2023–2027

Zimbabwe National Action Plan

For the Implementation of United Nations Security Council Resolution 1325 and Related Resolutions

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LIST OF ABBREVIATIONS

AU	African Union
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CPRMT	Conflict Prevention, Resolution, Management and Transformation
CSO	Civil Society Organization
DDC	District Development Committee
ECLF	Ecumenical Church Leaders Forum
FBO	Faith Based Organizations
FOPDZ	Federation of Organizations of Disabled People in Zimbabwe
GBV	Gender Based Violence
GSSD	Gender Sensitive Service Delivery
HP	Harmful Practices
IEC	Information Education and Communication
JSC	Judicial Services Commission
MWACSMED	Ministry of Women Affairs Community Small and Medium Scale Enterprise Development
MoDWVA	Ministry of Defense and War Veteran Affairs
MSME	Micro, Small and Medium Enterprises
MJLPA	Ministry of Justice, Legal and Parliamentary Affairs
MP	Member of Parliament
MFAIT	Ministry of Foreign Affairs and International Trade
MHANH	Ministry of Home Affairs and National Heritage
NAP	National Action Plan
PCRD	Post-Conflict Reconstruction and Development
NASCOH	National Association of Societies for the Care of the Handicapped
NPRC	National Peace and Reconciliation Commission
NGP	National Gender Policy
OSC	One Stop Centre
PPC	Parliamentary Portfolio Committee
PDC	Provincial Development Committee
PWD	Persons With Disability
REC	Regional Economic Communities
SADC	Southern Africa Development Community
SDGs	Sustainable Development Goals
SGBV	Sexual Gender Based Violence
SMEs	Small and Medium Enterprise
SOPs	Standard Operating Procedures
SRHR	Sexual Reproductive Health
UN	United Nations
UNICEF	United Nations Children's Fund
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNFPA	United Nations Population Fund
UNCT	United Nations Country Team
UNSCR	United Nations Security Council Resolution
WPS	Women Peace and Security
WLSA	Women and Law in Southern Africa
WILPF	Women's International League for Peace and Freedom
WCoZ	Women's Coalition of Zimbabwe
WPS	Women, Peace and Security

ZCC	Zimbabwe Council of Churches
ZEC	Zimbabwe Electoral Commission
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZRP VFU	Zimbabwe Republic Police Victim Friendly Unit
ZMC	Zimbabwe Media Commission
ZWLA	Zimbabwe Women Lawyers Association

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PREFACE

In October 2000, the United Nations Security Council (UNSC) unanimously adopted a Resolution on Women, Peace, and Security, hereinafter known as UNSCR 1325. The UN Security Council Resolution 1325 (UNSCR 1325) was the first UN resolution which recognised that women were disproportionally and uniquely impacted upon in armed conflict. The UNSC adopted UNSCR 1325, acknowledging that the nature of conflict was changing, with women often bearing the disproportionate brunt of conflict. UNSCR 1325 called on States to address the impacts conflict have on women and girls and to systematically mainstream their needs and perspectives when designing intervention programmes.

UNSCR 1325 calls on Member States to increase women's participation at all decision-making levels in national, regional, and international institutions and mechanisms for the prevention, management and resolution of conflict. It further urges Member States to take measures to support local women's peace initiatives and indigenous processes for conflict resolution and to involve women in all peace agreement implementation mechanisms.

Since the adoption of UNSCR 1325, the UNSC has passed nine (9) additional resolutions, developing, and expanding the focus, creating what is now known as the WPS agenda (making them a total of 10 Resolutions).[1] Collectively, these Resolutions clearly demonstrate the growing global recognition of the different ways in which conflict affects women and men, boys and girls, and their potential in building long-term recovery and peace. The WPS Agenda recognizes women's agency and leadership in conflict resolution, peacemaking, peacekeeping, and peacebuilding, and therefore calls for their meaningful participation at all levels of peace and security processes.

While UNSCR 1325 was traditionally associated with countries undergoing conflict, today, it is increasingly being acknowledged that this Resolution is an international normative framework that is not focused exclusively on situations of armed conflict. UNSCR 1325 can be applied to all contexts, including countries that are enjoying peace. This is because the Resolution provides for measures and strategies that can be implemented to address a whole range of security challenges, including non-military security challenges such as domestic violence, migration, climate change, and uneven economic development.

