



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

Zimbabwe

# Annual Narrative Programme Report

01 January 2020 – 31 December 2020

Initiated by the European Union and the United Nations:



### Programme Title & Programme Number

**Programme Title:** Spotlight Initiative in Zimbabwe

**MPTF Office Project Reference Number:**<sup>1</sup>  
00111645

### Recipient Organization(s)

ILO  
UNDP  
UNESCO  
UNFPA  
UNICEF  
UN WOMEN

### Programme Cost (US\$)

**Total Phase I approved budget as per the Spotlight CPD/RPD:** 22,683,606 USD

**Phase I Spotlight funding:**<sup>2</sup> 21,000,000 USD

**Agency Contribution:** 1,683,606 USD

**Spotlight Funding and Agency Contribution by Agency:**

Name of RUNO	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
<b>TOTAL:</b>	<b>21,000,000</b>	<b>1,683,606</b>

### Priority Regions/Areas/Localities for the Programme

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

### Key Partners

**Government:** Ministries of Women Affairs, Community, SME Development; Health and Child Care; Public Service, Labor and Social Welfare; Justice, Legal and Parliamentary Affairs; Home Affairs and Cultural Heritage; Zimbabwe Republic Police; Finance and Economic Development; Information and Communications Technology, Postal and Courier Services; 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; National Prosecuting Authority; Parliamentary Thematic Committees; Zimbabwe National Statistics Agency  
**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, Judicial Services Commission, Parliament of Zimbabwe, Anti-Domestic Violence Council, Public Service Commission  
**Private Sector, Academic Institutions and the Media**

### Programme Start and End Dates

**Start Date:**  
01.01.2019

**End Date:**  
31.12.2022

**Report Submitted By:** Maria Gomes Do Valle Riberio, Resident Coordinator

<sup>1</sup> 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](#).

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

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## List of Acronyms and Abbreviations

<b>C4D</b>	Communication for Development
<b>CBOs</b>	Community-based Organisations
<b>CCW</b>	Community Case Worker
<b>CEDAW</b>	Convention on the Elimination of Discrimination Against Women
<b>CP</b>	Country Programme
<b>CSE</b>	Comprehensive Sexuality Education
<b>CSO</b>	Civil Society Organization
<b>CSRG</b>	Civil Society Reference Group
<b>DPOs</b>	Disabled Persons Organizations
<b>EVAWG</b>	Eliminating Violence Against Women and Girls
<b>FACT</b>	Family AIDS Caring Trust
<b>GBV</b>	Gender Based Violence
<b>GoZ</b>	Government of Zimbabwe
<b>HIV</b>	Human Immunodeficiency Virus
<b>HLPC</b>	High Level Political Compact
<b>HoAs</b>	Heads of Agencies
<b>HP</b>	Harmful Practice
<b>IMS</b>	Information Management System
<b>IPC</b>	Infection Prevention and Control
<b>IP</b>	Implementing Partner
<b>IPV</b>	Intimate Partner Violence
<b>JSC</b>	Judicial Service Commission
<b>LAD</b>	Legal Aid Directorate
<b>LNOB</b>	Leaving No One Behind
<b>MICS</b>	Multiple Indicators Cluster Survey
<b>MIS</b>	Management Information Systems
<b>MWACSMED</b>	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
<b>MoLPSSW</b>	Ministry of Labour, Public Service and Social Welfare
<b>MTA</b>	Mid-Term Assessment
<b>NGO</b>	Non-Governmental Organisation
<b>NPA</b>	National Prosecuting Authority
<b>NSC</b>	National Steering Committee
<b>NSS</b>	National Statistical System
<b>OAG</b>	Office of the Auditor General
<b>OPC</b>	Office of the President and Cabinet
<b>PPE</b>	Personal Protective Equipment
<b>PSEA</b>	Prevention of Sexual Exploitation and Abuse
<b>RC</b>	Resident Coordinator
<b>RCO</b>	Resident Coordinator's Office
<b>RUNO</b>	Recipient UN Organisation

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<b>SRHR</b>	Sexual and Gender Based Violence
<b>SI</b>	Spotlight Initiative
<b>SIDA</b>	Swedish International Development Agency
<b>SOPs</b>	Standard Operating Procedures
<b>SRHR</b>	Sexual and Reproductive Health and Rights
<b>VAWG</b>	Violence Against Women and Girls
<b>VFS</b>	Victim Friendly System
<b>WCoZ</b>	Women's Coalition of Zimbabwe
<b>ZDHS</b>	Zimbabwe Demographic Health Survey
<b>ZGC</b>	Zimbabwe Gender Commission
<b>ZHRC</b>	Zimbabwe Human Rights Commission
<b>ZIMSTAT</b>	Zimbabwe National Statistics Agency
<b>ZRP</b>	Zimbabwe Republic Police
<b>ZRP VFU</b>	Zimbabwe Republic Police Victim Friendly Unit

## Executive Summary

This report provides an overview of the progress, achievements, and challenges of the Zimbabwe Spotlight Country Programme (CP) for the period of January-December 2020. The Spotlight Initiative (SI) Inter-Agency Technical Team started 2020 with the development of the CP 2020 Annual Work Plan (AWP) and Post-facto and new Budget Revisions as per the guidance received from the Spotlight Secretariat in January.

The 2020 AWP and Budget Revisions were informed by a rapid assessment conducted by each Recipient UN Organization (RUNO) individually and then jointly of the implementation of the Zimbabwe CP in 2020. In the spirit of UN Reform, under the strategic guidance of the Resident Coordinator, the six Recipient United Nations Organizations (RUNOs)<sup>3</sup> implementing the SI in Zimbabwe continued a model of collaboration to ensure that the Country Programme is delivered jointly and coordinated for technical coherency and the implementation of Spotlight in a harmonized manner to achieve results, especially in the context of the COVID-19 pandemic.

The first quarter also brought guidance for the development of Spotlight countries' Knowledge Management (KM) Plans. The Spotlight communications and visibility focal team (Spotlight Focal Person in RCO plus UN Communications Group (UNCG) members) finalized the CP Communications and Visibility Plan and the Spotlight Civil Society Reference Group participated in the development of the CP 2020 AWP and finalized its own work plan for the year.

The implementation of the Zimbabwe Spotlight Initiative in 2020 relied significantly on one of the key innovation principles outlined in the approved 2018 Zimbabwe Country Programme Document (CPD):

*The SI in Zimbabwe will seek to integrate innovation as one of the principles that inform the programme, by taking advantage of the opportunity to use the approach of flexible programming to allow for reflection, iterative learning and changing directions in the implementation of interventions, if required, to achieve the intended results and ensure that the Spotlight Initiative(SI) makes a difference for all the women and girls and children affected by Sexual and Gender Based Violence (SGBV) and Harmful Practices (HPs). SI in Zimbabwe also will innovate in the implementation approaches used throughout the Outcome Areas. (Innovation Section, approved Spotlight ProDoc)*

While the Zimbabwe program adopted the Gender-Based Violence-Humanitarian-Development nexus approach to adjust interventions in the Spotlight districts affected by Cyclone Idai in March 2019, the 2020 COVID-19 pandemic and the ensuing lockdown measures, which restricted mobility and drastically changed the modalities of work, tested the Zimbabwe Spotlight Initiative's (SI) ability to innovate, adapt and to keep moving.

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

The Zimbabwe SI Inter-Agency Technical Team, with technical input and feedback from the European Union (EU) in Zimbabwe, conducted three (3) budget revisions in 2020 to ensure the continued strategic direction of the overall SI and to respond to the Gender Based Violence and Sexual and Reproductive Health and Rights (SRHR) issues that arose with COVID-19. The COVID-19 national lockdown in Zimbabwe began at the end of March 2020, and the impact of the pandemic on the national context and the implementation of the Zimbabwe CP are discussed in the next section of this report (Contextual Shifts and Implementation Status).

The EU continues to be a champion of the SI in Zimbabwe in various ways. In 2020, the EU requested the Spotlight Technical Lead, UN Women's Country Representative, to make presentations to the Heads of EU Member States Missions in the country on Spotlight in Zimbabwe and the response of the programme to the COVID-19 pandemic. In addition, during a March 2020 meeting with the Technical Coordination Unit and Technical Lead, the UN Women Country Representative, the EU suggested the production of a Spotlight Situational Report on the SI's implementation during the COVID-19 pandemic and lockdowns. This idea led to the development of the Zimbabwe Spotlight Bi-Weekly COVID-19 Brief.

## Achievements and Challenges

Selected strategic Key Milestones achieved by the Zimbabwe Spotlight Initiative in 2020 are summarized here. More specific achievements and results for each of the six Outcome Areas are covered in the Results Section of this report.

### Leaving No One Behind and ensuring representation

The Zimbabwe CP worked with government and civil society to find innovative ways of reaching the most vulnerable groups of women and girls, especially during the COVID-19 lockdown measures. It was evident that the much-touted virtual modalities were not feasible or viable for marginalized women and girls, such as those with disabilities.

Spotlight worked with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), the host Government Ministry for Spotlight, to advocate for the Government to declare GBV response and community mobilization as “essential services”, under the lockdown. The Ministry provided clearance letters to enable Implementing Partners (IPs) to move into communities within Spotlight districts despite the lockdown. In addition, the Ministry of Public Service, Labour and Social Welfare (MoPSLSW) also provided letters for those IPs working to reach women and girls with disabilities and their caregivers and for those delivering



A woman takes notes during a GBV training with SI Zimbabwe IP, AWET. Credit: UNICEF



child protection, social protection and GBV services. These critical actions enabled programmed interventions to continue, especially when virtual options were not possible.

The Spotlight Zimbabwe Mid-Term Assessment (MTA) report acknowledges that the SI pursued partnerships which helped the regular programme reach the most marginalized in Zimbabwe: *True to the principle of LNOB, the Spotlight initiative contracted 31 (out of the 55) Civil Society Organisations (CSOs) that focused specifically on groups of women and (young) girls that are referred to as the structurally excluded groups.*<sup>4</sup>

A major achievement advancing the principle of LNOB in 2020 was Spotlight's strengthening the capacity of more than 200 women and girls with disabilities to meaningfully engage in law and policy making processes as active citizens, as highlighted by the following story:<sup>5</sup>

Women and girls with disabilities participated for the first time as a constituency in the recent national budgeting processes due to the knowledge and skills acquired through the ongoing Spotlight-supported training programme to enable women and girls with disabilities to meaningfully engaged in policy and law-making processes.

Leonard Cheshire Disability Zimbabwe, working with the United Nations Development Programme (UNDP), one of the Spotlight agencies, supported some 62 females and 3 males with disabilities to participate in the October 12-16 National Budget hearings held across the country and to engage with the Parliamentary Portfolio Committee on Budget, Finance and Economic Development.

The main message from those participating in the budget hearings to the Portfolio Committee was the need for Government to fulfil its commitment towards disability inclusion by investing in and budgeting for disability issues, and by financing disability-inclusive policies and programmes.

"As girls and women with disabilities we want access to loans for projects to sustain our livelihoods," said one of the women during the consultations in Mt. Darwin, Mashonaland Central Province. "The Government of Zimbabwe should ensure that the budget caters for our economic empowerment which will enable us to fight poverty and stand against several violations and discriminations we face in society."

Another participant in Bulawayo noted that budget allocations for disability rights and economic empowerment should not be concentrated in only one or two ministries, mainly the ministry dealing with social welfare issues, with little or no allocations across other ministries.

The women and girls with disabilities also called for a budget that approaches disability as a human rights issue rather than a charity or medical one and also aired their views on the disability grant, income tax threshold, tax rebate, allocation of funds to ministries, and their disability and gender priority areas for funding through the national budget.

The Spotlight-supported training programme to strengthen the capacities of women and girls with disabilities and Disabled Persons Organisations (DPOs) to participate in law and policy-making processes has enabled this constituency to participate in several public consultations in 2020 including the hearings on the Constitution of Zimbabwe Amendment No.2 Bill. Women and girls with disabilities and DPOs prepared and submitted a Position Paper to Parliament on the Bill in July.

4 Zimbabwe Spotlight Mid-Term Assessment Report

5 Story appeared in the Zimbabwe Spotlight COVID-19 Bi-weekly Brief, #12, October 29, 2020

### Reaching Over 3 Million Direct Beneficiaries

The COVID-19 pandemic enabled the SI in Zimbabwe to expand its outreach on GBV through the integration of COVID-19 into interventions in the Prevention and Services Outcome Areas, and the RUNOs' acceleration of programme delivery.

As at the end of December 2020,<sup>6</sup> the Zimbabwe SI had reached a **total of 3,777,447 direct beneficiaries**. Of these, **2,334,840 are women and girls, and 1,442,607 are men and boys**. This was a considerable leap from the reach in 2019, which was low at 67,505.

Much of this reach can be attributed to the work of some 500 Behaviour Change Facilitators (BCFs) and the 1,809 Community Childcare Workers (CCWs) who continued their community GBV surveillance and referrals and behaviour and social norms change work with the integration of COVID-19 prevention information into their community-based actions. The CCWs, through the support from Spotlight, integrated Child Protection in Emergency (CPiE) as well as Gender Based Violence in Emergency (GBViE) in the COVID-19 context. At subnational level CCWs were active agents and conduits for GBV information and promoted access to GBV services at the early onset of the COVID-19 lockdown measures given the limited mobility of CSOs and Government staff.

Provided by Spotlight with Personal Protective Equipment (PPE) and Infection Prevention and Control (IFPC) materials and supplies and aided in their movement due to community work being declared as 'essential services' thanks to the partnership with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), **from April 2020 to the end of December 2020, the GBV surveillance BCFs, for example, cumulatively reached 1,630,805 (19,529 of whom are persons with disabilities)<sup>7</sup> women, men, girls, and boys:**

- 185,536 young men under 18 years
- 237,546 young women under 18 years
- 496,800 men over 18 years
- 691,393 women over 18 years
- 3,565 young men with disabilities under 18 years
- 3,846 young women with disabilities under 18 years
- 5,937 men with disabilities over 18 years
- 6,181 women with disabilities over 18 years

<sup>6</sup> Cumulative from January 2019 to the end of December 2020.

<sup>7</sup> Data provided in Spotlight Bi-Weekly Brief #17; while there are other BCFs and community cadres implementing actions within the Zimbabwe SI, the BCFs in this reference are those trained and working through the Zimbabwe Community Health Intervention Research Project, one of the SI Implementing Partners.

## **Delivering as One in spirit of UN reform and through Partnerships**

The Zimbabwe Spotlight Inter-Agency Technical Team, which includes the EU's Technical/Focal Person responsible for Gender, continued to jointly work together, facilitated by the strategic guidance of the Resident Coordinator and under the Technical Leadership of UN Women, to continue to deliver holistically the Zimbabwe CP.

The SI Zimbabwe Inter-Agency Technical Team, with guidance from the Technical Coordinator and Coordination Team, adeptly re-focused the CP within the COVID-19 context to continue implementation; to meet the new emerging GBV/SGBV/SRHR needs due to the COVID pandemic and lockdown measures; and to facilitate the work of Implementing Partners to integrate COVID-19 into their ongoing GBV/SGBV/SRHR interventions. This coordinated approach led to the CP collectively achieving the 70% delivery rate target for the first tranche of funds disbursed within the context of COVID-19 pandemic; as of 30th June, the delivery rate was 72%.

As noted above, the government also mobilized to jointly support this effort. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development (host Government Ministry), the Ministry of Primary and Secondary Education and the Ministry of Public Service, Labour and Social Welfare provided clearance letters for IPs to travel to reach the most vulnerable and to continue implementation of certain strategic interventions. The host Government Ministry had previously supported the designation of GBV/SGBV and community work as 'essential services' to continue during the lockdown measures.

The lessons learned from this level of cooperation inspired a new knowledge product based on technical discussions with the local European Union Delegation (EUD), called the Spotlight Bi-Weekly COVID-19 Brief. The brief was introduced by The Coordination Team and the SI Inter-Agency Technical Team together in May 2020 and is commended by the Spotlight Secretariat Knowledge Management team as a 'Good Practice' for programme learning and documenting implementation of a Spotlight CP in the context of COVID-19. This joint initiative of the Coordination Unit and the six SI Recipient UN Organizations (RUNOs) had produced 15 Briefs by the end of December 2020.

## COVID-19 Re-programming Successfully Expands Access to Services

The first re-programming of the Zimbabwe CP in April 2020 was in response to the impact of the COVID-19 lockdown and led to the introduction of several new interventions in the prevention and services Outcome Areas, which have succeeded in expanding access to meet the immediate needs of GBV survivors. These interventions include:

### *Hotlines for GBV and SRHR services*

- Four additional hotlines were added to the Musasa Project's main GBV hotline which increased response and psycho-social support to women and girls. Between April and the end of December 2020, 2265 verified calls were received on the Spotlight-supported lines: 91 percent of the callers were females.
- A youth-led Civil Society Organization (CSO) established a new hotline for key underserved population groups.<sup>8</sup> This hotline started in June 2020 and by end of December 2020, 2219 beneficiaries who called the line had benefited from GBV and SRHR services.
- Statistics collected by Childline in April 2020 showed a 43% increase in calls during the lockdown as compared to other periods due to the fact that children were home bound. A total of 95,842 calls were answered from the Childline call centres with 72% of these responsive calls being COVID-19 related. Some 1,210 GBV/VAC cases were reported (Harare 780 & Bulawayo 480) and 517 COVID-19 related cases were recorded. Childline added one additional line and 19 helpline agents to handle the increased volume of calls which began when the lockdown started in March. This support was provided in June 2020: with the additional capacity, Childline's response rate to calls increased by 41% compared to a 22% response rate to calls in May 2020.

### *Shuttle and transport services for GBV survivors*

A CSO GBV services provider and the MWACSMED, with Spotlight support, launched a shuttle and other alternative transport services for survivors of GBV/SGBV in urban and rural areas. The CSO shuttle service began in May 2020, two months after the lockdown, and the Ministry's alternative transport service started in October 2020 to enable women in rural districts to reach GBV services. By the end of December 2020, the two services combined had provided transport to 3,145 GBV survivors.

### *Reaching communities through radio to provide GBV/SGBV and COVID-19 information*

A new radio programme, *Let's Talk GBV*, was introduced by Spotlight during the COVID-19 pandemic. The programme aired on a popular radio channel, Capital 100.4FM. Capital 100.4FM is a

<sup>8</sup> These groups include sex workers (female and male), men having sex with men (MSM), women and young women living with HIV/AIDS, and persons self-identified as transgender.

Commercial Radio station with a terrestrial reach of 4.2 million people. The Station has a strong on-air and online presence with over 71 000 followers on Facebook, Twitter, and Instagram. The station also reaches regional and international audience through streaming services. In June 2020, for the one-year anniversary of the launch of the Spotlight Initiative in Zimbabwe on June 26, 2019, the EU Ambassador participated on the programme to mark this anniversary with other Spotlight partners.

## Achievements in the Six Outcome Areas

The Results Section of this report provides more extensive details of the various results achieved during 2020 in the six Outcome Areas. Many of these lay the foundation for broader overarching changes to be in place at the end of the implementation of the Spotlight CP in Zimbabwe, and are a result of extensive engagement with stakeholders, technical support and processes that have consistently taken place during 2019 and 2020. Just a few of these are highlighted here:

### *Laws and Policies (Outcome 1)*

**The Spotlight Initiative developed the only GBV technical proposal submission** to strengthen the legal provisions in the newly gazette Cyber Security and Data Protection Bill **to protect women and children from On-line Violence**. The SI streamlines prevention and response to online violence throughout its interventions, for example in the areas of legislative reform, investigation, forensics, and media engagement. The language and strengthened text to protect women and children from On-line Violence provided in the SI submission has been incorporated into the draft Bill which is still moving through the process and procedures for adoption. The National Disability Policy has been finalized with inputs from Organizations of Persons with Disabilities, and girls and women with disabilities.

The crafting of new and proposed amendments of several legislation including the Persons with Disability Bill, Children's Amendment Bill, Child Justice Bill, Public Health Act, Criminal Code, Medical Affidavit Form, Legal Aid Directorate Act and the finalization of a Costed National Action Plan on Ending Child Marriages strengthened the ability of duty bearers to meet the political commitments that support the realization of child rights, disability rights and the inclusion of marginalized groups through legal reform.

### *Strengthening Institutions (Outcome 2)*

**High Level Political Compact on GBV:** This strategic intervention provides the foundation for the sustainability by Government of the work on GBV started through the Zimbabwe SI. The HLPC will establish accountability on eradicating GBV at the Highest Level with the President as the key champion and advocate; establish a mechanism for financial investment in ending GBV from Government to ensure the sustainability of financial resources for the prevention and response to GBV and for addressing the socio-economic costs of GBV; and anchors the accountability of

Government to strengthen the GBV machinery at national and sub-national levels for planning and implementation of State programmes, laws and policies to enhance effectiveness. Hotlines for GBV and SRHR services

**Zimbabwe's National Disability Board** has put SGBV and HP high on the Government's agenda with the approval of its **Strategic Action Plan (2020-2022)**, which recognizes intersectionality discrimination.

**GBV Risk Mitigation in light of COVID-19:** The Zimbabwe CP piloted a first GBV risk mitigation training with 150 frontline NGOs and Government partners in the Child Protection, Health/HIV/nutrition, Education and Water, Sanitation and Hygiene (WASH) sectors. The participants were drawn from all Spotlight provinces. Considering the increase in reported cases of GBV during the government mandated lockdown to prevent the spread of COVID-19, stakeholders were sensitised on how to refer cases of GBV, on the critical role and responsibility of non-GBV specialists to identify and reduce GBV risks relevant to their programming, and on the links between gender norms and GBV. The output from the training was specific risks identified and actions to mitigate these. The roll out of the training will continue in 2021.

### *Prevention (Outcome 3)*

Although Spotlight's work in the schools was slowed down due to the closure of schools during the 2020 lockdowns, when schools re-opened in the latter part of the year, the SI, with support from the Ministry of Primary and Secondary Education and Implementing Partners, **trained non-teaching staff in six Spotlight districts** - Bulilima, Rushinga, Muzarabani, Hurungwe, Mutasa and Chipinge. Participants were drawn from various departments including the boarding teams, ground persons, security, parents' associations, clerks, among others. In addition, as part of efforts to strengthen the GBV prevention and response in schools, **extra-curricular clubs for learners** on GBV, Harmful Practices, Sexual and Reproductive Health Rights, and on positive gender norms were revived and strengthened. **Creating learner-led initiatives** on these issues through Spotlight contributes to the Ministry of Primary and Secondary Education's prevention and response strategy to address SGBV issues in schools.

### *Quality Essential Services (Outcome 4)*

In addition to strengthening the provision of quality essential services in 2020 by strengthening and developing new hotlines, introducing new services (transport) and continuing GBV surveillance in communities during COVID-19 restrictions, among others, **Spotlight also began initiatives to support GBV survivors' long-term recovery through economic empowerment.** With the support of Government officials at district level and service providers in the static One Stop Centres, **618 GBV survivors in two Spotlight districts** – Hopley (Harare Province) and Chipinge (Manicaland Province)- were identified and started a series of training programmes to help them generate



business ideas and start their own businesses. Approximately 70% of the women in the Hopley programme have started businesses.

**Spotlight supplied PPE to all physical and Mobile One-Stop Centres and Shelters for Safety to ensure the continuation of GBV services in compliance with COVID-19 guidelines.** During the period of May-July 2020 close to 1000 GBV survivors had received GBV/SGBV services at the OSCs and by the end of the year more than 5000, the majority of whom were women, had accessed services through the Mobile One-Stop Centres.

Spotlight continued to lay the foundation for **support to the Forensics System in Zimbabwe, which is one of the 'promising practices' in the SI.** Legal and technical assessments of the forensics system were completed in 2020. These assessments are part of a comprehensive programme of interventions to be supported by Spotlight to capacitate and develop a holistic forensics system in Zimbabwe for the collection of SGBV evidence and strengthening access to justice for SGBV survivors.

