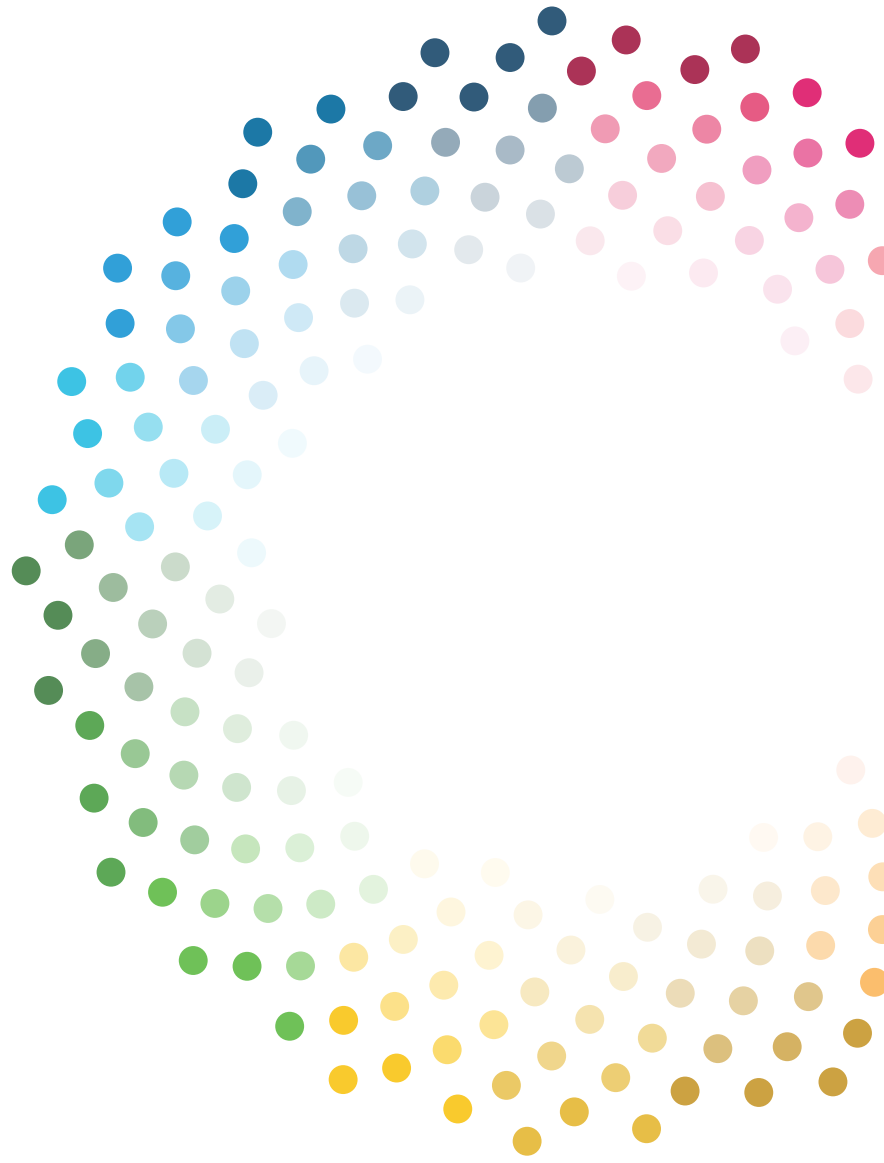


**Spotlight
Initiative**

*To eliminate violence
against women and girls*



Zimbabwe

Annual Narrative Progress Report

01 January 2019 – 31 December 2019

Initiated by the European Union and the United Nations:



Programme Title & Programme Number	Country, Locality(s), Priority Area(s)/ Strategic Results ¹ (if applicable)
<p>Programme Title: Spotlight Initiative Zimbabwe Country Programme</p> <p>MPTF Office Project Reference Number:² 00111645</p>	<p>Country/Region: Five Provinces- Mashonaland Central (six Districts), Mashonaland West (five Districts), Manicaland (five Districts), Matebeleland South (five Districts), Harare (two impoverished large urban settlements)</p>
<p>Recipient Organization(s)</p> <p>ILO, UNDP, UNESCO, UNFPA, UNICEF, UNWOMEN</p>	<p>Priority area(s)/Strategic results:</p> <p>Priority area(s)/Strategic results</p> <p>ZUNDAF Results Area: Eliminating sexual and gender-based violence (SGBV), harmful practices (HPs), and addressing related aspects of sexual and reproductive health and rights (SRHRs).</p> <p>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>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>

¹ Strategic Results, as formulated in the UN Planning Framework (e.g. UNDAF) and Spotlight Country/Regional Programme Document

² The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page the [MPTF Office GATEWAY](#).

Programme Cost (US\$)

Total approved budget as per Spotlight

Country Programme Document: \$22,683,606

Spotlight funding³: \$21,000,000

Agency Contribution: \$1,683,606

Spotlight Funding and Agency Contribution by Agency:

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
UN WOMEN	5,473,736	31,440
TOTAL	21,000,000	1,683,606

TOTAL : USD 22,683,606

Partners

Government

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

Civil Society

Women's Rights Organizations, Women Community Groups, 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

Start Date

26.07.2018

End Date

31.12.2022

³ The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#)

**Programme Assessment/Review/
Mid-Term Evaluation**

Assessment/Review

if applicable (please attach)

Yes No

Mid-Term Evaluation Report

if applicable (please attach)

Yes No

Report submitted by:

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List of Acronyms and Abbreviations

C4D	Communication for Development
CBOs	Community-based organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country 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
CSRG	Civil Society Reference Group
CSW	Commission on the Status of Women
DFID	Department for International Development
DPOs	Disabled Persons Organizations
EOI	Expression of Interest
EVAWG	Eliminating Violence Against Women
FGM	Female Genital Mutilation
GBV	Gender Based Violence
GoZ	Government of Zimbabwe
HIV	Human Immunodeficiency Virus
HP	Harmful Practice
IP	Implementing Partner
IPV	Intimate Partner Violence
JSC	Judicial Service Commission
LAD	Legal Aid Directorate
MICS	Multiple Indicators Cluster Survey
MIS	Management Information Systems
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
NGOs	Non-Governmental Organisation
NPA	National Prosecuting Authority
NSC	National Steering Committee
NSS	National Statistical System
OAG	Office of the Auditor General
OPC	Office of the President and Cabinet

PSEA	Prevention of Sexual Exploitation and Abuse
RC	Resident Coordinator
RCO	Resident Coordinator's Office
RUNO	Recipient UN Organisation
SGBV	Sexual and Gender Based Violence
SI	Spotlight Initiative
SIDA	Swedish International Development Agency
SOP	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
UNPRPD	United Nations Partnership on the Rights of Persons with Disabilities
VAWG	Violence Against Women and Girls
VFS	Victim Friendly System
WCOZ	Women's Coalition of Zimbabwe
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZIMSTAT	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police
UN WOMEN	United Nations Entity for Gender Equality
VAC	Violence Against Children
VAWG	Violence against women and girls
WLSA	Women and Law in Southern Africa



Executive Summary

Zimbabwe's Spotlight Initiative (SI) started implementation in April 2019 following the approval of the Country Programme's (CP) 2019 Annual Workplan by the newly formed National Steering Committee (NSC) on April 4. Although the CP began during a period of numerous fluctuations in the country's economic, financial and social development spheres, within a period of nine months (April-December 2019), the SI managed to achieve recognition, knowledge and awareness of the programme to Eliminate all Forms of Violence against Women and Girls (EVAWG) and Harmful Practices (HP) at the national, provincial and district levels.

At the national level, the Government of Zimbabwe (GoZ) has signalled its commitment to elevating Gender-Based Violence (GBV) from the shadows of the private sphere to a public issue. At the national launch of SI on June 26, the GoZ committed to: (1) adopting measures to bring the issues of GBV, Sexual Gender-based Violence (SGBV) and Harmful Practices (HPs) into the public domain; (2) strengthening the implementation of laws and policies for the elimination of GBV, SGBV and HPs, which were described as "obstacles to achieving Agenda 2030"; and (3) addressing GBV and strengthening all partnerships in the implementation of Spotlight in Zimbabwe. The SI was further described as a "strategic opportunity" for the Government, United Nations, and civil society, among others, to advocate for the prevention, response to and elimination of GBV as a national development priority.⁴

This endorsement falls under one of the key markers of success in Zimbabwe's SI Country Programme Outline (CPO): *SGBV, HPs and related SRHR issues are prioritized and addressed holistically through a comprehensive approach as national public issues that impact on the political, economic and social development of all women, men, girls and boys.*⁵

In close collaboration with the host ministry for Spotlight in Government, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), the CP established an Inter-Ministerial SI Government Technical Team to support the SI Inter-Agency Technical Team in the effective roll-out and implementation of Spotlight in Zimbabwe. This mechanism provides a multi-sectoral platform for engagement with Government on the SI's strategic direction, implementation and challenges, and has contributed to Government's buy-in to the SI.

Following extensive consultations and the development of the CP in 2018,

Zimbabwe started in 2019 with comprehensive planning and strategy sessions by the SI Inter-Agency Team to map out the interventions that would lay the foundation for addressing the GBV, SGBV and HP issues that women and girls experience, and to meet the objectives articulated in the CP document for each of the six Spotlight Outcome Areas. In early February of 2019, the SI Inter-Agency Technical Team conducted a Pre-Mortem Strategy⁶ meeting to extensively map out the range of risks to the CP and to jointly identify the strategies and solutions to these.

January to March of 2019 thus served as planning months for the Zimbabwean team as the various governance, institutional mechanisms and other components for the delivery of the CP were established. This annual report elaborates on the work accomplished both during these planning months and during the nine months of focused implementation and describes interventions and achievements across Outcome Areas in 2019.

The accomplishments of the Zimbabwe SI are summarized as follows. More details on each of these themes are provided in the various sections of this annual report.

Delivering as One

In the spirit of UN Reform, the six Recipient United Nations Organizations (RUNOs)⁷ implementing the SI in Zimbabwe developed a model of collaboration to ensure that the Country Programme is delivered jointly. The features of this model include: (1) RUNOs jointly develop the Terms of References (TORs) for SI interventions by sharing them among the agencies for inputs before they are finalized; (2) members of the SI Inter-Agency Technical Team are invited to participate in each agency's SI interventions – meetings, conferences, trainings, etc – as technical experts on issues; and (3) RUNOs develop joint action plans for the synergy of interventions targeted at a particular institution/beneficiary (e.g. the Zimbabwe Republic Police, Independent Human Rights institutions, the Judicial Services Commission, Parliamentarians, Chiefs, Religious Leaders, among others).

Spotlight agencies also worked together on the engagement of Civil Society Organizations (CSOs) as Implementing Partners (IPs). The RUNOs focused on the drafting and sharing of TORs for IPs; the CP developed a Harmonized Spotlight Expression of Interest (EOI) for identifying IPs; and CSOs selected

⁶ The Pre-Mortem Strategy meeting started from the premise of anticipating a programme failure and planning for this worst-case scenario. An in-depth risk analysis was produced by this meeting and was shared with the Spotlight Secretariat and the EU.

⁷ The six SI agencies in Zimbabwe are UNDP, UNICEF, UNFPA, UNESCO, ILO and UN Women.

by the different RUNOs have participated in joint capacity-strengthening seminars for CSOs to understand key issues and specific CP modalities for implementation, such as movement building, social accountability, and co-creation techniques.

Another key feature of this strategy of building a model of joint implementation is the RUNOs working together to deliver in a holistic manner across the Outcome Areas in Spotlight-identified districts.⁸ A mapping of the programme's delivery by the SI Coordination Unit in October 2019 shows this model has been executed successfully, with, on average, interventions in four Spotlight Outcome Areas being implemented per district. The results of this approach will be monitored and documented in Q3 and Q4 of 2020 as part of the CP's Knowledge Management on Good Practices and Lessons Learnt.

In addition to modelling UN Reform principles, by delivering as one, the SI is a joint partnership between the UN and the EU. By pooling the resources and the expertise of the UN and EU Delegation in Zimbabwe, the CP is able to achieve real synergies that lead to better results. This partnership allows the CP to be more effective, efficient, and innovative in delivery.

Leaving No One Behind

Zimbabwe successfully integrated women and girls with disabilities into the interventions in the SI CP. An analysis of the Zimbabwe Country Programme's budget shows that the CP's largest investment in a particular issue is the allocation of \$1,313,672 for addressing the unique needs of women and girls with disabilities (\$1,170,602) and key vulnerable populations (\$143,070).⁹

The SI applied the principle of *Leaving No One Behind* to integrate the issues, needs and concerns of women and girls with disabilities into the delivery of the CP by creating platforms and spaces for Disabled Persons Organizations (DPOs) and women and girls with disabilities to participate in the SI as Implementing Partners (IPs), as resource persons and experts on GBV, SGBV and HP issues in SI interventions and within the membership of the Spotlight Civil Society Reference Group (CSRG).

As a part of the SI Inter-Agency Technical Team's continuous learning journey in delivering the SI in Zimbabwe, sessions on effectively mainstreaming

⁸ Zimbabwe has identified the 23 most impoverished districts in the selected five provinces for the delivery of the CP.

⁹ Analysis conducted by the Coordination Unit. The other top financial investments of the Zimbabwe CP include: Access to Justice (\$1,176,065); Behavior Change Communications (\$1,156,704); Capacity strengthening of CSOs (\$1,052,016); Social Welfare Sector (\$1,045,859). The full analysis lists the top 10 investments.

disability issues into the Spotlight CP are integrated into trainings for the team and IPs.

Key Partnerships

The partnerships established with Government ministries, the EU, Independent Commissions, other UN agencies and CSOs are fundamental to the implementation of the Zimbabwe Spotlight CP. The achievements of 2019 are largely due to the partners' common vision of a Zimbabwe that is free of violence and where gender equality and the rights of women and girls is central to national development plans, policies and strategies.

Partnerships with Government, the EU and Civil Society facilitated the building of awareness on the SI beyond the national capital to provincial, district and community levels. For example, in August 2019, the SI Inter-Agency Technical Team in partnership with the EU, the SI host government ministry, MWACSMED, and Civil Society convened SI meetings with key officials from government ministries and departments, local authorities and civil society organizations at provincial and districts levels in the selected SI Provinces outside of Harare Province¹⁰. These meetings enabled the team to hold consultations with key actors at the subnational levels, who are often the gateways to the implementation of programmes at the community level; to understand the challenges faced at the subnational level in the delivery of multi-sectoral programmes like the SI; and to get first-hand accounts of how large programmes such as Spotlight often do not move beyond the national level, because of an inadequate flow of information, resources and infrastructural and other development challenges.

While the SI has a strong focus on partnering with and strengthening gender equality and women's rights organizations, the CP in accordance with the objective to build a social movement, built a network of CSO partners in 2019 inclusive of Disabled Persons Organizations (DPOs), key populations, community-based groups, umbrella CSO organizations, GBV and SRHR groups, Child Rights organizations, among others. So far, more than 40 CSOs have been selected as IPs.

Governance and Institutional Mechanisms

In 2019, the CP's NSC was established. TORs were developed, and the NSC convened its first meeting on April 4. Co-chaired by the Resident Coordinator

¹⁰ Mashonaland West, Manicaland, Mashonaland Central and Matebeleland South Provinces

and the Minister of MWACSMED, the 13-member NSC includes the European Union (EU) Ambassador, the Head of Development Cooperation (Embassy of Sweden, EU-member State), Deputy Chief Secretary in the Office of the President and Cabinet (OPC), the six Heads of Agencies of the Spotlight RUNOs, and three members of the Spotlight Civil Society Reference Group (CSRG).

Technical coherency and coordination of the Zimbabwe Spotlight Country Programme is provided by UN Women. Zimbabwe has been cited by the Spotlight Secretariat as one of the countries with strong coordination and technical coherence. This has been achieved through joint planning and strategy sessions by the SI Inter-Agency Technical Team, which is comprised of representatives from the six RUNOs and RCO, and coordinated by the Spotlight Coordination Team.

The coordination team consists of the Technical Coordinator and Programme Assistant, the RCO focal person and the Spotlight leads and focal persons for M&E, Finance and Communications. The head of the team is the UN Women Country Representative in Zimbabwe.

The Zimbabwe CP, in close collaboration with the host ministry for Spotlight in Government, the MWACSMED, the CP has established an Inter-Ministerial SI Government Technical Team to support the SI Inter-Agency Technical Team in the effective roll-out and implementation of Spotlight in Zimbabwe, hosted by the MWACSMED. This mechanism provides a multi-sectoral platform for engagement with Government on the SI's strategic direction, implementation and challenges, and has contributed to Government's buy-in to the SI. This mechanism also raises the profile of the Zimbabwe Spotlight CP at national and sub-national levels. The consultancy team that conducted the Spotlight Baseline study in the five provinces and 23 districts reported a high-level of awareness and knowledge of the SI in all the districts.

Key 2019 Programmatic Achievements: Summary of Results

The following are highlights of some of the CP's achievements in 2019. Further details of these are provided in the *Results*, among other sections, of this annual report.

Outcome 1: Laws and Policies

The Spotlight CP enabled rights holders, including gender equality and women's rights activists, women and girls with disabilities, child rights activists and adolescents to engage with duty-bearers in Government and Parliament

in the review processes of several of the key laws:

- . *2019 Draft Harmonized Marriages Bill* which seeks to align 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.
- . 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.

Outcome 2: Strengthening Institutions

- . The country's Disability Board, which is housed in the Ministry of Public Service, Labour and Social Welfare, produced its first Strategy and Action Plan since its establishment with technical and financial support from Spotlight.
- . Several of Zimbabwe's oversight institutions such as Parliament, the Independent Human Rights Commissions, mainly the Zimbabwe Gender Commission, and the Office of the Auditor General (OAG) developed plans and strategies for EVAWG and the promotion of SRHR with technical and financial support from Spotlight. This was the first time for the OAG to engage in and be a beneficiary of a programme focused on EVAWG, gender equality and the rights of women. The CP also began to address a need identified by these institutions during the SI 2018 consultations for capacity strengthening and the development of frameworks and systems to monitor Government's compliance with key national, international and regional gender equality and women's rights instruments.
- . During the 2019 *16 Days of Activism*, the SI collaborated with the Judicial Services Commission (JSC) to 'Orange' the Harare Magistrates Court, which handles the majority of the GBV and SGBV cases in the country. This one-year symbolic action resulted in a request from the JSC for further support from the SI to enable the judiciary to

strengthen access to justice for All women and girls. Spotlight RUNOs have developed a joint action plan to support the JSC through a series of actions in 2020.

- SI supported the review of global normative commitments to enhance gender equality and the empowerment of women- the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), Beijing Platform for Action (Beijing +25) and the Commission on the Status of Women (CSW) processes - and facilitated the drafting of shadow reports by gender equality and women's rights CSOs, and their participation, along with young women activists, at regional and global platforms with Government.

Outcome 3: Prevention

- Spotlight supported an Online Sexual Abuse Qualitative Assessment on the forms, dynamics and impact of online violence on women and girls. The findings will inform the development of policies and survivor-centered programmes for this emerging form of GBV.
- The Comprehensive Sexuality Education (CSE) programme was reviewed and updated to strengthen the GBV/SGBV/SRHR content; 115 teachers from 101 schools in four Spotlight districts were trained to deliver the revised CSE curriculum and 28 District School Inspectors were trained to monitor the implementation of the CSE in schools.
- Prevention of Sexual Exploitation and Abuse (PSEA) programmes started in five of the 10 identified tertiary and institutions of higher education – universities, teachers' colleges, polytechnics, agricultural colleges and vocational institutions.
- Social and behavior change initiatives started in 12 of the Spotlight 23 districts with 32 CSOs from the districts conducting sessions with key stakeholders and members of communities at district and community levels to develop messages and community-based initiatives to address GBV/SGBV/HPs and SRHR.

Outcome 4: Delivery of Quality, Essential Services

- The CP enhanced the availability of inter-sectoral comprehensive GBV management tools and mechanisms, such as the Protocol on Multi-sectoral Management of Sexual Abuse and Violence which was revised in 2019 through close collaboration with the Spotlight RUNOs and other key stakeholders. The official launch of the revised protocol

was done in Q4 2019. Spotlight will operationalize the revised Protocol in 2020 through the development of sector specific guidelines and relevant job aids, tools and guidelines also will be translated into Braille.

