is the robust conceptualization of institutional accountability for the delivery of prevention and response programmes. By combining capacity enhancement that is imbedded and anchored in the institutions with systematic external demand for accountability by mandated constitutional institutions and citizens, it is anticipated that transformative changes will be seen within institutions and individuals working in selected key upstream institutions. Zimbabwe's Constitution has robust provisions and principles on accountability and oversight which have not been fully used, neither have some of the provisions been tested.

Outcome 3: Prevention and Social Norms

Prevention Strategy

Building on lessons learned during the implementation of previous and existing GBV programmes in Zimbabwe, the proposed interventions, approaches and activities in this Outcome Area are premised on an understanding of the gender inequalities, social, cultural and religious norms and practices that are among the root causes of SGVB and HPs in Zimbabwe. A coordinated and continuous analysis of these drivers of SGVB and HPs will be essential to ensure that bottlenecks that have contributed to the limited effectiveness of prevention efforts are identified, and approaches to address these, are developed within the various forms of analyses and operational research proposed within Outcomes 3 and Outcome 5 (with a focus on qualitative research and analysis of the issues). The prevention measures proposed also incorporate a strong focus on the promotion of gender equality, women's empowerment and women and girls' enjoyment of their rights. Building a strong consciousness and understanding of these issues among women, girls, men and boys at all levels is essential for preventing violence against women and girls.

(i) Theory of Change

If (1) multiple strategies such as community mobilization, key stakeholders' engagement and education strategies are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing VAWG, including SGBV/HP, and promoting women and girls' SRHR then (2) favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent VAWG, including SGBV/HP, and to promote women and girls' SRHR because (3) multi-pronged prevention initiatives that mutually reinforce each other can effectively shift individual and socio-cultural norms including those affecting women's sexuality and reproduction

(ii) Outcome Statement

Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG/SGBV/HP and promote women and girls' SRHR

(iii) Expected Content of the Support:

a. The scope and scale of support/geographical scope



The interventions in Outcome 3 seek to sustainably contribute to the elimination of the unequal gender power relations and the socio-cultural, religious, economic and political root causes of SGBV and HPs and which negatively affect women's and girls' SRHR; and to promote the SRHR of women and adolescent girls with a focus on the most vulnerable and marginalized women and girls (i.e. those with disabilities, HIV and other key populations). Geographically, the interventions will be conducted at district and community levels (wards) in the selected five Provinces.

b. Target groups

DIRECT BENEFICIARIES

Direct Beneficiaries	Number
Estimated district beneficiaries based on population average x 12 targeted districts	1,653,230.61 – 51% females; 49% males; boys (5-17 years, 49%) and girls (5-17 years, 51%)
Trained beneficiaries	
Community cadres	2,480
Co-creation facilitators	24
District officers trained on GBV prevention at community level	24
Editors trained on ethical guidelines	40
Journalists trained on ethical guidelines	60
Women with disabilities and their care-givers	600
Support groups	1,200
Sex workers	60
CSE learners (primary and secondary x 12 districts over 4 years) ³⁰	773,919
CSE learners with disabilities (10% of total learners) x 2 districts ³¹	51,509
Teachers trained for CSE	3,600
Non-teaching personnel trained for CSE	1,200
Number of school inspectors trained (3 x 12 districts)	36
TOTAL	834,752

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Total estimated beneficiaries x 3.2	5,290,337.952

c. Focus and modalities of support

The approaches that will inform the interventions in this Outcome are the life-cycle and the socio-ecological SGBV and HP models, and male engagement, especially among boys and adolescent males. The four main areas where the support will be concentrated are: (1) the delivery of integrated and targeted community-based interventions to shift social and gender norms and to enhance the visibility on the prevention of SGBV (including on-line forms of SGBV) and HPs and promote SRHR in communities; (2) the development of holistic empowerment models that are inclusive of life-skills, social skills, gender transformation models and other components that focus on empowering women and girls

³⁰ Estimates provided by UNESCO

³¹ Estimates provided by UNESCO



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to have and exercise their agency; (3) the incorporation and interlinking of SGBV, HP and SRHR into various sectors, formal and non-formal education and other socialization structures; and (4) the integration of the needs of women and girls who face intersecting forms of discrimination (specifically women and girls with disabilities) into the SGBV, HPs, SRHR and HIV prevention approaches, services and campaigns. The primary focus of this Outcome is to contribute to the promotion of positive socialization for women, men, girls and boys within community structures and sites of socialization to shift social and gender norms, change negative and harmful institutional cultures and transform communities towards creating a society that is free of SGBV and HPs.

The modalities of support include:

- Direct and technical support to government structures that operate at community and district levels
- Collaborative initiatives with the Private Sector and with the Media
- Support to CSOs to implement specific interventions/activities

Some of the transformative activities that will be supported under this outcome, among others include (1) The rolling out of the **Comprehensive Sexuality Education programme**, through the revision and updating of the training and orientation package for in and out of schools settings, capacity strengthening of teachers, and school personnel on the curricula and sensitization for students (2) development and implementation of the **multi-media and interpersonal social and behaviors change communication strategy and community mobilization interventions** targeting women, girls, men and boys (3) developing and implementation of the **editorial guideline for the media** (4) supporting the **development of a national sexual harassment strategy** for the workplace

Justification for the Proposed Approach

The use of the socio-ecological approach and the grounding of the interventions at community level in this Outcome Area provides a bottom-up and sustainable approach to changing and shifting gender, social and cultural norms and practices within communities at the individual, family, community, organizational and enabling environment levels. In the family setting, for example, according to a 2016 study, 64% of girls and 76% of boys in Zimbabwe reported experiencing physical violence perpetrated by parents, adults, caregivers and authority figures before the age of 18 years (Fry, 2016). This approach also ensures sustainability of the desired change because the focus is on leveraging the authority of the locally-recognized and respected leaders and gate-keepers in the face of evidence that the laws and policies alone are not enough to bring change. The engagement with men, young boys and adolescent males in interventions that aim to interrogate, and de-construct patriarchal notions of power and masculinities is important for creating knowledge and an understanding among boys and men of gender roles as social constructs that can shift and change.

The engagement of the Private Sector as a partner in the fight to eradicate SGBV and HPs and to promote SRHR is a relatively new approach in Zimbabwe, where engagements on these issues has primarily been with government and civil society organizations. The aim of this approach is to unlock and potentially mobilize new funding sources for SGBV and HPs prevention and promotion of SRHR and to strengthen this sector to become an agent of change as part of the sector's social corporate responsibility. Collaboration with individual companies and private sector umbrella groups also creates an enabling environment to create buy-in from this sector to the development of policies to address SGBV and to promote SRHR in the workplace.

Rapid Internet penetration across Africa and globally is changing the face of violence. SGBV increasingly has become a component of online sites which especially target the adolescent and youth age groups. While this emerging form of SGBV is addressed across the outcome areas, the prevention actions under SI will focus on generating local evidence for advocacy and partnerships with the ICT industry on how to strengthen Internet Service Providers' accountability to address online SGBV affecting girls and young women.



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The media is among the institutions in society that can either perpetuate gender norms and stereotypes or the media can be an agent of change. The interventions targeted at this sector seek to address the role of the media in reinforcing negative gender stereotypes and harmful practices through sensational and often inaccurate reporting on SGVB issues, and to also capitalize on the potential of the media to be among the champions and influencers of SGVB and HPs prevention. Strengthening the representation and the voices and perspectives of women and girls, especially those who face intersecting forms of discrimination in and through the media is important to give visibility to the issue through the voices of those most affected and marginalized.

Schools are a key entry point for institutionalizing efforts to promote equitable norms early in the life girls and boys. The proposed school-based interventions will focus on the socialization of boys and girls towards more equitable attitudes and norms; the prevention of bullying, sexual abuse of children and date-rape among teenagers. Education provides an ideal opportunity to reach large numbers of young people with well-designed comprehensive sexuality education programmes that provide knowledge, attitudes and skills essential to practice safer behaviours and promote gender equality.

School-based efforts to reduce GBV are most effective when supported by a system-wide approach to promoting a safe and supportive learning environment within all schools. The UNESCO Global Guidance on Addressing School-related Gender-based Violence (2016) outlines six guiding strategies which can inform Ministries of Education in their efforts towards a comprehensive approach to the prevention of SRGBV and promoting a *Gender Happy School* system approach (i.e. encouraging SGBV protection policies in schools; promoting gender equality and non-violence in curriculum & teaching practice; engaging girls and boys in creating solutions; strengthening links between the schools, homes and SGBV prevention and response services).

CSE is responsive to the differing ways that gender norms can influence the health and wellbeing of all children and young people. It contributes to gender equality by building awareness about the centrality and diversity of gender in our lives including the examination of gender norms dictated by culture, social and biological gender differences and similarities, and gender relations to foster empathy, understanding and reduce gender inequalities.

The recognition in this Outcome Area of the complementarity of formal education and other socialization systems also informs the use of the socio-ecological model to deliver the interventions using a multi-layered and interlinked community-centered method

Outcome 4: Delivery of quality essential services

(i) Theory of Change

If (1) service providers have the capacity to deliver essential services, including SRH services, and to prosecute perpetrators in line with international human rights standards and guidelines, (2) if these services are made available and accessible to women and girls and if (3) women and girls are informed and empowered to exercise their rights to services (including SRHRs and access to justice) then (4) women and girls who experience VAWG, including SGBV/HP, will increase their use of services and recover from violence, while perpetrators will be prosecuted, because (5) underlying barriers to women and girls' access to services have been addressed (6) including in relation to gender and socio-cultural norms affecting women's sexuality and reproduction

(ii) Outcome Statement

Women and girls who experience VAWG, including SGBV/HP, use available, accessible, acceptable, and quality essential services including for long term recovery from violence.

(iii) Expected Content of the Support:

a. The scope and scale of support/geographical scope



The scope of support in Outcome 4 seeks to strengthen and increase the availability of, and access to quality coordinated, multi-sectoral services³² for more timely, effective and acceptable SGBV and HPs response for women and girls, as well as boys, including those who face multiple and intersecting forms of discrimination; and, to enhance the integration of SRHR services into essential services. The geographical scope is national, provincial and at district levels. This Outcome will have a strong focus on the district level to enable SGBV and SRHR services to be closer to rural communities where most of Zimbabwe’s women and girls reside.

b. Target groups

DIRECT BENEFICIARIES

Direct Beneficiaries	Number
Estimated number of people who know of GBV services and can demand for services in 12 districts (total district average pop x 12 districts)	1,653, 231-51% females; 49% males; boys (5-17 years, 49%) and girls (5-17 years, 51%)
GBV rate in selected Provinces	
Manicaland Province	47.8%
Mashonaland Central Province	41.1%
Mashonaland West Province	52.5%
Matebeleleland South Province	32.4%
Harare Province	44.5%
Estimated beneficiaries to be reached through services	
New One-Stop Centres	8000 survivors (1000 x 2 OSC x 4 years)
Existing One-Stop Centres	10,000 (1000 x 4 OSCs x 2.5 years)
Mobile OSCs	19,200 (4 outreach campaigns x 4 years x 12 districts with each campaign reaching 20 people with any of the GBV services x 5 days)
Survivors in shelters	4,800 (400 x 4 years x 3 newly established shelters)
Faith-based organizations safe spaces	456 – 12 women x 2 districts in year 1 + 12 women x 12 districts in years 2,3,4
Trained beneficiaries in service	
Health workers	50 national trainers
Police officers	69
Judiciary	66 (courts)
Social welfare	102
Agriculture extension workers	1,200 (100 x 12 districts)
Ward coordinators	600 (25 x12 districts)
Trained beneficiaries pre-service	
Police officers	575
Magistrates, Prosecutors	176
Social Welfare Officers (District Staff and Community Social Welfare Workers)	3,519
Specific population targets	
Disabled children and caregivers	24,039

³²These include health care, justice, welfare and police responses



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Disabled women and girls accessing GBV services	85,795
TOTAL	158,647

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Total estimated beneficiaries x 3.2	5,290,337.952

c. Focus and modalities of support

The main areas where support will be focused are: (1) Expansion of the geographical coverage of multi-sectoral and integrated SRHR and SGBV services to ensure access to these services by the most vulnerable women and girls, including those who face intersecting forms of discrimination; (2) Strengthened competencies and skills of the multi-sectoral providers to ensure survivor-centered care and specialized services for all SGBV survivors, including survivors of on-line abuse and SGBV survivors among women and girls with disabilities; (3) assessing and strengthening the technical expertise and competencies of key actors in the collection, analysis and storage of physical and digital forensic evidence and its use in court towards successful prosecutions; and (4) Increasing knowledge on SRHR and of the SGVB and SRHR services available and required among SGBV survivors and adolescent girls and boys. The support also will focus on the promotion of strategies to mitigate community stigma and self-stigma, which negatively influence the health-seeking behavior among survivors in a timely manner.

SI in Zimbabwe will further address financial and geographical access barriers for the most vulnerable women and girls by promoting both physical and mobile one-stop care models, as well as building specialized skills among multi-sectoral service providers at the district and community levels. Service delivery gaps will be addressed by increasing the availability of victim-friendly police and judicial services and vulnerable witness protection in courts for girls and women; family-based places of safety for minors; and community emergency places of safety for women through partnerships with Faith-Based Organizations.

Relevant lessons from the existing case management system which provides the referral pathways for girl survivors of SGBV and HPs will be reflected upon for a proposed innovation in this Outcome Areas – the establishment of a support system to assist adult women survivors of SGBV that is developed using the strategy/approach of co-creation, while the case management system for children will be introduced for survivors of SGBV and HPs in SI districts.

Multi-sectoral guidelines, standards and SOPs will be reviewed and updated, and sectoral duty bearers will be capacitated to ensure they are not only inclusive of women and girls facing multiple forms of discrimination, but also to reduce the fragmentation between sectoral service delivery and to promote more seamless referral pathways.

The modalities of support include:

- Direct support to government and other relevant institutions at national, subnational and community levels

Specific activities that will be supported under this Outcome, among others, include **(1) Review and harmonize GBV service provision protocols, guidelines and tools** in line with international standards, **(2) Put in place a system capacity to collect, analyse and store Physical and Digital forensic evidence** for the effective prosecution of rape perpetrators, **(3) Institutionalize the capacity building of services delivery** for effective response, **(4) Establish and operationalize One Stop Centers**, integrating multi-sectoral SGBV services into MNCH, RH, HIV & FP services at district hospital



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level, including **mobile OSCs** for hard to reach areas, (5) Scale up **community-based Shelter model-support the operation of three new shelters** for 5 Spotlight provinces, (6) **Equip victim-friendly courts with specialized equipment, knowledge and tools** to facilitate survivor-friendly and effective court preparation, witness protection and prosecution of SGBV cases, (7) **Develop and build a survivor-assisted support systems** for women including women facing multiple forms of discrimination under leadership of MWAGCD.

Justification for the Proposed Approach

The areas for support and the interventions in this Outcome are essential for strengthening the linkages between the demand for and supply of quality, accessible, multi-sectoral survivor-centered SRHR/SGBV-integrated and specialized services; for strengthening the leadership and coordinating role of government institutions with the mandates for SGBV response and for the provision of SRHR services; and for fortifying the role of informal structures in the referral pathway.

Outcome 5: Data availability and capacities

(i) Theory of Change

If (1) Measurement and methodologies for VAWG, including SGBV/HP, data collection are improved and strengthened (including monitoring and reporting requirements for SDG target 5.2 indicators), (2) if the capacity of national institutions to collect disaggregated VAWG, including SGBV/HP, data in line with globally agreed standards is strengthened and if (3) disaggregated data (including to extent possible on age, ethnicity, location, socio-economic status, disability are made accessible and disseminated to be used by decision makers and civil society, then (4) laws, policies and programmes will be based on evidence and better able to respond to the specific context and realities of women and girls, including those most marginalized, because (5) they will be based on quality, disaggregated and globally comparable data

Outcome Statement

Quality, disaggregated and globally comparable data on different forms of VAWG, including SGBV/HP, collected, analysed and used in line with international standards to inform laws, policies and programmes

(ii) Expected Content of the Support:

a. The scope and scale of support/geographical scope

The scope of the outcome includes: (a) standardization in data collection methodologies and ensuring interoperability of existing systems to the extent possible; (b) more effective analysis, dissemination and use of SGBV and SRHR disaggregated data for planning, policy formulation and budgeting for the eradication and prevention of SGBV and HP at national and subnational level; (c) the creation of a survivor-centred approach for data collection in the context of service provision; (d) a strengthened multi-sectoral coordination on SGBV, SRHR and HPs data management; (e) the generation of relevant quantitative and qualitative data and information on SGBV, SRHR and HPs including data on prevalence, incidence, behaviour, norms and attitudes; and (f) the availability of data for monitoring and reporting on the SDGs.

The geographical scope is national and subnational, but the interventions to build upon existing systems to develop a multi-sectoral, standardized, service-based IMS will be implemented using a pilot-approach.

b. Target groups



DIRECT BENEFICIARIES

Direct Beneficiaries ³³	Total
Government data management officials at national, provincial and community levels + CSOs+ officers in the Zimbabwe National Statistics Departments	5,140

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Women above 18 years	2,666,311
Girls 5-17	1,654,780
Men above 18 years	2,304,817
Boys 5-17 years	1,654,693
Boys under 5 (6.8% of estimated pop of 13,572,5600)	922 934
Girls under 5 (7.1% of estimated pop of 13,572, 560)	963, 652
Total	8,280,261

c. Focus and modalities of support

The main areas for support in this Outcome are: (1) capacity strengthening of key stakeholders on approaches to SGBV, SRHR and HPs data collection and on the disaggregation of data to reflect the intersecting forms of discrimination among key populations of women and girls; (2) knowledge management in regards to better analysis and dissemination of data; (3) advocacy for SGBV, HPs and SRHR data to be available at national, provincial and district levels; for policy review on the collection of gender statistics, and changes to current practices for collecting data on SGBV, HPs, and SRH; (4) strengthening, harmonization, inter-operability and scale up of MIS and other existing data systems, and the creation of, in the long-term, of a national GBV IMS to be managed by relevant Government ministries; (5) standardization of data management processes of key stakeholders; and (6) surveys and research studies (both quantitative and qualitative).

The modalities of support include:

- Direct implementation through technical support to key stakeholders in government, civil society, and those within the NSS;
- Technical support to the women's rights organizations and women's movements on data analysis ad use of data
- Support to CSOs and academic institutions to implement specific interventions/activities
- Partnerships with government, CSOs, private sector and academic institutions
- Knowledge and Information Support to the SI

Key activities that will be supported under this Outcome, among others, include (1) **strengthening population-based surveys/ census** to include SRHR, SGBV, VAWG and HP indicators, (2) conducting an assessment, and developing a **national GBV IM framework and implementation plan**, (3) supporting **community-based SRHR, SGBV/VAWG and HP surveillance and incidence reporting system** on GBV/ HP (4) conducting **secondary data analysis on crime statistics for SGBV/ HP** including multiple and intersecting forms of discrimination, (5) providing technical and coordination support to the Gender Sector Statistics Committees and user-producer dialogues and (6) conducting

³³ Estimates based on capacity strengthening activities in CP Workplan for Outcome 5



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an **operational research on addressing cultural/social factors** to increase family planning uptake for sexually active unmarried adolescents, particularly those most marginalized including for forced/coerced contraception, sterilization and abortion

d. Justification for the Proposed Approaches:

The current National Statistics System does not use a standardised methodology for SGBV data collection; it lacks adequate professional human and financial resources and, undertakes limited analysis and dissemination of collected data which results in the under-utilisation of existing data; and, the NSS is not coordinated which leads to duplication of effort, unnecessary waste of public resources and sometimes conflicting data. Also, there is insufficient national and subnational qualitative data on the social norms, attitudes and practices that are the drivers of SGBV and HPs; and, there is little quantitative and qualitative data on SGBV, HPs and SRHR for women and girls in key populations who face intersecting forms of discrimination (women and girls with disabilities, sex workers, HIV+ women). And, SI also has identified information and knowledge gaps that are critical for new and innovative approaches to address SGBV, HPs and the promotion of SRHR which the interventions in this Outcome can begin to address.

Outcome 6: Supporting the Women's Movement and Civil Society

(i) Theory of Change

If (1) the knowledge, expertise and capacities of women's rights organizations, autonomous social movements and civil society organizations, including those representing youth and groups facing multiple and intersecting forms of discrimination is drawn upon and strengthened, and if (2) the space for women's rights organizations, autonomous social movements and civil society organizations including those representing youth and groups facing multiple and intersecting forms of discrimination's expression and activity is free and conducive to their work, and if (3) multi-stakeholder partnerships and networks are established at local, national, regional and global level with women's rights groups and autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination, then (4) women's rights organizations, autonomous social movements and civil society organizations will be able to influence, sustain, and advance progress on GEWE and VAWG, including SGBV/HP/SRHR, policies and programmes that respond to the needs of all women and girls, including those facing multiple and intersecting forms of discrimination, because (5) the activism of women's rights organizations, autonomous social movements and civil society organizations, including those representing youth and groups facing multiple and intersecting forms of discrimination is a crucial driver of progress on efforts to end VAWG/SGBV/HP and promote women and girls' SRHR

(ii) Outcome Statement

Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and VAWG, including SGBV/HP

(iii) Expected Content of the Support

a. The scope and scale of support/geographical scope

The scope of support in this Outcome area includes: (1) capacity strengthening of women's groups, autonomous social movements and civil society organisations³⁴ at community level to design, implement and monitor programmes on VAWG, including SGBV/HP, and to promote women and girls'

³⁴ Groups organised at community level such as burial societies, religious associations, women decision makers within social structures (e.g. herbalists, chief's wives and advisors), ISALS, CBOs, DPOs and FBOs



SRHR; (2) capacity strengthening for organised groups in advocacy and the use of social accountability mechanisms to demand accountability for the elimination of SGBV, HPs and for the promotion of SRHR; and (3) the promotion of enhanced networking and knowledge sharing among the women and civil society groups at regional, national, subnational (ward, district, province), community and levels.

The geographical scope of the interventions will be focused at international and regional (networking and linking national initiatives into international and regional ones), national, provincial, district, and ward levels.

b. Target groups

DIRECT BENEFICIARIES

Direct Beneficiaries	Number
Estimated based on average population in targeted districts	1,688,164

INDIRECT BENEFICIARIES

Indirect Beneficiaries	Number
Total estimated beneficiaries x 3.2	5,402,124.8

c. Focus of support

The focus of the support in this Outcome will be on (1) strengthening the voice and agency of women including youth and groups facing multiple and intersecting forms of discrimination at different levels for the elimination of SGBV and HPs and protection of SRHR; (2) strengthening women’s rights groups, women’s groups at community level and other civil society groups use of social accountability mechanisms to influence, sustain, and advance progress on GEWE and VAWG, including SGBV/HP/SRHR; and (3) the promotion of coordinated and cohesive evidence-based advocacy by the women and civil society groups at national, subnational, community, regional and international levels. A community-centred approach to eliminating SGBV and HPs and to promote SRHR, based on the life-cycle and socio-ecological models, will be used.

The modalities of support will include:

- Direct support to women’s groups, autonomous social movements and civil society organisations, including youth and groups facing multiple and intersecting forms of discrimination at all levels
- Engaging women’s rights and women’s groups, among other civil society groups, as implementing partners
- Use of Graduate Intern and Volunteer programmes to strengthen institutional capacity and reach at community and district level
- Supporting women’s groups and other civil society groups to convene national advocacy campaigns; to develop and provide knowledge; and to enhance their efforts and voice on national and regional issues

Key interventions that will be supported under this Outcome, among others, include the following (1) **Capacity assessment** of identified formal groups such as CSOs, CBOs, DPOs and FBOs including youth and provide technical support (2) support a **graduate intern deployment programme**, and in-house technical support to women's groups and CSOs (3) Support networking & knowledge sharing including a national symposium on activism, movement building and best practices (4) development of **knowledge hub to provide a foundation for the development of critical gender and women’s rights research, including feminist research**, (5) develop a **national level social accountability strategy** on legislation and financing for SGBV, HPs and SRHR, (6) providing social accountability grants for women’s rights groups including meaningfully participation in national, regional and



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international accountability platforms/processes and (7) supporting **advocacy by women trade unionists** to mitigate SGBV in work place

d. Justification for the Proposed Approaches:

The proposed approaches seek to address the current de-links between (a) the women's civil society sector at national and community level; (b) between the women's civil society sector, youth groups and broader civil society organizations; and (c) the inter-generational divide within the women's rights movement which can hinder the transference of feminist and women's rights knowledge, institutional and movement building memory and organizing and political strategy skills.

One of the factors that limits the capacity of the women's movement and civil society organisations is limited access to resources. Spotlight presents an opportunity for the traditionally underfunded women's movement and community-based civil society groups to improve their capacity through a financial investment for their organisational development, programme implementation and activism.

Institutional support to civil society will include direct technical (internships and volunteerism), and financial support to 30 organisations- two organisations in each of the 15 target districts for Outcome 6. The selection criteria of the organisations will be deliberate to ensure that those representing groups facing multiple and intersecting forms of discrimination at different levels are not excluded. The organisations will include disabled people's organisations (DPOs), faith-based organisations, women's rights organisations and those working on HIV, VAWG, masculinities, SRHR, key populations, legal issues, young women and girls.

One of the innovations in this outcome area is the creation of an **internship programme and the promotion of volunteerism at community level** to produce a sustainable social movement. The internship programme³⁵ will harness the knowledge and skills of university graduate students, while also addressing youth unemployment in Zimbabwe (estimated at 15.3% for ages 15-34 years³⁶). The internship's orientation programme will be on VAWG, social accountability, organisational development and social mobilisation for graduates with various skills relevant for strengthening the women's movement and civil society organisations at community and district levels. The interns will subsequently be deployed to selected organisations in the targeted districts.

Acknowledging the limited capacities of women's rights organisations and CSOs at community level, the volunteer programme is designed to create an accountability ecosystem for women's access and for the selected organisations' reach into the communities. The interns will support the development of volunteer programmes within the CSOs. Volunteers will be drawn from groups organised at community level such as burial societies, religious associations, women decision makers within social structures (e.g. herbalists, chief's wives and advisors), Internal Savings and Lending Schemes (ISALS), community-based organizations (CBOs) and faith-based organizations (FBOs). These will be linked to specific organisations as well initiatives under other pillars. This will broaden the network of community women and men advocating for an end to VAWG. Together, the internship and volunteer programmes will ensure sustainability of activism within the organisations and the respective communities.

One of the specific challenges of the women's movement, which is an important component to sustainability, is the ability of the women's movement to network, create and use knowledge for the promotion of gender equality and women's empowerment. A synchronised effort to coordinate the knowledge around GEWE, specifically VAWG will be through the development of a knowledge hub and an activism symposium to be held every two years. The development of a knowledge hub ensures a coordinated and accessible platform for the use and sharing of real time and reliable information within the women's movement, and with other critical stakeholders such academia and Government. Engaging with academia and thought leaders will drive research and critical thinking on gender equality

³⁵ This approach has been adapted from those used by VSO, GOAL and CONCERN Worldwide who have trained and deployed interns and professionals in over 40 countries globally.

³⁶ 2014 Labour Force Survey



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and women's rights, SGBV and HP issues. This knowledge hub will also feed into the knowledge and information platforms envisioned in Outcome 1.

The symposium will contribute to Zimbabwe-centred critical thinking, knowledge generation, and opinion setting for and by women activists in an inclusive forum. It will complement the existing knowledge sharing, agenda setting and accountability platforms such as the annual Zimbabwe Gender Commission (ZGC) Gender Forum, SADC Gender Forum, AU Gender Pre-Summit (GPS), Gender Is My Agenda Campaign (GIMAC)³⁷ and the Commission on the Status of Women (CSW).

The social accountability initiatives proposed in this Outcome Areas are informed by lessons learnt from the experiences of women's movements in Africa and globally. For example, in Africa, the women's movements in Tanzania and Uganda have influenced, using social accountability and advocacy initiatives, gender-responsive budgets and policy frameworks for Government investment in gender equality and women's rights issues, as well as equitable policies in health, education, water, extractives and other sectors. Women's organizations in these countries also have built the capacities of communities to participate in community governance and social accountability measures which have led to improved service delivery and transparency from their respective Governments.

III. Governance

The Country Programme Steering Committee is the highest body of the Spotlight Initiative governance structure in-country, for strategic guidance, fiduciary and management oversight and coordination. The Country Programme Steering Committee is co-chaired by the UN Resident Coordinator (RC) and the Minister of Women Affairs, Community Development and SME. The membership of the Country Programme Steering Committee will include: The Office of the President and Cabinet; Head of EU Delegation; representative from EU Member State of Sweden; UN Women Representative; UNDP Country Director; UNFPA Representative; UNICEF Representative; and, three civil society representatives who are members of and are nominated by the National Civil Society Reference Group (or more ensuring a minimum civil society representation of 20% of the total membership of the Committee), which is expected to be established at the start of the Country Programme's implementation. The UN Resident Coordinator's Office will provide secretariat support to the Country Programme Steering Committee. Depending on the agenda items to be discussed, the representatives from academic/research institutions, local communities, private sector and/or other development partners engaged in EAWG efforts may be invited to the Country Programme Steering Committee meetings.

The roles and responsibilities of the Country Programme Steering Committee are as follows:

- To ensure participatory implementation, coordination and communication of the Country Programme, in alignment with the national development plan, Zimbabwe United Nations Development Assistance Framework (ZUNDAF) and European Union priorities;
- To approve the Country Programme's annual work plans; to review output-level results; and to adjust the implementation set-up;
- To review and approve the Country Programme's annual reports;
- To approve programmatic or budgetary revisions of less than 25 per cent of the overall budget, within the limits of the Country Programme document;
- To review risk management strategies and ensure that the Country Programme is proactively managing and mitigating risks; and,
- To manage constructive stakeholder engagement and relations.

The full Terms of Reference will be drafted for review and endorsement by the Country Programme Steering Committee during its first meeting. All meetings will be minuted, and the decisions and agreed

³⁷ GIMAC comprises 55 national and international CSOs aimed at monitoring the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) by holding biannual presummit consultative meetings ahead of the AU Assembly of Heads of State



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action points of the Country Programme Steering Committee will be communicated to the Inter-Agency Technical Team, Civil Society National Reference Group and other stakeholders as appropriate through the UN Resident Coordinator's Office.

Technical Coordination Unit

The Technical Coordination Unit is tasked with ensuring programmatic coordination and coherence in the design and implementation of the Spotlight Initiative, with emphasis on securing overarching coordination across the 6 outcome areas. The Unit will guide the inter-agency technical team towards effective and harmonized programme management for results. Through the various members of the Unit³⁸, effective collaboration will be maintained with the Spotlight Initiative inter-agency M&E, finance, and communications task teams. In so doing, a coherent support system will be established and will provide solid foundations for collaborative technical decision-making by the inter-agency technical team, and for strategic decision-making by the Steering Committee- to whom the Unit is accountable.

The roles and responsibilities of the Technical Coordination Unit include:

- Assume technical leadership and provide guidance to the inter-agency technical team in the effective planning, design, implementation and reporting of the SI in Zimbabwe, and serve as a reference point for a comprehensive overview on the achievement of the SI goals and outcomes;
- Coordinate and monitor the SI roll-out for delivery of meaningful, concrete and cost-effective results;
- Establish linkages and effective integration across the 6 outcomes areas, inclusive of cross-cutting issues and in line with the UN programmatic principles and approaches- in particular the principle of 'leaving no one behind and reaching those furthest behind first';
- Identify and outline opportunities to reach optimal levels of collaborative action with other relevant programs and initiatives to enhance synergies and harmonise actions towards the elimination of VAWG;
- Work in close collaboration with other inter-agency Spotlight task teams to form a holistic support system for effective decision making by the inter-agency technical team and the Steering Committee.
- in collaboration with the M&E task team, generate knowledge, good practices and lessons learned in relation to the SI, and for effective application to the program.
- Maintain strong linkages with other UN inter-agency fora (such as the PMT, OMT and UNCG) in order to ensure greater cohesion, and with particular emphasis on the Gender Results Group, under which SI results will be captured.

The full ToR of the Unit will be drafted for review during its first meeting and for endorsement by the Steering Committee.

Civil Society

Given the crucial role of civil society to the success of the Initiative, a Civil Society National Reference Group (CS-NRG) will additionally serve as an institutional mechanism to provide advice and advocate to realise the results envisioned in the Zimbabwe Spotlight Country Programme. The CS-NRG will be constituted in adherence to the leaving no one behind principle and ensuring representation of groups of women and girls left furthest behind, such as women and girls living with disabilities, women and girls living in rural communities, women and girls living with HIV/AIDS, adolescent and older women and girls, LBTQI persons, and all others relevant in the national context.

Currently, an interim group is in place however, a new group will be created through an open competitive process, organized in coordination with the EU. The CS-NRG will have the following functions and responsibilities:

- Provide advice on the overall strategic direction of the Spotlight Initiative's Country Programme in Zimbabwe and on cutting-edge national and local policy issues on eliminating VAWG and HP

³⁸ Technical Coordinator (UN Women) who heads the Unit, Programme Associate (UN Women), M&E/Knowledge Management Officer (UNICEF). The Unit also has a part-time Programme Finance Officer (UNDP) and Communications Specialist (RCO).



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- Provide advice and perspectives on current eliminating VAWG and HP-related issues at national and local levels where the Spotlight Initiative's advocacy, leadership and support to civil society advocacy is important
- Partner on high-level advocacy and communications as well as political dialogue, including by supporting visibility and promotion of the Initiative's goals at the national and local levels
- Support efforts at dissemination of the messages of the Spotlight Initiative on eliminating VAWG and HP to the public, from the national to the community level, especially to marginalized groups, youth and the media
- Provide advice on ongoing interventions, possibilities for scaling up the Spotlight Country Programme
- Provide advice on funding priorities at national and local levels and on-going interventions and recommendations for up-scaling achievements and addressing challenges
- Serve as an interactive space and open forum for dialogue between the Spotlight Initiative and women's rights organisations, groups and networks working on eliminating VAWG and HP, including on global, regional, national and local developments, trends and risks related to such work
- Engage in broader consultations with groups and networks, especially at the local and grassroots levels, at regular intervals to update them and solicit input on the performance of the Spotlight Country Programme in Zimbabwe and for advocacy, research, learning and action
- Provide any other relevant information, analysis and lessons learned that could feed into the future programming and advocacy efforts of the Spotlight Initiative
- Provide feedback to the Governing Body (including via an annual monitoring report) on the Spotlight Country Programme's implementation as well as advice on addressing challenges

In line with the SDG principle of national ownership, national and local CSOs will be prioritised in the membership of the CS-NRG. Members of the Group serve on it in their individual capacities. The CS-NRG will institute measures to manage any conflicts of interest as when, for example, a civil society representative is associated with a CSO that serves as an Implementing Partner of the Spotlight Zimbabwe Country Programme.

Following the principle of a minimum 20% representation on the Country Programme Steering Committee, two or more members of the CS-NRG will be nominated by the Group to represent it on the multi-stakeholder Committee.

Accountability

The UN Resident Coordinator (RC) has the final decision-making authority within the UN, and is responsible for the overall strategic direction and oversight of the SI Country Programme, including its planning, implementation, communication, monitoring and review, as well as facilitation of collaboration amongst all stakeholders. The RC will draw on the technical expertise of the UN Recipient Organisations.

The RC is accountable to the UN Deputy Secretary-General for the overall design, set-up, implementation and reporting on the Country Programme, including ensuring national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with relevant partners and stakeholders.

The Heads of UN Recipient Organisations are accountable to the RC – and are mutually accountable to each other - for the programmatic and financial outputs of the Country Programme. The RC will regularly convene a meeting of the Heads of UN Recipient Organisations to periodically review the progress of Country Programme implementation, provide feedback and discuss and agree on issues that require strategic decision-making. These meetings are aimed at continuous improvement of the Country Programme implementation.

The RC entrusts the programmatic and technical coordination of the Country Programme planning, implementation, monitoring and review to the UN Women Representative, as the UN Co-Chair of the



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ZUNDAF Gender Equality Results Group (GRG). The UN Women Representative provides day-to-day oversight to the Technical Coordination Unit, which is accountable to the RC and the Heads of Recipient Organisations.

The Technical Coordination Unit consists of a full-time Technical Coordinator (UN Women) who heads the Unit, Programme Associate (UN Women) and M&E/Knowledge Management Officer (UNICEF). The Unit also has a part-time Programme Finance Officer (UNDP) and Communications Specialist (RCO). The Technical Coordinator (UN Women) convenes the Inter-Agency Technical Team, consisting of all UN Recipient Organisations, EU and National Civil Society Reference Group representatives. The M&E/Knowledge Management Officer (UNICEF) leads the Inter-Agency M&E Task Team; the Programme Finance Officer (UNDP) leads the Inter-Agency Programme Finance Task Team; and, the Communications Specialist (RCO) leads the Inter-Agency Communications Task Team.

The RCO supports the oversight function of the RC and provides secretariat support to the Country Programme Steering Committee and the CS-NRG. Interactions and communications with the EOSG, Spotlight Initiative Secretariat, Government, EU Delegation, development partners and the CS-NRG are – in principle – streamlined through the RCO.

The RC and the Heads of UN Recipient Organisations are jointly accountable to the Government and the people of Zimbabwe for the delivery of strategic results of the Country Programme. In addition to platforms such as the Country Programme Steering Committee, communications and regular field monitoring visits, the Country Programme also will introduce beneficiary feedback mechanisms to ensure beneficiary accountability.

IV. RUNO(s) and implementing partners³⁹

UN agencies

UNDP - Anchored in its strong development mandate and with particular focus on governance, human rights protection and democracy, UNDP will play a leading role in Outcome 2 of the Spotlight Initiative on strengthening institutions for effective prevention and response to SGBV/HP. Strong and accountable institutions are the hallmark and strong indicator for a resilient democracy that is responsive to all citizens needs and embraces principles of equality and non-discrimination while addressing key social, economic and political impediments to development. UNDP strongly believes that strong and responsive institutions with both external and internal accountability mechanisms are essential in the efforts to end SGBV/HP. UNDP has several years' experience of working in Zimbabwe in strengthening institutions for stronger service delivery to citizens in general and specifically on gender equality and women's empowerment, human rights and democratic service delivery. UNDP has expertise in supporting Independent Constitutional Commissions which are the Zimbabwe Human Rights Commission, the Zimbabwe Gender Commission the Zimbabwe National Peace and Reconciliation Commission, all of which are key institutions with a monitoring and oversight mandate that significantly contribute to ending SGBV/HP. Since 2000 UNDP has worked to strengthen successive parliaments in Zimbabwe to exercise oversight and accountability over the executive. As such in the Spotlight Initiative, UNDP will use this experience to build the capacity the new 9th Parliament of Zimbabwe (2018-2023) with specific focus on the oversight role of parliament to exercise robust accountability for prevention and response to SGBV/HP by all mandated institutions. Drawing from years of experience in supporting the Office of the Auditor General, UNDP will enhance the capacity of this office to carry out financial and performance audits of selected institutions working on SGBV as part of not only bringing accountability but enhancing quality of service delivery. The strong partnership built over the years with executive institutions of the state including the Ministry of Justice, Ministry of Finance, National Prosecution Authority, Public Service Commission and Ministry of Home Affairs positions UNDP well to build on existing work and leverage on results achieved so far for enhanced capacity of these institutions to prevent and respond effectively to SGBV and HP. One of the realizations

³⁹ See Page 1 of Country Programme Document on Programme Partners



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through the SI Programme formulation process was the need and importance to work with non-traditional institutions who hold significant political and economic power and potential to make change happen. Building on its leadership in the UNDAF work on public governance, UNDP will lead the process of a high level political compact and commitment for effective prevention and response of SGBV/HP. The highest political offices in the country will be engaged leveraging on UNDP institutional relations including the Office of the President and Cabinet.

Access to justice for survivors of SGBV/HP is one of the key issues to be addressed through the SI. Over the years UNDP, has at an institutional level supported the strengthening of the Justice Law and Order Sector in many areas. For the work in SI, UNDP will build on the accumulated expertise of working with this sector to bring focus on SGBV/HP institutional strengthening at the national level.

Over the past 20 or so years, UNDP has invested in poverty alleviation programmes in Zimbabwe anchored in addressing the needs of the poorest and the marginalized. Specific programming has been done over the years targeting women as vulnerable members of communities. UNDP core funded projects such as the Inclusive Growth and Livelihoods reached thousands of women working through Internal Lending and Saving Schemes, women's small and medium enterprises for increased livelihoods for women. UNDP has worked with different stakeholders including private sector, financial institutions, local authorities, CSOs and relevant government ministries and departments providing technical expertise and playing the role of coordination and integrating of the various stakeholders for achievement of economic empowerment on the ground. The highest number of beneficiaries for UNDP's livelihoods and economic empowerment initiatives over the years are women and in recognition of the gender specific demands by women, UNDP has developed special expertise in packaging interventions to respond to the multi-layered needs of women while recognizing their multiple roles and intersecting discrimination that they face.

Since 2014, UNDP has been working through the Zimbabwe Resilience Building Fund (ZRBF) and targeting over 830 000 beneficiaries in building livelihood resilience in selected rural districts in Zimbabwe. Some of these operational districts for ZRBF overlay with the selected Spotlight Districts thereby creating an opportunity of building WEE not only for sustainable livelihoods for women but also for increased capacity to effectively deal with shocks and hazards that make them vulnerable to economic and social stress factors. The livelihoods and economic empowerment modeling under the ZRBF anchored in strong private sector partnerships and linkages with financial services (including through commercial banks and the Women's Micro-Finance Bank) provide a strong foundation for supporting SGBV/HP survivors in the selected districts for long term economic and social recovery. As such for the WEE component of the Spotlight Initiative, UNDP is well positioned to leverage on ZRBF private sector partnerships, mobilized financial resources (\$75 million), local authorities capacities and UNDP in-house expertise and knowledge.