Through UNSCR 1325, UN Member States, including Zimbabwe, are encouraged to come up with National Action Plans for implementation of the Women, Peace and Security (WPS) agenda.

Zimbabwe is party to several international normative frameworks, which advance the WPS Agenda, including the Sustainable Development Goals (SDGs), which were adopted by the UN in 2015. The SDGs call on States to create more just, peaceful and inclusive societies and to strive to achieve gender equality and empower all women and girls.

At the continental level, Zimbabwe is also party to the African Union (AU)'s normative frameworks, which are aligned to the Women's, Peace and Security Agenda. These include the AU's Agenda 2063, whose Aspiration 6 has the vision of building inclusive and gender-responsive peace, by ensuring that women and youth considerations are mainstreamed into the efforts to silence the guns in Africa.

The WPS Agenda is also aligned with the AU's Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (also known as the Maputo Protocol), which was adopted on 11 July 2003 in

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[1]The United Nations (UN) Security Council adopted a total of ten resolutions on "Women, Peace and Security". These resolutions are: 1325 (2000); 1820 (2009); 1888 (2009); 1889 (2010); 1960 (2011); 2106 (2013); 2122 (2013); 2242 (2015), 2467 (2019), and 2493 (2019). These resolutions make up the Women, Peace and Security Agenda, and they guide work to promote gender equality and strengthen women's participation, protection, and rights across the conflict cycle, from conflict prevention through post-conflict reconstruction

Maputo, Mozambique. Articles 9, 10 and 12 of the Maputo Protocol speak about the right to peace, and the right to political participation, governance, and decision-making processes.

Zimbabwe ascribes to the Solemn Declaration of Gender Equality in Africa (SDGEA), which was adopted in 2004, which keeps gender equality issues on the agenda and sets out measures to ensure full and effective participation and representation of women in peace processes as stipulated in UNSCR1325, including the appointment of women as Special Envoys and Special Representatives of the African Union.

At the regional level, Zimbabwe is a state party to the Southern African Development Community (SADC)'s Gender and Development Protocol, which was adopted in 2008 and came into full force in 2013, then further revised n 2016. Article 28 of the SADC Gender and Development Protocol addresses issues of women, peace, and security, and further reiterates the recommendations of UNSCR 1325 by urging State Parties to put in place measures to ensure equal representation and participation of women in key decision-making positions in conflict resolution, and peace building. The SADC Protocol on Gender and Development further identifies women's political participation as a key priority area.[2]

In 2018, and as part of operationalising Article 28 (Peace Building and Conflict Resolution) of the SADC Protocol on Gender and Development, SADC developed its Regional Strategy on Women, Peace, and Security to facilitate mainstreaming of gender into SADC's Peace and Security Structures and Processes. The SADC Regional Strategy on WPS also calls upon Member States to adopt and implement measures to ensure equal representation and participation by both men and women in peace and security processes.

The Case for a NAP on UNSCR in Zimbabwe

Zimbabwe has been adherent to the WPS Agenda, albeit without having a National Action Plan on UNSCR 1325. In 2013, Zimbabwe adopted a new Constitution, which prominently speaks on advancing the rights of women and girls in all spheres of life- that is, economic, social, and political.

In 2017, Zimbabwe witnessed new leadership, ushering a New Dispensation contributing towards building confidence and trust in the country's transition through a broad-based approach which incorporated coexistence and peaceful resolution of conflicts including national reconciliation and conflict management.

In 2018, the New Dispensation adopted the Transitional Stabilisation Programme (TSP), as a blueprint for the country's socio-economic advancement and development. The TSP outlines policies, strategies and projects that guide Zimbabwe's social and economic development interventions and lays a robust base for economic growth for the period 2021-2030.The TSP sought among other things, to promote meaningful participation of citizens- including Women Peace and Security. The second Republic continues to promote women and peace building through its National Development Strategy with a Pillar on Peace and Security.

Against this background of emerging opportunities to advance the WPS Agenda, the Ministry of Women Affairs, Community, Small and Medium Enterprises (MWACSMED) and Ministry of Defence and War Veterans Affairs (MoDWVA), have worked together to facilitate with leading the WPS Agenda. In December 2021, the MoDWVA, in collaboration with the MWACSMED, the National Peace and Reconciliation Commission and the Women's Coalition of Zimbabwe (WCOZ), with support from UN Women, guided the provincial consultative process on developing the NAP of the WPS Agenda.