- Reflecting the principles of non-discrimination and ‘Leaving No One Behind’, the SI enabled GBV services to reach the most vulnerable populations with the launch in December 2019 of one of the first Mobile One-Stop Centres (OSC). Mobile OSC campaigns were conducted in all 12 of the 2019 target SI districts. A total of 749 survivors (644 females, 105 males) accessed services through the pilot Mobile OSC.
- The SI began to strengthen the capacity of multi-sectoral teams on GBV and disabilities starting with a ToT for six officials in the Ministry of Women Affairs and 12 Ministry of Agriculture officers. These teams further cascaded the training on GBV responses approaches (survivor-centred approach, referral pathways) at district level to agricultural extension workers. The training programme also included a session on sign language skills in all target districts. At district level, 116 participants from the six districts were reached (75 males, 59 females), drawn from relevant ministries as well as CSOs that provide direct services - health, justice, psychosocial support, and other social services.
- The work on ensuring long-term recovery for survivors of GBV and SGBV started in close partnership with government district officials in the SI identified Chipinge Rural district (Manicaland) which was heavily affected by Cyclone Idai in 2019. This district was prioritized by Spotlight in 2019 to create synergies between the delivery of GBV, SGBV and SRHR services and the humanitarian recovery efforts underway in the area. The women in the communities worked with officials to identify the most vulnerable groups of women survivors to participate in a Spotlight Women Economic Empowerment programme for survivors to start in 2020.

Outcome 5: Data

- The SI interventions in this Outcome area are scheduled to begin in 2020 and will be reported on in the 2020 SI Annual Narrative Report. However, additional details on the work done to date, including an explanation of the context vis a vis this Outcome area, are detailed below in the Results section of the report.

Outcome 6: Women's Movement

- . By the end of 2019, Spotlight had laid the foundation for the building of a social movement on GBV, SGBV and HPs with the creation of CSO consortiums for Movement Building in all five Spotlight Provinces.
- . The Innovators Against GBV (IAGs) programme started with the recruitment of 38 IAGS who were trained and deployed to work in communities and with community-based groups working on gender equality, women's rights and GBV issues to strengthen their administration, design of GBV and SRHR programmes, M&E, knowledge management and networking capacities. An additional nine IAGs were selected to conduct research on GBV, SGBV and SRHR issues which will provide the initial content for the creation of a Spotlight-supported feminist knowledge hub in 2020.
- . Young women and local CSOs that are often excluded from international and regional gender equality and women's rights platforms due to the unavailability of funds were supported by Spotlight to participate in an Africa regional meeting to review the implementation of the Beijing Declaration and Platform for Action 25 years after its adoption (Beijing+25 review). This was the first time that many of the young gender activists participated in negotiations on a position document and they were able to form links with regional and international lobbying networks. It also was their first introduction to the Beijing Declaration and Beijing Platform for Action.

Communications and Visibility

Spotlight Communications and Visibility initiatives began in earnest in 2019. The first SI Communications and Visibility exhibition occurred on May 10th at the celebration of EU Day. On May 24, SI exhibited at a dialogue on *Sexual Harassment in Tertiary Institutions*, held at the University of Zimbabwe. In the run-up to the June 26 launch event, a series of radio discussions in the main vernacular languages (Shona and Ndebele) on the SI program were aired; Op-eds were published in the print media; and on social media, a "whispering campaign" was rolled out using the Spotlight graphic in the logo, under the tag line 'Watch this Spot', to drum up wider audience interest. Additionally, during the *16 Days of Activism*, communications and visibility were integral components of SI events at the national and sub-national levels under the banner, *Orange the World: Generation Equality Stands Against Rape*.

Summary and Context of the Action

Introduction

Zimbabwe's Spotlight Initiative CP remains a vital opportunity to elevate EVAWG in the political and public discourses on human rights, peace, social cohesion and inclusive and sustainable national development; and, to complement previous and existing GBV programmes in the country.

GBV continues to be a challenge to development in Zimbabwe, as evidenced by recent findings of the 2019 Multiple Clusters Indicator Survey (MICS). This data highlights the urgency in addressing GBV and SGBV in Zimbabwe. The survey reported that:

- About 2 in 5 women (15-49 years) reported ever having experienced either physical or sexual violence, whilst one in 10 reported having experienced both.
- Thirty-nine percent of women reported that they had experience physical violence since the age of 15.
- Intimate Partner Violence remains high with 72% of married persons reporting physical violence committed by current husband/partner and slightly above six in 10 cases of sexual violence experienced by married persons committed by current husband/partner.
- Three of the Spotlight identified provinces continue to have levels of all forms of GBV (emotional, physical or sexual) above 50% - Manicaland (53%), Mashonaland Central (51%) and Mashonaland West (52%).
- About one in three (34%) of women age 20-24 years were first married or in a union before age 18; and this is higher in rural areas where two in five women in the same age group married before age 18 compared to one in five in urban areas. Mashonaland Central, one of the Spotlight identified provinces, has the highest percentage of women age 20-49 married before 18 (50%).

To ensure the relevance and alignment of SI programming, 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 was undertaken. Based on the

mapping, together with the use of a set of key SGBV, HP, SRHR, HIV¹¹ and poverty prevalence data¹², the SI Inter-agency Technical Team identified five provinces and 23 Districts (two of which are large, impoverished urban settlements) where the SI CP will be delivered.

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, informs the CP's strategic direction. The life-cycle approach also complements this model in recognition of the intersecting forms of discrimination all women and girls confront throughout their lives, and the SRHR needs and concerns of women and girls at different stages in their lives. While the focus of the SI in Zimbabwe is on women and girls, prevention and service actions also target men and boys as survivors, witnesses and as potential perpetrators.

The Spotlight CP also began to position the humanitarian-development-GBV nexus approach in the delivery of interventions to respond to the climatic and other natural disasters which moved the country into a humanitarian set up in 2019, and increased the need for GBV, SGBV and HP prevention and responses.

Reflecting an intersectional analysis and consistent with the principles of non-discrimination and leaving no one behind, improving accessibility is central to the delivery of SI interventions in all six Outcome Areas. In 2019, for example, for women and girls with disabilities, the programme began with interventions to strengthen the ability of key service providers to communicate and engage with women, girls and children with disabilities; and with interventions that linked Disabled Persons Organizations (DPOs) and disabled women and girls to policy and other development processes, among others.

The Zimbabwe Country Programme was designed to contribute to the country's achievement of SDGs 5 and 16. The programme's interventions are designed to contribute to the government's thrust towards effective and efficient programmes delivery and greater transparency and accountability. In addition, the strengthening of institutions under Outcome 2 and across other Spotlight Outcome Areas will complement existing Government efforts towards the implementation of SDGs 3, 4,10 and 11, among others.

As the SI began implementation in 2019, the country context shifted rapidly during the period of March-June due to the humanitarian crisis that resulted

¹¹ 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.

¹² Poverty data was used to identify the most impoverished Districts in each of the selected Provinces.

from the devastation caused by Cyclone Idai in the Eastern part of the country; the effects of a prolonged drought, which not only impacted the agriculture sector and food production, but also negatively affected the country's hydroelectric infrastructure leading to extreme shortages in the supply of electricity; and economic and financial austerity challenges. All of these factors slowed the implementation of the Spotlight CP and are explained in detail in the *Challenges/Difficulties Encountered and Measures Taken Section of this report*. However, the CP did succeed within eight-months of implementation to deliver programme interventions in the SI Outcome Areas as detailed below.

Outcome 1: Legislative and Policy Frameworks

Zimbabwe has a relatively strong GBV, SGBV, HPs and SRHR legal and policy framework. However, many of the laws need to be aligned to the strong gender equality and women's rights provisions in the Constitution and to the international and regional gender commitments signed and ratified by the country. Zimbabwe's Constitution, adopted in 2013, strengthens the principle of gender equality in several provisions¹³, and the country's Supreme Law provides the legal basis for ensuring that the principle of gender equality cannot be violated in the name of culture, cultural values or practices.

In Outcome 1, Zimbabwe's Spotlight CP seeks to address several of the factors that contribute to the slow implementation of laws and policies. These include limited human and financial resources to reach and include wider segments of the population in consultative processes; the need 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 the strengthening of the duty-bearers application of the gender equality and women's rights provisions in the Constitution.

During 2019, the Zimbabwe CP focused on the alignment of laws to the Constitution and the strengthening of laws and policies in various stages of development. The SI supported concerted lobbying and advocacy efforts to influence the clauses in the *2019 draft Harmonized Marriages Bill* which seeks to align the country's three marriage regimes (Civil, Customary and Unregistered Customary) to the Constitution which stipulates 18 years as the age of marriage for females and males. Currently the laws governing the three marriage regimes provide ages of consent to marriage that are

¹³ These provisions include: Section 17 (Gender Balance), Section 56 (Equality and Non-Discrimination), Section 80 (Women's Rights), among others.

inconsistent with the Constitution. Spotlight supported gender analyses of the draft Bill to educate Parliamentarians and the wider public on the strengths and weaknesses of the draft Bill, and through technical and financial support, enabled coordinated initiatives by gender equality and women's rights activists to lobby Chiefs/Traditional Leaders and Religious Leaders on the clause within the Bill which ends child marriages (the targeted harmful practice in Zimbabwe's CP). This is an ongoing process in 2020 as the draft Bill is still being discussed within Parliament before it is passed and enacted.

The CP also focused in 2019 on strengthening the *Child Justice Bill* by lobbying and working with the Ministry of Justice, Legal and Parliamentary Affairs to take the Bill through another consultative process which engaged children, parents, and Chiefs. The consultations will contribute to the alignment of the proposed Bill to the constitutional principles, values and special rights for children that are provided for in Section 81, *Rights of Children*, in the Constitution. These consultations brought to the discussions the voices and perspectives of young adolescents, those most affected by the laws. Some 200 children and over 300 adults were reached through the meetings which took place June to July 2019. In Murerwa, Mashonaland East Province, students called for the 'Minimum Age of Criminal Responsibility' (MACR), defined by law as 'the criminal capacity when young people are capable of committing a criminal offence', to be raised to between 13 to 18 years. The current criminal justice system puts the minimum age at 7 years and the proposed Bill seeks to revise it upwards. An analysis of the Children's Amendment Bill, supported by Spotlight, also was done in 2019 and the findings will be used to inform the Government's review of the Bill in 2020.

A new area supported through Spotlight is the emergence of on-line violence against women and girls and collaboration with Government began in 2019 to strengthen the online safety provisions in the Cybercrime Bill to comply with international good practice. The SI Inter-Agency team identified this area during the development of the CP in 2018 based on the discussions and inputs provided in consultations with various groups, especially young women in tertiary institutions who identified on-line violence as an emerging form of violation of their rights in relationships with young men.

Gender equality and women's rights activists started engagement with key officials in the Ministry of Justice, Legal and Parliamentary Affairs and actors in the judicial, law and order sectors on the issues of mandatory sentences for rape and other legal inconsistencies within the Criminal Law Codification and Reform Act. Passed in 2005, this Act removed the crime of statutory rape to replace it with a crime on having sex with a minor where marriage is a legal

defence. 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%.

Overall, this Outcome Area is on track. During the nine months of implementation in 2019, the Spotlight CP enabled rights holders, including gender equality and women's rights activists, women and girls with disabilities, child rights activists and adolescents to engage with duty-bearers in Government and Parliament in the review of several of the key laws stipulated in the Zimbabwe CP document.

Outcome 2: Strengthening Institutions

Years of economic and political challenges, and the brain drain of personnel in key sectors have impacted negatively on key institutions responsible for the prevention of and delivery of SGBV, SRHR and other relevant services. The result is that coverage of services remains compromised and survivors, especially those in remote areas and marginalized women and girls, are not able to access critical services and holistic support.

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.¹⁴ 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 abuse.¹⁵

In this Outcome Area, the Zimbabwe CP seeks to contribute to the coordination of a multi-sectoral approach to systems strengthening and coordination at the highest level of government. GBV coordination mechanisms are in place at the district, provincial and national levels and there are coordination guidelines.

However, during Spotlight Provincial and District consultations convened by the programme in August 2019, government officials and civil society groups

¹⁴ 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.

¹⁵ The National Gender Policy, produced by the Ministry of Women Affairs, Gender and Community Development, 2017

noted that while the sub-national GBV and Gender Equality mechanisms do hold quarterly meetings, they do not have costed action plans and M&E frameworks to effectively deliver on their mandates. District officials also said that these coordination mechanisms tend to rely on reports from the districts, rather than representation of officials who have first-hand knowledge of the GBV, SGBV, SRHR and HP issues within communities. Spotlight will support existing coordination mechanisms and targeted government ministries responsible for the education, justice, security and social sectors to develop costed GBV, SGBV and SRHR National Action Plans (NAPs), as well as specific sectoral plans, with M&E frameworks.

A coordination mechanism introduced and now being strengthened by the SI CP is the Spotlight Inter-ministerial Coordination Mechanism in Government. Hosted by the MWACSMED, this entity is a platform for the creation of government commitment and ownership of the Spotlight CP across sectors. The monthly meetings, which started in February 2019, enabled the SI Inter-Agency Technical to consult with Government on the development, planning and implementation of the SI at the national and sub-national levels. It also provides a platform for the Spotlight CP to confer with Government on the country's progress towards the achievement of gender equality and the empowerment of women; to find solutions to the challenges that may slow or impede the SI programme's implementation; to track together progress towards the elimination of GBV, SGBV and HPs; and to liaise with Government to create synergies between Spotlight and other GBV initiatives that support Government with technical and financial support.

The main targeted beneficiaries in this Outcome Area are key officials in a range of critical government ministries – health, public service, labor and social services, justice, legal and parliamentary affairs, home affairs, local government and finance. 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, the Office of the Auditor General, among others. In 2019, the SI interventions primarily started with oversight institutions such as Parliament, the Independent Human Rights Commissions, mainly the Zimbabwe Gender Commission, and the Office of the Auditor General. Work with these entities strengthened their capacities to develop plans and strategies for EVAWG and the promotion of SRHR and to monitor Government's compliance with key international and regional gender equality and women's rights instruments.

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. 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. Spotlight supported in 2019, a GBV, SGBV and SRHR analysis of six sectors in the national budget to establish a baseline for the lobbying, advocacy and strengthening institutions' interventions that will soon take place to contribute to an increase in financing for GBV, SGBV and SRHR from the national treasury.

Spotlight equipped members of the Parliamentary Portfolio Committees on Women's Affairs and Gender and SDGs to hold public budget consultations on GBV, SGBV and SRHR issues in Matebeleland South, one of the SI Provinces. Following these consultations, the chair of the Women's Affairs Portfolio Committee presented the public's concerns to the Minister of Finance during the November 2019 Pre-Budget Seminar.

Under this Outcome, SI also supported the review of global normative commitments to enhance gender equality and the empowerment of women- the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), Beijing Platform for Action (Beijing +25) and the Commission on the Status of Women (CSW) processes - and facilitated the drafting of shadow reports by gender equality and women's rights CSOs, and their participation, along with young women activists, at regional and global platforms with Government.

Overall, the interventions in this Outcome Area are on track.

Outcome 3: Prevention and Social Norms

Gender inequalities are entrenched and consistently re-enforced in Zimbabwe through social and gender norms, values, and religious and traditional beliefs which confine the roles and contributions of women and girls and 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.

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 is 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 is at community level in the 23 targeted districts.

Empowering adolescent girls and young women to know and demand their SRHR is an important focus for the SI initiative in Zimbabwe. Data from the 2015/2016 Zimbabwe Demographic and Health Survey (ZDHS) shows that 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

The interventions in this Outcome Area are on track. The CP is currently planning interventions with the private sector, trade unions and the media.

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 services are delivered 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 Ministry of Justice for seamless court service towards successful prosecution; One-Stop Centers,¹⁸ and shelters that operate under

¹⁶ ZDHS 2015

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

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

the Ministry of Women Affairs, Community and SME Development; 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 SGVB 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 is limited. 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 also are among the 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

The quality of services is negatively affected by: (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.

In this Outcome Area, the SI seeks to develop and implement a concerted outreach programme for all available services, and to enhance the quality of services by strengthening the GBV, SGBV and HP knowledge and skills of service providers.

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

During this reporting period, the SI in Zimbabwe supported the training of agricultural extension officers and district development officers on GBV, SGBV and HP issues; the programme started sign language training for GBV service providers; the first Mobile OSC was launched in Harare Province during November 2019 and campaigns to generate demands for the Mobile One Stop Centers began in 12 Spotlight districts. These campaigns shared key messages on ending GBV, ending child marriages and women's and girls' increased vulnerabilities to GBV during natural disasters and humanitarian crises.

This Outcome Area is slightly off track due to delays in the start of interventions that required the procurement of supplies and commodities. This was due to the fluctuating economic situation – volatile currency rates and sudden re-introduction of a single-currency regime. The Spotlight Programme relied on guidance through the UN's Operational Management Team (OMT) which held consultations with the country's Central Bank. Guidance often came slowly as banks, businesses and other actors proceeded with caution. The SI remained in constant communications with stakeholders, including the EU, on how the economic and financial situation contributed to a slow pace of implementation in some Outcome Areas.

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), through the population-based surveys. The country has not, however, conducted a National GBV Baseline Survey.

The country does not have a centralized GBV Management Information System (MIS), and there is no standardized methodology for the generation, storage, analysis, sharing and use of SGBV survey and administrative data.

SI's focus in this Outcome Area is to support the collection of SGBV, SRHR and HPs data that is survivor-centred (in the context of service provision), and integrates a life-cycle approach. The 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 is a primary objective of many of the SI interventions.

This is the only Outcome Area that is off track in the Zimbabwe CP due to the time and resources it took to properly recruit an international expert, critical to developing a harmonized GBV MIS and building the capacity of nations to undertake the formative interventions required in this Outcome Area. This was an important step to ensure rights based implementation going forward. An expert to work with nationals in order to build their capacity in this area was recruited and contracted in Q4 2019. The interventions in this Outcome Area will be implemented in earnest in the next reporting period.

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 were 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.

Women's rights organizations are coordinated under the Women's Coalition of Zimbabwe (WCoZ), 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.

The focus of interventions in this Outcome Area is to provide women's rights organizations and women's groups at community level with 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.

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.

This Outcome Area is on track. In 2019, the SI concentrated on Spotlight Outreach Programmes to expand the base of civil society organizations that participate in the SI. A partnership between Spotlight and WCOZ led to

meetings in the five Spotlight provinces with 313 CSO representatives working at the national, sub-national and community levels. Through an Expression of Interest (EOI), CSOs were selected to participate in a SI programme to strengthen their capacity to develop proposals for Spotlight grants using the consortium model. By the end of 2019, four consortiums of CSOs (13 CSOs and up to 20 community-based organizations) were in place as Spotlight Implementing Partners (IPs).

An innovation in this Outcome Area is the Innovators against GBV (IAGs) programme which provides female and male college-educated youth with the opportunity to volunteer their skills and expertise to strengthen community-based groups' networking, advocacy, social accountability and social mobilisation capacities on GBV, SGBV and SRHR at the national, subnational, community, regional and international levels. Thousands of applicants responded from across the country to the IAG adverts. Some 47 females and males were selected, trained and placed in CSOs (38 in CSOs and nine research IAGs).

Content development for the Spotlight-supported GBV, SGBV, SRHR feminist knowledge hub also started in 2019 with the awarding of nine research grants to IAGs selected from the University of Zimbabwe.

Programme Partnerships

Individual ministries in the justice, health, social services/welfare, education and security sectors are both partners and targeted beneficiaries of many of the Spotlight CP's interventions. The SI Inter-Agency Technical Team members work closely with their technical counterparts in these ministries to plan, convene and implement SI's activities. In 2019, the programme also partnered with Government entities and departments such as the Legal Aid Directorate, the National Prosecuting Authority and the Judicial Services Commission, the Department of Disability Affairs and the Disability Board, among others. The Zimbabwe Republic Police (ZRP), a strategic partner, as well as beneficiary of interventions in the Outcome Areas, is an entity that is within the Ministry of Home Affairs structures. Additionally, the SI forms partnerships with more than one government ministry for the delivery of an intervention when possible. For example, the CP partnered with both the Ministry of Women Affairs and the Ministry responsible for local government on the design and implementation of safer city/safer market models.

Another example of Government's commitment to and increased ownership of

the SI was the pivotal role played by the MWASMED at the national, provincial, district, and community levels in paving the way for the Spotlight Baseline Study, which started in the second half of 2019 and covers five provinces and 23 districts. The Ministry provided a letter of support to the Medical Research Council of Zimbabwe, which approved the Spotlight Baseline Study in October 2019 and allowed field work to begin in November. Ministry officials at the provincial, district and community levels created awareness on the Spotlight CP among other key government ministries and local authorities. As a promising or good practice, discussed further below as well, the SI Inter-Agency Technical Team conducted a one-day training on the Ethical Guidelines and Considerations for conducting research on GBV, SGBV, HP and SRHR for the baseline team of consultant and lead researchers.