While legislative and policy work tend to take time, UNDP believes this is an essential and necessary component for entrenched long-term changes and protection of the rights of the most marginalized and vulnerable. Tapping on UNDP global and country office well documented leadership, role and expertise in evidence-based law and policy work, UNDP will actively work on the outcome on policy and legislative strengthening in the Spotlight Initiative. UNDP will leverage and build upon its years of excellent partnership and support to Zimbabwe Parliament's legislative role working closely with relevant CSOs, women's rights advocates and academic institutions. Previously, UNDP has led and supported work on legal and policy reforms on women's rights such as property, inheritance and land rights, family laws, marriage laws, including HIV/AIDs and disability. More specifically, UNDP will build upon its support to previous and incoming Parliamentary committees and Women's Caucus under the 9th Parliament to work around citizen engagement in SGBV, HPs and SRHR law making processes. UNDP's participation in a joint programme with UNFPA and UNESCO on the Rights of Women and Girls with Disabilities positions it well for continuing the work on policy and legislative reform work on the Disabled Persons



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Act and the domestication of the UNCRPD. The CO will leverage on its wealth of in-house experts on legislative and policymaking, human rights protection including women and disability rights

UNFPA is the lead UN agency for Sexual and Reproductive Health and Rights (SRHR). Since 1981, and based on its mandate, UNFPA supports the Government of Zimbabwe and its partners to address SRHR concerns, specifically to end new HIV infections; to end preventable maternal deaths; to end the unmet need for family planning; and to end gender-based violence and all harmful practices, including child marriage. The average annual programme delivery is approximately USD 20 million, and the agency has 40 national and five (5) international staff.

Having led the GBV prevention and response programme since 2012 in Zimbabwe, and based on its comparative advantage, UNFPA's current GBV programme mainly focuses on increasing the national capacity to prevent gender-based violence and to enable the delivery of multi-sectoral services for GBV Survivors.

UNFPA's expertise on GBV prevention and response encompasses four main areas of intervention:

1. Improved GBV and HPs prevention mechanisms, especially through community-based social and behaviour change programmes: UNFPA promotes the integration of prevention of gender-based violence in community-based demand generation programmes with faith-based organizations and other community gatekeepers, as well as in the Comprehensive Sexuality Education programme for young girls and boys in secondary school institutions;

2. Increased access to and availability of comprehensive multi-sectoral SRHR and GBV integrated services: UNFPA supports the establishment of a safety net for survivors through strengthening and scaling up referral pathways established during previous country programmes, while ensuring access to integrated SRH/GBV services for survivors of sexual violence. As a key component of the engagement with the health sector, UNFPA supports strengthening the health-sector response to gender-based violence in public health facilities, through building up the capacity of the health personnel on the clinical management of sexual violence;

3. Strengthened GBV and HPs Data management, including the GBVIMS: UNFPA builds the capacity of national institutions, mechanisms and civil society organizations to implement and monitor the National Gender-Based Violence Strategy, with a focus on confidential data management, legal aid and the provision of integrated gender-based violence, sexual reproductive health and HIV services;

4. Enhanced coordination of the National GBV response, including technical support on GBV prevention and response national strategies, including in humanitarian settings: UNFPA provides continuous technical support to the Ministry of Women Affairs to coordinate a multi-sectoral gender-based violence prevention and response programme at national, provincial and district levels, with special attention on sexual violence and child marriages. The coordination component of the support includes the establishment and operationalization of a GBV National Coordination group (2015), coordination strategy and action plan for the effective management of GBV stakeholders.

UNICEF has worked with different stakeholders in and out of government to support the legislative alignment agenda focusing on key pieces of legislation affecting women and girls, to advance their legal protection. In doing this, UNICEF harnesses global, regional and national expertise and experience in supporting analyses of gaps in the laws⁴⁰ that are identified through its programming and legal drafting

⁴⁰ Examples are the child protection, criminal justice, disability and marriage legislation.



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in line with international, regional and constitutional standards. In addition, UNICEF co-leads the global campaign to end child marriages.

Over the years, UNICEF has developed expertise in the broad areas of access to justice and security, including access to legal aid, pre-trial diversion, family law and victim friendly investigation and justice system strengthening. UNICEF has invested in establishing and supporting the Victim Friendly System in Zimbabwe, which ensures survivors of SGBV and HP are supported through the police investigation and justice processes through victim-friendly police units, court preparation, court intermediaries and specialized equipment that minimizes direct contact with the perpetrators and allows safe and confidential provision of testimony. This system will be strengthened for both girls, boys and women. UNICEF also contributed to the development of the Protocol on the Multi-Sectoral Management of Sexual Abuse and Violence in Zimbabwe, working together with UN and CSO partners led by the Judicial Services Commission.

UNICEF recognizes the importance of strengthening those actors charged with the responsibilities to respect, fulfil and promote the rights of women and girls. Therefore, its preferred mode of working is systems strengthening. UNICEF not only has expertise and experience in SGBV and HP, but it also brings to the Spotlight trust and goodwill from its government partners which include the line ministries in the justice, home affairs (police), welfare, education, health and finance sectors, and other institutional partners including the ZHRC and OPC. In addition to legal, policy and institutional strengthening expertise, UNICEF has close partnerships with CSOs and FBOs with specific knowledge of and reach to targeted vulnerable groups and communities. UNICEF regularly models innovative work through CSOs, and then supports Government to take these to scale.

UNICEF is one of the lead agencies in developing and implementing programmes that prevent and respond to SGBV and HP. The agency's communications division has expertise in supporting national multi-media SGBV and early marriage related prevention campaigns, while working with CSOs and FBOs for SGBV and early marriage related prevention interventions with boys, girls, women and men, including parenting, peer-to-peer and community-based approaches. Apart from the Victim Friendly System, UNICEF has supported the establishment and operation of a Government-led National Case Management System that links survivors of and those vulnerable to SGBV and HP to basic and specialized services through service referral and follow-up by a coordinated team of 10,000 community care workers, social workers and specialised CSO service providers. Lessons and good practices emanating from this system will guide the development of a survivor-assisted support system for women under the Spotlight Initiative.

UNICEF's expertise in data generation, analysis and evidence-based programming was used to inform several of the Zimbabwe Spotlight Initiative interventions. This included data from the MICS and its secondary analyses, the Poverty Atlas, among others.

In addition, administrative data collected and analysed from the UNICEF-supported Education Management Information System and the Child Protection Case Management System are important incidence-related data sources for SGBV and HP programming including SI. UNICEF supports Government to collect and analyse crime statistics, including GBV crimes affecting children and adults, which will generate important information on SGBV-related crimes in the public space, including case attrition rates.

UNICEF's average annual programme delivery is approximately USD 130 million, with 112 national and 20 international staff.

UN Women champions SDG 5 and coordinates the UN's efforts in gender mainstreaming and delivery on commitments to GEWE in Zimbabwe. The average annual programme delivery is approximately USD 2.5 million, with 15 national and two (2) international staff. UN Women's expertise cuts across all pillars of the Spotlight country programme, and the agency will build upon its existing partnerships



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within government (Office of the President and Cabinet, Finance, MWASMEs, Health, Local Government, Agriculture, ZIMSTATs) , Independent Commissions (ZGC, National Peace and Reconciliation Commission (NPRC), Zimbabwe Electoral Commission (ZEC), Parliament (Portfolio committees, Women's Caucus), civil society, media and the private sector (Confederation of Zimbabwe Industries (CZI) and Zimbabwe National Chamber of Commerce (ZNCC). Since its inception, UN Women has managed joint gender equality programmes such as the Gender Support Programme (2011-2013) and the Joint Programme on Gender Equality (2014-2017).

UN Women will leverage upon its existing work in Zimbabwe and in the region across the Spotlight country programme's outcome areas as follows:

Outcome 1: UN Women has provided normative guidance to the country's work on GEWE and has led the UN system in providing support for compliance and reporting on international and regional normative frameworks such as CEDAW, Beijing PFA, the AU Women's Rights Protocol (Maputo Protocol) and the SADC Gender Protocol. UN Women successfully mobilised the women's movement to advocate for a gender progressive new Constitution in 2013 and has subsequently provided technical assistance for the alignment of laws to the new gender equality provisions espoused in the 2013 Constitution through its partnerships with the Ministry of Justice, Portfolio committees of Parliament and CSO actors;

Outcome 2: UN Women's approach to building capacity for gender responsive planning and budgeting has included creating awareness among key decision makers, analysing the budget assumptions, providing hands on support to budget focal points from the selected ministries with a transformational mandate for achieving GEWE (such as Ministry of Finance, Ministry of Agriculture, Ministry of Health). UN Women has also developed a relationship with the Ministry of Finance and through support from the Spotlight is set to bring into Zimbabwe, experience and expertise gained through the successful establishment of budget tracking systems supported by UN Women Uganda and Kenya. Furthermore, UN Women has been a thought leader for developing the safer cities model and has gained lessons from other contexts which will be applied in rolling out the model in selected districts in the country. UN Women's strategic positioning with the Ministry of Women Affairs (the parent ministry for gender mainstreaming in government) and the Zimbabwe Gender Commission makes it the go to agency for technical support on strengthening institutional responses to GEWE issues such as SGBV and HPs.

Outcome 3: UN Women has been an active player in the national response to HIV and AIDS in Zimbabwe, harnessing the collective voice of women in shaping responses for Adolescent girls and young women. Resultantly UN Women is currently serving as the technical advisor for the roll out of SaSa! a globally renowned approach to addressing the nexus between violence against women and girls and HIV, through its focus on power dynamics. UN Women will thus utilise this programming experience in supporting multi-media communication interventions for addressing violence in public spaces.

Outcome 5: UN Women Zimbabwe supported the development of a GEWE M&E framework and National M&E Guidelines. It is also responsible for the collection of data on monitoring SDG5. The collection, analysis, dissemination and utilization of data to inform policy and programme formulation and budgeting is critical and remains a gap in Zimbabwe. The work that UN Women will lead within this outcome area is intricately linked to the work proposed within Outcome 2. Supporting the collection, analysis, utilization and dissemination of administrative and community generated gender statistics to inform planning, decision making and advocacy in partnership with CSO actors, the Office of the President and Cabinet and ZIMSTATS.

Outcome 6: Collaborating with women's rights organizations in demanding accountability for gender equality and elimination of HPs including strengthening their capacity to advocate together and at different levels for a more cohesive and amplified voice and influence is a trademark of UN Women. UN Women is a trusted partner of civil society groups at national and subnational levels and has



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successfully co-created and delivered programmes with CSO in programmes such as the Gender Support Group and the JPGE.

ILO works to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. The ILO contribution to the Spotlight Initiative is multi-pronged and spreads across Pillars 3, 4, and 6, drawing on the lessons learned from its standard-setting process on ending violence and harassment in the world of work. This on-going process, led by governments and employers' and workers' organizations, could result in the first international labour standard or standards on ending violence and harassment in the world of work by June 2019. To date, discussions with world-of-work partners have included a variety of gender-based violence and harassment issues, including sexual assault and sexual harassment, and have addressed the impact of domestic violence on the workplace and occupational segregation due to violence and harassment.

In 2017, the ILO conducted a Rapid Situational Analysis on Violence and Harassment in the Workplace in Zimbabwe⁴¹. The findings showed the prevalence of many forms of violence in the workplace, but the highest being Sexual Harassment, Verbal, Emotional, and Economic. The key identified sectors where workers faced the most abuse included: agriculture, hotel and catering/tourism sector; mining, domestic workers; journalists/media practitioners; commercial, and banking sectors. Vulnerability in these sectors was affected by such issues as working hours, places of work and their security. In a report by the Industrial Psychology Consultants⁴² with findings from a study in which 793 respondents participated, 59% of were male and the (41%) were female. Managerial employees consisted of 66% of the respondents; 34% were non – managerial employees. While 14% of respondents said they had been personally sexually harassed, a startling 48% had witnessed sexual harassment taking place.

Based on this evidence, the proposed activities will model comprehensive SGBV programmes in both public and private work spaces, to strengthen workplace policy and reporting mechanisms. The workplace is taken as both a theatre for change, with both employers and workers being engaged as change agents in their respective roles. The strategy is to create a conducive environment through social dialogue around policy development and review in the public and private sectors. Demonstration comprehensive programmes will be implemented in selected work places to inform scaling up, and these also include interventions to strengthen women trade unionists in their advocacy work against SGBV, to prevent and mitigate SGBV in the world of work.

To be effective and able to demonstrate visible results, the ILO also will implement economic empowerment activities which complement the education and recovery work being done by UNFPA, UNICEF, UNWOMEN, and UNDP. The strategy proposes a new longer-term recovery methodology for survivors of SGBV and Harmful Practices, and other women in conditions of vulnerability, through implementation of women economic programmes. Poverty and gender-based violence are two issues that are deeply intertwined. In fact, data from the targeted Spotlight Initiative districts reflect poverty rates higher than the National Poverty Rate of 72.3%. Financial freedom can foster a culture of being in control and being able to make decisions without domination or influence because of the intersection between economic and gender-based expressions of power, economic rights and the right to be free of violence. Financial freedom increases women's household bargaining power and ability to leave a violent relationship; household poverty decreases; women learn skills that help them negotiate household gender power relations; and at the community level, it contributes to shifts in attitudes and

⁴¹ ILO, Rapid Situational Analysis on Violence and Harassment in the Workplace in Zimbabwe, 2017

⁴² Sexual Harassment in Zimbabwean Workplaces Survey Report 2016.



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gender relations of power. In this area, the ILO has tested tools in enterprise development, social finance and gender.

For its participation in the Spotlight Initiative, the ILO will draw on technical expertise from its Harare Country Office, the Decent Work Team in Pretoria and the Gender, Equality and Diversity Branch in Geneva. As such, it provides the added value of implementing integrated models that facilitate skills transfer, development of an entrepreneurship culture, and linkages to market and financial services, with gender transformation. Some of these tools include: Start & Improve Your Business (SIYB), and the Women Entrepreneurship Development (WED) package.

UNESCO— the United Nations Educational, Scientific and Cultural Organization, as the United Nations' specialised agency for education, is entrusted to lead and coordinate the Education 2030 Agenda, which is part of a global movement to eradicate poverty, to fight inequalities, and to protect our planet through 17 Sustainable Development Goals by 2030.

The UNESCO Regional Office for Southern Africa (ROSA) based in Harare leads on SDG4 coordination, supporting the Government of Zimbabwe to deliver on its commitment to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Within the UNAIDS cosponsor family, UNESCO leads on HIV prevention among young people alongside UNICEF and UNFPA, focusing particularly on youth health and educational needs, developing tools and guidance such as the revised International Technical Guidance on Sexuality Education (2018) and the Global Guidance on School-related Gender Based Violence (2016). To ensure safe and inclusive learning environments, UNESCO supports national education sectors in the development and implementation of laws and policies to protect children from violence that they may encounter in and around school settings.

Zimbabwe is one of 20 countries from East and Southern Africa (ESA) region that endorsed and affirmed the **ESA Ministerial Commitment on *comprehensive sexuality education*** and sexual and reproductive health services for adolescents and young people. The historic ESA Commitment has time-bound actions and targets agreed upon by Member States, among them, the elimination of gender-based violence, early and unintended pregnancy and child marriage. Key areas of action for UNESCO's work on SGBV include **advocacy, technical guidance, knowledge generation and sharing, capacity building, convening and coordination**. UNESCO is well-placed to explore and implement this innovative, inclusive and transformative approach towards gender equality, anti-discrimination and social inclusion because of its unique and multidisciplinary knowledge and expertise.

Under the Leaving No One Behind priority principle of the Spotlight Initiative, the Country Programme proposes to shine a spotlight on the needs of **women and girls with disabilities**, amongst other groups facing marginalization. Recognizing their leadership in the ongoing UNPRPD Joint Programme on "*Advancing the rights of women and girls with disabilities in Zimbabwe*", which has clear linkages with the Spotlight Initiative, it was decided that UNESCO would play a coordination role in terms of sustainability of the results achieved through the UNPRPD on eliminating SGBV and harmful practices amongst women and girls with disabilities.

UNESCO's work in the Spotlight Initiative will largely contribute towards *Outcome 3: Prevention and Social norms while disability is a cross cutting issue to be mainstreamed across the six Outcome Areas*. Schools are a key entry point for institutionalizing efforts to promote equitable norms early in the life course before other norms are fully ingrained in the lives of adolescents. The proposed school-based interventions will focus on the socialization of boys and girls towards more equitable attitudes and norms; the prevention of bullying, sexual abuse of children, date-rape and support reporting and response mechanisms.



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Spotlight Initiative will greatly benefit from synergies with UNESCO's ongoing regional and country projects such as the **USD 32 million** programme on CSE (*Our Rights, Our Lives, Our Future*) funded by Sida and Irish Aid, covering Eastern and Southern Africa, West and Central Africa. Zimbabwe is a Programme Acceleration country with a budget of \$800,000 for this programme.

Government

Office of the President and Cabinet- This is the highest office of the executive arm of Government. It is responsible for the coordination, supervision, and for guiding the formulation, implementation, monitoring and evaluation of Government policies, programmes and projects for economic growth, sustainable development and better livelihoods for the people. This is the strategic and central entry point, in collaboration with the Ministry of Women Affairs, for the development and implementation of a High-Level Political Compact for the eradication of VAWG, SGBV and HPs and for the promotion of gender equality, women's rights and the SRHR of women and girls.

Ministry of Women Affairs, Community, and SMEs Development - has the overall coordination mandate for the advancement of gender equality and women's rights. The **Anti-Domestic Violence Council, which is responsible for the implementation of the Domestic Violence Act**, is housed within this Ministry. The Ministry also is the government entity responsible for prevention of and response to Gender Based Violence in Zimbabwe. As the lead ministry for the eradication of GBV efforts, the Ministry has led the development of policies and action plans for the elimination of GBV. These include:

- The **National GBV Strategy (2012- 2015)**: seeks to improve the efforts of Government, civil society and donors to prevent and respond to gender-based violence. The Strategy is anchored on four Key Result Areas: prevention; service provision; coordination and research, documentation, monitoring and evaluation. Although the Strategy has yet to be revised and extended, it continues to be used as a basis for GVB prevention and response actions.
- The **National Action Plan on Ending Rape and Sexual Abuse of Women and Girls (2014)**: This plan is underpinned by the priority pillars of the National GBV Strategy - Prevention, Service Provision, Research, Documentation, Monitoring and Evaluation and Coordination. It targets schools, churches, tertiary institutions, work places, with specific interventions for each target group.
- The **National Action Plan against Child Marriage** is currently under development with support from UNFPA, UNWOMEN and UNICEF.
- The **Zero Tolerance Programme for GBV 365** is a joint programme validated and approved by the Minister of Women Affairs in 2016 and incorporates the five priority action areas for GBV, including prevention, service delivery, data management, coordination, and humanitarian response. It was developed based on lessons learnt from previous programmes and is informed also by the National GBV Strategy.

Ministry of Health and Child Care- This Ministry, specifically the Reproductive Health Unit, is the government entity responsible for ensuring the SRHR of women and girls in Zimbabwe. The Reproductive Health Unit coordinates provision of comprehensive SRHR services in all public health facilities in the country. The unit also is responsible for developing and implementing policies and strategies that guide implementation of SRHR interventions and, it provides professional and technical leadership, advice, support and supervision on SRHR issues.

Some of the Ministry's SRHR objectives, among others, are: to reduce teenage pregnancy rate from 24% in 2010 to 12% by 2020; to provide appropriate, affordable, accessible and friendly adolescent sexual and reproductive health services; to strengthen awareness creation, screening and management of reproductive cancers; to raise awareness and increase community participation in SRHR issues; to engender all reproductive health activities; and to strengthen operational research, monitoring and evaluation of reproductive health interventions.



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The Ministry's mission is: *'to provide high quality comprehensive and integrated maternal, new born, child and adolescent health services by scaling up proven cost-effective interventions at high population coverage through family and community, outreach and health facility level care.'*

As an implementing partner in Zimbabwe's SI programme, the role of the health ministry is critical for building capacities at all levels to strengthen the health system; for increasing access to quality coverage with high impact cost-effective interventions in an integrated manner; and for ensuring that the health personnel in all public primary health facilities are critically engaged in a capacity building programme on the Clinical Management of Sexual Violence. One of the actions in the implementation of the Primary Health Care (PHC) approach, a strategy that seeks to respond equitably, appropriately and effectively to basic health needs and to address the underlying social, economic and political causes of poor health, is to ensure that primary health facilities are equipped with knowledge and tools for the timely clinical management of SGBV, including within the mobile models proposed within the SI to ensure a comprehensive package of services reach the most vulnerable and hard to reach women and girls.

Ministry of Public Service, Labour and Social Welfare – This Ministry has the responsibility for the provision of social protection and social welfare services to the most vulnerable populations. The Disability Board and Disability Department are within this Ministry, as well as the National Case Management System for young girls and boys who are survivors of SGBV and other harmful practices. This Ministry is one of the key Government entities for the delivery of an integrated package of SGBV services, especially for women and girls with disabilities. And, it has a cadre of social workers and other community actors who can contribute to the effectiveness of SI's reach to vulnerable women and girls in rural areas. The SI in Zimbabwe will cooperate with this Ministry in Outcomes 1, 2, 3 and 4.

Ministry of Finance and Economic Development – This Ministry is responsible for the formulation of macro-economic policies, mobilisation, management and accounting for public resources. The Ministry also is responsible for the efficient allocation of public resources and is the lead ministry responsible for the development of the national budget. As an example of this ministry's strategic positioning for the mobilisation of resources for development issues, in 2016, the Ministry of Finance and Economic Development mobilised resources in support of maternal and neo natal child health care programmes for 63 districts under the Health Sector Development Project.⁴³ The Finance Ministry has been the driver of Gender-Responsive Budgeting in Government and issues a Call Circular to ministries to submit gender-responsive sectoral budgets. This is a key implementing partner for leveraging mobilising more resources for sustainable financial investment from the national budget to EVAWG.

Ministry of Local Government, Public Works and National Housing – This Ministry is strategic for the provision of sustainable and responsive service delivery. The Ministry of Local Government and more than 20 urban and rural councils across Zimbabwe have been at the forefront of gender mainstreaming in councils' planning, budgets and service delivery in accordance with the Articles in the SADC Gender Protocol. The councils' that have become Centres of Excellence in Gender Mainstreaming⁴⁴ implement programmes on the eradication of GBV, provision of SRHR and other services through council clinics, allocation of dedicated amounts in their budgets for gender mainstreaming initiatives, among others. The COE councils in Zimbabwe serve a population of more than six million. The SI will strengthen the cooperation with the Ministry of Local, and several of the planned interventions in Outcomes 2,3,4 and 6 will leverage on the ongoing gender mainstreaming work by the rural local authorities to create synergies for achieving results closer to communities where the SI targeted populations of women, men, girls and boys live.

⁴³ Zimbabwe Budget Estimates for the Year Ending December 31, 2017

⁴⁴ The Local Government Centres of Excellence Programme was implemented by Gender Links, a gender equality and women's rights NGO, in collaboration with the Ministry of Local Government and the local authorities umbrella organizations, and was funded by Sida



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Ministry of Primary and Secondary Education – This Ministry is one of the key implementing partners in Outcome 3 of Zimbabwe’s SI country programme where there are interventions targeted at schools, pupils and educational staff at all levels. The Ministry is responsible for the development of curriculum and other appropriate teaching and learning materials for the socio-economic development of the country, as well as for learners’ support services (welfare, special needs and psychological services which includes guidance and counselling). The primary education curriculum has been reviewed to ensure that it is gender sensitive and challenges gender stereotypes, and there are gender awareness programmes for teachers.

Ministry of Tertiary and Higher Education – is responsible for policies, programmes, plans and budgets for all tertiary institutions, teachers’ training colleges and polytechnics. This Ministry is to be engaged in interventions in Outcome 3 that focus on the development and implementation of EVAWG, SGBV and HPs initiatives targeted specifically at teachers (in-service and pre-service) and interventions that aim to prevent and eradicate sexual harassment within tertiary institutions.

Ministry of Home Affairs and Cultural Heritage – This Ministry is responsible for the maintenance of law and order and the provision of forensic science services; and, the Zimbabwe Republic Police (ZRP) falls within the Home Affairs Ministry. The Victim Friendly Unit, which deals with SGBV against women and children, is one of the specialized units within the ZRP. The SI targets the ZRP, the Victim Friendly Unit and the forensic division in Outcome 4 and in Outcome 5 with a specific focus on improving the quality and regularity of administrative data on VAWG and SGBV in the public and private spaces that is collected by the ZRP. The Trafficking in Persons Secretariat also is in the Ministry of Home Affairs.

Ministry of Justice, Legal and Parliamentary Affairs – Access to legal aid, the drafting of new laws and the alignment of laws to the Constitution and the incarceration and rehabilitation of offenders fall within the responsibilities of this Ministry. The Legal Aid Directorate is a department within this Ministry. This Ministry is a key player for interventions in Outcomes 1, 2 and 4 (access to justice and the provision of legal and justice services to the poorest and most marginalized). Capacity strengthening of the judiciary and magistrates, for example, on the use of the national GBV legal framework (inclusive of the Constitution), as well as on the use of the international and regional gender equality and women’s rights instruments which have articles on GBV, is an area within the mandate of the Ministry of Justice and the Judicial Services Commission.

Independent Commissions and Oversight Bodies

Parliament of Zimbabwe – As the Legislative Arm of Government, Parliament is responsible for executive oversight and has the mandate to enact laws for peace, order and good governance in Zimbabwe. In its representative role for the women electorate, for example, the Parliament is responsible for ensuring that the gender equality and women’s rights provisions in the Constitution and the international and regional gender instruments signed by Government, are adhered to and protected. The alignment of new laws to the Constitution; facilitating public participation in the work of Parliament and its Committees; capacitating its members to be able to scrutinise bills, Government policies, international agreements and treaties, and to monitor and track state revenue and expenditures including all state agencies are among Parliament’s stated priorities that can be leveraged by SI interventions in Outcome Areas One and Two to strengthen national accountability to EVAWG and HPs, and for the promotion and protection of SRHR.

Office of the Auditor General – The Office’s mandate is to audit the accounts and financial systems of all Government Departments, Institutions and Agencies and in all Provincial, Metropolitan Councils and Local Authorities. The SI will work with the Auditor General’s Office in Outcomes 1 and 2 to strengthen its key result area – public sector accountability and transparency – thereby contributing to SDG 16, and creating an enabling environment for greater oversight of the Government ministries and institutions mandated and accountable for EVAWG; for the delivery of quality and essential services; and for the promotion and delivery of SRHR.



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Zimbabwe Gender Commission – is one of the Independent Commission Supporting Democracy [Chapter 12 of the Constitution]. The Commission’s mandate includes, among others: (1) to monitor issues concerning gender equality to ensure gender equality as provided in the Constitution; (2) to investigate possible violations of rights relating to gender; (3) to recommend prosecution for criminal violations of rights relating to gender; (4) to secure appropriate redress where rights relating to gender have been violated. Strengthening the Gender Commission to deliver on its mandate and to carry out its functions in a timely and effective manner will contribute to the promotion of transparency and accountability to EVAWG in public institutions (Outcomes 1 and 2).

Zimbabwe Human Rights Commission – has the mandate to monitor and investigate the conduct of any entity or person who violates any of the rights and freedoms set out in the Declaration of Rights in the Constitution. The Human Rights Commission also as a thematic committee on Gender. The SI country programme in Zimbabwe seeks to create interactions between this Commission and the Gender Commission to broaden and spread the oversight and monitoring of institutional mandates and delivery on EVAWG, SGVB and HPs plans, policies and programmes.

Civil Society

A broad range of civil society groups ranging from women’s rights groups, child rights organizations, human rights organizations, community-based women’s groups, civil society groups focused on thematic issues such as SRHR, EVAWG, men and boys, among others will be implementing partners across the SI six Outcome Areas. The Country Programme also has intentionally targeted civil society organizations that represent women and girls who face multiple forms of discrimination (e.g. disabled persons organizations, groups representing sex workers, women and girls living with HIV). Interventions within the Outcome areas engage civil society groups in several ways: (a) capacity strengthening of civil society’s advocacy, lobby and evidenced-based research skills and expertise on EVAWG, SGBV, HPs and SRHR issues; (b) strategic linking of groups representing women and girls who face multiple forms of discrimination with Parliament and Parliamentarians, and key senior officials within Government, so that their voices and experiences are included in law and policy-making processes; (c) as community activists, mobilizers and the initiators of sustainable change within their communities; and (d) as critical actors in the creation of beneficiary accountability mechanisms on the implementation of the SI Country Programme in Zimbabwe, as well as for feedback on the delivery of quality and essential services at district and community levels. Civil society groups will be engaged as partners through a competitive and comprehensive process.

Academic Institutions

Through a competitive process based on Calls for Expressions of Interest and for Proposals, academic institutions will be engaged as implementing partners in several of the SI Outcome Areas, especially interventions which focus on the development of pre-curricular for targets groups within tertiary institutions; strengthening the capacity of civil society on qualitative research and the collection, analysis and use of data; among others.

Private Sector

Developing partnerships with the Private Sector to EVAWG and SGBV is a relatively new area in Zimbabwe. The private sector will be engaged as both a partner for social marketing campaigns and as an implementing partner for the development of policies and programmes to address GBV in the work place. The private sector umbrella organizations in Zimbabwe include the Confederation of Zimbabwe Industries (CZI), the Employers Confederation of Zimbabwe (EMCOZ) and the Zimbabwe National Chambers of Commerce (ZNCC). One of the findings in the CZI 2017 Annual Manufacturing Sector Survey is that 92% of the more than 250 companies surveyed have workplace safety and health plans, and of these; 46% of the companies include reproductive health in their plans, while 68% indicated that the plan includes protection from all forms of GBV; and 65% include HIV and AIDS counselling and treatment in their safety and health plans.

Faith-based and Traditional Leadership Organizations

Religious leaders from various denominations and umbrella organizations of various churches in Zimbabwe also are among the implementing partners to be identified at national and community level. The traditional leaders, who play a pivotal role as the gatekeepers of cultural and social norms, also are



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targeted as implementing partners, and the SI will engage the Chiefs Council of Zimbabwe as an entry point to the traditional leadership. Research presented during the Spotlight July 11 Consultation with stakeholders showed a positive shift in some traditional courts where women were given agency to present their cases and get redress for IPV. Most women still seek justice for GBV and SGBV cases from the traditional courts in their communities.

V. Partnerships

The EU and its Member States in Zimbabwe are strategic and key partners for the SI. The EU and its Member States have been involved in the design of both the Country Outline and the Country Programme Document. The EU's gender technical expert is a member of the SI Inter-Agency Technical Team and has coordinated the technical advice and expertise of EU Member States, which has strengthened the CPD and the proposed interventions. The EU and Member States also actively participated in the multi-stakeholder consultations with Government and civil society; and, they will continue to play an advisory and technical role throughout the implementation of Spotlight in Zimbabwe as members of the technical coordination committee and the SI Steering Committee.

The development of the Zimbabwe Country Programme for the Spotlight Initiative further created an environment for expanding the range of stakeholders involved in a participatory planning process. While some 70 stakeholders (Government, Civil Society, Independent Commissions, Development Partners) participated in the process to develop the SI Zimbabwe Country Programme Outline (ZCPO), close to 200 stakeholders were engaged for the development of the Country Programme.

The process involved: **(1)** the convening of **six** Outcome-specific consultations; **(2)** a one-day consultation with representatives from Government Ministries and Independent Commissions; **(3)** a half-day seminar on the modalities for the nomination and selection of representatives for the Civil Society Reference Group, and where experts from Civil Society presented research/evidence on 'what works' in the Traditional Justice System and on Active Citizenship and Building Social Capital among Women in Zimbabwe; and **(4)** a two-day consultation with 120+ stakeholders from Government, Independent Commissions, Civil Society (national and International NGOs), and Development Partners (European Union, among others) where representatives from Civil Society, Government, Independent Commissions, Parliament and the UN Inter-Agency SI Task Team led discussions and small group engagements on topics that included: SGBV and HPs in Zimbabwe, Accountability Mechanisms for SGBV and HPs (opportunities within Parliament and Independent Commissions), SRHR Programming for Key Populations, SGBV IMS – Lessons Learnt Globally, lessons on what has worked and what has not worked in SGBV and HPs programming in Zimbabwe, among others. All consultations were held during the period of June 29 – July 17th.

These consultations also gave the SI UN Inter-Agency Task Team the opportunity to create a broader awareness of the Spotlight Initiative among critical stakeholders. Every consultation started with an overview of the global Spotlight Initiative, the focus of SI in Africa and an overview of the Vision, Strategic Objectives and Outcome Areas' Results Chain in the ZCPO. Representatives from key populations, the private sector, faith-based organizations, trade unions, and a range of civil society groups working on child rights, women's rights, SRHR, HIV, disabilities, among other issues, actively participated throughout the consultations.

In the six Outcome-specific consultations, participants worked in smaller groups to engage more in-depth on the proposed Outputs and Interventions as stated in the ZCPO. Some of the broad recommendations that emerged from these Consultations for the SI CP in Zimbabwe included, among others:

- A Multi-Sectoral Approach to addressing SGBV and HPs and the delivery of all services, including SRHR, must be developed and strengthened at all levels;



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- Mandatory institutions (Government ministries, Independent Commissions, formal, traditional and informal justice systems) must be strengthened with technical and specialized competencies, performance and accountability mechanisms and with knowledge on how gender inequalities and the intersecting forms of discrimination faced by women and girls throughout their life-cycle increases their vulnerability to all forms of SGBV and HPs
- There should be a strong emphasis on evidence-based advocacy and lobbying for Government financial investment in the prevention and eradication of SGBV and HPs
- Male engagement and the inclusion of key populations should continue throughout the implementation and monitoring phases of the SI in Zimbabwe
- The SI should not adopt the 'one-size-fits all' approach to implementation; investment should be in the development of strategies and activities, specifically for targeted populations, to ensure that no one is left behind
- SI implementation should be piloted in small, targeted areas and there should be continuous engagement with communities and partners that work in communities
- Civil society groups need technical strengthening in the areas of collection of disaggregated data; documentation and packing of information for advocacy and lobbying; development of social accountability tools and mechanisms, and in the use of these tools; building movements for social mobilization
- The inclusion of women and girls with disabilities in the SI requires tailored interventions for this specific target group
- Civil society organizations should become more involved in the planning of Government initiatives and programmes to address SGBV and SRHR to ensure sustainability and to avoid the implementation of parallel agendas.

Refer to "ANNEX 1: Multi-stakeholder engagement" which provides a record of all stakeholders engaged in consultations

Implementation Phase - Partnerships

The Inter-Agency Team will work closely with the SI Steering Committee and the CS-NRG to convene consultations and dialogues with various target groups (government, private sector, civil society) at national, subnational and community levels on the new knowledge on SGBV, HP and SRHR issues generated through implementation of the SI in Zimbabwe. At the stage of implementation, especially within communities, the SI programme also may lead to the identification of new partners.



VI. Outcome framework

Zimbabwe Country Programme's Results Matrix:

Impact: All women and girls, particularly those most vulnerable, live a life free of violence and harmful practices.

Impact Indicators:

Africa:

SDG 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18. (Tier II)

Baseline for Zimbabwe: 3.7% married by exact age of 15 years; 32.4% married by exact age of 18 years; median age at first marriage =19.5 years (ZDHS 2015)

SDG 5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (Tier II)

Baseline for Zimbabwe:

Baseline for Zimbabwe:

Current use of contraception by women's empowerment (ZDHS 2015)	
Empowerment indicator- Number of decisions in which women participate	Any method
0	48.1%
1-2	62.3%
3	69.2%

Reproductive health care by women's empowerment (ZDHS 2015)			
Empowerment indicator	% receiving antenatal care from a skilled provider	% receiving delivery care from a skilled provider	%received postnatal care from health personnel within the first 2 days since delivery
0	77.5	64.2	60.2
1-2	89.3	74.3	69.6
3	95.1	83.6	76.8



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OUTCOME 1 Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans			
Indicators	Data source	Means of verification	Responsible Org.
Indicator 1.1 Zimbabwe has laws and policies on VAWG/SGBV/HP that adequately respond to the rights of all women and girls, including exercise/access to SRHR, are evidenced-based and in line with international HR standards and treaty bodies' recommendations YES/NO YES	Legislation; policies;	Hansard; Government Gazette, Law Development Commission Reports.	UN WOMEN
Indicator 1.2 Zimbabwe has national and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/SGBV/HP that respond to the rights of all women and girls and are developed in a participatory manner? YES/NO YES	Guidelines, tools, costed action plans and M&E Frameworks	Reports (Judicial Service Commission, Independent Commissions, Parliamentary, CSOs)	UNDP
Output 1.1 National partners⁴⁵ have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG/SGBV/HP and/or on gender equality and non-discrimination that respond to the rights of most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.			
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on VAWG/SGBV/HP and/or on 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.	Legislation; policies	Hansard, Government Gazette, Veritas Parliamentary Bill Watch	UNDP
Indicator 1.1.2 Number of inquiries conducted by human rights	Institutional reports	Institutional reports; public/media	UNDP

⁴⁵Parliamentarians, human rights institutions and women's rights advocates



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institutions ⁴⁶ on VAWG/SGBV/HP and/or on gender equality and non-discrimination.		statements by human rights institutions	
Indicator 1.1.3 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 VAWG including SGBV/HP and/or gender equality and non-discrimination, including the promotion of women and girls SRHR, and implement the same (Indicator 1.1.5 in Africa Regional Framework)	Institutional reports	Training reports	UNDP
Output 1.2 National and/or sub-national partners⁴⁷ are better able to develop evidence-based national and/or sub-national action plans on ending VAWG/SGBV/HP in line with international HR standards with M&E frameworks, responding to the needs and priorities of groups facing intersecting and multiple forms of discrimination			
Indicator 1.2.1 Number of draft evidenced-based national and/or sub-national VAWG/SGBV/HP action plans developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks ad proposed budgets	Institutional and CSO reports	Assessment report	UN WOMEN
Indicator 1.2.2 Number of key government decision makers with strengthened capacities to draft and cost action plans on ending VAWG, including SGBV/HP and the promotion of women and girls' SRHR, and accompanying M&E frameworks	Draft costed action-plans and budgets, M&E frameworks	Capacity strengthening assessment reports	UNICEF

⁴⁶ Zimbabwe Human Rights Commission, Zimbabwe Gender Commission

⁴⁷ Key government/national decision-makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates



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OUTCOME 2 National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors			
Indicators	Data source	Means of Verification	Responsible Org.
<p>Indicator 2.1. A functioning national and/or sub-national coordination and oversight mechanism at the highest level for addressing VAWG, including SGBV/HP, that includes representation from marginalized groups</p> <p>Indicator 2.2 X% of national budget⁴⁸ allocated to the prevention and elimination of all forms of VAWG, including SGBV/HP</p> <p>Indicator 2.3 VAWG, including SGBV/HP, is integrated in 6 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards</p>	<p>GBV national action plans and policies</p> <p>Budget statement, budget expenditure report</p> <p>Sector work plans, strategic plans, annual workplans</p>	<p>National GBV documents</p> <p>National Budgets (Blue Book)</p> <p>Review of sector Ministry Plans</p>	<p>UNDP</p> <p>UN Women</p> <p>UNICEF</p>

⁴⁸ This percentage of the national budget to be allocated towards EVAWG, including SGBV and HP cannot be determined at this time. Through Activity 2.1.7 in Outcome 2 of Zimbabwe's SI CP, an assessment will be conducted with the Ministry of Finance and other key stakeholders to determine how to select the most appropriate indicators across the relevant sectoral ministries to determine and track allocations in the national budget for EVAWG, including SGBV and HPs. This percentage therefore can only be determined after this assessment has been completed and agreement reached within the Executive branch of Government.