The Spotlight programme contributed to GBV child protection systems strengthening and ensured that 18,334 people including women and girls access quality wraparound protection services through the integrated case management at district level. Survivors accessed services from multiple CSO partners who provided different specialist services such as access to justice, shelter places of safety, counselling and psychosocial support, and disability sensitive support assistance as part of the LNOB. The utility of the case management model was put to test in 2020 as it responded to the COVID-19 humanitarian and GBV situation. The total number of people who received protection services included:

- 10,161 Children: 8,724 girls and 1,437 boys
- 1,356 Children with disability: 653 girls and 703 boys and
- 6,817 Adults: 6,800 female, 513 male and 4 from a key population

The Victim Friendly System (VFS) under the Judicial Service Commission was supported to deal with both online and offline violence against children. As a result, 1 315 children were reached (44 boys and 1271 girls). The JSC also was supported in delivering a first-of-its-kind SOPs to the Protocol on the Multisectoral Management of Violence and Abuse, a key tool for the coordination of all stakeholders delivering services and in pioneering a needs assessment for piloting a virtual court in Harare as a response to COVID-19.



Beneficiaries await service at a mobile one-stop center

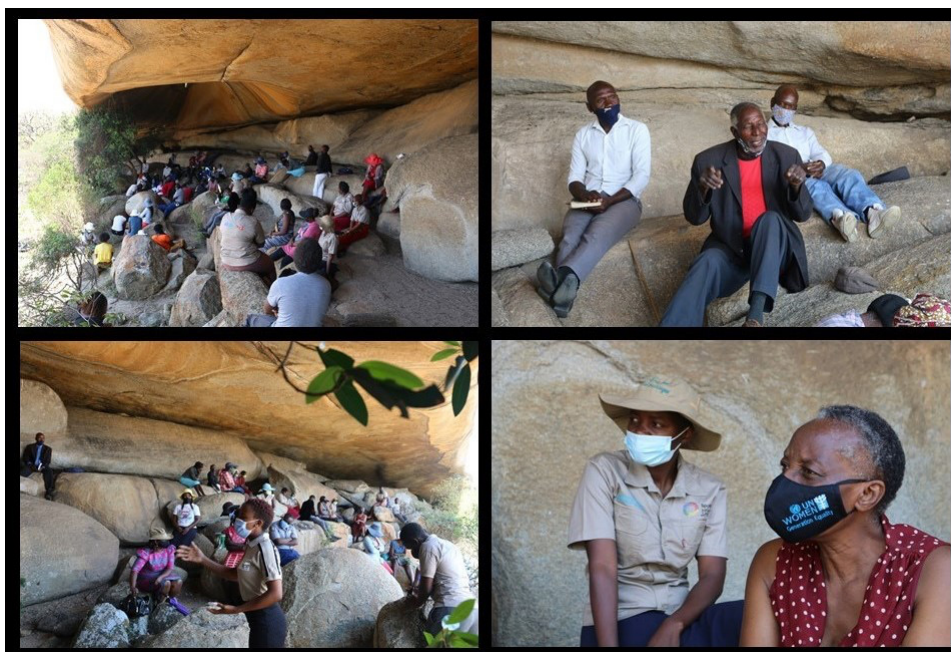
### Data (Outcome 5)

**GBV IMS Assessment and Framework:** The Comprehensive GBV Information Management System (IMS) Assessment for the development of a national GBV IMS was completed in January 2020. This assessment includes a ‘Theory of Change’, based on the consultations and interviews, for Zimbabwe to achieve the goal of developing a GBV IMS by the end of the Spotlight CP in 2022. Building consensus among key stakeholders on the approach to developing the GBV IMS and the revival of critical entities such as the multi-stakeholder Gender Sector Statistics Committee took place in 2020.

The Spotlight programme supported the interoperability of the **Child Helpline Case Tracker (AVAYA system) with the MoPCLSW Child Protection National Case Management IMS**. Significant progress was made in the development of a prototype IMS for the GBV Adult Hotline managed by Musasa Project, all these efforts are aimed at strengthening GBV information management in the country.

### Civil Society (Outcome 6)

**IAGs and IPs launch awareness raising and anti-GBV campaigns:** During this reporting period the Innovators against GBV (IAGs) and Spotlight IPs combined the use of ICT and community meetings (in accordance with COVID-19 Guidelines) in the Spotlight Provinces to strengthen GBV movement building at the community level. Through the 5 campaigns - **#HeForShe; #CatchThemYoung; #PeaceBeginsat Home; #SheMatters and the #Taking a Stand Against GBV** - upwards of **10,000 men, women, boys, and girls** have not only been sensitized but engaged on GBV issues at various levels.



A #HeForShe Indaba is conducted in Matobo, Matabeleland South Province



## Zimbabwe Civil Society Reference Group

The Zimbabwe Spotlight Initiative Civil Society Reference Group (CSRG) was very active at both local and global levels during 2020 with a strong focus on supporting the SI CP interventions and communications through lobbying and broader advocacy. Prior to the COVID-19 lockdown and restrictions on all events, the CSRG finalized their manual for CSOs on Movement Building and Advocacy, adding a new section on how CSOs can continue to lobby, advocate, and build movements on gender equality and women's rights issues in times of natural disasters, conflicts, emergencies, and humanitarian crises.

The CSRG also worked with the umbrella *Women's Coalition of Zimbabwe* to develop a workplan and budget to support gender equality and women's rights groups to respond to the impact of the COVID-19 pandemic on women and girls.

Zimbabwe's 16-member Civil Society Reference Group (CSRG) is one of the first reference groups in Spotlight countries participating in the global 'Count Me In' Campaign organized by a consortium of gender equality, women's rights, and feminists' groups to independently monitor civil society's active participation in the SI.

The CSRG in Zimbabwe also contributed to the development of the Spotlight global monitoring indicators and to the global guidance note on meaningful engagement of civil society in the Spotlight Initiative (SI). The Zimbabwe CSRG chose five (5) indicators to monitor: representation of gender equality and feminists leaders in the National Steering Committee; representation of gender equality and feminists leaders in the CSRG; number of Spotlight IPs in the Country Programme working with marginalized and excluded population groups; the involvement of feminists and women's rights groups in the design of the Spotlight Country Programme; and percentage of Spotlight funds reaching constituency-led groups. A scorecard to support the CSRG in this exercise has been developed which uses data provided by the Zimbabwe coordination unit. A baseline has been established to aid in monitoring the SI in Zimbabwe.

During the 2020 16 Days of Activism, the CSRG successfully launched an advocacy initiative, "Shaking Off GBV" through Zumba, which was live streamed on social media to reach a wider audience and to create an opportunity using the modality of physical exercise for women from all walks of life, especially those in more affluent communities who experience violence and need information, to dialogue about GBV.



CSRG members pose for a photo after "Shaking Off GBV"

## Challenges

Some of the main challenges and how they were addressed during this reporting period include the following:

- Working with Government Ministries and Departments at the national level slowed down due to the impact of the lockdown on the operations of ministries and departments. Some entities were affected by COVID-19 infections which resulted in the closure of offices for periods of time, while other government entities operated at reduced capacity to reduce the footprint of officials in offices. SI worked closely with the identified focal persons in Government who continued to enable work to continue.
- Virtual modalities remain an unfamiliar way of working for Government. Planning meetings with government has not been as effective due to many key officials not having access to internet connectivity at home; the rising cost of data charges; and officials' capacity gaps in using ZOOM and other virtual meeting platforms for consultations, presentations, and planning. Technical support in the forms of data allocation, on-line support to use ZOOM functions during meetings, and support to develop and share presentations in virtual platforms was provided by the SI RUNOs.
- RUNOs continued to experience delays in the movement of funds to IPs and stakeholders (e.g., data for participation in virtual meetings) due to transfer delays in the external banking sector and mobile money platforms. RUNOs' operations team remained in constant communications with IPs and the various banking platforms to identify the bottlenecks and find solutions to transfer the funds to partners.
- Monitoring of Spotlight interventions by the SI Inter-Agency Team (Programme and M&E focal persons), Civil Society Reference Group members, and high-level site visits that were planned for the last two quarters could not take place due to lockdown and UN travel restrictions in the COVID-19 context. Therefore, the Country Programme has had to rely solely on reports from IPs with minimal opportunities for on-site verification of the delivery of the SI in the Spotlight Provinces and Districts . This compromised opportunities for joint learning and reflection, and corrective actions. A small monitoring visit by a limited number of members of the team was made in November and in light of the continuing COVID-19 context, initiatives for third-party monitoring of Spotlight interventions and beneficiary feedback in the provinces and districts were developed.

# 1. Contextual Shifts

## *Country Context*

Zimbabwe seeks to become an upper middle-income country by 2030, but the country still has many political, economic, social and gender equality and women’s rights hurdles to conquer. The Vision<sup>9</sup> is based on the Transitional Stabilisation Programme (October 2018 to December 2020) and two successive five-year National Development Strategies (NDSs), the first of which has been developed.<sup>10</sup>

The period 2005-2018 saw significant positive changes in the country’s Human Development Index (HDI). The country registered a 32 percent increase in the HDI with progress registered across all the three dimensions of human development – long and healthy lives, access to knowledge and decent standards of living. Specifically, life expectancy increased from 43.2 years to 61.2 years; expected years of schooling increased from 9.5 to 10.5, mean years of schooling increased from 6.8 to 8.3 while per capita income increased from US\$ 1,853 to US\$ 2,661 during this period.<sup>11</sup> But from 2019 onwards, the country has flailed through successive droughts and other humanitarian crises.

In the UN’s country document which lays out the Socio-Economic Response to COVID-19 in Zimbabwe, the UN highlights that the International Monetary Fund (IMF) estimated that Zimbabwe’s real Gross Domestic Product (GDP) would contract by 7.4 percent in 2020,<sup>12</sup> and goes on to state: For a country whose economy contracted by an estimated 6.5 percent in 2019, *continued contraction of the magnitude highlighted above, more so given the fragility of the economy, would be disastrous, affecting, disproportionately, the poor and vulnerable, small and informal businesses, as well as small scale agricultural producers.*<sup>13</sup>

The COVID-19 pandemic therefore has compounded other recent and ongoing development challenges, such as three consecutive years of drought, major damage from Cyclone Idai in 2019 and uneven economic reforms.

On March 21, 2020 Zimbabwe began a 21-day national lockdown that shut down everything except essential activities and services such as health care and law enforcement. This initial lockdown was subsequently extended by an additional two weeks and then on May 3rd, the lockdown was further extended by another two weeks, however with more relaxed provisions.

9 “Government of Zimbabwe (2018): Towards an Upper Middle-Income Economy by 2030 - New Dispensation Core Values”

10 National Development Strategy (2021-2025)

11 Immediate Socio-Economic Response to COVID-19 in Zimbabwe: A Framework for Integrated Policy Analysis and Support, UN Zimbabwe, 2020

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

13 Immediate Socio-Economic Response to COVID-19 in Zimbabwe: A Framework for Integrated Policy Analysis and Support, UN Zimbabwe, 2020

On May 16, 2020, lockdown with relaxed measures was extended indefinitely with a proviso for fortnightly review by the government.

In Zimbabwe, as in other parts of the world, the immediate effect of the lockdown on women's and girls' safety and security began to emerge. From the start of the lockdown until May 5, the Musasa National GBV Hotline recorded 1,494 calls, a 90% increase compared to pre-lockdown trends and 94% of the callers were women. In addition to this, the Childline Bulawayo Call Centre during the period 24 March to 2 April recorded a 43% increase in the daily average calls. Of these, 41% were directly related to violence against children and SGBV, with 75% of the perpetrators being people within the child's home environment.<sup>14</sup>

Prevalence studies are the main source of data<sup>15</sup> available to measure the severity of the problem but they only map SGBV among those 15-49 years old. Violence against girls under 15 and women older than 49 are major gaps. Data mapping the magnitude of SGBV and HPs among women and girls with disabilities; the extent of SGBV against girls in schools and young women in tertiary institutions; and the scope of on-line SGBV, can inform the interventions within Zimbabwe's Spotlight CP.

The 2015 Zimbabwe Demographic and Health Survey (ZDHS) estimated the prevalence of physical violence among women and girls at 35% and sexual violence at 14%; and the 2019 Multiple Indicators Cluster Survey<sup>16</sup> found that 39% reported being physically abused since 15 and 12%, between 15-49 years, had experienced sexual violence. Intimate Partner Violence is the most dominant form of violence in Zimbabwe.

The heightened vulnerabilities of women and girls to GBV during the COVID-19 pandemic, as well as in other humanitarian, economic and political crises, continue to lift the veil on the gender inequalities, inequities, and women's rights violations in the country.

Zimbabwe has signed and ratified international and regional gender equality and women's rights conventions, protocols and commitments, and the Constitution has strong gender equality and women's rights provisions. In February 2020, with technical and financial support from the Spotlight Initiative, the Zimbabwe Government presented its sixth periodic report to the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) Committee in Geneva.

The CEDAW Committee in its March 2020 Concluding Observations recognised the strides made in creating the legal framework for gender equality and women's rights in the 2013 Constitution but urged the Government to take additional measures – amend or repeal all remaining sex-

14 Data from Humanitarian and Gender Equality and Women's Rights groups Situational Reports on COVID-19 lockdown impact on women and girls

15 The main sources of GBV, SGBV and HP data are: ZDHS conducted every five years; the 2010 National Baseline Survey of the Life Experiences of Adolescents (NBSLEA); 2014 Multiple Indicators Cluster Survey (MICS)

16 MICS incorporated for the first time the GBV module from the DHS

discriminatory provisions, adopt a law on Gender Equality,<sup>17</sup> incorporate CEDAW into all relevant laws, among others. And on GBV, the Committee expressed concern regarding the continued high prevalence of GBV against women and girls in the public and private spheres; the continued underreporting due to a culture of silence and impunity; the absence of data, disaggregated by age and relationship between victim and perpetrator, on the number of investigations and prosecutions in cases of gender-based violence against women and on the sentences imposed on perpetrators; among others.<sup>18</sup>

### *SI's Response to COVID-19 in Zimbabwe*

The Zimbabwe Spotlight CP responded to the emerging GBV issues during the COVID-19 pandemic's lockdowns, while at the same time, shifting to using different modalities to deliver the CP's interventions to retain the strategic direction of the SI.

In April 2020, the SI Inter-Agency Team began its first exercise of revising interventions and re-programming funds allocated within the Spotlight Country Budget to integrate COVID-19 into the comprehensive programme to eliminate violence against women and girls. In its first reprogramming plan, the SI Technical Team integrated a response to COVID-19 in Outcome 2 (Strengthening Institutions), Outcome 3 (Prevention which includes economic empowerment for the most vulnerable groups of women), Outcome 4 (Quality and Essential Services, which includes economic empowerment and recovery for GBV survivors), Outcome 5 (Data) and Outcome 6 (Civil Society and the Women's Movement).

The plan also integrates Spotlight's dedicated focus on interventions for women and girls with disabilities and key populations as essential components of the COVID-19-adapted CP. M&E and Communications and Visibility Plans for the Spotlight COVID-19 response plan also were developed.

The Zimbabwe Spotlight Inter-Agency Technical Team started its re-programming with a three-month *Integration of COVID-19 into Spotlight reprogramming plan (April-June 2020)*. For all the re-programming exercises in 2020, the following frameworks and SI documents were used as points of reference. In addition, the SI Team contributed to some of these national documents:

- **The UN Zimbabwe Criticality Assessment** – the SI Team identified key outputs which were incorporated into the Assessment through the Gender Results Group (GRG)

17 Government, under the leadership of the MWACSMED began the initial stages and discussions for the draft of the Equality Bill towards the end of 2020.

18 Concluding Observations on the sixth periodic report of Zimbabwe, CEDAW Committee, March 2020.

- **The UN Zimbabwe Criticality Assessment** – the SI Team identified key outputs which were incorporated into the Assessment through the Gender Results Group (GRG)
- **The Zimbabwe National Humanitarian Response Plan** – The COVID-19 Response Plan is the Addendum to this national plan.
- **Spotlight Initiative Guidance on Re-programming for COVID-19**
- **Internal Spotlight Assessments and Studies** completed in 2019 and early 2020
- **The Spotlight Baseline Study**
- **Zimbabwe Spotlight COVID-19 Risks and Mitigation Matrix**

The SI Inter-Agency Technical Team identified **10 key intervention areas** which span across the Spotlight CP Outcomes and then identified and adapted existing interventions for each of these areas to address COVID-19 such that they would be integrated into the existing CP. These identified areas were:

1. Development of messages and information that integrates COVID-19 and considerations for mental health and wellbeing into GBV/SGBV/SRHR messages
2. Assessments and dissemination of information on the gender dimensions of COVID-19 and of women's and girls' vulnerabilities and increased risk to GBV/SGBV
3. Development and strengthening of hotlines for reporting, and of GBV, SGBV, SRHR and HP referral services.
4. Procurement of COVID-19 PPE and IFC materials and supplies for IPS and the providers of GBV, SGBV, SRHR essential services.
5. Provision of alternative transport for GBV survivors and service providers
6. Psycho-social and information support to GBV service providers
7. Strengthening key institutions/CSOs, especially at district and community levels, to prevent and respond to COVI-19 and to deliver GBV/SGBV/SRHR services
8. To ensure women and girls with disabilities and their caregivers and key populations are reached with GBV/SGBV/SRHR and COVID-19 information and services.
9. To assess the impact of COVID-19 on women's economic livelihoods
10. To explore the development of economic resilience recovery kits and tools for women's loss of livelihoods due to COVID-19

In addition, the following areas also were considered:

- Virtual case management and triage system based on case severity for face-to-face or virtual case management and counselling by social workers
- Additional data and Zoom licenses for IPs and Government entities to continue to deliver and coordinate services



Modalities used by the Spotlight Recipient UN Organizations (RUNOs), with guidance from Coordination and the Finance Leads to re-programme and re-allocate existing funds making it possible to integrate COVID-19 into existing actions and to create new interventions, included the following:

- Re-allocation of funds for DSA, travel, conferencing, fuel reimbursements.
- Re-allocation of Savings (based on actual expenditure) from implemented activities
- Original budgeted amounts were reduced for interventions that could not be implemented during the time-period originally planned based on the AWP.
- Implementing modalities were changed from direct implementation to grants to IPs and contracts with consultants/academic institutions.

The released funds were then used to:

- Provide grants to new IPs and increase amounts in existing IPs' grants.
- Develop new interventions that integrate COVID-19 into GBV/SGBV/PSEA into the actions of specific sectors. For example, Spotlight conducted GBV risk-mitigation trainings for Government and CSO partners in the child protection, health, nutrition, water and sanitation, HIV, and education sectors working in the Spotlight five provinces, to help them develop sector-specific GBV risk-mitigation strategies and Prevention of Sexual Exploitation and Abuse (PSEA).
- Contract, where required, consultants to conduct virtual consultations with key stakeholders (or increase the number of days in existing consultancies to ensure continuation of interventions).
- Procure PPE and other IPC supplies and equipment; provide data bundles and airtime to IPs, GBV service providers and key stakeholders to participate in virtual dialogues, meetings, seminars, trainings, consultations.
- Continue to implement originally planned CP interventions through new virtual modalities.

Some of the new interventions introduced to meet the humanitarian GBV/SGBV/SRHR needs that heightened women's and girls' increased vulnerabilities during the COVID-19 context included the following:

- Expansion of GBV national hotline (Musasa) and additional counsellors- Four new lines were added, two of which provide remote Psychosocial Support.
- New toll-free line and additional hotline helpline agents –Childline
- Hotline for Key Populations (SRHR and GBV/SGBV)
- Shuttle service for GBV survivors
- Transport service for GBV service providers
- Procurement of PPE and IPC supplies and equipment for IPs, GBV/SGBV services

facilities, and Behaviour Change Facilitators (community GBV/SGBV surveillance) and CCW (case identification and referral) to enable essential services to continue and to enable IPs to reach the most vulnerable (women and girls with disabilities and their caretakers);

- Procurement of data bundles to enable GBV service providers to convene coordination meetings and to participate in virtual de-briefing sessions.
- Virtual case-management and triage system based on case severity for face-to-face or virtual case management counselling by social workers
- Innovative remote virtual consultations with programme beneficiaries through platforms such as U-Report, APP based messengers and VIAMO

The following story highlights how a SI IP integrated COVID-19 into GBV counselling services and illustrates the gendered dimensions of the pandemic in Zimbabwe:

#### Spotlight IP provides COVID-19 counselling services to women

In addition to its GBV/SGBV counselling services, CONTACT Family Care Counselling Trust has seen an increase in a demand for counselling by women affected by the COVID-19 pandemic. CONTACT is one of the Spotlight IPs in Mat South.

CONTACT's director, Thenjiwe Ngwenya, says in addition to the increase in women and girls requiring GBV counselling and services during the national lockdown, the organisation also has seen a new trend emerging in the need for counselling services for women affected by the COVID-19 pandemic. So far CONTACT has counselled 30 persons affected by COVID-19 and of these 29 are women.

The Centre's COVID-19 women clients fall into three categories, the CONTACT director says. Those that have contracted the virus and are in self-quarantine; those already in self-imposed quarantine, but the test results have not been received; and those that do not know their status but who are concerned and want to talk to a counsellor about their anxiety, fears and stress.

Due to many gender issues associated with COVID-19 and the fact that the majority of those seeking counselling are women, the COVID-19 pandemic in Zimbabwe appears to be 'feminized', said Ngwenya. "More women are caregivers compared to men; women predispose themselves to the risk of infection seeking a livelihood through informal trading even during the lockdown; and as nurses, they are the front-line health workers. Women are sensitive to burdens, anxiety and fears and easily seek counselling in comparison to their male counterparts."

Women also are affected differently by the pandemic than men, Ngwenya explained. "Two of our COVID-19 women clients were single parents. In one family, the mother was COVID-19 infected and in-turn she had already infected her three daughters. As a single parent, she felt the need to support her children, but was afraid of intensifying the infection. Another single mother was afraid that if she was taken to an isolation centre, there would be no one to remain to take care of her children," Ngwenya said.

Women in isolation are also unable to go shopping for themselves and their families and they depend on donations and support from people who offer to help, which often leads to menstrual hygiene issues, because they are unable to purchase what they need or ask others to buy menstrual products for them, Ngwenya added.



*CONT.*

The isolation makes it difficult for women to share their fears and this in turn intensifies their stress and depression.

“The other issue women highlighted (in counselling) was the sensationalised media reports about those that have tested COVID-19 positive. There is, at times, no confidentiality considerations as names are splashed all over the media. At times, they hear of their results from the media before they are formally told by the authorities. In the media, there is misrepresentation of facts about the infection and the adherence and compliance to self-quarantine requirements, which aggravates the labelling, stigma and discrimination of the COVID-19 clients, leading to no public support, and unfounded anger,” Ngwenya explained.

“Many women clients cite fear of dying alone and leaving children behind without anyone to take care of them as many women are caregivers and breadwinners. Some women clients have spouses, children and relatives living abroad and in neighbouring countries, and they worry about the possibility of never seeing them again. And, women fear spreading the virus unknowingly to the family members,” the CONTACT director added.

## 2. Implementation Status

The SI in Zimbabwe faced the uphill task in 2020 of moving to virtual modalities to implement the SI in a country where Information and Communications Technology (ICT) infrastructure is minimal; the cost of data and internet services is high; and access to many of the technological gadgets, including computers and smart phones, remains out of the reach of many, including government officials. The availability of disability-friendly technology is a huge gap.

To keep the SI CP moving, the focus of the SI flexible programming began with a concentration on the provision of GBV, SGBV, SRHR and COVID-19 information and services to women, girls and communities in the Spotlight identified five provinces<sup>19</sup> and 23 districts.

The deliberate attention on prevention and delivery of services in the first re-programming to integrate COVID-19 into the SI enabled the Zimbabwe SI Inter-Agency Technical Team to strategically re-focus interventions to meet the immediate GBV and COVID-19 needs arising. Also the Spotlight technical focal persons within the local European Union Delegation (EUD) provided strategic feedback and inputs into the re-programming plans and modalities for implementation, and Government ministries such as the MWACSMED, Ministry of Primary and Secondary Education and Ministry of Public Service, Labour and Social Welfare, for example, provided essential clearance letters for IPs to continue their work in communities and to reach the most marginalized like women and girls with disabilities and their caregivers.

The Ministry responsible for Women Affairs, which also is the host Spotlight ministry of Government, ensured that both GBV services and community work were deemed essential services which enabled many of the Spotlight IPs to continue delivering their interventions. Spotlight supplied the IPs with PPE and some RUNOs provided training on the Government and World

<sup>19</sup> The Spotlight Provinces are: Mashonaland West, Mashonaland Central, Manicaland, Matabeleland South and Harare.

Health Organization (WHO) COVID-19 guidelines. And some Spotlight IPs operating at district and community levels were tapped to be part of district COVID-19 taskforces, which included government officials and community leaders at the district levels.