Independent Commissions and Oversight Institutions

The Parliament of Zimbabwe, the Zimbabwe Human Rights Commission and the Zimbabwe Gender Commission and the Office of the Auditor General are Spotlight partners for the strengthening of accountability and monitoring mechanisms for ensuring the Government's compliance to national, regional and international gender commitments. In 2019, the CP worked with each of these institutions in the SI Outcome Areas of Laws and Policies and Strengthening Institutions.

Interagency Cooperation/Partnerships

Collaboration with and drawing on the expertise of other UN agencies, those outside of the Spotlight RUNOs, is also essential in the delivery of the Spotlight interventions. For example in 2019, the Food and Agricultural Organization (FAO) worked with Spotlight in the strengthening of agricultural extension officers to become a first-line of actors to provide knowledge and information on GBV, SGBV and HPs to the country's extensive farming communities; and the CP continues to work closely with UNAIDS in the outreach to chiefs and religious leaders on the inter-linkages between GBV, SGBV, HPs and HIV and AIDS.

Governance

The NSC was established in April 2019 and convened its first meeting on April 4. Co-chaired by the Resident Coordinator and the Minister of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), the 13-member NSC is composed of the European Union (EU) Ambassador, the Head of Development Cooperation (Embassy of Sweden, EU-member State), Deputy Chief Secretary in the Office of the President and Cabinet (OPC), the

six Heads of Agencies of the Spotlight RUNOs, and three members of the Spotlight Civil Society Reference Group (CSRG).

Civil Society Consultations

Broad outreach to civil society to ensure that non-governmental organizations have information and knowledge on each stage of the SI process occurred during this reporting period, with a large CSO consultation held in May 2019. Some 122 participants attended the consultation, convened by the SI Coordination Unit, to evaluate the Zimbabwe Annual Workplan for 2019 and the country's Results Framework.

The SI further implemented a SI Civil Society Outreach in the five Spotlight Provinces to widen the scope and range of civil society organizations at the subnational and community levels that are provided with knowledge and information to meaningfully participate in the SI Country Programme. Some 313 representatives from a wide-range of civil society organizations participated in these Outreach meetings, and as a result of this initiative more than 100 CSOs and community-based groups coordinated themselves and partnered to participate in Outcome 6's first EOI circulated in April 2019.

These outreach initiatives have enabled the SI to identify and connect with a range of CSOs representing women and girls with disabilities, key populations, child rights activists, gender equality and women's rights community-based groups, as well as religious groups and men's organizations that seek to join and build networks to fight for the elimination of GBV and promote gender equality and the rights of women and girls. Many of these organizations became IPs in 2019, and as the CP continues, there is now a larger network of diverse organizations to circulate calls for working with the RUNOs to deliver SI interventions.

Additionally, partnerships between the UN and gender equality and women's rights organizations within the Women's Coalition of Zimbabwe (WCOZ) created a groundswell of activism and lobbying for the alignment of laws, such as the draft 2019 Harmonized Marriages Bill, to the Constitution.

Spotlight also supported a partnership in 2019 with a non-traditional partner – Rooftop Promotions film and theater production company – to reach a wider audience on the prevention of violence against women and girls in public spaces. A theater performance on the issue performed at a women's festival stirred broad discussions on sexual harassment and other forms of violence in public spaces faced by women and girls. The community co-creation sessions conducted in some of the hotspots in one of the Spotlight identified districts in Harare Province prior to the festival, also sensitized the community on the need

to challenge the normalization of violence as an expression of masculinity or male dominance. The performance and the dialogue reached 1,424 viewers on Sly Media TV and 1,124 on ZTN Television Network. The conversation increased calls for advocacy to push for reforms to end violence against women and girls in public spaces thus taking the issue of GBV from the private to the public space.

SI Civil Society Reference Group (CSRG)

The Spotlight CSRG was fully constituted in 2019. The CSRG has filled its remaining two seats (religious groups and academic institutions), bringing its membership to 15. The CSRG developed its ToRs, Code of Conduct and 2019 AWP. Three of the CSRG members sit on the Spotlight NSC, and two members actively participate as part of the SI Inter-Agency Technical Team.

One of the 2019 achievements of the CSRG was a training on advocacy and movement building for CSRG members and other CSOs working on gender equality and women's rights, GBV and SRHR. The CSRG also actively participated in the June 2019 launch of the SI as the key spokespersons on the SI to the mainstream and social media outlets.

During this reporting period, the Spotlight CSRG focused on strengthening its own advocacy and lobbying capacity on GBV, SGBV and SRHR issues, and it mapped out strategies to expand the reach of the SI as well as disseminate GBV, SGBV and SRHR messages to middle-class women and girls and women leaders within the private sector who are not specifically targeted in the CP.

In that the members of the CSRG serve in their individual capacity, their time to participate in all of Spotlight's activities are limited. To address this, the CSRG developed a small workplan at the end of 2019 to focus on how it can share information and conduct advocacy on GBV, SGBV and SRHR to achieve one of Spotlight's key objectives of moving these issues to the national agenda. This plan was only crystallized further in early 2020, and the CSRG plans to become more visibly active in its own-initiated Spotlight campaigns in 2020. The SI provides a small budget to support the CSRG's communications and advocacy work through the Advanced SI budget.

Academic Institutions

Spotlight also developed partnerships with academic institutions such as the University of Zimbabwe and Lupane State University in 2019 to support capacity strengthening initiatives for public servants and one of the Independent Commissions (Zimbabwe Gender Commission) on gender and macroeconomics and M&E systems and frameworks respectively.

Results

Overarching Narrative: Capturing Broader Transformation

One of the CP's main achievements in 2019 has been the development of harmonized and coordinated approaches and plans by the Spotlight RUNOs for the implementation of Spotlight interventions in Zimbabwe. This harmonized approach, in the spirit of UN Reform, has established a promising or good practice of how the Spotlight RUNOs can leverage resources, pool expertise and create synergies among different interventions for more effective results across and beyond the six Outcome Areas.

Both through the SI Coordination Unit and bilaterally, the RUNOs share their plans and involve the relevant agencies early on in the planning stages of interventions as well as in implementation. RUNOs participate as resource persons and facilitators in the activities of other agencies and in joint plans, examples provided below, RUNOs pull together a range of SI interventions within their portfolio that are targeted at a specific beneficiary and map out together a sequence for delivering the interventions. Additionally, the RUNOs share through the Coordination Unit all assessments, policy reviews, Inception Reports, legal analyses, etc. that are conducted with Spotlight's support, so that all agencies and the Coordination Unit can remain knowledgeable of what is being produced across the different Outcome Areas by IPs, consultants and academic institutions, as well as provide inputs and comments into these documents before they are finalized. This is another process that creates a unified voice in the development of Spotlight-supported products.

This interagency cooperation does not necessarily speed up the delivery of an intervention, though is essential to meaningful coordination and improved coherence, in the spirit of UN Reform. As such, once the RUNOs implement, the result is a better planned and targeted intervention that yields better achievements at output level, as noted in this section.

The RUNOs also identify the expertise and strategic advantage an agency can bring to an SI intervention based on their mandate and comparative advantage. For example, during the 2019 lobbying and advocacy initiatives on the Draft Harmonized Marriages Bill, one RUNO focused on Parliament, another used its entry point through its IP to the legal drafters in the Ministry of

Justice, Legal and Parliamentary Affairs, while another RUNO supported the initiatives and worked with the gender equality and women's rights activists. This enables the SI RUNOs to deliver a holistic package, to avoid duplication of efforts and resources, and most importantly, has enabled the SI initiative to move with one UN voice on GBV and SGBV issues.

An example of operational shifts on joint work leading to strengthened programming, this coordinated interagency approach enabled the Spotlight RUNOs to work with Government and CSOs on law reforms in 2019 as outlined above, and to work together to plan, coordinate, implement and monitor all activities targeted at Disabled Persons Organizations (DPOs) and women and girls facing multiple forms of discrimination. Another example of a coordinated approach to implementation is the joint action plan for the delivery of several Spotlight interventions developed with the ZRP, a strategic Spotlight partner for implementation and sustainability of results. The harmonized and joint approach to delivering the SI CP in Zimbabwe, which has led to the 2019 achievements cited in this Annual Report, is considered as an essential part of the SI Inter-Agency's *Learning Journey*, which as outlined in the Zimbabwe CP document, is based on the principles of reflection, iterative learning and flexible programming.

In addition to the programmatic benefits of interagency cooperation, ownership of the Spotlight CP by the host Government Ministry continues to create an enabling environment for strengthening the delivery of interventions using a multi-sectoral approach. The Ministry is a strong advocate of the SI in Government. This Ministry also has become a strong voice for the positioning of violence against women and girls in national political and economic agendas and in the response to the country's humanitarian, economic and financial crises. High awareness and visibility of the programme has been created at the national and sub-national levels. The SI continues to strengthen its partnerships with Government, oversight institutions such as Parliament and Independent Commissions, and with Civil Society.

During 2019, the Spotlight Initiative achieved several key results under the principle of *Leaving No One Behind*. The SI engaged extensively with the Ministry of Public Service, Labour and Social Welfare through the work with the Department of Disability Affairs and the National Disability Board (NDB), a government institution mandated to support the Ministry of Public Service, Labour and Social Welfare (MPSLSW) in the coordination of disability affairs in Zimbabwe. Before the Spotlight Initiative, the work of the National Disability

²¹ These crises have been elaborated on in the Challenges section of this report.

Board was not guided by any strategic document.

During a radio programme on the Spotlight Initiative hosted by a National Disability Board member who is also a radio presenter, and which aired in districts not within the Spotlight identified provinces, women and girls with disabilities called in to the show to report cases of abuse, which brought attention to and increased awareness and knowledge of SGBV, HP and SRHR among women and girls with disabilities.

Furthermore, DPOs and their umbrella organisations engaged in activities under Outcomes 1, 2 and 3 now have a deep understanding of violence against women and girls with disabilities and their rights, and through the strengthening of their technical capacities, DPOs have become Implementing Partners (Outcomes 1 and 3) who now advocate for the elimination of violence against women and girls with disabilities and for the promotion of their SRHR on community and national platforms.

The SI integrates the issues, concerns and needs of women and girls with disabilities into the CP delivery in the following ways: (1) the identified interventions provide the financial and technical support for the strengthening and continuation of responding to the GBV, SGBV and SRHR needs of women and girls with disabilities started under the UN Joint Programme on Disabilities; (2) Disabled Persons Organizations (DPOs), CSOs focused on intersectionality are among the CPs' IPs; and (3) the SI Inter-Agency Technical Team continues to integrate into its own trainings for the team and IPs, sessions on approaches to effectively mainstream disability issues into the Spotlight programme and into research.

In 2019, the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) Secretariat and its main donor – Swedish International Development Agency (SIDA) – identified the SI in Zimbabwe as a unique promising or good practice where disability rights and inclusion have been systematically integrated in a UN Flagship Programme. They programmed a future field visit to the country to document this success and will share this experience with the UNPRPD Policy Board at the global level.

Finally, *an* innovation for monitoring and communicating Zimbabwe CP results across outcome areas, *the (Spot)light on Results Platform*, an on-line platform which will also include real time SMS-based/web-based data collection tool for monitoring and receiving beneficiary feedback on Spotlight, was successfully created in 2019, with the first prototype of the Platform developed in October 2019.

Zimbabwe SI has achieved progress and contributed to results by Outcome area as described below.

Capturing Change at Outcome Level

Outcome 1: Legal and Policy Framework

Legislative analysis skills for 140 Parliamentarians (93 female and 47 Male) were enhanced through an all-inclusive and participatory forum for identified Parliament Committees members who were sensitized on SGBV/HP. This resulted in an immediate better appreciation of the contents and effects of Bills, such as the 2019 Harmonized Marriages Bill.

Additionally, the CP facilitated stakeholder engagements and participation for MPs, CSOs, line ministries, traditional leaders, women and girls in consultative processes on the Disability Bill and policy .

Recommendations to Parliament on the Marriages Bill were solicited through Public Hearings which saw the participation of 534 females and 406 males. Technical and analytical submissions on the gender and disability-blind spots in existing legislation such as the Marriages Act, the Customary Marriages Act and proposed new legislation, such as the Disability Bill and Policy, were prepared by the Zimbabwe Human Rights Commission, one of the key Independent Commissions targeted for strengthened capacity on GBV, SGBV and SRHR issues in the SI.

Spotlight supported and facilitated an engagement between representatives from government, independent commissions, civil society activists and representatives from DPOs on how DPOs and women and girls with disabilities can engage in law and policymaking processes. This workshop was attended by 52 (30 females and 22 males) individual participants, more than 25 representatives of DPOs/ CSOs, 8 government officials, 2 from the Disability Board, 6 participants from Chapter 12 institutions (Independent Commissions). The diversity and plurality of attendees enhanced DPOs' and women and girls with disabilities' understanding of the different experiences, challenges and opportunities for engagement in the policy making.

Spotlight also supported the production of the draft national report on the UN Convention on the Rights of Persons with Disabilities (UNCRPD) with input from women and girls with disabilities solicited through a consultative process. The SI support also enabled the Inter-Ministerial Committee (IMC)

responsible for state party reporting to incorporate SGBV, HP and SRHR concerns within the UNCRPD state party report.

The website of the Inter-Ministerial Committee on Alignment of Legislation to the Constitution was updated in 2019 through Spotlight support to provide an overview of the legislative process. The website also now serves as an alternative platform for young people to engage in the alignment process. The website is now live at www.imt.gov.zw and provides a platform for the public to stay informed of the latest updates in the alignment of laws process.

To prepare stakeholders to represent the country and ensure their participation in progress reviews of normative frameworks, Spotlight supported the convening of a consultative meeting by MWACSMED with key government ministries and CSOs to discuss progress made by the country 25 years after Beijing, and to inform Zimbabwe's contributions at the AU Regional Consultative meetings on the Beijing +25 Review processes. A total of 40 participants (31 females and 9 males) from Government, CSO partners (14), UN Agencies as well as representatives of media attended the meeting. Through an inclusive and participatory process, the stakeholders developed key national messages on Beijing+25 and identified the national priority areas of Beijing+25 which the representatives took to the Regional forum meeting in Addis Ababa, Ethiopia. The identified national priority areas included Health, Economic Security, Women's Human Rights, Education, the Girl Child whilst Decision Making, Media, Data (gender statistics) and the Environment were further identified as cross cutting issues that should be anchored in all the five priority areas. The identified priority areas informed Zimbabwe's key messages on Beijing+25 and the country's position in the SADC and AU Consultative meetings.

Spotlight supported the development and the launch of the first National Gender Policy Implementation Strategy and Action Plan. The National Gender Policy is informed by the provisions of several normative frameworks, as well as recommendations from the treaty bodies such as the Concluding Observations of the CEDAW Committee. A total of 52 participants attended the launch of the Strategy and Action Plan held on 22 October 2019. Among the participants 15 were males and 37 were females and of these, 12 were CSO representatives. The next step is to cost the Gender Policy's Implementation Strategy and Action plan in order to source funding from both Government and development partners for its effective implementation.

The constitutional monitoring mandate of the Zimbabwe Gender Commission will be strengthened through Spotlight. In 2019, an academic institution was

engaged as the IP to develop an M&E system for the Commission and training began with the Commission's staff. A fully operational M&E system will enable the Gender Commission to monitor compliance with the gender equality and women's rights provision in the Constitution as per its mandate.

Outcome 2: Strengthening Institutions

Groundbreaking gender transformative and behavioral change was observed through SI support to the Office of the Auditor General (OAG) which engaged for the first time with how GBV, SGBV, SRHR and gender equality issues could be incorporated into its work. Following a sensitization on SGBV, HP, SRHR, gender-responsive plans of action for performance, value for money and gender responsive auditing were put in place by the Office of the Auditor General. Commitment to conducting gender and GBV audits of identified SI public sector institutions was secured from the Auditor General herself. Fifty-six (30 females and 26 males) auditors from the OAG participated in a SI supported training.

To enhance Parliaments' capacity to provide effective oversight of gender-responsive budgeting by Government, members of the Parliamentary Portfolio Committees on Women Affairs and the Sustainable Development Goals (SDGs) participated in a SI capacity training on GBV, SGBV, HP and SRHR issues and then held public consultations on these issues during the 2019 national pre-budget processes. The Chair of the Portfolio Committee on Women Affairs presented women's SRHR, SGBV and other concerns to the Minister of Finance and recommended an increase in budget allocations to the social and justice sectors.

The capacities of key government officials in the Ministry of Justice to act on ending child marriages was bolstered through a training on the National Action Plan (NAP) on Ending Child Marriages. A total of 41 justice sector stakeholders (23 females and 18 males) attended the three-day meeting. At the conclusion of the workshop, based on an evaluation, over 80% of participants found the training informative and noted a change in knowledge with an additional tangible output being recommendations for the alignment of Section 70 of the Criminal Law Codification Act to the Constitution and for a review of the Termination of Pregnancy Act. Spotlight will support Government to cost this NAP.

The strengthening of prosecutorial protocols is envisioned as a key output from the activities implemented with the National Prosecuting Authority (NPA) to develop a prosecution manual that will include GBV and SGBV. Spotlight

supported an inclusive consultative process with 40 Prosecutors (22 females and 18 males) from the NPA which contributed to increased commitment by the NPA, one of the institutions with a mandate to address GBV and SGBV cases, to strengthen the capacity of prosecutors to be sensitive to gender biases in the prosecution of GBV and SGBV cases and to become more timely in the prosecution of these cases.

In 2019, the SI successfully established in a platform for quality dialogue with the government on disability issues, ensuring the meaningful participation of women and girls with disabilities and DPOs, to advance disability rights. Following the sensitization workshop on UNCRPD, SGBV, HP and SRHR, members of the National Disability Board confirm that their knowledge of and capacity to address SGBV, HP and SRHR among women and girls with disabilities had been strengthened. A costed three-year Strategic Plan for the Board was developed and validated, and the Ministry of Public Service, Labour and Social Welfare has taken ownership of the document. The Plan was accepted as the roadmap and guide for the implementation of the Board's mandate and disability related programmes, including the Spotlight Initiative. For the first time since it was established by the Disabled Persons Act of 1992, Spotlight has enabled the National Disability Board to have a strategic document to guide its operations. *(Disability Board's Strategic Plan is among the reports submitted with the Zimbabwe Spotlight Annual Report Narrative)*

The Disability Board's Strategic Plan is a result from the Outcome 2 - Activity 2.1.6: "Support the Disabilities board to plan and implement programmes on SGBV/HP/SRHR". The Plan also has a resource mobilisation and partnership building strategy to guide the work of the Board and coordination of disability affairs in government.

Another key institution targeted for strengthening through the SI is the Zimbabwe Republic Police (ZRP). In 2019, Spotlight enabled the ZRP to review and strengthen investigation guidelines on sexual offences. The existing investigation guidelines from 2003 are outdated and will be expanded by taking into account emerging aspects such as online violence, survivors with disabilities, and the interface between psychological, social and policing aspects in providing a survivor-centred, gender-sensitive response. The relevant Spotlight RUNOs are working closely together to ensure that the prosecution guidelines, which are being developed under the SI, are aligned with the investigation guidelines, to create a coherent, and closely connected investigation and prosecution chain.

Spotlight set the stage in 2019 for lobbying and advocacy on financing for GBV and for ensuring that public servants gain knowledge and strengthened

capacities on gender and macroeconomics and the financial costs of GBV on a nation's economy. In partnership with the University of Zimbabwe, the CP has supported the institutionalization of a gender and economics module within the curriculum of the department of economics which will be rolled-out following the training of lecturers. This partnership also resulted in a GBV, SGBV and SRHR analysis of the national budget and the convening of an experts meeting with representatives from academia, CSOs and government to discuss another analysis of the Key Policy Assumptions that inform the national budget and the impact of these assumptions on gender equality and financing for gender equality and the empowerment of women.

Outcome 3: Prevention and Norm Change

While many of the interventions in Outcome Three will be implemented in the next reporting period, in 2019 the SI strategically focused on the prevention of violence in educational institutions during the nine months of implementation of the SI in Zimbabwe. Interventions with the private sector, trade unions and the media will begin soon. During the nine months of implementation in 2019, the SI CP achieved the following:

- The Online Sexual Abuse Qualitative Assessment on the forms, dynamics and impact of online violence on women and girls was conducted. The findings will inform the development of policies, and survivor-centered programmes.
- The Comprehensive Sexuality Education (CSE) programme was reviewed and updated to strengthen the GBV/SGBV/SRHR content; 115 teachers from 101 schools in four Spotlight districts were trained to deliver the revised CSE curriculum and 28 District School Inspectors were trained to monitor the implementation of the CSE in schools.
- Prevention of Sexual Exploitation and Abuse (PSEA) programmes started in five of the 10 identified tertiary and institutions of higher education – universities, teachers' colleges, polytechnics, agricultural colleges and vocational institutions.
- Social and behavior change initiatives started in 12 of the Spotlight 23 districts with 32 CSOs from the districts conducting sessions at district and community levels to develop messages and community-based initiatives to address GBV/SGBV/HPs and SRHR.