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Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions⁴⁹ are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including SGBV/HP, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors

Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including SGBV/HP, and promote women and girls' SRHR, including for women and girls facing intersecting and multiple forms of discrimination	Institutional documents	Analysis report, Sector Ministries and institutional parliamentary reports	UNICEF
Indicator 2.1.2 Number of strategies, plans and programmes of other relevant sectors that integrate efforts to end VAWG, including SGBV/HP and promote women and girls' SRHR, developed in line with international HR standards (Indicator 2.1.3 in the Africa Regional Results Framework)	Institutional reports and documents	Review of sector Ministry plans	UNICEF
Indicator 2.1.3 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and ending VAWG, including SGBV/HP and the promotion of women and girls' SRHR, in their curriculum as per international standards. (Indicator 2.1.5 in the Africa Regional Results Framework)	Training institutions current curricular	Institutions curriculum development processes reports; developed modules adopted by institutions for public servants	UN Women
Indicator 2.1.4 Number of key government officials with strengthened capacities to develop and deliver programmes that prevent and respond to VAWG, including SGBV/HP and the promotion of women and girls' SRHR (Indicator 2.1.7 in the Africa Regional Results Framework)			UNICEF

Output 2.2 Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups

⁴⁹ E.g. justice, statistics, police, health, community based, etc



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Indicator 2.2.1 Number of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans	Government documents on coordination mechanisms	Coordination mechanisms structures and reports, annual work plans	UNDP
Indicator 2.2.2 Number of annual meetings of national and/or sub-national multi-stakeholder coordination mechanisms (Indicator 2.2.4 in the Africa Regional Results Framework)	GBV strategy guidelines on coordination mechanisms' modalities and operations	Meeting reports/minutes and action points	UNDP
Output 2.3 Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including SGBV/HP, and promote women and girls' SRHR			
Indicator 2.3.1 Proportion of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, including SGBV/HP, and to promote women and girls' SRHR	Multi-sectoral plans and existing budgets	New multi-sectoral programmes and plans	UN Women
Indicator 2.3.2 Percentage of Parliamentarians, with strengthened knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, including SGBV/HP, and promote women and girls' SRHR	Rapid knowledge assessment of members of the ninth Parliament; parliamentary profiles of parliamentarians	Hansard record of discussions/debates on motions on SGBV and HPs raised in Parliament, Pre- and post-training assessment reports,	UNDP
Indicator 2.3.3 Number of key government officials ⁵⁰ with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including SGBV/HP, and to promote women and girls' SRHR	Review of existing GRB tools, documents, GRB training reports	Capacity strengthening reports; Pre and post-assessments; tools developed and used	UN Women

⁵⁰ Including local government officials



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OUTCOME 3			
Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG/SGBV/HP and promote women and girls' SRHR			
Indicators	Data source	Means of verification	Responsible Org.
<i>Outcome indicators:</i>			
<ul style="list-style-type: none"> Indicator 3.1 Percent of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age 	ZDHS/MICS	MICS	UNFPA
<ul style="list-style-type: none"> Indicator 3.2 Percent of people who think it is justifiable to subject a woman or girl to child marriage 	TBD	TBD	UNICEF
Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings			
Indicator 3.1.1 Number of young women and girls, young men and boys, who participate in in and out of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights ⁵¹ (Indicator 3.1.2 in the Africa Regional Results Framework)	UNFPA and UNICEF Out of school programme reports	Out of school Spotlight programme reports	UNFPA
Indicator 3.1.2 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	Ministry of Education	Reports on the national and sub-national programmes developed	UNICEF

⁵¹ Including peer-to-peer, promoting gender transformative and human rights-based attitudes/beliefs, respectful and equitable relationships and the expression and exercise of their rights, including reproductive rights



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women and girls, young men and boys facing multiple and intersecting forms of discrimination (Indicator 3.1.3 in the Africa Regional Results Framework)		for inclusion in educational curricula	
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes⁵², including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities			
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 and girls' sexuality and reproduction	UNFPA and UNICEF community programme reports, community data collection tools	UNFPA and UNICEF community programme reports, community data collection tools	UNFPA
Indicator 3.2.2 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 (Indicator 3.2.4 in the Africa Regional Results Framework)	UNFPA and UNICEF advocacy program report	UNFPA and UNICEF advocacy programme	UN Women
Indicator 3.2.3 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 (Indicator 3.2.5 in the Africa Regional Results Framework)	Agencies' programme reports	Campaign reports	UNICEF
Indicator 3.2.4 Number of networks of men and boys developed and/or strengthened to advocate against VAWG including SGBV/HP and stand for promoting gender equitable values and behaviours, including on women and girls' SRHR (Indicator 3.2.6 in the Africa Regional Results Framework)	Agencies' programme reports	CSO partners' reports	UN Women

⁵² Including informing parenting skills around gender socialization through early childhood development programmes



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Output 3.3: Decision makers in relevant institutions⁵³ and key informal decision makers⁵⁴ are better able to advocate for implementation of legislation and policies on ending VAWG, including SGBV/HP, and for gender-equitable norms, attitudes and behaviours and women and girls' rights (including SRHR)			
Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting	Media monitoring reports; gender and media surveys ⁵⁵	Gender-responsive Ethical guidelines adopted; media monitoring reports	UNFPA
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG, including SGBV/HP 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 ⁵⁶	Existing Gender and SGBV/HP policies and strategies in non-state institutions	Non-state institutions' reports and examples of policies and strategies developed	UN Women
Indicator 3.3.3 Number of key informal decision makers and decision makers in relevant institutions with strengthened awareness of and capacities to advocate for the implementation of legislation and policies on VAWG including SGBV/HP and for gender-equitable norms, attitudes and behaviours and women and girls' rights (Indicator 3.3.5 in Africa Regional Framework)	CSO reports	CSOs reports	UNICEF

⁵³ Including the media, sports, workplaces, etc.

⁵⁴ Includes decision makers from informal institutions, e.g. traditional, religious and community leaders

⁵⁵ Some baseline data for Zimbabwe media available in Gender and Media Progress Study (2010) and Gender and Media Progress Study (2015), Gender Links, SA

⁵⁶ Zimbabwe Country Programme's partnership with the private sector and other non-state institutions on women's economic empowerment activities for the most vulnerable and marginalized women as part of its prevention strategy are linked to this indicator.



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OUTCOME 4			
Women and girls who experience VAWG, including SGBV/HP, use available, accessible, acceptable, and quality essential services including for long-term recovery from violence			
Indicators	Data source	Means of verification	Responsible Org.
<ul style="list-style-type: none"> Indicator 4.1 Proportion of women, including those facing multiple and intersecting forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector⁵⁷ Indicator 4.2.a Number of cases of VAWG, including SGBV/HP, reported to the police, b. proportions of cases reported to the police that are brought to court, c. proportions of cases reported to the police that resulted in convictions of perpetrators, all during a specific time-period (e.g. past 12 months) Indicator 4.3 A dedicated management information system (MIS) on VAWG, including SGBV/HP, established at the national level which can measure number of women/girl victims/survivors of violence that have received quality, essential multi-sectoral services 	ZDHS/MICS	MICS/ZDHS	UNFPA
	One Stop Centre, Shelter, Police and Court Data	One Stop Centre, Shelter, Police and Court Data	UNICEF
	Current GBV MIS	GBV MIS	UNFPA

⁵⁷ This indicator should be measured for women seeking services *within the past 12 months*, to measure progress and change over time—as lifetime prevalence of violence is not a sound measure of change over time.



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Output 4.1: Relevant government authorities and women’s rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls’ survivors of VAWG, including SGBV/HP, especially those facing multiple and intersecting forms of discrimination			
Indicator 4.1.1: National guidelines or protocols developed and/or strengthened in line with the guidance and tools for essential services. (Yes or No) (Indicator 4.1.3 in the Africa Regional Results Framework) Yes	Copies of current Guidelines and Protocols that are in line with the guidance and tools for essential services developed.	Copies of Guidelines and Protocols that are in line with the guidance and tools for essential services developed.	UNFPA
Indicator 4.1.2 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls’ victims/survivors of VAWG including SGBV/HP (Indicator 4.1.4 in the Africa Regional Results Framework)	UNFPA/UNWOMEN reports on the number of multi-sectoral team members trained on the referral pathways, Other training reports	Multi-sectoral team members training reports, Government Officials training reports, Other training reports,	UNICEF
Indicator 4.1.3 Number of women’s rights organisations ⁵⁸ who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls’ victims/survivors of	UNFPA/UNWOMEN reports on CSOs implementing GBV prevention programmes	CSOs Training reports, CSO Capacity assessment reports	UNFPA

⁵⁸ Including those representing groups facing multiple and intersecting forms of discrimination



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VAWG including SGBV/HP (Indicator 4.1.5 in the Africa Regional Results Framework)			
Indicator 4.1.4 Number of local networks established among authorities and communities to prevent and respond to VAWG including SGBV/HP that include adequate representation of women and girls facing multiple and intersecting forms of discrimination (Indicator 4.1.8 in the Africa Regional Results Framework)	Programme reports MWASME – multi-sectoral teams coordination	Community reports; CSOs reports	UNFPA
Output 4.2: Women and girls’ survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services⁵⁹, including longer term recovery services and opportunities			
Indicator 4.2.1 Number of women and girls’ survivors of VAWG, including SGBV/HP, that have increased knowledge of and access to quality essential services ⁶⁰	UNFPA reports on number of survivors who accessed One- stop centers, Shelters, Police, Courts and Health services	One Stop Centre Reports, Shelter Reports, Police reports, Courts reports, MOHCC HMIS	UNFPA
Indicator 4.2.2 Number of women and girls’ survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services	Shelter reports	Shelter reports, Reintegration reports	UNICEF

⁵⁹ Including those representing groups facing multiple and intersecting forms of discrimination



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OUTCOME 5 Quality, disaggregated and globally comparable data on different forms of VAWG, including SGBV/HP, collected, analysed and used in line with international standards to inform laws, policies and programmes			
Indicators	Data source	Means of vérification	Responsible Org.
Indicator 5.1 Zimbabwe has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including SGBV/HP, collected over time	MICS, ZDHS, VAC	Case Management IMS GBV IMS HMIS EMIS	UNFPA
Indicator 5.2 Zimbabwe has publicly available data reported on a regular basis, on various forms of VAWG, including SGBV/HP, at country level		Annual status report on SGBV/HP	UN Women
Indicator 5.3 National statistics related to VAWG, including SGBV/HP, incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts	ZDHS, MICS and other national survey reports	Secondary SGBV/HP data analysis reports	UNFPA
Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government⁶¹ and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including SGBV/HP, in line with international and regional standards to inform laws, policies and programmes			
Indicator 5.1.1 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG including SGBV/HP, and incidence where appropriate	Capacity assessment reports	Standardised SGBV / HP - field/ data collection protocols and manuals	UNFPA

⁶¹ Statistics offices, justice, security and health sector



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<p>Indicator 5.1.2 A system to collect administrative data on VAWG, including SGBV/HP, in line with international standards, across different sectors available</p>	<p>MWASMEs reports on collection of administrative data</p>	<p>Administrative data collection frameworks (e.g. Gender Equality and Women's Empowerment Framework) in place and operational</p>	<p>UNFPA</p>
<p>Indicator 5.1.3 Number of government personnel, including service providers, from different sectors who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including SGBV/HP in line with international and regional standards (Indicator 5.1.4 in the Africa Regional Results Framework)</p>	<p>Capacity assessment reports</p>	<p>Data management reports including Ministries' training reports on generation, analysis and dissemination of incidence data</p>	<p>UNFPA</p>
<p>Indicator 5.1.4 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including SGBV/HP (Indicator 5.1.5 in the Africa Regional Results Framework)</p>	<p>Capacity assessment reports; CSO reports and knowledge products</p>	<p>Data management reports, including CSO Annual Reports, Training reports on generation, analysis and dissemination of data</p>	<p>UN Women</p>
<p>Output 5.2 Quality prevalence and/or incidence data on VAWG, including SGBV/HP, is analyzed and made publicly available for the monitoring and reporting on the SDG target 5.2 indicators to inform evidence-based decision making</p>			
<p>Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision-making</p>	<p>ZIMSTATS, UNICEF and other UN agencies reports</p>	<p>Knowledge products inclusive of policy briefs, fact sheets, etc.</p>	<p>UNICEF</p>
<p>Indicator 5.2.2 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data</p>	<p>Capacity assessment reports</p>	<p>Data management reports including line Ministry training reports on generation, analysis</p>	<p>UNICEF</p>



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<p>on VAWG, including SGBV/HP (Indicator 5.2.3 in Africa Regional Results Framework)</p>		<p>and dissemination of incidence data</p>	
<p>Indicator 5.2.3 Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG including SGBV/HP (Indicator 5.2.4 in Africa Regional Results Framework)</p>	<p>Capacity assessment reports</p>	<p>Data management reports including CSO Annual Reports, Training reports on generation, analysis and dissemination of data</p>	<p>UN Women</p>



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OUTCOME 6 Women’s rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and VAWG, including SGBV/HP			
Indicators			
	Data source	Means of verification	Responsible Org.
<ul style="list-style-type: none"> • <i>Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs,⁶² who increase their coordinated efforts to jointly advocate on ending VAWG, including SGBV/HP and promoting SRHR</i> 	Campaign and coalition reports	Coalition and Union Reports Participant and membership registers	UN Women
<ul style="list-style-type: none"> • <i>Indicator 6.2 Proportion of civil society where there is an increased use of social accountability mechanisms in order to monitor and engage in efforts to end VAWG, including SGBV/HP, and promote women and girls’ SRHR</i> 	CSO reports; existing social accountability tools	Programme review reports Spotlight Assessment Reports	UN Women
<ul style="list-style-type: none"> • <i>Indicator 6.3 Proportion 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, including SGBV/HP, and promoting SRHR</i> 	CSO reports	Programme Reports	UNFPA

⁶² Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization



Spotlight Initiative
To eliminate violence against women and girls



Output 6.1: Women’s rights groups and relevant CSOs⁶³, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including SGBV/HP, and promoting SRHR, with relevant stakeholders at sub-national, national, regional and global levels

<p>Indicator 6.1.1 Number of official dialogues with relevant government authorities with the meaningful participation of women’s rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination. (Indicator 6.1.2 in the Africa Regional Results Framework)</p>			UN Women
<p>Indicator 6.1.2 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 including SGBV/HP and on the promotion of women and girls’ SRHR (Indicator 6.1.3 in the Africa Regional Results Framework)</p>	CSOs reports	Programme reports	UN Women
<p>Indicator 6.1.3 Number of women’s rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG including SGBV/HP and on the promotion of women and girls’ SRHR at local, national, regional and global levels (Indicator 6.1.4 in the Africa Regional Results Framework)</p>	CSOs reports	Programme reports	UN Women
<p>Output 6.2: Women’s rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including SGBV/HP, and GEWE more broadly</p>			
<p>Indicator 6.2.1 Number of supported women’s rights groups and relevant CSOs using the appropriate accountability mechanisms for advocacy</p>	existing social accountability tools	Programme review reports Spotlight Assessment Reports	UN Women

⁶³ Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalisation



Spotlight Initiative
To eliminate violence against women and girls



Output 6.3: Women’s rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on VAWG, including SGBV/HP, and promote women and girls’ SRHR

<p>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 VAWG, including SGBV/HP and on women and girls’ SRHR</p>	<p>Capacity assessment report</p>	<p>Training reports</p>	<p>UNFPA</p>
<p>Indicator 6.3.2 Number of women’s rights groups and relevant CSOs using knowledge products developed by participating UN agencies in the design of their own programmes on VAWG, including SGBV/HP, and on women and girls’ SRHR</p>	<p>CSO reports and knowledge products</p>	<p>Training reports</p>	<p>UN Women</p>



VII. Intersectional approach to discriminations

In accordance with the 2030 Agenda principle of leaving no one behind and 'reaching the furthest first', the three main target groups for the Zimbabwe SI are: (1) **women and girls living in the rural areas;** (2) **women and girls in the most impoverished communities in an urban Province;** (3) **women and girls with disabilities;** and (4) **women living with HIV, with a specific focus on young women and adolescent girls.**

Sixty percent (60%) of the programme interventions for the SI in Zimbabwe will be implemented at community level in rural communities where most of the country's female population live. The geographical selection for the SI in Zimbabwe focused on identifying the most impoverished districts in the five Provinces selected to reach women and girls who face the overlapping inequalities of poverty, gender, geographical location, among others.

In the rural areas, these women and girls are the most vulnerable to early marriages and other harmful practices, because they reside in areas of the country where cultural practices and traditions and unequal gender norms are deeply entrenched and reinforced through religious and traditional structures.

The wards at community level where rural women and girls live also are under-developed and the distances to available health and other services are often too far for them to reach. This further enhances women's and girls' reliance on community structures which perpetuate unequal gender power relations, and which do not promote voice, choice and agency for women and girls in disadvantaged rural communities.

Available data still shows a wide development gap between women and girls in the urban and rural areas of Zimbabwe. For example, among other gaps, only 2.5% of females aged 15-49 years in the rural areas have more than secondary education, compared to 15.1% in urban areas; and 58.6% of women and girls living in rural areas have no exposure to any form of mass media at least once a week compared to 23.8% of women and girls in urban areas.

The SI in Zimbabwe also seeks to **reach women and girls within the most impoverished communities** – Epworth and Hopley - in the mainly urban Harare Province. These two areas have poverty rates of 64.5% and 60% respectively, compared to the average poverty rate of the Province which is 35.7%⁶⁴. The focus on these areas is to ensure that no one is left behind even within urban areas where women's and girls' ability to make informed and free choices, and their ability to exercise their rights are often compromised by extreme poverty.

Women and girls with disabilities are the third main target group for the Zimbabwe SI programme. The prevalence of SGBV and HPs among women and girls with disabilities and their SRHR knowledge and needs, is a large knowledge gap. Addressing this knowledge gap through the interventions proposed in the Zimbabwe CP is essential for tailoring SGBV and HP prevention and response for women and girls with disabilities; and for the promotion of their SRHR, and for the delivery of SRHR services that meet the needs of women and girls with disabilities.

Women living with HIV, with a specific focus on adolescent girls and young women who are most vulnerable to infection: Current data shows that HIV prevalence among women and men (15-49 years) is 14 %, with a higher prevalence among women and girls, 16.6% than among men and boys in the same age group, 11.2%. Furthermore, HIV prevalence is 3 times greater among women aged 20-24 years in comparison to young men in the same age group.⁶⁵ Young women and girls living with

⁶⁴ Poverty Atlas, 2015

⁶⁵ ZDHS 2015

HIV are more vulnerable to SGBV and due to unequal gender power relations within their relationships with intimate partners, they are often unable to exercise their SRHR.

Both the life-cycle and the socio-ecological model approaches will be used in Outcomes 3, 4 and 6 of the Zimbabwe SI to address SGBV, HPs and the SRHR needs of women and girls in the rural areas, women and girls in the two selected impoverished communities in the mainly urban Harare Province, of women and girls with disabilities and of women, young women and adolescent girls living with HIV .

Relevant “at risk” groups	Outcome areas where specific approaches are required	Key challenges for inclusion	Indicative approaches and methodologies for inclusion	Total numbers disaggregated by women, girls, men and boys when possible
<i>Group 1: women and girls living in poverty/rural communities</i>	<i>Outcomes 3,4 and 6</i>	<i>Identification of the specific wards in selected Districts to target communities at ward level where poverty prevalence is highest; Poor infrastructure and distances from available services</i>	<i>Life-cycle and socio-ecological approaches to SGBV; Co-creation of methodologies for inclusion to be developed through information gathered through Inter-Agency Task Team visits, baseline and flexible programming</i>	<i>Total population in the 23 most impoverished districts identified in five Provinces = 3,168,692. Fifty percent of this population is female; further analysis is required to disaggregate by age to determine numbers of girls and boys</i>
<i>Group 2: women and girls in impoverished urban communities</i>	<i>Outcomes 3,4 and 6</i>	<i>Stigma and discrimination; vulnerability to sex work at early ages; high exposure to SGBV</i>	<i>Life-cycle and socio-ecological approaches to SGBV; Co-creation of methodologies for inclusion to be developed through information gathered through Inter-Agency Task Team visits, baseline and flexible programming</i>	<i>Total population in the two identified districts is 277,815 of which 50% are female; further analysis is required to disaggregate by age to determine numbers of girls and boys</i>
<i>Group 3: women and girls with disabilities</i>	<i>Outcomes 3,4, 6</i>	<i>Prevalence of SGBV and HPs is a data gap; knowledge gap on the experiences of women and girls with disabilities within</i>	<i>Inclusion of Disabled Persons Organizations, Networks and advocates as key implementing partners to co-create the best</i>	<i>Data currently not available; further investigation and analysis required</i>

		<i>communities and on their SRHR needs</i>	<i>approaches and methodologies</i>	
<i>Group 4: Women living with HIV and adolescent girls and young women who are most vulnerable to HIV infection</i>	<i>Outcomes 3, 4, 6</i>	<i>Stigma and discrimination; vulnerability to transactional sex; high exposure to SGBV; SRHR complications associated with aging with HIV</i>	<i>Life-cycle and socio-ecological approaches to SGBV; Co-creation of methodologies for inclusion to be developed through information gathered through Inter-Agency Task Team field visits, baseline and flexible programming</i>	<i>Most recent data on total numbers disaggregated by women, men, girls and boys in selected Provinces to be obtained and included in final submitted CP</i>

VIII. Risk Management

(Table 2): See Table in Annex

There are several interventions in the Zimbabwe SI Country Programme that seek to address some of the identified risks in the Programme Risk Management Matrix (See Table 2 in Annex). These include the following:

Identified Risk	SI Intervention
Decrease in democratic space for participatory engagement with Government; senior officials in positions of power and formal authority at national and subnational levels in institutions with EAW and SGBV mandates are perpetrators of violence; politicization of service delivery	<ul style="list-style-type: none"> • Negotiations for and development of High-Level Political Compact (Outcome 2) • Strengthening of the Oversight and Monitoring functions of key institutions such as Parliament, Zimbabwe Human Rights Commission, Zimbabwe Gender Commission, Office of Auditor General (Outcome 1) • SI Joint Monitoring Visits (M&E Plan) • SI Beneficiary Feedback Accountability Mechanism (Operational Innovation)
Restricted access to communities; communities view SI interventions as ‘foreign’ interference in cultural and traditional systems	<ul style="list-style-type: none"> • CSO grants and special volunteer and internship programmes for strengthening community-based women’s groups and civil society groups (Outcome 6) • Co-creation and training programmes with community mobilisers to develop messages and community actions to EAWG, SGBV and HPs and to promote SRHR (Outcome 3) • Engagement of traditional and religious leaders, opinion leaders and the shapers of gender and social norms at



	community level to promote positive norms and values (Outcome 3)
Budget cuts/insufficient budget allocations to key sectors and institutions that address EAW, SGBV and HPs	<ul style="list-style-type: none"> • Negotiations for and development of High-Level Political Compact (Outcome 2) • Strengthening the technical capacity within the Ministry of Finance and key identified line ministries to plan, budget, implement and monitor EAW, SGBV and HPs plans and programmes (Outcome 2) • Strengthen lobby and advocacy capacity of women's rights groups and of organizations representing populations facing multiple forms of discrimination; high-level dialogues between civil society groups and key actors in the Executive and Legislative branches of Government; development and use of social accountability mechanisms by civil society groups (Outcomes 1,2 and 6)

IX. Coherence and alignment with existing programmes

Name of Programme	Time Span	Amount	Funder
ZERO tolerance for GBV 365	2016-2020	US\$ 4 million	Sweden & Ireland
Advancing the Rights of Women and Girls with Disabilities in Zimbabwe	2018-2019	US\$ 400,000	United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD)
Modified DREAMS, Adolescent Girls, Young Women	2018-2020	US\$ 11 million	GFTAM funded managed by National AIDS Council. Implemented by ZACH and Plan International
'SAFE: Stopping Abuse and Female Exploitation'	2019-2023	£12 million	Dfid & Sweden
Combatting Trafficking in Zimbabwe through Prevention, Protection and an Institutionalized National Referral Mechanism	2018-2021	US\$750,000	United States Department of States Office to Monitor and Combat Trafficking in Persons
Regional Joint Programme for SRH, HIV and GBV Integration	2018-2021	US\$ 6 million	SIDA
Health Development Fund- A Multi-donor pooled funding	2016-2020	HDF aims to raise US\$ 680 million over five years	Contributors to date include:

mechanism focused on Reproductive, Maternal, New born, Child and Adolescent Health			Governments of UK, Ireland and Sweden; EU; Global Vaccine Alliance
Support to Rule of Law and Access to Justice for All Programme	2016-2020	EUR 14 million	EU
Our Rights, Our Lives, Our Future: Making positive sexual and reproductive health and education outcomes a reality for adolescents and young people in Sub-Saharan Africa	2018-2020	USD 32 million	Sweden & Ireland 14 focus countries and 18 Networking countries

The SI in Zimbabwe will build on the work of existing programmes such as the Health Development Fund -focused on Reproductive, Maternal, New born, Child and Adolescent Health – and the Zero Tolerance for GBV 365, women’s economic empowerment and livelihoods programmes, among others. A geographical mapping of existing programmes as part of the selection process for the SI Provinces and Districts shows that these programmes have some presence in the five selected SI Provinces, mainly at Provincial level. The SI programme will expand the geographical reach at district and ward levels to reach women, men, girls and boys at community level, and SI will enlarge the reach in the most impoverished districts in the five SI Provinces.

Moving towards the finalization of the Zimbabwe SI CPD, the UN SI agencies reduced the SI allocation for Prevention and Social Norms (Outcome 3) from 25% to 15% and increased its allocation for Quality Essential Services (Outcome) from 25% to 35% to create better synergies and complementarity between the SI and the SAFE: Stopping Abuse and Female Exploitation which begins also in 2019. Funded by Dfid and Sweden, SAFE also is focused on the prevention of violence by changing harmful attitudes towards women and girls. The SI shift in allocation will complement the SAFE programme through the strengthening of the linkages between prevention and the response to ending EVAWG, SGBV and HPs.

Another programmatic link made during the month of October was discussions with the Danish Red Cross on how the organization can contribute to the SI Zimbabwe’s interventions. Three areas for convergence were identified: (1) the Danish Red Cross will integrate a model on EVAW, SGBV and HPs into its training of Red Cross Volunteers. The organization will contact UNFPA to collect existing modules on the issues and incorporate these into their first aid training for all volunteers; (2) the Danish Red Cross will identify its community volunteers in the 23 Spotlight Districts and begin to sensitize these volunteers, who are recognized leaders in their communities, to EVAWG, SGBV and HP issues so that they can play an advocacy role and give visibility to the SI issues; and (3) the Danish Red Cross will integrate EVAWG, SGBV and HPs issues into its new turn..

X. Monitoring & evaluation

In the spirit of “Monitoring as One”, the SI Programme in Zimbabwe proposes to use one Integrated Monitoring and Evaluation framework that will guide the Monitoring & Evaluation activities in the country. This framework will be developed and agreed based on the **Results Matrix and the Indicator Framework**.

The following strategies will be adopted to ensure that the programme is monitored in an integrated manner avoiding a silo approach:



- *M&E Taskforce led by the designated UN agency to coordinate Monitoring and Evaluation initiatives:*

To ensure a participatory approach, without compromising on clear accountability, the SI programme in Zimbabwe will form a M&E Taskforce consisting of the M&E and knowledge Management Officer, M&E experts from the different participating agencies, donors, and Government stakeholders. This taskforce will be led by a designated UN agency that will be accountable for ensuring that the agreed M&E framework is implemented in a timely and well-coordinated manner that maintains the agreed quality standards to meet the M&E needs of the programme.

In the first quarter of SI implementation, the lead agency will facilitate discussions with the Inter-Agency Technical Task Team to agree on the responsibilities of participating UN agencies for reporting on the agreed indicators; and to agree on the methods/systems and templates to be used for reporting on the agreed indicators.

This approach will avoid duplication of efforts at the agency level and will ensure that the M&E needs are met in a well-coordinated and efficient manner. This approach also will ensure that M&E tools and processes are quality assured in a participatory manner and address the needs of the programme in an integrated manner.

- *Joint Monitoring Missions/ Annual Review Meetings:*

The M&E plan will include a provision for organizing quarterly and annual monitoring visits jointly carried out by the UN agencies, donors and the Government. These visits will be guided by well-defined TORs and monitoring tools; and the visits will result in recommendations that will be tracked for implementation through a programme dashboard.

The recommendations from the Joint Monitoring Missions also will inform the Annual Review Meetings to assess the progress and challenges. The recommendations from these Annual Review Meetings will be tracked also through a program dashboard to ensure that recommended actions are implemented.

The designated M&E agency also will be responsible for collecting information from various stake-holders; developing the drafts of the annual progress reports; and for the validation and approval of these reports in the joint meetings before they are shared with the Spotlight Secretariat.

- *Baseline and Evaluations:*

A baseline survey will be conducted at the start of the programme to bridge the data/information gaps and to establish the baselines for all the agreed indicators, wherever needed. This survey will be designed in a modular approach and will consist of institutional assessments, Knowledge, Attitudes, Beliefs, Practices (KABP) studies, and a survey to address both the quantitative and the qualitative needs of the programme.

A mid-line and an end-line evaluation will be carried out, following a modular approach, over the life of the programme through third parties to maintain independence of the approach. Recommendations emerging from the Mid-term Evaluation will be implemented and tracked through the programme dashboard.

- *Budget/Expenditure Monitoring:*



Apart from the results monitoring, the designated UN agency also will lead and coordinate the efforts around budget /expenditure monitoring through a taskforce of nodal persons constituted for this purpose.

The HACT (Harmonized Approach to Cash Transfer) approach and methods will be applied to verify the expenditures from the field in a harmonized manner, avoiding duplication.

Broad outline of the M&E Activities/ M&E Budget:

The overall M&E budget over four years @ 6% of USD 30 Million is USD 1.8 Million. The programme proposes to have one M&E and Knowledge Management Officer position (NOC level) housed at UNICEF, which will cost around USD 118,671 per year (on average), supported part-time (15%) by RCO Programme Management Specialist in the first two years (Phase 1). The remaining will be for the programme's Monitoring and Evaluation activities.

The broad activities supported through this budget will include:

- Conducting the baseline survey (and studies) following a modular approach to generate baseline information on all indicators
- Conducting a mid-term and an end-line Evaluation (Once again a modular approach will be followed – consisting of survey, dip-stick studies, and assessments)
- Developing and implementing the mechanisms for reporting on the indicators where data is not generated from the usual programme systems to assess the progress and meet the reporting requirements
- Conducting joint monitoring field visits (all UN agencies, donors, Government, other stakeholders)
- Organizing the annual review meetings of the taskforce
- Coordination, compilation and annual reporting on the progress with due quality assurance

These broad activities will be included in the M&E framework that will be developed after the programme is approved, and costing for each M&E task will be provided at that stage.

XI. Innovation:

Programming Innovation

The SI in Zimbabwe will seek to integrate innovation as one of the principles that inform the programme, by taking advantage of the opportunity to use the approach of **flexible programming** to allow for **reflection, iterative learning** and changing directions in the implementation of interventions, if required, to achieve the intended results and ensure that the SI makes a difference for all the women and girls and children affected by SGBV and HPs.

SI in Zimbabwe also will innovate in the implementation approaches used throughout the Outcome Areas. For example, based on the findings of the baseline survey, the planning of initial interventions will focus on how to deliver the programme in the same geographic areas to maximise impact by offering a concentration of a comprehensive and integrated package of interventions across all six Outcomes. This approach will provide for pilots and the development of models for replication in other Provinces and Districts, and this approach to implementation will strengthen the iterative learning process.



A *co-creation*⁶⁶ approach will be used for the development of new models, such as the proposed activity of creating a survivor-centred response model for women and girls⁶⁷ that is focused on long-term recovery, and for enabling the current Victim Friendly System to be structured and capacitated to work for children, adolescent girls, adult women and women and girls with disabilities (Outcome 4), among others. This approach will be used also in Outcomes 3, 4 and 6 to ensure that the voices, experiences, needs and wishes of women and girls are adequately reflected in the flexible design and delivery of the SI interventions.

Creativity sessions will be part of the agenda to explore with various constituencies new ideas and new ways to design and implement interventions to eliminate SGBV and HPs in Zimbabwe, and to promote SRHR; and the Civil Society Reference Group for SI in Zimbabwe will serve as an advisory 'think tank' and innovation-thinking platform during the implementation of Spotlight in Zimbabwe.

Based on the Essential Services Packages, focus also will be on the development and implementation of integrated service delivery models that seek to reduce cost and improve survivors' access to and satisfaction of multi-sectoral SGBV, HIV and SRHR services, while integrating long-term social protection measures.

An emerging area of concern is cybercrime and on-line SGBV against women and girls. While the country has initiated legislation from a national security perspective, Spotlight will examine the nexus between cybercrime, ICT engagement and SGBV against women and girls and seek to offer appropriate measures to address this. The creation of campaigns, partnerships with web browsers such as Mozilla on digital citizenship⁶⁸, and knowledge platforms on the ethical and gender-responsive use of on-line media and social platforms; strengthened technical capacity of feminist forums and women's rights networks to develop evidence-based advocacy initiatives on on-line SGBV and to technically deliver this advocacy and evidence on-line, are just a few of the proposed interventions in the SI Country Programme to start the national discussion and give visibility to SGBV in cyberspaces.

Operational Innovation:

The General Assembly Resolution A/RES/72/279 on the Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system, approved the establishment of a new generation of UNCT's, which include the advancement of common business operations, including common back offices and common premises. In line with the UN development system reform, it is proposed that the Spotlight Country Programme Technical Coordination Unit be co-located, and the cost-benefit analysis of this will be done within the coming months. The monitoring activities will be conducted jointly, for which pooling of vehicles will be the norm. Procurement for the Spotlight country programme will be done jointly, including through the existing provisions for common services under the overall UN Zimbabwe Strategic Operations Framework 2016-2020 (an equivalent of Business Operations Strategy (BOS)). These operational measures are intended to ensure greater economies of scale and reduce the burden of RUNO administrative costs.

Another proposed innovation is the Beneficiary Accountability Mechanism to provide an avenue for the intended beneficiaries of the Spotlight Initiative in Zimbabwe to provide their feedback on the impact of the programme.

⁶⁶ A strategy (often used as a business, management and economic strategy) that allows and encourages a more active involvement from the beneficiaries to create a mutually valuable experience in designing interventions.

⁶⁷ The existing case management system in Zimbabwe is for child survivors of SGBV and HPs, and there is no comparable coordinated model for women, adolescent girls and young women survivors of SGBV and HPs

⁶⁸ Similar initiative has been implemented by UN WOMEN in South Africa



XII. Knowledge management

Knowledge Management will be a central component of the SI in Zimbabwe. Platforms and other knowledge initiatives that complement the Communication Strategy's efforts to put SGBV, HPs and SRHR on the public agenda will be developed to further support the iterative learning as SI is implemented in Zimbabwe. The objectives of the Knowledge Management Strategy will be: 1) to increase awareness and understanding of the SI's implementation and impact in Zimbabwe; (2) to communicate and share good practices and learnings that emerge through the implementation of the SI interventions/activities; (3) to generate locally, context-specific knowledge on 'what works' and 'what does not work', which can be shared on regional and global EAWG, SGBV and SRHR virtual knowledge platforms, and on SI regional and global knowledge platforms; and (4) to strengthen women's rights groups', civil society groups', Government's and Independent Commission's capacity to generate, disseminate and use SGBV, HPs and SRHR knowledge. How SGBV, HPs and SRHR knowledge can be used to build social capital between the women's rights movement and broader social and political movements in Zimbabwe would be a new area for exploration and documentation during the implementation of SI.

One of the challenges during the development of the SI CPO and CP was the unavailability of new and up to date knowledge on SGBV, HPs and SRHR issues in Zimbabwe. Much of the qualitative research on these issues remains unpublished as dissertations within the national archives and university libraries and has not been published in refereed journals. Furthermore, extended analyses of the quantitative data collected in the GBV and SRHR modules currently contained within the ZDHS and MICS are not packaged in user-friendly formats or circulated widely. Outcome 5, which includes components of knowledge generation, learning and sharing, will address these challenges, among others.

Knowledge gaps have been identified across the six Outcome Areas and knowledge audits in the form of desk reviews and assessments of available information will be conducted, and the findings packaged into short papers and briefs that can be disseminated among the Inter-Agency Task Team and with wider audiences. Standardization of guidelines, toolkits, manuals, among other materials for strengthening technical competencies among key stakeholders also will be packaged and shared as knowledge products.

The main approaches to knowledge management that will be further developed in the Zimbabwe SI Knowledge Management Framework include: (1) documentation of SI initiatives/activities and of the use of flexible programming as an implementation approach; (2) co-creation with women and girls interventions which are informed by their knowledge and experiences; (3) partnering with academic and research institutes to generate knowledge on under-researched SGBV, HPs and SRHR issues; and (4) supporting the documentation of good practices through case studies, video, the media and other mediums.

Coordination of Knowledge Management within the Zimbabwe Country SI Programme will be situated with M&E, which will be coordinated by UNICEF. An inter-agency strategy for Knowledge Management is still to be developed. Clear roles and responsibilities will be elaborated in this strategy.

XIII. Communication and visibility

All communications and visibility activities at country level will be aligned with the Spotlight Initiative's global Communications and Visibility Guide. These activities will be implemented by the UN Resident Coordinators and engaged Recipient UN organizations to ensure the credible and consistent flow of



information about the programme's efforts to end harmful practices and violence against women and girls in the region.

All communications and visibility activities of the Spotlight Initiative should be designed to meet the following mutually-reinforcing objectives:

1. Raise awareness of harmful practices, sexual and gender-based violence, and their prevalence in Zimbabwe.
2. Illustrate and promote the impact and results of Spotlight-related interventions
3. Support programme implementation through public advocacy
4. Provide visibility for the Initiative, its donors and partners

These four objectives have been designed to give Spotlight teams flexibility to adapt to local contexts and audiences, while maintaining the overall coherence necessary for impact.

Spotlight Initiative [Brand Guidelines](#) will be used to support all communications efforts and activities in Zimbabwe. The Brand Guidelines conform with existing UN and EU branding and visibility policies and must be strictly adhered to. See Annex 2 for more details on communications objectives, messages, audiences and channels.



TABLE 2 - PROGRAMME RISK MANAGEMENT MATRIX

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Unit/Person
Contextual risks					
Decrease in democratic space for participatory engagement with Government	Medium	2	4	Advocacy at the Highest Level on work of the UN in Zimbabwe and the national importance of SGBV and HPs as a major development issue that has an economic and social impact	Resident Coordinator; Independent Commissions; Civil Society
Economic downturn; inflation; austerity measures disproportionately affecting the most vulnerable; worsening liquidity crisis that can affect procurement; fuel supplies	High	4	4	Advocacy with the Reserve Bank of Zimbabwe (Central Bank) and other relevant senior Government officials to ringfence UN Funds for the Spotlight Initiative; utilize the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI programme	Resident Coordinator
Senior officials in positions of power and formal authority at national and subnational levels in institutions with SGBV mandates are perpetrators of violence	Very high	5	4	A Political Compact established between the President, EU and UN on Government's commitment and accountability to eradicating violence against women and girls (in line with the President-elect's campaign promise of Zero Tolerance of GBV) and to the	EU Ambassador, Resident Coordinator, Ministry responsible for Women's Affairs and Gender; Independent Commissions



				advancement of gender equality and women's rights in Zimbabwe	
Programmatic risks					
Restricted access to communities	Medium	3	3	Advocacy at the highest level; SI will work with CBOs and community cadres	Resident Coordinator; Ministry of Women Affairs, Community Development and SME; SI Steering Committee
Politicization of service delivery	Medium	3	3	Monitoring visits and Spotlight Beneficiary Feedback Accountability Mechanism are two means for capturing if this does happen during the programme's implementation. If it is verified that this phenomenon is happening, measures can be taken to bring this practice to the attention of the responsible authorities	Resident Coordinator, UN agencies, Inter-Agency Technical Team
Communities view SI interventions as 'foreign' interference in cultural and traditional systems	High	4	4	Co-create interventions in collaboration with community members and the respected leadership and opinion leaders at community levels	UN agencies and Implementing Partners
Institutional risks					
Budget cuts/insufficient budget allocations to key sectors and institutions that address SGVB	High	4	4	Strengthening the advocacy and lobbying capacity of a wide-range of civil society organizations and citizens' groups	UN agencies, CSOs, Independent Commissions
Fiduciary risks					
Corruption/Mismanagement of Funds	Medium	3	4	Strong and harmonized financial management system; use of IFC; spot-checks on IPs and regular financial assessments on the use of funds	UN agencies



TABLE 3: BUDGETS – see Excel document attached.

Table 3 A – WORK PLAN

Table 3 B – BUDGET BY UNDG CATEGORY

Table 3 C – BUDGET BY OUTCOME

Table 3 D – ADVANCE PRE-FUNDING



ANNEX 1: Multi-stakeholder engagement in the Country Programme development process - See Separate PDF Attachment



ANNEX 2: Communication and Visibility Plan

ANNEX 2: Spotlight to End Violence Against Women and Girls

Zimbabwe Communication and Visibility Plan, 2018 - 2021

Context

The 2030 Agenda for Sustainable Development and its 17 goals place gender equality and empowerment of all women and girls at the heart of global, regional and national development.

The achievement of the 17 global goals in Zimbabwe, including ending poverty, promoting inclusive and sustainable economic growth, and gender equality and empowerment of all women and girls, rests upon unlocking the full potential of women and girls in the country.

Violence against women and girls is one of the worst human rights violations. The UN Declaration on the Elimination of Violence Against Women defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women”.

Violence Against Women and Girls is a major obstacle to development and peace, and to the social, economic and political equality of women. This communications and visibility plan for the EU and UN Spotlight Initiative Zimbabwe Country Programme (2018-2021) to end SGVB and HPs aims to maximize the opportunity to build on and expand the existing SGBV and gender equality and women’s empowerment communications and advocacy campaigns supported by the Governments of Sweden, Ireland, the UK and other development partners. This will be done through building networks and advocacy structures to ensure scalability and sustainability beyond the life of the Spotlight Initiative country programme cycle.

1. Overall communication objectives

- **Raise awareness of harmful practices, sexual and gender-based violence, and their prevalence in Zimbabwe.:** By publicizing data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on the prevention of harmful practices and violence against women and girls.
 - a. Key indicator(s)
 - i. Percentage of audience with accurate knowledge on the prevalence of harmful practices and SGBV.
- **Illustrate and promote the impact and results of Spotlight-related interventions:** By finding, sharing and promoting the stories of women and girls whose lives have been positively transformed due Spotlight-related interventions.
 - a. Key indicator(s)
 - i. Percentage of audience with accurate knowledge of the Spotlight Initiative
 - ii. Percentage of audience with a positive perception of the Spotlight Initiative
- **Support programme implementation through public advocacy:** By engaging publics directly by influencing behaviour/attitude/culture-change programmes, campaigns and activities to eliminate violence against women and girls.
 - a. Key indicator(s)
 - i. Spotlight programming pillars (six) supported with communications inputs, methods and activities.
- **Provide visibility for the Initiative, its donors and partners:** By ensuring consistent and coherent branding, high-profile endorsements from influencers, top-tier media placements,



publicity events and campaigns.