Zimbabwe's NAP on UNSCR 1325 draws our attention to the participation of women in peace and security as an essential component in our national development agenda. Every effort has been made to ensure that

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[2]SADC also adopted the Declaration on the Prevention and the Eradication of Violence against Women and Children (1998). In 2009, SADC developed the Framework for Achieving Gender Parity in Political and Decision-Making Positions by 2015. The revised SADC Gender and Development Protocol (2016) recognizes that GBV is a threat to human security, peace and development in the region.

this document is an accurate representation of the contributions of different stakeholders at national and sub-national levels.

This document should be viewed and used as a functional mechanism for peaceful prevention and resolution of conflict at all levels and a culture of peace and tolerance nurtured in Zimbabwe through peace education. It requires concerted and coordinated efforts by Government to advocate for the significant reduction of gender-based violence; making women and girls feel secure through a process of awareness and capacity building. It also calls for the redesign of peace and security and humanitarian processes to include women and girls systematically and meaningfully- including peacebuilders, refugees, other forcibly displaced and stateless women and girls – in the decision that impact their lives.

The Ministry of Women Affairs, Community, Small and Medium Enterprises Development and the Ministry of Defence jointly acknowledge, with much appreciation the support received from UN Women and the Irish Embassy in the development of this National Action Plan.

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ACKNOWLEDGEMENTS

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KEY TERMS

CONFLICT - arises over "perceived incompatibilities of interests." Conflict can be violent or non-violent, interpersonal, intra-personal, inter and intra-group and inter and intra-state. When parties to a group or state conflict take up arms to settle perceived irreconcilable differences, they enter the sphere of warfare. Conflict moves through various stages, escalating and de-escalating over time. The various stages of conflict require different tools of intervention, i.e., in the build-up stage (conflict prevention), in the crisis stage (peace-making) and in the post-conflict stage (peace enforcement, peacekeeping, post-conflict peacebuilding and reconciliation).

CONFLICT MANAGEMENT - refers to the processes aimed at the limitation, mitigation and containment of conflict.

CONFLICT PREVENTION - strategies aimed at anticipating or averting conflict.

EARLY WARNING - in this context is defined as "communication of information of a crisis area, analysis of that information, and development of potential, timely, strategic response options to the crisis."[3] It is therefore concerned with the prevention and mitigation of conflict. Early warning is not confined to use in conflict situations, it has most often been used in disaster management.

GENDER - refers to the socially constructed roles, behaviours, attributes and relationships between men and women.

GENDER EQUALITY - "Means that men and women have equal rights, opportunities and conditions for realising their full human rights and for contributing to, and benefiting from economic, social, cultural and political development."[4]

GENDER MAINSTREAMING - "is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The goal is to achieve gender equality."[5]

GENDER RESPONSIVENESS - reflects an understanding of the gendered dimensions of a particular situation and creates an environment that responds appropriately.

GENDER SENSITIVITY - means to be aware of the differences between men and women, how they are being included or excluded programs or actions and to advance equal treatment for both.

HUMAN SECURITY - Human security challenges traditional notions of security that have focused on the state. It argues that the focus of security should be the individual and redefines security as 'freedom from fear, freedom from want.' It offers a people-centred view of security. Emphasizing the everyday safety of populations through improved public services and programs to combat poverty. It addresses key issues, such as health, environment, economy, society, education, and community. Human security not only protects but empowers people and societies as a means of security. By focusing on the individual, the human security model aims to address the security of both men and women equally.

[3]Katarína Buganová .2013 Warning Systems in Crisis Management .Accessed January 2013 https://www-researchgate-net.
[4]https://www.unicef.org/
[5]Gender Mainstreaming: The Economic And Social Council For 1997.Accessed 18 September 1997

HUMAN TRAFFICKING - is "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation."

PARTICIPATION - in this Strategy Document refers to creating equal opportunities for women and men to be represented in and to fully engage on peace and security structures and processes.

PATRIARCHY - a system of social structures and practices, in which men govern, oppress and exploit women." Patriarchal violence is then any kind of violence that creates or maintains men's power and dominance or avenges the loss of their power.