Based on the latest scientific evidence and guided by the International Technical Guidance on Sexuality Education, the Global Guidance on School-

Related Gender Based Violence and other key reference documents, the Comprehensive Sexuality Education (CSE) training package for teachers was reviewed and updated (*Activities 3.1 and 3.1.2*). The training package promotes participatory approaches and structured learning about sexuality and relationships in a manner that is positive and centered on the best interest of the learners. Well-trained, supported and motivated teachers play a key role in the delivery of high quality CSE. The training package has a session on building skills for teachers to reflect on beliefs and values, which help teachers to distinguish between their personal values and the health needs of learners; to increase the confidence and capability of the teachers; and to encourage teachers to teach the curriculum in full, not selectively as often happens when they are not comfortable with certain topics. SI collaborated with the Ministry of Primary and Secondary Education, which was supported through other programmes, to update the CSE syllabus and learner modules for Guidance and Counselling Life Skills Education.

Following the update of the CSE, Spotlight supported the training of primary and secondary school teachers, starting in four Spotlight districts, to enable them to have knowledge of the revised CSE for the effective roll-out of the CSE curriculum and tools to learners. A total of 134 teachers (83 females and 51 males) were trained on effective roll-out of comprehensive sexuality education. The roll out of the teachers' training was conducted through a revised approach, which aimed at engaging teachers on their personal beliefs and attitudes, as a preliminary step to ensure effective dissemination of CSE curricula to their students.

In addition to the teachers, 27 District School Inspectors from six SI districts (*Activity 3.1.5*) were trained on monitoring the delivery of CSE by teachers in schools. District Schools Inspectors' main duties and responsibilities include monitoring and evaluating educational programmes and projects in schools in a district to ensure that the approved curriculum is taught in schools. Monitoring has provided greater accountability and transparency on CSE teaching and learning and has contributed to schools creating safe and non-violent spaces for learners.

At the level of tertiary and higher education institutions, Spotlight supported the increased availability of Prevention of Sexual Exploitation and Abuse Mechanisms (PSEA). The development of PSEA Guidelines took place in 14 tertiary Institutions in selected SI districts and these guidelines will soon be officially adopted. During the reporting period, PSEA sensitization for students and personnel was conducted prior to the development of the guidelines. A total of 17,256 students (6,903 males, 10,353 female) were reached with

the sensitization sessions, which included sessions on PSEA complaints mechanisms and reporting channels specific to the individual institutions. Spotlight will continue to support the further harmonization of PSEA policies for tertiary institutions at the national level.

Spotlight also began the development of district-specific communication for development and behavior change communications packages to address GBV, SGBV, HP and SRHR issues and concerns at the community level. Community-based organizations, that are Spotlight IPs working at the district and community levels, were engaged in workshops where they developed district-specific packages for social and gender norm change. This approach breaks from the mode of 'one size fits all' communications models and ensures a more focused implementation of social and behavior change initiatives. A ToT on co-creation conducted in Harare in October 2019, provided 35 participants (20 male, 15 female) from community-based groups with a preliminary exercise on the identification of GBV and HPs that are specific or more frequent in each of the 12 (Phase I) target districts. The co-creation exercise also identified the most relevant stakeholders to interact with in specific districts contexts, as well as the most appropriate modalities to convey social behavior change and gender norms shifting messages.

A variety of more articulated forms of GBV and HPs were identified through the exercise, ranging from initiation rituals, to forms of Female Genital Mutilation (FGMs) practiced in Zimbabwe, to rites of passage which assume different connotations according to the geographical/socio-religious space, and which are often unexplored in the generic physical-emotional-sexual GBV definition. The co-creation exercise was then cascaded to the district level by the participants, where multi-stakeholder teams, including traditional and religious chiefs, community volunteers and GBV specialized actors refined the districts-specific packages for implementation of identified behavior change initiatives. The districts-specific approaches to social and gender norms shifting will be further refined moving forward, once the SI Communications for Development (C4D) strategy is finalized by the Spotlight RUNOs.

Spotlight began during this reporting period the CP's initial processes for addressing GBV in the workplace. Sensitization sessions started with key stakeholders including trade unions, business organizations, some individual companies and government organizations to raise awareness on issues of violence and harassment in the workplace and on the ILO Convention 190 adopted in 2019.

Outcome 4: Quality Services

Zimbabwe's fluid financial and economic situation in 2019 slowed the procurement of many of the supplies, commodities and materials required to operationalize and equip some of the key structures for the delivery of GBV, SGBV and SRHR services during this reporting period. Despite these challenges, the SI achieved the following in 2019.

The CP enhanced the availability of inter-sectorial comprehensive GBV management tools and mechanisms. The Protocol on Multi-sectoral Management of Sexual Abuse and Violence was revised in 2019 through close collaboration with the Spotlight RUNOs and other key stakeholders. The official launch of the revised protocol was done in Q4 2019 and contains specific considerations for children, and especially girls, with disabilities. The Protocol also considers the need to address online violence. The Protocol sets out the roles of stakeholders in the national response to sexual abuse and violence but does not set out the referral pathways. Spotlight will operationalize the revised Protocol through the development of sector specific guidelines and relevant job aids, tools and guidelines also will be translated into Braille.

Reflecting the principles of non-discrimination and "leaving no one behind", the SI enabled GBV services to reach the most vulnerable populations with the launch in December 2019 of one of the first Mobile One-Stop Centres (OSC). The Zimbabwe CP identifies the 'most vulnerable' as women and girls with disabilities; women and girls in the rural areas; young women and adolescent girls in impoverished urban settlements and young women living with HIV.

Mobile OSC campaigns were conducted in all 12 Outcome 4 2019 target SI districts. A total of 749 survivors accessed services through the Mobile OSC (644 female, 105 males). Service delivery was associated with community mobilization and edutainment activities, in the form of roadshows (a popular drama and music edutainment model out of a moving truck). The mobile OSC model demonstrated effectiveness in reaching vulnerable survivors in a context increasingly characterized by economic hardship and climate change-related constraints of access to resources, which generally prevent survivors from affording the transport costs to reach district-based static GBV services in a timely manner.

The SI also began to strengthen the capacity of multi-sectoral teams on GBV and disabilities starting with a ToT for six officials in the Ministry of Women Affairs and 12 Ministry of Agriculture officers. These teams further cascaded the training on GBV responses and approaches (survivor-centred approach,

referral pathways) at district level to agricultural extension workers. The training programme also included a session on sign language skills in all targeted districts, to address the communication challenges faced by different GBV service providers and stakeholders in the provision of quality SRHR and GBV services to deaf girls and women.

At district level, 116 participants (75 males, 59 females) from the six districts were reached. The participants were drawn from relevant ministries and CSOs that provide direct services - health, justice, psychosocial support, and other social services. The initiative enabled the participants to support and appropriately refer survivors, especially for those actors generally left out of capacity building sessions on GBV (e.g. Agricultural sector).

A one-year partnership agreement with five CSOs was established in 2019 to ensure that women and children who are GBV survivors access quality essential services. The partners are Childline, Child Protection Society (CPS), JF Kapnek, Justice for Children (JCT) and World Education Inc. (WEI). The partners operate under the integrated case management so that they provide wrap-around services on a continuum of care basis. For example, Childline enables safe and confidential reporting through three helplines located in Harare, Bulawayo and Masvingo and drop-in centers where survivors of SGBV receive face to face counselling. Based on the principles of non-discrimination and *Leaving No One Behind*, the drop-in centers enable those without access to phones to receive services. JF Kapnek will provide support to children with a disability who have survived SGBV. The organization's social workers conduct home visits in order to manage SGBV reported cases.

The work on ensuring long-term recovery for survivors of GBV and SGBV started in close partnership with government district officials in the SI identified Chipinge Rural district (Manicaland) which was heavily affected by Cyclone Idai in 2019. This district was prioritized by Spotlight in 2019 to create synergies between the delivery of GBV, SGBV and SRHR services and the humanitarian recovery efforts underway in the area. The women in the communities worked with officials to identify the most vulnerable groups of women survivors to participate in a Spotlight Women Economic Empowerment programme for survivors.

Outcome 5: Data

The interventions in this Outcome were logically sequenced in the CP to first build the framework for the development of a national GBV MIS. This required GBV MIS expertise and knowledge. Although the processes for the

identification and recruitment of a GBV MIS expert to work with and transfer knowledge and capacity to nationals began in Q3 of 2019, the recruitment of the international expert was only completed in Q4. Moving forward, and with this critical human resource in place, the key interventions will begin in Q1 of 2020.

Outcome 6: Women's Movement

By the end of 2019, Spotlight had laid the foundation for the building of a social movement on GBV, SGBV and HPs with the creation of CSO consortiums for Movement Building in all five Spotlight Provinces. Thirty-eight Innovators Against Gender Based Violence (IAGs) were also recruited, trained and deployed to work with community-based groups focused on gender equality, women's rights and GBV issues. The IAGs will work with CBOs to strengthen their administration, design of GBV and SRHR programmes, M&E, knowledge management and networking capacities. Capacity strengthening of CSOs submitting Expressions of Interest (EOIs) for participation in Spotlight was a major component of the selection of IPs in 2019.

Spotlight also increased partnerships with academic institutions to support research initiatives by nine IAGs working on VAW, SRHR and HP topics that will provide the initial content for the SI feminist knowledge hub, which is under development.

Young women and local CSOs that are often excluded from international and regional gender equality and women's rights platforms, due to the unavailability of funds, were supported by Spotlight to participate at the 4th African Union Specialised Technical Committee on Gender Equality and Women's Empowerment (STC on GEWE) held from 27 October to 01 November 2019 in Addis Ababa, Ethiopia. The main objective of the meeting was to review the implementation of the Beijing Declaration and Platform for Action 25 years after its adoption (Beijing+25 review). The young gender activists were able to participate in the negotiations of the outcome document - AU Position on the Political Declaration of the Beijing+25 - and to form links with regional and global advocacy and lobbying networks. These activists also learnt how international gender commitments can be used as social accountability mechanisms for holding governments accountable to the gender equality and women's rights instruments that they sign and ratify. For the majority of the young activists, this platform also served as an introduction to the Beijing Platform for Action which still provides a roadmap for achieving gender equality by the next generation of gender equality activists.

Results Framework

The Zimbabwe CP has inputted its 2019 Annual Results into the JotForm Platform.

Beneficiaries²²

Indicative numbers	Direct (Targeted)	Indirect (Targeted)	Direct (Actual)	Indirect (Actual)
Women (18 yrs. and above)	983,799	2,666,311	40,287	121,740
Girls (5-17 yrs.)	483,932	1,654,780	339	434,640
Men (18 yrs. and above)	850,448	2,304,897	26224	80,381
Boys (5-17 yrs.)	483,905	1,654,693	221	440874
TOTAL	2,802,084	8,280,681	67,071	1,077,635

The Zimbabwe CP has also included in this Annual Report, Annex E, which covers beneficiaries for the reporting period by Outcome Areas and activities. The data comes from programme documents and is not standard across the RUNOs. The Zimbabwe CP will develop in 2020 a standard tool for the collection of beneficiary data by RUNOs and IPs.

²² The number of targeted direct and indirect beneficiaries was calculated in the Zimbabwe Country Programme Document 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. The actual data for 2019 is based on RUNOs programme reports.

Challenges/Difficulties Encountered and Measures Taken

The main challenges encountered during this reporting period fall into three main categories: (1) The Country Context; (2) Expanding the base of Civil Society Organizations to include organizations located at the sub-national and community levels; and (3) Challenges of Identifying IPs and Experts. These new challenges emerged as the Country Programme started implementation.

Country Context

Cyclone Idai and Humanitarian Crises

Zimbabwe was one of the countries in Southern Africa heavily affected by Cyclone Idai, which hit the country in mid-March 2019. The humanitarian and emergency response to the impact of the cyclone on people's lives and the total destruction of communities caused inevitable delays in the start-up of Spotlight in Zimbabwe as many of the Spotlight RUNOs' key programme staff were physically shifted to the cyclone-affected areas of the country, and the response efforts also became the primary focus of Government and CSOs. As programme implementation started, the SI Inter-Agency Technical Team began to focus on how to position the humanitarian-development-GBV nexus approaches in the delivery of interventions in the most affected districts in Manicaland, one of the Spotlight identified provinces.

Protection risks are heightened by the deteriorating Zimbabwean multi-hazard crisis, where violence and discrimination directly related to natural disasters and economic shocks exacerbates pre-existing gender and social inequalities. The swift changes experienced by the country in 2019 towards a more complex humanitarian set up represent a major element to add to the existing operational and programmatic challenges.

The following key elements of the deteriorating humanitarian context were identified as critical for GBV exacerbation and increased the need for GBV prevention, mitigation and response within the Spotlight Initiative in Zimbabwe:

- Cyclone Idai and protection risks exacerbation (Internally displaced Persons (IDPs) and host families)

- Health sector crisis: increasing turnover in human resources, due to increased number of personnel leaving the country; doctors strike and potential consequences in GBV service provision
- GBV in mining areas: increased number of *Mashurugwi* (gold panners), artisanal miners (with particular focus in some Spotlight targeted districts), generates increased demand for sex work and heightens the vulnerability of women and girls to all forms of GBV
- Degenerating security in public spaces
- Reports of an increase in GBV at community-managed boreholes
- Increase in traditional practices (e.g child marriage in apostolic sect areas) and the marrying off of young women for *lobola* (*similar to a bride price*) is perceived as an alternative income source in drought-affected areas
- Increase in child and female headed households due to drought, and related internal migration, contribute to increased sexual exploitation and abuse and trafficking

The Spotlight Inter-Agency Team will address the challenges related to the deteriorating humanitarian context through:

- Prioritizing Spotlight districts that are in Cyclone Idai affected districts
- Strengthening modalities that address financial access barriers (eg transport fees)
- Focusing on increased URBAN vulnerability, with a closer focus on women in urban public spaces, including sex workers
- Exploring requests for increased budget for multi-sectoral in-service trainings (especially in the health sector), and possibly realigning existing resources to address the challenge in the sector moving forward.
- Strengthening RUNOs coordination in drought GBV hotspots through the integration of interventions in the Spotlight CP, using the principle of flexible programming, to respond to the increased need for GBV prevention and response in drought-stricken areas. By strategically integrating the interventions in the CP, the RUNOs can continue to build on and develop their harmonized approach for joint delivery.
- Ensuring collaboration and avoiding duplication with other existing GBV programmes (e.g. Sexual Abuse and Female Exploitation (SAFE) Prevention Programme funded by Dfid and Sweden)
- Capitalizing on 2019 savings for more sustainable support to GBV services (e.g. SOLAR/generator for CCTVs (assessment will be conducted), and strengthening mobile service provision in drought-

- affected hard to reach areas (e.g. Mobile OSCs)
- Preliminary selection of most drought-affected women to engage in women economic empowerment projects (drought affected as key criteria for selection)

Fiscal austerity and the rising costs of goods and services

Zimbabwe faced several economic and financial austerity challenges in 2019 that had financial implications on the delivery of the Spotlight Country Programme. On June 24, 2019, the Government introduced Statutory Instrument 142 which abruptly changed the currency regime from multi-currency to single currency. As of June 24, all transactions within the country had to be done in the local currency. The value of the local currency to the U.S. Dollar, for example, also fluctuates erratically, increasing the costs of goods and services. The immediate implications and considerations for the delivery of the Spotlight Programme in Zimbabwe were: (1) preserving the U.S. Dollar value of the procurement of goods and services; (2) working with selected IPs, especially sub-national and community-based organisations, to ensure that they had the stipulated type of bank account required for receiving foreign currency, and/or seeking other modalities to distribute funds to them, due to their inability to open a foreign exchange account;²³ (3) if the rate of the local currency is not fixed or does not stabilize against the U.S. Dollar, IPs will face ongoing prices and purchasing power fluctuations, which can impact negatively on preserving the overall value of the Spotlight grant received.

To mitigate against these risks, the UN in Zimbabwe conducted lengthy discussions, through the Operations Management Team (OMT), to seek clarity from the UN's local bank and the Central Bank, on the requirements of SI 142. Therefore, in cases where RUNOs had selected IPs, there were delays in the disbursement of funds until the requirements of the new fiscal instrument were understood. Another mitigation measure undertaken by the RUNOs was the movement of grants in smaller tranches to enable IPs to absorb the funds judiciously within the current financial and economic environment.

Electricity crisis

Since April 2019, when the Zimbabwe Electricity Supply Agency (ZESA) re-introduced a load-shedding programme, the country has fallen into a dire situation of massive electricity outages due to extremely low water levels in the major hydro-electric dams and unavailability of electricity supplies

²³ For example, some community-based organizations are in areas where larger banks that do offer the facility of foreign exchange accounts do not have branches.

from neighbouring countries where the country has incurred huge debts. The supply of electricity within the country is likely to be a medium to long-term problem. The SI Inter-Agency Team discussed the power supply situation in light of the interventions within the programme, which require the procurement of equipment for mobile One-Stop Centres, community shelters and to operationalize newly gazetted courts within the Victim Friendly System for child survivors of SGBV.

As a mitigation strategy, and to ensure that Spotlight supported initiatives are not only established, but also functional, the technical team and the coordination unit have discussed the possible procurement of alternative energy sources, within the available budget, and the necessity of putting in place mechanisms and strategies to secure investments from theft and vandalism in communities. However, because alternative energy sources such as solar are expensive and need to be maintained to be a viable long-term, sustainable investment, the SI Inter-Agency Technical Team needs to develop a *Sustainability Framework for the Spotlight Initiative* as a more holistic approach to map out strategies to mitigate the impact of the power shortages.

Rising fuel prices and the availability of fuel

Chronic fuel shortages, and the rising cost of fuel, have crippled the effective running of the economy in all sectors and households. This has implications on the costs that can be incurred by IPs to manage and deliver Spotlight interventions in different parts of the country. In this regard, every effort was made in the selection of IPs to work with those closest to the districts and communities within the identified Spotlight Provinces. This approach has proven to be effective, especially in drought-affected and humanitarian areas, where often IPs in the districts and communities are often tapped to be part of task teams moving throughout the districts to bring food and other recovery packages to the affected populations. This provides IPs with the opportunity also to deliver on GBV prevention and response and to gather qualitative information on the impact of the humanitarian crisis on increasing women's and girls' vulnerabilities to GBV and HPs. SI will continue this approach of working with IPs closer to communities to access the most marginalized women and girls.

Government buy-in and ownership

While there is considerable Government buy-in and ownership of the Spotlight Country Programme in Zimbabwe by the host ministry, MWACSMED, as well as by social sector ministries and the ministries of Local Government and

Agriculture, a concerted effort is still needed to create buy-in by the Ministry of Finance and at the highest level in the Office of the President and Cabinet (OPC). These two Government entities are key to the achievement of two of the Zimbabwe Country Program's strategic results – financing for GBV and a high-level political/social compact for the elimination of EVAWG, respectively.

The SI Inter-Agency Technical Team consulted government through the SI Inter-Ministerial Coordination Mechanism for ideas and strategies. The Coordination Team will convene a joint-RUNO strategy meeting to map out a collective pathway for achieving these interventions. Early discussions at the technical level with the OPC have started, and the SI is currently supporting the development of position papers on Financing for GBV and the Impact of GBV on the Economy for higher-level dialogues with senior officials in the Ministry of Finance and OPC.

Expanding the Base of Civil Society Organisations

One of the fundamental principles of the Spotlight global programme is the meaningful participation of Civil Society. There is a strong focus on '*doing business unusual*' through the engagement of community-based and other CSOs that work closer to communities and who do not often have access to major funding. This has required more investment in time to reach beyond the capital to identify these groups.

The SI Country Programme took a series of steps to reach community-based NGOs and those working within the selected Districts in the five provinces to ensure that '*no one is left behind*', including in the range of CSOs participating in the Spotlight programme. These steps included the (1) holding of consultations in the five identified Spotlight Provinces to reach more CSOs with information on the Spotlight Initiative and (2) short capacity-building sessions with CSOs that have moved through the Expression of Interest process to provide guidance and pointers on how to develop full proposals.