- a. Key indicator(s)
 - i. Percentage growth of Spotlight audiences (segmented)
 - ii. Increase in Spotlight brand recognition

2. Target groups and Specific Objectives

Violence against women and girls affects everyone. The communications and visibility plan therefore will follow a multi-targeted and multi-faceted approach. The target groups include the following:

- Government Ministries and Independent Commissions
- United Nations Agencies in Zimbabwe
- Development Partners
- Private Sector
- Traditional and Religious Leaders
- Civil Society Reference Group, NGOs, Women's Coalition of Zimbabwe, Padare (Men's Forum on Gender) Youth and Grassroot organizations
- Public and targeted communities
- Media including community and social media outlets
- Artists, sport and media personalities
- Schools and higher learning institutions

3. Specific objectives for each target group, related to the action's objectives and the phases of the Country Programme cycle

Government: The Government, as the custodian of leadership for change, can drive cultural change at the national level to end violence against women and girls. In this regard, the relevant Government line Ministries and law enforcement entities will be brought onboard.

UN Agencies in Zimbabwe: the communication plan aims to enhance UN inter-agency communication, partnership and collaboration in Zimbabwe in line with the ongoing UN Reform, the 2030 Agenda for Sustainable Development and the Zimbabwe UN Development Assistance Framework.

Traditional and Religious Leaders: in Zimbabwe, traditional (Chiefs) and religious leaders command great public influence. Inclusion of these leaders is essential for curbing and eliminating harmful practices and for the promotion of positive cultural practices that promote the rights and dignity of women and girls.

Civil Society Reference Group, NGOs, Youth and Grassroot organizations: As implementing partners and organizations working on the ground, civil society provides access to the affected communities whose stories will be told as part of communications efforts.

Development Partners: Integration, complementarity and defining scope for scaling-up of existing similar initiatives by fostering partnership between Spotlight Initiative and other programmes supported by Development Partners will leverage resources for maximizing results and impact.

Public: Consistent public engagement through messaging and public discourse within the tenets of the Spotlight Initiative will draw the public's attention, create awareness and eventually build knowledge on SGBV, HPs and SRHR issues, thereby increasing the public's participation in ending violence against women and girls.

Media – Print, electronic and digital/social media: Strengthen the capacity of the media to enhance reporting on gender issues and coverage on empowering messages to end violence against women and girls. The SI communications' unit will establish a mutually beneficial relationship with the media to disseminate information on the programme; to profile the EU and UN Spotlight Initiative and to build



public awareness and knowledge through imparting consistent messages. Emphasis will be given to radio for public dialogue and social media for enhancing the visibility of the Spotlight.

Artists, sport and media personalities: As champions of culture and innovation, artists provide a wide platform and strong voice to communicate and advocate for gender issues to the public, particularly the young people. It is equally important to engage sport and media personalities, as they have significant clout as influencers and opinion leaders.

Private Sector: The communication and visibility plan will engage businesses that are already involved in prevention and response of violence against women and girls to share their stories and strategies to mentor smaller business. This will create a 'Change Champion Network' for the business sector. As a key driver in a country's economy the strategy will facilitate, through targeted messaging, the principles of the UN Women/UN Global Compact on women's economic empowerment in the private sector.

Schools and higher learning institutions: All schools ("catch them young"), vocational training centres and tertiary education institutions will be targets to raise awareness with clear messages on gender equality and women's empowerment.

B- Communication Activities

4. Main activities that will take place during the period covered by the communication and visibility plan Include *details of:*

- *the nature of the activities;*
- *the responsibilities for delivering the activities.*

Activities	Description	Focal point/Lead
Develop communications strategy	The Zimbabwe Spotlight Initiative's communications strategy will guide the implementation of the communications and visibility plan	RCO/UN Women/UNFPA
Message development	Develop and disseminate consistent, clear and evidence-based messages on harmful practices, sexual and gender-based violence, violence against women and Spotlight's response using national data.	RCO/UN Women
Innovative content creation, development and dissemination via mass media and social media	Co-creation project partnering with an external agency to deliver a meaningful, target audience led social marketing solution to effect real change and shift attitudes in relation to violence against women and girls	RCO/UN Women
Facilitate Public dialogue and outreach	community dialogue, testimonials from survivors, public forums, exhibits, lectures and seminars in varsities and schools	RCO/UNFPA
EU and UN visibility on the Spotlight to end violence against women and girls' initiative and other interlinked development support to Zimbabwe	Brand the Spotlight initiative and the role of EU and UN along the global guideline for visibility of the Initiative	RCO



5. Communication tools chosen

The following tools will be developed:

- Social media channels (Facebook, Twitter, Instagram and YouTube),
- Multimedia: videography and photography
- Regular bulletin, brochures and fact sheets for nationwide advocacy campaign
- Billboards and posters with messaging in different local languages
- Media engagement– dedicated columns in public and private newspapers; primetime radio and TV messages, interviews, panel discussions; community radio; live streaming of social media
- Outreach - community dialogue, testimonials from survivors, public forums, exhibits, lectures and seminars in varsities and schools
- Engagement of national or regional celebrities and the Network of Men Leaders.

6. Completion of the communication objectives

Include measures for the different tools proposed.

Tools proposed	Measures
On line platforms and social media (Facebook, Instagram, Twitter YouTube, etc.)	Number of unique visitors, followers and viewers. Number of videos posted, subscribed and liked. Number of likes, posts, retweets and uses of hashtags Feedback from online survey
Regular newsletter, brochures and fact sheets on Spotlight Initiative	Number of subscribers to the newsletter
Media engagement– dedicated columns in public and private newspapers; primetime radio and TV messages, interviews, panel discussions; community radio; live streaming of social media	Number of content generated (statements, press releases, op-eds, features etc) and stories generated Number of broadcasts in electronic media. Number of radio and TV interviews conducted.
Profiling of national or regional celebrities and the Network of Men Leaders	Number of stories in media and other platforms on celebrities/champions

7. Provisions for feedback (when applicable) see 6

C- Resources

8. Human Resources

- Person/days required to implement the communication activities;
- Members of the management team responsible for communication activities.

UNRCO Communications Specialist – Coordinates and manages One UN advocacy and communications, including drafting and disseminating internal and external communication, promotion of common UN messages, inter-agency advocacy activities and implementation of the UN Communications strategy. He is responsible for UN media relations, press statements and the development of information products. The Communications Specialist manages UN online platforms, coordinates the work of the UN Communications Group and draws on the expertise of communications specialists in UN agencies for special events and public information/advocacy products as needed.

Table A - WORK PLAN (Years 1-4)

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

Outcome	Output	Outcome/Output Description	TIME FRAME				PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	Y4	PHASE I (Year 1-2)			PHASE II (Year 3-4)	TOTAL		
							Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3-4) incl. Spotlight EU funding, new donors and Agency contributions (CORE only)	ESTIMATED TOTAL COST, USD (year 1-4) incl. Estimated Unfunded Gap		
A. PROGRAMME OUTCOME COSTS													
1	OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans												
1	1.1	Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including SGBV/HP, and/or on gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations	x	x			1,080,972	-	1,080,972		1,080,972	UNDP, UNICEF, UNWOMEN, UNESCO	CSO
1	1.2	Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including SGBV/HP, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination	x	x	x	x	520,854	-	520,854	100,000	620,854	UNDP, UNICEF, UNWOMEN	CSO
Sub-total Outcome 1:							1,601,826	-	1,601,826	100,000	1,701,826		
2	OUTCOME 2 National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors												
2	2.1	Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including SGBV/HP, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors	x	x	x		1,326,450	-	1,326,450	670,000	1,996,450	UNDP, UNICEF, UNESCO, UNWOMEN	CSO
2	2.2	Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups	x	x	x	x	760,489	-	760,489	297,000	1,057,489	UNDP, UNICEF, UNWOMEN	CSO
2	2.3	Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including SGBV/HP, and promote women and girls' SRHR	x	x	x	x	315,800	-	315,800	200,000	515,800	UNDP, UNICEF, UNWOMEN	CSO
Sub-total Outcome 2:							2,402,739	-	2,402,739	1,167,000	3,569,739		
3	OUTCOME 3: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG/SGBV/HP and promote women and girls' SRHR												

Table A - WORK PLAN (Years 1-4)

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

Outcome	Output	Outcome/Output Description	TIME FRAME				PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	Y4	PHASE I (Year 1-2)			PHASE II (Year 3-4)	TOTAL		
							Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3-4) incl. Spotlight EU funding, new donors and Agency contributions (CORE only)	ESTIMATED TOTAL COST, USD (year 1-4) incl. Estimated Unfunded Gap		
3	3.1	Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings	x	x	x		455,550	-	455,550	422,939	878,489	UNESCO, UNFPA, UNICEF	CSO
3	3.2	Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities	x	x	x	x	1,207,689	-	1,207,689	269,300	1,476,989	UNICEF, UNFPA, UNESCO, UNWOMEN	CSO
3	3.3	Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including SGBV/HP, and for gender-equitable norms, attitudes and behaviours and women and girls' rights (including SRHR)	x	x	x	x	739,500	-	739,500	181,848	921,348	ILO, UNDP, UNICEF, UNFPA, UNWOMEN	CSO
Sub-total Outcome 3:							2,402,739	-	2,402,739	874,087	3,276,826		
4	OUTCOME 4: Women and girls who experience VAWG, including SGBV/HP, use available, accessible, acceptable, and quality essential services including for long term recovery from violence												
4	4.1	Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including SGBV/HP, especially those facing multiple and intersecting forms of discrimination	x	x	x		3,069,166	-	3,069,166	118,150	3,187,316	UNFPA, UNICEF	CSO
4	4.2	Output 4.2: Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities	x	x	x	x	2,537,224	-	2,537,224	2,939,352	5,476,576	ILO, UNDP, UNICEF, UNFPA	CSO
Sub-total Outcome 4:							5,606,390	-	5,606,390	3,057,502	8,663,892		

Table A - WORK PLAN (Years 1-4)

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

Outcome	Output	Outcome/Output Description	TIME FRAME				PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	Y4	PHASE I (Year 1-2)			PHASE II (Year 3-4)	TOTAL		
							Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3-4) incl. Spotlight EU funding, new donors and Agency contributions (CORE only)	ESTIMATED TOTAL COST, USD (year 1-4) incl. Estimated Unfunded Gap		
5	OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG, including SGBV/HP, collected, analysed and used in line with international standards to inform laws, policies and programmes												
5	5.1	Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including SGBV/HP, in line with international and regional standards to inform laws, policies and programmes	x	x	x	x	977,526	-	977,526	21,750	999,276	UNFPA, UNICEF, UNWOMEN	CSO
5	5.2	Output 5.2: Quality prevalence and/or incidence data on VAWG, including SGBV/HP, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making	x	x	x	x	624,300	-	624,300	611,708	1,236,008	UNICEF, UNFPA, UNWOMEN	CSO
Sub-total Outcome 5:							1,601,826	-	1,601,826	633,458	2,235,284		
6	OUTCOME 6 : Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and VAWG, including SGBV/HP												
6	6.1	Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including SGBV/HP, and promoting SRHR, with relevant stakeholders at sub-national, national, regional and global levels	x	x	x	x	1,413,958	-	1,413,958	1,669,000	3,082,958	ILO, UNFPA, UNWOMEN	CSO
6	6.2	Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including SGBV/HP, and GEWE more broadly	x	x	x	x	573,964	-	573,964	1,759,526	2,333,490	UNFPA, UNWOMEN	CSO
6	6.3	Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on VAWG, including SGBV/HP, and promote women and girls' SRHR	x	x	x	x	414,816	-	414,816	452,482	867,298	UNDP, UNWOMEN	CSO
Sub-total Outcome 6:							2,402,738	-	2,402,738	3,881,008	6,283,746		
TOTAL PROGRAMME OUTCOME COSTS							16,018,258	-	16,018,258	9,713,055	25,731,313		
B. PROGRAMME MANAGEMENT COSTS (Project Office Costs)													
UNDP (incl RCO)													
N/A	N/A		x	x	x	x	551,998	261,113	813,111	236,570	1,049,682	UNDP	N/A
UN Women													

Table A - WORK PLAN (Years 1-4)

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

O u t c o m e	O u t p u t	Outcome/Output Description	TIME FRAME				PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	Y4	PHASE I (Year 1-2)			PHASE II (Year 3-4)	TOTAL		
							Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3-4) incl. Spotlight EU funding, new donors and Agency contributions (CORE only)	ESTIMATED TOTAL COST, USD (year 1-4) incl. Estimated Unfunded Gap		
N/A	N/A		x	x	x	x	1,075,635	31,440	1,107,075	460,987	1,568,062	UN WOMEN	N/A
UNFPA													
N/A	N/A		x	x	x	x	384,797	722,127	1,106,924	164,913	1,271,837	UNFPA	N/A
ILO													
N/A	N/A		x	x	x	x	90,652	132,193	222,845	38,851	261,696	ILO	N/A
UNESCO													
N/A	N/A		x	x	x	x	88,124	251,979	340,103	37,767	377,870	UNESCO	N/A
UNICEF													
N/A	N/A		x	x	x	x	948,981	284,754	1,233,735	406,706	1,640,441	UNICEF	N/A
EVALUATION													
N/A	N/A	Evaluation	x	x	x	x	392,524	-	392,524	196,262	588,786	UN Women	N/A
TOTAL PROGRAMME MANAGMENT COSTS							3,532,711	1,683,606	5,216,317	1,542,056	6,758,373		
ADVANCE PRE-FUNDING							75,200		75,200		75,200		
TOTAL DIRECT PROGRAMME COSTS*							19,626,169	1,683,606	21,309,774	11,255,111	32,564,886		
Total Indirect Support Cost (7%)							1,373,832		1,373,832		1,373,832		
TOTAL COSTS							21,000,000	1,683,606	22,683,606	11,255,111	33,938,718		

Please note that as the figures for Phase II are estimates, we have not included the 7% Indirect Support Costs for years 3 and 4 at this stage. They will be added when the detailed budget for Phase II is finalised.

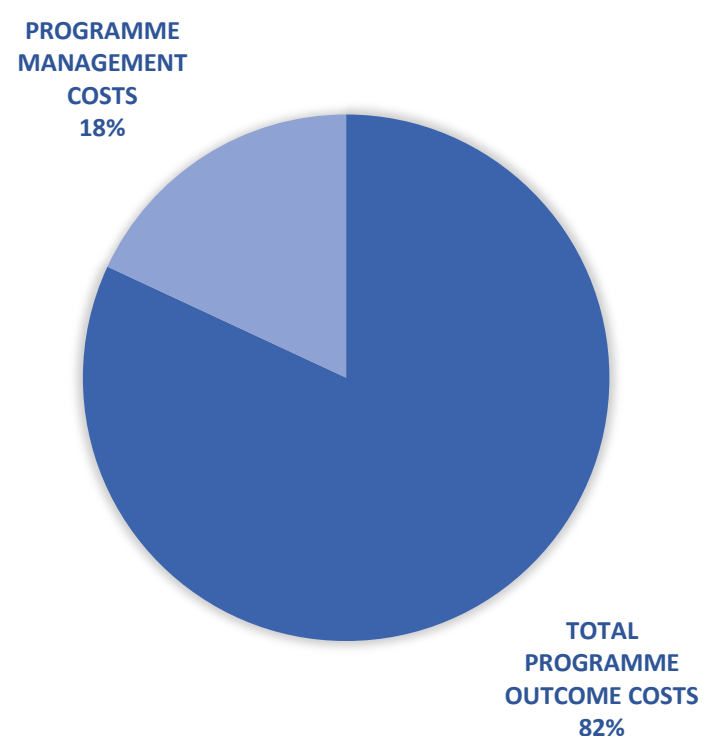
Table B - BUDGET by UNDG CATEGORIES and SUMMARY BY OUTCOME

SPOTLIGHT COUNTRY PROGRAMME: Zimbabwe

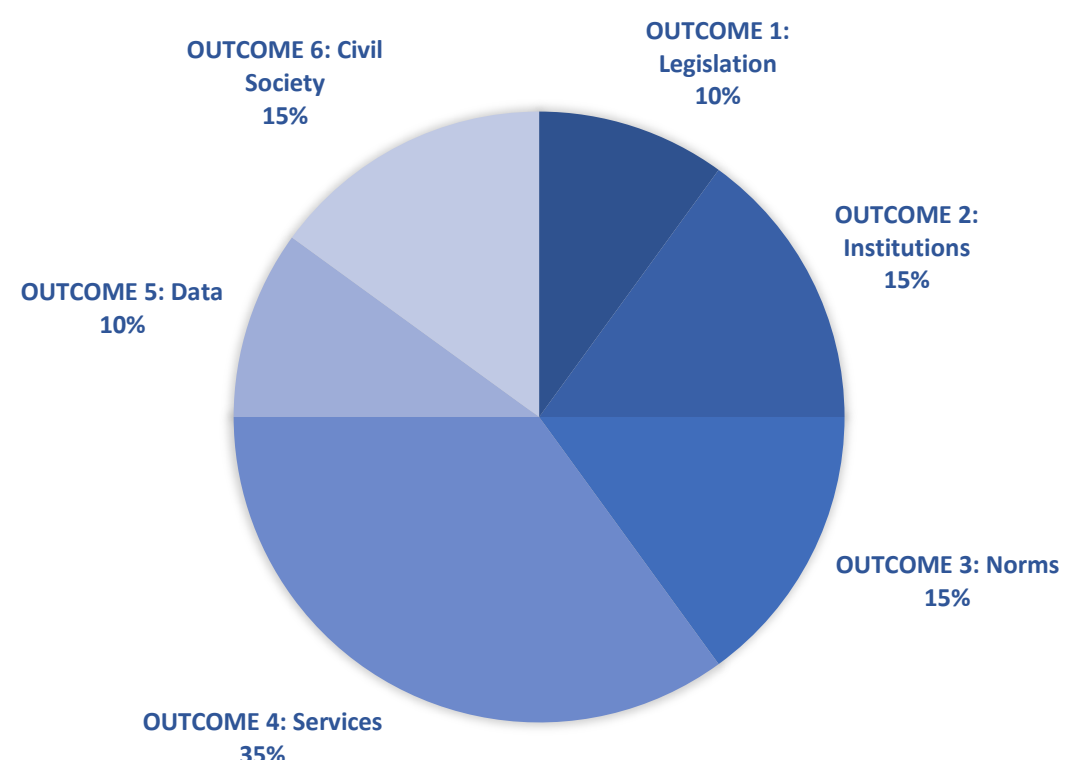
UNDG BUDGET CATEGORIES	UNDP		UNFPA		UNICEF		UNWOMEN		ILO		UNESCO		TOTAL USD		TOTAL %
	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)	RUNO Contri. (USD)	Spotlight (USD)
1. Staff and other personnel	431,093	261,113	384,797	722,127	472,719	284,754	904,635	31,440	90,652	132,193	88,124	251,979	2,372,020	1,683,606	12%
2. Supplies, Commodities, Materials	4,305	0	91,760	0	194,380	0	25,500	0	900	0	100	0	316,945	0	2%
3. Equipment, Vehicles, and Furniture (including Depreciation)	0	0	65,399	0	331,970	0	41,000	0	0	0	0	0	438,369	0	2%
4. Contractual services	1,011,409	0	2,098,116	0	2,771,977	0	1,833,639	0	375,585	0	108,170	0	8,198,897	0	42%
5. Travel	49,795	0	103,464	0	491,068	0	269,614	0	42,540	0	7,680	0	964,161	0	5%
6. Transfers and Grants to Counterparts	1,073,960	0	1,047,931	0	1,930,756	0	1,822,822	0	67,275	0	382,616	0	6,325,360	0	32%
7. General Operating and other Direct Costs	156,255	0	309,995	0	308,545	0	218,431	0	14,040	0	3,150	0	1,010,418	0	5%
Total Direct Costs	2,726,818	261,113	4,101,462	722,127	6,501,415	284,754	5,115,641	31,440	590,992	132,193	589,840	251,979	19,626,169	1,683,606	93%
8. Indirect Support Costs (7%)	190,877		287,102		455,099		358,095		41,369		41,289		1,373,832	0	7%
TOTAL Costs	2,917,695	261,113	4,388,564	722,127	6,956,514	284,754	5,473,736	31,440	632,362	132,193	631,129	251,979	21,000,000	1,683,606	100%

OUTCOME/PILLAR	UNDP	UNFPA	UNICEF	UNWOMEN	ILO	UNESCO	TOTAL USD
OUTCOME 1: Legislation	669,080	-	582,815	304,931	-	45,000	1,601,826
OUTCOME 2: Institutions	899,125	-	835,202	605,162	-	63,250	2,402,739
OUTCOME 3: Norms	176,425	684,514	523,363	309,631	315,340	393,466	2,402,739
OUTCOME 4: Services	309,880	2,053,484	3,093,026	-	150,000	-	5,606,390
OUTCOME 5: Data	-	796,147	518,029	287,650	-	-	1,601,826
OUTCOME 6: Civil Society	45,110	182,520	-	2,140,108	35,000	-	2,402,738
TOTAL PROGRAMME OUTCOME COSTS	2,099,620	3,716,665	5,552,434	3,647,482	500,340	501,716	16,018,258
PROGRAMME MANAGEMENT COSTS	551,998	384,797	948,981	1,468,159	90,652	88,124	3,532,711
ADVANCE PRE-FUNDING	75,200						75,200
Total Direct Costs	2,726,818	4,101,462	6,501,415	5,115,641	590,992	589,840	19,626,169
8. Indirect Support Costs (7%)	190,877	287,102	455,099	358,095	41,369	41,289	1,373,832
TOTAL Costs	2,917,695	4,388,564	6,956,514	5,473,736	632,362	631,129	21,000,000

INVESTMENT BY PILLAR



INVESTMENT BY PILLAR



INVESTMENT BY AGENCY

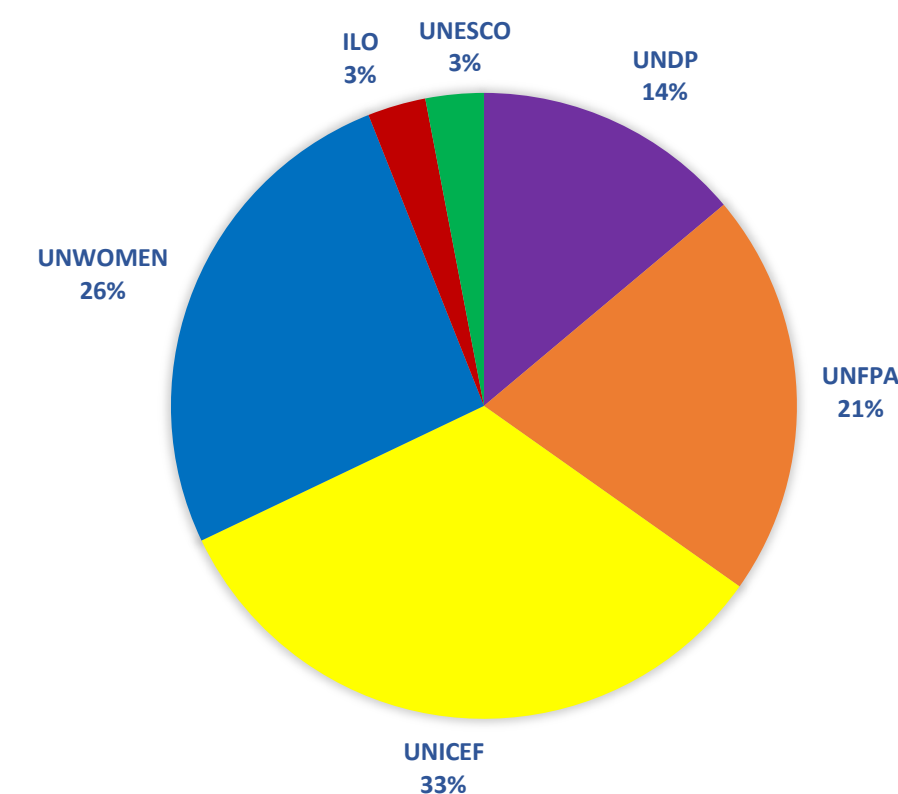


Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1	1.1	1.1.4.1	Transfers and Grant to Counterparts	UNICEF	1	\$25,000.00	2	years	100%	6	50,000	50,000		Development of different modalities and platforms targeted at Children and adolescents to increase their awareness and knowledge of SGBV/SRHR and HP	Payment/Transfer to a CSO	
Sub-Total Activity 1.1.4:											50,000	50,000	-			50,000
1.1.5			Activity 1.1.5: Induction of 7 parliamentary portfolio and thematic committees on SGBV, SRHR and HP issues including relevant legislation (gender, disability, SDG, health, education, justice, home affairs)	UNDP												
1	1.1	1.1.5.1	Transfers and Grant to Counterparts	UNDP	1	\$120,475	1	Lump sum	100%	6	120,475	120,475		Induction of 7 new parliamentary portfolio	Payment/Transfer to a CSO	
1	1.1	1.1.5.2	General Operating and Other Direct Cost	UNDP	1	\$1,525	1	Lump sum	100%	7	1,525	1,525		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.5:											122,000	122,000	-			30,500
1.1.6			Activity 1.1.6: Provision of technical expertise for the review of key legislations and domestication of protocols (Children's Bill, Child Justice Bill, Forensic Bill, Harmonised marriages Bill, Criminal law Code, Labour act, Disabled Persons Act), Cedaw protocol sale of children protocol)	UNICEF												
1	1.1	1.1.6.1	Transfers and Grant to Counterparts	UNICEF	1	\$52,574.00	2	years	100%	6	105,148	105,148		Grant to Implementing partner to provide technical expertise, bill analysis and facilitating high level consultations SOPs and mechanisms to ensure the inclusion of women and girls facing multiple forms of discrimination. (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
1	1.1	1.1.6.2	General Operating and Other Direct Cost	UNICEF	1	\$3,252	1	Lump sum	100%	7	3,252	3,252		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
1	1.1	1.1.6.3	Contractual Services	UNICEF	1			days	100%	4				Review of public consultations SOPs and mechanisms to ensure the inclusion of women and girls facing multiple forms of discrimination 51 consultancy days x \$400 a day (USD\$400 is the standard rate for Consultants for UN Agencies in Zimbabwe)	Payment to an Individual Consultant	
1	1.1	1.1.6.4	Contractual Services	UNICEF	30	\$35.00	4	days	100%	4	4,200	4,200		Consultation with relevant stakeholders - 30 participants @ \$35 per participant per day for 3 days	Other (anything that does not fit in the above categories)	
1	1.1	1.1.6.5	Contractual Services	UNICEF	40	\$35.00	3	days	100%	4	4,200	4,200		Validation and adoption meeting with key stakeholders Conference fees for 40 participants @ \$35 per participant per day	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.6:											116,800	116,800	-			

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1.1.7			Activity 1.1.7: Strengthen alternative platforms of participation in legislative formulation including use of online platforms to improve public interaction in the law making process.	UNDP												
1	1.1	1.1.7.1	Contractual Services	UNDP	1	\$8,000.00	1	lumpsum	100%	4	8,000	8,000		Engage a Network provider to establish a toll free line for Parliament of Zimbabwe Consultation processes	Other (anything that does not fit in the above categories)	
1	1.1	1.1.7.2	Transfers and Grant to Counterparts	UNDP	1	\$32,587.50	1	lumpsum	100%	6	32,588	32,588		Support inclusive public consultation processes for draft bills (radio programmes including community radios, public meetings, email submissions to portfolio committees, clerk of parliament, hard copy submissions and effective social media platforms) Grant to CSO	Payment/Transfer to a CSO	
1	1.1	1.1.7.3	General Operating and Other Direct Cost	UNDP	1	\$413	1	Lump sum	100%	7	413	413		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.7:											41,000	41,000				
1.1.8			Activity 1.1.8: Technical support to three Ministries (Justice , labour and social welfare, and Home Affairs) to develop content covering legislative process including use of interactive online platforms	UNICEF												
1	1.1	1.1.8.1	Transfers and Grant to Counterparts	UNICEF	1	\$8,000.00	2	years	100%	6	16,000	16,000		Implementing partner to review website content for the line ministries and develop into active features for inclusive participation CSO grant (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
Sub-Total Activity 1.1.8:											16,000	16,000				
1.1.9			Activity 1.1.9: Capacity strengthening of DPOs and legal drafters on meaningful engagement in legislative formulation process.	UNICEF												
1	1.1	1.1.9.1	Contractual Services	UNICEF	75	\$35.00	2	days	100%	4	5,250	5,250		Legislative and policy making training for meaningful participation of DPOs Conference fees for 75 participants @ \$35 per participant for 2 days	Other (anything that does not fit in the above categories)	
1	1.1	1.1.9.2	Travel	UNICEF	75	\$5.00	1	Lump sum	100%	5	375	375		Transport reimbursements Transport reimbursements for participants @ \$5 per participant	Other (anything that does not fit in the above categories)	
1	1.1	1.1.9.3	Travel	UNICEF	75	\$35.00	3	days	100%	5	7,875	7,875		Accomodation Participants accomodation	Other (anything that does not fit in the above categories)	
1	1.1	1.1.9.4	Travel	UNICEF	75	\$24.00	3	days	100%	5	5,400	5,400		Participants DSA DSA for 75 participants @ \$24 per participant	Other (anything that does not fit in the above categories)	
1	1.1	1.1.9.5	Contractual Services	UNICEF	1	\$400.00	30	days	100%	4	12,000	12,000		Research and make recommendations on the innovative use of technology to enable effective participation of different groups of DPOs	Payment to an Individual Consultant	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1	1.1	1.1.11.1	Transfers and Grant to Counterparts	UNESCO	1	\$45,000.00	1	years	100%	6	45,000	45,000		Grant to Implementing Partner to build the capacity of women and girls with disabilities to participate in law and policy making processes Grant to - CSOs and the Disabled Persons Organisation (DPO) (According to UNESCO at the CO, Audit fees included within the grant to the partners)	Payment/Transfer to a CSO	
Sub-Total Activity 1.1.11:											45,000	45,000	-			
1.1.12			Activity 1.1.12: Create multiple interactive platforms for Women's Rights advocates to meaningfully participate in law and policy making processes	UNWOMEN												
1	1.1	1.1.12.1	Contractual Services	UNWOMEN	1	\$44,527.08	1	Lump sum	100%	4	44,527	44,527		Development of technology-based platforms (web base and social media)	Payment to a Consultancy Company	
1	1.1	1.1.12.2	Contractual Services	UNWOMEN	1	\$20,000.00	1	Lump sum	100%	4	20,000	20,000		Maintenance of platforms	Payment to a Consultancy Company	
1	1.1	1.1.12.3	Contractual Services	UNWOMEN	1	\$4,000.00	5	Months	100%	4	20,000	20,000		Simplification and translation of relevant SRHR/HP/SGBV legislative and policy content.	Payment to a Consultancy Company	
1	1.1	1.1.12.4	Transfers and Grant to Counterparts	UNWOMEN	1	\$48,000.00	1	lumpsum	100%	6	48,000	48,000		Grant to a CSO to host 2 symposia to create an interface between academics and women's groups on gender equality and women rights issues Grant	Payment/Transfer to a CSO	
1	1.1	1.1.12.5	General Operating and Other Direct Cost	UNWOMEN	1	\$2,000.00	1	Lump sum	100%	7	2,000	2,000		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.12:											134,527	134,527				20,000
1.1.13			Activity 1.1.13: Strengthen the effectiveness of the traditional justice system to handle SGBV and HP cases	UNDP												
1	1.1	1.1.13.1	Transfers and Grant to Counterparts	UNDP	1	\$93,812.50	1	lumpsum	100%	6	93,813	93,813		Grant to Implementing partner to conduct an assessment of the different types of traditional justice systems used at community level in the 23 - identified spot light districts in the 5 provinces to address cases of SGBV and HPs and to understand how these systems interface with the formal justice system.	Payment/Transfer to a CSO	
1	1.1	1.1.13.2	General Operating and Other Direct Cost	UNDP	1	\$1,187.50	1	Lump sum	100%	7	1,188	1,188		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.13:											95,000	95,000				19,000
1.1.14			Activity 1.1.14: Conduct an assesment on the effectiveness of the formal justice system in response to SGBV/HP/SRHR to inform improved implementation of laws and policies	UNDP												
1	1.1	1.1.14.1	Transfers and Grant to Counterparts	UNDP	1	\$98,750.00	1	lumpsum	100%	6	98,750	98,750		Conduct assesment on the effectiveness of the formal justice system Academic Institution Grant	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1	1.1	1.1.14.2	General Operating and Other Direct Cost	UNDP	1	\$1,250.00	1	Lump sum	100%	7	1,250	1,250	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
1	1.1	1.1.14.3	Contractual Services	UNDP	30	\$30.00	2	days	100%	4	1,800	1,800	-	Consultative meetings 2 consultative meetings for 30 participants @ \$30 per participant conference fees	Other (anything that does not fit in the above categories)	
1	1.1	1.1.14.4	Contractual Services	UNDP	30	\$30.00	2	days	100%	4	1,800	1,800	-	Assessment and validation workshop 2 days workshop for 30 participants@ \$30 per day per participant conference fees	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.1.14:											103,600	103,600	-			25,900
Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including SGBV/HP, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination																
1.2.1		Activity 1.2.1: Conduct policy gap analysis to assess implementation gaps for the SGBV, SRHR and HP and relevant sectors		UNICEF												
1	1.2	1.2.1.1	Contractual Services	UNICEF	1	\$400.00	20	days	100%	4	8,000	8,000	-	Policies review in 6 relevant sectors including Home Affairs, Justice , Health, Finance, Social Welfare and Education 20 consultancy days for 1 consultant @ \$400 a day	Payment to an Individual Consultant	
1	1.2	1.2.1.2	Contractual Services	UNICEF	30	\$35.00	6	days	100%	4	6,300	6,300	-	Consultation Workshops 6 days total, conference costs for 30 people @ \$35	Other (anything that does not fit in the above categories)	
1	1.2	1.2.1.3	Contractual Services	UNICEF	60	\$35.00	7	days	100%	4	14,700	14,700	-	Debriefing and update workshops - Venue and conference costs for 60 participantsfor a day each by 7 sectors	Other (anything that does not fit in the above categories)	
1	1.2	1.2.1.4	Contractual Services	UNICEF	16	\$35.00	6	days	100%	4	3,360	3,360	-	Work plan and action plan development meetings 6 meetings of 15 participants each	Other (anything that does not fit in the above categories)	
1	1.2	1.2.1.5	General Operating and Other Direct Cost	UNICEF	500	\$10.00	1	days	100%	7	5,000	5,000	-	Design, printing and dissemination of - assesment document 500 copies @ \$10 a copy	Other (anything that does not fit in the above categories)	
1	1.2	1.2.1.6	Contractual Services	UNICEF	1	\$14,000.00	1	lumpsum	100%	4	14,000	14,000	-	Develop policy and statutory instrument on addressing gaps on implementation of the Termination of Pregnancy Act, and review and develop policy on re integration of girls into school-SRHR Grant to an academic institution	Other (anything that does not fit in the above categories)	
1	1.2	1.2.1.7	Transfers and Grant to Counterparts	UNICEF	1	\$10,000.00	1	lumpsum	100%	6	10,000	10,000	-	Develop action plan to implement findings of the policy review Grant to CSO (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
Sub-Total Activity 1.2.1:											61,360	61,360	-			14,000
1.2.2		Activity 1.2.2: Develop the frameworks and relevant legal standards for the justice workforce to improve investigation, prosecution and adjudication of SGBV crimes, including online SGBV crimes		UNICEF												
1	1.2	1.2.2.1	Contractual Services	UNICEF	1	\$500.00	60	days	100%	4	30,000	30,000	-	Development of guidance framework and legal standards to inform use of forensic evidence and investigations International consultant for 60 days @500 a day	Payment to an Individual Consultant	
1	1.2	1.2.2.2	Travel	UNICEF	1	\$1,500.00	2	Lump sum	100%	5	3,000	3,000	-	Consultant air ticket costs 1 return airticket @ \$1500	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1	1.2	1.2.6.1	Contractual Services	UNWOMEN	20	\$35.00	2	days	100%	4	1,400	1,400	-	CEDAW mock session Workshop	Other (anything that does not fit in the above categories)	
1	1.2	1.2.6.2	Travel	UNWOMEN	2	\$1,500.00	1	Lump sum	100%	5	3,000	3,000	-	Travel for 2 CEDAW committee members to participate in mock session Airtickets for 2 travellers	Other (anything that does not fit in the above categories)	
1	1.2	1.2.6.3	Travel	UNWOMEN	2	\$188.00	4	days	100%	5	1,504	1,504	-	Travel for 2 CEDAW committee members to participate in mock session DSA for 4 days # \$188 per day	Other (anything that does not fit in the above categories)	
1	1.2	1.2.6.4	Contractual Services	UNWOMEN	50	\$35.00	2	days	100%	4	3,500	3,500	-	National stakeholder meeting on outcomes of treaty body meetings conference fees	Other (anything that does not fit in the above categories)	
1	1.2	1.2.6.5	Contractual Services	UNWOMEN	1	\$20,000.00	1	Lump sum	100%	4	20,000	20,000	-	Support to the partner for implementing key recommendations.	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.2.6:											29,404	29,404	-			
1.2.7			Activity 1.2.7: Strengthen state party compliance with regional and international instruments on children's rights	UNICEF												
1	1.2	1.2.7.1	Transfers and Grant to Counterparts	UNICEF	1	\$20,000.00	2	years	100%	6	40,000	40,000	-	Grant to implementing partner to support the relevant government arms responsible for compliance. CSO grant (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
Sub-Total Activity 1.2.7:											40,000	40,000	-			
1.2.8			Activity 1.2.8: Support to the Zimbabwe Gender Commission to monitor compliance with the gender equality and womens rights provision in the Constitution and with international and regional gender equality instruments and standards	UNWOMEN												
1	1.2	1.2.8.1	Contractual Services	UNWOMEN	1	\$50,000.00	1	lumpsum	100%	4	50,000	50,000	-	Support Zimbabwe Gender Commission	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.2.8:											50,000	50,000	-			
1.2.9			Activity 1.2.9: Strengthening the capacity of Zimbabwe Human Rights Commission to monitor and bring accountability for compliance on SGBV/SRHR/HP issues in the UPR processes and recommendations	UNDP												
1	1.2	1.2.9.1	Contractual Services	UNDP	1	\$50,000.00	1	lumpsum	100%	4	50,000	50,000	-	Support Zimbabwe Human Rights Commission	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.2.9:											50,000	50,000	-			5,000
1.2.10			Activity 1.2.10: Supporting strategic litigation for the implementation of the rights of women and girls living with disabilities.	UNDP												
1	1.2	1.2.10.1	Transfers and Grant to Counterparts	UNDP	1	\$19,750.00	1	lumpsum	100%	6	19,750	19,750	-	Support research on contemporary issues	Payment/Transfer to a CSO	
1	1.2	1.2.10.2	General Operating and Other Direct Cost	UNDP	1	\$250.00	1	Lump sum	100%	7	250	250	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 1.2.10:											20,000	20,000	-			1,000