PEACE - is often viewed as the "absence of violence, absence of war." Johan Galtung refers to this conceptualization of peace as "negative peace" and prefers a conceptualization of peace as: "the integration of human society" and/or "non-violent and creative conflict transformation."[6] He is therefore including a focus on the structural conditions of society that are experienced as violent (poverty, hunger, discrimination, injustice, etc). "Positive peace" is when we move beyond the absence of war to creating the social, economic and political conditions that enable peaceful lives.

PEACEBUILDING - processes aimed at resolving and transforming conflicts and enabling durable peace. It "strengthens the synergy among the related efforts of conflict prevention, peace-making, peacekeeping, recovery and development, as part of a collective and sustained effort to build lasting peace."[7]

PEACE-MAKING - is action to bring hostile parties to agreement through peaceful means such as mediation and negotiation.

PEACEKEEPING - is the deployment of military, police and civilian personnel into a post-conflict country with the consent of all parties concerned: normally by the UN/AU or Regional Economic Communities (RECs).[8]

PEACE SUPPORT OPERATIONS - is broader than peacekeeping and includes conflict prevention, peace-making, peacekeeping and peace building. Security Sector: consists of those entities that play a role in ensuring the safety of the state and its people, for example, the Defence Force, law enforcement agencies (Police, Correctional Services, Justice, Immigration), and private security.[9]

RESILIENCE - The ability of a system, community or society exposed to hazards to resist, absorb, accommodate, adapt to, transform and recover from the effects of a hazard in a timely and efficient manner, including through the preservation and restoration of its essential basic structures and functions through risk management.[10]

SEXUAL AND GENDER-BASED VIOLENCE - The acts perpetrated against women, men, girls and boys on the basis of their sex which causes or could cause them physical, sexual, psychological, emotional or economic harm. The forms of gender violence include domestic violence; sexual abuse, including rape and sexual abuse of children by family/ non-family members; forced pregnancy; sexual slavery; forced marriage; traditional practices harmful to men and women; violence in armed conflict; violence in post-conflict situations; neglect; trafficking of persons particularly women and girls and emotional abuse.[11]

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[6]The Concept of Peace Violence and Conflict_June 2020 Available on https://www.academia.edu/43438863/
[7]https://www.un.org/peacebuilding .Accessed September 2010
[8]Peacewomen.org/wp-content/uploads/2021/08/RAP-2018-2022-SADC.pdf
[9]United Nations Peacekeeping Operations Principles and Guidelines 2008 https://peacekeeping.un.org/sites/default/files/capstone_eng_0.pdf
[10]Implementing-Sendai-framework Available on https://www.undrr.org/
[11]Hrlibrary.umn.edu. Accessed on 12 September 2017 in Namibia NAP 2019

NEGATIVE MASCULINITIES - a set of behaviours and beliefs that include suppressing emotions or masking distress, maintaining an appearance of hardness and violence as an indicator of power (think: "tough-guy" behaviour) Negative masculinity can come from teaching boys that they can't express emotion openly; that they have to be "tough all the time"; that anything other than that makes them "feminine" or weak[12].

UNSCR 1325 NATIONAL ACTION PLAN - is a strategy or plan developed by a state to implement UNSCR 1325 and other resolutions of the Women, Peace and Security agenda. Plans should contain concrete recommendations on how women should be included in all peace and conflict related decisions and processes, and how to prevent violence against women and to protect women. Plans should contain clear goals, actions and responsibilities and mechanisms for monitoring and evaluation.[13]

WOMEN, PEACE AND SECURITY AGENDA - is an agenda that recognises that women in particular are victims of conflict, but places emphasis on the transformative potential of including them as actors in peace and security structures and processes. "Women's agency, voice, and capacities, and a real gender perspective are critical to local dialogues, better policies and more equitable peace deals ."[14]

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[12]New York Times 2019 .What Is Negative Masculinity? https://www.nytimes.com/2019/01/22/us/negative-masculinity.html
[13]PRIO, 2014. "OSCE Study on National Action Plans on the Implementation of the UNSCR 1325."
[14]Regional Strategy On Women, Peace And Security 2018 – 2022 SADC Regional Strategy On Women, Peace And Security 2018 – 2022.1325naps

SECTION ONE: BACKGROUND

The UN Security Council resolution 1325 (UNSCR 1325), which was unanimously adopted in October 2000, provides a gender perspective to peace and security matters. The Resolution stresses the importance of the equal participation and full involvement of women in all efforts to maintain and promote peace and security. The resolution also addresses the need for state parties to establish mechanisms for the prevention, management, and resolution of conflict. The resolution further calls for the prevention of violence against women, and the prosecution of violators. It calls for the protection of women and girls from sexual and gender-based violence, "including in emergency and humanitarian situations, such as in refugee camps." UNSCR1325. Lastly it calls for gender sensitive relief and recovery measures, programmes and initiatives.