During these processes and in the technical review of EOs and proposals received to date, the weakness of smaller organisations to write and develop proposals, and to plan and implement programmes became evident. Rather than ignore the capacity gaps identified and reverting to engaging the larger organisations and International NGOs (INGs), the SI in Zimbabwe took more time to invest in ways to enable community-based organisations to participate in the Spotlight Country Programme. In this regard TORs for a capacity assessment of community-based organisations have been developed. The findings of this assessment will enable the SI to develop tailored capacity building programmes to strengthen these organisations according to

identified needs and capacity gaps so that they are able to become IPs in all six Outcome Areas.

Challenges of Identifying IPs and Experts

RUNOs have had to dedicate great time and resources to the identification of implementing partners, with implications on implementation where the delivery modality is grants to CSOs. However, this investment of time and resources is necessary to ensure that a wider pool of CSOs, especially those at the community level, are able to meaningfully participate in the SI. A welcome development has been the circulation of the TORs among RUNOs for inputs by more than one agency and the RUNOs' inter-agency meetings to jointly plan the delivery of the interventions to maximize results.

In addition to the limited pool of national and sub-national CSOs, the brain drain over the years has resulted in an even smaller pool of technical experts, who are often contracted by the same RUNOs. In cases where specialized expertise was required, the identification and recruitment of consultants within the region and globally took time, thereby stalling the implementation of those activities using contractual services as the implementing modality.

As implementation started, the SI Inter-Agency Technical Programme team reviewed the implementation modality for some of the planned interventions in light of some of the challenges highlighted. This review informed the RUNOs budget revisions in Q4 2019. While the agencies provided more grants to IPs, the team also utilized the budget revision process to give RUNOs more direct control to financially support partners to plan and deliver interventions.

As an overall mitigation strategy for all of the challenges outlined above and for new and emerging ones, the SI Coordination Unit has held joint meetings of programme, finance and operations team members from the six RUNOs to create a platform for sharing the emerging challenges, good and promising practices and lessons learnt as implementation began. These meetings enable the RUNOs to seek common strategies and solutions to implementation challenges, and to coordinate the questions to be submitted to the SI Secretariat for guidance and clarification. The SI Inter-Agency Technical Team meets twice within a month to review actions and progress towards implementation, and the Coordination team has weekly planning meetings.

Two other important platforms for planning, sharing of information and addressing emerging challenges to implementation are meetings between

the European Union and the Heads of Agencies²⁴ and the monthly meeting between the Spotlight Inter-Agency Technical Team and the Government Inter-Ministerial Technical Team for the Spotlight Programme.

New Opportunities and Lessons Learned

Key Lessons Learnt in 2019 include the following:

- An inception phase is needed to allow for planning and the investment in time to engage partners meaningfully, especially those in the Executive and Legislative branches, before implementation.
- The principle of flexible programming engrained in the SI Programme allows for reaching out to those who are usually left behind. For the CP in Zimbabwe, the approach of flexible programming has been adopted to allow for reflection, iterative learning and the adaptability of the programme, based on operational, programmatic and context-specific learnings, to achieve the intended results and make a difference in the lives and experiences of women and girls affected by GBV, SGBV and HPs.
- Capacity Needs Assessments and corresponding Capacity Needs Plans should have been a pre-requisite for some of the Implementing Partners. However, opportunities for parallel processes to build the capacity of the IPs were found to be innovative and contribute to acceleration in implementation.
- While great strides have been made in Zimbabwe towards promotion of gender equality and empowerment of women and girls more concerted efforts are needed to increase the political will to accelerate implementation SGBV, HPs and SRHRs laws and policies.
- The slow pace and non-linear movement of law and policy making can lead to delays in immediate results from Spotlight's investment in law and policy making processes.
- Cumbersome government administrative and bureaucratic requirements at district and community levels are emerging as

²⁴ The first meeting was held on June 15, 2019. Going forward, these meetings will be held before the convening of the National Steering Committee.

Zimbabwe begins a devolution process to give more powers to Provinces and Districts.

- Recruitment of IPs requires careful attention to the IPs having the right skills set to implement the multi-sectoral approach embedded in Spotlight interventions.
- Key Opportunities in 2019 include the following:
 - The GBV – Humanitarian nexus presented an opportunity to ensure continued relevance and alignment of the SI to the context, and scale up implementation, especially in respect to issues of women’s economic empowerment.
 - SI support to the assessment on on-line violence provides the opportunity for the CP to position itself as a thought leader on this area of violence.
 - The development of the Spot(light) on Results on-line platform enables the SI CP to monitor, make visible and communicate the programme’s reach to international and regional audiences.
 - The recruitment and deployment of the IAGs with community organizations in the five Spotlight Provinces has created a network of young female and male activists which can be mobilized for community advocacy on GBV and gender equality and women’s rights issues.

Innovation and Promising or Good Practices

Several of the promising or good practices that emerged in the Zimbabwe Spotlight Country Programme in 2019, which are also detailed in Annex D, included the following:

Innovators Against Gender Based Violence

The Innovators Against Gender Based Violence (IAGs) programme has been identified as one of the promising practices in 2019. The IAGs are graduate students who are tasked with bringing new innovations to addressing GBV in the localities where they are deployed. They will use their skills and expertise to strengthen CBOs and CSOs organizational systems of governance, administrative and financial management functions. The innovators started their 12-month journey to implement programmes and campaigns to address GBV and other harmful practices in the Spotlight provinces and districts, with support from their host organizations in December 2019. A total of 47 IAGs were recruited and of these 9 (7 Females and 2 Males) are research IAGs conducting various research on SGBV/HPs and SRHR issues to provide some of the first content for the Spotlight SGBV and feminist knowledge hub. The remaining 38 (26 Females and 12 Males) are deployed to Spotlight districts where they provide in-house district-level support to selected women's groups and CSOs that are receiving grants under Outcome 6. The IAGs will provide programme, administrative, M&E, knowledge management and communications and advocacy support to the community groups. During their orientation training in October 2019, when asked to perform skits to illustrate how they would address SGBV in the districts, the IAGs displayed a very deep level of understanding of gender challenges and new and innovative ways of addressing these.

Mobile One-Stop Centers

The mobile OSC model for the provision of multi-sectoral GBV services in remote and hard to reach areas is another 2019 promising practice/model. GBV service availability and accessibility remains a notable concern in Zimbabwe, because multi-sectoral services are primarily available at provincial and district level. The introduction of a mobile OSC model enhanced service access among the most vulnerable GBV survivors in remote and hard to

reach areas. In the swiftly changing Zimbabwean environment characterized by climate change related (drought and floods) hardship, compounded by economic hardship, the provision of mobile GBV services has started to demonstrate some promising results towards enhanced and timely access to GBV response.

Some 749 survivors (644 female, 105 male) accessed mobile GBV services in the initial pilot phase (December 2019). Beneficiary feedback includes positive insights on the benefits of a mobile service, which eliminates current challenges to reach provincial and district-based services (e.g. transport fees) and the Mobile OSCs help to prioritize the delivery of GBV services in remote areas. Community volunteers responsible for GBV awareness raising and referrals have also reported that the availability of mobile services closer to the communities have made outreach efforts more effective and contribute to an increase in the number of referrals who successfully made use of GBV services (e.g. within 72h of SGBV reporting, survivors' empowerment to report long term IPV perpetrators through elimination of mobility constraints).

Promising Partnerships

One emerging promising or good practice of a Spotlight partnership between the UN, Government Ministries, CSOs and the Private Sector is the design of locally relevant interventions for making public spaces safe for women and girls in three Spotlight provinces and districts (Outcome 2). Women within the identified areas also participate as co-creators of the safer-spaces models and interventions. This partnership was developed in 2019 during the planning stages for the intervention.

The above and other promising practices from the Zimbabwe Country Programme are submitted in Annex D.

In addition to these good or promising practices, an example of innovation in 2019 was a one-day training conducted by the SI Inter-Agency Technical Team on the Ethical Guidelines and Considerations for conducting research on GBV, SGBV, HP and SRHR for team of consultant and lead researchers conducting the baseline study on GBV, SGBV, HP and SRHR. This training included two sessions on 'Approaches and Strategies for Ensuring the Inclusiveness of Marginalized Group' in GBV, SGBV and SRHR research. Members of the SI Inter-Agency Technical Team also participated as resource persons in the training of the enumerators for the baseline study. The Spotlight M&E and Knowledge Management Specialist conducted selected monitoring of the baseline team's research to ensure compliance with ethical standards and quality.

Next steps

Development of a Sustainability Framework for the Spotlight Initiative

The Coordination Unit and the Spotlight Inter-Agency Programme Team will develop a Spotlight Sustainability Framework to provide a more holistic approach to mitigating the impact of the country's electricity crisis on the Country Programme. This process will enable the team to explore the various options more in-depth and to do cost-benefit and sustainability analyses given that the country's electricity crisis is likely to be a medium to long-term problem.

Civil Society Capacity Strengthening/CSRG Actions

Spotlight will continue its outreach through convenings, trainings on social accountability and small grants to small and marginalized CSOs working with key populations and communities of persons who face multiple forms of discrimination. These organisations are small and often marginalized CSOs that use the lens of intersectionality. Their activism on sexual and reproductive health rights and on the interlinkages between GBV, HIV and SRHR is strong, but they have limited capacity for the design and implementation of programmes. These are among the targeted CSOs for capacity strengthening and for engagement as IPs in the Spotlight Country Programme.

The Spotlight CSRG will strengthen its information and advocacy initiatives to complement the Spotlight programmes' information and advocacy interventions at national, subnational and community levels. The CSRG has plans to launch a small year-long campaign on GBV and SGBV, targeted at women leaders within the private sector. The group is also developing a brochure on the CSRG and its role in the Zimbabwe SI. One of the outputs of the CSRG's training on advocacy and lobbying in 2019 is a draft handbook, which will be finalized in 2020.

Additionally, the CSRG plans to become more visibly active in its own-initiated Spotlight campaigns in 2020. Considering that the members of the CSRG serve voluntarily in their individual capacity, their time to participate in all of Spotlight's activities is limited. To address this, the CSRG developed a small workplan at the end of 2019 to focus on how it can share information and conduct advocacy on GBV, SGBV and SRHR to achieve one of Spotlight's

key objectives of moving these issues to the national agenda. The CSRG will utilize the small budget to support the CSRG's communications and advocacy work through the Advanced SI budget.

(SPOT)light on Results Platform

This innovation in the Zimbabwe Spotlight Country Programme is expected to be fully operational in 2020 as a web-based online platform to monitor, communicate and give visibility to the implementation of the Spotlight Programme. The platform will present quantitative data and analysis of the programme's progress in the provinces and districts, inclusive of data on beneficiaries reached, and it will include a qualitative beneficiary feedback mechanism to capture the voices and perspective of the most affected and targeted groups of women as identified in the Country Programme Document, as well as feedback and stories from women, girls, men and boys and beneficiaries at the national, subnational and community levels.

Knowledge Management and M&E

The Spotlight CP plans to produce several knowledge products in 2020. These include information products based on the findings of the Spotlight Baseline Survey, and the CP will produce a knowledge product on how the SI Inter-Agency Team developed the Spotlight CP in Zimbabwe and the Lessons Learnt along the way. The Spotlight-supported Feminist Knowledge Hub also will be developed in 2020 to provide a platform for young feminists scholars and activists in Zimbabwe to generate and share new knowledge on GBV, SGBV and SRHR issues in Zimbabwe.

The SI Inter-Agency Team, guided by the Spotlight M&E Specialist, will strengthen its capacity and that of IPs to collect disaggregated data to monitor the CP's progress towards the targets and milestones defined in the Results Matrix, and to assess the programme's reach to target audiences.

Stories from the Field

Several stories from the Zimbabwe Country Programme are contained in an attached folder submitted with the country's 2019 Annual Report (*Folder 7 – Zimbabwe stories from the field*).

Testimonials

Testimonial One

You will never have an understanding of issues until you become a part of the process. Before the Beijing +25 pre-consultative meeting in Addis, my understanding of the Beijing Declaration and history was limited and grounded in layman's misinterpretation of it. Getting to interact with and hear the testimonies of the Beijing Mamas, I began to see through their eyes and my passion for enhancing the rights of women and girls was enforced. Being a young woman in such a space, I realized the importance of intergenerational connectivity because sometimes there's an assumption that young women can function in isolation. The movement started somewhere, is at a particular place and moving forward and every point there is need for both voices of the Young and the older generation to connect; complementing skills and efforts instead of competing. After all, the struggle is one and we need to act as one. My major highlight was the quick response that activists took in solidarity with women with disabilities who could not access the meeting venue due to unfavourable infrastructure. The atmosphere was 'electric'. In that moment I realized that in our fight for gender equality and equity, action should be quick and as we stand together, we will realise our goals. I am thankful to UN Women(Spotlight) for affording me an opportunity of a lifetime, an experience that has sharpened me and ignited a fire to take the work forward.

(Emelda Vhiriri, Chairperson of the Women's Coalition Young Women's Charter who was supported through Spotlight to attend the Regional Beijing+25 Consultation in Ethiopia)

Testimonial Two

The Spotlight Initiative came as an awakening call especially to us implementers of Disability Programmes in that there are women and girls who have been marginalised even within the disability programming. Of course, our programmes were targeting all of them, but the SI has opened our eyes to SGBV, HP and SRHR issues that were affecting women and girls with disabilities and some of them were going unnoticed, while some were being ignored. I would want to add that through the SI we are now promoting the rights of women and girls with disabilities and also looking at the challenges they are facing and how best we can address them as government. Disability targeted initiatives in the SI are being implemented by a number of UN agencies and as the parent Ministry we have been involved in all of the activities.

The SI is now enabling persons with disabilities, especially women and girls, to be involved in activities and also to seek justice where it is needed. When I talk of justice, I also know the UN is working with Leonard Cheshire (DPO), providing interpreters, allowing cases involving women with disabilities to be handled in courts. Issues of access to justice are now being promoted through SI, so to me I would say it is a great initiative which is touching on all aspects of life for women with disabilities.

The Ministry deals with vulnerable people; children, the elderly, persons with disabilities, or the destitute; we promote the rights of all these people. The National Disability Board (NDB) which is supposed to oversee programmes for persons with disabilities and advise the Minister on disability issues so that whenever the issues go to cabinet there are informed decisions on what is really happening on the ground, has benefited a lot from the SI. The Board was in its second year without a strategic plan so one would wonder 'how are they going to carry out their mandate if they don't have a specific roadmap they are going to follow?'. The SI did not just start with coming up with a strategic plan. No, it started by sensitising them on what is the CRPD, SGBV, HP and SRHR, and why we need to promote the rights of women and girls

with disabilities, why do we need to eliminate these harmful practices.

We are even receiving testimonies, when we go out, from women and girls on how SI has helped them. They say I was raped, I did not know what to do, it was my father but these people came in empowering us to say you don't just have to be intimidated, come out and say your story, they are coming out and they are being empowered.

Mrs Raviro Chaakamba, Acting Director, Department of Disability Affairs, Ministry of Public Service, Labour and Social Welfare

Testimonial Three

Amongst the Spotlight Inter-Agency team, we often described Spotlight as a journey. It is a journey that we set out on in 2018, and it has been a soul-searching journey at so many levels. In the context of the UN development system reform, it has been a paradigm shift for joint programmes: Spotlight taught us that it's one thing to plan together, but if we want to implement together and achieve results together, that requires a whole new level of inter-agency commitment, comradery and trust.

With the deteriorating economic situation, Cyclone Idai and severe food insecurity, 2019 was a tough year for Zimbabwe. I believe that the intensive team-building we ended up doing in 2018 through the Spotlight Country Programme development process prepared us well to tackle the rapidly changing context and new sets of country challenges in 2019. Despite all the uncertainties, we kept our focus firmly on the needs of women and girls, who were now even more vulnerable to GBV. The flexible programming that characterizes Spotlight is so critical, as we continue to see now.

Kanako Mabuchi, former Head of RCO in Zimbabwe

Testimonial Four

The JSC is going to reflect on its practices and attitudes in discharging its duties. We are making a public

announcement today of our transparency, accountability to upholding the values of our Constitution and the Zimbabwe in which world class justice prevails. Harare Magistrate's Court is the biggest court dealing with an average of 40 (GBV) cases being received a month, 30 of which involving children below 18 years of age. By Oranging the Court, we are making a commitment for the deliverance of quality, timely judgement on cases of rape and other gender-based crimes. We will endeavour to ensure that women and girls enjoy their rights of access to justice.

JSC Secretary Walter Chikwana officiating at the Oranging of the Magistrate's Court during the 16 Days of Activism in 2019

Testimonial Five

SIDA appreciates how the Spotlight Initiative targeted women and girls with disabilities as a priority population group in addressing SGBV and advancing SRHR in Zimbabwe. This is unique and SIDA appreciates the fact that the Zimbabwe UNPRPD project was recognized as a technical partner from the development of the Spotlight programme. SIDA chose to visit Zimbabwe notably because the UNPRPD Team contributed immensely to the Spotlight Initiative by sharing their expertise, lessons learnt and disability sector partnerships from the project Advancing the Rights of Women and Girls with Disabilities, which also tackles at a smaller scale GBV issues among women and girls with disabilities. The synergies between the UNPRPD and the Spotlight Initiative are a best practice that showcase how the 2-year UNPRPD project complemented a bigger project to comprehensively address and further advance disability rights for women and girls with disabilities. The Spotlight Initiative is reaching where the UNPRPD project could not reach.

Karin Ericsson, Programme Manager, Unit for Democracy and Human Rights, SIDA

Testimonial Six

The expectation is for the OAG to contribute in holding to

account relevant ministries and other public entities with a mandate of mainstreaming gender equality; preventing, protecting and responding to SGBV and HPs; and ensuring the realization of SRHRs for women and girls.--- Did I get this right?! This is a new area for us, and it is ground-breaking. You have managed to demystify gender for us, we were wondering where we fit in. We have been left out of gender trainings, but here we are ready to go! You will not be disappointed. The Auditor General and all of us are very grateful to the Spotlight Initiative.

Marjorie Vingirai, Acting Deputy Auditor General speaking at the 2019 Spotlight programme for the OAG

Testimonial Seven

Women are vulnerable in the farming sector, although they provide almost 70% of the labour - they do not reap the same rewards, that is where Gender Based Violence emanates from. Our expectation is that the Spotlight Initiative will initiate and grow conversations around GBV, especially in rural and resettlement areas where it has largely been a sensitive and silenced issue. -

Nicky Gundidza, Agricultural Technical and Extension Services Principal Human Resources Officer (Spotlight Initiative GBV Training participant)

Testimonial Eight

Where GBV cannot be prevented, quality services for survivors must be available, accessible, affordable and appropriate to avoid further trauma. We take on this profound journey with that in mind and look forward to the support of all our partners. UNFPA with Support from the Spotlight initiative, will pilot the mobile One Stop Centre campaign in selected districts, document lessons for improvement and hopefully expand to all districts in the country having addressed challenges during this pilot phase. -

UNFPA Zimbabwe Deputy Representative, Gulnara Kadyrkulova (2019 Mobile One Stop Centre Launch)

Testimonial Nine

The Spotlight Initiative provides UNESCO Regional Office for Southern Africa with an opportunity to harness its core areas of competency, including Education, Social and Human Sciences, to address the root causes of violence, and especially GBV. Provision of high-quality, age-appropriate, and evidence-based comprehensive sexuality education is critical for reducing gender based violence. It helps to build the skills and knowledge of boys and girls to promote gender equality, shift harmful social and gender norms, address power dynamics, sexual and gender-based violence, and harmful practices. Through sexuality education, adolescents and young people also learn essential life skills such as empathy, negotiation, decision-making and critical thinking, encouraging them to question social and cultural norms that support unequal gender and power structures, which often lead to violence. The Spotlight Initiative is contributing immensely to ongoing efforts at ensuring that Comprehensive Sexuality Education is fully embedded in curriculum and teaching practices. In addition, through Spotlight Initiative, UNESCO is supporting the Government of Zimbabwe and its people in fulfilling its obligation on the Convention on the Rights of Persons with Disabilities, which the country ratified in 2013. We are pleased that women and girls with disabilities, who face multiple and intersecting forms of discrimination and are particularly susceptible to violence, abuse, neglect and exploitation, are a primary target of the Spotlight Initiative and we hope that this initiative will shine a spotlight on them that will go beyond the implementation of the initiative.

Dr Patricia Machawira, Head of Unit- Education for Health and Wellbeing on behalf of Prof Hubert Gijzen, Regional Director and Representative- UNESCO ROSA, during the National Launch of the Spotlight Initiative -26 June 2019.

Testimonial Ten

Violation knows no status; it is also very difficult for senior female executives. We need to Dialogue, let's speak out

because when we acknowledge it as a problem, we are able to do more. So let's pronounce it. Economic violence is the worst as it disempowers the woman.