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
1.2.11			Activity 1.2.11: Supporting strategic litigation for the implementation of children's rights	UNICEF												
1	1.2	1.2.11.1	Transfers and Grant to Counterparts	UNICEF	1	\$20,000.00	1	lumpsum	100%	6	20,000	20,000		Support research on contemporary issues for possible strategic litigation initiatives on SGBV/HP/SRHR in particular for girls with disabilities, support litigation process(advocacy strategy, legal, case conference) Grant support (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
Sub-Total Activity 1.2.11:											20,000	20,000	-			1,000
Sub-Total OUTCOME 1:											1,601,826	1,601,826				273,604
OUTCOME 2 National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors																
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including SGBV/HP, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors																
2.1.1			Activity 2.1.1: Support meta-analysis and synthesis of key Government ministries' and institutions' SGBV, SRHR and HP priorities/programmes/plans/strategies to identify gaps and to inform harmonized implementation of current policies.	UNICEF												
2	2.1	2.1.1.1	Transfers and Grant to Counterparts	UNICEF	1	\$24,000.00	1	lumpsum	100%	6	24,000	24,000		Engage an implementing partner to carry out a meta-analysis Grant to carry out Meta Analysis (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.1	2.1.1.2	Contractual Services	UNICEF	40	\$35.00	1	days	100%	4	1,400	1,400		Facilitate Stakeholder consultative meet	Other (anything that does not fit in the above categories)	
2	2.1	2.1.1.3	Contractual Services	UNICEF	200	\$10.00	1	Lump sum	100%	4	2,000	2,000		Design, print and disseminate the final r	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.1:											27,400	27,400	-			2,400.0
2.1.2			Activity 2.1.2: Support the Ministries of Labour and Social Welfare, Health and Education to plan and implement programmes on SGBV/HP/SRHR	UNICEF												
				UNICEF										Ministry of Labour and Social Welfare		
2	2.1	2.1.2.1	Transfers and Grant to Counterparts	UNICEF	1	\$13,993.25	1	Lump sum	100%	6	13,993	13,993		Review and analysis of current and previous plans, and programmes to identify SGBV, HP SRHR Gaps in the Ministry of Labour and Social Welfare CSO's @13,993 per year x 1 years (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.1	2.1.2.2	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		Meetings for the strengthening of intergrated SOPs, protocols, guidelines of key institutions to strengthen internal planning, implementation and monitoring based on outcome of analysis Consultative meeting to discuss the SOP's guidelines 1 meeting x 30 participants x \$35 conference package,	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.3	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		In house TOT/mentorship to train on the use of the use of improved tools/guidelines for intergration of SGBV/SRHR/HP in planning, implementation and monitoring In house ToT to train relevant actors on how to use the guidelines/ SOP's/ protocols 1 day x 30 participants x USD 35 conference package per day	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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2	2.1	2.1.2.4	Contractual Services	UNICEF	20	\$35.00	4	days	100%	4	2,800	2,800		Development of internal Action Plans for various divisions in the Ministry of Labour and Social Welfare linked to Ministerial Sector Plans and the National Development Plan Inter-departmental meetings to plan (20 participants x 4 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.5	Contractual Services	UNICEF	30	\$35.00	4	days	100%	4	4,200	4,200		2 Action Plan review meetings per year Action plan and Budget utilisation review meetings 4 meeting (1day) x 30 participants x \$35 conference package.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.6	Contractual Services	UNICEF	1	\$14,496.63	2	years	100%	4	28,993	28,993		Support Ministry of Labour and Social Welfare the development and implementation of its Strategic Plans that incorporate SGBV, HP, SRHR, intersecting forms of discrimination Grants to line ministries to develop and implement strategic plan @\$14,496.63 per year for two years (UNICEF do not do audits for grants that are US\$50000 and below) This is not a consultant. This is direct support to the line ministry with technical expertise from the RUNO to develop and implement the strategic plan. Based on lesson learnt it is better to directly strengthen the capacity of the key officials in line ministry with responsibility for GBV mandates rather than to embedding technical experts who often unable to transfer skills.	Other (anything that does not fit in the above categories)	
				UNICEF										Ministry of Health		
2	2.1	2.1.2.7	Transfers and Grant to Counterparts	UNICEF	1	\$13,993.25	1	Lump sum	100%	6	13,993	13,993		Review and analysis of current and previous plans, and programmes to identify SGBV, HP SRHR Gaps in the Ministry of Health CSO's grant @15,000 per year x 1 years (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.1	2.1.2.8	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		Meetings for the strengthening of intergrated SOPs, protocols, guidelines of key institutions to strengthen internal planning, implementation and monitoring based on outcome of analysis Consultative meeting to discuss the SOP's guidelines 1 meeting x 30 participants x \$35 conference package	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.9	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		In house TOT/mentorship to train on the use of improved tools/guidelines for intergration of SGBV/SRHR/HP in planning, implementation and monitoring In house ToT to train relevant actors on how to use the guidelines/ SOP's/ protocols 1 day x 30 participants x USD 35 conference package per day	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.10	Contractual Services	UNICEF	20	\$35.00	4	days	100%	4	2,800	2,800		Development of internal Action Plans for various divisions in the Ministry of Health linked to Ministerial Sector Plans and the National Development Plan Inter-departmental meetings to plan (20 participants x 4 days		

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.2.11	Contractual Services	UNICEF	30	\$35.00	4	days	100%	4	4,200	4,200		2 Action Plan review meetings per year Action plan and Budget utilisation review meetings 4 meeting (1day) x 30 participants x \$35 conference package,	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.12	Contractual Services	UNICEF	1	\$15,000.00	2	years	100%	4	30,000	30,000		Support Ministry of Health the development and implementation of its Strategic Plans that incorporate SGBV, HP, SRHR, intersecting forms of - discrimination. Line ministries to develop and implement strategic plan @\$15000 per year for two years (UNICEF do not do audits for grants that are US\$50000 and below)	Other (anything that does not fit in the above categories)	
				UNICEF										Ministry of Education		
2	2.1	2.1.2.13	Transfers and Grant to Counterparts	UNICEF	1	\$13,993.26	1	Lump sum	100%	6	13,993	13,993		Review and analysis of current and previous plans, and programmes to identify SGBV, HP SRHR Gaps in the - Ministry of Education CSO's grant @15,000 per year x 1 years (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.1	2.1.2.14	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		Meetings for the strengthening of intergrated SOPs, protocols, guidelines of key institutions to strengthen internal planning, implementation and - monitoring based on outcome of analysis Consultative meeting to discuss the SOP's guidelines 1 meeting x 30 participants x \$35 conference package,	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.15	Contractual Services	UNICEF	30	\$35.00	1	days	100%	4	1,050	1,050		In house TOT/mentorship to train on the use of the use of improved tools/guidelines for intergration of SGBV/SRHR/HP in planning, - implementation and monitoring In house ToT to train relevant actors on how to use the guidelines/ SOP's/ protocols 1 day x 30 participants x USD 35 conference package per day	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.16	Contractual Services	UNICEF	20	\$35.00	4	days	100%	4	2,800	2,800		Development of internal Action Plans for various divisions in the Ministry of Education linked to Ministerial Sector Plans and the National Development Plan Inter-departmental meetings to plan (20 participants x 4 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.17	Contractual Services	UNICEF	30	\$35.00	4	days	100%	4	4,200	4,200		2 Action Plan review meetings per year Action plan and Budget utilisation review meetings 4 meeting (1day) x 30 participants x \$35 conference package,	Other (anything that does not fit in the above categories)	
2	2.1	2.1.2.18	Contractual Services	UNICEF	1	\$15,000.00	2	years	100%	4	30,000	30,000		Support Ministry of Education the development and implementation of its Strategic Plans that incorporate SGBV, HP, SRHR, intersecting forms of - discrimination. Line ministries to develop and implement strategic plan @\$15000 per year for two years (UNICEF do not do audits for grants that are US\$50000 and below)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.2:											158,273	158,273	-			12,662

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
		2.1.3	Activity 2.1.3: Support the Ministry of Justice and Ministry of Home Affairs to plan and implement programmes on ministries of Labour and Social Welfare, Health and Education to plan and implement programmes on SGBV/HP/SRHR	UNDP												
2	2.1	2.1.3.1	Transfers and Grant to Counterparts	UNDP	1	\$14,812.50	1	Lump sum	100%	6	14,813	14,813		Review and analysis of current and previous plans, and programmes to identify SGBV, HP SRHR Gaps in the Ministry of Justice CSO's grant @15,000 per year x 1 years	Payment/Transfer to a CSO	
2	2.1	2.1.3.2	General Operating and Other Direct Cost	UNDP	1	\$187.50	1	Lump sum	100%	7	188	188		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.3	Contractual Services	UNDP	30	\$35.00	1	days	100%	4	1,050	1,050		Meetings for the strengthening of intergrated SOPs, protocols, guidelines of key institutions to strengthen internal planning, implementation and monitoring based on outcome of analysis Consultative meeting to discuss the SOP's guidelines 1 meeting x 30 participants x \$35 conference package, stationary @ \$500	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.4	Contractual Services	UNDP	30	\$35.00	1	days	100%	4	1,050	1,050		In house TOT/mentorship to train on the use of the use of improved tools/guidelines for intergration of SGBV/SRHR/HP in planning, implementation and monitoring In house ToT to train relevant actors on how to use the guidelines/ SOP's/ protocols 1 day x 30 participants x USD 35 conference package per day	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.5	Contractual Services	UNDP	20	\$35.00	4	days	100%	4	2,800	2,800		Development of internal Action Plans for various divisions in the Ministry of Justice linked to Ministerial Sector Plans and the National Development Plan Inter-departmental meetings to plan (20 participants x 4 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.6	Contractual Services	UNDP	30	\$35.00	4	days	100%	4	4,200	4,200		2 Action Plan review meetings per year Action plan and Budget utilisation review meetings 4 meeting (1day) x 30 participants x \$35 conference package,	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.7	Contractual Services	UNDP	1	\$14,812.50	2	years	100%	4	29,625	29,625		Support Ministry of Justice the development and implementation of its Strategic Plans that incorporate SGBV, HP, SRHR, intersecting forms of discrimination. Line ministries to develop and implement strategic plan @\$14,812.50 per year for two years	Other (anything that does not fit in the above categories)	
2	2.1	2.1.3.8	General Operating and Other Direct Cost	UNDP	1	\$375.00	1	Lump sum	100%	7	375	375		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
				UNDP										Ministry of Home Affairs		

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.4.1	Contractual Services	UNDP	1	\$5,925.00	1	lumpsum	100%	4	5,925	5,925		Conduct an analysis of regional and international best practices on Public Sector/Civil Service reform, accountability and efficiency for SRHR/SGBV and HP. Engage to public administration institution/Academic institution	Other (anything that does not fit in the above categories)	
2	2.1	2.1.4.2	General Operating and Other Direct Cost	UNDP	1	\$75.00	1	Lump sum	100%	7	75	75		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.1	2.1.4.3	Contractual Services	UNDP	35	\$35.00	4	days	100%	4	4,900	4,900		High level policy meetings of the Public Service Commission High level policy dialogue meetings @ 4 meetings x 35 participants x 35 US per person conference package x 1 day per meeting.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.4.4	Contractual Services	UNDP	35	\$35.00	4	days	100%	4	4,900	4,900		Consultative meetings with relevant civil service unions 35 participants @ \$35 per participant per day conference fees	Other (anything that does not fit in the above categories)	
2	2.1	2.1.4.5	Contractual Services	UNDP	1	\$14,812.50	2	years	100%	4	29,625	29,625		strengthening internal civil service accountability for HP/SRHR,SGBV (development of guidelines,training of identified officials,meetings with relevant ministries,reports,monitoring) Direct support to OPC/Public Service Commission	Other (anything that does not fit in the above categories)	
2	2.1	2.1.4.6	General Operating and Other Direct Cost	UNDP	1	\$375.00	1	Lump sum	100%	7	375	375		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.4:											45,800	45,800				5,036
2.1.5			Activity 2.1.5: Support relevant Government Institutions mandated to work on Disabilities to plan and implement programmes on SGBV/HP/SRHR	UNICEF												
2	2.1	2.1.5.1	Transfers and Grant to Counterparts	UNICEF	1	\$16,000.00	1	Lump sum	100%	6	16,000	16,000		Review institutional arrangements for internal accountability on disability and SGBV/SRHR/HP for the disability board and Disability department in the Ministry of labour Grant to CSO to facilitate review (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.1	2.1.5.2	Contractual Services	UNICEF	1	\$8,000.00	1	lumpsum	100%	4	8,000	8,000		Development of a strategy for the department 1 consultant for 20 consultancy days @ \$400 a day	Payment to an Individual Consultant	
2	2.1	2.1.5.3	Contractual Services	UNICEF	50	\$35.00	2	days	100%	4	3,500	3,500		Consultative meetings on development of a strategy 50 participants @ \$35 conference fees per participant per day	Other (anything that does not fit in the above categories)	
2	2.1	2.1.5.4	Travel	UNICEF	50	\$10.00	1	Lump sum	100%	5	500	500		Travel allowances for the disabled - Travel allowances for 50 participants @\$10 per participant	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.5.5	Travel	UNICEF	5	\$66.00	3	days	100%	5	990	990		- DSA for 5 participants DSA @\$66 per participant per day for people with disabilities travelling from out of Harare	Other (anything that does not fit in the above categories)	
2	2.1	2.1.5.6	Supplies, Commodities, Materials	UNICEF	1000	\$0.42	1	km	100%	2	420	420		- Fuel reimbursement reimbursement @ 42 cents per kilometre	Other (anything that does not fit in the above categories)	
2	2.1	2.1.5.7	Contractual Services	UNICEF	30	\$35.00	2	days	100%	4	2,100	2,100		- Orientation training disability department on SGBV/HP/SRHR 2 day meetings for 30 participants @ \$35 conference fees per participant	Other (anything that does not fit in the above categories)	
2	2.1	2.1.5.8	Contractual Services	UNICEF	1	\$29,100.00	2	years	100%	4	58,200	58,200		- Support the department to implement a strategy incorporating SGBV,SRHR/HP. Line ministries to develop strategic plans	Other (anything that does not fit in the above categories)	
2	2.1	2.1.5.9	General Operating and Other Direct Cost	UNICEF	1	\$1,800.00	1	Lump sum	100%	7	1,800	1,800		- Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.5:											91,510	91,510	-			18,302
2.1.6			Activity 2.1.6: Support the Disabilities board to plan and implement programmes on SGBV/HP/SRHR	UNESCO												
				UNESCO										Disability Board		
2	2.1	2.1.6.1	General Operating and Other Direct Cost	UNESCO	30	\$35.00	3	days	100%	7	3,150	3,150		- Orientation of board members on CRPD/ SGBV/ HP/SRHR 3 day meeting for 30 participants @\$35 conference fees per participant	Other (anything that does not fit in the above categories)	
2	2.1	2.1.6.2	Contractual Services	UNESCO	1	\$400.00	20	days	100%	4	8,000	8,000		- Development of an action plan to implement the board's mandate and facilitate mainstreaming of disability in government institutions at policy level Consultant @ \$400 per day for 20 days	Payment to an Individual Consultant	
2	2.1	2.1.6.3	Contractual Services	UNESCO	30	\$35.00	2	days	100%	4	2,100	2,100		- Facilitate holding of regular Board meetings to develop and review implementation of action plan 2 daymeeting for 30 participants @\$35 per participant conference fees	Other (anything that does not fit in the above categories)	
2	2.1	2.1.6.4	Contractual Services	UNESCO	1	\$25,000.00	2	years	100%	4	50,000	50,000		- Support to the board to implement the Action Plan, Egage Disability Board to implement action plan at US\$25,000/year for two years (According to UNESCO at the CO, Audit fees included within the disbursement to the partners)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.6:											63,250	63,250	-			12,650
2.1.7			Activity 2.1.7: Strengthen capacity of the Office of Auditor General for inclusion of SGBV/HP/SRHR in performance audit processes	UNDP												
2	2.1	2.1.7.1	Contractual Services	UNDP	1	\$5,000.00	1	Lump sum	100%	4	5,000	5,000		- Produce a Synopsis of AG's report (for key line ministries, including media briefs).including gender training draft synopsis report @ USD 5000/ direct support to office of auditor General	Other (anything that does not fit in the above categories)	
2	2.1	2.1.7.2	Contractual Services	UNDP	1	\$43,832.41	2	years	100%	4	87,665	87,665		- Provide Support to conduct performance audits of selectecd actors in SGBV/HP/SRHR services and response Direct Support to Office of Auditor General	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.7.3	Contractual Services	UNDP	1	\$4,937.50	1	Lump sum	100%	4	4,938	4,938		Convene meeting of CSOs and Media to discuss findings of AG's report to strengthen accountability	Other (anything that does not fit in the above categories)	
2	2.1	2.1.7.4	General Operating and Other Direct Cost	UNDP	1	\$62.50	1	Lump sum	100%	7	63	63		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.1	2.1.7.5	Contractual Services	UNDP	1	\$7,500.00	2	years	100%	4	15,000	15,000		Convene meetings with relevant ministries and institutions to discuss the AG's performance audit report and implications for action. Direct Support to the Auditor General's Office to convene meetings with government line ministries to discuss report and implications on SRHR SGBV work @ 7500 per year for 2 years	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.7:											112,665	112,665	-			16,900
2.1.8		Activity 2.1.8: Technical support to Legal Aid Directorate (LAD) to sensitize lawyers on SGBV/HP/SRHR issues			UNICEF											
2	2.1	2.1.8.1	Contractual Services	UNICEF	30	\$35.00	2	Days	100%	4	2,100	2,100		Sensitisation of LAD lawyers on SGBV/HP/SRHR and child protection using constitutional, regional and international human rights standards Conference package for 30 stakeholders @ 35 USD x 2 days x 30 participants	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.2	Travel	UNICEF	20	\$66.00	3	Days	100%	5	3,960	3,960		Accommodation and DSA for 20 out of Harare participants Accommodation and DSA for 20 out of Harare participants @ USD 66 per person X 3 days.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.3	Travel	UNICEF	30	\$30.00	1	Lump sum	100%	5	900	900		Transport estimate for 30 people - Transport estimate @ \$30 per person x 30 persons.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.4	Contractual Services	UNICEF	35	\$35.00	2	Days	100%	4	2,450	2,450		Training of LAD lawyers in the use of constitutional, regional, international human rights standards in legal representation and identification of SGBV, SRHR and HP cases for litigation. Conference package for 35 stakeholders @ 35 USD x 2 days x 35 participants	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.5	Travel	UNICEF	30	\$66.00	3	Days	100%	5	5,940	5,940		Accommodation and DSA for 30 out of Harare participants Accommodation and DSA for 30 out of Harare participants @ USD 66 per person X 3 days.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.6	Travel	UNICEF	20	\$30.00	1	Lump sum	100%	5	600	600		Transport estimate for 30 people - Transport estimate @ 20 per person x 20 persons.	Other (anything that does not fit in the above categories)	
2	2.1	2.1.8.7	Transfers and Grant to Counterparts	UNICEF	220	\$100.00	1	Lump sum	100%	6	22,000	22,000		Legal support to Women and girls for the realisation of their SRHR rights . Engage legal Aid to LAD	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.8:											37,950	37,950	-			9,488
2.1.9		Activity 2.1.9: Support review of existing SGBV investigation frameworks for the police to strengthen institutional response			UNICEF											
2	2.1	2.1.9.1	Contractual Services	UNICEF	1	\$22,000.00	2	years	100%	4	44,000	44,000		Institutional Contract to review current SGBV investigation and drafting and implementing a revised investigation framework.	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

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2	2.1	2.1.9.2	Contractual Services	UNICEF	1	\$400.00	15	days	100%	4	6,000	6,000		Consultant to develop pocketbook on police rules and procedures for investigations on SGBV/HP - Consultancy to develop pocketbook @15 days (This is the Standard rate for the level of consultants to be hired)	Other (anything that does not fit in the above categories)	
2	2.1	2.1.9.3	Contractual Services	UNICEF	1	\$200.00	10	days	100%	4	2,000	2,000		Pocketbook design and graphics - Graphics and Design of brochures and booklets, consultancy x 10 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.9.4	Contractual Services	UNICEF	200	\$15.00	1	Lump sum	100%	4	3,000	3,000		Layout and printing of pocketbook - Layout and printing ; guidance booklets on SGBV; HPs;	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.9:											55,000	55,000				
2.1.10			Activity 2.1.10: Prosecution: Support review of existing national prosecution policies in cases of SGBV and HP response	UNDP												
2	2.1	2.1.10.1	Transfers and Grant to Counterparts	UNDP	1	\$43,450.00	1	Lump sum	100%	6	43,450	43,450		Institutional Grant to review national prosecution policies in relation to SGBV and HP and the high level of withdrawals and draft and implement a revised prosecution process CSO/Institutional Grant	Payment/Transfer to a CSO	
2	2.1	2.1.10.2	General Operating and Other Direct Cost	UNDP	1	\$550.00	1	Lump sum	100%	7	550	550		Audit fees As per guidance from Secretariat	Other (anything that does not fit in the above categories)	
2	2.1	2.1.10.3	Contractual Services	UNDP	1	\$400.00	15	days	100%	4	6,000	6,000		Consultant to develop pocketbook on rules and procedures for prosecution of cases - Consultancy to develop pocketbook @15 days (This is the Standard rate for the level of consultants to be hired)	Payment to an Individual Consultant	
2	2.1	2.1.10.4	Contractual Services	UNDP	1	\$200.00	10	Lump sum	100%	4	2,000	2,000		Pocketbook design and graphics - Graphics and Design of brochures and booklets, consultancy x 10 days per brochure x 8 brochures	Other (anything that does not fit in the above categories)	
2	2.1	2.1.10.5	General Operating and Other Direct Cost	UNDP	200	\$15.00	1	Lump sum	100%	7	3,000	3,000		Layout and printing of pocketbook - Printing 200 copies @ \$15 a copy	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.10:											55,000	55,000				
2.1.11			Activity 2.1.11: Review and strengthen sentencing guidelines for SGBV and HP cases involving women, children , persons with disabilities and persons facing intersecting forms discrimination	UNWOMEN												
2	2.1	2.1.11.1	Contractual Services	UNWOMEN	1	\$400.00	15	Days	100%	4	6,000	6,000		Review of current sentencing guidelines on SGBV/HP cases - national consultants for 15 days @ \$400 per day	Payment to an Individual Consultant	
2	2.1	2.1.11.2	Contractual Services	UNWOMEN	30	\$35.00	4	days	100%	4	4,200	4,200		High level meeting on sentencing guidelines(review of guidelines and learning on best practices) - Venue and conference for 30 participants @ \$35 per participant	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.3	Travel	UNWOMEN	30	\$100.00	3	days	100%	5	9,000	9,000		Accommodation for participants attending the high level meeting - Participants accommodation @ \$100 per participant	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.4	Supplies, Commodities, Materials	UNWOMEN	200	\$0.42	30	Lump sum	100%	2	2,520	2,520		Fuel reimbursement - Fuel reimbursement @\$0.42 per km	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.5	Travel	UNWOMEN	5	\$150.00	3	days	100%	5	2,250	2,250		Staff DSA DSA for UN Staff @ an estimated amount of \$150 per staff member	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.6	Contractual Services	UNWOMEN	35	\$35.00	4	days	100%	4	4,900	4,900		Consultative meetings with CSO's and service providers - Venue and conference for 35 participants @ \$35 per participant	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

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Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.11.7	Travel	UNWOMEN	20	\$66.00	4	days	100%	5	5,280	5,280	-	DSA for participants DSA for 20 participants @ \$66 per participant	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.8	Supplies, Commodities, Materials	UNWOMEN	200	\$0.42	20	Lump sum	100%	2	1,680	1,680	-	Fuel reimbursements for out of Harare participants Fuel reimbursemt@ 42 cents per kilometre	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.9	Contractual Services	UNWOMEN	1	\$400.00	15	days	100%	4	6,000	6,000	-	Consultant to develop pocketbook for the judiciary on sentencing Consultancy to develop pocketbook @15 days	Payment to an Individual Consultant	
2	2.1	2.1.11.10	Contractual Services	UNWOMEN	1	\$200.00	10	days	100%	4	2,000	2,000	-	Pocketbook design and graphics Graphics and Design of brochures and booklets, consultancy x 10 days perpocketbook	Other (anything that does not fit in the above categories)	
2	2.1	2.1.11.11	General Operating and Other Direct Cost	UNWOMEN	200	\$15.00	1	Lump sum	100%	7	3,000	3,000	-	Layout and printing of pocketbook Printing 200 copies @ \$15 a copy	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.11:											46,830	46,830	-			
			Activity 2.1.12: Strengthen the public protector mandate of the Zimbabwe Human Rights Commission, to address rights violations and malpractices arising from institutions working on SGBV/SRHR/HP and disabilities.	UNDP												
2	2.1	2.1.12.1	Contractual Services	UNDP	1	\$400.00	15	Days	100%	4	6,000	6,000	-	Develop SGBV,HP,SRHR public protector's guide (which include a mal-administration case tracking tool) to support the operationalisation of public protector function of the ZHRC for addressing mal-practices arising from institutions working on SGBV/SRHR/HP and disabilities 1 National consultant x 15 consulting days x US\$400 per day	Payment to an Individual Consultant	
2	2.1	2.1.12.2	Contractual Services	UNDP	30	\$25.00	3	Days	100%	4	2,250	2,250	-	In house consultative meetings of ZHRC Inhouse training on use of tools 3 days x 30 participants, meals@25 per participant per day	Payment to an Individual Consultant	
2	2.1	2.1.12.3	Travel	UNDP	6	\$75.00	2	Days	100%	5	900	900	-	DSA for Bulawayo commisioners to attend the consultative meetings DSA FOR 6 PEOPLE @ \$75 for 2 nights	Payment to an Individual Consultant	
2	2.1	2.1.12.4	Contractual Services	UNDP	1000	\$0.42	2	Lump sum	100%	4	840	840	-	Transport reimbursement for return trip to Harare from Bulawayo Fuel reimbursement @ 42 cents per kilometre	Payment to an Individual Consultant	
2	2.1	2.1.12.5	Contractual Services	UNDP	30	\$35.00	1	Lump sum	100%	4	1,050	1,050	-	1x validation meeting x 1 day x 30 participants Venue costs	Payment to an Individual Consultant	
2	2.1	2.1.12.6	Contractual Services	UNDP	30	\$25.00	3	days	100%	4	2,250	2,250	-	In-house training on use of tools 3 days x 15 participants by meals @ \$25 per participant Inhouse training on use of tools 3 days x 30 participants by meals @ \$25 per participant	Payment to an Individual Consultant	
2	2.1	2.1.12.7	Contractual Services	UNDP	8	\$800.00	6	months	100%	4	38,400	38,400	-	Provide technical support for addressing cases received focusing on SGBV/SRHR/HP Graduate legal Internship allowances for 8 interns at 6 months for over 2 years(The focus is on strengthening the public protector mandate of the Zimbabwe Human Rights Commission not the National Prosecuting Authority which is another activity)	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunities	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.12.8	Contractual Services	UNDP	1	\$5,000.00	1	Lump sum	100%	4	5,000	5,000	-	Support production of oversight report based on cases received and investigations for ma practices for SGBV/HP/SRHR with specific recommendations for implementation	Payment to an Individual Consultant	
Sub-Total Activity 2.1.12:											56,690	56,690	-			5,669
2.1.13			Activity 2.1.13: Enhanced oversight of relevant parliamentary Portfolio Committee on SGBV/SRHR/HP	UNDP												
2	2.1	2.1.13.1	Contractual Services	UNDP	1	\$98,750.00	1	lumpsum	100%	4	98,750	98,750	-	Support the production of monitoring and	Other (anything that does not fit in the above categories)	
2	2.1	2.1.13.2	General Operating and Other Direct Cost	UNDP	1	\$1,250.00	1	Lump sum	100%	7	1,250	1,250	-	Audit fees As per guidance from Secret	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.13:											100,000	100,000	-			15,000
2.1.14			Activity 2.1.14: Enhance the capacity of civil society, women and children's rights organisations to engage the Parliament for accountability	UNICEF												
2	2.1	2.1.14.1	Contractual Services	UNICEF	2	\$300.00	2	days	100%	4	1,200	1,200	-	Specialized meetings on Parliament petitioning with child rights organisations 2 meetings a year	Other (anything that does not fit in the above categories)	
2	2.1	2.1.14.2	Contractual Services	UNICEF	4	\$300.00	2	days	100%	4	2,400	2,400	-	Meetings with disability rights organisations on Parliament Petitioning 2 meetings a year	Other (anything that does not fit in the above categories)	
2	2.1	2.1.14.3	Contractual Services	UNICEF	60	\$30.00	2	days	100%	4	3,600	3,600	-	Conference fees for 60 participants @ \$30 per participant per day by 2 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.14.4	Contractual Services	UNICEF	90	\$35.00	4	days	100%	4	12,600	12,600	-	Strengthen capacities of Child Rights Organisations for collective and robust advocacy on SRHR, SGBV and child marriages. Conference fees for 90 participants @ \$35 per participant per day by 4 days	Other (anything that does not fit in the above categories)	
2	2.1	2.1.14.5	Contractual Services	UNICEF	10	\$400.00	1	days	100%	4	4,000	4,000	-	Technical expert on advocacy 1 - Technical expert on advocacy x 10 days x 400 per day	Other (anything that does not fit in the above categories)	
2	2.1	2.1.14.6	Transfers and Grant to Counterparts	UNICEF	1	\$15,000.00	2	years	100%	6	30,000	30,000	-	1x grant to implementing partner to facilitate SGBV,HP,SRHR, advocacy training and strategy development for child rights NGO 2 trainings of 30 each for 5 days per training by \$35 conference fes per person (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
Sub-Total Activity 2.1.14:											53,800	53,800	-			5,380
2.1.15			Activity 2.1.15: Support the collective design (by the Ministry of Local Government and local authorities, womens groups, CSO's and private sector partners) of locally relevant interventions for making public spaces safe in 3 locations to model a safe city/town/centre	UNWOMEN												
2	2.1	2.1.15.1	Transfers and Grant to Counterparts	UNWOMEN	1	\$68,160.00	1	Lump sum	100%	6	68,160	68,160	-	CSO grant to facilitate design of model	Payment/Transfer to a CSO	
2	2.1	2.1.15.2	General Operating and Other Direct Cost	UNWOMEN	1	\$2,840.00	1	Lump sum	100%	7	2,840	2,840	-	Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.15:											71,000	71,000	-			
2.1.16			Activity 2.1.16: Piloting of safe city/town/centre models in three locations	UNWOMEN												
2	2.1	2.1.16.1	Transfers and Grant to Counterparts	UNWOMEN	1	\$98,959.00	1	Lump sum	100%	6	98,959	98,959	-	Grant CSO grant	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.1	2.1.16.2	General Operating and Other Direct Cost	UNWOMEN	1	\$4,123.00	1	Lump sum	100%	7	4,123	4,123		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.16:											103,082	103,082				
			2.1.17	Activity 2.1.17: Support strengthening of JLOS, for implementation of the NAP for ending child marriages	UNDP											
2	2.1	2.1.17.1	Contractual Services	UNDP	1	\$70,000.00	2	Years	100%	4	140,000	140,000		Direct implementation to Ministry of Justice	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.1.17											140,000	140,000				21,000
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups																
			2.2.1	Activity 2.2.1: Strengthen coordination of oversight institutions for effective institutional accountability on SGBV, HP, SRHR	UNWOMEN											
				UNWOMEN										ZGC		
2	2.2	2.2.1.1	Transfers and Grant to Counterparts	UNWOMEN	1	\$20,000.00	1	lumpsum	100%	6	20,000	20,000		Support the ZGC to review and finalise complaints handling investigations system to incorporate SRHR, HP and SGBV issues.	Payment/Transfer to a CSO	
2	2.2	2.2.1.2	Contractual Services	UNWOMEN	30	\$35.00	3	days	100%	4	3,150	3,150		Inhouse training of Commissioners and Secretariate on use of complaints handling system 3 days x 30 participants, meals@35 per participant for 3 days	Other (anything that does not fit in the above categories)	
2	2.2	2.2.1.3	Travel	UNWOMEN	3	\$75.00	4	days	100%	5	900	900		DSA for out of Harare Commissioners attending inhouse training 3 participants @ \$75 DSA	Other (anything that does not fit in the above categories)	
2	2.2	2.2.1.4	Contractual Services	UNWOMEN	2	\$20,000.00	1	lumpsum	100%	4	40,000	40,000		Support the ZGC to conduct public opinion dialogues at provincial level on SGBV,SRHR,HP to facilitate citizen engagement in formulation of recommendations.	Other (anything that does not fit in the above categories)	
2	2.2	2.2.1.5	Travel	UNWOMEN	16	\$75.00	7	days	100%	5	8,400	8,400		Support ZGC to conduct investigations on SGBV , SRHR and HP violations DSA for 2 investigations per year for 7 days	Other (anything that does not fit in the above categories)	
2	2.2	2.2.1.6	Supplies, Commodities, Materials	UNWOMEN	600	\$1.50	1	lumpsum	100%	2	900	900		Fuel for investigations Fuel	Other (anything that does not fit in the above categories)	
2	2.2	2.2.1.7	Contractual Services	UNWOMEN	1	\$15,000.00	2	years	100%	4	30,000	30,000		Support the production of thematic reports on SRHR as they impact on women and girls with disabilities, commercial sex workers and other intersecting forms of discrimination Editorial, Design and printing costs	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.1:											103,350	103,350				10,335
			2.2.2	Activity 2.2.2: Strengthen coordination of oversight institutions for effective institutional accountability on SGBV, HP, SRHR	UNICEF											
				UNICEF										ZHRC Child rights technical working group		
2	2.2	2.2.2.1	Transfers and Grant to Counterparts	UNICEF	1	\$25,000.00	1	Lump sum	100%	6	25,000	25,000		Development of complaints handling investigation tools for SGBV and HP violations of children CSO Grant (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	
2	2.2	2.2.2.2	Contractual Services	UNICEF	1	\$3,000.00	2	lumpsum	100%	4	6,000	6,000		Support to child rights technical working group	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.2	2.2.2.3	Contractual Services	UNICEF	30	\$25.00	3	days	100%	4	2,250	2,250		Inhouse training on use of tools 3 days x 15 participants by meals @ \$25 per participant Inhouse training on use of tools 3 days x 15 participants by meals @ \$25 per participant	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.2											33,250	33,250	-			3,325
2.2.3			Activity 2.2.3: Strengthen capacity and coordination of oversight institutions for understanding and analysis of SGBV/HP/SRHR/disability and intersecting discrimination issues, including through partnerships with academic institutions and think tanks	UNICEF												
2	2.2	2.2.3.1	Contractual Services	UNICEF	1	\$38,800.00	2	years	100%	4	77,600	77,600		Engage academic institutions to host at	Other (anything that does not fit in the above categories)	
2	2.2	2.2.3.2	General Operating and Other Direct Cost	UNICEF	1	\$2,400.00	1	Lump sum	100%	7	2,400	2,400		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.3:											80,000	80,000	-			16,000
2.2.4			Activity 2.2.4: Support the development of a revised inter institution coordination mechanism among key institutions (JSC, Health, Police, Prosecution) to promote a coherent and harmonised response to SGBV/HP and SRHR rights (ToP).	UNICEF												
2	2.2	2.2.4.1	Contractual Services	UNICEF	1	\$400.00	135	days	100%	4	54,000	54,000		Consultant to Conduct rapid assesment of institutional SOPs, processes and capacities in handling ToP b) facilitate development of intergrated SOP for Termination of Pregnancy Act, and S.I for police, JSC, health, social welfare and NPA and pilot implementation of the revised inter institution coordination mechanisms among key institutions on Termination of Pregnancy suport for women and girls. National consultant for 135 consultant days @ \$400/day	Payment to an Individual Consultant	
2	2.2	2.2.4.2	Contractual Services	UNICEF	60	\$35.00	6	days	100%	4	12,600	12,600		Training of firstline officers in the in the implementation of the developed SoPs for the targetted institutions. Training of 30 participants per institution over 3days @ \$35 conference fees	Other (anything that does not fit in the above categories)	
2	2.2	2.2.4.3	Contractual Services	UNICEF	60	\$100.00	3	days	100%	4	18,000	18,000		Accomodation for out of Harare participants Participants accomodation @ \$100 per participant per night	Other (anything that does not fit in the above categories)	
2	2.2	2.2.4.4	Travel	UNICEF	60	\$24.00	3	days	100%	5	4,320	4,320		DSA for out of Harare participants DSA for participants @ \$24 per participant per night	Other (anything that does not fit in the above categories)	
2	2.2	2.2.4.5	Travel	UNICEF	60	\$30.00	1	Lump sum	100%	5	1,800	1,800		Transport reimbursements Transport reimbursements @ \$30 per participant	Other (anything that does not fit in the above categories)	
2	2.2	2.2.4.6	Contractual Services	UNICEF	1	\$10,000.00	1	lumpsum	100%	4	10,000	10,000		Develop institution specific action plans including consultation meetings with key stakeholders Development of Institution specific Action Plans	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
Sub-Total Activity 2.2.4:											100,720	100,720	-			40,288
2.2.5			Activity 2.2.5: Support review of LAD 5 year strategy and Legal Aid Coordination Framework to incorporate SGBV, HP, SRHR for effective targeting and provision of Legal Aid to women and girls facing intersecting forms of discrimination	UNDP												
2	2.2	2.2.5.1	Contractual Services	UNDP	1	\$400.00	15	days	100%	4	6,000	6,000	-	Review LAD strategy and coordination framework by legal aid service providers for effective provision on SGBV, SRHR and HP for women and children Technical expert seconded to LAD x15 days x 400 per day	Payment to an Individual Consultant	
2	2.2	2.2.5.2	Contractual Services	UNDP	35	\$35.00	2	days	100%	4	2,450	2,450	-	Consultative meetings to review to revise LAD strategy and coordination framework One day Consultative meetings x35 participants x USD 35 by 2 meetings	Other (anything that does not fit in the above categories)	
2	2.2	2.2.5.3	Travel	UNDP	10	\$66.00	2	days	100%	5	1,320	1,320	-	DSA for 10 Participants from Outside Harare DSA for 10 participants @ \$66 per day	Other (anything that does not fit in the above categories)	
2	2.2	2.2.5.4	Travel	UNDP	10	\$30.00	1	days	100%	5	300	300	-	Transport for out of Harare Participants - Transport reimbursements @ \$30 per participant	Other (anything that does not fit in the above categories)	
2	2.2	2.2.5.5	Contractual Services	UNDP	35	\$35.00	1	days	100%	4	1,225	1,225	-	1x validation meeting x 1 day x 35 participants Venue costs for 35 participants	Other (anything that does not fit in the above categories)	
2	2.2	2.2.5.6	Contractual Services	UNDP	1	\$24,687.50	2	Years	100%	4	49,375	49,375	-	Support implementation of revised 5 - year strategic plan and coordination framework (Legal Aid Directorate)	Other (anything that does not fit in the above categories)	
2	2.2	2.2.5.7	General Operating and Other Direct Cost	UNDP	1	\$625.00	1	Lump sum	100%	7	625	625	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.5											61,295	61,295				6,130
2.2.6			Activity 2.2.6: Support the operationalization of high level political compact for effective response to SRHR SGBV and HP issues in the country	UNDP												
2	2.2	2.2.6.1	Transfers and Grant to Counterparts	UNDP	1	23700	1	Lump sum	100%	6	23,700	23,700	-	Develop and produce a series of high level policy briefs on based present data and research on prevalence, impact and effect of SGBV/HP on women and girls in the country to inform the High Level dialogues Grant to CSO	Payment/Transfer to a CSO	
2	2.2	2.2.6.2	General Operating and Other Direct Cost	UNDP	1	\$300.00	1	Lump sum	100%	7	300	300	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.3	Contractual Services	UNDP	60	\$35.00	2	Days	100%	4	4,200	4,200	-	Hold initial High level policy dialogues (targeting permanent secretaries, chief secretaries in OPC and deputies of cabinet, directors, advisors) Venue for 60 participants for 2 days @ \$35 per day	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.2	2.2.6.4	Contractual Services	UNDP	30	\$35.00	5	days	100%	4	5,250	5,250	-	Hold a series of high level Provincial and district level advocacy meetings 1 meeting/province x 5 provinces x 30 Participants x 1 day x 35 dollars conference package per per person	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.5	Contractual Services	UNDP	25	\$35.00	5	days	100%	4	4,375	4,375	-	Strengthen interministerial coordination mechanism on SGBV, HP and SRHR among kee institutions Venue/teas/water for meetings	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.6	Contractual Services	UNDP	1	\$9,875.00	1	Lump sum	100%	4	9,875	9,875	-	Produce paper/proposal for high level political commentment to addressing SGBV/HP through development of a tax based financial model for SGBVHP/SRHR achored in the goveremnt revenue system. Engage CSO/Academic finance institution	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.7	General Operating and Other Direct Cost	UNDP	1	\$125.00	1	Lump sum	100%	7	125	125	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.8	Contractual Services	UNDP	120	\$35.00	1	days	100%	4	4,200	4,200	-	Hold meetings on development of a tax based financial model for SGBVHP/SRHR achored in the goveremnt revenue system 4 consultative meetings (Inception, mid point and validation) x 30 participants x1day x 35USD	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.9	Contractual Services	UNDP	120	\$35.00	1	day	100%	4	4,200	4,200	-	Hold initial High Level political meeting for high level political pledge/commitment to SGBV/SRHR/HP (OPC, Government Ministries, Private sector, UN Development partners, CSOs Initial High Level political meeting for high level political pledge/commitment	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.10	Contractual Services	UNDP	1	\$5,000.00	1	Lump sum	100%	4	5,000	5,000	-	Develop and Validate a monitoring tool and framework for implementation of commitments in the High Level Political Compact/pledge meeting teas, water, venue	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.11	Transfers and Grant to Counterparts	UNDP	1	\$29,625.00	1	Lump sum	100%	6	29,625	29,625	-	Support participation of Child rights and women's rights advocates to participate in political compact/ and high level pledge development and annual review process Grant to CSO	Payment/Transfer to a CSO	
2	2.2	2.2.6.12	General Operating and Other Direct Cost	UNDP	1	\$375.00	1	Lump sum	100%	7	375	375	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.13	Contractual Services	UNDP	120	\$35.00	1	days	100%	4	4,200	4,200	-	Hold meetings on development of a tax based financial model for SGBVHP/SRHR achored in the government revenue system 3 consultative meetings (Inception, mid point and validation) x 40 participants x1day x 30USD	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.2	2.2.6.14	Contractual Services	UNDP	240	\$35.00	2	day	100%	4	16,800	16,800	-	Convene bi-Annual High Level Policy meetings to review implementation of political compact and pledge meeting at the highest levels of government, UN, Development partners and CSOs meeting venue, water and teas	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.15	Contractual Services	UNDP	1	\$17,775.00	1	Lump sum	100%	4	17,775	17,775	-	Identify and strengthen capacities of identified high level champions in government and independent and oversight institution on SGBV/HP/SRHR Grant to public sector capacity development institution/academic institution	Other (anything that does not fit in the above categories)	
2	2.2	2.2.6.16	General Operating and Other Direct Cost	UNDP	1	\$225.00	1	Lump sum	100%	7	225	225	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.6:											130,225	130,225	-			13,023
2.2.7		Activity 2.2.7: Support multi-sectoral technical coordination for coherent and harmonised response to SGBV, SRHR and HP response among key actors.		UNWOMEN												
2	2.2	2.2.7.1	Contractual Services	UNWOMEN	80	\$100.00	5	days	100%	4	40,000	40,000	-	Support cross sector peer led reviews of SGBV/HP/SRHR operations to facilitate cross sector learning and problem solving Accomodation for 10 people by 8 visits for 5 days a visit	Other (anything that does not fit in the above categories)	
2	2.2	2.2.7.2	Travel	UNWOMEN	80	\$33.00	5	days	100%	5	13,200	13,200	-	DSA for participants DSA for 80 participants	Other (anything that does not fit in the above categories)	
2	2.2	2.2.7.3	Supplies, Commodities, Materials	UNWOMEN	3600	\$1.50	1	Lump sum	100%	2	5,400	5,400	-	Fuel for 3 vehicles per team Fuel for 3 vehicles per team	Other (anything that does not fit in the above categories)	
2	2.2	2.2.7.4	Transfers and Grant to Counterparts	UNWOMEN	1	\$17,000.00	1	lumpsum	100%	6	17,000	17,000	-	Documentation of best practices	Payment/Transfer to a CSO	
2	2.2	2.2.7.5	Contractual Services	UNWOMEN	50	\$35.00	8	days	100%	4	14,000	14,000	-	Convene technical level coordination meetings Conference facility for quarterly technical sectoral coordination meetings	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.7											89,600	89,600	-			29,864
2.2.8		Activity 2.2.8: Strengthen implementation and coordination of the National Plan of Action to End Child Marriages and the Girl Empowerment Framework.		UNICEF												
2	2.2	2.2.8.1	Contractual Services	UNICEF	1	\$400.00	15	Days	100%	4	6,000	6,000	-	Review and finalise NAP to end child marriages Technical expert (Institution) x15 days x 400 per day	Payment to an Individual Consultant	
2	2.2	2.2.8.2	Contractual Services	UNICEF	1	\$400.00	10	Days	100%	4	4,000	4,000	-	Costing of National Action Plan to end child marriages Technical expert x 10 days x \$400 a day	Payment to an Individual Consultant	
2	2.2	2.2.8.3	Contractual Services	UNICEF	35	\$35.00	2	Days	100%	4	2,450	2,450	-	Consultative meeting with government key line ministries Venue and conference fees for 35 participants @ \$35 per participant per day	Other (anything that does not fit in the above categories)	
2	2.2	2.2.8.4	Contractual Services	UNICEF	35	\$35.00	2	Days	100%	4	2,450	2,450	-	Consultative meetings with civil society to review to finalise NAP strategy one day Consultative meetings x35 participants x USD 35 by 2 meetings	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.2	2.2.8.5	Travel	UNICEF	20	\$10.00	2	Days	100%	5	400	400		Transport reimbursements for DPOs participants and 10 assistance @ \$5 each	Other (anything that does not fit in the above categories)	
2	2.2	2.2.8.6	Contractual Services	UNICEF	35	\$35.00	1	Days	100%	4	1,225	1,225		1x validation meeting x 1 day x 35 participants Venue and conference fees for 35 participants @ \$35 per participant per day	Other (anything that does not fit in the above categories)	
2	2.2	2.2.8.7	Travel	UNICEF	20	\$10.00	2	Days	100%	5	400	400		Transport reimbursements for DPOs participants and 10 assistance @ \$5 each	Other (anything that does not fit in the above categories)	
2	2.2	2.2.8.8	Contractual Services	UNICEF	1	\$25,123.69	1	lumpsum	100%	4	25,124	25,124		Coordination of NAP to end child marriages activities activities towards implementation and coordination of National Action Plan	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.8											42,049	42,049				10,512
2.2.9			Activity 2.2.9: Support strengthening of VFS, for strategic cooperation and coordination of SGBV, HP and SRHR issues including issues related to child marriages	UNICEF												
2	2.2	2.2.9.1	Contractual Services	UNICEF	1	\$60,000.00	2	Years	100%	4	120,000	120,000		Direct Implementation to Judiciary Service	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.2.9											120,000	120,000				30,000
Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including SGBV/HP, and promote women and girls' SRHR																
2.3.1			Activity 2.3.1: Support institutionalisation of gender and economics in public sector administration institutions	UNWOMEN												
2	2.3	2.3.1.1	Contractual Services	UNWOMEN	1	\$48,000.00	2	years	100%	4	96,000	96,000		Develop and roll out a course/modules	Other (anything that does not fit in the above categories)	
2	2.3	2.3.1.2	General Operating and Other Direct Cost	UNWOMEN	1	\$2,000.00	2	Years	100%	7	4,000	4,000		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.3.1											100,000	100,000				
2.3.2			Activity 2.3.2: Strengthen the GRB process within the Ministry of Finance with a specific focus on SGBV,SRHR/HP by relevant ministries and national institutions	UNWOMEN												
2	2.3	2.3.2.1	Contractual Services	UNWOMEN	1	\$9,600.00	2	years	100%	4	19,200	19,200		Conduct an assessment of policy assumptions underlying the national budget and its impact on gender equality and women empowerment as it relates to SGBV, HP, SRHR, and multiple forms of deprivation through collaboration with Academic institutions at US\$9,600/year for two years	Other (anything that does not fit in the above categories)	
2	2.3	2.3.2.2	General Operating and Other Direct Cost	UNWOMEN	1	\$800.00	1	Years	100%	7	800	800		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
2	2.3	2.3.2.3	Contractual Services	UNWOMEN	30	\$35.00	6	days	100%	4	6,300	6,300		Support roll out of targeted Gender Responsive Budgeting Training to selected Line Ministries (Ministry Health, Justice, Women Affairs, Labour, Home Affairs, Primary and Secondary Education NPA, Agriculture) Conference fees	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
2	2.3	2.3.4.1	Contractual Services	UNDP	2	\$400.00	15	days	100%	4	12,000	12,000	-	Review policy assumptions underlying budget appropriations and their impact on SGBV, HP, SRHR 2 consultants @ \$400 each for 15 days each	Payment to an Individual Consultant	
2	2.3	2.3.4.2	Contractual Services	UNDP	60	\$35.00	4	days	100%	4	8,400	8,400	-	Capacity development of National Directors, fiscal analysts & economists) in charge of planning and budgeting on SGBV, HP, SRHR Conference fees for 60 participants	Other (anything that does not fit in the above categories)	
2	2.3	2.3.4.3	Contractual Services	UNDP	60	\$35.00	4	days	100%	4	8,400	8,400	-	Provide technical support to line Ministries budgetary departments in preparation, implementation and monitoring of SGBV, HP, SRHR Conference fees for 60 participants	Other (anything that does not fit in the above categories)	
2	2.3	2.3.4.4	Contractual Services	UNDP	2	\$987.50	2	lumpsum	100%	4	3,950	3,950	-	Produce a comprehensive sector specific SGBV, HP, SRHR analysis of annual budgets (budget statement) to inform budget parliamentary debates and engagement with Ministry of Finance UN and partner academic institution @1000\$ in 6 sectors by 2analysis in each year for 2 years	Other (anything that does not fit in the above categories)	
2	2.3	2.3.4.5	General Operating and Other Direct Cost	UNDP	1	\$50.00	1	Years	100%	7	50	50	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
2	2.3	2.3.4.6	Contractual Services	UNDP	35	\$35.00	2	days	100%	4	2,450	2,450	-	Post budget consultation conference fees for 35 participants	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.3.4:											35,250	35,250	-			3,525
2.3.5			Activity 2.3.5: Sensitization of relevant parliamentary portfolio committees on SGBV/HP/SRHR elements within GRB	UNDP												
2	2.3	2.3.5.1	Transfers and Grant to Counterparts	UNDP	1	\$53,325.00	1	Lump sum	100%	6	53,325	53,325	-	Grant to CSO/Economic academic Instit	Payment/Transfer to a CSO	
2	2.3	2.3.5.2	General Operating and Other Direct Cost	UNDP	1	\$675.00	1	Years	100%	7	675	675	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 2.3.5:											54,000	54,000	-			8,100
Sub-Total OUTCOME 2:											2,402,739	2,402,739	-			316,898
OUTCOME 3: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG/SGBV/HP and promote women and girls' SRHR																
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings																
3.1.1			Activity 3.1.1: Develop evidence-based advocacy tools and partnership models addressing vulnerabilities of women and children to online sexual abuse	UNICEF												
3	3.1	3.1.1.1	Contractual Services	UNICEF	1	\$ 400.00	90	Days	100%	4	36,000	36,000	-	Consultant - qualitative research Local consultant - TA fees (This is the applicable rate being used by UN agencies in Zimbabwe for the level of Consultant to be hired)	Payment to an Individual Consultant	
3	3.1	3.1.1.2	Contractual Services	UNICEF	1	\$ 160.00	10	Days	100%	4	1,600	1,600	-	DSA Local Consultant - DSA	Payment to an Individual Consultant	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
3	3.1	3.1.9.1	Transfers and Grant to Counterparts	UNFPA	1	\$ 20,580.00	1	Lump sum	100%	6	20,580	20,580	-	CSO grant to support implementation of	Payment/Transfer to a CSO	
3	3.1	3.1.9.2	General Operating and Other Direct Cost	UNFPA	1	\$420.00	1	Years	100%	7	420	420	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.1.9:											21,000	21,000	-			21,000
3.1.10			Activity 3.1.10: Support the strengthening of Protection from sexual exploitation and abuse (PSEA) mechanisms at higher and tertiary institutions level	UNFPA												
3	3.1	3.1.10.1	Transfers and Grant to Counterparts	UNFPA	1	\$ 14,944.98	1	lumpsum	100%	6	14,945	14,945	-	CSO Grant to strengthen PSEA mechan	Payment/Transfer to a CSO	
3	3.1	3.1.10.2	General Operating and Other Direct Cost	UNFPA	1	\$305.00	1	Years	100%	7	305	305	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.1.10:											15,250	15,250	-			15,250
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities																
3.2.1			Activity 3.2.1: Develop multi media and interpersonal social and behaviour change communication strategy including district customised tools and pre-testing, and including a specific focus on sbc towards women and girls with disabilities, Women and girls living with HIV, women and girls in rural areas, adolescent and young girls in urban impoverished communities	UNICEF												
3	3.2	3.2.1.1	Contractual Services	UNICEF	1	\$400.00	30	Institution	100%	4	12,000	12,000	-	Local Consultant Local consultancy fees to develop communication strategy & draft tools	Payment to an Individual Consultant	
3	3.2	3.2.1.2	Travel	UNICEF	56	\$66.00	2	Days	100%	5	7,392	7,392	-	National Stakeholders mtg - DSA (2 pax per district) Government DSA @ 88% for stakeholder consultations	Other (anything that does not fit in the above categories)	
3	3.2	3.2.1.3	Contractual Services	UNICEF	80	\$35.00	1	Days	100%	4	2,800	2,800	-	Conference charges National level conference charge	Other (anything that does not fit in the above categories)	
3	3.2	3.2.1.4	Travel	UNICEF	56	\$30.00	1	Days	100%	5	1,680	1,680	-	Busfare reimbursement National level busfare refund	Other (anything that does not fit in the above categories)	
3	3.2	3.2.1.5	Contractual Services	UNICEF	1	\$400.00	80	lumpsum	100%	4	32,000	32,000	-	Local Consultant Local Consultant - tools development & pretesting- fees	Payment to an Individual Consultant	
3	3.2	3.2.1.6	Contractual Services	UNICEF	30	\$5.00	36	Days	100%	4	5,400	5,400	-	Lunches for FGDs Refreshments for FGD during fieldwork	Other (anything that does not fit in the above categories)	
3	3.2	3.2.1.7	Contractual Services	UNICEF	3	\$50.00	36	Days	100%	4	5,400	5,400	-	Facilitators' fees FGD facilitators' fees	Other (anything that does not fit in the above categories)	
3	3.2	3.2.1.8	Contractual Services	UNICEF	1	\$160.00	36	Days	100%	4	5,760	5,760	-	Consultant DSA Local Consultant - DSA for fieldwork	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.1:											72,432	72,432	-			50,702