All of this demonstrated commitment and the adaptability of the IPs helped Zimbabwe achieve the target of 72% delivery of the first tranche of Spotlight funds by June 2020, three months into the country lockdowns. In April and May, after the major lockdown in March, the CP had already started to deliver the identified GBV/COVID-19 interventions and in May, the Coordination and Spotlight Inter-Agency Technical Team began the production of a bi-weekly Spotlight COVID-19 Brief of stories and data updates of the programme's movement.

Slower implementation occurred in Laws and Policies (Outcome 1) and Strengthening Institutions (Outcome 2) in the earlier months of the lockdown due to the reduced capacity in Government Ministries and departments, some of which had to close completely due to COVID-19 cases, and the complete halt in the operations of institutions like Parliament. Access to justice also was impeded by the closure of the Courts, which only sat for emergency cases (cases of GBV/SGBV were not deemed as 'emergency cases').

However, given the strong implementation focus on these two Outcome Areas in 2019 for example, by the end of 2020, the Zimbabwe Spotlight MTA noted that all the Zimbabwe CP Outcome Areas are on track to achieving their set targets by the end of the programme in 2022.

### 3. Programme Governance and Coordination

#### National Steering Committee

The Zimbabwe Spotlight National Steering Committee (NSC) is co-chaired by the Resident Coordinator and the Minister for Women Affairs, Community, Small and Medium Enterprises Development. Members of the Committee include the EU Ambassador, representatives from the Ministry of Finance and the Office of the President and Cabinet,<sup>20</sup> a representative from the Swedish Embassy,<sup>21</sup> the six Spotlight RUNOs Heads of Agencies (HoAs),<sup>22</sup> and three representatives from the Zimbabwe National Civil Society Reference Group. The members of the Coordination team – Technical Coordinator, Coordination Programme Associate, Gender & Disability Advisor from RCO, Finance Lead (UNDP) and Spotlight M&E Lead (UNICEF) – also attend and provide presentations and information to the NSC.

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

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

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

The overarching role of the NSC is to provide strategic oversight of the Zimbabwe CP and it is the body that approves the Annual Workplan, Budget Revisions and the re-programming of the CP. In 2020, the NSC held four meetings in accordance with its Terms of Reference to approve the stated documents and to monitor the delivery rate and, in the latter part of the year, the implementation rate of the Zimbabwe CP. The RC and the NSC were kept informed of the impact of the funding gap that occurred between September and mid-December 2020, when RUNOs had expended the majority of their first tranche funds and were awaiting the second tranche of funds.<sup>23</sup>

During the latter half of 2020, the NSC played a strategic role in guiding and following the movement towards the development of the High-Level Political Compact (HLPC) on GBV with the Government of Zimbabwe at the highest level, a strategic intervention in Outcome 2 of the Zimbabwe CP. The Resident Coordinator convened a high-level NSC meeting specifically on the HLPC attended by the EU Ambassador and members of the EUD, the Minister responsible for Women Affairs and technical representatives from the Ministry and the six Spotlight agencies' HoAs.<sup>24</sup> This meeting led to the development by a small technical team of the HLPC Roadmap and progress towards the HLPC has been a key item on the NSC agenda.<sup>25</sup>

### **Civil Society National Reference Group (CSNRG)**

Zimbabwe's Civil Society National Reference Group is one of the most active among the Spotlight countries. Established in 2018 through a wide-spread call for nominations and a selection process, the 16-member CSNRG met monthly in 2020, through convenings organised by the Technical Coordination team, to enable the Coordination team to provide the technical, communications and financial support required by the CSNRG to implement its 2020 AWP. The CSNRG also has created a Whatsapp platform for members to communicate and consult on issues that arise from their meetings with the Technical Coordination Unit. To facilitate their use of virtual modalities during the COVID-19 lockdowns, the Coordination unit provided data bundles to CSNRG members.

The group's 2020 AWP focused primarily on advocacy and communications and monitoring activities and the budget for all actions is supported by the Coordination Unit through the Spotlight Advanced Budget. Other financial support for monitoring actions is provided through the Spotlight Monitoring Budget, which includes line items for the CSNRG independent monitoring activities. Actions in 2020 included the finalization of a Spotlight Movement Building and Advocacy Manual produced by the CSNRG; participation in radio platforms to discuss GBV during the COVID-19 pandemic; the launch of their "Shaking Off GBV" campaign during the 16 Days of Activism; participating in global and regional Spotlight platforms on civil society; convening, with

23 The Coordination Unit also provided a report to the Spotlight Secretariat on the impact of the delay in receipt of the second tranche and in the case of Zimbabwe, despite the guidance on the receipt of bridging funds from the agencies' HQs, only UN Women provided bridging funds; all other HQs indicated they could not provide funds.

24 The Coordination team also attended the meeting and SI Inter-Agency Technical team focal persons from UNDP led the presentation on the Compact. UNDP is the lead responsible Spotlight agency for this intervention.

25 The HLPC is scheduled to be launched in 2021.

support from Spotlight M&E focal person, a half-day physical monitoring meeting with IPs. The CSNRG provided support to the SI's outreach to grassroots partners and communities through members participation in GBV/COVID-19 information and awareness campaigns as panellists on radio programmes and through engagement with the Women's Coalition of Zimbabwe to provide the SI Zimbabwe Coordination team with information on the situation of women in marginalized communities during the COVID-19 lockdown.

The local EUD periodically engages the CSNRG as a pulse-check on its participation in the SI in Zimbabwe. The EUD technical focal person for Spotlight held an independent meeting with the CSNRG mid-year in 2020.

The CSNRG members serve and were selected in their individual capacity to represent the following sectors: women's human rights, HIV&AIDS, SRHR, male engagement, private sector, academic institutions, religious groups, women and girls with disabilities, key populations, trade unions, children's rights, women's rights funds,<sup>26</sup> gender equality and women's rights. All CSNRG members selected participated in the 2018 consultations for the development of the Zimbabwe CP as members of various civil society groups. To ensure the CSNRG's participation in the development of country AWP, acceleration plans and re-programming exercises, from the start the CSNRG selected two (2) of its members to be part of the SI Inter-Agency Technical Team and three (3) of its members for the NSC.

The story on the following page illustrates one of the key monitoring actions of the Zimbabwe CSNRG in 2020, which has led to the group sharing its experiences on global and regional platforms with other Spotlight countries. Some of the findings of the Zimbabwe CSNRG Scorecard show:

- Twenty-one percent of the NSC are women's rights and feminist movement leaders.
- Eighty-one percent of the CSNRG members are women's rights and feminist movement leaders.
- Sixty-eight percent of the Zimbabwe SI funding reaches constituency-led groups.

### **Spotlight CSRG participates in global 'Count Me In' Campaign**

Zimbabwe's 16-member Civil Society Reference Group (CSRG) is one of the few reference groups in Spotlight countries participating in the global 'Count Me In' Campaign organized by a consortium of gender equality, women's rights and feminists' groups to independently monitor civil society's active participation in the Spotlight Initiative.

The CSRG in Zimbabwe contributed to the development of the Spotlight global monitoring indicators and to the global guidance note on meaningful engagement of civil society in the Spotlight Initiative (SI). In Zimbabwe, the CSRG will monitor five (5) indicators. These are: representation of gender equality and feminists leaders in the National Steering Committee; representation of gender equality and feminists leaders in the CSRG; number of Spotlight IPs in the Country Programme working with marginalized and excluded population groups; the involvement of feminists and women's rights groups in the design of the Spotlight Country Programme; and percentage of Spotlight funds reaching constituency-led groups. A scorecard based on the data provided has been developed and will serve as the baseline for monitoring the SI in Zimbabwe. (*Spotlight Bi-Weekly COVID-19 Brief#11, October 2020*)

### **Inter-agency coordination, technical committees, and other governance mechanisms**

The Spotlight Inter-Ministerial Coordination Mechanism, hosted by the Ministry responsible for Women Affairs and chaired by the Ministry at the level of Permanent Secretary, was set up by the Spotlight Technical Coordination Unit and the Ministry to serve as a platform for the SI Inter-Agency Technical Team and Government Ministries, including the OPC, to engage on the implementation and challenges of the SI in Zimbabwe.

This mechanism was established early on in Zimbabwe (in the latter half of 2018) to enable the SI Inter-Agency Technical Team to share the CPD with Government before its submission to Secretariat to go through the final stages of approval. Since this time, the Inter-Ministerial Coordination Mechanism has been consulted and presented with the SI's AWP, progress and milestone reports, the findings of the Spotlight Baseline Study; introduced to the Zimbabwe Spot(light) on Results On-line Monitoring Platform and the COVID-19 reprogramming plans and interventions.

In the beginning, monthly meetings were convened, but in 2020, the Ministry requested bi-monthly meetings to enable it to organize among other government ministries. In 2020, two meetings (at the beginning of the year in February and mid-year in July) were convened due to the impact of COVID-19 on Government and the host ministry's operations. The July 2020 Inter-Ministerial Coordination Mechanism meeting, which provided an update on the implementation progress and challenges during COVID-19, was convened virtually and many of the 40+ participants engaged using the 'chat' function of ZOOM.

The SI Inter-Agency Technical team is the main entity that provides the support for programme implementation, inter-agency decision-making and consultations, for sharing communications and

guidance from the Spotlight Secretariat and for the joint planning of re-programming and financial monitoring exercises by the six agencies. The team is led by the Technical Coordinator and Coordination team (Technical Coordinator, Finance Lead, M&E Lead, Communications Focal Person, Gender & Disability Advisor in the Resident Coordinator's Office, Coordination Unit Programme Associate) and the team meets at least once within a month and sometimes more frequently. The Zimbabwe Inter-Agency team includes the Spotlight focal persons within the six agencies and for financial and M&E, the finance and M&E specialists within the agencies join the programme focal persons in meetings. The Gender Technical Advisor in the EU and two CSNRG members, nominated by the group, are members of the SI Inter-Agency Technical Team. While all members of the Coordination and SI Inter-Agency Technical Team directly follow internal reporting lines, the Coordination Team provides reports to the UN Women Country Representative as Technical Lead and the SI Inter-Agency Team are guided by the Technical Coordinator and team. All these mechanisms report to and are strategically guided by the Resident Coordinator.

The SI Inter-Agency Technical team working with the Technical Coordinator and Coordination team gives the technical coherency to the Zimbabwe SI. One of the findings of the Zimbabwe Spotlight MTA highlights that: *The Technical Unit is the cornerstone for the implementation of the SI Annual Workplan as they are assuring the link between coordination, implementation and oversight. The TCU is functional and ensures technical coherence of the programme.*

## 4. Programme Partnerships

### Government

The overarching objective of the partnership with Government at national and sub-national levels in the Zimbabwe SI is to build in sustainability to the programmes, initiatives, mechanisms, and momentum created by Spotlight to eradicate all forms of violence and harmful practices in Zimbabwe, and to advance the rights of ALL women and girls to reduce their vulnerability to GBV in the public and private sphere.

In Zimbabwe, the MWACSMED is lead Government Ministry partnering with the SI because of its mandate for advancing gender equality and women's rights. This Ministry also has the responsibility for reporting on the gender equality and women's rights provisions in State Party reports, and for specifically coordinating Government for reporting on CEDAW, the Southern African Development Community (SADC) Gender Protocol, among other commitments. And, it is responsible for the mainstreaming of gender in Government Ministries' programmes and for monitoring Gender Equality and the Empowerment of Women (GEWE) across Government. The Ministry has developed a GEWE M&E Framework with support from UN Women and is currently operationalizing the framework in selected pilot ministries.



In the implementation of Spotlight in Zimbabwe, the MWACSMED plays a key role for the implementation of Spotlight activities at the district level by coordinating the work of IPs and the ministry's District Development Officers serve as focal points for Spotlight interventions in the districts. At the national level, the Ministry chairs the Spotlight Inter-Ministerial Coordination Mechanism, and has on occasion facilitated bi-lateral discussions between the Technical Coordination Unit, a Spotlight RUNO and other Government ministries when challenges may arise in implementation of an intervention with a specific ministry.

As the host ministry for the Anti-Domestic Violence Council, the MWACSMED, has provided strategic and technical support in the implementation of interventions in Outcome 4 (Essential, Quality Services) both prior to and during the COVID-19 pandemic.

The executive level of Government, OPC, is engaged in SI through representation on the Spotlight highest governance structure (NSC) and in the Inter-Ministerial Coordination Mechanism. The most strategic engagement with the OPC will be through the High-Level Political Compact on GBV that is expected to be developed and endorsed by Cabinet, and signed by His Excellency, the President of Zimbabwe, in 2021.

Besides the MWACSMED, there is active engagement of other government line ministries supporting RUNOs in the different interventions implemented under the SI at the various levels: Health and Child Care; Public Service, Labour and Social Welfare; Justice, Legal and Parliamentary Affairs; Home Affairs and Cultural Heritage; Finance and Economic Development; Education (Primary and Secondary Education; Higher and Tertiary Education, Science, Innovation and Technology Development); Information, Communications, Technology, Postal and Courier Services, Local Government, Public Works and National Housing; OPC; the Public Service Commission; the Anti-Domestic Violence Council; the Parliamentary Thematic Committees; Zimbabwe Republic Police; Judicial Service Commission; National Prosecution Authority; independent Commissions such as the Zimbabwe Human Rights (ZHRC) Commission and the Zimbabwe Gender Commission (ZGC); and the Zimbabwe National Statistics Agency (ZimStat). The partnership with these entities contributes to meeting the strategic objectives and to the implementation of interventions in Spotlight Outcome Areas One-Five.

The work with the Ministry of Public Service, Labour and Social Welfare, for example, is critical for the inclusion and implementation of SI's LNOB interventions to reach the most vulnerable groups, specifically women and girls with disabilities and their caregivers, and children and adolescent girls who experience SGBV. This ministry has the mandate for both groups. In addition, it is important to note that the SI has managed to integrate the LNOB principle in the partnership with all government ministries, Parliament, and other entities. For example, Parliament welcomed the

Spotlight-supported participation of women and girls with disabilities in the 2020 Parliamentary consultations and hearing on the draft Constitutional Amendment Bill and the written submission by this constituency with their recommendations for stronger provisions on disability rights and changes to the draft Bill. The ZGC is including the discrimination against women and girls with disabilities in its research areas for developing recommendations to Government and Parliament to reduce the intersecting forms of discrimination that increase this SI target group's vulnerabilities to SGBV.

### **Civil Society**

Civil Society IPs, especially at the provincial and district levels, have been the backbone of the implementation of SI in Zimbabwe and in enabling the programme to reach target beneficiaries at the community level and the most vulnerable groups of women and girls.

While SI Zimbabwe has ensured the participation of civil society in the implementation of the interventions in all six Outcome Areas, these groups are the main drivers of community mobilisation through their work with traditional and religious leaders, district, and ward officials, and with women, men, girls, and boys in the wards of the 23 Spotlight districts in Zimbabwe. Thirty-one out of the 55 civil society IPs in the Zimbabwe CP focus on structurally excluded groups of women and girls and/or those facing intersecting forms of discrimination.

These IPs, especially those closer to the ground and communities, have been instrumental in the programme delivery during the COVID-19 lockdowns. Armed with information, PPE supplies and guidance from the SI RUNOs, the IPs continued to carry out their work within the national COVID-19 guidelines for physical meetings.

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

The Spotlight M&E focal person organised a three-day virtual session for all Spotlight IPs in 2020 to increase their understanding of the holistic nature of the programme and to introduce them to the Spotlight targets, indicators and intended results. Many of the IPs commented after the session that they were able to see how the implementation of interventions by them in one Outcome Area contributed to the results and targets in other Outcome Areas. The RUNOs also held specific consultations with IPs to assess their capacities and needs to adapt their interventions in the context of the COVID-19 pandemic, giving rise to a common approach among the agencies to meet these capacity and PPE needs for continued implementation of the CP.



Harmonization of how the IPs work with each other within the Spotlight Provinces and districts and across the six Outcome Areas is an area requiring more coordination from the Technical Coordination Unit and RUNOs moving forward. In some of the Provinces, for example Manicaland Province in the eastern part of the country, IPs have organized themselves to deliver and campaign jointly in different communities moving as a team. There has been a replication of joint initiatives among IPs in other Provinces, but overall, creating synergies among IPS in the implementation of the SI at sub-national levels is an area for strengthening.

### **European Union Delegation in Zimbabwe**

The partnership with the EUD nationally remains a strategic and technical partnership. While the EU actively participates in strategic decisions on the implementation of Spotlight in Zimbabwe at the level of the NSC, the EUD also holds quarterly meetings with the Resident Coordinator, Spotlight HoAs and the Technical Coordination team. These meetings, which are convened before the NSC, provide the opportunity for more in-depth discussions on agenda items suggested by the EUD.

In 2020, the EU requested the Spotlight Technical Lead, UN Women's Country Representative, to make presentations to the Heads of EU Member States Missions in the country on Spotlight in Zimbabwe and the response of the programme to the COVID-19 pandemic. In addition, during a March 2020 meeting with the Technical Coordination Unit and Technical Lead, the UN Women Country Representative, the EU suggested the production of a Spotlight Situational Report on the SI's implementation during the COVID-19 pandemic and lockdowns. This idea led to the development of the Zimbabwe Spotlight Bi-Weekly COVID-19 Brief. The Spotlight re-programming plan for the integration of COVID-19 also was shared with the EU both at the technical level and through the NSC. And, the EU continues to be a champion for the SI intervention on the High-Level Compact on GBV in Zimbabwe.

The EUD focal persons responsible for Spotlight regularly engage with the Technical Coordinator and team for information and required updates on any aspect of the SI in Zimbabwe. The EU is a member of the SI Inter-Agency Technical Team, attends all Spotlight Inter-Ministerial Coordination Mechanism meetings and participates in Spotlight Communications and Visibility activities. Increasing the EU's participation in Spotlight Communications and Visibility activities by involving the EU in the planning of the activities is an area that is being strengthened to ensure more timely communications on the events and activities.

### **Other Partners**

Partnerships with academic institutions aided the SI in Zimbabwe to strengthen the capacity of key government and other officials in independent Commissions in areas such as gender and macro-economics, gender-responsive budgeting and developing GEWE M&E frameworks and systems. Spotlight partnered with the media for the development of GBV/SGBV ethical guidelines for

reporting and in 2020, SI Zimbabwe strengthened its partnership with the private sector for the development of GBV prevention and response workplace policies and strategies. Investments in building partnerships with the private sector and academia began in 2019/2020 and often require a series of engagements to acquire approval from the relevant authorities and to build commitment among stakeholders at different levels within these institutions. Once this is achieved, these partners take ownership of the initiatives providing sustainability beyond the life of the SI.

## 5. Results

### Overarching Narrative: Capturing Broader Transformation

The major achievement of the Zimbabwe Spotlight country programme in 2020 was the application of the *Principles of Reflection, Iterative learning, and Flexible programming* to continue the movement of the SI in the country context of the COVID-19 pandemic. This was achieved through three harmonized re-programming exercises which called for the adaptation of not only interventions in the six Outcome Areas, but also changes in the execution of the Monitoring and Communications and Visibility planned activities.

The harmonized and coordinated approach for joint delivery of the Spotlight CP established in 2019 by the RUNOs and the strong integration of the LNOB Principle in the design and implementation of the SI during the first year provided a strong foundation for a new way of working in the Spirit of UN Reform. As outlined earlier in this report in the *Contextual Shift and Implementation Status Section*, the reprogramming exercises were informed by key UN and Country COVID-19 Analysis documents and the development of 10 strategic focus areas by the Technical Coordination Unit to guide the SI Inter-Agency Technical Team in the reformulation of interventions and the modalities to deliver them, resulting in a harmonized approach by the agencies to the integration of COVID-19 into the Zimbabwe SI CP and 2020 AWP.

The measured approach to re-programming, three-months intervals at a time, helped the SI Inter-Agency Team and IPs to constantly reflect on 'what was working', and 'what was not working' and to ensure the overall strategic direction of the Zimbabwe CP was not compromised by the budgetary shifts and programme changes. In this way strategic interventions in the areas of laws and policies and strengthening institutions were not changed but were put on hold during the severe stages of the lockdown. As lockdown and mobility restrictions eased, these interventions were resumed. During the severe stages of the lockdown, the concentration was placed on the areas of prevention and service delivery to meet the emerging and immediate GBV and SGBV needs of women and girls in an humanitarian and emergency situation.

IPs also were consulted early in the process of the first flexible programming conducted in April 2020 to (1) gather their views on how best they could continue to implement their Spotlight

interventions in the context of the COVID-19 guidelines and lockdown restrictions and the challenges they might face; (2) to identify the immediate GBV prevention and response actions that would continue to serve the needs of the most vulnerable groups of women and girls in the COVID-19 context; and 3) to determine the IPs' capacities and needs to deliver the CP by shifting to a new way of working using virtual modalities.

An extensive Risk and Mitigation Analysis was conducted, and the mitigation measures identified as a team enabled the RUNOs to have at hand strategies and approaches to the internal and external hurdles met as the UN, Government and Civil Society stakeholders adjusted their ways of working in a situation which increasingly became a longer-term crisis and emergency.

According to the findings of the Zimbabwe MTA, which was conducted in December 2020, “the mitigatory measures taken against contextual, programmatic and institutional risks identified in the CPD and in the reprogramming for COVID-19 were successful”, and the CP continued to reach the most marginalized and vulnerable groups of women and girls.<sup>27</sup>

## Capturing Change at the Outcomes Level

This section highlights the achievements in the six Outcome Areas in 2020, including COVID-19 interventions.

### Outcome 1 – Laws and Policies

Although this Outcome Area moved slowly during the early COVID-19 lockdowns, the following successes were achieved:

- Zimbabwe has distinguished itself as a country committed to fighting online violence by launching the Zimbabwean Child Online Protection Taskforce (ZICOP), signing the Global Alliance's statement of Action to Tackle Online Child Sexual Exploitation, ratifying the UN Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography, and becoming the second African country to connect to the global Interpol database on child sexual abuse material. In May 2020, **the Spotlight Initiative developed the only GBV technical proposal submission** to strengthen the legal provisions in the newly gazette **Cyber Security and Data Protection Bill to protect women and children from On-line Violence**. As a result, Members of Parliament invited the SI in July 2020 to convene a session to learn more about the technical provisions submitted. The SI streamlines prevention and response to online violence throughout its interventions, for example in the areas of legislative reform, investigation, forensics, and media engagement. The language and strengthened text to protect women and children from On-line Violence provided in the SI submission has been incorporated into the draft Bill which is still moving through the process and procedures for adoption.

<sup>27</sup> Zimbabwe Spotlight MTA Draft Report. Zimbabwe was one of the pilot countries selected for the MTA to be conducted between the period of November-December 2020.