Dr Grace Muradzikwa, PROWEB President speaking at a Spotlight Initiative Dialogue on GBV with women executives and business women in the private sector

Testimonial Eleven

The system is failing our girls. Through the Spotlight Initiative we have an opportunity to make a difference in the legislative framework which is inherently flawed and is blind to the lived realities of our girls. Whilst the legislative framework on its own will not suffice to bring the change that we require, it is a key and essential starting point. There is need for a sustained and holistic approach to address violence against girls; and I'm proud to be associated with the Spotlight Initiative which actively seeks to take a holistic approach which is grounded in the lived realities of our girls' lives.

Aminata Ruwodo, Centre for Applied Legal Research, Zimbabwe

Communications and Visibility

Communications and visibility activities of the SI are coordinated by the Resident Coordinator's Office by a designated UN Volunteer Communications Officer and undertaken by the Spotlight Initiative Communications Team, which comprises of communications focal points from the 6 RUNOs. In the period under review, some of the communications and visibility key results achieved under Spotlight Initiative are outlined in detail in the following report.

In May 2019, the SI in Zimbabwe was showcased at the Europe Day commemorations held at the European Union Residence. Those who attended the event had an opportunity to visit the Spotlight Initiative exhibition stand, where they could learn more about the programme and its intended impact on women and girls in Zimbabwe. Furthermore, a pledge banner was mounted at the event, where visitors to the stall made their commitment to support the

fight against sexual and gender-based violence. A total of 70 signatures were collected from members of the diplomatic corps, government officials, heads of UN agencies, as well as representatives from civil society organizations.

EU Day 2019 Video: <https://www.youtube.com/watch?v=cHlleeJ5PNA>

Interview with EU Ambassador: <https://www.youtube.com/watch?v=xZhFj6KSMBE>

Interview with ILO Director: <https://www.youtube.com/watch?v=bRqz7UPsPwY>

Interview with UNDP: <https://www.youtube.com/watch?v=w9SK2auZOhk>

Interview with UNESCO Director: <https://www.youtube.com/watch?v=pv1xYv-sUIM>

Interview with UNFPA Deputy Representative: <https://www.youtube.com/watch?v=r3lpm4wlrpl>

Interview with UNICEF Representative: <https://www.youtube.com/watch?v=QzwArzaoP14>

Interview with Civil Society Reference Group: <https://www.youtube.com/watch?v=GR37jrfvWPQ>

Interview with Head of Gender Commission: <https://www.youtube.com/watch?v=JEySJa54TpQ>

The Spotlight Initiative to eliminate violence against women and girls was officially launched in Zimbabwe on June 26, 2019 through a high-level event. The launch was presided over by President of Zimbabwe H.E Emmerson Dambudzo Mnangagwa (represented by Hon. Minister Prof A. Murwira), European External Action Service Deputy Secretary-General, Mr. Christian Leffler and Director Ms. Henriette Geiger (People and Peace in the Director General for Development and Cooperation of the European Commission); UN Resident Coordinator, Mr. Bishow Parajuli. The Spotlight Initiative launch also brought together over 200 senior delegates including government Ministers, Members of Parliament, European Union, United Nations, members of the diplomatic corps accredited to Zimbabwe, Civil Society, private sector, academia and the media.

Spotlight Initiative Launch Video: https://www.youtube.com/watch?v=7n_Xs6Dyju4

The Spotlight Initiative Zimbabwe Country Programme Communications

and Visibility Strategy was developed in September 2019 following a two-day workshop convening communications focal points from the UN resident Coordinator's Office and 6 Spotlight RUNOs, as well as members of the programme's technical team. This strategy will be used as a guide to communications and visibility activities and engagements throughout the duration of the initiative.

Link to Spotlight Initiative Zimbabwe Country Programme

Communications and Visibility Strategy: <https://drive.google.com/open?id=16qIt4IVHiTOPcBSx8w8qAjVRvJ5Qt4VV>

A few joint events were undertaken under the Spotlight Initiative in 2019, including a commemorative campaign for International Day of the Girl Child and a few activities during 16 Days of Activism Against Gender-based Violence. On International Day of the Girl Child, the UN staged a girls' takeover campaign was under the localised theme #ZimGirlsTakeover to inspire girls as agents of change who are capable of becoming leaders in their own right. The UN agencies "Taken Over" by the girls are the International Labour Organisation, UN Development Programme, UN Scientific and Cultural Organisation, UN Population Fund, UN Children's Fund and UN Women. The girls who took part in the campaign were selected from the Junior Parliament of Zimbabwe through an essay competition and took the helm of UN leadership to make a symbolic statement on the need to empower girls to make decisions, assume leadership roles, and live and thrive in a gender equal society.

UN Resident Coordinator: <https://twitter.com/UNZimbabwe/status/1185249217834565632?s=20>

ILO: <https://twitter.com/UNZimbabwe/status/1185240911564939265?s=20>

UNDP: <https://twitter.com/UNZimbabwe/status/1185239603726503941?s=20>

UNESCO: <https://twitter.com/UNZimbabwe/status/1185241805903806465?s=20>

UNFPA: <https://twitter.com/UNZimbabwe/status/1185245240053116928?s=20>

UNICEF: <https://twitter.com/UNZimbabwe/status/1185242592545509376?s=20>

UNWOMEN: <https://twitter.com/UNZimbabwe/status/1185244106626404352?s=20>

The first Spotlight Initiative Zimbabwe Country Programme newsletter was developed and disseminated as an e-bulletin. This will be produced in future once every quarter as a way to share success stories on the programme interventions by each UN agency supporting Spotlight implementation in Zimbabwe.

Spotlight Newsletter: <https://drive.google.com/open?id=1n900jwzND7Ga5C0umbutboeZ6fPoNLnj>

With regards to overall online presence, the majority of Spotlight Initiative online communication is channeled through existing UN platforms. The UN in Zimbabwe has a well-established online presence and social media following, resulting in over 100,000 unique users per month (website 65,000 users, over 12,228 followers on Facebook and over 54,000 followers on Twitter).

The Spotlight Initiative Communications Team has developed a 2020 annual work plan for the roll-out of communications and visibility activities, including, but not limited to, educational and awareness-raising campaigns, disbursement of Spotlight Initiative IEC materials and newsletters, recruitment of public figures as Spotlight champions to popularize the initiative in the country, and joint commemorations of 8 international days among Spotlight Initiative RUNOs. In addition, the Spotlight Initiative Communications Team will work in close collaboration with the Spotlight Initiative Inter-Agency Technical Team for the coverage of programme interventions, particularly to document human-interest stories from the field at the provincial, district and community levels.

Annual Work Plan and Forecast Budget

Zimbabwe's 2019 Annual Work Plan and Forecast Budget and the Minutes of the April 4 National Steering Committee meeting are attached as **Annex F**.

Annual Reports and Annexes can be found [here](#).



Photo/© Spotlight Initiative

Annex A

Zimbabwe Outcome 1 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 1.1 Proportion of target countries with laws and policies on VAWG/HP that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations	Yes	1.1 Legal Age of Marriage					The SI Country programme worked on Harmonized Marriage Bill, which include sections of aligning age of marriage to the Constitution to 18 years, including sections on ending early marriages. Moving forward the country programme is working on reviewing the Domestic Violence Act to strengthen it by expanding the definitions of perpetrators in accordance with the CEDAW Committees concluding observations to the country's report in January 2020. In addition, the country programme will be supporting the development of the Persons with Disabilities Bill and the National Disability Policy in 2020.
		0.5	0.5	0.5	0		
		Parental Authority in Marriage					
		0.5	0.5	0.5	0		
		Parental Authority in Divorce					
		0.5	0.5	0.5	0		
		Inheritance Rights of Widows					
		0.5	0.5	0.5	0		
		Inheritance Rights of Daughters					
		0.5	0.5	0.5	0		
		Laws against Domestic Violence					
		0.5	0.5	0.5	0.25		
		Laws against Rape					
0.25	0.25	0.25	0				
Laws against Sexual Harassment							
0.5	0.5	0.5	0.25				
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP that respond to the rights of all women and girls and are developed in a participatory manner are in place	Yes	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based M&E framework Rights of all women & girls Participatory Development	Evidence-based M&E Framework Rights of all women & girls Participatory Development	Implementation Action Plan to the National Gender Policy with a M & E Framework developed in 2019. Plan will be cascaded to Sub National level. Plans are underway to have the Implementation Action Plan to National Gender Policy to be costed.	
		Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based M&E framework Rights of all women & girls Participatory Development	Evidence-based M & E Framework Rights of all women & girls Participatory Development		

Ouptut Indicator		Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 1.1.1 Number of new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards	Yes	Developed					Harmonised Marriages Bill was developed in 2019 and brought before Parliament. It is being reintroduced in 2020 for adoption. Child Justice Bill - Consultations were held with children, chiefs and communities in 2019 which strengthened and changes some of the language in the original bill. Disability Act - is under review Criminal Code and Reform Act - In 2019 consultations were conducted in the country for mandatory sentencing for rape to affect stiffer penalties. Principles governing the Act are being reviewed.
		0	1	0	1		
		Strengthened					
		0	2	1	4		
Indicator 1.1.2 Number of inquiries conducted by human rights institutions on VAWG and/or gender equality and non-discrimination in the country within the last 2 years	Yes						Zimbabwe Human Rights Commission January 2019 Inquiry into Civil Unrest and allegations of rape of women.
		3	0	1	8		
Indicator 1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same, within the last year	Yes	Parliamentarians					Three training workshops were conducted for Parliamentarians . More female parliamentarians (64.4%) participated in the workshops. Some participants attended more than one training session, but we counted them separately considering that the topics covered were different and that we wanted to reflect the various areas of strengthened capacities. Activities with Human Rights Staff were postponed to next year, as consultations with stakeholders and planning took longer than expected.
		0	210	408	840		
		Women Parliamentarians					
		0	63	145	315		
		Human Rights Staff					
		0	114	0	456		
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year	Yes	National					The Action Plan meets 3 of the 4 set criteria. Plans are underway in 2020 to have it costed. The plans will be cascaded to sub national level
		Evidence-based	Evidence-based M & E Plan Needs for All women and Girls	Action Plan: Gender Policy - Implementation Strategy and Action Plan , Sector: Cross Cutting , Year 1: Evidence-Based M&E Plan Needs of All Women & Girls	Evidence-based Programs and activities must be costed M & E Plan Needs for ALL Women and Girls		
		Sub-National					
		Evidence-based	Evidence-based M & E Plan Needs for All women and Girls	Evidence-Based M&E Plan Needs of All Women & Girls	Evidence-based Programs and activities must be costed M & E Plan Needs for ALL Women and Girls		

Indicator 1.2.2 Number of key government officials with strengthened capacities to draft and costed action plans on ending VAWG and accompanying M&E frameworks, within the last year.		Government Officials				Activities with Government Officials on this were postponed to next year, as consultations with stakeholders and planning took longer than expected. However, key government officials had their capacity strengthened to draft an implementation plan and strategy to operationalise the National Gender Policy. The Gender Policy was developed in 2018.
	Yes	0	30	0	120	
		Women Government Officials				
		0	15	0	60	

These programme tables were generated by the Spotlight Initiative Online Platform, which is currently in pilot phase. In some cases, individual programmes' data has been modified to standardize the presentation across all Spotlight countries and regions. The wording of indicators and other narrative references in the tables are drawn from the Global-level theory of change and are not aligned to respective programme contexts or to local specificities. For these reasons, each programme is encouraged to present the specific Programme results framework to the National Steering Committee.

Zimbabwe Outcome 2 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 2.1 Functioning national and/or sub-national coordination and oversight mechanisms are in place at the highest level for addressing VAWG/HP that includes representation from marginalized groups	Yes	Coordination Mechanism?				Yes	These mechanisms are cascaded to subnational levels (Provincial and District levels). In addition all the 5 Spotlight Provinces have GBV coordination mechanism in place, however there are no costed action plans and the coordination mechanisms are limited to progress update meetings. For Zimbabwe the marginalized groups include, women and girls with disabilities, rural women and girls in poor communities, women and girls living with HIV, young women in poor urban settlements, sex workers and key populations.
		No	Yes	Yes	Yes		
		LNOB?					
		No	Yes	Yes	Yes		
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP	Yes	Is there a national budget allocation?				Yes	The baseline of 6.97% is from the following Ministries - Health, Primary and Secondary Education, Women's Affairs Labour, Social Services and Justice and Home Affairs. The 2020 Budget announced in late 2019 was used as baseline as well as 2019 Results.
		Yes	Yes	Yes	Yes		
		What is the percentage of national budgets being allocated?					
		6.97%	6.97%	6.97%	11.00%		
Indicator 2.3 Is VAWG/HP integrated into 6 other sectors development plans, in line with globally agreed standards? "Other Sectors": health, social services, education, justice, security, culture.	Yes	Health				High integration	We are maintaining medium level of intergration although significant effort has been invested on strengthening existing M & E plans and improving the quality of monitoring activities. National Action Plan in Communication Strategy for Ending Child Marriages and Girls Empowerment Framework process to involve key stakeholders started in the last quarter of 2019. In 2019 Spotlight Initiative Programme supported Implementation Strategy and Action Plan for the National Gender Policy, which incorporated GVB and SRHR. The programme is working with respective ministries to develop the individual sector plans on EVAGW/HP.
		Medium integration	Medium integration	Medium	High integration		
		Education					
		Medium integration	Medium integration	Medium	High integration		
		Justice					
		Medium integration	Medium integration	Medium	High integration		
		Security					
		Medium integration	Medium integration	Medium	High integration		
		Social Services					
		Medium integration	Medium integration	Medium	High integration		
		Culture					
		Medium integration	Medium integration	Medium	High integration		

Ouptut Indicator		Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 2.1.2 Internal and external accountability mechanisms are in place within relevant government institutions to monitor GEWE and VAW/HP	Yes	National Level				6	Name of Plan: Zimbabwe National Disability Board Strategic Plan 2020-2022, Name of Institution: National Disability Board, Sector: Social Security, National/Sub-National: national sub-national Name of Plan: National Gender Policy Impementation Strategy and Action Plan, Name of Institution: Ministry of Women Affairs, Community, Small and Medium Entreprises Development, Sector: Health, National/Sub-National: national sub-national
		0	6	2			
		Sub-National Level					
Indicator 2.1.3 Number of strategies, new plans and programmes of other relevant sectors (health, social services, education, justice, security, culture) that integrate efforts to combat VAWG developed in line with international HR standards, within the last year.	Yes	Health				High integration	Plans will be developed in 2020 for Ministry of Health, Primary and Secondary Education, Labour and Social Welfare, Justice and Home Affairs. We are maintaining the "medium" level, although heavy investments was made to improve the quality of integration of VAWG into these plans.
		Medium integration	Medium integration	Medium			
		Education					
		Medium integration	Medium integration	Medium			
		Justice					
		Medium integration	Medium integration	Medium			
		Security					
		Medium integration	Medium integration	Medium			
		Social Services					
		Medium integration	Medium integration	Medium			
		Culture					
		Medium integration	Medium integration	Medium			
Indicator 2.1.5 Percentage of targeted national and sub- national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards	Yes	0	0	1	11	Name of Training Institute: Nurses Training Institutions, : National Sub-National, Sector: Health. Preparatory work has also been done with University of Zimbabwe in intergrating GBV in the Certificate in Gender Macroeconomics.	
Indicator 2.1.7 Number of key government officials with strengthened capacities to develop and deliver programmes that prevent and respond to VAWG, within the last year.	Yes	Government Officials				600	Office of the Auditor General for the inclusion of SGBV/HP/SRHR in performance audit processes for the individual Ministries (25 males & 25 Females) Legal Aid Directory - Sensitization of Lawyers on SGBV/HP/SRHR (28 Males & 23 Females) Prosecutors (23 males & 22 Females) Justice Law and Order Sector (20 males & 25 females) National Disability Board - (7 males & 12 females)
		0	150	210			
		Women Government Officials					
0	75	107		300			

Indicator 2.2.1 Proportion of supported multi-stakeholder VAWG coordination mechanisms established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	Yes	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual workplans	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual workplans	Annual work plans are under development and will be reflected in 2020.
Indicator 2.2.4 Number of meetings of national and/or sub-national multi-stakeholder coordination mechanisms, within the last year	Yes	National Level Meetings				Meeting at both national and sub national level are held on average once a quarter.
		4	4	4	20	
		Sub-National Level Meetings				
		4	4	4	20	
Indicator 2.3.1 Proportion of current dedicated and multi- sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.	Yes	87.50%	87.50%	87.50%	91.67%	None were developed in 2019.
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, within the last year.	Yes	Parliamentarians				In total three training sessions were conducted with monitoring was conducted during public hearing to assess if they were raising GBV/HP/SRHR issues.
		0	60%	60.00%	100.00%	
		Women Parliamentarians				
		0	52.07%	52.07%	100.00%	
Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year	Yes	Parliamentarians				Consultation with stakeholders and planning is already ongoing. Related activities were postponed to 2020.
		0	150	0	600	
		Women Parliamentarians				
		0	75	0	300	

Zimbabwe Outcome 3 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age	Yes	35.50%	35.50%	35.50%	20.00%	ZDHS results were used for baseline.	
Indicator 3.2 b) Percentage of people who think it is justifiable to subject a woman or girl child marriage “	Yes	Child Marriage			2.50%	“This was obtained during baseline survey . Follow up results will be generated from mid and end of project assessments.In Zimbabwe we do not have a high prevalence of FGM.”	
		5.20%	5.20%	5.20%			
Ouptut Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 3.1.1 Draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	Yes	Yes	Yes	Yes	Yes	Through SI support, the CSE curriculum was reviewed and updated to ensure strong SGBV/HP/ SRHR content.Capacity Strengthening of District School Inspectors was conducted to monitor implementation at school level.	
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights,1within the last year.	Yes	In-School Programmes					In 2019 , 134 teachers (83females &51Males) were trained in effective roll out of CSE.A ratio of 1 teacher to 40 learners has been used to calculate the number of learners who received CSE training in school, 40% being girls.Out of school will be rolled out in 2020.
		0	0	5,360	773,919		
		In-School Programmes Girls					
		0	0	2,144	309,568		
		In-School Programmes Boys					
		0	0	3,216	464,351		
		Out-of-School Programmes					
		0	0	0	100,000		
		Out-of-School Programmes Girls					
0	10000	0	40,000				
Out-of-School Programmes Boys							
0	0	0	60,000				

Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year	Yes	National Level				Name of Programme: Protection from Sexual Exploitation and Abuse at Higher and Tertiary Institutions , including LNOB?: Yes, : National Sub-National Name of Programme: SRHR /SGBV Prevention Programmes in tertiary institutions , including LNOB?: Yes, : National Sub-National
		No	No	Yes	Yes	
		Sub-National Level				
		1	1	2	3	Protection from Sexual Exploitation and Abuse at Higher and Tertiary Institutions programme managed to reach out to (6,903Males & 10,353Females)SRHR /SGV/HP programme managed to reach out to 17,116Males and 25,670females
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender- equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year	Yes					Capacity building of community cadres through Ministry of Women Affairs was conducted in 2019. Regular meetings will be rolled out in 2020.
		500	1200	0	2300	
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	Yes	0	0	0	40	Communities advocacy playformed will be formed and operationalised in 2020.
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	Yes	0	1	1	11	
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year	Yes	0	0	0	6	Networked will be developed and rolled out in 2020.
Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting, within the last year	Yes	0	4	0	17	Preliminary work was done in 2019 with the respective News Outlets. Capacity strengthening on reporting gender sensitive reporting will be conducted in 2020.

Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	Yes	EVAWG Policies				
		3	0	0	7	
		EVAWG Policies including LNOB				
		3	0	0	7	
Indicator 3.3.5 Number of key informal decision-makers and decision-makers in relevant institutions that have strengthened awareness of and capacities to advocate for the implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights	Yes	Decision Makers				Parliamentarians, Auditor General's, Legal Aid, Prosecutors, Justice Law and Order and National Disability Board members who received training have been recorded under decision makers in relevant ministries.
		0	0	560	1,080	
		Women Decision Makers				
		0	0	228	324	

Zimbabwe Outcome 4 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 4.1 Number of women including those facing intersecting and multiple forms of discrimination experiencing physical or sexual violence who seek help	Yes	Women					No data is available for girls. In 2020 reporting will be further disaggregated to cater for other disaggregations. Targets will also be reconsidered
		43	43	43	37		
		Girls					
		38	38	38	50		
Indicator 4.2 a) Number of VAWG cases reported to the police, b) the 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)	Yes	Reported					The programme has made request for the administrative data to Zimbabwe Republic Police. The process is very bureaucratic, hence the delays in getting the data. Once received will upload onto the platform.
		0	0	0	0		
		Brought to Court (%)					
		0.00%	0.00%	0.00%	0.00%		
		Convictions					
0.00%	0.00%	0.00%	0.00%				
Indicator 4.3 A VAWG dedicated management information system (MIS) is in place at the national level which can measure the number of women/ girl victims/survivors of violence that have received quality, essential, multi-sectoral services.	Yes	MIS					In 2019 , identification of international GBV MIS expert was done and two local national to work with the expert were contracted. The work started in 2020, and target is to have functional GBV MIS in year 4.
		No	No	No	Yes		
Output Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 4.1.3 Proportion of countries that have developed and/or strengthened national guidelines or protocols in line with the guidance and tools for essential services for women and girls subject to violence.	Yes	Developed					In 2019 the Multi-Sectoral Protocol on GBV was strengthened under the 365 Zero Tolerance Programme . Under SI further tools and guidelines to operationalize the strengthened protocol will be developed.
		No	Yes	No	Yes		
		Strengthened					
		No	No	Yes	Yes		
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year	Yes	Government Service Providers					Disaggregation by sector is to done in 2020 moving forward. In 2019 , the following sectors were involved in the training; Min Of Women Affairs (Community Development Officers), Min of Agriculture(Agriculture Extension Officers), Min of Health, Min of Justice, Min of Labour and Social Welfare. During 2019 , Health Service providers received sign language training to enable them to address communications challenges faced when providing services to women and girls with disabilities.
		0	2,087	134	8,348		
		Women Government Service Providers					
		0	835	59	3,340		

Indicator 4.1.5 Number of women's rights organisations who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls' survivors of violence, within the last year	Yes	Women's Rights Organizations				
		0	0	0	11	
		LNOB				
		0	0	0	11	
		Grassroots				
0	0	0	11			
Indicator 4.1.8 Number of local networks established among authorities and communities to prevent and respond to VAWG that include adequate representation of women and girls facing multiple and intersecting forms of discrimination, within the last year	Yes					Local networks will be developed in 2020.
		0	0	0	23	
Indicator 4.2.1 Number of women and girl survivors of violence that have increased a) knowledge of and b) access to quality essential services, within the last 12 months	Yes	a) Girls with Knowledge of ES				The data for 2019 has not been obtained appropriately from service providers. We are only reporting data that we have been able to confirm, which shows an underperformance, although it is likely that more than 100,000 women have had increased knowledge. Moreover, data was not disaggregated by knowledge and age. Full reporting and disaggregations will be provided in 2020.
		0	0	0	140,000	
		a) Women with Knowledge of ES				
		0	0	644	430,000	
		b) Girls with Access to ES				
		0	0	0	0	
b) Women with Access to ES						
0	0	644	168,000			
Indicator 4.2.2 Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased a) knowledge of and b) access to accompaniment/support initiatives, including longer-term recovery services, within the last 12 months	Yes	a) Girls with Knowledge of Recovery Services				The data for 2019 has not been obtained appropriately from service providers. We are only reporting data that we have been able to confirm, which shows an underperformance, although it is likely that more than 100,000 women have had increased knowledge. Intersecting forms of discrimination include women living with HIV and those under extreme poverty. Full reporting and disaggregations will be provided in 2020.
		0	0	0	0	
		a) Women with Knowledge of Recovery Services				
		0	0	320	430,000	
		b) Girls with Access to Recovery Services				
		0	0	0	0	
b) Women with Access to Recovery Services						
0	0	320	168,000			

Zimbabwe Outcome 5 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 5.1 Globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP collected over time	Yes	Prevalence					
		No	Yes	Yes	Yes		
		Incidence					
		No	No	No	Yes		
Indicator 5.2 Publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, harmful practices when relevant, and trafficking and femicide at the country level	Yes	IPV					
		No	Yes	Yes	Yes		
		Child Marriage					
		Yes	Yes	Yes	Yes		
Indicator 5.3 National statistics related to VAWG/HP incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts	Yes	Income Sex Age 6) Geographic Location	Income Sex Age 6) Geographic Location	Income Sex Age 6) Geographic Location	Income Sex Age Disability Geographic Location	Ethnicity is not a major issue of concern in Zimbabwe, hence its not included in milestone setting.	
Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year	Yes	National Statistics Officers					Trainings for National Statistical Officers are scheduled for 2020.
		30	30	0	150		
		Women National Statistics Officers					
		10	10	0	60		
Indicator 5.1.4 Number Government Personnel from different sectors, including service providers, with enhanced capacities to COLLECT prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards	Yes	Government Personnel					This activity is scheduled for 2020.
		0	0	0	855		
		Women Government Personnel					
		0	0	0	255		
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	Yes	0	0	0	525	Activity is scheduled for 2020.	

Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	Yes	Knowledge products				Knowledge products will be developed in 2020.
		0	0	0	8	
Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	Yes	Government Personnel				Trainings are scheduled to commence in 2020. This will include extended analysis of MICS data.
		0	0	0	855	
		Women Government Personnel				
		0	0	0	255	
Indicator 5.2.4 Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	Yes	0	0	0	525	Trainings and capacity strengthening are planned for 2020.

Zimbabwe Outcome 6 Summary table

Outcome Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 6.1 Number of women's rights organizations, autonomous social movements and civil society organizations, including those representing youth and groups facing intersecting forms of discrimination/marginalization that have increased their coordinated efforts to jointly advocate forEVAWG	Yes						CSOs were involved in joint advocacy around provisions in the draft Harmonized Marriages Bill.
		0	0	20	60		
Indicator 6.2 Was there an increased use of social accountability mechanisms by civil society in order to monitor and engage in EVAWG efforts	Yes	Reported					Plans are in place for use of social accountability mechanism by civil society organisations in 2020.
		0	1	0	10		
Indicator 6.3 Proportion of women's rights organizations, autonomous social movements and civil society organizations, including those representing youth and groups facing intersecting forms of discrimination/marginalization, report having greater influence and agency to work on EVAWG within the last 2 years	Yes	Number of Women's rights organizations identified at Baseline	Those organizations that report greater influence and agency to work on EVAWG			A short online survey will be disseminated to these organizations in 2020.	
		45	2	0	30		
Output Indicator	Measuring?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes	
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	Yes						Dialogues with relevant government authorities will be conducted in 2020.
		0	1	0	9		
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	Yes	Youth CSOs					This will be conducted in 2020. CSO came onboard late in 2019
		0	18	18	44		
		LNOB					
		0	18	18	44		

Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year	Yes	Government Service Providers				This activity will be done in 2020
		0	10	0	40	
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	Yes	0	5	1	50	Women's Coalition is the umbrella body for women's rights groups. In the coalition there are 50 member groups.
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	Yes	CSOs with strengthened capacities				This will be conducted in 2020
		0	0	0	20	
Indicator 6.3.2 number of women's rights groups and relevant CSOs that use knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG	Yes	0	10	0	104	An assessment will be conducted in 2020.

Zimbabwe SDG Impact Indicators Summary table

Outcome Indicator	Measuring each indicator?	Baseline	Milestone 1	Results for Reporting Period	Target	Reporting Notes
SDG Indicator 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical and/or, sexual violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age	Yes	35.40%	0.00%	19.00%	30.00%	Results are from the recently published MICS results -2019.
SDG Indicator 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner since age 15 in the previous 12 months, by age and place of occurrence	Yes	17.60%	0.00%	20.00%	30.00%	Data was obtained from MICS 2019 , table DV4 - persons committing sexual violence.
SDG Indicator 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	Yes	0.00%	0.00%	5.00%	0.00%	From MICS Results , those who married before 15 years = 5.4% Before 18years 33.7%.
		36.10%	0.00%	34.00%	30.00%	
SDG Indicator 5.6.1 the Proportion of Women and girls who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	Yes	72.70%	72.70%	72.70%	85.00%	To be reported in 2020.

Annex B

Risk Management Report for Zimbabwe

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 undertaken during the reporting period (please include new risks, if any)	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 shortages, power outages and the introduction of the SI 142 - ZWL	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 Spotlight RUNOs, in line with the UN OMT consultations with RBZ, and in order to ensure no value loss, operated on a monthly-based funds disbursement to IPs and Direct payment requests, while suspending all transactions which entail value loss until clear guidance on funding and currency utilization was received by the OMT.	Resident Coordinator UN agencies rules and procedures OMT
Cyclone Idai hit eastern province of Manicaland, generating exacerbation of GBV in most affected Chimanimani and Chipinge Districts. Drought exacerbation, compounded by economic hardship also contributed to increased risk of exposure to GBV and HPs.	Very High	5	5	Spotlight RUNOs working on GBV-humanitarian nexus prioritized Chimanimani and Chipinge, among 23 targeted Spotlight Districts, for the delivery of prevention and service outcome interventions. In order to ensure access to GBV risk mitigation and response to GBV for most vulnerable and hard to reach beneficiaries, relevant Spotlight RUNOs strengthened operational and programmatic focus on mobile services and outreach, enhancing programmatic and operational development-humanitarian nexus.	Spotlight RUNOs
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 advancement of gender equality and women's rights in Zimbabwe	EU Ambassador, Resident Coordinator, Office of President and Cabinet (OPC) Ministry responsible for Women's Affairs and Gender; Independent Commissions Spotlight RUNOS

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 undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
Global or regional crisis – such as a pandemic/ global public health crisis – prevents implementation or results in extenuating circumstances	Very high	5	5	Spotlight RUNOs jointly plan together with guidance from the Spotlight Secretariat and the EU on how to develop modalities to integrate a GBV prevention and response plan to the global/ regional crisis. SI in Zimbabwe can reflect and build on lessons learnt in the adaptation of the Spotlight CP to the emerging humanitarian crisis faced by the country in 2019	Spotlight RUNOs, RC, UNCT, EU
Programmatic risks					
Restricted access to communities	Medium	3	3	Political Advocacy at the highest level (national and community level); SI will work with CBOs and community cadres that are IPs in the CP	Resident Coordinator; Ministry of Women Affairs, Community Development and SME; SI Steering Committee; UN Agencies
Politicization of service delivery	Medium	3	3	Monitoring visits, Spot checks 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 -Spotlight Inter-Ministerial Coordination Mechanism	Resident Coordinator, UN agencies, Inter-Agency Technical Tea Ministry of Women Affairs (host Govt Ministry for Spotlight)
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 (Spotlight RUNOs) 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 (Spotlight RUNOs), 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 (Spotlight RUNOs)

Assumptions:

Spotlight CP needs to routinely review risks to programme due to fluidity of political, economic and social development situation in the country

Access to information and GBV, SGBV and SRHR services for ALL women and girls are seen as critical and life-saving and should always be available in times of humanitarian and other crises

Annex C

CSO Engagement Report

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
<p>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.</p>								
<p>Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.</p>								
1	1,1	Centre for Applied Legal Research	National	\$ 47.020	UNICEF	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Adolescent girls
1	1,1	Federation of Organisations of Disabled People in Zimbabwe (FODPZ)	National	\$ 45.000	UNESCO	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Women and girls with disabilities
1	1,1	Women and Law in Southern Africa	Regional	\$ 183.000	UNDP	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
1	1,1	Leonard Cheshire Disability Zimbabwe	National	\$ 114.258	UNDP	Implementing Partner (IP)	No information available	Women and girls with
<p>Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending VAWG in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination.</p>								
<p>Output 1.3: National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda.</p>								
<p>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.</p>								
<p>Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.</p>								
2	2,1	Empowerment for Career Development	National	\$ 15.015	UNICEF	Vendor	Woman-led but not WRO/feminist CSO	Indigenous women and girls
2	2,1	Justice for Children Trust	National	\$ 5.000	UNDP	Vendor	Woman-led	Indigenous women and girls
2	2,1	Katswe Sistahood	National	\$ 27.330	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
<p>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.</p>								

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
2	2,2	Women and Law in Southern Africa	Regional	\$ 20.000	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty
Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG.								
2	2,3	University of Zimbabwe	National	\$ 25.640	UN WOMEN	Implementing Partner (IP)	No information available	Adolescent girls
OUTCOME 3: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices.								
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	3,1	SAYWHAT	National	\$ 26.950	UNFPA	Implementing Partner (IP)	No information available	Other marginalised groups relevant in national context
3	3.1.6	FACT	National	\$ 50.000	UNESCO	Implementing Partner (IP)	Woman-led	Adolescent girls
3	3.1.6	FAWEZI	National	\$ 33.562	UNESCO	Implementing Partner (IP)	Woman-led	Adolescent girls
3	3.1.7	FACT	National	\$ 15.000	UNESCO	Implementing Partner (IP)	Woman-led	Adolescent girls
3	3.1.7	FAWEZI	National	\$ 15.000	UNESCO	Implementing Partner (IP)	Woman-led	Adolescent girls
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities.								
3	3,2	FACT	Local/Grassroots	\$ 36.569	UNFPA	Implementing Partner (IP)	Woman-led	Rural women and girls
3	3,2	ZICHIRE	Local/Grassroots	\$ 10.200	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	ZAPSO	Local/Grassroots	\$ 26.400	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	WORLD VISION	Local/Grassroots	\$ 6.600	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	CESHAAR	Local/Grassroots	\$ 2.400	UNFPA	Implementing Partner (IP)	Woman-led	Sex workers
3	3,2	Patsime TRUST	National	\$ 2.588	UNFPA	Vendor	No information available	Rural women and girls
3	3,2	Maranatha Orphans Care Trust (MOCT) -CBO member of CONTACT consortium	Local/Grassroots	\$ 10.767	UN WOMEN	Implementing Partner (IP)	Woman-led	Adolescent girls
3	3,2	Youth Edutainment Services (YES) -CBO member of CONTACT consortium	Local/Grassroots	\$ 12.680	UN WOMEN	Implementing Partner (IP)	No information available	Adolescent girls
3	3,2	Lower Guruve Development Association		\$ 9.077	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3,2	Farmers Association of Community Self-Help Investment Groups (FACHIG) - LGDA Consortium member	National	\$ 22.150	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	Caritas	National	\$ 24.295	UN WOMEN		No information available	Rural women and girls
3	3,2	CCJP - Caritas consortium member	National	\$ 14.890	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	Education Commission - Caritas consortium member	National	\$ 16.235	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
3	3,2	Women Action Group	National	\$ 21.652	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
3	3,2	Zimbabwe Women's Bureau	National	\$ 3.852	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty
3	3,2	HOPE Zimbabwe	National	\$ 6.340	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty
3	3,2	Restless Development	National	\$ 8.356	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty
3	3,2	Madanhaashe (MACO) - CBO member of ZWB consortium	Local/Grassroots	\$ 480	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty
3	3,2	Hopely Can Change (HCC)	Local/Grassroots	\$ 480	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty
3	3,2	Zivo Aid Group (ZAG)	Local/Grassroots	\$ 480	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty
Output 3.3: Decision makers in relevant institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights.								
3	3,3	Musasa	National	\$ 11.750	UNFPA	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
3	3,3	Empretec	National	\$ 174.220	UNDP	Implementing Partner (IP)	Woman-led	Rural women and girls
OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence.								
Output 4.1: Relevant government authorities and women's rights 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 violence, especially those facing multiple and intersecting forms of discrimination.								
4	4,1	Musasa	National	\$ 20.955	UNFPA	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
4	4,1	Health Law and Policy Consortium	National	\$ 6.700	UNFPA	Vendor	No information available	Sex workers
4	4.1.8.1	JF Kapnek	National	\$ 1.500	UNICEF	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Women and girls with disabi
4	4.1.14.13	Child Protection Society	National	\$ 86.400	UNICEF	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Women and girls living in poverty
4	4.1.18	Justice for Children Trust	National	\$ 291.000	UNICEF	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty
4	4.1.21.1	World Education Inc.	International	\$ 24.700	UNICEF	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Women and girls living in poverty

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

4	4,2	FACT	Local/Grassroots	\$ 23.994	UNFPA	Implementing Partner (IP)	Woman-led	Rural women and girls
4	4,2	ZICHIRE	Local/Grassroots	\$ 4.000	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
4	4,2	ZAPSO	Local/Grassroots	\$ 12.693	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
4	4,2	WORLD VISION	Local/Grassroots	\$ 1.793	UNFPA	Implementing Partner (IP)	No information available	Rural women and girls
4	4.2.1.1	JF Kapnek	National	\$ 227.527	UNICEF	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Women and girls with disabi
4	4.2.2.1	Childline	National	\$ 91.180	UNICEF	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Adolescent girls
4	4.2.8.1	World Education Inc.	International	\$ 221.040	UNICEF	Implementing Partner (IP)	WRO/feminist CSO but not woman-led	Women and girls living in poverty
4	4.2	DOMCCP (Diocese Of Mutare Community Care Programme)	National	\$ 70.654	ILO	Implementing Partner (IP)	No information available	Rural women and girls
4	4.2.3	Empretec	National	\$ 306.008	UNDP	Implementing Partner (IP)	Woman-led	Rural women and girls

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

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

Output 5.2: Quality prevalence and/or incidence data on VAWG 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	5,2	Primson Management Services	National	\$ 25.310	UNICEF	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Women and girls living in poverty
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Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
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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, more specifically, with relevant stakeholders at sub-national, national, regional and global levels.

6	6,1	CESHAAR	Local/Grassroots	\$ 14.690	UNFPA	Implementing Partner (IP)	Woman-led	Sex workers
6	6,1	Lower Guruve Development Association	National	\$ 4.251	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,1	Zimbabwe Women's Bureau	National	\$ 31.317	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty
6	6,1	HOPE Zimbabwe	National	\$ 5.640	UN WOMEN	Implementing Partner (IP)	Woman-led	Women and girls living in poverty
6	6,1	Restless Development	National	\$ 11.270	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty

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

6	6,2	SAYWHAT	National	\$ 14.000	UNFPA	Implementing Partner (IP)	No information available	Other marginalised groups relevant in national context
6	6,2	CONTACT	National	\$ 4.624	UN WOMEN	Implementing Partner (IP)	Woman-led	Rural women and girls
6	6,2	South Western Region Gender Network (SWRGN) - member of CONTACT consortium	National	\$ 1.920	UN WOMEN	Implementing Partner (IP)	Woman-led	Rural women and girls
6	6,2	Zimbabwe Women Lawyers Association (ZWLA) - member of CONTACT consortium	National	\$ 3.879	UN WOMEN	Implementing Partner (IP)	Woman-led	Rural women and girls
6	6,2	Maranatha Orphans Care Trust (MOCT) CBO member of CONTACT consortium Youth Edutainment Services (YES) -	Local/Grassroots	\$ 6.190	UN WOMEN	Implementing Partner (IP)	Woman-led	Adolescent girls
6	6,2	CBO member of CONTACT consortium	Local/Grassroots	\$ 7.001	UN WOMEN	Implementing Partner (IP)	No information available	Adolescent girls
6	6,2	Lower Guruve Development Association	National	\$ 14.705	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,2	Civic Forum on Human Development (CFHD) - LGDA Consortium member	National	\$ 7.953	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6,2	Caritas	National	\$ 2.849	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,2	CCJP - Caritas consortium member	National	\$ 9.542	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,2	Education Commission - Caritas consortium member	National	\$ 3.426	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,2	Women Action Group	National	\$ 13.420	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
6	6,2	Zimbabwe Women's Bureau	National	\$ 12.587	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty
6	6,2	HOPE Zimbabwe	National	\$ 2.260	UN WOMEN	Implementing Partner (IP)	Woman-led	Women and girls living in poverty
6	6,2	Restless Development	National	\$ 1.567	UN WOMEN	Implementing Partner (IP)	No information available	Women and girls living in poverty

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 ending VAWG.

6	6,3	University of Zimbabwe	National	\$ 52.283	UN WOMEN	Implementing Partner (IP)	No information available	Adolescent girls
6	6,3	CONTACT	National	\$ 36.770	UN WOMEN	Implementing Partner (IP)	Woman-led	Rural women and girls
6	6,3	Lower Guruve Development Association (LGDA)	National	\$ 25.185	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,3	Farmers Association of Community Self- Help Investment Groups (FACHIG) - LGDA Consortium member	National		\$ 15.214	UN WOMEN		
6	6,3	Caritas	National	\$ 17.319	UN WOMEN	Implementing Partner (IP)	No information available	Rural women and girls
6	6,3	CCJP - Caritas consortium member	National	\$ 8.366		No information available		Rural women and girls
6	6,3	Women Action Group	National	\$ 61.254	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Rural women and girls
6	6,3	Zimbabwe Women's Bureau	National	\$ 15.979	UN WOMEN	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Women and girls living in poverty

PROGRAMME MANAGEMENT COSTS

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led? Is this CSO a women's rights organisation (WRO) or feminist CSO? (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
N/A	N/A							
N/A	N/A							
N/A	N/A							
N/A	N/A							
N/A	N/A							

TOTAL AWARDS TO CSOs \$2.894.933 include a formula-based sum here

Type of CSOs

-International CSOs operate in two or more countries across different regions.

-Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.

-National CSOs operate only in one particular country.

-Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.

Award Amount

In this context, an “award” is any financial grant, contract, or partnership agreement with a CSO.

Type of Engagement

-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.

-Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.

-Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.

Woman-Led and Women's Rights Organisation (WRO)/Feminist CSOs

To be considered a “woman-led CSO,” the organisation must be headed by a woman. To be considered a “women's rights or feminist organisation,” the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EAWG and gender based violence and work to transform these.

Please select only “Woman-led” if the CSO is headed by a woman, but no information is available or it is not known if the CSO is a WRO/feminist CSO.

Please select only “WRO/feminist CSO” if the CSO is a WRO or feminist organisation, but no information is available or it is not known if the CSO is headed by a woman. Please select “No information available” if no information is available on or it's not known if the CSO is headed by a woman or is a WRO/feminist CSO.

Primary Vulnerable/Marginalised Population Supported by Award

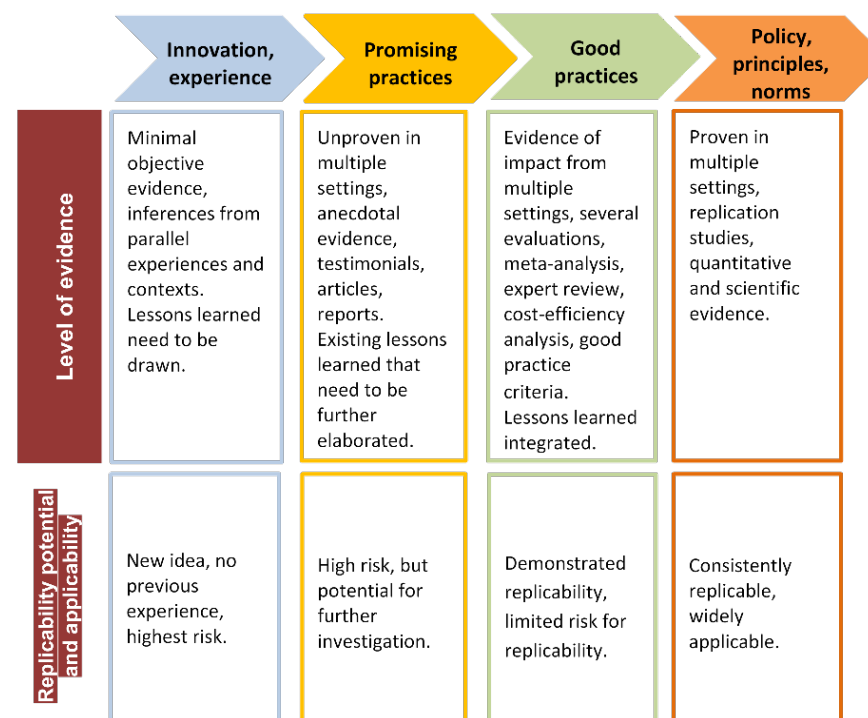
Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

Annex D

Promising or Good Practices Reporting Template

State of a practice: good practice or promising practice?

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



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

Guidance and Template on Good and Promising Practices

As **demonstration fund**, the Spotlight Initiative will demonstrate the evidence base that a significant, concerted and comprehensive investment in gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that promising and good practices that have the **potential for adaptability, sustainability, replicability and scale-up¹** in the field of EAWG and chart a new way of working, both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative are documented and shared.

This brief guidance and template is thus developed to ensure a common understanding of “**Promising and/or Good Practices**” in Spotlight, provide a set of criteria to determine whether a practice is a good practice or promising and a template for documentation. As Spotlight Initiative is in its early stages of programming and a mid-term review is yet to be undertaken, it is anticipated that countries will be documenting promising practices at this stage. Please see definition below and a diagram for further clarification.²

Definition of a Promising Practice

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

Definition of a Good Practice

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

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

Title of the Promising or Good Practice	Systematically Integrating Disability Inclusion and Meaningful Participation of Organisations of Persons with Disabilities (DPOs)- (Good practice)
<p>Provide a description of the promising or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>The Spotlight Initiative (SI) in Zimbabwe embodies the principle of ‘Leaving no one Behind’. Disability inclusion was ensured in the programme’s development and during implementation. During the SI programme development process, Disabled Persons Organisations (DPOs), represented mainly by women with disabilities, were engaged to provide advice and analysis on disability inclusion and meaningful participation of DPOs; and to ensure that SGBV, HP and SRHR issues for women and girls with disabilities were addressed.</p> <p>Building on the joint United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) project on Advancing the Rights of Women and Girls with Disabilities in Zimbabwe, implemented since March 2018, disability was mainstreamed in all pillars of the Spotlight Initiative, drawing benefits from each of the RUNOs’ mandate and expertise.</p> <p>Pillars 1, 2 and 3 have interventions specifically targeting women and girls with disabilities and the National Disability Board, a government institution mandated to support the Ministry of Public Service, Labour and Social Welfare (MPSLSW) in the coordination of disability affairs in Zimbabwe. These target interventions provided the opportunity for the SI to contribute towards ending violence against one of the most marginalised groups in Zimbabwe, women and girls with disability who face intersecting forms of discrimination and violence due to their gender and disability. The interventions also seek to advance their rights as prescribed in the Convention on the Rights of Persons with Disabilities (UNCRPD).</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>To ensure that disability inclusion and rights, as well as the meaningful participation of DPOs and women and girls with disabilities, form an integral part of SI interventions.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Women and girls with disabilities were the main target group, while the National Disability Board and DPOs, as the legitimate representatives of persons with disabilities, were engaged as technical partners.</p> <p>DPOs participated in the development of the SI programme. They played a critical role in articulating disability inclusion and approaches to ensure that women and girls are not left behind. DPOs participated in all disability-related activities during the reporting year; and they were engaged in consultative meetings and SI sensitisation sessions in order to prepare them to participate as Implementing Partners (IPs) and strategic partners.</p> <p>The National Disability Board was sensitised on the CRPD, SGBV, HP and SRHR, and its capacity was strengthened. A Strategic Plan for the Board was developed to guide its operations and to ensure that it addresses SGBV, HP and SRHR issues for women and girls with disabilities in their constituencies effectively.</p> <p>The UN agencies collaborated closely in designing the SI programme from the onset and continue to bring their respective expertise in implementing the disability mainstreaming and targeted activities.</p>
<p>What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>The United Nations Country Team (UNCT) managed to harness the existing resources, programmes and momentum around Advancing Disability Rights, to influence the development of a UN Flagship Initiative (SI) and to bring the issue to the attention of development partners nationwide. Building on the foundations set by the UNPRPD project – a joint UN programme on disability rights – UN Agencies collaborated to strengthen the involvement of DPOs in addressing violence against women and girls with disabilities, with each of the six Spotlight agencies drawing from its mandate and expertise.</p> <p>As One UN, the Agencies are contributing to the advancement of the rights of women and girls with disabilities and disability rights in general. The intonation “nothing for us without us” is stressed by the disability fraternity in Zimbabwe, and the Spotlight Initiative ensured that DPOs are involved meaningfully in developing and implementing disability-related activities.</p> <p>This is a good practice in terms of Joint Programming, Joint Implementation, and Joint Advocacy for the fundamental rights of one of the most vulnerable groups.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The United Nations Country Team (UNCT) managed to harness the existing resources, programmes and momentum around Advancing Disability Rights, to influence the development of a UN Flagship Initiative (SI) and to bring the issue to the attention of development partners nationwide. Building on the foundations set by the UNPRPD project – a joint UN programme on disability rights – UN Agencies collaborated to strengthen the involvement of DPOs in addressing violence against women and girls with disabilities, with each of the six Spotlight agencies drawing from its mandate and expertise.</p> <p>As One UN, the Agencies are contributing to the advancement of the rights of women and girls with disabilities and disability rights in general. The intonation “nothing for us without us” is stressed by the disability fraternity in Zimbabwe, and the Spotlight Initiative ensured that DPOs are involved meaningfully in developing and implementing disability-related activities.</p> <p>This is a good practice in terms of Joint Programming, Joint Implementation, and Joint Advocacy for the fundamental rights of one of the most vulnerable groups.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Disability rights and inclusion has become a key theme within the UNCT’s instances – including RCO, UNCT meetings, PMT, and OMT – and allowed the UNCT to be prepared for the implementation of the UN Disability Inclusion Strategy (UNDIS) in the coming years.</p> <p>DPOs empowered to advocate for disability rights and to address violence against women and girls with disabilities using laws and policies as well as awareness raising in communities.</p> <p>The National Disability Board’ Strategic Plan 2020-2022 was developed, and its implementation will start in 2020 with Spotlight’s support.</p>

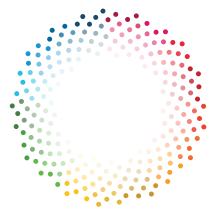
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>All joint UN programmes in the future could benefit from this approach. Disability inclusion should be ensured by employing a twin-track approach to disability programming, mainstreaming and targeting. The implementation of the UNDIS by the UNCT in Zimbabwe can now rely on a solid team of experts, as well as networks of DPOs.</p>
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Disability inclusion requires dedicated funding in order to ensure accessibility of services for persons with disabilities. Resource mobilisation should be strengthened within the UN to ensure sustainability of this practice. Continuous sensitisation of UN Agencies and partners on disability inclusion in programming is critical. Implementation of the UNDIS is highly recommended</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>There are strong testimonies and stories officially communicated by key beneficiaries on the value and impact of the SI interventions in advancing the disability rights and inclusion. (A testimonial from the Chair of the Disability Board is included in the 'Testimonial Section' of the Zimbabwe Annual Narrative Report.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos</p>	<p>UNESCO, with support from other Spotlight agencies, has led the coordination of the UNPRPD project in Zimbabwe, which prepared the environment for working with DPOs to ensure disability inclusion.</p> <p>Focal Person: Phinith Chanthalangsy- Programme Specialist and Head of Social and Human Sciences- UNESCO Regional Office for Southern Africa- p.chanthalangsy@unesco.org</p>

Title of the Promising or Good Practice	The Innovators Against Gender Based Violence (IAGs)
Provide a description of the promising or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)	<p>The Innovators Against Gender Based Violence (IAG) programme is a graduate voluntary placement programme within Spotlight's Pillar 6. This programme aims to address the capacity gaps and strengthen the capacity of women's groups, autonomous social movements and civil society organisations at the community level to design, implement and monitor programmes on VAWG, including SGBV/HP, and to promote women and girls' SRHR through the use of a voluntary internship programme.</p> <p>Graduate students are deployed to not only provide institutional support to strengthen Civil Society Organisations(CSOs) and Community-Based Organisations (CBOs), but also to build strong social movements against SGBV, harmful practices and to promote sexual and reproductive health rights. The programme brings to civil society new energy, creativity, knowledge and the skills of university graduates.</p> <p>The IAGs programme began in December 2019 and will last for 12 months till November 2020.</p>
Objective of the practice: What were the goals of the activity?	<p>The main aim of the IAG programme model is to facilitate avenues and opportunities for young university graduates to contribute to building a strong and visible social movement against SGBV and HPs, that is inclusive of women and men from all sectors in Zimbabwe.</p> <p>The 12-month unique experiential learning programme provides for the sharing of knowledge and experience on gender equality, ending violence against women and girls (EVAWG) and movement building. The IAGs will be required to design and develop an innovative solution, with support from the host organisation, to strengthen the organisation's response to violence against women and girls.</p> <p>By tapping into and harnessing the youth demographic dividend, the activity creates and facilitates a platform for young people to be involved in a national and sub-national programme like Spotlight.</p>
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	<p>The communities and CBOs working at grassroots level, as well as the young graduates themselves, are the primary beneficiaries of this activity.</p> <p>The CBOs will receive capacity strengthening in the areas of programming, governance, administration and finance from the IAGs. Those IAGs with strong research skills will use their expertise to bring in a new element of strengthening programme design by providing evidence (research and knowledge) at community level.</p> <p>The graduate volunteers themselves get to spend 12 months in an experiential learning programming which allows them to interface with the communities and foster innovative ways of addressing violence against women and girls in areas that remain on the margins of economic and social development. Communities can also benefit from the use of technology by the IAGs to create channels of communications between communities and national and subnational activists.</p>
What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.	<p>The IAGs programme seeks to address the identified capacity gaps within CBOs through the deployment of these young graduates to work as researchers, finance associates, programme officers, etc. This has had a double effect of tackling the high youth unemployment rate in the country and strengthening CBOs and communities to advocate for and create their own solutions for the eradication of VAWG and HPs.</p> <p>In their orientation, the IAGs were trained on community engagement and feminist movement building, including discussions on grassroots mobilization and advocacy, the concept of patriarchy and the feminist approaches for ending GBV. Step-by-step guidance on community engagement enabled the IAGs and participating CBOs to understand issues of inclusivity and intersectionality as central to social mobilization and movement building.</p> <p>This programme allows young people to be part of the solutions, by drawing on their own lived experiences. As one of the IAGs, Paul Shekede said in an interview: "I want to use my exposure to domestic violence at a young age to define acceptable behaviour for boys and men". Having experienced gender-based violence within the home, Paul noted that GBV led to the, "family disintegrating and resultant difficulties earning food and education". Paul views being part of the Spotlight IAG programme as an opportunity to reduce violence in communities by ensuring that, "women are empowered so that the effects of domestic violence will not affect the livelihoods of children."</p>
What challenges were encountered and how were they overcome?	<p>One of the major challenges was to ensure that young graduates beyond the main capital and larger towns were able to apply for the Spotlight IAG Programme. This was done through online advertisements and a collaboration with the Zimbabwe Postal Services (Zimpost), which is located in all the country's 63 districts.</p> <p>A total of 1340 (1022 via online and 318 via Zimpost) applications were received from across the country. Of the 1022 online applications, 625 were from females and 397 from males; and 208 females and 110 males applied through Zimpost. A total of 88 graduate students were shortlisted for interviews and each lead CSO-consortium organisation in the five Spotlight provinces participated and led the interview process for the final selection of the 47 IAGs. The lead organisations in the provinces were engaged to ensure that the right candidates with the right skills and with the right contextual knowledge and understanding of the specific provinces and districts were selected to work in the districts.</p>
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	<p>To date, the IAGs have been trained and oriented on gender, community engagement and feminism. The IAGs have been deployed to the districts to work with community-based organisations and to provide the much-needed support and energy into programming for violence against women. The nine research IAGs are conducting their research on various areas of SGBV and SRHR to create content for the gender and feminist knowledge hub that will be developed under Spotlight's Pillar 6.</p> <p>The Spotlight IAGs' Programme presents a new model for young college graduates to combine their knowledge and expertise, with their passion for gender equality and women's rights issues, in activism that takes place closer to communities. The impact of this programme can only be assessed much later in the Zimbabwe Spotlight Country Programme.</p>

<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>The IAGs programme model can address various needs: promote volunteerism; provide employment; generate evidence for SGBV/HPs and SRHR; and strengthen the capacity of community-based organisations both programmatically and administratively. The model can be beneficial in a country and environment where: (i) resources are scarce and civil society, especially community-based organisations struggle to raise resources and grow; (ii) youth unemployment is high and large numbers of youth graduate each year from tertiary institutions, but fail to get meaningful employment, (iii) locally-generated (community level) evidence for SGBV/HPs and SRHR is not readily available for use by CSOs and CBOs and (iv) there are not enough spaces and/or platforms for young people to meaningfully contribute to development and EVAWG initiatives. This model can be adapted to suit any thematic area or development issue to engage young graduates as productive contributors to societal change and development.</p>
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<p>The IAGs programme model is replicable and can be adapted to any thematic area and provides an avenue for collaboration with any academic institution of higher learning in the country. It is very possible to extend this programme country wide and make it an annual learnership/voluntary programme.</p>
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Only 47 IAGs out of the thousands of applicants could be accommodated in this Spotlight-supported initiative. Resources are needed to expand this model nationwide and to meet the interest shown by young graduates across the country to use their skills and expertise to meaningfully participate in an EVAWG programme like Spotlight.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>As the IAG's programme model was piloted in 2019, expert validation is not yet available.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos</p>	<p>Focal persons: Molline Marume; Programme Specialist: eVAW (UN WOMEN) molline.marume@unwomen.org Ratidzai Nyazenga; Programme Associate – eVAW; ratidzai.nyazenga@unwomen.org</p>

Title of the Promising or Good Practice	The Mobile One Stop Centre (OSC) Model for GBV multi-sectoral service provision in hard to reach areas
Provide a description of the promising or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)	The mobile OSC model is a modified version of the static OSC model. It was introduced as one of the Spotlight programme's initiatives to ensure that the most vulnerable women and girls have access to multi-sectoral GBV and SRHR services in line with the SI principle of Leaving No One Behind. UNFPA in collaboration with Spotlight RUNOs, Government of Zimbabwe (GoZ) and the EU, initiated this intervention in December 2019, with an official launch in one of the Spotlight urban settlement areas, Hopley (Harare), during the 16 Days of Activism. and it was replicated in a target of 12 of the Spotlight 23 districts in 2019. The Outcome 4 intervention will continue during 2020.
Objective of the practice: What were the goals of the activity?	The main aim of the OSC mobile model is to ensure access to GBV multi-sectoral services for the most vulnerable women and girls in remote and/or hard to reach areas.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	GBV survivors in remote and hard to reach areas are the primary beneficiaries. The pilot of the model entailed the involvement of multi-sectoral teams, under the overall coordination of the Ministry of Women Affairs, Community, Small and Medium Enterprises Development. Other critical stakeholders include the Ministry of Health and Child Care (MOHCC), The Victim Friendly System, and national Civil Society organisations that specialize in the provision of psychosocial and legal support to GBV survivors. A CSO specialized in edutainment, as well as community cadres with expertise in integrated SRHR/GBV outreach, were also mobilized to enhance awareness of the model and increase service uptake.
What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.	The availability and accessibility of GBV services remains a notable concern in Zimbabwe, where multi-sectoral services are located mostly at provincial and district levels. The introduction of a mobile OSC model will enhance access to multi-sectoral services to the most vulnerable GBV survivors in remote and hard to reach areas. In the rapidly changing Zimbabwean environment characterized by climate change related (drought and floods) hardship, and compounded by economic challenges, the provision of mobile multi-sectoral GBV services has started to demonstrate some promising results as evidenced by those survivors who immediately access the services in Q4 of 2019(see outputs and impact below). This immediate uptake confirms the relevance of multi-sectoral coordination for GBV life-saving response.
What challenges were encountered and how were they overcome?	Funding availability for Year 1 constrained the frequency of the mobile service delivery. This will be addressed in Year 2 of Spotlight with a more consistent allocation of resources for this intervention, and increased opportunities to scale up.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	749 survivors (644 female and 105 male) accessed the mobile GBV services in the initial pilot phase (December 2019). Beneficiary feedback included positive insights on the benefits of a mobile service, which eliminates current challenges to reach provincial and district-based services (e.g. transport fees) and contributes to a change in the phenomenon of the de-prioritization of GBV services in remote areas. Community volunteers responsible for GBV awareness raising and referrals also have reported that the availability of mobile services closer to the communities has made outreach efforts more significant, and has increased the number of referrals who successfully made use of GBV services (e.g. SGBV reporting within 72hrs, and survivors are more empowered to report long-term Intimate Partner Violence (IPV) perpetrators due to the elimination of mobility constraints).
Adaptable (Optional) In what ways can this practice be adapted for future use?	Versatility is the key characteristic of the Mobile OSC model. The model can be adapted to respond to the changing context, through the modification of service delivery modalities (e.g. direct services vs referrals to contextual facilities), locations, frequency, and the integration with other existing mobile services in both development and humanitarian contexts (e.g. vaccination campaigns, disease outbreak, community outreach, food distribution and WASH sensitization points).
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The Mobile OSC model is replicable

<p>Sustainable What is needed to make the practice sustainable?</p>	<p>Building on the original static OSC model, the mobile OSC services are provided through the engagement of both government and CSO specialized service providers, (e.g. district hospital seconded nurses), Victim Friendly Unit officers (police specialized department), psycho-social services and legal support officers. The GoZ and community buy in on the effectiveness of this model contributes to enhance sustainability.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>As the Mobile OSC model was piloted in 2019, expert validation is not yet available.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos</p>	<p>Focal persons: Verena Bruno, Technical Specialist GBV (UNFPA) bruno@unfpa.org Loveness Makonese, Gender Programme Specialist, UNFPA Magdalane Chavunduka Ministry of Women Affairs (MWACSMED)</p>



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