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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		3.2.2	Activity 3.2.2: Co-creation of district specific social and behaviour change communication package in limited number of districts, including a specific focus on sbc towards women and girls with disabilities, Women and girls living with HIV, women and girls in rural areas, adolescent and young girls in urban impoverished communities	UNFPA												
3	3.2	3.2.2.1	Transfers and Grant to Counterparts	UNFPA	1	\$ 17,768.14	1	Lumpsum	100%	6	17,768	17,768	-	CSO grant to conduct ToT on co-creation for CBO representatives from 12 districts CSO grant - ToT for 2 district CBO representatives on co-creation to cover X 12 Spotlight districts. Conferencing, DSA, facilitation	Payment/Transfer to a CSO	
3	3.2	3.2.2.2	General Operating and Other Direct Cost	UNFPA	1	\$362.62	1	Years	100%	7	363	363	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
3	3.2	3.2.2.3	Contractual Services	UNFPA	1	\$ 156,800.00	1	Lumpsum	100%	4	156,800	156,800	-	Co-creation workshops in 12 Spotlight districts to adapt tools and messages from Social and behaviour change communication strategy into a district-specific prevention, information and demand generation packages to be implemented at district, ward and community level. Participants will include CSOs, traditional and religious leaders, government departments, women and girls facing intersecting forms of discrimination, and community activists as well as representatives from communities across the district. Co-facilitated by CSO partners and UN technical team. Collaborate with for the implementation of district-level co-creation workshops for 12 districts. 60 pax per district, 3 days conferencing @ \$25, DSA for 50% of participants at GoZ rate, busfare refund for 50% of participants	Other (anything that does not fit in the above categories)	
3	3.2	3.2.2.4	General Operating and Other Direct Cost	UNFPA	1	\$3,200.00	1	Years	100%	7	3,200	3,200	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
3	3.2	3.2.2.5	Supplies, Commodities, Materials	UNFPA	180	\$ 1.50	4	Months	100%	2	1,080	1,080	-	Fuel - UN vehicle Fuel	Other (anything that does not fit in the above categories)	
3	3.2	3.2.2.6	Travel	UNFPA	4	\$ 140.80	48	Days	100%	5	27,034	27,034	-	DSA - UN Staff (at 88%) UN DSA @ 88% (This rate is as per UN DSA rate for the venue Kadoma in Zimbabwe as per the provided link) https://icsc.un.org/map/	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.2:											206,244	206,244	-			123,747

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

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		3.2.3	Activity 3.2.3: Implement multi-layered multi media social and behaviour change communication and community mobilisation interventions (derived from social and behaviour change strategy) focusing on early marriages and SGBV against children and adolescents, and improving menstrual hygiene management for girls	UNICEF												
3	3.2	3.2.3.1	Contractual Services	UNICEF	10	100	2 Days		100%	4	2,000	2,000	-	Radio spots - Production Production costs	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.2	Contractual Services	UNICEF	2	460	24 Days		100%	4	22,080	22,080	-	Flighting on radio - 5min spots Flight costs for adverts	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.3	Contractual Services	UNICEF	1	5000	2 Days		100%	4	10,000	10,000	-	Social media - running cost Running cost estimate	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.4	Contractual Services	UNICEF	1	12000	2 Days		100%	4	24,000	24,000	-	Bulk SMSs lumpsum Bulk SMS lumpsum estimate cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.5	Contractual Services	UNICEF	3	500	2 Days		100%	4	3,000	3,000	-	You Tube 30sec videos Video production cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.6	Contractual Services	UNICEF	2	2000	2 Days		100%	4	8,000	8,000	-	National Cultural & Sports events Estimate of attending cultural events	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.7	Transfers and Grant to Counterparts	UNICEF	12	\$ 2,910.00	2 lumpsum		100%	6	69,840	69,840	-	Radio, ICT, IEC/SBCC social norms and HP communication products and materials Lumpsum for implementing customised communication interventions @ community level	Payment/Transfer to a CSO	
3	3.2	3.2.3.8	General Operating and Other Direct Cost	UNICEF	1	\$2,160.00	1 Years		100%	7	2,160	2,160	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
3	3.2	3.2.3.9	Transfers and Grant to Counterparts	UNICEF	1	\$ 86,927.52	1 lumpsum		100%	6	86,928	86,928	-	Transfer to CSO to conduct a training of tRainers workshop for 12 participants over 3 days and a training for 960 community workers over 2days	Payment/Transfer to a CSO	
3	3.2	3.2.3.10	General Operating and Other Direct Cost	UNICEF	1	\$2,688.48	1 Years		100%	7	2,688	2,688	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.3:											230,696	230,696	-			230,696
		3.2.4	Activity 3.2.4 Implement multi-layered multi media social and behaviour change communication and community mobilisation interventions (derived from the social and behaviour change strategy) focusing on SGBV and intimate partner violence against youth and women and promotion of SRHR	UNFPA												
3	3.2	3.2.4.1	Contractual Services	UNFPA	10	\$ 100.00	2 days		100%	4	2,000	2,000	-	Radio spots - Production Production costs	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
3	3.2	3.2.4.2	Contractual Services	UNFPA	2	\$ 460.00	24	days	100%	4	22,080	22,080	-	Flighting on radio - 5min spots Flight costs for adverts	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.3	Contractual Services	UNFPA	1	\$ 5,000.00	2	days	100%	4	10,000	10,000	-	Social media - running cost Running cost estimate	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.4	Contractual Services	UNFPA	1	\$ 12,000.00	2	days	100%	4	24,000	24,000	-	Bulk SMSs lumpsum Bulk SMS lumpsum estimate cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.5	Contractual Services	UNFPA	3	\$ 500.00	2	days	100%	4	3,000	3,000	-	You Tube 30sec videos Video production cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.6	Contractual Services	UNFPA	2	\$ 2,000.00	2	days	100%	4	8,000	8,000	-	National Cultural & Sports events Estimate of attending cultural events	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.7	Transfers and Grant to Counterparts	UNFPA	12	\$ 2,940.00	2	lumpsum	100%	6	70,560	70,560	-	Radio, ICT, IEC/SBCC social norms and HP communication products and materials Lumpsum for implementing customised communication interventions @ community level	Payment/Transfer to a CSO	
3	3.2	3.2.4.8	General Operating and Other Direct Cost	UNFPA	1	\$1,440.00	1	Years	100%	7	1,440	1,440	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
3	3.2	3.2.4.8	Transfers and Grant to Counterparts	UNFPA	1	\$ 87,823.68	1	Lump sum	100%	6	87,824	87,824	-	Transfer to CSO to conduct a training of tRainers workshop for 12 participants over 3 days and a training for 960 community workers over 2days	Payment/Transfer to a CSO	
3	3.2	3.2.4.9	General Operating and Other Direct Cost	UNFPA	1	\$1,792.32	1	Years	100%	7	1,792	1,792	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.4:											230,696	230,696	-			230,696
3.2.5			Activity 3.2.5: Implement multi-layered multi media social and behaviour change communication and community mobilisation interventions focusing on prevention of violence against women predominatly in public spaces, including a specific focus on sbc towards women and girls with disabilities, Women and girls living with HIV, women and girls in rural areas, adolescent and young girls in urban impoverished communities	UNWOMEN												
3	3.2	3.2.5.1	Contractual Services	UNWOMEN	10	\$ 100.00	2	Lumpsum	100%	4	2,000	2,000	-	Radio spots - Production Production cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.5.2	Contractual Services	UNWOMEN	2	\$ 460.00	24	Days	100%	4	22,080	22,080	-	Flighting on radio - 5min spots Flighting costs for adverts	Other (anything that does not fit in the above categories)	
3	3.2	3.2.5.3	Contractual Services	UNWOMEN	1	\$ 12,000.00	2	Lump sum	100%	4	24,000	24,000	-	Bulk SMSs lumpsum Bulk SMS lumpsum estimate cost	Other (anything that does not fit in the above categories)	
3	3.2	3.2.5.4	Contractual Services	UNWOMEN	3	\$ 500.00	2	Lump sum	100%	4	3,000	3,000	-	You Tube 30sec videos Video production cost	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
3	3.2	3.2.5.5	Contractual Services	UNWOMEN	2	\$ 2,000.00	2	Days	100%	4	8,000	8,000	-	National Cultural & Sports events Estimate of attending cultural events	Other (anything that does not fit in the above categories)	
3	3.2	3.2.5.6	Transfers and Grant to Counterparts	UNWOMEN	1	\$ 220,551.00	1	Lumpsum	100%	6	220,551	220,551	-	CSO Grant - implementation of district-customised SBCC interventions for prevention of violence against women in public spaces, in 7 Spotlight districts Lumpsum grant to CSO partners for implementing customised communication interventions - based on district co-creation of social and behaviour change communication strategy interventions. Includes multi media and interpersonal communication strategies, implemented through CSO partner and trained community workers in seven Spotlight districts.	Payment/Transfer to a CSO	
3	3.2	3.2.5.7	General Operating and Other Direct Cost	UNFPA	1	\$9,190.00	1	Years	100%	7	9,190	9,190	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.5:											288,821	288,821	-			
3.2.6		Activity 3.2.6: Promote a culture of inclusivity of women and girls facing intersecting forms of discrimination into existing community-based models		UNESCO												
3	3.2	3.2.6.1	Transfers and Grant to Counterparts	UNESCO	1	\$ 155,000.00	1	Lump sum	100%	6	155,000	155,000	-	CSO Grant - Facilitate participation of women with disabilities and caregivers in community activities under Output 1, and startup and support to sub-district self-help groups of women with disabilities and their caregivers Escort fees for women living with disabilities & their caregivers to 4 community mobilisation meetings per year to enhance inclusion of women with disabilities. Escort fee \$15 for 60 women & 40 caregivers per quarter in six districts Cost of sub district meeting at an estimated cost of \$35 per participant - escort fees and refreshments for 50 participants per sub-district meeting x 4 x 6 districts CSO staff monitoring of self-help groups - transport and lunch allowances - supported by UNESCO (According to UNESCO at the CO, Audit fees included within the grant to the partners)	Payment/Transfer to a CSO	
3	3.2	3.2.6.2	Contractual Services	UNESCO	1	\$ 7,000.00	1	lump sum	100%	4	7,000	7,000	-	Develop promotional video for women and girls with disabilities in selected districts - (script development, shooting, and editing) 1 Videographer Develop promo video for women and girls with disabilities in selected districts - (script development, shooting, and editing) 1 Videographer, implemented by UNESCO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.2.6											162,000	162,000	-			

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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		3.2.7	Activity 3.2.7: Establish and strengthen community-based programmes specific for sex workers and young women selling sex (YWSS) on SRHR/SGBV/HPs Split by Age Group	UNFPA												
3	3.2	3.2.7.1	Transfers and Grant to Counterparts	UNFPA	240	\$ 35.00	2	days	100%	6	16,800	16,800	-	CSO grant to Conduct quarterly network	Payment/Transfer to a CSO	
Sub-Total Activity 3.2.7:											16,800	16,800	-			16,800
Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including SGBV/HP, and for gender-equitable norms, attitudes and behaviours and women and girls' rights (including SRHR)																
		3.3.1	Activity 3.3.1: Develop and roll out toolkit for addressing SGBV/SRHR/HP in indigenous and faith-based socialisation structures	UNICEF												
3	3.3	3.3.1.1	Contractual Services	UNICEF	1	\$ 400.00	60	days	100%	4	24,000	24,000	-	Local Consultancy x 60 days for development of a faith based and indigenous systems engagement for SGBV/HPs Prevention, + Distric level Local Consultancy x 60 days for development of a faith based and indigenous systems engagement for SGBV/HPs Prevention, + Distric level consultations x 3 days meeting x 60 pple x 5 districts + stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare)	Payment to an Individual Consultant	
3	3.3	3.3.1.2	Contractual Services	UNICEF	300	\$ 20.00	3	days	100%	4	18,000	18,000	-	CONF _ Distric level consultations x 3 days meeting x 60 pple x 5 districts CONF _ Distric level consultations x 3 days meeting x 60 pple x 5 districts	Other (anything that does not fit in the above categories)	
3	3.3	3.3.1.3	Contractual Services	UNICEF	200	\$ 35.00	2	days	100%	4	14,000	14,000	-	CONF _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare) CONF _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare)	Other (anything that does not fit in the above categories)	
3	3.3	3.3.1.4	Travel	UNICEF	100	\$ 66.00	3	days	100%	5	19,800	19,800	-	DSA _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare) DSA _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare)	Other (anything that does not fit in the above categories)	
3	3.3	3.3.1.5	Travel	UNICEF	100	\$ 30.00	1	Lump sum	100%	5	3,000	3,000	-	TRANSPORT _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare) TRANSPORT _ stakeholders meetings workshop style x 2 days x 2 workshops x 100 pax (half from out Harare)	Other (anything that does not fit in the above categories)	
3	3.3	3.3.1.6	Transfers and Grant to Counterparts	UNICEF	5	\$ 9,302.98	1	Lump sum	100%	6	46,515	46,515	-	CSO grant for Testing of model: Year 1 in selected 5 districts (Eg dialogues, etc): 50,000 USD (10,000 x district). Year 3&4 rollout into further 7 districts Testing of model: Year 1/2 in selected 5 districts (Eg dialogues, etc): 46,515 USD (9302.98 x district) (UNICEF do not do audits for grants that are US\$50000 and below)	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
3	3.3	3.3.4.1	Contractual Services	ILO	50	\$ 35.00	4	Lumpsum	100%	4	7,000	7,000	-	Conference charges for breakfast meeting	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.4:											7,000	7,000	-			2,333.33
3.3.5			Activity 3.3.5: Support the development of a national Sexual Harassment strategy for the world of work, aligned to global standards	ILO												
3	3.3	3.3.5.1	Travel	ILO	15	\$ 66.00	6	Lumpsum	100%	5	5,940	5,940	-	Drafting & validation meeting - DSA Government DSA @ 88%	Other (anything that does not fit in the above categories)	
3	3.3	3.3.5.2	Contractual Services	ILO	30	\$ 35.00	4	days	100%	4	4,200	4,200	-	Conference charge National level conference charge	Other (anything that does not fit in the above categories)	
3	3.3	3.3.5.3	Supplies, Commodities, Materials	ILO	15	\$ 30.00	2	lumpsum	100%	2	900	900	-	Busfare refund National level	Other (anything that does not fit in the above categories)	
3	3.3	3.3.5.4	Contractual Services	ILO	1	\$ 400.00	20	days	100%	4	8,000	8,000	-	Consultant - Local Local Consultant - TA fees	Payment to an Individual Consultant	
3	3.3	3.3.5.5	Contractual Services	ILO	1	\$ 160.00	10	days	100%	4	1,600	1,600	-	DSA Local Consultant - DSA	Payment to an Individual Consultant	
3	3.3	3.3.5.6	General Operating and Other Direct Cost	ILO	1	\$ 5,000.00	1	lumpsum	100%	7	5,000	5,000	-	Printing costs Printing cost estimate	Other (anything that does not fit in the above categories)	
3	3.3	3.3.5.7	Contractual Services	ILO	1	\$ 2,500.00	4	lumpsum	100%	4	10,000	10,000	-	Roll out of strategy (lumpsum est) (According to ILO colleagues in the CO, HQ is responsible for audit)	Other (anything that does not fit in the above categories)	
3	3.3	3.3.5.8	Travel	ILO	2	\$ 75.00	8	Days	100%	5	1,200	1,200	-	DSA - roll out Government DSA @ 100%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.5:											36,840	36,840	-			
3.3.6			Activity 3.3.6: Support to Management, Peer Educators and Workplace Champions in the roll out of the prevention of sexual harassment strategy	UNWOMEN												
3	3.3	3.3.6.1	Transfers and Grant to Counterparts	UNWOMEN	10	\$ 2,880.00	1	Lumpsum	100%	6	28,800	28,800	-	CSO grant - capacity building of peer educators	Payment/Transfer to a CSO	
3	3.3	3.3.6.2	General Operating and Other Direct Cost	UNWOMEN	1	\$1,200.00	1	Years	100%	7	1,200	1,200	-	Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.6:											30,000	30,000	-			
3.3.7			Activity 3.3.7: Support Public Service Commission and selected parastatals in Spotlight districts in development of a Model Prevention of Sexual Harassment and exploitation in the workplace program, including policy review and implementation	ILO												
3	3.3	3.3.7.1	Travel	ILO	15	\$ 66.00	6	Lumpsum	100%	5	5,940	5,940	-	Drafting meeting - 6 days with 30 participants and 15 coming from out of the venue town DSA Local	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.2	Contractual Services	ILO	30	\$ 35.00	4	Days	100%	4	4,200	4,200	-	conference charge National level conference charge	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.3	Travel	ILO	15	\$ 30.00	2	Lump sum	100%	5	900	900	-	Busfare reimbursement National level	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.4	Contractual Services	ILO	40	\$ 35.00	2	Days	100%	4	2,800	2,800	-	Validation meeting - 2 days conference package with 40 participants	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.5	Contractual Services	ILO	20	\$ 66.00	3	Days	100%	4	3,960	3,960	-	conference facilities	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.6	Contractual Services	ILO	1	\$ 400.00	17	days	100%	4	6,800	6,800	-	Local Consultant 17 Days for drafting and validation meetings	Payment to an Individual Consultant	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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3	3.3	3.3.7.7	Travel	ILO	20	\$ 30.00	2	Lump sum	100%	5	1,200	1,200	-	Busfare reimbursement	Other (anything that does not fit in the above categories)	
3	3.3	3.3.7.8	General Operating and Other Direct Cost	ILO	1000	\$ 3.52	2	Lumpsum	100%	7	7,040	7,040	-	Printing costs Lumpsum estimate	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.7:											32,840	32,840	-			
3.3.8			Activity 3.3.8: Advocate with selected employers/workers and their associations for the development of Model Prevention of Sexual Harassment and exploitation in the workplace program, including policy review, implementation and strengthened labour inspections	ILO												
3	3.3	3.3.8.1	Travel	ILO	25	\$ 66.00	8	Days	100%	5	13,200	13,200	-	Employer / worker association engagement consultations - DSA for 25 pax per meeting, 4 consultations in Year 1 for at least two economic sector employer and worker associations DSA @ 88% for the 25 participants 2days per meeting per district for the 4 districts	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.2	Contractual Services	ILO	50	\$ 35.00	4	Days	100%	4	7,000	7,000	-	Conference charge - engagement meetings, 50 pax National level conference charge	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.3	Travel	ILO	25	\$ 30.00	4	Lump sum	100%	5	3,000	3,000	-	Busfare refund 25 pax per engagement meeting National level	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.4	Travel	ILO	15	\$ 66.00	6	Lumpsum	100%	5	5,940	5,940	-	ToT workshop for champions in 5 workplaces each in 2 economic sectors relevant to Spotlight - DSA for 50% of participants	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.5	Contractual Services	ILO	30	\$ 35.00	4	Days	100%	4	4,200	4,200	-	Conference charge - Champions ToT for 3 champions each in 10 workplaces Conference Package for Champions ToT for 3 champions each in 10 workplaces	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.6	Travel	ILO	30	\$ 30.00	2	Lump sum	100%	5	1,800	1,800	-	Busfare refund for 50% of ToT participants Busfare / fuel refund for 50% of ToT participants	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.7	Contractual Services	ILO	1	\$ 400.00	5	Lumpsum	100%	4	2,000	2,000	-	Local Consultant - TA Fees review of labour inspection guidelines in consultation with NEC Local Consultant - TA Fees review of labour inspection guidelines in consultation with NEC	Payment to an Individual Consultant	
3	3.3	3.3.8.8	Contractual Services	ILO	30	\$ 35.00	2	Days	100%	4	2,100	2,100	-	National validation meeting revised labour inspection guidelines- Conference charge 30 pax Conference package for the validation meeting	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.9	Travel	ILO	15	\$ 30.00	1	Lump sum	100%	5	450	450	-	Busfare refund validation meeting 15 pax	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.10	Travel	ILO	15	\$ 66.00	3	Days	100%	5	2,970	2,970	-	DSA validation meeting 15 pax for three nights DSA for 15 participants @88% for 3 days	Other (anything that does not fit in the above categories)	
3	3.3	3.3.8.11	General Operating and Other Direct Cost	ILO	500	\$ 4.00	1	Lump sum	100%	7	2,000	2,000	-	Printing of guidelines for inclusion in ongoing trainings for labour inspectors (under Ministry of Labour, NSSA, NEC) Printing costs for the guidelines	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.8:											44,660	44,660	-			

Table C- BUDGET BY OUTCOME - Phase I

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3	3.3	3.3.10.1	Contractual Services	ILO	5	\$ 35,940.00	1.00	Lumpsum	100%	4	179,700	179,700		Design and implement entrepreneurship development, business development services and market-led short-term training for at least 2,500 vulnerable women in 5 selected districts, targeting women in extreme poverty and women living with HIV and AIDS, linking to existing ZRBF women beneficiaries. Support for skills training to TVETs and private sector institutions, targeting 2,500 women in five districts (According to ILO colleagues in the CO, HQ is responsible for audit)	Other (anything that does not fit in the above categories)	
3	3.3	3.3.10.2	Contractual Services	ILO	1	\$ 400.00	20.00	days	100%	4	8,000	8,000		Local consultant Local Consultant 20days for the 5 districts	Payment to an Individual Consultant	
3	3.3	3.3.10.3	Contractual Services	ILO	30	\$ 35.00	6.00	days	100%	4	6,300	6,300		2 x National workshops (3 days each) Conference Facilities for 30 participants over 3 days for the 2 meetings	Other (anything that does not fit in the above categories)	
Sub-Total Activity 3.3.10:											194,000	194,000	-			
											2,402,739	2,402,739	-			1,165,813
OUTCOME 4: Women and girls who experience VAWG, including SGBV/HP, use available, accessible, acceptable, and quality essential services including for long term recovery from violence																
Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including SGBV/HP, especially those facing multiple and intersecting forms of discrimination																
4.1.1		Activity 4.1.1: Review, update and harmonize GBV service provision protocols, guidelines, SOPs and tools in line with international standards and taking into account needs of women and girls facing multiple forms of discrimination. Review includes service integration between SGBV, HIV, and RH services including Family Planning for Ministry of Health and Ministry of Women Affairs Review will include multi-sectoral consultation at beginning and end of process for all five sectors concerned - health, women affairs, social work, judiciary and police		UNFPA												
4	4.1	4.1.1.1	Contractual Services	UNFPA	1	\$ 33,320.00	1	lump sum	100%	4	33,320	33,320		Support the MWAGCD & MOHCC to review multisectoral protocol on GBV service provision and sector specific guidelines, SOPs, tools, and linked guiding documents for service providers. Process to be guided and validated through two national multi-sectoral stakeholder meetings including women affairs, health, social welfare, justice and police. Local consultancy for review of multi-sectoral protocol, two national stakeholder validation meetings 2 days x 50 pax, local consultancies to adapt sector specific guidelines, SOPs, tools, 2 TWG meetings to support adaptation per sector.	Other (anything that does not fit in the above categories)	
4	4.1	4.1.1.2	General Operating and Other Direct Cost	UNFPA	1	\$680.00	1	Years	100%	7	680	680		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	

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SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

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Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.1.3	General Operating and Other Direct Cost	UNFPA	100	\$ 1.00	500	Lump sum	100%	7	50,000	50,000	-	Braille Translation & Printing Translation and printing of relevant job aids, tools, guidelines into Braille - \$1 per page for printing including translation cost, estimate a total of 500 pages to be translated and printed in 100 copies to be distributed among Spotlight districts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.1.4	Contractual Services	UNFPA	1000	\$ 5.00	1	Lump sum	100%	4	5,000	5,000	-	Design and Layout for revised guidelines, SOPs, job aids & tools Design and layout all revised documents - estimate 1,000 pages x \$5 per page	Other (anything that does not fit in the above categories)	
4	4.1	4.1.1.5	General Operating and Other Direct Cost	UNFPA	1	\$ 137,000.00	1	Lump sum	100%	7	137,000	137,000	-	Printing of revised guidelines, SOPs, Data Collection Tools/ Affidavits and job aids Lumpsum estimate for printing of the revised multisectoral protocol and sector specific guidelines, SOPs, job aids and data collection tools including affidavits for Spotlight districts	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.4.1:											226,000	226,000	-			158,200
4.1.2			Activity 4.1.2: Review, update and harmonize GBV service provision protocols, guidelines SOPs and tools in line with international standards and taking into account needs of women and girls facing intersecting forms of discrimination. Sectors cover Justice, Police, Education and Social Welfare.	UNICEF												
4	4.1	4.1.2.1	Contractual Services	UNICEF	1	\$ 36,200.00	1	Lump sum	100%	4	36,200	36,200	-	Review of relevant sector specific guidelines, SOPs, and tools for justice & social welfare, and national consultation / validation meetings for new guidelines on online abuse for police 2 local consultancies, 2 x meetings of 2 technical working groups including provincial delegate, 2 national meetings to review and validate new guidelines on online abuse (conferencing, DSA & transport for out of town delegates)	Other (anything that does not fit in the above categories)	
4	4.1	4.1.2.2	Contractual Services	UNICEF	1	\$ 500.00	20	days	100%	4	10,000	10,000	-	Consultancy Fees - International consultant or institutional contract on SOP for the multi-sectoral response to online sexual abuse of girls and young women 20 days short term consultancy	Other (anything that does not fit in the above categories)	
4	4.1	4.1.2.3	Contractual Services	UNICEF	1	\$ 200.00	20	days	100%	4	4,000	4,000	-	international consultant DSA for Harare DSA 20 Days for local consultant	Other (anything that does not fit in the above categories)	
4	4.1	4.1.2.4	Contractual Services	UNICEF	1	\$ 1,500.00	1	Lump sum	100%	4	1,500	1,500	-	Airfares int'l consultant Airfare for the International Consultant	Other (anything that does not fit in the above categories)	
4	4.1	4.1.2.5	General Operating and Other Direct Cost	UNICEF	100	\$ 1.00	500	Lump sum	100%	7	50,000	50,000	-	Braille Printing Braille printing	Other (anything that does not fit in the above categories)	
4	4.1	4.1.2.6	Contractual Services	UNICEF	1000	\$ 5.00	1	Lump sum	100%	4	5,000	5,000	-	Design and Layout Design and layout of document	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.2.7	General Operating and Other Direct Cost	UNICEF	1	\$ 87,450.00	1	Lump sum	100%	7	87,450	87,450	-	Lumpsum estimate for printing of revised & new guidelines, SOPs, tools and job aids including case management forms Lumpsum estimate for printing of revised & new guidelines, SOPs, tools and job aids including case management forms for Spotlight districts	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.2:											194,150	194,150	-			135,905
4.1.3			Activity 4.1.3: Assessment of system capacity to collect, analyse and store Physical and Digital forensic evidence and determine bottlenecks and barriers to effective prosecution of rape perpetrators	UNICEF												
4	4.1	4.1.3.1	Contractual Services	UNICEF	1	\$ 500.00	60	Days	100%	4	30,000	30,000	-	Consultancy-International-Forensic Science Expert for assessment of system capacity, forensic science & systems expert Consultancy (60 days)	Payment to an Individual Consultant	
4	4.1	4.1.3.2	Contractual Services	UNICEF	1	\$ 200.00	60	Days	100%	4	12,000	12,000	-	DSA-Int Consultant Stakeholders meeting	Payment to an Individual Consultant	
4	4.1	4.1.3.3	Contractual Services	UNICEF	3	\$ 1,500.00	1	Lumpsum	100%	4	4,500	4,500	-	Return Air fare for international forensics expert TWGs transport for int consultant (3)	Other (anything that does not fit in the above categories)	
4	4.1	4.1.3.4	Contractual Services	UNICEF	1	\$ 38,830.00	1	Lump sum	100%	4	38,830	38,830	-	Consultancy-Local-Lawyer - collaboration with international expert to assess case flow and systemic bottlenecks Support to government - local consultancy 60 days, field work cost 20 days, steering committee meetings, national stakeholder consultation @ onset and to validate assessment report	Payment to an Individual Consultant	
Sub-Total Activity 4.1.3:											85,330	85,330	-			42,665
4.1.4			Activity 4.1.4: Institutionalize the capacity building of services delivery (through Development and implementation of pre-service curricula); Health sector personnel on Clinical management of rape to include issues faced by women and girls affected by multiple forms of discrimination and service integration with RH, MNCH, and HIV services. Two step process of national ToT for college tutors, and rollout to all nursing college tutors	UNFPA												
4	4.1	4.1.4.1	Contractual Services	UNFPA	1	\$ 25,540.00	1	lumpsum	100%	4	25,540	25,540	-	Review pre-service curriculum for health	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.4:											25,540	25,540	-			25,540
4.1.5			Activity 4.1.5: Institutionalize the capacity building of services delivery (through development and implementation of pre-service curricula); Police on SGBV/HP, gender & child rights in investigation. Social sector on welfare, psychosocial support services and long term recovery support.	UNICEF												
4	4.1	4.1.5.1	Contractual Services	UNICEF	1	\$ 34,530.00	1	Lump sum	100%	4	34,530	34,530	-	Support to government - curriculum review	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.5:											34,530	34,530	-			24,171