- Several important steps were taken towards legal and policy reform on GBV and strengthening SRHR. Spotlight supported a review and proposed new version of the Medical Affidavit Form held by the MoHCC that will strengthen evidence in prosecution of sexual offences. The updated form will simplify the use of the form in criminal proceedings and expand the scope of matters that can be included in an examination, ensuring that it is a uniform tool that can be understood and used by all stakeholders. The SI supported the **drafting of amendments to the Sexual Offences chapter of the Criminal Code**, presented to the Minister of Justice. The amendments **include broadening the definition of rape, recognition of boys and men as survivors, increasing the age of consent to sexual activity and including a close-in-age exemption**. Additional reform under Spotlight includes the only concrete recommendations on the age of consent to services in the Public Health Act, with Zimbabwe being a strong innovator in this area, and an example for the region. As a result of increased recognition of SI expertise on SRHR, the SI was invited to draft the first recommendations for submission to MPs. The voice of young people was included through strong advocacy on social media and virtual debates on the topic. The SI also supported **the drafting of proposed amendments to the LAD Act, expanding the definition of legal aid, including survivors as clients and strengthening the responsibility of stakeholders to notify LAD of relevant cases**.
- Spotlight supported **women and girls with disabilities and DPOs to participate in the Constitutional Amendment Bill consultations and make a submission to Parliament on disability rights** in the proposed Bill. Spotlight continued to strengthen the capacity of women and girls with disabilities to participate in law and policy-making processes in 2020, such as Parliamentary public consultations on draft Bills and the national budget. The Spotlight IP, Leonard Cheshire Disability Zimbabwe, strengthened the capacity of 83 women and girls and seven Disabled Persons Organisations in six Provinces to participate in the public hearings, and provincial stakeholders in Harare, Manicaland and Matabeleland South were sensitised on how to engage with persons with disabilities. Training materials – such as braille summarized versions of the Constitution, audio CDs and DVDs on GBV, SGBV and SRHR – were disseminated. The views shared by women and girls with disabilities and DPOs during Spotlight-supported training sessions on COVID-19, the Constitutional Amendment Bill and how to participate in legislative processes, as well as their views and perspectives shared in the actual public hearings were captured and incorporated in the position paper that was submitted online to Parliament on July 3, and an acknowledgement of the submission was received on July 6. A hard copy of the paper also is submitted. The disability constituency's submission on the Bill provides their views on the alignment of laws, self-representation and political participation, the women's quota system and youth quota, and other recommendations for consideration. Parliament in its media review acknowledged and expressed appreciation at having the participation of persons with disabilities in the public consultations.
- Spotlight also partnered with the Disability Umbrella Body, Federation of Disabled Persons in

Zimbabwe (FODPZ) and Leonard Cheshire Disability Zimbabwe to involve women and girls with disabilities in the National Consultation process on the National Disability Policy and Bill in 2020. FODPZ mobilized women and girls with disabilities to build their capacity to participate in policy and law-making processes as well as to give them a platform to share their stories in relation to SGBV. This was done in three provinces and nine districts namely: Harare (Epworth and Hopely), Mashonaland Central (Guruve, Rushinga, and Shamva) and Mashonaland West (Zvimba, Karoi, Makonde and Kariba). In total FODPZ built the capacity of 50 women and girls with disabilities. FODPZ also managed to train women and girls on lobbying and advocacy in four districts- Umzingwane, Buhera, Hopley and Mutasa- and reached out to 168 participants in total. As a result, an advocacy paper was drafted and officially submitted to the MoPSLSW, highlighting the legal and administrative interventions required to end violence against women and girls with disabilities. The paper was submitted to the MoPSLSW which has the mandate for disability issues and the ministry houses the National Disability Board, which was supported by Spotlight to produce a costed Strategic Plan.

- Lessons learnt from the field by FODPZ explicitly underscored the fact that vulnerabilities of women and girls with disabilities from both urban and rural areas are the same. Their marginalization has been exacerbated by lack of awareness of their rights and mechanisms to cope with their conditions. Most of them suffer in silence as their communities do not often recognize their rights and respect their dignity. The COVID-19 pandemic also compounded the challenges faced by women and girls with disabilities due to the lockdowns which further increased their vulnerability to gender-based violence. Most of them live hand to mouth through vending and begging in public places which were restricted as a measure to combat the spread of COVID-19. This affected them drastically as their income was depleted. Despite government efforts to provide social safety nets in the form of cash transfers and food relief, the response was not adequately inclusive and comprehensive.<sup>28</sup>
- The Assessment on the Barriers to the Implementation of GBV/SGBV legislation and policies in Zimbabwe was completed and the findings will be used to inform ongoing work with relevant Government ministries, Parliament and Independent Commissions.
- The websites of the Ministry of Public Service Labour and Social Welfare (MoPSLSW) and Ministry of Justice, Legal and Parliamentary Affairs (MJLPA) as well as the Inter-Ministerial Taskforce (IMT) on the Alignment of Legislation to the Constitution, were revamped to allow for an inclusive legislative process involving adolescents.

### Spotlight Initiative IP issues advocacy paper to amplify the voices of women and girls with disabilities

The Federation of Organisations of Disabled People in Zimbabwe (FODPZ), one of the Spotlight Initiative's Implementing Partners (IP), has developed an advocacy paper with key recommendations made by women and girls with disabilities during the provincial consultative meetings on the National Disability Policy and the Persons with Disabilities Bill.

The advocacy paper, which captures the voices of women and girls with disabilities, was submitted to the Ministry of Public Service, Labour and Social Welfare as a tool for further engagement by the IP to ensure that the issues and concerns raised by women and girls with disabilities during the consultations in Harare, Mashonaland Central and Mashonaland West Provinces are incorporated into the final Policy and Bill.

The development of the advocacy paper is a key output of the work conducted by FODPZ, in partnership with the Spotlight agency UNESCO, to build the capacity of women and girls with disabilities to participate in the provincial consultations. A total of 57 women and girls, including learners with various disability types, engaged in the consultation processes and voiced their concerns and aspirations as citizens with rights.

Among the central issues captured in the advocacy paper is the right to be protected from domestic violence. A mother of three with albinism from Rushinga District in Mashonaland Central shared during the consultations that she suffered immense physical and emotional violence at the hands of her in-laws; that she was not socially accepted due to her skin colour and traditional myths associated with albinism; and that she was not allowed to do house chores and to touch kitchen utensils. The violence worsened until she divorced.

The right to be protected from forced marriage on grounds of disability was another issue highlighted during the consultations. A 69-year-old partially-sighted woman from Karoi said she was in a forced marriage, because her family perceived her to not be interested in men, and they feared that she might never marry because she had a disability.

The women and girls also called for the protection of their rights to property; provision of assistive devices to persons with disabilities who cannot afford them; the right to be heard; non-discrimination and equality before the law; the right to access justice in the courts; the right to found families and to have children if they want to; and access to Sexual, Reproductive Health, among other critical issues.

FODPZ is in the process of developing a second advocacy paper on SGBV, HPs, SRHR, and access to services during the COVID-19 pandemic. (*Spotlight COVID-19 Bi-Weekly Brief #14, November 26, 2020*)

## Outcome 2 – Strengthening Institutions

Like Outcome 1, the interventions in this area moved slowly during the initial stage of the lockdown because many of the targeted stakeholders and beneficiaries of the interventions are Government officials. Some interventions took place in January and February and continued in the months when lockdown restrictions were eased, while others started to move in May onwards. Achievements to be noted as follows:

- The Handbook on the **Effective Handling of GBV/SGBV Cases for the National Prosecuting Authority (NPA)** was validated by the NPA and chief prosecutors who handle GBV/SGBV



cases. This paves the way for the training and use of the accompanying guidelines by prosecutors to strengthen their legal preparation for cases, cooperation with the police and handling of GBV/SGBV survivors and witnesses.

- **Comprehensive analysis of gaps in Government GBV/HP/SRHR Policies, strategies, programmes and plans** – for the first time ever, all government guiding policy documents on GBV, SRHR and HP were collected and analysed, results showing that Zimbabwe has a strong policy and legislative framework, but major gaps are in coordination among ministries and implementation.
- **High Level Political Compact on GBV** – This process started to move more in earnest during Q2 of 2020. Consultations with the host Spotlight Ministry, Ministry of Women Affairs, Community, Small and Medium Enterprises Development led to the development of an initial roadmap for the development of the Compact; the relevant documentation required- Concept Note, Justification for the Compact, strategic papers on components of the Compact such as the Macro-economic Costs of GBV and Modalities available to Government for GBV Financing from the national treasury- were prepared and circulated among the Spotlight SI Technical Team for consensus on the process; early papers on the Cost of SGBV and Models for Financing reviewed in preparation for wider consultations in 2020 with stakeholders in Government, Civil Society, Private Sector, among others. In November, the Resident Coordinator convened a High-Level Dialogue with the Minister responsible for Women Affairs, EU Ambassador, and the six HoAs of the Spotlight RUNOs and in early December government ministries convened and established an Inter-Ministerial Committee to draft the Principles for the HLPC. This strategic intervention provides the foundation for the sustainability by Government of the work on GBV started through the Zimbabwe SI. The HLPC will establish accountability on eradicating GBV at the Highest Level with the President as the key champion and advocate; establish a mechanism for financial investment in ending GBV from Government to ensure the sustainability of financial resources for the prevention and response to GBV and for addressing the socio-economic costs of GBV; and anchors the accountability of Government to strengthen the GBV machinery at national and sub-national levels for planning and implementation of State programmes, laws and policies to enhance effectiveness. The revised Roadmap towards the development of the HLPC leads towards its launch in 2021 before the end of Phase I of the Zimbabwe SI.
- For the first time since 2003, Spotlight supported and partnered with the ZRP Victim Friendly Unit to review and strengthen **the Investigation Guidelines on the Handling of SGBV cases by the Zimbabwe Republic Police (ZRP)**. The VFU National Coordinator facilitated the review of the new guidelines with 55 police officers and VFU field units in Spotlight Provinces and Districts, supporting the international consultant who was unable to travel due to the COVID-19 travel lockdown and restrictions. In addition, both the investigation and forensic guidelines to



be used by the ZRP have been finalized and approved by the Police Commissioner General and Spotlight supported the next step of incorporating the guidelines into Police training manuals (pre-and in-service training) on GBV, Violence against Children (VAC) and Children in conflict with the law which have been validated and approved by the ZRP Commissioner General. These steps will institutionalize the strengthened guidelines into the ZRP VFU's operations and improve its capacity to handle more effectively GBV/SGBV cases.

- The **National Disability Board** has continued to implement its Strategic Action Plan (2020-2022) developed with the support of the Spotlight Initiative in 2019. Considering the COVID-19 restrictions, the Board has opted for an agile implementation mode whereby it relies on its member organizations to organize community-based interventions and the Board has put a priority on GBV data collection and a sensitisation campaign on GBV and Disability Inclusion in particular. These interventions will start in early 2021.
- The **Public Service Commission (PSC)** was supported by Spotlight to hold stakeholder consultations on the draft Public Service Sexual Harassment Policy for all civil servants employed in the public sector, the largest employer in the country. Spotlight further worked with the key decision makers in the Public Service to develop the Commission's Communications and Advocacy Strategy. The Strategy and the subsequent training for officers in the PSC's Communications and Advocacy Unit will enhance the PSC's role to address GBV, SGBV and to promote SRHR within the Public Service.
- Spotlight supported an Assessment Report on the **Legal AID Directorate's Strategic Plan and National Legal AID Coordination Framework** which was developed as a critical step in strengthening this institution to carry out its mandate to provide access to justice in GBV/SGBV cases for the most vulnerable, who are unable to afford legal representation in cases. Also, the Legal AID Directorate, with sensitization and technical support from Spotlight, has recognized GBV survivors as clients for their case and the LAD **started in January 2020 to record/classify all GBV cases handled**. This achievement was noted in the comprehensive assessment done in Outcome 5 in 2020 for the establishment of a GBV IMS Framework and System in Zimbabwe. The assessment noted the synergies between the interventions in Outcome 5 and Outcome 2 which led to this result.
- **Spotlight worked with the Judicial Service Commission (JSC) to produce its 5-year strategy** which encompasses the judiciary, as well as activities of the JSC secretariat. The new strategy which includes issues affecting vulnerable groups, as well as responding to VAWG, has been validated.
- **The first Costed Implementation Plan for the National Action Plan on Ending Child Marriages was developed with SI support**, and the Justice, Law and Order Service (JLOS) Secretariat and service providers within this sector have developed a roadmap for action to implement the

plan which is a critical step towards implementation of the Constitutional provision on the 18 years as the legal age for marriage in Zimbabwe. The 2019 Draft Harmonized Marriage Bill, which has yet to be passed by Parliament, also contains a provision ending child marriages. Spotlight supported lobbying and advocacy initiatives by gender equality and women's rights advocates to strengthen the draft Bill and continues to support advocacy initiatives for its adoption.

- **The Zimbabwe Gender Commission National Gender Forum: “Strengthening and Enhancing Accountability to end gender-based violence in Zimbabwe”**, was supported with technical and financial support from Spotlight. In light of the COVID-19 lockdown restrictions on physical meetings, Spotlight enabled the ZGC to hold nine mini-consultative forums throughout the country attended by a total of 642 (250 males and 392 females) participants. Two position papers were produced to inform the annual forum which was convened virtually: “Gender Based Violence Response in Zimbabwe,” and “Strengthening and Enhancing Accountability to end Gender Based Violence in Zimbabwe: Key findings and recommendations ON GBV Prevention”. The Annual Gender Forum, which is mandated in the Act that establishes the ZGC's operations, provides the platform for the ZGC to gather views and opinions from the public to make reports and recommendations for actions to Government and Parliament to establish accountability to gender equality and women's rights issues.
- In partnership with the University of Zimbabwe, Spotlight supported the capacity building of public officials from the **Ministry of Finance on Gender and Macroeconomics**. The first Gender and Macroeconomics training reached 50 government officials. The course which aims to enhance Gender-Responsive Budgeting within Government ministries and departments has nine modules: An Introduction to Economics; Gender-Aware Economics and Methods of Analysis; Gender and Macroeconomics; Unpaid Work; Employment, Decent Work and Social Protection; Gender, Income Inequality and Poverty; Gender, Public Finance, and Investing for Gender Equality; Gender, Trade and Value Chains and Economic Policy Making; and a module on the Sustainable Development Goals (SDGs) with strategies on How to reach the Goals' targets.

### Outcome 3 – Prevention

- Spotlight strengthened community-based actions on changing gender and social norms through the engagement of IPs whose constituency includes religious sects which practice polygamy and early marriages. The Apostolic Women's Empowerment Trust (AWET) has trained 1,620 Behaviour Change Facilitators in 12 identified Spotlight Districts to work with communities and religious leaders. Supplied with PPE and training on the Government and WHO COVID-19 Guidelines the BCFs convened community dialogues and discussions on ending child marriages, GBV/SGBV and provided information on COVID-19 prevention. AWET's target was to reach 1,817,000 women, men, girls and boys with messages and gender and social norms

education. AWET worked closely with the District Development Coordinators in the identified Spotlight districts and reached its target as illustrated in the disaggregated data provided in Table 1 below:<sup>29</sup>

Spotlight District	Girls Reached	Boys Reached	Women Reached	Men Reached	PWD Reached	TOTAL
Hurungwe	38,630	31,372	40,664	37,990	2,877	151,533
Makonde	45,260	38,673	55,830	28,900	4,509	173,343
Muzarabani	32,414	22,062	42,978	32,515	4,203	134,172
Rushinga	31,263	21,079	41,558	31,316	6,421	131,637
Mbire	41,638	38,399	38,020	35,706	8,905	162,668
Mt Darwin	49,610	42,370	61,180	35,800	6,754	195,714
Shamva	42,248	19,290	45,785	28,353	2,753	138,429
Mutasa	43,590	42,190	46,091	25,145	7,646	164,662
Chimanimani	35,842	33,531	39,538	26,502	5,281	140,694
Chipinge	33,230	28,399	40,997	34,627	6,108	143,361
Umzingwane	39,820	28,526	41,099	35,081	9,860	154,386
Bulilima	35,640	26,446	31,970	32,137	208	126,401
<b>TOTAL</b>						<b>1,817,000</b>

- The integration of COVID-19 information and prevention awareness into GBV/SGBV and SRHR messaging was one of the strategic prevention interventions during the COVID-19 lockdowns. Spotlight used various platforms to disseminate messages and information and for creating awareness of the GBV/SGBV referral services available during the lockdowns. A new weekly radio programme, *'Let's Talk GBV'* started during the lockdown. The programme aired on a popular radio channel, Capital 100.4FM. Capital 100.4FM is a Commercial Radio station with a terrestrial reach of 4.2 million people. The Station has a strong on-air and online presence with over 71 000 followers on Facebook, Twitter, and Instagram. The station also reaches regional and international audiences through streaming services. In June 2020, for the one-year anniversary of the launch of the Spotlight Initiative in Zimbabwe on June 26, 2019, the EU Ambassador participated on the programme to mark this anniversary with other Spotlight partners.
- Interventions in this Outcome Area involving the educational sector were negatively impacted by the closure of schools during the earlier lockdown periods. However, when some secondary schools re-opened in the latter part of Q4, Spotlight with clearance and support for its IPs- the Forum for African Women in Education in Zimbabwe (FAWEZI) and the Family AIDS Caring Trust (FACT)- from the Ministry of Primary and Secondary Education supported the **training of 305 Non-Teaching Staff** on SRHR, SGBV and HPs with

participants drawn from various departments including the boarding teams, ground persons, security, parents' associations, clerks, librarians, para professionals and members of the School Development Committees (SDC) and Child Protection Committees (CPC) in 63 schools primary and secondary schools. The trainings were carried out in the six districts of Bulilima, Chipinge, Hurungwe, Mutasa, Muzarabani and Rushinga. In order to institutionalise the programs and deal with the challenge of high staff attrition associated with non-teaching staff, schools resolved to develop school-based orientation packages on SGBV, SRHR and HP for routine orientation with all non-teaching staff.

- In partnership with FACT and Forum for African Women Educationists in Zimbabwe, Spotlight supported the **setting up of 30 extra curricula clubs, reaching 1,677 learners (696 boys and 981 girls)** to strengthen SGBV/SRHR/HP response and reinforce positive gender norms in line with the revised CSE curricula. These clubs compliment the classroom-based teaching and learning on Guidance and Counselling and Life Skills Education, the main subject through which the bulk of the content on SRHR, SGBV, Gender norms, Child Protection and Safeguarding is taught. Creating learner-led initiatives on these issues through Spotlight contributes to the Ministry of Primary and Secondary Education's prevention and response strategy to address SGBV issues in schools. In the Ministry's Director's Circular, No 27 of 2008, guidelines are provided on the compulsory establishment of child abuse prevention and management reporting structures at school level, including the establishment of extra-curricular clubs.

#### **Outcome 4 – Essential Quality Services**

- **GBV Risk Mitigation in the context of COVID-19** – The Zimbabwe CP piloted a first GBV risk mitigation training with 150 frontline NGO and Government partners in the Child Protection, Health/HIV/nutrition, Education and WASH sectors. The participants were drawn from all Spotlight provinces. Stakeholders were sensitised on how to refer cases of GBV, the critical role and responsibility of non-GBV specialists to identify and reduce GBV risks relevant to their programming, and on the links between gender norms and GBV. The output from the training was specific risks identified and actions to mitigate these.
- **Drafting of first SOPs to the Protocol on Multisectoral Management of Violence and Abuse in Zimbabwe** – Spotlight supported the JSC to draft strong SOPs on the referral pathway system, which is currently being signed by all stakeholders. This included wide consultations with stakeholders across the country and is an essential tool in the provision of services for GBV survivors in Zimbabwe.
- Spotlight supplied PPE to all physical and Mobile One-Stop Centres and Shelters for Safety to ensure the continuation of GBV services in compliance with COVID-19 guidelines. During the period of May-July 2020 close to 1000 GBV survivors had received GBV/SGBV services at the OSCs and by the end of the year more than 5000, the majority of whom were women,

had accessed services through the Mobile One-Stop Centres. An update on the Mobile OSCs and their effectiveness during the COVID-19 pandemic is provided in Annex D to this report on 'Promising Practices'.

- GBV Community Surveillance to identify and report GBV/SGBV cases along the referral pathway continued successfully in 2020. Provided by Spotlight with PPE, data for using cell phones and on-line platforms such as Whatsapp for rapid communications and IEC materials and aided in their movement due to community work being declared as 'essential services' thanks to the partnership with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), **from April 2020 to the end of December 2020, the BCFs cumulatively reached 1,630,805 (19,529 of whom are persons with disabilities)**<sup>30</sup> women, men, girls, and boys:

- » 185,536 young men under 18 years
- » 237,546 young women under 18 years
- » 496,800 men over 18 years
- » 691,393 women over 18 years
- » 3,565 young men with disabilities under 18 years
- » 3,846 young women with disabilities under 18 years
- » 5,937 men with disabilities over 18 years
- » 6,181 women with disabilities over 18 years

- **Hotlines for GBV and SRHR services were expanded and strengthened by Spotlight during the COVID-19 pandemic.** Four additional hotlines were added to the IP, Musasa Project, main GBV hotline through financial support from Spotlight to increase response and psycho-social support to women and girls. Between April to the end of December 2020, 2,265 verified calls were received on the Spotlight-supported lines, with 91 percent of the calls being from females. A youth-led Civil Society Organization (CSO) established a new hotline with financial support from Spotlight for key population groups.<sup>31</sup> This hotline started in June 2020 and by end of December 2020, 2219 beneficiaries had been reached with GBV and SRHR services. Spotlight provided financial support to Childline for an additional line and 19 helpline agents to handle the increased volume of calls once the lockdown started in March. This support was provided in June 2020 and due to the additional capacity, Childline's response to calls increased by 41% compared to a 22% response to calls in May 2020.

<sup>30</sup> Data provided in Spotlight Bi-Weekly Brief#17; while there are other BCFs and community cadres implementing actions within the Zimbabwe SI, the BCFs in this reference are those trained and working through the Zimbabwe Community Health Intervention Research Project, one of the SI Implementing Partners.

<sup>31</sup> These groups include sex workers (female and male), men having sex with men (MSM), women and young women living with HIV/AIDS, and persons self-identified as transgender.

- **Shuttle and transport services for GBV survivors:** Spotlight financially supported a CSO GBV services provider for survivors of GBV/SGBV. The CSO shuttle service began in May 2020, two months after the lockdown and the Ministry's alternative transport service started in October 2020 to enable women in rural districts to reach GBV services. By the end of December 2020, the two services combined had provided transport to 3,145 GBV survivors, enabling many of the GBV survivors to reach services during the early stages of the lockdown when mobility restrictions were in place.
- Spotlight continued to lay the foundation for **support to the Forensics System in Zimbabwe, which is one of the 'promising practices' in the SI.** Legal assessment of the forensics system was completed through remote Key Informant Interviews (KII), consultative and validation workshops. The technical assessment was conducted by ZRP and Ministry of Home Affairs with guidance from an international forensics' expert. These assessments are part of a comprehensive programme of interventions to be supported by Spotlight to capacitate and develop a holistic forensics system in Zimbabwe for the collection of SGBV evidence and strengthening access to justice for SGBV survivors.
- **LNOB:** The Department of Social Welfare supported Spotlight IPs and districts in strengthening community-level case identification and referral to critical service providers given the underreporting of cases at that level due to the lockdown measures that confined people within home settings. Some 163 cases of sexual abuse perpetrated on 160 female children and 3 male children were handled through the community identification and referral system. The Spotlight IP working with women and girls with disabilities and their caregivers, JF Kapnek Trust used a combination of virtual modalities and home visits to continue reaching this targeted marginalized group of women and girls. The Department of Social Welfare provided clearance letters to enable this IP to reach and handle emergency cases in communities. By July 2020, the Spotlight IP had reached 2,221 (32%) of the targeted beneficiaries through physical and virtual means with both emergency services and psychosocial support.
- Spotlight began initiatives to support GBV survivors' long-term recovery through economic empowerment. With the support of Government officials at district level and service providers in the static One Stop Centres, 618 GBV survivors in two Spotlight districts – Hopley (Harare Province) and Chipinge (Manicaland Province)- were identified and started a series of training programmes to help them generate business ideas and start their own businesses.



## Outcome 5 – Data

The interventions in this Outcome Area were the most impacted during the COVID-19 lockdown. The following was achieved however during the reporting period.

- **GBV IMS Assessment and Framework.** The Comprehensive GBV IMS Assessment for the development of a national GBV IMS was completed in January 2020. This assessment includes a ‘Theory of Change’, based on the consultations and interviews, for Zimbabwe to achieve the goal of developing a GBV IMS by the end of the Spotlight CP in 2022; and clear recommendations on how interventions in the Spotlight CP in other Pillars, the NSS and other stakeholders can contribute to the development of a harmonized GBV IMS; and recommendations for the creation of a GBV IMS coordination mechanism.
- **GBV IMS linkage with Hotlines.** With Spotlight support, the Childline helpline case tracking system was successfully linked to the MOPSLSW child protection National Case Management System. This has contributed to the better management of referrals made between the two organizations such that children are able to access service and it has reduced the system’s carbon footprints as referrals are made electronically. Spotlight also supported the upgrade of the Musasa Adult Hotline GBV IMS; a prototype was developed and it will be rolled out in 2021.
- **A GBV questionnaire** module was successfully integrated into the questionnaire for the **2020 ZIMVAC Livelihood Assessments** conducted by the Food and Nutrition Council, and members from three Spotlight RUNOs participated in the ZIMVAC Technical Group. Spotlight also provided some financial support for the enumerators’ field work for data collection. The findings of the ZIMVAC Rural and Urban Livelihoods Assessments are used by the Government, development partners, international and national NGOs, and UN agencies for planning strategic support to the humanitarian livelihoods and development sectors.
- **Gender Sector Statistics Committee revived.** Spotlight supported the MWACSMED and the national statistics agency, ZimStat, to resuscitate the National Gender Sector Statistics (GSS) Committee which has been dormant since 2017. The GSS is one of the key mechanisms identified in the Spotlight supported GBV IMS Assessment for the harmonized collection of GBV/SGBV administrative data for the development of the GBV IMS. The Committee’s members include representatives from Government ministries and departments, academic and research institutions, the private sector, and civil society organizations. Spotlight further supported 25 participants (16 women and 9 men) from line ministries, the Office of the President and Cabinet (OPC), ZimStat, the Zimbabwe Gender Commission, and UN agencies to attend a two-day virtual regional training on gender statistics, the importance of sex-disaggregated administrative data and how to collect data to monitor progress on the SDGs’ indicators.