The Resolution further calls for the strengthening women's rights under national law and supporting local women's peace initiatives and conflict resolution processes. UNSCR 1325 provides a gender perspective into peacekeeping operations and peace building initiatives. It calls for the increased participation of women at all decision-making levels in national, regional, and international institutions. It also calls for the participation of women in peace keeping, peace negotiations and the appointment of more women and to as special representatives and envoys.

Following the adoption of UNSCR 1325, nine (9) additional resolutions on Women, Peace and Security (WPS) have been adopted. These additional Resolutions elaborate on and strengthen UNSCR 1325, and collectively, they encapsulate what is now known as the WPS agenda (making them a total of 10 Resolutions).[15]The UN Security Council adopted Resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015) and 2272 (2016). Collectively, these Resolutions clearly demonstrate the growing global recognition of the different ways in which conflict affects women and men, boys and girls, and their potential in building long-term recovery and peace.

Since the adoption of UNSCR 1325 on 31 October 2020, 10 UNSC resolutions constituting the WPS Agenda, have been adopted (see below).

Resolution/ Year	Core Provisions
S/RES/1325 (2000)	Addresses the impact of conflict on women and recognizes the contribution of women in preventing and resolving conflict, and their role in maintaining international peace and security. Highlights the importance of women's full and equal participation in matters of peace and security; acknowledges women's specific security needs and their right to protection from sexual and gender-based violence and abuse in conflict. It calls for the adoption of a gender perspective in peace negotiations, during the implementation of peace agreements and in all Peacekeeping Operations (PKOs).
S/RES/1820 (2008)	Recognizes conflict-related sexual violence as a tactic of war used by warring parties to achieve military or political ends. Focus on protection and strengthened efforts to end Sexual Violence in Conflict (SViC) and impunity for these crimes, to ensure adequate support for survivors, the need to exclude these crimes from amnesty provisions and addresses the possibility for sanctions against perpetrators. Requests strengthened

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[15]The United Nations (UN) Security Council adopted a total of ten resolutions on "Women, Peace and Security". These resolutions are: 1325 (2000); 1820 (2009); 1888 (2009); 1889 (2010); 1960 (2011); 2106 (2013); 2122 (2013); 2242 (2015), 2467 (2019), and 2493 (2019). These resolutions make up the Women, Peace and Security Agenda, and they guide work to promote gender equality and strengthen women's participation, protection, and rights across the conflict cycle, from conflict prevention through post-conflict reconstruction

Resolution/ Year	Core Provisions
	efforts to implement the UN policy of zero tolerance for sexual exploitation and abuse and to develop effective guidelines for the protection of civilians, particularly women and children, from sexual violence.
S/RES/1888 (2009)	Reaffirms that sexual violence can exacerbate armed conflict and impede the restoration of peace and security. Calls for more effective implementation of previous resolutions and protection from all forms of sexual violence. Requests the establishment of a Special Representative of the Secretary-General on SViC to provide high-level leadership and the establishment of women's protection advisers in peacekeeping missions. It also highlights the need for regular monitoring and reporting, thorough investigations, and the continued importance of women's participation in all processes.
S/RES/1889 (2009)	Focuses on post-conflict peacebuilding, the need for gender mainstreaming and on women's participation in all stages of peace processes. Highlights the need to increase the participation of women in peace and security governance at all levels, women's empowerment, the importance of specifying the specific needs of women and girls and create global indicators to measure the implementation of UNSCR 1325 (2000).
S/RES/1960 (2010)	Reaffirms the earlier commitments to address sexual violence and calls for conflicting parties to commit to combating sexual violence. Mandates the creation of tools to combat impunity by listing credibly suspected perpetrators in the Secretary-General's Annual Report, and by establishing monitoring, analysis and reporting arrangements. Also encourages the deployment of more female military and police personnel.
S/RES/2106 (2013)	Reaffirms the necessity to combat impunity and lack of accountability for sexual violence. Focuses on operationalising current obligations rather than on creating new structures/initiatives and includes language on women's participation and important role in combating sexual violence, while supporting recourse to avenues of justice. Links gender equality/women's empowerment to prevention and protection from sexual violence in conflict. Recognises that sexual violence also affects boys and men, and those who are secondarily traumatised as survivors and forced witnesses.
S/RES/2122 (2013)	Emphasises the need for timely information and analysis about the impact of war on girls and women and identifies UN Women as one of the key UN entities providing information and advice on the participation of women in peace and security governance. Stresses the importance of the inclusion of and support for women's civil society organisations. In addition to a high-level review of the implementation of UNSCR 1325, it sets out concrete methods for combating the deficit in women's participation, such as recognising the need to address the root causes of armed conflict and security risks faced by women. Furthermore, it calls for the provision of multi-sectoral services to women affected by conflict, linking disarmament to gender equality, and the need to increase the number of women, as well as gender expertise, in all mediation teams.
S/RES/2242 (2015)	Focuses on women's participation, particularly in conflict prevention and mediation. Integrates WPS in all UNSC country situations and establishes an Informal Expert Group on WPS. It highlights the need to add a gender perspective and WPS considerations to sanction committee deliberations and links WPS to Countering Violent Extremism/Counterterrorism (CVE/CT), highlighting women's role in preventing