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4.1.6			Activity 4.1.6 : Build capacity of Health sector personnel on clinical management of SGBV. Upgrade National trainer pool to include issues relating to women and girls living with disabilities and / or facing multiple forms of discrimination into national roll-out of SGBV clinical management training funded under GBV 365	UNFPA												
4	4.1	4.1.6.1	Contractual Services	UNFPA	1	\$ 19,400.00	1	Lump sum	100%	4	19,400	19,400	-	Upgrade training for national trainer pool of MOHCC on revised SGBV clinical management guidelines including issues of women and girls facing multiple forms of discrimination. Based on review of Clinical management guidelines under activity 4.1.1. Training rollout to health workers will be funded under ongoing trainings for health service providers under GBV 365 ToT upgrade of 2 days, for 60 trainers in national trainer pool, using five master trainers as facilitators. Conference package, DSA, and transport cost for all participants at agreed government rates. Trainers will include new content in ongoing SGBV clinical management trainings funded under GBV 365	Other (anything that does not fit in the above categories)	
4	4.1	4.1.6.2	Contractual Services	UNFPA	1	\$ 6,270.00	1	Lump sum	100%	4	6,270	6,270	-	Support to Government (NAC) for : Paralegal Training for Sex worker Peer Educators in two sex work hot spots in Spotlight districts. 10 peer educators from two hotspot areas Training will empower peer educators to provide guidance & assisted referrals across the referral pathways in collaboration with MWAGCD coordinated assisted survivor referral system, enhancing sex workers' access to existing services. GOV grant - training of 10 SW peer educators from 2 hotspots in Spotlight districts as paralegals. Cost include DSA, conferencing and transport for peer educators and three facilitators from SW NGO. Will be implemented through NAC to harmonise with Global Fund SW programme managed by NAC.	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.6:											25,670	25,670	-			25,670
4.1.7			Activity 4.1.7 : In-service sector specific training: Police on specialised investigation, including department of Forensics science on collection, analysis and storage of forensic evidence, including physical and digital; Judicial sector on victim-friendly court procedures; and Social work sector on Psychosocial support services, pre-, during and after court support and family-based place of safety support (foster care).	UNICEF												
4	4.1	4.1.7.1	Contractual Services	UNICEF	1	\$ 108,460.00	1	Lumpsum	100%	4	108,460	108,460	-	Support to government - finalisation of r	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.7:											108,460	108,460	-			75,922

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4.1.8			Activity 4.1.8 : Training of forensic age estimation and giving evidence in court for dentists to facilitate prosecution of SGBV cases affecting minors	UNICEF												
4	4.1	4.1.8.1	Contractual Services	UNICEF	11	\$ 35.00	4	Days	100%	4	1,540	1,540	-	Forensic age estimation training and training of giving evidence in court_Conf Package for 10 dentists and 1 facilitator Conference package	Other (anything that does not fit in the above categories)	
4	4.1	4.1.8.2	Travel	UNICEF	11	\$ 66.00	5	Days	100%	5	3,630	3,630	-	DSA 5 Nights DSA for participants	Other (anything that does not fit in the above categories)	
4	4.1	4.1.8.3	Contractual Services	UNICEF	1	\$ 400.00	4	Days	100%	4	1,600	1,600	-	Facilitator's fees Facilitator's fee	Payment to an Individual Consultant	
4	4.1	4.1.8.4	Travel	UNICEF	10	\$ 30.00	1	Lumpsum	100%	5	300	300	-	Transport for participants	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.8:											7,070	7,070	-			
4.1.9			Activity 4.1.9 : Build capacity of community workers on GBV response approaches (eg survivor-centered approach): Agriculture extension workers, NGO personnel working in the field on various projects. Training will be conducted by MWAGCD District and Ward coordinators at no additional cost. Technical training for specialized GBV service providers on BASIC sign language skills - 20 pax per district, multiple sectors	UNFPA												
4	4.1	4.1.9.1	Contractual Services	UNFPA	100	\$ 10.00	6	Days	100%	4	6,000	6,000	-	Sensitization Meeting for GBV basics for community workers in selected districts, to be conducted by MWAGCD ward coordinators. Targeting 100 community workers per district SGBV/HP sesitisation fo agricultural extension workers in 6 districts, 100 pax per district, supported by FAO	Other (anything that does not fit in the above categories)	
4	4.1	4.1.9.2	General Operating and Other Direct Cost	UNFPA	100	\$ 1.00	6	Lumpsum	100%	7	600	600	-	Printing of referral pathways for community workers printing costs for 100 pcs referral pathways per district for 6 districts to be used by agric extension workers. supported by FAO	Other (anything that does not fit in the above categories)	
4	4.1	4.1.9.3	Travel	UNFPA	50	\$ 5.00	6	Lumpsum	100%	5	1,500	1,500	-	Transport at subdistrict level Transport for 50% of participants to agric workers' sensitisation meetings.	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.9.4	Transfers and Grant to Counterparts	UNFPA	1	\$ 53,655.00	1	Lumpsum	100%	6	53,655	53,655	-	CSO grant - basic sign language training for 20 multi-sectoral service providers from each of 6 selected districts in Year 1. To be repeated in Year 3 if successful, and upon documentation of demand for sign language translation at facility level. To be complemented by sign language printouts for facilities, developed under 4.1.1. CSO grant - Training of 20 specialised GBV service providers from multiple sectors in 6 Spotlight districts in Year 1, to be extended into a further 6 districts in Year 3 if successful. Facilitation fee for 2 trainers for 2 x 5 days of training per district, DSA & travel reimbursement for trainers. Conference package for 10 days per district x 22 pax, DSA & transport for 10 pax per district to attend two block trainings of 5 days provided at district level.	Payment/Transfer to a CSO	
4	4.1	4.1.9.5	General Operating and Other Direct Cost	UNFPA	1	\$1,095.00	1	Years	100%	7	1,095	1,095	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.9:											62,850	62,850	-			18,855
4.1.10			Activity 4.1.10: Build capacity of multi-sectoral service providers through provision of specialised supplies/ equipment, and specialized tools, including: PEP kit components currently in short supply (Pregnancy tests), Forensic analysis software and hardware for physical and digital evidence analysis and storage	UNICEF												
4	4.1	4.1.10.1	Equipment, Vehicles, and Furnitures	UNICEF	1000	\$ 0.20	2	Lumpsum	100%	3	400	400	-	Pregnancy Test Kits procurement of Pregnancy test kits, 2,000 pcs for two years based on survivor case load of relevant age group (10-49) in Spotlight districts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.10.2	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 75,000.00	1	Lumpsum	100%	3	75,000	75,000	-	Specialist PCs and forensic software Specialist PC and forensic software	Other (anything that does not fit in the above categories)	
4	4.1	4.1.10.3	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 20,000.00	1	Lumpsum	100%	3	20,000	20,000	-	Lab equipment - Forensic labs at police & department of forensic science Procurement of lab equip	Other (anything that does not fit in the above categories)	
4	4.1	4.1.10.4	Supplies, Commodities, Materials	UNICEF	3	\$ 3,000.00	2	Lumpsum	100%	2	18,000	18,000	-	Chemical reagents for labs at police & department of forensic science Procurement of reagents for forensic labs, based on lumpsum budget of \$3,000 per each of 3 labs per annum	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.10:											113,400	113,400	-			56,700
4.1.11			Activity 4.1.11 : Establish, operationalize and run OSCs, integrating multi-sectoral SGBV services into MNCH, RH, HIV & FP services at district hospital level	UNFPA												
4	4.1	4.1.11.1	Supplies, Commodities, Materials	UNFPA	2	\$ 30,000.00	1	Lumpsum	100%	2	60,000	60,000	-	Prefab/Refurbishment Cost of refurbishment or provision of prefab units to set up to new OSC - lumpsum budget of \$30,000 per site to be detailed after consultation with hosting clinical site	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.11.2	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 1,000.00	1	Lumpsum	100%	3	2,000	2,000	-	Fridge procurement of Fridge for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.3	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 350.00	5	Lumpsum	100%	3	3,500	3,500	-	Office Desk procurement of Office Desk for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.4	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 150.00	5	Lumpsum	100%	3	1,500	1,500	-	Chairs Chairs for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.5	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 1,000.00	1	Lumpsum	100%	3	2,000	2,000	-	Computer Computer for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.6	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 600.00	4	Lumpsum	100%	3	4,800	4,800	-	Tablets Tablets for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.7	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 420.00	5	Lumpsum	100%	3	4,200	4,200	-	Lockable Cabinet Lockable Cabinet for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.8	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 600.00	1	Lumpsum	100%	3	1,200	1,200	-	Examination bed Examination bed for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.9	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 299.49	1	Lumpsum	100%	3	599	599	-	Lamp Lamp for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.10	Equipment, Vehicles, and Furnitures	UNFPA	2	\$ 300.00	1	Lumpsum	100%	3	600	600	-	Child friendly room furniture incl Dolls Child friendly room furniture for OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.11	Travel	UNFPA	6	\$ 75.00	4	Days	100%	5	1,800	1,800	-	Consultative meeting: Facilitators - 3 meetings conducted by 2 Gov't HQ DSA for facilitators (2 Gov't HQ facilitators, 2 OSCs, 3 meetings each, each meeting lasting a day)	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.12	Travel	UNFPA	6	\$ 160.00	2	Days	100%	5	1,920	1,920	-	DSA for UN staff (facilitator) to attend 3 consultation meetings per site with community & host medical institution prior to setup of two new OSC	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.13	General Operating and Other Direct Cost	UNFPA	2	\$ 500.00	24	Lumpsum	100%	7	24,000	24,000	-	Running Costs (Utilities,etc) running costs for the OSC - utilities, stationery, internet, communication cost for survivor follow up and provision of referrals	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.14	Supplies, Commodities, Materials	UNFPA	80	\$ 35.00	2	Lumpsum	100%	2	5,600	5,600	-	Dignity Packs for 8 One -Stop centres Dignity packs for the OSC - emergency clothing, toiletries, sanitary wear & provisions for accompanying children	Other (anything that does not fit in the above categories)	
4	4.1	4.1.11.15	Contractual Services	UNFPA	500	\$ 25.00	6	Lumpsum	100%	4	75,000	75,000	-	To support movement of SGBV survivors for review visits: 1,000 survivors per OSC, 50% of them require assistance, average amount of assistance will equal 50% of maximum provincial level reimbursement. Assistance for survivors going for review - provided at provincial level for 3 visits to OSC by survivor, provided to 50% of survivors based on eligibility and estimated case load of 1,000 cases per OSC per annum.	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.13.1	Contractual Services	UNFPA	900	\$ 10.00	1	Lumpsum	100%	4	9,000	9,000	-	Cost of inclusion of GBV into RBF - model demonstration in 1 district in Year 1 Health facilities will receive \$10 per SGBV case managed appropriately. Funding will be disbursed according to a mix of qualitative and quantitative criteria verified as part of the overall RBF verification exercise conducted on quarterly basis. Support to Government - inclusion of funded indicator on SGBV in Clinical management service provision into established health sector RBF system. Estimated cost \$10 per case managed, estimated case load per district 900 per annum.	Other (anything that does not fit in the above categories)	
4	4.1	4.1.13.2	Contractual Services	UNFPA	900	\$ 10.00	6	Lumpsum	100%	4	54,000	54,000	-	Cost of Inclusion of GBV into RBF - Implementation in six districts in Year 2. Health facilities will receive \$10 per SGBV case managed appropriately. Funding will be disbursed according to a mix of qualitative and quantitative criteria verified as part of the overall RBF verification exercise conducted on quarterly basis. Government co-funding to HDF RBF system already exists and is expected to also partially cover new agreed indicator. Inclusion of funded indicator on SGBV clinical management service provision into established health sector RBF system. Estimated cost \$10 per case managed, estimated case load per district 900 per annum.	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.13:											63,000	63,000	-			63,000
4.1.14			Activity 4.1.14 : Equip district level police and social welfare sectors with specialised equipment and tools to create and maintain a survivor-friendly investigation, counselling and place of safety environment.	UNICEF												
4	4.1	4.1.14.1	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 20,000.00	6	Lumpsum	100%	3	120,000	120,000	-	VFUs Pre fab, Refurbishment VFUs Pre fab, Refurbishment	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.2	Equipment, Vehicles, and Furnitures	UNICEF	2	\$ 300.00	6	Lumpsum	100%	3	3,600	3,600	-	Desks Desks for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.3	Equipment, Vehicles, and Furnitures	UNICEF	2	\$ 500.00	6	Lumpsum	100%	3	6,000	6,000	-	Filling Cabinet Filling Cabinet for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.4	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 500.00	6	Lumpsum	100%	3	3,000	3,000	-	Coffee Table and Chairs Coffee Table and Chairs for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.5	Equipment, Vehicles, and Furnitures	UNICEF	2	\$ 1,000.00	6	Lumpsum	100%	3	12,000	12,000	-	Laptops Laptops for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.6	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 1,000.00	6	Lumpsum	100%	3	6,000	6,000	-	Printer Printer for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.7	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 45.00	6	Lumpsum	100%	3	270	270	-	Anatomically correct dolls Anatomically correct dolls for the refurbished VFUs	Other (anything that does not fit in the above categories)	
4	4.1	4.1.14.8	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 600.00	6	Lumpsum	100%	3	3,600	3,600	-	Digital camera digital camera for the refurbished VFUs	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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4	4.1	4.1.17.1	Contractual Services	UNFPA	1	\$ 110,294.61	1	lumpsum	100%	4	110,295	110,295	-	Support to government - Mobile one stop centre Campaign: DSA and fuel contribution - MOHCC, VFU, Social Welfare, Legal Aid, coordinated through MWAGCD, implemented in twelve Spotlight districts Support to government - DSA for campaigns @ government rate: :12 districts x 5 people x nights x 4 campaigns per annum, 2 quarters in year 1, starting Q3, Fuel for campaigns @ \$100 per campaign x 12 districts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.17.2	Transfers and Grant to Counterparts	UNFPA	12	\$ 490.00	2	Lumpsum	100%	6	8,820	8,820	-	CSO grant - LOE for paralegal personnel to participate in mobile OSC campaigns in each district, Provincial CSO will ensure personnel at an LOE of 5 days x 4 per annum per district to participate in campaigns (1/12 of annual salary) 1/12 of annual salary for paralegal per district (\$500), provided through CSO grant, in 12 Spotlight districts	Payment/Transfer to a CSO	
4	4.1	4.1.17.3	General Operating and Other Direct Cost	UNFPA	1	\$180.00	1	Years	100%	7	180	180	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.17:											119,295	119,295	-			119,295
4.1.18			Activity 4.1.18 : Equip 4 newly gazetted and refurbish 8 existing (according to need) Victim-Friendly courts relevant to Spotlight districts with specialised equipment, knowledge and tools to facilitate survivor-friendly and effective court preparation, witness protection and prosecution of SGBV cases. Support court-related services for survivors & witnesses in 12 VF courts (e.g. escort fees, court preparation etc.)	UNICEF												
4	4.1	4.1.18.1	Supplies, Commodities, Materials	UNICEF	4	\$ 500.00	1	Lumpsum	100%	2	2,000	2,000	-	Set up of 4 new courts: Painting and Mats Painting and Mats for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.2	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 200.00	1	Lumpsum	100%	3	800	800	-	CCTV network package CCTV package for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.3	Supplies, Commodities, Materials	UNICEF	4	\$ 200.00	1	Lumpsum	100%	2	800	800	-	Cabling Cabling for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.4	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 400.00	1	Lumpsum	100%	3	1,600	1,600	-	Transcriber machine Transcriber machine for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.5	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 300.00	1	Lumpsum	100%	3	1,200	1,200	-	Desk Desk for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.6	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 175.00	1	Lumpsum	100%	3	700	700	-	Chair Chair for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.7	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 300.00	1	Lumpsum	100%	3	1,200	1,200	-	Coffee table +2 chairs Coffee table +2 chairs for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.8	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 150.00	1	Lumpsum	100%	3	600	600	-	Anatomically correct dolls set Anatomically correct dolls set for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.9	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 400.00	1	Lumpsum	100%	3	1,600	1,600	-	Play room toys Play room toys for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.18.10	Equipment, Vehicles, and Furnitures	UNICEF	4	\$ 1,000.00	1	Lumpsum	100%	3	4,000	4,000	-	CCTV equipment Television for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.11	General Operating and Other Direct Cost	UNICEF	12	\$ 39.00	24	Lumpsum	100%	7	11,232	11,232	-	Running Costs - internet conection Vfour Running Costs:12 Courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.12	General Operating and Other Direct Cost	UNICEF	12	\$ 50.00	24	Lumpsum	100%	7	14,400	14,400	-	Cost of basic food Cost of basic food	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.13	Travel	UNICEF	4	\$ 75.00	3	Lumpsum	100%	5	900	900	-	DSA for the Orientation of 4 Court intermediaries on use of VFC equipment.	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.14	Contractual Services	UNICEF	4	\$ 500.00	1	Lumpsum	100%	4	2,000	2,000	-	Installation costs CCTV Installation costs for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.15	Contractual Services	UNICEF	1500	\$ 15.00	12	Lumpsum	100%	4	270,000	270,000	-	Escort fees to support vulnerable witnesses and survivors Transport and accomodation cost for escort	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.16	Contractual Services	UNICEF	1	\$ 3,000.00	2	Lumpsum	100%	4	6,000	6,000	-	ICT Maintanance Costs ICT Maintanance Costs for 4 new victim friendly courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.17	Contractual Services	UNICEF	1	\$ 2,500.00	4	Lumpsum	100%	4	10,000	10,000	-	Cost of Refurbishment: 8 existing courts according to documented needs Cost of Refurbishment: 8 courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.18	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 1,200.00	4	Lumpsum	100%	3	4,800	4,800	-	Cost of CCTV Cost of CCTV	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.19	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 300.00	4	Lumpsum	100%	3	1,200	1,200	-	Cost of 4 coffee table sets Cost of 3 coffee table sets for 3 courts	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.20	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 500.00	4	Lumpsum	100%	3	2,000	2,000	-	Cost of 4 sets of playing room toys Cost of 3 sets of playing room toys	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.21	Equipment, Vehicles, and Furnitures	UNICEF	1	\$ 50.00	4	Lumpsum	100%	3	200	200	-	Anatomically correct dolls set Anatomically correct dolls set	Other (anything that does not fit in the above categories)	
4	4.1	4.1.18.22	Transfers and Grant to Counterparts	UNICEF	12	\$ 10,670.00	2	Lumpsum	100%	6	256,080	256,080	-	Provision of Legal Assistance for vulnerable witnesses/survivors - CSO grant Provision of CSO Legal Assistance	Payment/Transfer to a CSO	
4	4.1	4.1.18.23	General Operating and Other Direct Cost	UNICEF	1	\$7,920.00	1	Years	100%	7	7,920	7,920	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.18:											601,232	601,232	-			511,047
4.1.19			Activity 4.1.19 : Develop and implement quality assurance mechanisms (by trained supervisors), including Technical Documentation of best and worst practices and feedback loop to provincial and national levels to facilitate a build and learn approach to service delivery. System will be implemented building on exisiting QA system in both sectors, cost represent a contribution to other funding streams.	UNFPA												
			Ministry of Health & Ministry of Women Affairs													
4	4.1	4.1.19.1	Contractual Services	UNFPA	1	\$ 32,600.00	1	Lump sum	100%	4	32,600	32,600	-	Support to government - implementation	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.19:											32,600	32,600	-			32,600

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.1	4.1.21.1	Travel	UNICEF	1	\$ 24,700.00	1	Days	100%	5	24,700	24,700	-	Support to government -- implementation of quality assurance mechanism for police and social sector for SGBV related services. Provincial supervision to districts and district level supervision by district officers to facilities and ward level staff. Support will supplement existing QA and supportive supervision mechanisms in both ministries at district and sub-district level. Support to government - Transport & DSA for 5 provincial officers to Spotlight districts once per quarter. District officers to facilities & sub-district level staff receive 1 day of DSA, 2 days of lunch allowance per quarter and commensurate district level transport / fuel cost contributions.	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.1.21:											24,700	24,700	-		17,290	
Output 4.2: Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities																
4.2.1			Activity 4.2.12: Home visitation services for support and referral services for girls and boys with disabilities and their caregivers, to address increased vulnerability to SGBV and provide appropriate services and referrals	UNICEF												
4	4.2	4.2.1.1	Transfers and Grant to Counterparts	UNICEF	12	\$ 18,960.59	1	Lump sum	100%	6	227,527	227,527	-	Grant to district-based CSO / DPO LoE	Payment/Transfer to a CSO	
4	4.2	4.2.1.2	General Operating and Other Direct Cost	UNICEF	1	\$7,036.92	1	Years	100%	7	7,037	7,037	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.2.1:											234,564	234,564	-		164,195	
4.2.2			Activity 4.2.2: Safe reporting mechanisms and provision of psycho-social support for girls and young women survivors of SGBV/HP (including online abuse)	UNICEF												
4	4.2	4.2.2.1	Transfers and Grant to Counterparts	UNICEF	1	\$ 182,360.00	1	Lump sum	100%	6	182,360	182,360	-	Grant to CSOs to facilitate safe and con	Payment/Transfer to a CSO	
4	4.2	4.2.2.2	General Operating and Other Direct Cost	UNICEF	1	\$5,640.00	1	Years	100%	7	5,640	5,640	-	Secretariate Each RUNO should follow their own rules and regulations in	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.2.2:											188,000	188,000	-		131,600	
4.2.3			Activity 4.2.3: Support the Zimbabwe Women's Micro-Finance Bank to design and implement an integrated model for SGBV/HPs Survivor women and Gilrs (18 +) to improve access to productive resources, financial service products, social protection and economic empowerment in selected districts towards enhanced entrepreneurship and employability	UNDP												
4	4.2	4.2.3.1	Transfers and Grant to Counterparts	UNDP	1	\$ 74,062.50	1	Lumpsum	100%	6	74,063	74,063	-	Develop a package WEE services in line with ZRBF Baseline Findings for SGBV/HPs survivors for 5 districts . Grant to ZRBF Implementing NGO Partners	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I
SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunities	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.2	4.2.3.2	General Operating and Other Direct Cost	UNDP	1	\$937.50	1	Years	100%	7	938	938	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
4	4.2	4.2.3.3	Contractual Services	UNDP	5	\$ 31,576.35	1	Lumpsum	100%	4	157,882	157,882	-	Support Women's Bank and MFIs and commercial banks to develop and implement financial services and products (e.g. Insurance, credit, financial literacy) that respond to the needs of women SGBV/HP survivors in at least five selected programme districts. (at least 5 Banks)	Other (anything that does not fit in the above categories)	
4	4.2	4.2.3.4	General Operating and Other Direct Cost	UNDP	1	\$1,998.50	1	Years	100%	7	1,999	1,999	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
4	4.2	4.2.3.5	Transfers and Grant to Counterparts	UNDP	2	\$ 37,031.25	1	Lumpsum	100%	6	74,063	74,063	-	Support local authorities to incorporate WEE interventions in their planning process and facilitate access for at least 500 women SGBV/ HPs survivors to productive assets (e.g. land) in two selected ZRBF operational districts . Grants to NGOs/CBOs	Payment/Transfer to a CSO	
4	4.2	4.2.3.6	General Operating and Other Direct Cost	UNDP	1	\$937.50	1	Years	100%	7	938	938	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2%-3% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.2.3:											309,880	309,880	-			
4.2.4			Activity 4.2.4: Develop and implement BDS, Financial literacy and technical market-led short term training for at least 2,000 women survivors of SGBV/HP and link them to financial services (including Women's Bank) and markets in 5 districts.	ILO												
4	4.2	4.2.4.1	Contractual Services	ILO	1	\$ 400.00	15	Days	100%	4	6,000	6,000	-	Local Consultant Grant to ZRBF Implementing NGO Partners	Payment to an Individual Consultant	
4	4.2	4.2.4.2	Contractual Services	ILO	30	\$ 35.00	9	Days	100%	4	9,450	9,450	-	Conference package for 3 x Training workshops for 3 days each	Other (anything that does not fit in the above categories)	
4	4.2	4.2.4.3	Transfers and Grant to Counterparts	ILO	5	\$ 13,455.00	1	Lumpsum	100%	6	67,275	67,275	-	Training of approx 500 women GBV Survivors in five districts on resilience building, financial management, and access to insurance. (According to Colleagues in the CO HQ is responsible for audit)	Payment/Transfer to a CSO	
4	4.2	4.2.4.4	Contractual Services	ILO	5	\$ 13,455.00	1	Lumpsum	100%	4	67,275	67,275	-	Support the private sector to develop tailor made training programmes for Women GBV survivors in 5 districts	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.2.4:											150,000	150,000	-			