## Outcome 6 – Women’s Movement

- Male engagement.** Since April 2020, Spotlight has supported an IP, Padare Men’s Forum on Gender, to build a movement among men and boys to prevent GBV and mold male champions against GBV at the community level. The project seeks to achieve personal transformation in community leaders who can in turn influence their communities; leaders who will change from being viewed as conspirators and potential perpetrators of GBV to being responsive, credible, and effective leaders in addressing GBV. In addition, the project aims to transform the negative attitudes and beliefs that drive harmful practices against women and girls. As part of the process, the Spotlight IP offers psychosocial support and counselling to assist and support men to cope with COVID-19 stresses and shocks and to develop acceptable coping mechanisms. The virtual counselling services reached more than 500 men with the majority being above the age of 18 years.
- IAGs and IPs launch awareness raising and anti-GBV campaigns: During this reporting period the Innovators against GBV (IAGs) and Spotlight IPs combined the use of ICT and community meetings (in accordance with COVID-19 Guidelines) in the Spotlight Provinces to strengthen GBV movement building at the community level. Some of these campaigns include in Matabeleland South at grassroots (ward levels) the *#HeForShe Campaign* was launched and in Harare, the *#SheMatters* campaign kicked off and radio talk shows on GBV and the campaign were held. In Manicaland Province, the *#PeaceBeginsatHome* campaign introduced the Peace Hut Model where communities come together to initiate their own solutions to ending GBV and Harmful Practices. In Chipinge, one of the Spotlight districts, for example, this model has been used in 18 family disputes, and Spotlight IPs have trained 46 active community-based organizations (CBOs) and 300 GBV Community-Based Activists (220 females and 80 males) on the model. Through the 5 campaigns; **#HeForShe; #CatchThemYoung; #PeaceBeginsat Home; #SheMatters and the #TakingAStandAgainstGBV**, upwards of 10,000 men, women, boys and girls have not only been sensitized but engaged on GBV issues at various levels.

## 6. Rightsholders (Beneficiaries)

During the period 2019-2020, the Spotlight CP in Zimbabwe reached a total of 3,777,447 beneficiaries, with a reach of 3,710,376 in 2020. This reach is above the 2,802,084 direct beneficiaries projected in the Country’s ProDoc for the four years. The number of indirect beneficiaries remains the same as projected in the Country ProDoc and will be revised during Phase II. The CP increased its reach considerably during 2020 through the integration of COVID-19 into interventions in Prevention and Services and the RUNOs acceleration of programme delivery; and the Spotlight Focal M&E Specialist strengthened the collection of beneficiary data from the six RUNOs and the IPs, which is still work in progress.

Table 2: Beneficiaries

Indicative numbers	Direct (Targeted)	Direct (Actual)
<b>Women (18 yrs. and above)</b>	<b>983,799</b>	<b>1,871,235</b>
<b>Girls (5-17 yrs.)</b>	<b>483,932</b>	<b>463,605</b>
<b>Men (18 yrs. and above)</b>	<b>850,448</b>	<b>1,128,992</b>
<b>Boys (5-17 yrs.)</b>	<b>483,905</b>	<b>313,615</b>
<b>TOTAL</b>	<b>2,802,084</b>	<b>3,777,447</b>

## 7. Challenges and Mitigating Measures

The Spotlight Inter-Agency Technical Team did an extensive Risk Assessment and Analysis during 2020 as the COVID-19 pandemic began to take its toll on the country during the early months of SI implementation. In March, the country had moved into severe lockdown measures, which temporarily stalled the programme's movement.

At the start of the COVID-19 pandemic, the Zimbabwe CP faced the risk of the Government and all other sectors moving into an emergency context and shifting the priorities from development issues. Also as the country began to prepare its response to the pandemic, there was little analysis or integration of the gendered dimensions of the pandemic into national response plans. Based on the experience of the SI strengthening the GBV-humanitarian-development nexus in the delivery of the Spotlight CP in Zimbabwe during the humanitarian crisis of Cyclone Idai in 2019, members of the SI Inter-Agency Technical Team as representatives from UN agencies, participated in the Government's COVID-19 National Response Pillars to ensure the inclusion of gender-responsive and GBV/SGBV programming. The UN also lobbied for the inclusion of the MWACSMED on the National Taskforce and Response and Recovery Teams.

As global and national reports emerged on how the lockdown measures increased women's and girls' vulnerability to GBV, Spotlight partnered with the MWACSMED, which successfully lobbied for GBV services and community mobilization to be included among the Government's categorization of 'essential services.' This opened the pathways for the continued implementation of the SI within the restrictions placed by the Government and WHO COVID-19 Guidelines using different modalities which presented several new challenges.

For example, working with Government Ministries and Departments at the national level slowed down due to the impact of the lockdown on the operations of ministries and departments. Some entities were affected by COVID-19 infections which resulted in the closure of offices for periods of time, while other government entities operated at reduced capacity to reduce the footprint of officials in offices. This scenario created delays in the planning and movement of SI interventions

that involved Government ministries and departments. This also applied to other entities like the private sector due to the complete closure of companies or reduction in operational capacity, shifting management's focus from partnering with Spotlight to implement GBV and sexual harassment actions to economic survival. The Spotlight agencies continued to work with the identified focal persons in Government ministries and departments to find modalities to continue implementation, especially the delivery of essential GBV and SRHR services.

The use of virtual modalities became and still is a new way of working for Government and has not been as effective for planning meetings due to many key officials not having access to internet connectivity at home; rising cost of data; and officials' capacity gaps in using ZOOM and other virtual meeting platforms for consultations, presentations, and planning. Spotlight provided technical support to overcome some of these limitations through the provision of data allocations, on-line technical support during meetings to enable effective participation, making available the virtual links needed to hold planning meetings and virtual training sessions, among others.

Spotlight's work on access to justice for GBV/SGBV cases was affected negatively by the closure of the courts, which only opened for 'emergency/urgent applications' which did not include GBV/SGBV cases. Spotlight continues to lobby the Ministry of Justice, Legal and Parliamentary Spotlight continues to include GBV/SGBV cases among those considered as 'urgent applications' and is partnering with MWACSMED to explore the creation of virtual courts to provide services to the most marginalized women and girls.

The measured approach to re-programming, three-months intervals at a time, helped the SI Inter-Agency Team and IPs to constantly reflect on 'what was working', and 'what was not working' and to ensure the overall strategic direction of the Zimbabwe CP was not compromised by the budgetary shifts and programme changes. In this way strategic interventions in the areas of laws and policies and strengthening institutions were not changed and work continued through virtual consultations. During the severe stages of the lockdown, the concentration was placed on the areas of prevention and service delivery to meet the emerging and immediate GBV and SGBV needs of women and girls in a humanitarian and emergency- situation.

Civil society IPs were more familiar with the use of virtual modalities and social media platforms for activism, but still faced financial challenges in switching to this mode for all aspects of their work – conferencing, planning, consultations, and advocacy with Government stakeholders, etc. SI provided more support to IPs to meet the rising costs of data bundles to assist in IPs in moving to virtual modalities for interventions such as movement building and convening dialogues with communities on GBV and SRHR issues using the WhatsApp platform.

The use of ICT and virtual modalities also restricted Spotlight's reach to and the participation of women and girls with disabilities because the technology in Zimbabwe is not disability-friendly or adaptable. The Spotlight Technical Team in Zimbabwe reached out to the Spotlight Secretariat for

learnings from other countries and is exploring the possibility of a GBV/SGBV/SRHR hotline for women and girls with disabilities. While some access to caretakers could be done through virtual modalities, the SI, with support from relevant Government ministries providing clearance letters, continued to reach these groups with physical visits for emergency cases.

A strategic area of the CP impacted negatively by the restrictions on travel and mobility was Monitoring and Evaluation (M&E). Monitoring of Spotlight interventions by the SI Inter-Agency Team (Programme and M&E focal persons), Civil Society Reference Group members, and high-level site visits that were planned for the last two quarters could not take place due to lockdown and UN travel restrictions in the COVID-19 context. Therefore, the Country Programme has had to rely solely on reports from IPs with minimal opportunities for on-site verification of the delivery of the SI in the Spotlight Provinces and Districts for learnings, reflection, and corrective actions. A small monitoring visit by a limited number of members of the SI team took place in the latter half of 2020. The CP however has identified and procured organisations to do remote monitoring of the Spotlight CP in selected districts and provinces as pilots during the early months of 2021.

Annex B to this report provides an extensive and comprehensive Risk and Mitigation analysis.

## 8. Lessons Learned and New Opportunities

### Lessons Learnt in 2020

- **The most strategic programmatic lesson learnt in 2020 was that flexible programming works.** As illustrated and discussed throughout this report, the COVID-19 pandemic challenged the Technical Coordination Unit and the SI Inter-Agency team to re-adapt the programme to continue implementation. The reflection and learnings that informed the flexible programming enabled the SI team to strategically revise and focus the interventions in the Prevention and Essential Services Outcome Areas and to put the money towards GBV/SGBV and SRHR interventions that met the needs of women and girls and which enabled an immediate response to their situations. In accordance with the principles that inform the UN Reform, the joint planning and joint delivery of the SI in Zimbabwe enabled the flexible programming to be conducted in a harmonized manner.
- **Political will towards gender equality and women's rights in Zimbabwe still needs to be strengthened despite the progress made as was evidenced by the absence of a gendered analysis and gender responsive approach in the National COVID-19 Response and Recovery Plans and the absence of the Ministry responsible for Women Affairs on the National Task Force for COVID-19.** The COVID-19 pandemic illustrated the political, economic, and social inequalities that continue to worsen the status of women and girls and increase their vulnerabilities to all forms of GBV. By GBV services being classified as 'essential services', this

enabled Spotlight and other gender equality and women's rights groups to react as quickly as possible, and to continue to shine a light on the negative impact of gender inequalities. Emergency preparedness plans would be strengthened to act quickly to violence against women and girls during humanitarian and other crises if all forms of GBV remain classified as 'essential services.'

- **An ongoing lesson is 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.** While Spotlight has strengthened the gender provisions in several key draft laws and policies that will advance the rights of women and girls and decrease their vulnerability to GBV, SGBV and Harmful Practices, the law-making process in Zimbabwe is slow. The technical investment in strengthening provisions in draft laws still remains a critical area of work to establish a legal base for transformative change, but a lesson emerging is that interventions must be targeted not only at drafters in Government Ministries and Parliament, but also to the Executive.
- **IPs that work together within Spotlight Provinces and Districts to jointly deliver interventions have a wider reach and impact.** Consultations with Implementing Partners during 2020 highlighted the benefits of Spotlight IPs collectively planning and delivering their interventions within provinces and districts. Joint messages and working together to harmonize approaches to interventions led to greater receptivity by communities and district officials. A joint approach among IPs also strengthened the branding of SI as a comprehensive programme as oppose to GBV initiatives being conducted by individual agencies and their civil society partners.
- **Coordination of the Spotlight CP is strong at national and provincial level but needs to be strengthened at the district level.** This was a finding of the Zimbabwe Spotlight Mid-Term Assessment and SI Inter-Agency Technical Team members who undertook a monitoring mission in November 2020 also reported that district officials require capacity building on the development of GBV, SRHR and HP coordination mechanisms with communities that are sustainable.
- **Women and Girls with disabilities are disproportionately affected by the COVID-19 related lockdown measures, including in terms of GBV.<sup>32</sup>** Disruption of informal trade and businesses, difficult access to food, SRH services and counselling, isolation because of fear of being contaminated by their caregivers, psychological pressure, etc. are among the most worrisome impacts of the pandemic on this specific group. However, the current COVID-19 Response and Recovery Plan and the related response mechanisms are not inclusive of persons with disabilities and their representative organizations. Spotlight will continue its advocacy for the inclusion and participation of women and girls with disabilities in these important processes.



## New Opportunities

- The achievement of the High-Level Political Compact in Zimbabwe offers the strategic opportunity for the SI in the country to put GBV on the national agenda as articulated in the country ProDoc. The process towards the Compact picked up pace in 2020 and Government and other stakeholders consulted (EU, CSRG, Civil Society, Government Ministries, among others) have shown enormous interest in the SI achieving this result.
- The success of the Innovators against GBV (IAGs) programme as an innovation within the Zimbabwe SI has paved the way for the expansion of this programme and the RUNO executing this initiative within Spotlight considers it as an innovation that will be sustained within its own Ending Violence against Women and Girls programme after the SI has ended.

## 9. Innovative, Promising or Good Practices

Several of the Innovative and Promising Practices that were presented in the 2019 Zimbabwe Annual Report, which at the time were in the early stages of intervention, have continued to be examples of initiatives within the Zimbabwe SI that will make a difference in the lives of women and girls.

**The Innovators against GBV (IAGs)** within the Spotlight five Provinces spearheaded the start of five campaigns (see Outcome 6 Results) to mobilise communities against the cultures of silence and impunity that continue to drive GBV/SGBV and harmful practices further into the private sphere. These campaigns, which involve religious and traditional leaders, the police, government district officials, community-based organizations, among others, and the communities themselves finding sustainable solutions, have galvanized a community-based movement to eliminate GBV and practices such as early marriage.

**The Mobile One-Stop Centres** for the provision of multi-sectoral GBV services in remote and hard to reach areas also continue to be a promising practice. During the COVID-19 lockdown period, survivors were unable to travel to access services at static facilities due to transport unavailability and movement restrictions. The mobile OSCs have been instrumental in ensuring survivors continue to receive critical services. In 2020 with support from the MWACSMED, Mobile OSCs were conducted for three (3) days every quarter at a static community facility. The Ministry of Women Affairs and Behaviour Change Facilitators (BCF) are responsible for mobilising the communities for upcoming mobile OSCs within a community. In addition to taking essential services to the people in communities, the mobile OSC campaigns also raise awareness about GBV and the referral pathway to survivors and communities. Community mobilization and outreach is conducted through road shows and these campaigns also highlight the importance of

accessing sexual violence treatment at health facilities within 72 hours and provide information to address misconceptions, such as the perception that there is need for a police report before accessing health services when a woman or girl has experience physical or sexual violence.

A new 'Promising Practices' for 2020, the SI's strengthening of the **Forensics System in Zimbabwe** has been mentioned in the Results Section of this report and more details are provided in **Annex D**. Also, the **High-Level Political Compact**, which will build a strong foundation for the sustainability of Spotlight and other GBV, HP and SRHR programmes implemented in Zimbabwe, is presented in Annex D as a 'Promising Practice.'

## 10. Communications and Visibility

### Overview

The SI in Zimbabwe increased communications and visibility initiatives in 2020 to give more prominence to the programme at the national level. Communications and Visibility actions were focused on three main objectives:

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

The Spotlight 2020 Communications and Visibility Plan was endorsed by the NSC in March. During this reporting period, the Spotlight Communications and Visibility Focal Persons in the RCO working closely with the UN Communications Group and the communications officers in the six RUNOs produced Fact sheets and other information materials on Spotlight and conducted several campaigns and other communications initiatives using mainstream and social media to meet the three objectives outlined above.

Violence against women and girls was profiled as an issue on regular live radio programmes on two major stations, CapitalK 100 FM and Zimbabwe Broadcasting Corporation (ZBC); video messages were produced reaching 500,000 people; and social media messages including infographics and flyers reached one million people on individual agencies and the UN platforms in Zimbabwe. communications team produced and disseminated 5000 fast facts on SI and violence against women and girls in Zimbabwe; over 50 pictorial messages with quotes; and 20 banners and pledge boards.

Human interest articles on Spotlight interventions featured in weekly UN COVID-19 Briefs and in the Spotlight Bi-Weekly COVID-19 Brief introduced in May 2020 by the Coordination Unit and SI Inter-Agency Team. Fifteen Spotlight Bi-Weekly Briefs were produced in 2020 and disseminated to NSC members, Government, the EU, development partners and to international and national non-government organisations.

The COVID-19 pandemic and lockdown restrictions resulted in the adjustment of various activities as advocacy shifted from the physical to the digital domain. The communications team, however, diligently pursued the original objectives. The table below provides a reflection of the SI Zimbabwe Communications and Visibility achievements for 2020.

Objective	Activity	Channel	Outputs
Raise awareness of violence against women and girls, harmful practices, and sexual and reproductive health	Video message profiling the issue of violence against women and girls	Social media	Over 500,000 people were informed that violence against women and girls is not only a violation of human rights but also a challenge to achieving sustainable development
	Social media messages including infographic and flyers	Social Media (Twitter, Facebook): UN in Zimbabwe; UNFPA; UNICEF	1 million people reached with 75% providing feedback appreciating violence against women and girls as development challenge
	Joint UNCT Statement in 3 Newspapers: The Sunday Mail, NewsDay, Daily News on Sunday	Newspapers: The Sunday Mail; NewsDay; Daily News on Sunday  Social Media: UN in Zimbabwe	165,000 people directly reached with message on issues that affect the girl child i.e. child marriage, teenage pregnancy, access to opportunity vs boys and on the need for “all society approach” to address the social issues
Promote results of SI through Human Interest stories	Electronic newsletter produced and disseminated via email to 20,000 featuring 6 human interest stories	Email	6 human-interest stories shared to 20,000 people showcasing results and partnership of Spotlight Initiative

Objective	Activity	Channel	Outputs
	15 bi-weekly briefs produced and disseminated to date	Email	Partners were kept abreast on programme results achieved or pursued by the SI and showcased how partners were working together
	Over 15 human-interest stories published	Spotlight Initiative and UNCT Zimbabwe web platforms	Provided to policy and decision makers (Government line ministries and local government) with an insight to inform policy and inspired the public on how SI results were changing lives of women and girls
	Video produced for the launch of Spotlight Initiative Secretariat campaign dubbed #WithHer	Spotlight Initiative website; YouTube	The video message which featured the work of Spotlight Initiative Innovator Against GBV (IAG) in Mbire was shared on the SI global website, YouTube channel, and reposted on Twitter and Facebook platforms
Showcase and increase visibility of the SI and Partnerships	5,000 fast facts produced and disseminated  20 banners and pledge boards produced and effectively utilized	IEC materials	Over 80 youth groups and associations were able not only to communicate the SI, showcase the partners but also share correct information on the issue of violence against women and girls and efforts to address
	Pictorial messages with quotes produced and disseminated on social media	UNCT Zimbabwe Social media	Some 50 high quality visual messages were shared with over 100,000 people directly showcasing the work of SI in eliminating violence against women and girls

Objective	Activity	Channel	Outputs
<p><b>Showcase and increase visibility of the SI and Partnerships</b></p>	<p><b>National campaign on “I Am #WithHer. Are You?” rolled out in November with 38 advocates from Government, EU, other Development Partners, UN, CSOs, media and artists, private sector taking the lead.</b></p>	<p><b>Social media (Facebook, Twitter), TV (Zimbabwe Broadcasting Corporation)</b></p>	<p><b>The engagement of 38 influencers, opinion holders, development practitioners, diplomats has paved the way for the public particularly youth to champion the agenda of eliminating violence against women and girls</b></p> <ul style="list-style-type: none"> <li>- 38 videos developed and disseminated</li> </ul> <p><b>Facebook:</b></p> <ul style="list-style-type: none"> <li>- Average number of views on each video was about 122.</li> <li>- The most watched video had a total of 397 views.</li> </ul> <p><b>Twitter</b></p> <ul style="list-style-type: none"> <li>- Average number of views on each video was about 328.</li> <li>- The most watched video had a total of 1,375 views.</li> </ul>
	<p><b>Digital and Electronic Media Advocacy leading up to, during and beyond 16 Days of Activism against GBV</b></p>	<p><b>TV (ZBC), Social Media, Radio</b></p>	<p><b>Tapped into the viewership and listenership national broadcasters: ZTV: 5 million people; Radio Zimbabwe; PowerFM; NationalFM; Classic 263; Khulumani FM</b></p> <p><b>This was important in reaching the rural areas where 65% of the population live.</b></p>

Objective	Activity	Channel	Outputs
Showcase and increase visibility of the SI and Partnerships	<p>Shaking off GBV – Zumba event which took place on 5th December</p> <p>(Livestreamed and shared on social media)</p>	Social Media: UN in Zimbabwe; Sly Media Productions	<p>12 people in attendance at the Zumba event</p> <p>Livestreamed on social media to a wider audience with a reach of 135,507 on Facebook generating enthusiasm in the public to use similar and other innovative platforms such as music concerts and dance in the fight against gender-based violence</p>
	Public exhibition at the Sixth Africa Regional Forum on SDGs in Victoria Falls	Exhibition	<p>The Spotlight Initiative information stand was visited by over 3000 delegates including the President of Zimbabwe and the Deputy Secretary General of the UN.</p> <p>The information stand informed the delegates on Spotlight Initiative and provided them with a platform to pledge their support for gender equality and join in the fight to end violence against women and girls</p>
	Youth engagement in collaboration with media via panel discussion livestreamed on social media	Social media: ZTN Facebook platform	The panel discussion was livestreamed on the ZTN Facebook page, which has a reach of 49,997. The discussion explored how youth are contributing to ending SGBV and what more can be done



Objective	Activity	Channel	Outputs
Showcase and increase visibility of the SI and Partnerships	Profiled young women and women with disability performing artists in Bulawayo in partnership with Zimbabwe Music Academy	Social media (virtual, livestreamed event)	The virtual event was livestreamed to an audience of 4,167, with the video being viewed by 1,200 people
	Engaged young women leaders in business, ICT, art, and leadership to share their stories as agents of change	Livestreamed on UN Zimbabwe Facebook	The livestreamed discussion had a reach of over 5,000 viewers.  The discussion was focused on hearing their stories of prominent women in leadership and how they achieved success to empower other women and girls that they can do the same

## Messages

The following are messages that were disseminated to the **general public** via various communication channels, including digital and social media:

- In the wake of the COVID-19 global pandemic, over 2.6 billion people across the global are currently confined to their homes to slow the spread of the virus. While social distancing is crucial to slowing down the spread of the highly contagious COVID-19 globally, as well as here in Zimbabwe, being at home does not always mean safety.
- The socio-economic stresses that have come with the COVID-19 pandemic have built tensions within households. Moreover, survivors of sexual and gender-based violence find themselves confined to their homes often in the presence of their abusers. This is why the Spotlight Initiative to eliminate violence against women and girls is scaling up its support toward gender-based violence prevention and services in Zimbabwe.
- The Spotlight Initiative in Zimbabwe is dedicated to raising awareness on sexual and gender-based violence in Zimbabwe and amplifying the voices of men, women, girls and boys speaking out against this social ill.

These messages were effective with the general public as there was engagement with related materials shared via social media platforms. In particular, there was effective uptake of the message

that gender-based violence is everyone's problem as men, women and youth engaged with the #WithHer campaign that was launched in November 2020.

## 11. Next Steps

- The immediate action that the Spotlight CP will concentrate on in the last six months of Phase I is the acceleration of implementation of the programme to meet the Secretariat targets of 75% implementation rate by the end of March 2021 and 100% by the end of June. The Technical Coordination Unit at the request of the December NSC meeting has introduced a monthly financial monitoring of the RUNOs expenditure to measure progress towards the targets and report to the RC and NSC members.
- In December 2020, the SI Inter-Agency Team convened a two-day planning meeting to reflect on the overall achievements of the CP during Phase I and to map out shifts in strategies and proposed interventions for the development of a Concept Note for Phase II. The detailed discussions on each Outcome Area enabled the Technical Coordination Unit and SI Technical Team to analyze the achievements to date against the overall objectives of each Outcome Area as outlined in the approved Country Programme Outline and Programme Document. Identified objectives not achieved during Phase I were noted and will be used to inform the strategic objectives for Phase II of the CP. The development of a Sustainability Plan that can be costed and implemented at the same time as the Country executes Phase II is a key next step for the Zimbabwe SI.
- During the first quarter of 2021 several processes for the development of the High-Level Political Compact will be conducted. These include the drafting of the Principles and the content for the Compact and a Declaration; the development of an M&E Framework for the implementation of the Compact after it is signed and launched. The Compact will be achieved by the end of Phase I of SI (June 2021). The High-Level Political Compact will provide the impetus for strengthening the political will for achieving gender equality and women's rights in Zimbabwe. It is the most strategic intervention in the Zimbabwe SI which engages the Executive branch of Government.
- The Zimbabwe CP will build on the flexible programming lessons learnt for adapting and finding solutions to implement the SI using modalities that overcome the technological barriers that limit the reach to the most vulnerable and marginalized groups of women and girls.
- Mechanisms for strengthening the coordination of the work of IPs in the five Spotlight Provinces and 23 Districts, as well as a programme for building the capacity of district officials to establish sustainable GBV, SRHR and HP coordination mechanisms with communities, will be developed by the SI in Zimbabwe as critical components of Phase II.