Resolution/ Year	Core Provisions
	radicalisation. Encourages the assessment of strategies and resources with regard to the implementation of the WPS Agenda; highlights the importance of collaboration with civil society; calls for increased funding for gender-responsive training, analysis and programmes and the integration of gender as a cross-cutting issue in CVE/CT agendas. Also highlights the importance of engaging boys and men in promoting women's participation.
S/RES/2467 (2019)	Recognises sexual violence in conflict as a continuum of recurrent forms of violence against women and girls and that empowering women is necessary to counter its root causes. Calls for conflicting parties around the world to put an immediate end to sexual violence, to prevent such acts from happening in the future, and introduces accountability measures for perpetrators of sexual violence. It calls for the implementation of effective support measures for survivors of sexual violence and states, if pregnancy is a result, the need to grant equal rights for the survivor and the child. Also links sexual violence to the illicit trade in natural resources.
S/RES/2493 (2019)	Focuses on the full implementation of all previous WPS resolutions and ongoing work on a regional, national, and local level. Calls for Member States to promote women's rights; encourages the creation of safe operational environments for civil society and human rights defenders working to promote women's rights and increase the participation of women in all processes related to peace and security, including through the mainstreaming of a gender perspective.

Collectively these resolutions and recommendations urge Member States and all relevant stakeholders to not only be cognizant of women as victims during conflict and to provide for their protection, but to also see them as actors and empower them to participate in creating more sustainable peace and security for all.

The WPS Agenda recognizes women's agency and leadership in conflict resolution, peacemaking, peacekeeping, and peacebuilding, and therefore calls for their meaningful participation at all levels of peace and security processes. Additionally, the WPS agenda seeks to promote women's participation in peace and security, and advocates for the prevention of all forms of violence against women and girls, and the protection of women in conflict and non-conflict situations.

The WPS augments other international normative frameworks such as the Sustainable Development Goals (SDGs,), which were adopted by the UN in 2015. The SDGs call on UN States to create more just, peaceful, and inclusive societies and to strive to achieve gender equality and empower all women and girls. The SDGs emphasize that "gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world." Although gender equality is a cross cutting theme across all the SDG the following SGDs are relevant to the WPS agenda.

Goal 5: Achieve gender equality and empower all women and girls.
The highlights of SDG 5 are;
· End all forms of discrimination against all women and girls everywhere;
· Eliminate all forms of violence against all women and girls in the public & private spheres;
· Recognise and value unpaid care and domestic work through the provision of social
protection policies;
· Ensure women's full and effective participation and equal opportunities for leadership at
all levels of decision making.

Goal 8: Decent Work and Economic Growth

The major highlights include;
· Commits countries to promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
· Calls for an end to forced labour, modern slavery and human trafficking;
· Target 8.8 calls for safe working environments for all workers, including women migrants and those in precarious employment.

Goal 16: Peace Justice and Strong Institutions

SDG 16 has 12 targets, focusing on the rule of law, protection from violence and addressing the causes and effects of conflict. Major highlights include;
· Commitment to promote peaceful and inclusive societies for sustainable development;
· Calls for provision of access to justice for all and building of effective, accountable, and inclusive institutions at all levels;
· Calls on states to ensure responsive, inclusive, participatory and representative decision-making at all levels;
· Calls for promotion of gender-responsive decision-making.