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
4	4.2	4.2.8.1	Transfers and Grant to Counterparts	UNICEF	1	\$ 590,594.00	1	Lump sum	100%	6	590,594	590,594	-	CSO Grant to roll out and implement case management system for child survivors of SGBV / HPs at community level in 12 districts in close collaboration with department of social welfare. CSO grant for rollout and operationalisation of Case management system in 12 districts: training community care workers in 12 districts over 2 years. Procurement of tools of trade for each CCW: a bicycle, a T-shirt, a sun hat and a bag each, training of lead child care workers and provision of transport for them to supervise CCW, escort fees for up to 1,400 survivors and case follow up at district level by trained personnel and through case conferences on a monthly basis.	Payment/Transfer to a CSO	
4	4.2	4.2.8.2	General Operating and Other Direct Cost	UNICEF	1	\$18,265.81	1	Years	100%	7	18,266	18,266	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. Based on the guidance from UNICEF in the CO the audit fee have been revised from lumpsum US\$8000 to 3%	Other (anything that does not fit in the above categories)	
4	4.2	4.2.8.3	Contractual Services	UNICEF	1	\$ 256,700.00	1	Lump sum	100%	4	256,700	256,700	-	Support to government, department of social welfare to manage and coordinate case management in 12 rollout districts Support to government - strengthen management and coordination through HR support and contribution to district office running cost for case management, as well as provision of emergency funds for child survivors.	Other (anything that does not fit in the above categories)	
Sub-Total Activity 4.2.8:											865,560	865,560	-			605,892
Sub-Total OUTCOME 4:											5,606,390	5,606,390	-			3,934,630
OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG, including SGBV/HP, collected, analysed and used in line with international standards to inform laws, policies and programmes																
Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including SGBV/HP, in line with international and regional standards to inform laws, policies and programmes																
5.1.1			Activity 5.1.1: Conduct an assessment and Development of SGBV IM Framework and existing data collection tools, including those used by key government institutions and prioritised CSOs.			UNFPA										
5	5.1	5.1.1.1	Contractual Services	UNFPA	1	\$600.00	45	Days	100%	4	27,000	27,000	-	Conduct the for SGBV IM assessment One international consultant	Other (anything that does not fit in the above categories)	
5	5.1	5.1.1.2	Contractual Services	UNFPA	1	\$200.00	20	days	100%	4	4,000	4,000	-	DSA for the International Consultant DSA for the International Consultant	Other (anything that does not fit in the above categories)	
5	5.1	5.1.1.3	Contractual Services	UNFPA	1	\$2,000.00	2	Lump sum	100%	4	4,000	4,000	-	Return Air ticket for International Consultatnt 2 Return Tickets and expertise required on GBV IM in the region is minimum	Other (anything that does not fit in the above categories)	
5	5.1	5.1.1.4	Contractual Services	UNFPA	2	\$400.00	45	Days	100%	4	36,000	36,000	-	Fees for National Consultant 45 Days Consultant Fees	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I
SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunities	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.1.5	Contractual Services	UNFPA	2	\$110.00	15	Days	100%	4	3,300	3,300		DSA for the national Consultant 15 Days DSA for National, District and Provincial Consultant	Other (anything that does not fit in the above categories)	
5	5.1	5.1.1.6	Contractual Services	UNFPA	50	\$35.00	2	Days	100%	4	3,500	3,500		Validation workshop(assessment report) Conferencing for 50 participants @US\$35/person x 2 day	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.1:											77,800	77,800	-			31,120
5.1.2			Activity 5.1.2 : Develop a national GBV IM framework and implementation plan including business process	UNFPA												
5	5.1	5.1.2.1	Contractual Services	UNFPA	35	\$35.00	3	Days	100%	4	3,675	3,675		Conference Package (National consultations) conferencing for 1 national stakeholder meeting @US\$35/day x 2 days x 100 participants (=US\$7,000)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.2	Travel	UNFPA	20	\$24.00	3	Days	100%	5	1,440	1,440		DSA Participants (Provincial Consultations) DSA for 1 national stakeholder meeting @US\$24/day x 3 nights x 10 participants from provinces(=US\$720)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.3	Contractual Services	UNFPA	35	\$35.00	2	Days	100%	4	2,450	2,450		Conference Package (Provincial Consultations) DSA for Provincial Consultations on full board	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.4	Travel	UNFPA	20	\$30.00	1	Lump sum	100%	5	600	600		Transport Allowance for the Provincia Consultations Transport Reimbursement	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.5	Contractual Services	UNFPA	30	\$100.00	3	Days	100%	4	9,000	9,000		Accomodation (participants from Provinces), National Consultations Accommodation for 10 participants from provinces for the national stakeholder meeting @US\$100/day x 3 nights (=US\$3,000)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.6	Contractual Services	UNFPA	35	\$35.00	3	Days	100%	4	3,675	3,675		Conference Package (District Consultations) Conference Package (District Consultations)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.7	Travel	UNFPA	20	\$30.00	1	Lump sum	100%	5	600	600		Transport Allowance for the District Consultations Reimbursement Transport Allowance	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.8	Contractual Services	UNFPA	20	\$100.00	3	Days	100%	4	6,000	6,000		Accomodation (participants from District), District Consultations Accomodation for 3 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.9	Contractual Services	UNFPA	30	\$100.00	3	Days	100%	4	9,000	9,000		Accomodation (participants from Provinces, Validation Meeting) Accomodation for meeting participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.10	Contractual Services	UNFPA	100	\$35.00	2	Days	100%	4	7,000	7,000		Conference Package (validation Meeting) Conference Meeting National stakeholder validation Meeting	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.11	General Operating and Other Direct Cost	UNFPA	500	\$20.00	1	Days	100%	7	10,000	10,000		Printing of Framework Printing of the framework include design and full colour	Other (anything that does not fit in the above categories)	
5	5.1	5.1.2.12	Contractual Services	UNFPA	80	\$35.00	1	Days	100%	4	2,800	2,800		Conference package (framework launch) Conference National Launch of the framework	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.2:											56,240	56,240	-			22,496
5.1.3			Activity 5.1.3: Develop/modify/ harmonise SGBV data collection tools	UNFPA												
5	5.1	5.1.3.1	Contractual Services	UNFPA	1	\$28,172.46	1	Lumpsum	100%	4	28,172	28,172		Develop SGBV IM Software Hire services for software development for SGBV IMS	Other (anything that does not fit in the above categories)	
5	5.1	5.1.3.2	General Operating and Other Direct Cost	UNFPA	2500	\$10.00	1	Lump sum	100%	7	25,000	25,000		Print SGBV IM Tools Print protocol @US\$10 x 500 copies (=US\$5,000);	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
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5	5.1	5.1.3.3	Contractual Services	UNFPA	1	\$10,000.00	1	Lump sum	100%	4	10,000	10,000		Develop information sharing protocols Print workflow charts on A1 paper @US\$3 x 10,000 facilities in full colour (=US\$30,000)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.3.4	Contractual Services	UNFPA	50	\$35.00	2	Lumpsum	100%	4	3,500	3,500		One day Training on data collection tools, and protocol National level training	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.3:											66,672	66,672	-			26,669
5.1.4			Activity 5.1.4: Design training programme on national SGBV IM framework and SGBV data collection tools.	UNICEF												
5	5.1	5.1.4.1	Contractual Services	UNICEF	2	\$400.00	35	days	100%	4	28,000	28,000		Develop training manuals 2 national consultants for design and development of manuals and pre-test the manuals @US\$400/day x 40 days (=US\$32,000)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.4.4	Contractual Services	UNICEF	30	\$35.00	5	days	100%	4	5,250	5,250		Conference Package (pre-test training manual) - National Level Conferencing for meeting to pre-test training manual @US\$35/day x 5 days x 30 participants (=5,250)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.4:											33,250	33,250	-			13,300
5.1.5			Activity 5.1.5: Design e-learning tools for SGBV IM	UNFPA												
5	5.1	5.1.5.1	Contractual Services	UNFPA	1	\$69,055.42	1	Lump sum	100%	4	69,055	69,055		Support the Development of SGBV IM	Other (anything that does not fit in the above categories)	
5	5.1	5.1.5.2	General Operating and Other Direct Cost	UNFPA	1	\$1,409.29	1	Years	100%	7	1,409	1,409		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.5:											70,465	70,465	-			28,186
5.1.6			Activity 5.1.6: Conduct District Level SGBV IM tools training	UNFPA												
5	5.1	5.1.6.1	Contractual Services	UNFPA	150	\$35.00	3	Days	100%	4	15,750	15,750		Conferencing facilities (District Level Multi sectoral Training) Conferencing for 150 participants @US\$35/day x 3 days for 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.6.2	Travel	UNFPA	150	\$30.00	1	Lumpsum	100%	5	4,500	4,500		Transport reimbursement (District Level Multi Sectoral Training) Transport reimbursement @US\$30/ participant x 150 participants in 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.6.3	Contractual Services	UNFPA	100	\$75.00	3	Days	100%	4	22,500	22,500		DSA (District Level Multi sectoral training) DSA for 100 participants @US\$24/ day x 3 days in 5 districts	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.6:											42,750	42,750	-			17,100
5.1.7			Activity 5.1.7: Provide SGBV IM support to 5 district (system trouble shooting and onsite technical support for system users.	UNFPA												
5	5.1	5.1.7.1	Contractual Services	UNFPA	40	\$300.00	2	days	100%	4	24,000	24,000		Software Technical Support to targeted districts 10 days X 4 quarters X 300 - software technical support to districts for two years	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.2	Travel	UNFPA	25	\$144.00	2	days	100%	5	7,200	7,200		DSA (Field Visits) 25 days per year field work (5 districts X 5 days per district) to support the 5 IMS districts - trouble shooting	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.3	Travel	UNFPA	5	\$200.00	2	days	100%	5	2,000	2,000		Transport support cost for IMS districts	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.7.4	Contractual Services	UNFPA	135	\$15.00	16	days	100%	4	32,400	32,400		District Level technical support Meeting 5 districts X 2 days IMS meetings per Quarter	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.5	Contractual Services	UNFPA	5	\$1,000.00	2	Lumpsum	100%	4	10,000	10,000		Technical support for GBV IMS Updates at district level Head Office, Province and Districts technical Support for GBV IMS Updates	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.6	Contractual Services	UNFPA	150	\$35.00	2	Days	100%	4	10,500	10,500		Conduct Joint Review meetings for the implementation of the SGBV IMS - USERS and DEVELOPERS Year 1 - 2 meetings with 50 participants Year 2 - One review meeting	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.7	Travel	UNFPA	90	\$24.00	2	days	100%	5	4,320	4,320		DSA (Joint review meetings) Year 1 - 2 meetings with 50 participants Year 2 - One review meeting	Other (anything that does not fit in the above categories)	
5	5.1	5.1.7.8	Contractual Services	UNFPA	90	\$100.00	2	days	100%	4	18,000	18,000		Accommodation (Joint Review meetings) Accommodation - Year 1 - 2 meetings with 50 participants Year 2 - One review meeting	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.7:											108,420	108,420	-			43,368
5.1.8			Activity 5.1.8: Conduct an operational research on addressing cultural/social factors to increase Family Planning uptake for sexually active unmarried adolescents, SRH related violence against women and girls, particularly those most marginalized, including regarding forced/coerced contraception, sterilization and abortion	UNWOMEN												
5	5.1	5.1.8.1	Transfers and Grant to Counterparts	UNWOMEN	1	14400	3	Lumpsum	100%	6	43,200	43,200		Provide research grants SRHR, SGBV, VAWG and HP Research grant issued at \$15,000	Payment/Transfer to a CSO	
5	5.1	5.1.8.2	General Operating and Other Direct Cost	UNWOMEN	1	\$1,800.00	1	Years	100%	7	1,800	1,800		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
5	5.1	5.1.8.3	Transfers and Grant to Counterparts	UNWOMEN	1	20000	1	Lumpsum	100%	6	20,000	20,000		Researchers Orientation on SRHR, SGBV, VAWG and HP on disability and intersecting forms of discrimination dedicated research on disability	Payment/Transfer to a CSO	
5	5.1	5.1.8.4	Transfers and Grant to Counterparts	UNWOMEN	100	35	3	Days	100%	6	10,500	10,500		Researchers Orientation on SRHR, SGBV, VAWG and HP Research Methodologies - Gender and Statistics Year 1 - 1 meeting with 50 participants X 3 days Year 2 - 1 meeting with 50 participants X 3 days	Payment/Transfer to a CSO	
5	5.1	5.1.8.5	Transfers and Grant to Counterparts	UNWOMEN	50	35	3	Days	100%	6	5,250	5,250		SRHR, SGBV, VAWG and HP Research Seminars Year 2 - 1 meeting with 50 participants X 3 days	Payment/Transfer to a CSO	
Sub-Total Activity 5.1.8:											80,750	80,750	-			36,338
5.1.9			Activity 5.1.9 : Conduct trainings on sectoral GBV MIS (Prioritised Government Institutions.)	UNICEF												
5	5.1	5.1.9.1	Travel	UNICEF	65	\$66.00	3	Days	100%	5	12,870	12,870		Training of MOHCC HMIS Unit officials from HQ and Provincial DSA for 65 participants @ 88% @US\$66/ day x 3 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.2	Contractual Services	UNICEF	65	\$20.00	3	Days	100%	4	3,900	3,900		Conferencing facilities (MOHCC participants) Conferencing for 65 participants @US\$20/day x 3 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.3	Travel	UNICEF	65	\$30.00	1	Lumpsum	100%	5	1,950	1,950		Transport reimbursement (MOHCC meeting participants) Transport reimbursement @US\$30/ participant x 65 participants	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.9.4	Contractual Services	UNICEF	125	\$66.00	2	Days	100%	4	16,500	16,500		Training ((MOHCC at district level (5 districts and 25 Participants per district)) District training @US\$66/day x 2 days x 25 participants x 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.5	Travel	UNICEF	125	\$10.00	1	Lumpsum	100%	5	1,250	1,250		Transport for 25 MOHCC participants per district for 5 districts Transport @US\$10 x 25 participants x 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.6	Travel	UNICEF	30	\$24.00	3	Days	100%	5	2,160	2,160		Training of MOLSW case management officials from HQ and provinces DSA for 30 participants @US\$66/ day	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.7	Contractual Services	UNICEF	30	\$100.00	3	Days	100%	4	9,000	9,000		Accommodation (MOLSW participants) Accommodation for 30 participants (20 from districts and 10 from province)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.8	Contractual Services	UNICEF	43	\$35.00	3	Days	100%	4	4,515	4,515		Conferencing facilities for MOLSW meeting participants Conferencing for 43 participants for 3 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.9	Travel	UNICEF	30	\$30.00	1	Lumpsum	100%	5	900	900		Transport reimbursement (MOLSW participants) Transport reimbursement @US\$30/ participant	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.10	Contractual Services	UNICEF	60	\$35.00	3	Days	100%	4	6,300	6,300		Conference Package (MoLSW - Workplace SRHR, SGBV, VAWG and HP) Conference package 60 participants (47 National Employment Council - Trade Unions, NSSA and MoLSW	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.11	Travel	UNICEF	30	\$24.00	3	Days	100%	5	2,160	2,160		Training of MOPSE EMIS participants DSA for 40 participants (4X5 district, 2X5 province , 10 head office), and for 3 facilitators for 3 nights	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.12	Contractual Services	UNICEF	30	\$100.00	3	Days	100%	4	9,000	9,000		Accommodation for MOPSE EMIS participants Accommodation for 30 participants (20 from districts and 10 from province)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.13	Contractual Services	UNICEF	43	\$35.00	3	Days	100%	4	4,515	4,515		Conferencing facilities for MOPSE EMIS meeting participants Conferencing for 40 participants (4X5 district, 2X5 province , 10 head office), and for 3 facilitators for 3 days at \$35	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.14	Travel	UNICEF	33	\$30.00	1	Lumpsum	100%	5	990	990		Transport reimbursement for MOPSE EMIS on IMS - SRHR, SGBV, VAWG & HP Transport for 30 participants (4X5 district, 2X5 province , 10 head office), and for 3 facilitators for return	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.15	Contractual Services	UNICEF	50	\$9.00	3	Days	100%	4	1,350	1,350		Training of MOHACHA Victim Friendly Unit, Forensic and CID officials (10 from each of the 5 districts) Conferencing for 50 participants (10 from each of the 5 districts)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.16	Travel	UNICEF	10	\$75.00	3	Days	100%	5	2,250	2,250		DSA for for MOHACHA facilitators 2 facilitators/district x 5 districts for 3 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.17	Travel	UNICEF	10	\$30.00	1	Lumpsum	100%	5	300	300		Transport for MOHACHA facilitators Transport for 2 facilitators in 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.18	Travel	UNICEF	50	\$24.00	3	Days	100%	5	3,600	3,600		Training of 50 MOJLPA Magistrates, Prosecutors, Court Intermediaries and JSC officials DSA for 50 participants on full board	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.19	Contractual Services	UNICEF	50	\$100.00	4	Days	100%	4	20,000	20,000		Accommodation for 50 MOJLPA participants Accommodation for 50 participants	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunities	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.9.20	Contractual Services	UNICEF	50	\$35.00	3	Days	100%	4	5,250	5,250		Conferencing facilities for 50 MOJLPA participants Conferencing facilities for 50 participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.21	Travel	UNICEF	50	\$30.00	1	Lumpsum	100%	5	1,500	1,500		Transport reimbursement for 50 MOJLPA participants Transport reimbursement for 50 participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.22	Contractual Services	UNICEF	10	\$35.00	3	Days	100%	4	1,050	1,050		Training of ZIMSTAT Statisticians from Social Statistics and Population Census and Surveys Division Conferencing for 10 participants @US\$35/day x 3 days (=US\$1,050)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.23	Contractual Services	UNICEF	12	\$35.00	1	Days	100%	4	420	420		Training of Trainers (Behaviour Change Facilitators Provincial and District officers) for Community-based GBV surveillance system Conferencing for training of trainers for 12 participants (5 district officers, 5 provincial officers, 2 facilitators)	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.24	Contractual Services	UNICEF	12	\$100.00	2	Days	100%	4	2,400	2,400		Accommodation for for Community-based GBV surveillance system participants Accommodation for 12 participants @US\$100/day x 2 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.25	Travel	UNICEF	12	\$24.00	2	Days	100%	5	576	576		Training of Data collectors (BCFs) for Community-based GBV surveillance system DSA for 12 participants @US\$24/day x 2 days	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.26	Travel	UNICEF	12	\$30.00	1	Lumpsum	100%	5	360	360		Transport reimbursement for Community-based GBV surveillance system Transport reimbursement @US\$30/participant x 28 participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.27	Contractual Services	UNICEF	160	\$35.00	1	Days	100%	4	5,600	5,600		Conferencing for Community-based GBV surveillance system Conferencing 32 participants (30 BCFs, 1 District Officer) @US\$35/day per district x 1 day x 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.28	Travel	UNICEF	150	\$10.00	1	Lumpsum	100%	5	1,500	1,500		Transport reimbursement for Community-based GBV surveillance system Transport reimbursement @US\$10/participant x 30 participants/district x 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.29	Travel	UNICEF	35	\$24.00	3	Days	100%	5	2,520	2,520		Training of 35 community-based CSO participants on GBV IMS DSA for 35 participants on full board	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.30	Contractual Services	UNICEF	35	\$100.00	3	Days	100%	4	10,500	10,500		Accommodation for 35 CSO participants on GBV IMS on full board Accommodation for 35 participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.31	Contractual Services	UNICEF	35	\$35.00	3	Days	100%	4	3,675	3,675		Conferencing facilities for 35 CSO participants on GBV IMS on full board Conferencing facilities for 35 participants	Other (anything that does not fit in the above categories)	
5	5.1	5.1.9.32	Travel	UNICEF	35	\$30.00	1	Lumpsum	100%	5	1,050	1,050		Transport reimbursement for CSO participants on GBV IMS on full board Transport reimbursement	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.9:											139,911	139,911	-			55,964
5.1.10			Activity 5.1.10: Support Community-based SRHR, SGBV/VAWG and HP surveillance system GBV/ HP incidence reporting at community level	UNFPA												
5	5.1	5.1.10.1	Contractual Services	UNFPA	150	\$10.00	24	Months	100%	4	36,000	36,000		Allowances for data collection and data entry over 2 years Allowances for data collection and data entry for 30 data collectors/district @10/month by 24 months by 5 districts	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.10.2	Contractual Services	UNFPA	150	\$3.00	24	Months	100%	4	10,800	10,800	-	Data Collection Allowance for MLSW - Community-based SRHR, SGBV/VAWG and HP surveillance Data collection allowances @US\$3/month x 30 LCCWs/ district x5 districts x 24 months	Other (anything that does not fit in the above categories)	
5	5.1	5.1.10.3	General Operating and Other Direct Cost	UNFPA	150	\$20.00	2	Days	100%	7	6,000	6,000	-	Data Bundles for Community Cadres (Community-based GBV surveillance system) Data bundles for 30 community cadres/ district x 5	Other (anything that does not fit in the above categories)	
5	5.1	5.1.10.4	Contractual Services	UNFPA	4	\$2,500.00	2	Lumpsum	100%	4	20,000	20,000	-	CSO Grant (routine supervision, mentorship and computer maintenance support) CSO Grant to provide routine	Payment/Transfer to a CSO	
5	5.1	5.1.10.5	General Operating and Other Direct Cost	UNFPA	150	\$20.00	2	Days	100%	7	6,000	6,000	-	Data Bundles for Child Care Workers (surveillance system GBV/ HP incidences at community level (CCWs) Data bundles for CCWS community surveillance support @US\$20 per year x5 districts x 2 years	Other (anything that does not fit in the above categories)	
5	5.1	5.1.10.6	Transfers and Grant to Counterparts	UNFPA	4	\$2,450.00	2	Lumpsum	100%	6	19,600	19,600	-	CSO Grant (routine supervision, mentorship and computer maintenance support) CSO Grant to provide routine support on quarterly basis at a rate of US\$2500 per quarter for 2 years to MOLSW	Payment/Transfer to a CSO	
5	5.1	5.1.10.7	General Operating and Other Direct Cost	UNFPA	1	\$400.00	1	Years	100%	7	400	400	-	Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.10:											98,800	98,800	-			39,520
5.1.11			Activity 5.1.11: Supply of IT equipment to Community based cadres, Government ministries and CSOs at district level for GBV MIS Support and Helpline/Hotline for Women and Girls	UNICEF												
5	5.1	5.1.11.1	Equipment, Vehicles, and Furnitures	UNICEF	150	\$140.00	1	Lumpsum	100%	3	21,000	21,000	-	Smart phones - Community Based Cadres Smart phones for 30 wards in each of the 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.2	Equipment, Vehicles, and Furnitures	UNICEF	11	\$1,400.00	1	Lumpsum	100%	3	15,400	15,400	-	Laptops - MoWAGCD 5 districts 1 Laptop/district for the 5 districts, 5 Province and 1 Head Office	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.3	Equipment, Vehicles, and Furnitures	UNICEF	1	\$6,000.00	1	Lumpsum	100%	3	6,000	6,000	-	Server MoWAGCD 1 server - Head Office	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.4	General Operating and Other Direct Cost	UNICEF	5	\$1,000.00	1	Lumpsum	100%	7	5,000	5,000	-	LAN setup per district LAN setup per district for the 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.5	General Operating and Other Direct Cost	UNICEF	5	\$50.00	24	Months	100%	7	6,000	6,000	-	Internet bundles per month Internet bundles per month for the 5districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.6	General Operating and Other Direct Cost	UNICEF	150	\$3.00	24	Months	100%	7	10,800	10,800	-	Airtime for community cadres Airtime for community cadres for 5 districts and each district with 30 wards	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.7	Equipment, Vehicles, and Furnitures	UNICEF	5	\$1,400.00	1	Lumpsum	100%	3	7,000	7,000	-	Laptops MoLSW - 5 districts 1 Laptop per district for the 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.8	General Operating and Other Direct Cost	UNICEF	5	\$50.00	24	Months	100%	7	6,000	6,000	-	Data Bundles MoLSW - 5 districts Data bundles for the 5 districts	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.1	5.1.11.9	Equipment, Vehicles, and Furnitures	UNICEF	2	\$1,400.00	1	Lumpsum	100%	3	2,800	2,800	-	Laptops for Labour inspectorate and Agricultural Sector 1 laptop for the Labour Inspectorate Department and for the Agricultural Sector	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.10	General Operating and Other Direct Cost	UNICEF	2	\$50.00	24	Months	100%	7	2,400	2,400	-	Data Bundles Labour Inspectorate and Agricultural Sector Labour Inspectorate and Agricultural Sector internet & data bundles	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.11	Equipment, Vehicles, and Furnitures	UNICEF	5	\$1,400.00	1	Lumpsum	100%	3	7,000	7,000	-	Laptops MOJLPA (JSC, Chief Magistrate, Regional Magistrate, Magistrates, LAD, NPA, Court Intermediaries, IT) 1 Laptop per district for the 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.12	General Operating and Other Direct Cost	UNICEF	5	\$50.00	24	Months	100%	7	6,000	6,000	-	Data bundles MOJLPA (JSC, Chief Magistrate, Regional Magistrate, Magistrates, LAD, NPA, Court Intermediaries, IT) Data bundles for the 5 districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.11.13	Contractual Services	UNICEF	1	\$14,392.01	2	Lumpsum	100%	4	28,784	28,784	-	Support harmonisation of helpline and hotline for women and girls with SGBV IM national framework - Harmonisation	Payment/Transfer to a CSO	
5	5.1	5.1.11.14	Contractual Services	UNICEF	1	\$14,392.01	2	Lumpsum	100%	4	28,784	28,784	-	Support harmonisation of helpline and hotline for women and girls with SGBV IM national framework - Harmonisation	Payment/Transfer to a CSO	
Sub-Total Activity 5.1.11:											152,968	152,968	-			61,187
5.1.12		Activity 5.1.12: Technical Support for strengthening Sector specific IM systems (in line with national framework)		UNFPA												
5	5.1	5.1.12.1	Contractual Services	UNFPA	3	\$2,500.00	1	Lumpsum	100%	4	7,500	7,500	-	Technical Support to strengthen Police IMS 10 days X 4 quarters X 300 - software technical support to districts for two years	Other (anything that does not fit in the above categories)	
5	5.1	5.1.12.2	Contractual Services	UNFPA	3	\$2,500.00	1	Lumpsum	100%	4	7,500	7,500	-	Technical Support to strengthen Justice IMS 25 days per year field work (5 districts X 5 days per district) to support the 5 IMS districts - trouble shooting	Other (anything that does not fit in the above categories)	
5	5.1	5.1.12.3	Contractual Services	UNFPA	3	\$2,500.00	1	Lumpsum	100%	4	7,500	7,500	-	Technical Support to strengthen Social Welfare IMS transport support cost for IMS districts	Other (anything that does not fit in the above categories)	
5	5.1	5.1.12.4	Contractual Services	UNFPA	3	\$2,500.00	1	Lumpsum	100%	4	7,500	7,500	-	Technical Support to strengthen Education IMS 5 districts X 9 stakeholders (6 Gvt Departments and 3 CSOs) X 2 days IMS meetings per Quarter	Other (anything that does not fit in the above categories)	
5	5.1	5.1.12.5	Contractual Services	UNFPA	3	\$2,500.00	1	Lumpsum	100%	4	7,500	7,500	-	Technical Support to strengthen Health IMS Head Office, Province and Districts technical Support for GBV IMS Updates	Other (anything that does not fit in the above categories)	
5	5.1	5.1.12.6	Contractual Services	UNFPA	3	\$4,000.00	1	Lumpsum	100%	4	12,000	12,000	-	Technical Support to strengthen Ministry of Women Affairs IMS Year 1 - 2 meetings with 50 participants Year 2 - One review meeting	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.1.12:											49,500	49,500	-			19,800
Output 5.2: Quality prevalence and/or incidence data on VAWG, including SGBV/HP, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making																
5.2.1		Activity 5.2.1: Strengthen population-based surveys/ census to include SRHR, SGBV, VAWG and HP		UNICEF												
5	5.2	5.2.1.1	Contractual Services	UNICEF	30	35	1	Days	100%	4	1,050	1,050	-	Technical consultations and capacity building to include SRHR, SGBV,VAWG and HP in ZDHS Conferencing for 30 participants per meeting per survey @US\$35	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
5	5.2	5.2.3.1	Contractual Services	UNICEF	80	\$35.00	10	Days	100%	4	28,000	28,000	-	Conferencing facilities Conferencing @ US\$35/ person x 20 persons x 10 days (=US\$7,000)	Other (anything that does not fit in the above categories)	
5	5.2	5.2.3.2	Contractual Services	UNICEF	80	\$100.00	10	Days	100%	4	80,000	80,000	-	Accommodation for meeting participants Accommodation @US\$100/ person x 20 persons x 10 nights (=US\$20,000) This is the standard for doing extended analysis of big surveys like MICs and ZDHS etc. The time period generates deeper analysis of all the data collected and the writing of journal articles based on this data by different teams within these writing workshops	Other (anything that does not fit in the above categories)	
5	5.2	5.2.3.3	Travel	UNICEF	80	\$24.00	10	Days	100%	5	19,200	19,200	-	DSA for participants on full board DSA @ US\$24/day x 20 persons x 10 days (=4,800)	Other (anything that does not fit in the above categories)	
5	5.2	5.2.3.4	Travel	UNICEF	80	\$30.00	1	Lumpsum	100%	5	2,400	2,400	-	Transport Reimbursement Transport for 20 Participantd @ US\$30 (=US\$600)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.2.3:											129,600	129,600	-			58,320
5.2.4			Activity 5.2.4: Publication of reports - SGBV/ HP including multiple and intersecting forms of discrimination	UNICEF												
5	5.2	5.2.4.1	General Operating and Other Direct Cost	UNICEF	200	\$15.00	1	Lumpsum	100%	7	3,000	3,000	-	Publication of reports - SGBV/ HP including multiple and intersecting forms of discrimination ZDHS in-depth analysis reports 200 reports @US\$15 (=US\$3,000)	Other (anything that does not fit in the above categories)	
5	5.2	5.2.4.2	General Operating and Other Direct Cost	UNICEF	200	\$15.00	1	Lumpsum	100%	7	3,000	3,000	-	Publication of reports - SGBV/ HP including multiple and intersecting forms of discrimination MICS in-depth analysis reports 200 reports @US\$15 (=US\$3,000)	Other (anything that does not fit in the above categories)	
5	5.2	5.2.4.3	General Operating and Other Direct Cost	UNICEF	200	\$10.00	1	Lumpsum	100%	7	2,000	2,000	-	Publication of reports - SGBV/ HP including multiple and intersecting forms of discrimination ZIMVAC further analysis reports 200 reports @US\$10 (=US\$2,000)	Other (anything that does not fit in the above categories)	
5	5.2	5.2.4.4	General Operating and Other Direct Cost	UNICEF	200	\$10.00	1	Lumpsum	100%	7	2,000	2,000	-	Publication of reports - SGBV/ HP including multiple and intersecting forms of discrimination Men & Women Report 200 reports @US\$10 (=US\$2,000)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 5.2.4:											10,000	10,000	-			4,000
5.2.5			Activity 5.2.5: Conduct secondary data analysis on crime statistics SGBV/ HP including multiple and intersecting forms of discrimination	UNICEF												
5	5.2	5.2.9.1	Contractual Services	UNICEF	1	25000	1	Lumpsum	100%	4	25,000	25,000		SGBV/ HP Crime Statistics Research Research conducted in partnership with ZIMSTAT	Other (anything that does not fit in the above categories)	
5	5.2	5.2.9.2	Contractual Services	UNICEF	200	35	1	Days	100%	4	7,000	7,000		Disseminate and Engage Justice, Law and Order Sector (JLOS) on crime statistics and perpetrator analysis SRHR, SGBV, VAWG and HP including multiple and intersecting forms of discrimination Conferencing 2 dissemination meeting X 50 JLPS participants X 2 years	Other (anything that does not fit in the above categories)	
5	5.2	5.2.9.3	General Operating and Other Direct Cost	UNICEF	200	20	1	lumpsum	100%	7	4,000	4,000		Printing of Report Printing of crime statistics report	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
6	6.1	6.1.1.1	Contractual Services	UNWOMEN	50	\$100.00	6	days	100%	4	30,000	30,000		Accommodation for 50 Participants - Accommodation facilities for 2 meetings over 3 days each	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.2	Travel	UNWOMEN	50	\$24.00	6	days	100%	5	7,200	7,200		DSA for participants on full board @24% 32% DSA for 50 participants for 2 meetings to be done over 3days each	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.3	Travel	UNWOMEN	50	\$40.00	2	Lumpsum	100%	5	4,000	4,000		Transport Reimbursement for Meeting Participants Transport reimbursement for the 2 meetings	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.4	Contractual Services	UNWOMEN	80	\$35.00	4	days	100%	4	11,200	11,200		Conference Package Conference package for the 2 days of the meeting for the 2 meetings	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.5	Contractual Services	UNWOMEN	2	\$400.00	12	days	100%	4	9,600	9,600		Local Consultants 2 National resource consultants	Payment to an Individual Consultant	
6	6.1	6.1.1.6	Contractual Services	UNWOMEN	2	\$100.00	12	days	100%	4	2,400	2,400		Rapporteurs Session	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.7	Contractual Services	UNWOMEN	2	\$5,300.00	1	Lump sum	100%	4	10,600	10,600		Report Production and writing	Other (anything that does not fit in the above categories)	
6	6.1	6.1.1.8	Contractual Services	UNWOMEN	2	\$5,000.00	1	Lump sum	100%	4	10,000	10,000		Multimedia Support (Video, social media) Multimedia Support	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.1:											85,000	85,000	-			
6.1.2			Activity 6.1.2: Support development of knowledge hub on SGBV, VAW and SRHR to provide a foundation for the development of critical gender and women's rights research, including feminist research.	UNWOMEN												
6	6.1	6.1.2.1	Contractual Services	UNWOMEN	1	\$4,800.00	6	Months	100%	4	28,800	28,800		Development of the knowledge hub framework and networks Knowledge development and management expert , 12 days per month for 6 months @ \$400 per day	Other (anything that does not fit in the above categories)	
6	6.1	6.1.2.2	Contractual Services	UNWOMEN	1	\$35,000.00	1	Lumpsum	100%	4	35,000	35,000		Roll-out of provincial knowledge based hub in partnership with ZimPost and UPU Information Centres Printing and distribution of briefs and publications @ \$7000 per province in 5 provinces	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.2:											63,800	63,800	-			
6.1.3			Activity 6.1.3: Support CSOs, women and youths to meaningfully participate in national, regional and international accountability platforms/processes (e.g. Gender Forum, SADC Protocol, Beijing Review, CEDAW, ICPD, CSW, UPR)	UNWOMEN												
6	6.1	6.1.3.1	Travel	UNWOMEN	25	\$300.00	8	Days	100%	5	60,000	60,000		DSA for CSO participants Average estimate of DSA for regional travel, 15 participants for 8 conference days	Other (anything that does not fit in the above categories)	
6	6.1	6.1.3.2	Travel	UNWOMEN	25	\$2,500.00	1	trip	100%	5	62,500	62,500		Regional / international travel for CSO participants Average estimate of regional/international airticket, visa	Other (anything that does not fit in the above categories)	
6	6.1	6.1.3.3	Contractual Services	UNWOMEN	8	\$250.00	1	Days	100%	4	2,000	2,000		Report-back sessions to stakeholders One report-back meeting per quarter	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.3:											124,500	124,500	-			
6.1.4			Activity 6.1.4: Support advocacy by women Trade Unionists to mitigate SGBV in the world of work	ILO												
6	6.1	6.1.4.1	Contractual Services	ILO	1	\$35,000.00	1	Days	100%	4	35,000	35,000		National campaign on SGBV in the Workplace Estimate cost of carrying out a national campaign (breakfast meetings, advocacy strategy development)	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.4:											35,000	35,000	-			

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
6.1.5			Activity 6.1.5: Support women's community activism on SGBV and HPs including themed events & commemoration of key dates	UNWOMEN												
6	6.1	6.1.5.1	Transfers and Grant to Counterparts	UNWOMEN	1	\$192,000.00	1	Lumpsum	100%	6	192,000	192,000		Grants to CSOs for community activism Lumpsum allocation for 2 years to CSOs in 5 provinces	Payment/Transfer to a CSO	
6	6.1	6.1.5.2	General Operating and Other Direct Cost	UNWOMEN	1	\$8,000.00	1	Years	100%	7	8,000	8,000		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.5:											200,000	200,000	-			40,000
6.1.6			Activity 6.1.6: Support community activism on masculinities and by key populations on SGBV and HPs, including themed events & commemoration of key dates	UNFPA												
6	6.1	6.1.6.1	Transfers and Grant to Counterparts	UNFPA	1	\$88,200.00	1	Lumpsum	100%	6	88,200	88,200		Grants to CSOs for community activism Lumpsum allocation for 2 years to CSOs in 5 provinces	Payment/Transfer to a CSO	
6	6.1	6.1.6.2	General Operating and Other Direct Cost	UNFPA	1	\$1,800.00	1	Years	100%	7	1,800	1,800		Audit fees As per guidance from Secretariate Each RUNO should follow their own rules and regulations in terms of the needs for audits when funds are transferred to third parties. 2% is withheld for assurance activities which include audit and spot checks	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.6:											90,000	90,000	-			18,000
6.1.7			Activity 6.1.7 Support networking & knowledge sharing events to enhance activism - multi community gatherings, exhibitions of Spotlight work, community exchange visits & multi stakeholder dialogues,etc)	UNWOMEN												
6	6.1	6.1.7.1	Transfers and Grant to Counterparts	UNWOMEN	15	\$3,840.00	2	Lumpsum	100%	6	115,200	115,200		Lumpsum grant per district Lumpsum grant to one CSO per district in 15 districts for 2 years	Payment/Transfer to a CSO	
6	6.1	6.1.7.2	General Operating and Other Direct Cost	UNWOMEN	1	\$4,800.00	1	Years	100%	7	4,800	4,800		Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
6	6.1	6.1.7.3	Travel	UNWOMEN	16	\$75.00	10	Days	100%	5	12,000	12,000		DSA - participants travel DSA at 100% partner rate for participants attending exhibitions and multisector activities	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.7:											132,000	132,000	-			
6.1.8			Activity 6.1.8 Support journalists to develop content for local newspapers and publications (e.g. features and profiling of CSO activities and women's movement)	UNFPA												
6	6.1	6.1.8.1	Travel	UNFPA	5	\$75.00	24	Days	100%	5	9,000	9,000		DSA for journalists DSA at 100% for 5 journalists (one per province) writing 8 stories (1 per quarter) for newspapers and publications	Other (anything that does not fit in the above categories)	
6	6.1	6.1.8.2	Supplies, Commodities, Materials	UNFPA	30	\$1.50	24	Days	100%	2	1,080	1,080		Fuel for 5 journalists (one per province) writing a series of stories for newspapers and publications	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.8:											10,080	10,080	-			
6.1.9			Activity 6.1.9 Organize a national symposium on activism, movement building and best practices	UNWOMEN												
6	6.1	6.1.9.1	Contractual Services	UNWOMEN	1	\$6,000.00	1	Lumpsum	100%	4	6,000	6,000		Events Organiser - Institutional contract Cost of event organising	Payment/Transfer to a CSO	
6	6.1	6.1.9.2	Contractual Services	UNWOMEN	250	\$35.00	4	Days	100%	4	35,000	35,000		Conference charge National level conference charge	Other (anything that does not fit in the above categories)	

Table C- BUDGET BY OUTCOME - Phase I
SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
6	6.1	6.1.9.3	Contractual Services	UNWOMEN	1	\$34,300.00	1	Lumpsum	100%	4	34,300	34,300		IEC and Branding Materials Cost of conference packs, t-shirts for delegates from 5 provinces (t-shirts are mentioned twice), flash disks	Other (anything that does not fit in the above categories)	
6	6.1	6.1.9.4	Contractual Services	UNWOMEN	1	\$4,977.81	1	Lumpsum	100%	4	4,978	4,978		Audio Visual Equipment - hire Estimate for hire of audio visual equipment for the conference	Other (anything that does not fit in the above categories)	
6	6.1	6.1.9.5	Contractual Services	UNWOMEN	2	\$1,500.00	1	Lumpsum	100%	4	3,000	3,000		Edutainment by CSOs Lumpsum estimate for cost of edutainment	Other (anything that does not fit in the above categories)	
6	6.1	6.1.9.6	Contractual Services	UNWOMEN	6	\$100.00	4	Days	100%	4	2,400	2,400		Session Rapporteurs 6 Rapporteurs @ \$100 per day	Other (anything that does not fit in the above categories)	
6	6.1	6.1.9.7	General Operating and Other Direct Cost	UNWOMEN	300	\$15.00	1	Lumpsum	100%	7	4,500	4,500		Printing and dissemination of symposium outcome document Estimate cost of printing & dissemination	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.1.9											90,178	90,178				
Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including SGBV/HP, and GEWE more broadly																
6.2.1		Activity 6.2.1: Support the development of provincial level social accountability strategies by identified NGOs, CSOs, including CBOs, DPOs and FBOs			UNWOMEN											
6	6.2	6.2.1.1	Travel	UNWOMEN	60	\$66.00	5	Days	100%	5	19,800	19,800		Training DSA at 88% (excluding lunch) of partner rate	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.2	Contractual Services	UNWOMEN	60	\$20.00	5	Days	100%	4	6,000	6,000		Conference charges at subnational level rate of \$20	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.3	Travel	UNWOMEN	60	\$30.00	1	Days	100%	5	1,800	1,800		Busfare refunds at estimated subnational average	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.4	General Operating and Other Direct Cost	UNWOMEN	1	\$200.00	5	Lumpsum	100%	7	1,000	1,000		Stationery for facilitator, est \$100 per training	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.5	Contractual Services	UNWOMEN	1	\$400.00	40	Days	100%	4	16,000	16,000		Consultant for 8 days per province in 5 provinces	Payment to an Individual Consultant	
6	6.2	6.2.1.6	Travel	UNWOMEN	1	\$160.00	10	Days	100%	5	1,600	1,600		DSA for UN staff to attend 2 trainings	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.7	Contractual Services	UNWOMEN	12	\$35.00	5	Days	100%	4	2,100	2,100		Conference charges for Harare district activities	Other (anything that does not fit in the above categories)	
6	6.2	6.2.1.8	Travel	UNWOMEN	12	\$3.00	5	Days	100%	5	180	180		Transport reimbursements	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.2.1:											48,480	48,480				
6.2.2		Activity 6.2.2: Support the development of a national level social accountability strategy on legislation and financing for SGBV, HPs and SRHR			UNWOMEN											
6	6.2	6.2.2.1	Contractual Services	UNWOMEN	30	\$35.00	1	Days	100%	4	1,050	1,050		CSO convening on legislation and financing for SGBV, HP and SRHR	Other (anything that does not fit in the above categories)	
6	6.2	6.2.2.2	Contractual Services	UNWOMEN	2	\$200.00	1	Days	100%	4	400	400		Resourse persons to present papers on best practices on social accountability	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.2.2:											1,450	1,450				
6.2.3		Activity 6.2.3: Provide social accountability grants for women's rights groups at local (community and district level interventions) and national level (upstream legislative and national budget work)			UNWOMEN											
6	6.2	6.2.3.1	Transfers and Grant to Counterparts	UNWOMEN	1	\$412,620.00	1	Lumpsum	100%	6	412,620	412,620		Annual grants to CSOs in 5 provinces, distribution on a needs basis	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
6	6.1	6.3.3.1	Contractual Services	UNWOMEN	30	\$15.00	30	Days	100%	4	13,500	13,500	-	Intern recruitment and orientation to provide in-house technical support to selected CSOs Daily stipend @ \$15 per day per intern for 30 days	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.2	Contractual Services	UNWOMEN	30	\$75.00	30	Days	100%	4	67,500	67,500	-	Cost of accommodation and meals on training days	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.3	Contractual Services	UNWOMEN	2	\$200.00	5	days	100%	4	2,000	2,000	-	Training Interns	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.4	Contractual Services	UNWOMEN	30	\$800.00	18	Months	100%	4	432,000	432,000	-	2 interns per district x 15 districts (one intern per organisation) The Interns are from various academic institutions which require students to have internship as part of the requirement for completing their degrees. Graduate of Academic institutions who have been unable to find employment will also be considered for these internships.	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.5	General Operating and Other Direct Cost	UNWOMEN	30	\$50.00	18	months	100%	7	27,000	27,000	-	2 interns per district x 15 districts (one per organisation), airtime @ \$50 per month	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.6	Equipment, Vehicles, and Furnitures	UNWOMEN	30	\$1,000.00	1	Lumpsum	100%	3	30,000	30,000	-	Laptops for interns	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.7	Travel	UNWOMEN	30	\$40.00	2	Days	100%	5	2,400	2,400	-	Transport reimbursements for mid year and end of assignment reviews	Other (anything that does not fit in the above categories)	
6	6.1	6.3.3.8	Travel	UNWOMEN	30	\$75.00	4	Nights	100%	5	9,000	9,000	-	DSA for 2 meetings	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.3.3:											583,400	583,400	-			
6.3.4			Activity 6.3.4: Identify and sensitise volunteers within identified groups (linked to CSOs) to advance the cause of access to women's rights, civic rights and SGBV/SRHR/HPs	UNWOMEN												
6	6.3	6.3.4.1	Transfers and Grant to Counterparts	UNWOMEN	30	\$2,880.00	1	Lump sum	100%	6	86,400	86,400	-	Annual grant of \$3000 x 30 organisations	Payment/Transfer to a CSO	
6	6.3	6.3.4.2	General Operating and Other Direct Cost	UNWOMEN	1	\$3,600.00	1	Years	100%	7	3,600	3,600	-	Audit fees. As per RUNO's guidance the audit fees is 4% of the grant and this is withheld by the RUNO	Other (anything that does not fit in the above categories)	
6	6.3	6.3.4.3	Supplies, Commodities, Materials	UNWOMEN	300	\$50.00	1	Lump sum	100%	2	15,000	15,000	-	Cost of development and production of 300 packs for 300 volunteers	Other (anything that does not fit in the above categories)	
Sub-Total Activity 6.3.4:											105,000	105,000	-			
Sub-Total OUTCOME 6:											2,402,738	2,402,738	-			160,787
Total PROGRAMME OUTCOME COSTS:											16,018,258	16,018,258	-			6,492,595

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
B. PROGRAMME MANAGEMENT COSTS (Project Office cost) Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs																
Recipient UN Organization 1 : UNDP																
N/A	N/A	N/A	Staff and Personnel	UNDP	0.55	\$7,479.17	24	Months	100%	1	98,725	89,750	8,975	Programme Finance Analyst (NOB) Technical Coordination Unit		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.25	\$18,884.44	24	Months	100%	1	113,307	113,307	-	Programme Management Specialist (P3) RCO for M and E		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.50	\$3,975.82	24	Months	100%	1	47,710	47,710	-	Communications Associate (UNV)		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.50	\$7,479.17	24	Months	100%	1	89,750	71,800	17,950	Programme Specialist (NOB) at UNDP		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.30	\$9,790.83	24	Months	100%	1	70,494	46,996	23,498	Programme Specialist (NOC) at UNDP		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.30	\$12,818.96	24	Months	100%	1	92,297	61,531	30,766	Team Leader - Governance and Gender (NOD) at UNDP		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.10	\$22,492.10	24	Months	100%	1	53,981	-	53,981	Livelihoods and social protection Specialist (P4)		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$2,335.37	24	Months	100%	1	2,802	-	2,802	Driver (GS) 2		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$25,583.45	24	Months	100%	1	30,700	-	30,700	Country Director Oversight (P5) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$9,889.29	24	Months	100%	1	11,867	-	11,867	National Economist (NOC) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.10	\$5,020.39	24	Months	100%	1	12,049	-	12,049	Programme Associate (GS6) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$4,187.60	24	Months	100%	1	5,025	-	5,025	Finance assistant (GS5) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$7,554.34	24	Months	100%	1	9,065	-	9,065	Finance analyst (NOB) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.05	\$25,583.45	24	Months	100%	1	30,700	-	30,700	Deputy Country Director -Operations (P5) FTA		
N/A	N/A	N/A	Staff and Personnel	UNDP	0.10	\$9,889.29	24	Months	100%	1	23,734	-	23,734	Monitoring and Evaluation Specialist (NOC) FTA		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$15,000.00	1	Lump sum	100%	7	15,000	15,000	-	Innovation Workshop Part of Communication and Visibility Plan		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$20,000.00	1	Lump sum	100%	7	20,000	20,000	-	Multi-media content for electronic and social media		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$10,000.00	2	Years	100%	7	20,000	20,000	-	Monthly bulleting, quarterly newsletter, annual report		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$25,905.00	1	Lump sum	100%	7	25,905	25,905	-	Production of jingles, songs, short video clips		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$20,000.00	1	Lump sum	100%	7	20,000	20,000	-	Production and airing of videos		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1	\$20,000.00	1	Lump sum	100%	7	20,000	20,000	-	#Centres Of Hope champions		
Sub-Total RUNO 1: UNDP											813,111	551,998	261,113			
Recipient UN Organization 2 : UNFPA																
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.25	\$7,479.17	24	Months	100%	1	44,875	44,875	-	Communications Officer (NOB) at the Technical Coordination Unit		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.75	\$18,884.56	24	Months	100%	1	339,922	339,922	-	GBV Specialist (P3) at UNFPA		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$28,323.10	24	Months	100%	1	67,975	-	67,975	Representative (D1)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$25,583.45	24	Months	100%	1	61,400	-	61,400	Deputy Representative(P5)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$12,947.82	24	Months	100%	1	31,075	-	31,075	Assitant Representative (NOD)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$9,889.29	24	Months	100%	1	23,734	-	23,734	Programme Specialist ASRH (NOC)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$9,889.29	24	Months	100%	1	23,734	-	23,734	Programme Specialist P&D (NOC)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.50	\$9,889.29	24	Months	100%	1	118,671	-	118,671	Programme Specialist Gender (NOC)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$9,889.29	24	Months	100%	1	23,734	-	23,734	Operations Manager (NOC)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.30	\$7,554.34	24	Months	100%	1	54,391	-	54,391	Programme analyst M&E (NOB)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$7,554.34	24	Months	100%	1	18,130	-	18,130	Programme Analyst Community interventions(NOB)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.50	\$5,869.60	24	Months	100%	1	70,435	-	70,435	Finance Associate (GS7)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.50	\$5,020.39	24	Months	100%	1	60,245	-	60,245	Programme Associate Gender (GS6)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.10	\$5,020.39	24	Months	100%	1	12,049	-	12,049	Procurement Associate (GS6)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.00	\$4,187.60	24	Months	100%	1	100,502	-	100,502	Programme Assitant (GS5)		
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.00	\$2,335.37	24	Months	100%	1	56,049	-	56,049	Transport Assistant (GS2)		
Sub-Total RUNO 2: UNFPA											1,106,924	384,797	722,127			
Recipient UN Organization 3 : UNICEF																
N/A	N/A	N/A	Staff and Personnel	UNICEF	1.00	\$9,790.88	24	Months	100%	1	234,981	234,981	-	M&E and Knowledge Management Officer (NOB)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.50	\$16,071.92	24	Months	100%	1	192,863	192,863	-	SGBV/HP Programme Officer (Legal) (P2) UNICEF		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.25	\$7,479.17	24	Months	100%	1	44,875	44,875	-	Media Officer (Digital) (NOB)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$25,583.45	24	Months	100%	1	30,700	-	30,700	Chief of Operations (P5)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$22,492.10	24	Months	100%	1	26,991	-	26,991	Human Resources Manager (P4)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$22,492.10	24	Months	100%	1	53,981	-	53,981	Administrative & Finance Manager (P4)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$22,492.10	24	Months	100%	1	24,291	-	24,291	Supply/Logistics Manager (P4)		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$19,074.36	24	Months	100%	1	22,889	-	22,889	Contracts Specialist (P3)		

Table C- BUDGET BY OUTCOME - Phase I

SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Opportunity	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$7,554.34	24	Months	100%	1	18,130	-	18,130	Finance Officer NOB		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$7,554.34	24	Months	100%	1	9,065	-	9,065	Administrative Officer NOB		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$7,554.34	24	Months	100%	1	9,065	-	9,065	Supply Officer NOB		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$7,554.34	24	Months	100%	1	9,065	-	9,065	Human Resources Officer NOB		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$5,869.60	24	Months	100%	1	7,044	-	7,044	Senior Budget Assistant GS07		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$5,869.60	24	Months	100%	1	14,087	-	14,087	Senior Finance Assistant GS07		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$5,869.60	24	Months	100%	1	7,044	-	7,044	Senior Procurement Assistant GS07		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.05	\$5,869.60	24	Months	100%	1	7,044	-	7,044	Senior Human Resources Assistant GS07		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$5,020.39	24	Months	100%	1	12,049	-	12,049	Administrative Assistant GS06		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$5,020.39	24	Months	100%	1	12,049	-	12,049	Administrative Assistant GS06		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$4,187.60	24	Months	100%	1	10,050	-	10,050	Accounting & Finance Assistant GS05		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$2,335.37	24	Months	100%	1	5,605	-	5,605	Driver GS02		
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.10	\$2,335.37	24	Months	100%	1	5,605	-	5,605	Driver GS02		
N/A	N/A	N/A	Contractual Services	UNICEF	1	\$196,262.00	1	Months	100%	4	196,262	196,262	-	Baseline studies (Year 1)		
N/A	N/A	N/A	Travel	UNICEF	8	\$35,000.00	1	Months	100%	5	280,000	280,000	-	Joint Monitoring Visits (Quarterly)		
Sub-Total RUNO 3: UNICEF											1,233,735	948,981	284,754			
Recipient UN Organization 4 : UNWOMEN																
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1	\$12,819.00	24	Months	100%	1	307,656	307,656	-	Technical Coordinator (NOD) Technical Coordinator at the Technical Coordination Unit		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1	\$4,970.42	24	Months	100%	1	119,290	119,290	-	Programme Associate (G6) Programme Associate at the Technical Coordination Unit		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1	\$9,790.88	24	Months	100%	1	234,981	234,981	-	EVAW Specialist (NOC) EVAW Specialist at UN Women		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	0.50	\$7,479.17	24	Months	100%	1	89,750	89,750	-	M&E Analyst (NOB) M&E Analyst at UN Women		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	0.40	\$4,970.42	24	Months	100%	1	47,716	47,716	-	Finance Associate (G6) Finance Associate at UN Women		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	0.50	\$4,145.92	24	Months	100%	1	49,751	49,751	-	Programme Assistant (G5) Programme Assistant at UN Women		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1.00	\$2,312.13	24	Months	100%	1	55,491	55,491	-	Driver at UN Women		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	0.20	\$6,550.00	24	Months	100%	1	31,440	-	31,440	Institutional Strengthening Specialist SB5		
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNWOMEN	2	\$1,500.00	1	Lump sum	100%	3	3,000	3,000	-	Laptops Laptops for Technical Coordination Unit		
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNWOMEN	2	\$4,000.00	1	Lump sum	100%	3	8,000	8,000	-	Furniture Furniture for Technical Coordination Unit		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1	\$37,000.00	2	Years	100%	7	74,000	74,000	-	General Operating Costs Common Services, Security and Vehicle Maintenance for Technical Coordination Unit		
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1	\$7,000.00	2	Years	100%	7	14,000	14,000	-	Office supplies Stationaries, printing		
N/A	N/A	N/A	Contractual Services	UNWOMEN	6	\$3,000.00	2	Years	100%	4	36,000	36,000	-	Multi-Stakeholder Meetings Conference packages for multi-stakeholder meetings		
N/A	E	N/A	Contractual Services	UNWOMEN	1	\$196,262.00	1	Months	100%	4	196,262	196,262	-	Mid-term Evaluation (Year 2)		
N/A	E	N/A	Contractual Services	UNWOMEN	1	\$196,262.00	1	Months	100%	4	196,262	196,262	-	Thematic/Periodic Evaluation (Year 2)		
N/A	N/A	N/A	Travel	UNWOMEN	1	\$18,000.00	2	Years	100%	5	36,000	36,000	-	Travel Regional and international travel for SI-related meetings/workshops		
Sub-Total RUNO 4: UN WOMEN											1,499,599	1,468,159	31,440			
Recipient UN Organization 5 :ILO																
N/A	N/A	N/A	Staff and Personnel	ILO	0.05	\$25,583.45	24	Months	100%	1	30,700	-	30,700	Country Director P5 Country Director P5		
N/A	N/A	N/A	Staff and Personnel	ILO	0.10	\$22,492.10	24	Months	100%	1	53,981	-	53,981	Technical Specialist P4 Technical Specialist P4		
N/A	N/A	N/A	Staff and Personnel	ILO	0.50	\$7,554.34	24	Months	100%	1	90,652	90,652	-	National Programme Coordinator NOB		
N/A	N/A	N/A	Staff and Personnel	ILO	0.10	\$5,685.85	24	Months	100%	1	13,646	-	13,646	Finance Officer NOA Finance Officer NOA		
N/A	N/A	N/A	Staff and Personnel	ILO	0.20	\$4,187.60	24	Months	100%	1	20,100	-	20,100	Program Assistant G5 Program Assistant G5		
N/A	N/A	N/A	Staff and Personnel	ILO	0.20	\$2,867.75	24	Months	100%	1	13,765	-	13,765	Driver G3 Driver G3		

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SPOTLIGHT COUNTRY PROGRAMME: ZIMBABWE

BUDGET BY OUTCOME																
Outcome	Output	Activity	UNDG Categories	RUNO (one RUNO per Activity only)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total (USD)	Total Spotlight Phase I (USD)	Total Agencies Contributions (USD)	Narrative description of budget lines	Delivery Modality	SRHR earmarking
Sub-Total RUNO 5: ILO											222,845	90,652	132,193			
Recipient UN Organization 6 :UNESCO																
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.05	\$25,583.45	24	Months	100%	1	30,700	-	30,700	Education Programme Specialist (P5)		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.15	\$22,492.10	24	Months	100%	1	80,972	-	80,972	Programme Specialist - Social and Human Sciences P4		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.15	\$22,492.10	24	Months	100%	1	80,972	-	80,972	Regional AIDS Advisor P4		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.25	\$9,889.29	24	Months	100%	1	59,336	-	59,336	National Professional Officer NOC		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.25	\$7,554.34	24	Months	100%	1	45,326	45,326		Programme Associate NOB		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.50	\$2,867.75	24	Months	100%	1	34,413	34,413		Project Assistant (G3)		
N/A	N/A	N/A	Staff and Personnel	UNESCO	0.10	\$3,493.62	24	Months	100%	1	8,385	8,385		Finance Assistant (G4)		
Sub-Total RUNO 6: UNESCO											340,103	88,124	251,979			
Total PROGRAMME MANAGEMENT COSTS:											5,216,317	3,532,711	1,683,606			
ADVANCE PRE-FUNDING											75,200	75,200				
TOTAL DIRECT PROGRAMME COSTS											21,309,774	19,626,169	1,683,606			
Indirect Programme Support Costs (7%)											1,373,832	1,373,832				
GRAND TOTAL COSTS											22,683,606	21,000,000	1,683,606			