- Communications and Visibility of Spotlight In Zimbabwe will be improved through an action plan focused on more communications and visibility at the national level to meet one of the CP's objectives – To put GBV/SGBV on the national development agenda.
- Spotlight Coordination team to work closely with the CSNRG to strengthen their capacity to be more involved in advocacy of law reform and EVAWG at the national level.

## Annex A

### Results Framework

Outcome 1 Summary Table					
Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	<b>Legal age of marriage</b>				<p>Marriages Bill sets the age of marriage at 18years for both boys and girls, a Bill which was supported under Spotlight.</p> <p>Statutory rape includes marriage as a defense for the charge. Age of consent legislation does not incorporate the best interests of the child and needs revision. Dedicated provisions on protection of sexual abuse victims during court procedures required. Spotlight is supporting the review of the Criminal Code to ensure maximum protection for women and girls under the law in line with international best practices.</p> <p>Spotlight engaged a consultant to work on the minimum mandatory sentencing for rape guidelines. Work on the sentencing guidelines is still on going. To date a draft bench book is available for the judiciary and is currently under review internally.</p>
	0.50	0.50	0.50	0.00	
	<b>Parental Authority in Marriage</b>				
	0.50	0.50	0.50	0.00	
	<b>Parental Authority in Divorce</b>				
	0.50	0.50	0.50	0.00	
	<b>Inheritance rights of Widows</b>				
	0.50	0.50	0.50	0.00	
	<b>Inheritance rights of Daughters</b>				
	0.50	0.50	0.50	0.00	
	<b>Laws on Domestic Violence</b>				
0.50	0.50	0.50	0.25		
<b>Laws on Rape</b>					
0.25	0.25	0.50	0.00		
<b>Laws on Sexual Harassment</b>					
0.50	0.50	0.50	0.25		
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	<b>National level</b>				<p>Two plans were developed and costed ,National Disability Strategy and Plan and National Action Plan for Ending Child Marriages.</p> <p>National level plans are cascaded to sub national.</p>
	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Costed Funded	Evidence-based Rights of all women & girls Participatory Development	
	<b>Sub-National Level</b>				
	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Costed Funded	Evidence-based Rights of all women & girls Participatory Development	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
<b>Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>5</b>	<p>Spotlight contributed to the drafting and strengthening of the following new Bills and Policies: Child Justice Bill (initiated drafting, consultations on draft, write up and submission to government), Disability Bill (technical assistance to drafting, consultations), Cybercrime Bill (technical drafting, advocacy, consultations), National Disability Policy (technical assistance, drafting, consultations); Spotlight has supported strategic litigation efforts on sexual offences, the right to education, and the incarceration of juvenile offenders which will ensure that laws which are not in line with the constitution are declared unconstitutional.</p> <p>Spotlight was involved in advocating for the National Sexual Harassment Policy /Bill-, in addition worked with Government on the Equality Bill.</p> <p>Spotlight has been involved in advocating for the National Sexual Harassment Policy /Bill. With the support of Spotlight, principles for the Sexual Harassment and Gender Equality Bill, have been developed and are awaiting submission to Cabinet for approval.</p> <p>Adoption has been delayed by limited Parliament sittings due to COVID 19 restrictions.</p> <p>Spotlight further supported the National Prosecuting Authority in the development of a Prosecution policy on prosecuting SGBV, SRHR and HP crimes.</p>
<b>Indicator 1.1.2 Number of inquiries conducted by human rights institutions on VAWG and/or gender equality and non-discrimination in the country within the last year.</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>8</b>	<ol style="list-style-type: none"> <li>1. Gender Commission conducted an inquiry in Quarantine Centers looking at human rights issues, SRHR GBV/SGBV services and referral pathway.</li> <li>2. Utilizing its Public protector mandate, the Zimbabwe Human Rights Commission(ZHRC) conducted inquiries into maladministration in public institutions such as prisons and state hospitals with a focus on SGBV, SRHR issues.</li> <li>3. The ZHRC conducted an inquiry into discriminatory practices against women and girls with disabilities</li> </ol>

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
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.	<b>Parliamentarians</b>				Spotlight has hosted: Cybercrime Bill breakfast meeting (35 MPs, 12 female and 23 male). 1 female MP attended the Costed NAP on ending child marriages consultations  Additionally 86 Parliamentarians - (50 F & 36 M) had their capacities strengthened to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination.
	0	210	122	840	
	<b>Women Parliamentarians</b>				
	0	63	63	315	
	<b>Human Rights Staff</b>				
0	114	0	456		
<b>Women Human Rights Staff</b>					
0	64	0	256		
Indicator 1.1.2 Number of inquiries conducted by human rights institutions on VAWG and/or gender equality and non-discrimination in the country within the last year.	<b>National</b>				Two plans were developed and costed ,National Disability Strategy and Plan and National Action Plan for Ending Child Marriages.  National level plans are cascaded to sub national.  Action Plan: National Action Plan for Ending Child Marriages, Sector: Social Services, Over reporting period: Evidence-Based, Costed  Action Plan: National Disability Strategy and Plan , Sector: Social Services, Over reporting period: Evidence-Based, Costed
	Evidence-based	Evidence-based M & E Needs of ALL women & girls	Evidence-based Costed	Evidence-based M & E Needs of ALL women & girls	
	<b>Sub-National</b>				
	Evidence-based	Evidence-based	Evidence-based Costed	Evidence-based	
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.	<b>Government Officials</b>				Spotlight strengthened the capacity of 12 key government official during the drafting of the NAP, Costed National Action Plan for Ending Child Marriages.  Spotlight also supported the capacitation of the Inter Ministerial Committee on Human Rights.
	0	30	113	120	
	<b>Women Government Officials</b>				
0	15	59	60		



Outcome 2 Summary Table						
Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes	
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	<b>National</b>					
	No	Yes	Yes	Yes	Victim Friendly System Coordination Mechanism: under the leadership of the Judicial Service Commission: The Victim Friendly System (VFS) is a multisector system in Zimbabwe in which all relevant stakeholders who have a part to play in managing vulnerable witnesses and survivors meet to discuss bottlenecks and challenges. The VFS stakeholders meet on national and subnational level once a month, and the national stakeholders also meet on a quarterly basis in a bigger forum.  GBV Sub Cluster under MWACSMED, included Civil Society and Development partners at national level only.  The Victim Friendly System Coordination Mechanism and Anti Domestic Violence Council coordination mechanisms are both at national and subnational levels.	
	<b>Sub-National</b>					
	No	Yes	Yes	100%		
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	<b>Is there a national budget allocation?</b>					
	Yes	Yes	Yes	Yes	Funding of GBV programmes mainly comes from donor partners, while government contribution is very low around 10%.	
	<b>What is the percentage of national budgets being allocated?</b>					
	6.97 %	9.00 %	10.00%	11.00 %		
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	<b>Health</b>					
	Medium integration	Medium integration	Medium integration	Medium integration	1. Life Skills . Health Empowerments and Support Strategy (2016-2022) 2 .Protocol on the Multi-Sectoral Management of Sexual Abuse and Violence in Zimbabwe 3. Zero Tolerance 365 National Programme on GBV Prevention and Response 4. National Action Plan & Communication Strategy on Ending Child Marriage 5. National Gender Policy. 6. National Action Plan for Orphans and Vulnerable Children	
	<b>Education</b>					
	Medium integration	Medium integration	Medium integration	High integration		
	<b>Justice</b>					
	Medium integration	Medium integration	Medium integration	High integration		
	<b>Security</b>					
	Medium integration	Medium integration	Medium integration	High integration		
	<b>Social Services</b>					
	Medium integration	Medium integration	Medium integration	High integration		
<b>Culture</b>						
Medium integration	Medium integration	Medium integration	High integration			

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	12	1	48	Although plans and preparatory activities were developed during the reporting period, constraints related to the pandemic prevented the finalisation of these activities. However, there is very positive prospect for the team to be able to catch up these delays in 2021.
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.	<b>Health</b> Medium integration <b>Education</b> Medium integration <b>Justice</b> Medium integration <b>Security</b> Medium integration <b>Social Services</b> Medium integration <b>Culture</b> Medium integration	Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration	Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration Medium integration	High integration High integration High integration High integration High integration High integration High integration High integration	
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	0	2	3	11	<p>"Spotlight supported the drafting of new police training manuals for pre- and in- service training within the ZRP training college on SGBV, VAC, CCL (children in conflict with the law) - manuals were drafted and validated in 2020 and integrated into revised curriculum. Spotlight also supported Justice Services Commission in the drafting of the SOPs which will enable the implementation of the multi-sectoral protocol (this will be integrated in the curriculum). In addition, the programme supported the drafting of training manuals on vulnerable witnesses for use by the judicial training college.</p> <p>Spotlight partnered with the University of Zimbabwe to develop a module on Gender and economics."</p>

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
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	<b>Government Officials</b>				Spotlight developed and delivered a multispectral training on GBV risk mitigation for government officials (85 in total) from the Ministry of Public Service and Social Welfare, the Ministry of Health and Child Care, the Ministry of Justice, Legal and Parliamentary Affairs, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, the Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement; 46 government officials cases management, were trained on referral protocols and quality standards, results-based financing model (4 Provincial Social Welfare Officers, 4 Provincial Police Supervisors, 5 District Social Welfare Officers, 14 Officers In Charge, 5 Officers from the Victim Friendly Unit, 14 from ICC) .  35 Prosecutors and 15 officials from Public Service Commission were also capacitated.
	0	150	227	600	
	<b>Women Government Officials</b>				
	0	75	110	300	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	“Established at the highest level; Composed of relevant stakeholders with a clear mandate and governance structure”	“Established at the highest level; Composed of relevant stakeholders with a clear mandate and governance structure”	“Established at the highest level; Composed of relevant stakeholders with a clear mandate and governance structure”	“Established at the highest level; Composed of relevant stakeholders with a clear mandate and governance structure”	Victim Friendly System Coordination Mechanism: under the leadership of the Judicial Service Commission: The Victim Friendly System (VFS) is a multi-sectoral system in Zimbabwe in which all relevant stakeholders who have a part to play in managing vulnerable witnesses and survivors meet to discuss bottlenecks and challenges. The VFS stakeholders meet on national and subnational level once a month, and the national stakeholders also meet on a quarterly basis in a bigger forum.
Indicator 2.2.4 Number of meetings of regional, national and/or sub-national multi-stakeholder coordination mechanisms, within the last year.	<b>National Level Meetings</b>				Multi-sectoral meetings are held one per quarter at both national and subnational level.
	4	4	4	20	
	<b>Sub-National Level Meetings</b>				
	4	4	4	20	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes																				
<b>Indicator 2.3.1 Number of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.</b>	8	2	7	12	<p>"Spotlight has supported the drafting of the Costed National Plan of Action for Ending Child Marriage.</p> <p>Spotlight also worked with government Multi sectoral response mechanism protocol programme within the Government.</p> <ol style="list-style-type: none"> <li>1. Life Skills . Health Empowerments and Support Strategy (2016-2022)</li> <li>2. Protocol on the Multi-Sectoral Management of Sexual Abuse and Violence in Zimbabwe</li> <li>3. Zero Tolerance 365 National Programme on GBV Prevention and Response</li> <li>4. National Action Plan &amp; Communication Strategy on Ending Child Marriage</li> <li>5. National Gender Policy.</li> <li>6. National Action Plan for Orphans and Vulnerable Children</li> <li>7. National Action Plan on Ending Child Marriage"</li> </ol>																				
<b>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.</b>	<table border="1"> <thead> <tr> <th colspan="5">Parliamentarians</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>210</td> <td>30</td> <td>840</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5">Women Parliamentarians</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>84</td> <td>20</td> <td>315</td> <td></td> </tr> </tbody> </table>				Parliamentarians					0	210	30	840		Women Parliamentarians					0	84	20	315		Parliamentary committee were supported to hold a pre budget Budget seminar. Several other planned activities including in-person meetings had to be postponed due to the pandemic.
Parliamentarians																									
0	210	30	840																						
Women Parliamentarians																									
0	84	20	315																						
<b>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.</b>	<table border="1"> <thead> <tr> <th colspan="5"></th> </tr> </thead> <tbody> <tr> <td>0</td> <td>150</td> <td>0</td> <td>600</td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5"></th> </tr> </thead> <tbody> <tr> <td>0</td> <td>75</td> <td>0</td> <td>300</td> <td></td> </tr> </tbody> </table>									0	150	0	600							0	75	0	300		Spotlight engaged Ministry of Finance on the Gender Responsive Budgeting support and engaged a consultant to support the ministry with the review of GRB Guidelines and Tracking and Monitoring Tool. To date the guidelines have been reviewed building up from the existing guidelines by the Ministry of Finance and Economic Development. The training will be conducted in 2021.
0	150	0	600																						
0	75	0	300																						

Outcome 3 Summary Table					
Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	<b>Total</b>				Results are based on ZDHS results of 2015 to 2016.
	0.36	36.00%	36.00%	20.0 %	
	<b>Women</b>				
	39%	39.00%	39.00%	20.0 %	
Indicator 3.2 a) Percentage of people who think it is justifiable to subject a woman or girl to FGM (in areas where FGM takes place)  b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	<b>Child marriage</b>				Due to absence of FGM in Zimbabwe, the country programme is not measuring FGM.
	5.2 %	5.2 %	5.2 %	2.5 %	
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	Yes	Yes	Yes	Yes	Spotlight is implementing Comprehensive Sexuality Education for both in school and out of school boys and girls.
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	<b>In-School Programmes</b>				In school boys and girls include tertiary institutions learners who participate in college programmes.  Implementation of in-school activities for primary school learners was negatively affected by COVID 19 lockdown restrictions which led to school being closed the greater part of 2020.  Out of school was equally affected as communities could not gather for activities.
	0	236,476	49948	773,919	
	<b>In-School Programmes Girls</b>				
	0	94,590	25,061	309,568	
	<b>In-School Programmes Boys</b>				
	0	141,886	24,887	464,351	
	<b>Out-of-School Programmes</b>				
	0	25,000	0	100,000	
<b>Out-of-School Programmes Girls</b>					
0	10,000	0	40,000		
<b>Out-of-School Programmes Boys</b>					
0	15,000	0	60,000		

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
<b>National and/or Sub-National Level</b>					
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	1	3	2	7	<p>Name of Programme: Guidance and Counselling modules for learners in grades 5 - 7., including LNOB?: Yes, National/Subnational: National</p> <p>Name of Programme: Promotion of Safe Learning Environment, including LNOB?: Yes, National/Subnational: National</p> <p>The two programmes stated above are both applied at national and sub national levels.</p>
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year	0	1,200	2,778	6,300	<p>Community cadres like Community Case Care Workers, (CCWs), Behaviour Change Facilitators (BCFs) and Peer Educator and Gender Champions regularly attend and participate in community GBV programmes.</p> <p>Preventive interventions in Outcome 3 resulted in 2,37,526 beneficiaries being reach (Boys - 135 145, Girls 224 442, men 603,482 and Women , 1,074,475).</p>
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	5	146	40	<p>Community is defines as a ward within a district. Through the activities under Spotlight total of 146 Community advocacy platforms were created which also include male gender champions platforms.</p> <p>Various localized structures led by trained Gender champions, Behaviour Change Facilitators, Innovators Against GBV and Community Based Organizations advocated key EVAWG issues at community level and also establish platforms which facilitated discussions.</p>
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	0	5	12	18	<p>In total 12 campaigns were rolled throughout the year , with key messages and strategies to challenge harmful social norms and gender stereotyping. Different platforms were used for dissemination of messages ranging from community mobilization, social mead like twitter, WhatsApp, Facebook, broadcast media radios and TVs.</p>



Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.	0	2	40	6	A total of 40 men and boys networks were created in different Spotlight districts of operation.
Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting, within the last year	0	4	19	17	A total of 19 news outlets developed media guidelines on SGBV reporting and were validated by 30 media personnel representing 19 media outlets.
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	3	1	1	7	In total 12 campaigns were rolled throughout the year, with key messages and strategies to challenge harmful social norms and gender stereotyping. Different platforms were used for dissemination of messages ranging from community mobilization, social media like twitter, WhatsApp, Facebook, broadcast media radios F50 and TVs.
Indicator 3.3.5 Number of key informal decision makers and decision makers in relevant institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights, within the last year.	<b>Decision Makers</b>				Key informal decision-makers who have their capacities strengthened include traditional leaders and leaders of faith based organizations.
	0	360	840	1,080	
	<b>Women Decision Makers</b>				
0	108	336	324		

Outcome 4 Summary Table					
Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	<b>Women</b>				Services provided included, temporary shelter to GBV survivors, comprehensive services at One Stop Centers, both static and mobile, legal assistance GBV survivors. Deliberate efforts were made to reach out to women and girls with disabilities who were GBV survivors, medial, social and legal services were provided.
	43	28,000	16,471	112,000	
	<b>Girls</b>				
	38	7,000	9,652	28,000	
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	<b>Reported</b>				Due to the sensitivity of this data , as a programme the Zimbabwe Republic Police is only able to avail VAWG cases of children reported to courts. Adult figures are deemed to be confidential.  In additional, further disaggregations on VAWG cases brought to court and VAWG cases resulting in convictions is not released by the responsible authority.  From the 1315 cases reported , 940 were completed cases which include those brought to courts, withdrawals, convictions, dismissed to lack of evidence among other parameters.
	0	0	1,315	0	
	<b>Brought to Court</b>				
	0	0	0	0	
	<b>Convictions</b>				
	0	0	0	0	
Indicator 4.3 A dedicated VAWG management information system (MIS) is in place at national level which can measure number of women/girl victims/survivors of violence that have received quality, essential multi-sectoral services.	No	No	No	Yes	MIS development is still work in progress.
Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.	<b>Developed</b>				Spotlight has supported drafting of new ZRP investigation guidelines for sexual offences and aspects of the investigation (approved by the Commissioner General); Review of the multi-sectoral protocol and drafting of accompanying SOPs; Revision of the ZRP scientific aids manual, which guides the collection and analysis of forensic evidence in sexual offences cases (approved by the Commissioner General)  Spotlight further strengthened Multi Sectoral Protocol on management of Sexual Violence protocols.
	No	Yes	Yes	Yes	
	<b>Strengthened</b>				
	No	No	Yes	Yes	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
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.	<b>Government Service Providers</b>				Categories of government officials whose capacities were strengthened include Legal Aid Directorate lawyers , Dental Surgeons, government official trained in provision of services to girls and women survivors of GBV/HP with disabilities, government officials trained in providing care and support including placement of such children in foster care arrangements, providing on going support including tracing and reunification for those children who cannot return to their original families, government officials on cases management, referral protocols and quality standards, results-based financing model and ward coordinators trained on survivor assisted support systems.  In addition, Spotlight strengthened the capacities training key non teaching government staff in schools.
	0	2,087	532	8,348	
	<b>Women Government Service Providers</b>				
Indicator 4.1.5 Number of women's rights organisations who have increased knowledge and capacities to deliver quality, coordinated essential services to women and girls' survivors of violence, within the last year.	<b>Women's Rights Organizations</b>				Contact, Roots and Women Action Group provided GBV services to survivors of GBV in their localities. These services were mainly Psycho Social Services and was offered through hotlines and in person. Roots also provided shelter services to the affected women.  Other organizations worked with include, Musasa, Family AIDS Counselling Trust, Zimbabwe AIDS Prevention Support Organization, Saywhat, and Zimbabwe Community Health Intervention Research.
	0	4	8	11	
	<b>LNOB</b>				
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.	<b>Grassroots</b>				There is a Key Populations Forum which is coordinated by National AIDS Council. There is also a Sex Worker Association called ZIMSWA (Zimbabwe Sex Workers Association) and WAAD (Women Against all Forms of Discriminations).
	0	4	8	11	
	<b>Number of Networks identified at Baseline</b>				
Indicator 4.2.1 Number of women and girl survivors of violence and their families including groups facing multiple and intersecting forms or discrimination that have increased knowledge of a) quality essential services, and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months.	<b>Number of Networks identified at Baseline</b>				
	0	8	3	23	
Indicator 4.2.1 Number of women and girl survivors of violence and their families including groups facing multiple and intersecting forms or discrimination that have increased knowledge of a) quality essential services, and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months.	<b>a) Girls with Knowledge of ES</b>				
	0	35,000	9,652	140,000	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
	<b>a) Women with Knowledge of ES</b>				
	0	107,500	26,300	430,000	
	<b>b) Girls with Knowledge of Recovery Services</b>				
	0	8,491	0	33,965	
	<b>b) Women with Knowledge of Recovery Services</b>				
	0	42,456	1,702	169,824	
<b>Indicator 4.2.2 Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased access to a) quality essential services and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months</b>	<b>a) Girls with Access to Essential Services</b>				1702 women accessed Women Economic Empowerment interventions ranging from training on generating your business idea, start your own business and access to financial assistance through financial loans.  The longer term recovery services under Spotlight Zimbabwe are targeting 19 and above.
	0	8,400	9,652	12,735	
	<b>a) Women with Access to Essential Services</b>				
	0	42,000	8,213	484	
	<b>b) Girls with Access to Recovery Services</b>				
0	0	0	0		
<b>b) Women with Access to Recovery Services</b>					
0	4,500	1,702	168,484		

Outcome 5 Summary Table					
Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	<b>Prevalence</b>				Prevalence data is collected through population based surveys MICS or ZDHS, which are conducted after every 5 years.
	No	Yes	Yes	Yes	
	<b>Incidence</b>				
	No	No	No	Yes	
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, harmful practices when relevant, and trafficking and femicide) at country level	<b>IPV</b>				Zimbabwe country programme does not focus on Femicide and Trafficking issues.
	No	Yes	Yes	Yes	
	<b>FGM</b>				
	N/A (not applicable)				
	<b>Child Marriage</b>				
	Yes	Yes	Yes	Yes	
	<b>Femicide</b>				
	N/A (not applicable)				
	<b>Family Violence</b>				
	Yes	Yes	Yes	Yes	
<b>Trafficking</b>					
N/A (not applicable)					
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	1) Income 2) Sex 3) Age 6) Geographic Location	1) Income 2) Sex 3) Age 5) Disability 6) Geographic Location	1) Income 2) Sex 3) Age 6) Geographic Location 7) Forms of violence	1) Income 2) Sex 3) Age 5) Disability 6) Geographic Location	Currently data is collected on income, sex, age, forms of violence and disaggregated by geographical locations. Spotlight is working closely with the government to ensure disability disaggregation is included.  Ethnicity is not a critical variable in Zimbabwe.
	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.	<b>National Statistics Officers</b>			
0	60	6	150	Spotlight convened its first virtual two-day planning and training workshop with the Gender Sector Statistics Committee members from 12 - 13 August 2020. Six participants from ZIMSTAT participated in the training.	
<b>Women National Statistics Officers</b>					
0	20	0	50		
Indicator 5.1.4 Number of government personnel from different sectors, including service providers, who have enhanced capacities to collect prevalence and/or incidence data, including	<b>Government Personnel</b>				Capacity strengthening trainings will be conducted in 2021.
	0	285	0	855	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
qualitative data, on VAWG in line with international and regional standards, within the last year.	<b>Women Government Personnel</b>				
	0	85	0	255	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	0	175	0	525	Capacity strengthening of CSOs will be conducted in 2021.
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	<b>Knowledge products</b>				
	0	3	10	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	<b>Government Personnel</b>				In total 12 campaigns were rolled throughout the year , with key messages and strategies to challenge harmful social norms and gender stereotyping. Different platforms were used for dissemination of messages ranging from community mobilization, social mead like twitter, WhatsApp, Facebook, broadcast media radios and TVs.
	0	285	11	855	
	<b>Women Government Personnel</b>				
	0	85	8	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		175	0	525	Capacity Strengthening of CSOs will be conducted in 2021.



<b>Outcome 6 Summary Table</b>					
<b>Outcome Indicator</b>	<b>Baseline</b>	<b>Milestone 2</b>	<b>Results for Reporting Period (2020)</b>	<b>Target</b>	<b>Reporting Notes</b>
<b>Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG</b>	0	20	31	60	Uniquely 31 CSO coordinated efforts to jointly advocate for EWAG . In total 22 statements were done.
<b>Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG</b>	0	3	3	10	Women's rights groups participated in the local government budgetary meetings. This was a platform to hold local government structures accountable to gender budgeting. A community score card for use by the community to score service delivery by key GBV service providers including health, VFU and the local authority (RDC), is one of the tool which was used.
<b>Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG</b>	<b>Youth</b>				Due to COVID 19 , lockdown regulation, most CSOs faced barriers on financial viability, poor activity coordination, limited community activities campaigns on prevention of GBV.
	0	2	5	10	
	<b>LNOB</b>				
	0	6	19	30	
<b>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.</b>	1	2	17	9	A total of 17 dialogues were held in 2021. The count is based on the number of dialogues held in different locations either national or sub national, though the topic area will be the same.

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
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.	<b>Youth</b>				24 CSOs and 72 CBOs have been working to represent girl, women and youth on issues relating to EAWG at community level. 13 CBOs are receiving support from CSOs while the others are still to receive support but have since been capacitated.
	18	8	96	44	
	<b>LNOB</b>				
	18	8	96	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+A26:F26	0	10	31	40	Uniquely 31 CSO coordinated efforts to jointly advocate for EWAG . In total 22 statements were done
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	20	24	50	24 CSOs were trained on social accountability under Spotlight and have cascaded the training to 13 CBOs covering key aspects of social accountability and these have begun to influence various EAWG issues at local level.
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.	<b>CSOs with strengthened capacities</b>				CSOs and been routinely supported to design , implement and monitor their own programs. In turn the CSOs are also supporting 13 community based CBOs. Spotlight supported IAGs are working at community level to capacity build the CBOs in the various aspects.
	0	5	37	20	

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 6.3.2 Number of women's rights groups and relevant CSOs using knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG, within the last year	0	34	56	104	A total of 56 participating CSOs used at least one of the UN agencies knowledge products in the design of their own programming on ending VAWG in 2020.

## Annex B

### Risk Matrix

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
<b>Contextual risks</b>						
Decrease in democratic space for participatory engagement with Government	2	4	Ongoing	Feedback and engagement with gender equality and women rights activists	Advocacy at Highest Level on work of UN in Zimbabwe and the national importance of SGBV and HPs as a major development issue with an economic and social impact; EU Ambassador engages Government on the issue during political dialogue session	Resident Coordinator, European Union Delegation in Zimbabwe, Independent Commissions, Civil Society
Economic downturn; inflation; austerity measures disproportionately affecting the most vulnerable; worsening liquidity crisis that can affect procurement; fuel prices	4	4	Ongoing	UN economic analysis reports and briefs; media reports; economic forum platforms	Advocacy with the Reserve Bank of Zimbabwe (Central Bank) and other relevant senior Government officials to ringfence UN Funds for the Spotlight Initiative. Utilized the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI programme	Resident Coordinator
Senior officials in positions of power and formal authority at national and subnational levels in institutions with SGBV mandates are perpetrators of violence	5	4	Hard to monitor because of the culture of silence in the reporting of violence perpetrated by those in formal authority	Only source is reported cases that may appear in media's court reporting	A Political Compact is being 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, Ministry responsible for Women's Affairs and Gender; Independent Commissions
New Risks: COVID19 response not sensitive towards the SI goals, and not gender-sensitive overall	4	5	Ongoing	RUNOs participation in National Recovery and Response Pillars; review of pillars guidelines	Scaled up presence of RUNOs across (national response) pillars and ensured inclusion of gender sensitive programming/messaging interventions. Continued lobbying and advocacy for representation of the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development (MWACSMED) on national taskforce and response and recovery teams	RUNOs
Government priorities shifting from development to solely humanitarian focus	4	5	Ongoing	Government statements on priorities	Spotlight agencies ensured that SI interventions ALL pillars besides Pillars 3 and 4 remained a priority, established alternative modalities for continued implementation	RUNOs
Increased reports of intimate partner violence (over 70% hotline calls compared with pre-lockdown trends)	5	5	Ongoing	Reports from SI Zimbabwe IPs operating hotlines; media reports	Increased awareness on reporting platforms for GBV/SGBV. Scaled up remote Psycho-social Support (PSS) through enhanced capacity of hotlines, including for GBV survivors, men and key populations	RUNOs, IPs
Reluctance of frontline GBV service providers to interact with survivors due to fear of infection	3	4	Periodically as the pandemic escalates	Reports from SI Zimbabwe IPs and GBV service providers	Ensured access to PPE for all frontline workers including, information on how to prevent infection	RUNOs

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
Delays in recognition of GBV services as essential services within the national COVID-19 response strategy	3	5	This issue was resolved through the SI partnership with the Ministry responsible for women affairs, but periodic monitoring still required	IPs reports enable the programme to identify areas where women and girls may still be unable to access services during lockdown restrictions	Continued coordination with MWACSMED and advocacy with the COVID-19 National Taskforce to ensure inclusion of GBV among essential services. Advocacy for community based organisations which are critical for case identification and referrals as essential services	RUNOs, MWACSMED
Lack of sensitisation within security workforce on mobility of GBV/SGBV service providers and survivors	4	5	Ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Coordination with COVID-19 National Taskforce to enhance sensitisation of security workforce to ensure mobility of GBV staff and survivors (including through virtual webinars and dissemination of guidelines on GBV risk mitigation across clusters). Coordination with the MWACSMED to engage relevant Ministries	RCO, UNCT, MWACSMED, RUNOs, GBV sub-cluster members
Shrinking spaces-GBV services located at health facilities reclassified as COVID-19 response centres	3	5	Ongoing	Reports from SI-supported OSCs; participation in national pillar on quarantine and response centers	Support to GBV/SGBV facilities to explore relocation and expansion of space, identification of alternative host facilities	Relevant RUNOs, MWACSMED, IPs
Increased risk of online GBV especially for adolescents	4	2	Ongoing	Partnership with Zimbabwe Republic Police; SI assessments	Implement modalities for raising awareness among women and girls on safe online behaviour and how to mitigate risk of online violence	RUNOs, IPs
Despite achieved recognition of GBV/SGBV services as essential and eased mobility restrictions for staff, reduced working hours for certain sectors (e.g. courts) generate delays in accessing protection orders and termination of pregnancy for eligible cases	4	5	Ongoing	Reports from SI SRHR partners	Lobby engagements with relevant Ministry and judicial institutions for resumption of legal services at full operational scale	MWACSMED, relevant RUNOs, IPs
Upsurge in COVID-19 cases and indefinite extension of lockdown measures limit access to target populations, Government Ministries and Departments, schools and tertiary institutions	4	4	Ongoing	Government statements and reports on lockdown stages and measures	Review implementation strategy and introduce accelerated implementation modalities e.g. joint delivery by IPs in districts, re-programme funds to support PPE for critical service providers for continued services among others. Use of ICT where cost effective and appropriate, and other innovative modalities (identified in consultation with various IPs) to continue implementation	RUNOs
Transport unavailability and reduced GBV/SGBV service accessibility due to lockdown restrictions	5	5	Ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Provide extra transport support including shuttle services to enhance service uptake during lockdown. Scale up remote service provision, hotlines for GBV survivors, including voice and text/WhatsApp option. Increased support for COVID-19 safe home visitation, mobile service delivery by IPs, scale-up mobile OSCs. Re-programme funds and engage in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs, IPs

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
Increased risk of Sexual Exploitation and Abuse due to multi-emergency situation and great dependence on humanitarian support	4	5	Ongoing	UN PSEA advisor in RCO; SI partners	SI to increase programme focus on PSEA	RUNOs
<b>Programmatic risks</b>						
Restricted access to communities	3	3	Ongoing	SI partners based at district and community levels	Advocacy at the highest level. SI worked with CBOs and community cadres	Resident Coordinator; Ministry of Women Affairs, Community Development and SME; SI Steering Committee
Politicization of service delivery	3	3	Ongoing	SI partners	Monitoring visits and Spotlight Beneficiary Feedback. Accountability Mechanisms are two means for capturing if this does happen during the programme's implementation. If it is verified that this phenomenon is happening, measures can be taken to bring this practice to the attention of the responsible authorities	Resident Coordinator, UN agencies, Inter-Agency Technical Team
Communities view SI interventions as 'foreign' interference in cultural and traditional systems	4	4	Ongoing	SI partners working at sub-national levels	Co-created interventions in collaboration with community members and the respected leadership and opinion leaders at community levels	UN agencies and Implementing Partners
New Risks: Robust monitoring visits of implementation of SI restricted due to lockdown	4	4	Ongoing	National Guidelines on travel; UN SMT guidelines on travel	Developed and implemented remote monitoring mechanisms and built the capacity of implementing partners to conduct remote monitoring. Adhered to UN Standard Operating Procedures for In-city travel	Spotlight M and E Coordination, Implementing partners and UNCT
Implementation slowed or limited due to poor internet connectivity, infrastructural challenges, and limited funds for data among IPs, Government partners and beneficiaries	4	4	Ongoing	Continuous feedback and engagement with SI partners and stakeholders	Re-programmed funds for implementation modalities such as travel and physical workshops to support internet/data bundles in IP budgets and created appropriate internet.wifi platforms for government partners. Strengthened the capacity of IPs, government partners to use ICTs and different media platforms	RUNOs
Unavailability of IPC and basic PPE equipment	5	5	Ongoing	National reports; feedback from SI partners	Re-programmed existing funds and engaged in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs and IPs



Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaptation measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
Risk of delayed implementation due to UN processes which are not easily adaptable to an ever-changing environment requiring constant flexibility	4	4	Ongoing	SI RUNOs feedback; monthly monitoring of SI financial expenditure	Continuation of implementation of long-term interventions (e.g. systems strengthening), while including short-term response interventions to cater for the changing environment	RUNOs
De-prioritisation of SRHR services as a consequence of lockdown-triggered interruption of household income sources (SRHR often entry point for GBV service access)	5	5	Ongoing	Feedback and reports from SI SRHR partners	Scaled up mobile service provision through mobile One Stop Centres (OSC) including integration of SRHR supplies distribution	RUNOs and IPs
Closure of schools and tertiary institutions preventing continuation of GBV prevention interventions	5	4	Ongoing	National Government statements; engagement with Ministry of Education	Explored alternative modalities to engage youth and peer educators in the dissemination of information on GBV prevention and response. Discussions with Ministries responsible for Education, follow Government and WHO guidelines	RUNOs and IPs
Delays in implementation-risk of IPs not completing their work on time given the time lost due to lockdown restrictions on numbers in gatherings	4	5	Ongoing	Monthly monitoring of financial expenditure of IPs; reports and feedback from IPs	Monthly monitoring of delivery rate and implementation of interventions for continuous communication with EU, Spotlight Secretariat and the NSC. Guidance from the Spotlight Secretariat, MPTF and EU	RCO, Spotlight Coordination, Spotlight Secretariat and EU
Lack of strategic planning for any eventualities on the work of IPs	2	4	Ongoing	Engagement with and reports from SI IPs; RUNOs and SI's CSRG virtual monitoring of SI implementation	Spotlight coordination and the Inter-agency team constantly monitored the change in the context and continuously planned with the IPs. IPs were encouraged to produce Business Continuity Plans and to identify innovative opportunities for engagement and programming	Spotlight Coordination, Inter-Agency Team and IPs
Fear of increased risk to COVID-19 infection impacts negatively on staff morale and well being in partner organisations leading to a go slow in implementation	4	4	Ongoing	Reports and feedback from IPs	Spotlight Coordination, RUNOs convene wellness sessions with IPs on COVID-19. IPs supported with PPE and IPC supplies and equipment	Coordination, RUNOs and IPs

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

## Assumptions:

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

## Annex C

### CSO Engagement Report

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
<b>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.</b>									
Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.									
1	1.1	Centre for Applied Legal Research	National	130,981	UNICEF	Implementing Partner (IP)	Yes	Existing	Adolescent girls
1	1.1	Federation of Organisations of Disabled People in Zimbabwe (FODPZ)	National	45,000	UNESCO	Implementing Partner (IP)	Yes	Existing	Women and girls with disabilities
1	1.1	Women and Law in Southern Africa Zimbabwe	National	183,000	UNDP	Implementing Partner (IP)	Yes	Existing	Rural women and girls
1	1.1	Leonard Cheshire Disability Zimbabwe	National	114,258	UNDP	Implementing Partner (IP)	No information available	New	Women and girls with disabilities
Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending VAWG in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination.									
1	1.2	Legal Resources Foundation	National	19,999	UNICEF	Implementing Partner (IP)	Yes	No	Adolescent girls
1	1.2	Centre for Applied Legal Research	National	54,442	UN WOMEN	Implementing Partner (IP)	Yes	No	Other marginalised groups relevant in national context
<b>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.</b>									
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.									
2	2.1	Empowerment for Career Development	National	15,015	UNICEF	Vendor	Yes	Yes	Indigenous women and girls
2	2.1	Justice for Children Trust	National	5,000	UNDP	Vendor	Yes	Yes	Indigenous women and girls
2	2.1	Katswe Sistehood	National	121,559	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
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.									

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
2	2.2	Women and Law in Southern Africa Zimbabwe (WiLSA)	National	20,000	UN WOMEN	Implementing Partner (IP)	Yes	No	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	99,428	UN WOMEN	Implementing Partner (IP)	No information available	No	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	Students and Youths Working on reproductive Health Action Team (SAYWHAT)	National	53,530	UNFPA	Implementing Partner (IP)	No information available	No	Other marginalised groups relevant in national context
3	3.1	Family Aids Caring Trust (FACT)	National	50,000	UNESCO	Implementing Partner (IP)	Yes	No	Adolescent girls
3	3.1	Forum for African Women Educationists Zimbabwe Chapter (FAWEZI)	National	33,562	UNESCO	Implementing Partner (IP)	Yes	No	Adolescent girls
3	3.1	FACT	National	15,000	UNESCO	Implementing Partner (IP)	Yes	No	Adolescent girls
3	3.1	FAWEZI	National	15,000	UNESCO	Implementing Partner (IP)	Yes	No	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	National	82,501	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls
3	3.2	Zimbabwe Community Health Intervention Research (ZICHIRE)	National	28,800	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
3	3.2	Zimbabwe AIDS Prevention and Support Organisation (ZAPSO)	National	72,000	UNFPA	Implementing Partner (IP)	No information available	No	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 and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
3	3.2	WORLD VISION	International	18,000	UNFPA	Implementing Partner (IP)	No information available	No	Migrant women and girls
3	3.2	Centre for Sexual Health and HIV/AIDS Research Zimbabwe (CESHAAR)	National	12,990	UNFPA	Implementing Partner (IP)	Yes	No	Sex workers
3	3.2	Patsime TRUST	National	2,588	UNFPA	Vendor	No information available	No	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)	Yes	Yes	Adolescent girls
3	3.2	Youth Edutainment Services (YES) - CBO member of CONTACT consortium	Local/ Grassroots	18,241	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Adolescent girls
3	3.2	Lower Guruve Development Association	Local/ Grassroots	10,658	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Farmers Association of Community Self-Help Investment Groups (FACHIG) - LGDA Consortium member	Local/ Grassroots	22,150	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Caritas	National	31,727	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Catholic Commission for Justice and Peace (CCJP) - Caritas consortium member	National	14,890	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Education Commission - Caritas consortium member	Local/ Grassroots	16,235	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Women Action Group	National	21,140	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty
3	3.2	Zimbabwe Women's Bureau	National	3,852	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty



Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.2	HOPE Zimbabwe	Local/ Grassroots	6,340	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Women and girls living in poverty
3	3.2	Restless Development	International	8,356	UN WOMEN	Implementing Partner (IP)	No information available	Yes	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	Yes	Women and girls living in poverty
3	3.2	Hopely Can Change (HCC)	Local/ Grassroots	480	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
3	3.2	Zivo Aid Group (ZAG)	Local/ Grassroots	480	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
3	3.2	South Western Region Gender Network (SWRGN) - member of CONTACT consortium	Local/ Grassroots	2,203	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
3	3.2	Civic Forum on Human Development (CFHD) - LGDA Consortium member	Local/ Grassroots	4,497	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
3	3.2	Zimbabwe Women Lawyers Association (ZWLA) - member of CONTACT consortium	National	4,696	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
3	3.2	CONTACT	Local/ Grassroots	7,358	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
3	3.2	Vuka Afrika Performing Arts Trust	Local/ Grassroots	77,853	UNICEF	Implementing Partner (IP)	No	Yes	Rural women and girls
3	3.2	Apostolic Women Empowerment Trust (AWET)	National	356,976	UNICEF	Implementing Partner (IP)	Yes	Yes	Women and girls from religious minorities

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	56,534	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls
3	3.3	Empretec	National	174,220	UNDP	Implementing Partner (IP)	Yes	No	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 and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3.3	VIRL	National	66,848	ILO	Implementing Partner (IP)	Yes	Yes	Women and girls living in poverty
3	3.3	Zimbabwe Union of Journalists (ZUJ)	National	14,920	UNICEF	Implementing Partner (IP)	No	No	Indigenous 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	247,257	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.1	Health Law and Policy Consortium	National	6,700	UNFPA	Vendor	No information available	Yes	Sex workers
4	4.1	JF Kapnek	National	24,000	UNICEF	Implementing Partner (IP)	No	No	Women and girls with disabilities
4	4.1	Child Protection Society	National	211,984	UNICEF	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.1	Justice for Children Trust	National	291,000	UNICEF	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.1	World Education Inc.	International	24,700	UNICEF	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.1	FACT	National	235,160	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls

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

4	4.2	FACT	National	95,847	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.2	ZICHIRE	National	41,880	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
4	4.2	ZAPSO	National	51,781	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
4	4.2	WORLD VISION	International	33,690	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
4	4.2	JF Kapnek	National	464,622	UNICEF	Implementing Partner (IP)	No	No	Women and girls with disabilities
4	4.2	Childline	National	91,180	UNICEF	Implementing Partner (IP)	No	No	Adolescent girls
4	4.2	World Education Inc.	International	221,040	UNICEF	Implementing Partner (IP)	Yes	No	Women and girls living in poverty

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
4	4.2	DOMCCP (Diocese Of Mutare Community Care Programme)	Local/ Grassroots	70,654	ILO	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
4	4.2	Empretec	National	306,008	UNDP	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.2	Caritas	National	22,062	UNFPA	Implementing Partner (IP)	No information available	Yes	Rural women and girls
4	4.2	Envision Zimbabwe Women's Trust	Local/ Grassroots	48,147	UNICEF	Implementing Partner (IP)	Yes	Yes	Rural women and girls
4	4.2	Musasa	National	91,180	UNICEF	Implementing Partner (IP)	Yes	No	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.

5	5.1	Childline	National	28,784	UNICEF	Implementing Partner (IP)	Yes	No	Adolescent girls
5	5.1	Musasa	National	28,784	UNICEF	Implementing Partner (IP)	Yes	No	Rural women and girls
5	5.1	ZICHIRE	National	13,920	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
5	5.1	ZAPSO	National	1,320	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls
5	5.1	WORLD VISION	International	9,600	UNFPA	Implementing Partner (IP)	No information available	No	Rural women and girls

**OUTCOME 6:** Women's rights groups, autonomous social movements and civil society organisations, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG.

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

6	6.1	CESHAAR	National	59,670	UNFPA	Implementing Partner (IP)	Yes	No	Sex workers
6	6.1	Lower Guruve Development Association	Local/ Grassroots	20,975	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.1	Zimbabwe Women's Bureau	National	31,317	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
6	6.1	HOPE Zimbabwe	Local/ Grassroots	5,640	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
6	6.1	Restless Development	International	11,270	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
6	6.1	Youth Advocates Zimbabwe (YAZ)	National	10,000	UNFPA	Grantee	No information available	No	Rural women and girls
6	6.1	Hope for A Child in Christ (HOCIC)	Local/ Grassroots	39,300	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
6	6.1	SAYWHAT	National	33,190	UN WOMEN	Implementing Partner (IP)	Yes	No	Other marginalised groups relevant in national context
6	6.1	Katswe	National	46,609	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
6	6.1	Zimbabwe Congress of Trade Union (ZCTU)	National	25,000	ILO	Implementing Partner (IP)	No information available	Yes	Other marginalised groups relevant in national context
6	6.1	Caritas	National	13,993	UNWOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.1	Women's Action Group	National	56,885	UNWOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
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	48,508	UNFPA	Implementing Partner (IP)	No information available	No	Other marginalised groups relevant in national context
6	6.2	CONTACT	Local/ Grassroots	23,316	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
6	6.2	South Western Region Gender Network (SWRGN) - member of CONTACT consortium	Local/ Grassroots	1,920	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
6	6.2	Zimbabwe Women Lawyers Association (ZWLA) - member of CONTACT consortium	National	10,695	UN WOMEN	Implementing Partner (IP)	Yes	No	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 and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
6	6.2	Maranatha Orphans Care Trust (MOCT) - CBO member of CONTACT consortium	Local/ Grassroots	6,190	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Adolescent girls
6	6.2	Youth Edutainment Services (YES) - CBO member of CONTACT consortium	Local/ Grassroots	7,001	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Adolescent girls
6	6.2	Lower Guruve Development Association	Local/ Grassroots	31,469	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.2	Civic Forum on Human Development (CFHD) - LGDA Consortium member	Local/ Grassroots	7,953	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.2	Caritas	National	23,683	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.2	CCJP - Caritas consortium member	National	9,542	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.2	Education Commission - Caritas consortium member	Local/ Grassroots	3,426	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.2	Women Action Group	National	13,420	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty
6	6.2	Zimbabwe Women's Bureau	National	38,387	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty
6	6.2	HOPE Zimbabwe	Local/ Grassroots	25,588	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Women and girls living in poverty
6	6.2	Restless Development	International	17,693	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
6	6.2	Padare	National	30,664	UNFPA	Grantee	Yes	No	Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6.2	Farmers Association of Community Self-Help Investment Groups (FACHIG) - LGDA Consortium member	Local/ Grassroots	15,466	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls

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

6	6.3	University of Zimbabwe	National	110,054	UN WOMEN	Implementing Partner (IP)	No information available	No	Adolescent girls
6	6.3	CONTACT		34,590	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
6	6.3	Maranatha Orphans Care Trust (MOCT) - CBO member of CONTACT consortium	Local/ Grassroots	9,017	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
6	6.3	Lower Guruve Development Association (LGDA)	Local/ Grassroots	23,470	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.3	Farmers Association of Community Self-Help Investment Groups (FACHIG) - LGDA Consortium member	Local/ Grassroots	15,214	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.3	Caritas	National	37,212	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.3	CCJP - Caritas consortium member	National	8,366	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Rural women and girls
6	6.3	Women Action Group	National	61,254	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
6	6.3	Zimbabwe Women's Bureau	National	15,979	UN WOMEN	Implementing Partner (IP)	Yes	No	Women and girls living in poverty
6	6.3	Restless Development	International	13,892	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Women and girls living in poverty
6	6.3	Hope Zimbabwe	Local/ Grassroots	6,966	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Women and girls living in poverty



Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
6	6.3	Roots	National	25,875	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
6	6.3	Youth Edutainment Services (YES) - CBO member of CONTACT consortium	Local/ Grassroots	16,861	UN WOMEN	Implementing Partner (IP)	No information available	Yes	Adolescent girls
6	6.3	Zimbabwe Women Lawyers Association (ZWLA) - member of CONTACT consortium	National	10,473	UN WOMEN	Implementing Partner (IP)	Yes	No	Rural women and girls
6	6.3	South Western Region Gender Network (SWRGN) - member of CONTACT consortium	Local/ Grassroots	5,260	UN WOMEN	Implementing Partner (IP)	Yes	Yes	Rural women and girls
PROGRAMME MANAGEMENT COSTS (including pre-funding)									
N/A	N/A								
			TOTAL AWARDS TO CSOs	5,849,104					

<b>Type of CSOs</b>	<ul style="list-style-type: none"> <li>- International CSOs operate in two or more countries across different regions.</li> <li>- 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.</li> <li>- National CSOs operate only in one particular country.</li> <li>- 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.</li> </ul>
<b>Award Amount</b>	In this context, an "Award" is any financial grant, contract, or partnership agreement with a CSO.
<b>Type of Engagement</b>	<ul style="list-style-type: none"> <li>- Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.</li> <li>- Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.</li> <li>- 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 activities.</li> </ul>
<b>Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs</b>	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.
<b>New or Existing Partner</b>	(The rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs) To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme. To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.
<b>Primary Vulnerable/Marginalised Population Supported by Award</b>	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.

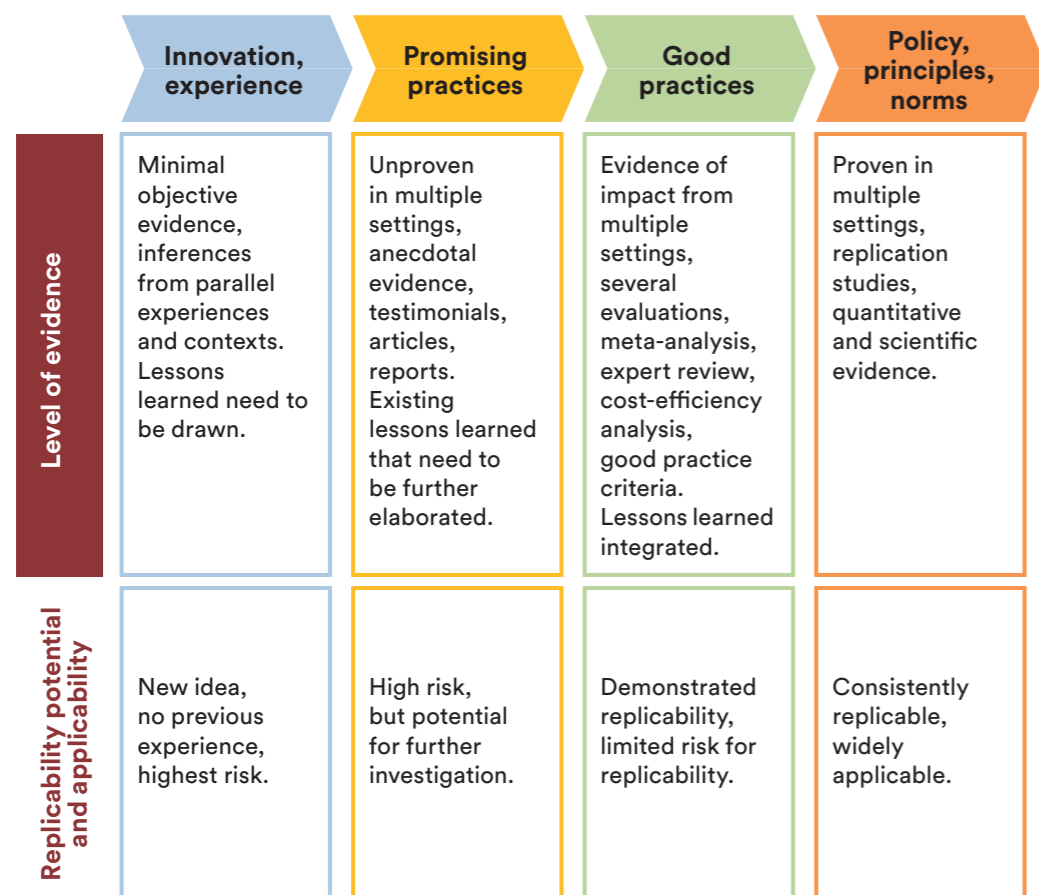


# Annex D

## 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 Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the potential for adaptability, sustainability, replicability and scale-up<sup>1</sup>. This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

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

### Definition of an Innovative Practice

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

### 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.

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

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

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

<b>Title of the Innovative, Promising or Good Practice</b>	<b>The Mobile One Stop Centre Model for GBV multi-sectoral service provision in remote and hard to reach areas</b>
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</b>	The mobile OSC model is an adapted version of the static OSC model, and was introduced by UNFPA as one of the Spotlight programme initiatives to ensure access to GBV essential services in remote and hard to reach areas, in line with the SI principle of leaving no one behind. The activity was initiated in December 2019, with an official launch in Hopley (Harare) during the 16 days of activism, and replicated in the 12 target districts for outcome 4 in 2019. In 2020 the roll out of mobile OSCs campaigns continued to prove effective within the COVID-19 pandemic, which brought additional mobility challenges due to the protracted national lockdowns and reduced availability of transport means.
<b>Objective of the practice</b>	The main aim of the OSC mobile model is to ensure access to GBV multi-sectoral services in remote and/or hard to reach areas.
<b>Stakeholders involved</b>	GBV survivors in remote and hard to reach areas.
<b>What makes this an innovative, promising, or good practice?</b>	GBV service availability and accessibility is fragmented in Zimbabwe, with static OSCs and shelters set up mostly at provincial and district level. The introduction of a mobile OSC model enhanced service uptake among 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, and the COVID-19 pandemic in 2020, the provision of mobile GBV services has continued to demonstrate promising results towards enhanced and timely access to GBV response. With over 60% increase of GBV cases recorded through the hotlines during the COVID-19 lockdown, a drastic reduction of static service uptake was recorded, vis-à-vis a parallel increase in demand for GBV services through the mobile OSC model.
<b>What challenges were encountered and how were they overcome?</b>	Operational and capacity challenges of the selected IP for this intervention were faced within the COVID-19 pandemic emergency phase, and partly compromised timeliness of implementation. The operational challenges were addressed through utilization of alternative modalities of funding disbursement. Capacity challenges will be addressed in phase 2 through the engagement of alternative IPs with specialized capacity to deliver in humanitarian contexts.
<b>Outputs and Impact</b>	5,862 survivors accessed GBV services through mobile OSCs in 12 target districts in phase 1. 78% of total reached beneficiaries were female, and 22% were male. Beneficiary feedback includes positive insights on the benefits of mobile services, which eliminated challenges to reach provincial and district based static services and mitigated the reduced availability of transport means during the COVID-19 lockdowns. Mobile OSCs services contributed to counter-balance the phenomenon of de-prioritization of GBV services in remote areas affected by multi-hazard crises in Zimbabwe, and their socio-economic impact on the most vulnerable. 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 significant and increased the number of referrals who successfully made use of GBV services (e.g. within 72h SGBV reporting, survivors' empowerment to report long term IPV perpetrators through elimination of mobility constraints). The close collaboration between mobile OSC teams and community volunteers engaged in GBV surveillance and referrals was also enhanced through the SI funded support to data and airtime packages, to ensure continuous two-way communication of the community cadres with survivors, mobile OSC teams, hotlines. Coordination with Shuttle services and fuel support for survivors' mobility further contributed to ensure timely service uptake.
<b>Adaptable (Optional)</b>	Versatility is the key characteristic of the Mobile OSC model. The mobile OSC concept can be adapted to respond to the changing context, through modification of service delivery modalities (e.g. direct services vs referrals to higher level of care), locations, frequency, 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, mobile Health clinics).
<b>Replicable/Scale-Up (Optional)</b>	The Mobile OSC model is replicable. Scale up of mobile OSCs model is among the top priorities within the Phase 2.
<b>Sustainable</b>	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), PSS and legal support officers. The GoZ and community buy in on the effectiveness of this model contributes to enhance sustainability.
<b>Validated (for a good practice only)</b>	Beneficiary and Service providers feedback reports that the mobile OSC model resulted the most effective GBV service delivery model during the COVID19 pandemic.
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<b>Title of the Innovative, Promising or Good Practice</b>	<b>High-Level Political Compact (HLPC) for the eradication of VAWG, SGBV and HPs and for the promotion of gender equality, women's rights and the SRHR of women and girls</b>
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</b>	<p>The HLPC is a promising practice which focuses on enhancing effective prevention and response to SRHR, SGBV &amp; HP issues in the country. The HLPC is a strategic initiative that will result in a national document by the highest level of Government that places the elimination of all forms of GBV and Harmful Practices as a national development issue. The main aim of the Compact is to promote continued political commitment and engagement of leaders at the highest level in a comprehensive response to VAWG.</p> <p>The advancements in the elimination of GBV at national level require concerted efforts in legislative reforms, policy development and public awareness and action in relation to behavioural change within the private sector, religious and traditional institutions. Through working with the GoZ, the Office of the President and Cabinet, the MOWASCMED, donor community and civil society, the HLPC will be a platform to ensure commitments made by government are supported and advanced through policy reforms, identification of resource shortfalls that impede prevention and response to GBV, resource provision and capacity strengthening of the national GBV institutional machinery.</p> <p>While there are examples of social compacts in some countries to address human development and socio-economic challenges, there is still limited knowledge and experience of compacts to address gender equality and women rights. Compacts are collective agreements driven by common goals, strategies and outcomes and are implemented through leadership from the highest echelons of Government. The High-Level Compact will define actions, allocates resources, sets clear targets and timeframes, gives clear instructions to responsible actors and institutions, and provides a roadmap for consistent communications to the public on progress in implementation.</p>
<b>Objective of the practice</b>	<p>The overall objective of the HLPC is the development of a country led, inclusive and accountable political and institutional environment that will contribute to zero tolerance of violence against women, girls and children in Zimbabwe.</p> <p>Specific Objectives include:</p> <ul style="list-style-type: none"> <li>• To enhance high level political will, commitment, and accountability to eliminate GBV/SGBV and HPs in the country;</li> <li>• To call upon the Executive, Legislature and Judicial arms of the state to take the leadership in investing, in planning and implementing policies and actions to end VAWG;</li> <li>• To enhance accelerated action to address GBV/S GBV and HPs at all levels, across all sectors, by all stakeholders;</li> <li>• To ensure effective financing for SGBV prevention and response in the country;</li> <li>• To ensure the implementation and monitoring of realistic, strategic, and sustainable interventions preventing and responding to GBV.</li> </ul>
<b>Stakeholders involved</b>	<p>The HLPC proffers a platform for national political leaders, gender equality champions, government leaders, CSOs and other relevant stakeholders in the public and private sectors to take the initiative and the leadership in investing in, planning and implementing informed actions to end VAWG. The HLPC proffers an opportunity to harness the momentum from the different stakeholders and turn it into a national well-coordinated commitment to ending VAWG.</p> <p>Key players in the compact include the Ministry of Women Affairs (which has the overall mandate on GEWE), Office of the President and Cabinet, the formed inter-ministerial committee to drive the HLPC, Zimbabwe Gender Commission, Zimbabwe Human Rights Commission, government ministries and departments, CSOs, UN Agencies, Donor Community. The compact targets all sectors working around the promotion of gender equality, women's rights. The main beneficiaries will be the women and girls in Zimbabwe.</p>
<b>What makes this an innovative, promising, or good practice?</b>	<p>The HLPC is regarded as a promising practice due to various factors:</p> <ul style="list-style-type: none"> <li>• National Commitment and Declaration to eliminate GBV. It's rare to find a national declaration and action plan towards eliminating GBV in a country, however the Compact offers an opportunity for Zimbabwe to be one of the few countries that have secured a commitment at the highest level of Government that places the elimination of all forms of GBV and Harmful Practices as a national development issue.</li> <li>• A national declaration coupled with an action plan and monitoring framework. Zimbabwe is for the first time making the necessary strides under the Compact to develop a national declaration on eliminating GBV that is coupled by a practical and realistic multisectoral implementation plan. Above so, a monitoring framework is also being developed to enhance the monitoring of actions and ensure accountability across the various players.</li> </ul> <p>The Compact provides a new way of addressing GBV. There have been few cases of compacts on GBV across the world. This is a new area which is already showing positive results in Zimbabwe, such as</p> <ul style="list-style-type: none"> <li>• Zimbabwe has a progressive legal and policy framework, and a comprehensive institutional machinery on GBV, HP and SRHR. However, implementation of these legal and policy frameworks remains a challenge. The HLPC has already started to show the government partners and various stakeholders participating on the compact, the gaps in our legislation, the gaps in implementation and monitoring of our laws, policies, and programmes.</li> <li>• Buy in at the high and policy levels of government has already been secured with the Ministry responsible for gender issues, Office of the President and Cabinet, Ministry of Finance and Economic Development already showing their commitment and willingness to push the development of the compact, issuance of national declaration/proclamation to eliminate GBV, and finding alternative and sustainable ways of financing for SGBV.</li> <li>• The HLPC is already fostering a whole of government, whole of society approach to addressing GBV in the country, with several multi sectoral stakeholders driving the development of the compact principles, declaration, implementation plan and monitoring framework.</li> <li>• Zimbabwe has never undertaken an extensive costing exercise on the cost of GBV to the economy, the last study close to this was commissioned by the Swedish International Development Agency (SIDA) in 2010. The HLPC commissioned a study to assess the Macro economic cost of GBV and this proffered pertinent findings, recommendation which are imperative in not only understanding the cost of SGBV but also finding appropriate measures to address these costs.</li> </ul>

<b>What challenges were encountered and how were they overcome?</b>	A key challenge was consensus building on the nature, scope and rationale for operationalizing a Compact in Zimbabwe when the country already has several institutional frameworks addressing and responding to GBV. Situating the Compact within the current national legislative and institutional framework on GBV was initially a challenge. To address this, the lead agency, SI technical and coordination team developed a justification note on the compact giving an overview of its role and scope. Secondly, a consensus building workshop was convened with government stakeholders to enhance their understanding of the Compact and the role it will play. Several meetings with CSOs, the donor community, UN agencies, Spotlight CSRG were convened to delve deeper into the nature and scope of the Compact.
<b>Outputs and Impact</b>	<ul style="list-style-type: none"> <li>• Engagements on National ownership and sustainability - to enhance national ownership and sustainability of the compact several meetings and discussions were undertaken to operationalize the leadership and ownership of the compact. The MOWACSMED was identified as strategic positioned to lead the development and operationalization of the compact. Up to date the ministry working with the OPC has successfully employed its leadership and convenorship in government, and close links with CSOs to convene several key meetings on the compact, steer the development of policy briefs and the HLPC principles.</li> <li>• Producing a series of high-level policy briefs to inform HLPC dialogues –Two policy briefs were produced on the Macroeconomic cost of SGBV, and Effective methods for costing and financing for SGBV in Zimbabwe. The briefs were produced and validated through an inclusive multi stakeholder consultative process. The papers are proffering pertinent recommendations and informing several high-level dialogues and eventually the development of the national declaration to address SGBV.</li> <li>• Consensus on the compact across government secured. A Consensus Building Workshop with Government Stakeholders was held in November 2020, resulting in an inter-ministerial technical working group that was tasked to come up with principles of the compact for Cabinet consideration together with the Declaration, M&amp;E and implementation plan.</li> <li>• High Level Commitment secured - A High level dialogue on the significance of the HLPC and the pathways to achieving the compact was convened on Nov 4th, 2020, attended by the UN Resident Coordinator, Honourable Minister, EU Ambassador, the Heads of Agencies of the SI RUNOs, and the SI coordinating and technical teams. A roadmap was adopted which is under implementation towards the declaration.</li> <li>• A whole of government, whole of society approach - Engagement of key stakeholders on the Compact: In 2020, several stakeholders were engaged in the development of the policy briefs and the conceptualization of the compact. Almost all planned engagements with SI RUNOs, Donor Community, Government Ministries and departments, CSOs, Civil Society Reference Group were convened.</li> </ul>
<b>Adaptable (Optional)</b>	The lessons will be harnessed when it is operational.
<b>Replicable/Scale-Up (Optional)</b>	Zimbabwe will provide a case study for all other SI nations to replicate this important exercise. This will serve as an example for other countries on how they can develop and operationalize effective compacts responding to GBV. Some of the principles and approaches used in the development of the Compact in Zimbabwe can be adopted and replicated in other countries.
<b>Sustainable</b>	<p>The compact is sustainable because it will support and strengthen several processes that are leading to enhanced national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with relevant partners and stakeholders. to ensure scalability and sustainability beyond the life span of the Spotlight Initiative in Zimbabwe.</p> <p>Key elements that will make the practice sustainable:</p> <ul style="list-style-type: none"> <li>• National ownership and political will - While there is already promising signs of national ownership and the will to operationalize the compact at the Highest Level of Government, this is one key element that should be secured to enable effective implementation and sustainability of results achieved.</li> <li>• Harnessing Momentum from various stakeholders. An inclusive, multi-sectoral, multi-layered, interlinked community-centred approach to the elimination of SGBV and HPs in Zimbabwe will be imperative in ensuring the sustainability of gains recorded across all sectors.</li> <li>• Accountability of all stakeholder to implement the HLPC action plan will be pivotal to the sustainability of the HLPC. The implementation plan and monitoring framework will be imperative in enhancing the required accountability by all stakeholders.</li> <li>• Alternative financing options for GBV prevention and response in the country. To ensure sustainability, the HLPC will provide financing options for GBV, and support the development of an intersectoral funding model. This will strengthen political will by addressing financing challenges/gaps in responding to GBV, and proffer financing strategy options that can be adopted to ensure the provision of the required resources for prevention and response, scaling-up and sustainability of ongoing efforts.</li> </ul>
<b>Validated (for a good practice only)</b>	This is pending and will be the next steps.
<b>Additional details and contact information</b>	<p>We will provide further documentation on the compact</p> <p>UN Focal Person – Tafadzwa Muvingi, Team Leader Governance and Peacebuilding Unit – UNDP <a href="mailto:tafadzwa.muvingi@undp.org">tafadzwa.muvingi@undp.org</a></p>



Title of the Innovative, Promising or Good Practice	Forensics
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</b>	UNICEF under the Spotlight Initiative is strengthening the capacity and capability of police, health and justice personnel to collect, analyse and present forensic evidence, such as DNA evidence, in SGBV cases. After creating an evidence base on the gaps and bottlenecks of the forensic evidence system in Zimbabwe, UNICEF has supported system strengthening and capacity development initiatives as well as procured essential equipment and consumables for the collection and analysis of forensic evidence in SGBV cases (under Pillars 2 and 4). This support is expected to have an immense impact on the adjudication of SGBV cases, as it will for the first time in Zimbabwe's history, introduce the regular use of DNA evidence in SGBV court cases. Forensic evidence such as DNA is amongst the most important pieces of evidence in SGBV cases, which often take place without witnesses and hence end in the acquittal of the accused due to lack of evidence.
<b>Objective of the practice</b>	<p>The goals of the various activities aiming at improving the forensic evidence capability and capacity are as follows:</p> <ol style="list-style-type: none"> <li>1. Create a better understanding of the gaps and bottlenecks in the collection, transportation, analysis and presentation of forensic evidence in SGBV cases, all the way from the crime scene to the court room; develop concrete long- and short term up-, mid- and down-stream recommendations on how the forensic evidence system can be strengthened; all following activities are based on the findings of the assessment (2020)</li> <li>2. Support the Zimbabwe Republic Police (ZRP) in the drafting of forensic guidelines, which set international yet implementable standards for the collection, transportation and analysis of forensic evidence in SGBV cases (2020)</li> <li>3. Support multi-sectoral trainings on the new forensic guidelines for police, health, prosecution and judiciary, with the aim to create multi-sectoral clusters of excellence in each Spotlight province (2021)</li> <li>4. Procurement of consumables and relevant equipment for the sexual assault kits (used to collect DNA evidence in SGBV cases from victim and suspect); procurement of early evidence kits, which can be used to collect forensic evidence from the victim and suspect once case is reported to police (rational: a lot of evidence is lost from the time the case is reported to the police until the victim reaches the hospital where the sexual assault kits are administered; early evidence kits can hence ensure that forensic evidence such as debris, saliva, semen and other sources of evidence (excluding intimate body samples) can be collected already at the police station); procurement of generic crime scene management utensils and consumables (such as brushes powders, evidence transport bags) essential to ensure integrity and admissibility of forensic evidence (2021)</li> <li>5. Purchasing of DNA analysis equipment for the ZRP Forensic Lab: so far, DNA evidence as contained in semen, blood and debris is not being used in SGBV cases, as the ZRP is lacking the equipment; as a consequence, sexual assault kits administered over the past years have not been analysed and the evidence not been used in court (current backlog of around 1,100 sexual assault kits relevant for active SGBV cases); UNICEF is purchasing the DNA equipment for the ZRP, including consumables to clear the backlog of cases and deliver justice to the victims; in addition, UNICEF will provide comprehensive training for the ZRP forensic staff to extract, analyse, interpret and present forensic evidence in SGBV cases.</li> </ol>
<b>Stakeholders involved</b>	<ul style="list-style-type: none"> <li>• Forensic evidence in criminal cases falls under the mandate of the ZRP, who have been driving this process and set the strengthening of the forensic system as one of the top priorities for the Spotlight Initiative.</li> <li>• However, ZRP works closely with other stakeholders such as health, prosecution and judiciary, as well as CSOs such as the UNICEF Spotlight CSO partner Adult Rape Clinic), who provide post-rape care to survivors; ZRP shows strong ownership of this multi-sectoral approach as they coordinate and invite the other stakeholders for UNICEF supported interventions.</li> <li>• Ultimate beneficiaries are all survivors of SGBV, who report these offences to the criminal justice system.</li> </ul>
<b>What makes this an innovative, promising, or good practice?</b>	Forensic evidence, in particular DNA evidence, plays a crucial role in sexual and GBV offences cases. These offences are often times committed in the private sphere and hence without any witnesses, leading to a he-said-she-said scenario in court. If prosecution cannot prove the guilt of the accused beyond reasonable doubt, often with the assistance of forensic evidence, in particular DNA evidence, the court needs to acquit the accused. This considerably hampers the functionality and the trust in the criminal justice system and demotivates survivors to report these cases in the first place. Therefore, strengthening the forensics system in the context of SGBV is a critical milestone in creating a criminal justice system which is actually delivering justice to survivors.
<b>What challenges were encountered and how were they overcome?</b>	<ul style="list-style-type: none"> <li>• Considering the multiple gaps and challenges in the forensics system, there was a need to prioritise strategic interventions which will create the foundation for a stronger forensic system in Zimbabwe: ZRP and UNICEF collaborated to identify and action priorities</li> <li>• Sustainability: high costs to continue to run DNA tests and procure consumables: ZRP developed a five-year strategic plan, submitted a dedicated forensics budget to Cabinet and pledged to prioritise the purchase of consumables relevant to run DNA tests and procure SGBV equipment</li> <li>• Knowledge gap across the ZRP first respondents on basic principles of forensic evidence; as first respondents (beat and patrol officers) are charged with securing the crime scene, they need to receive basic training on forensic evidence; as a solution, forensic evidence principles were integrated in the newly developed police training manuals under the Spotlight Initiative, which form part of the ZRP curriculum and will be used to train pre- and in-service police officers.</li> </ul>
<b>Outputs and Impact</b>	<ul style="list-style-type: none"> <li>• Assessment on the gaps, bottlenecks and opportunities of forensic evidence in SGBV cases in Zimbabwe finalised</li> <li>• Forensic guidelines for ZRP drafted and approved by the Commissioner General</li> <li>• Multi-sectoral training on the new forensic guidelines to be conducted in February/March 2021</li> <li>• Consumables for sexual assault kits, early evidence kits and crime scene management consumables/tools to be delivered in March 2021</li> <li>• DNA equipment, consumables and training: March – May 2021</li> </ul>
<b>Adaptable (Optional)</b>	

<b>Replicable/Scale-Up (Optional)</b>	Spotlight will build on the above interventions and proposes the below activities: <ul style="list-style-type: none"> <li>• Support the drafting of the DNA and Evidence Bill which will set the legal framework for use of DNA in criminal justice procedures</li> <li>• Extend training efforts on forensics to first respondents and build multi-sectoral clusters of excellence on district level</li> <li>• Provide training to prosecutors and judiciary on the use of DNA evidence in court (admissibility, weight given to presented evidence, cross-examination of forensic expert witnesses)</li> </ul>
<b>Sustainable</b>	<ul style="list-style-type: none"> <li>• ZRP with its strategic plan and funding request to Cabinet already made an important step towards sustainability</li> <li>• Spotlight to include forensic evidence in its budget advocacy interventions</li> </ul>
<b>Validated (for a good practice only)</b>	
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# Spotlight Initiative