The WPS Agenda also builds on previous instrument adopted by the United Nations, including the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), which provides a comprehensive set of rights, for women in civil, political, economic, social and cultural spheres. CEDAW, which was adopted in 1979,[16] stipulates the need to redress gender inequalities and eradicate all forms of discrimination against women of all ages in all spheres of life. This includes women's participation and representation in positions of power and decision-making at all levels.

CEDAW calls for equality between women and men in all civil, political, economic, social, and cultural rights and it emphasizes the importance of equal participation of women with men in public life. The Convention (CEDAW) reiterates the right of women ''to hold public office and perform all public functions at all levels of government." More specifically,

> Article 7 of CEDAW stipulates that: State Parties shall take appropriate measures to eliminate discrimination against women in the political and public life of the country and, shall ensure women, on equal terms with men, the right:
> a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies.
> b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

In 2013, the Committee on the Elimination of Discrimination Against Women (CEDAW Committee) in 2013 strengthened the Women Peace and Security Agenda, by adopting General Recommendation 30 on women in conflict prevention, conflict and post-conflict situations. The recommendation calls on State parties to ensure the development of NAPs that are compliant with the Convention and to allocate adequate budgets for their implementation. The Government of Zimbabwe ratified CEDAW in 1991 and has since submitted periodic reports to the Committee. Following its submission to the Committee in 2020, Government developed and adopted a NAP to implement the Concluding Observations and recommendations of the CEDAW Committee.

Furthermore, the Beijing Declaration and Platform for Action (BPfA) (1995) recognizes the imperative for women's rights to equal political participation at all levels of government. The BPfA urges member states

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[16]CEDAW came into full force in 1981.

The WPS Agenda is classified into four (4) pillars, which are described as follows:

Prevention:
Measures to prevent violent conflict and establish a safe and secure environment for women and girls. This includes prevention of violent conflict and all forms of structural and physical violence against women and girls, including sexual and gender-based violence (SGBV). UNSCR 1325 calls for enhanced efforts towards improving intervention strategies in the prevention of violence against women, including by prosecuting those responsible for violations of international law; strengthening women's rights under national law; and supporting local women's peace initiatives and conflict resolution processes.

Protection:
Promote and safeguard the human rights of women and girls and take special measures to protect them from sexual and gender-based violence in all contexts, including in peacetime, situations of armed conflict and in post conflict situations. UNSCR 1325 specifically calls for the protection of women and girls from sexual and gender-based violence, including in emergency and humanitarian situations, such as in refugee camps. For countries that are not in conflict situations, this entails establishing mechanisms that are designed to prevent sexual and gender-based violence even during peacetime, ensuring that there is accountability. Protection mechanism reduce and mitigate the risk of sexual and gender-based violence, at all stages of the conflict, including peacetime, conflict and in post-conflict situations.

Participation:
Measures to promote and support women's active and meaningful participation in all conflict-prevention conflict management, and conflict-resolution and peacebuilding and peace negotiations processes, mechanisms and institutions, as well as mainstreaming gender perspectives into all peace and security activities and strategies. UNSCR advocates for women's meaningful participation at all levels of decision-making, including participating in peace processes, such as peace negotiations, peacebuilding infrastructures and post conflict and transitional structures and processes. The participation pillar also addresses women's participation in the security sector, justice sector, politics, public affairs, public decision-making and governance processes.

Relief and Recovery:
Measures to promote women's equal access to relief and recovery distribution mechanisms and services and ensure that their specific needs are considered. UNSCR 1325 calls for the advancement of relief and recovery measures to address international crises through a gendered lens, including by respecting the civilian and humanitarian nature of refugee camps, and considering the needs of women and girls in the design of refugee camps and settlements. This includes analyzing how women are being fully engaged to support processes of socio-economic and political reform, supporting peace, security and reconciliation, and engaging in activities that will contribute towards renewal of the social contract between the state and the population.

Zimbabwe is also party to regional and international normative frameworks on gender equality and the empowerment of women. At the continental level, Zimbabwe is party to the African Union (AU)'s normative frameworks, which are aligned to the Women's, Peace and Security Agenda. Article 4 (I) of the Constitutive Act of the African Union (2001) identifies the promotion of gender equality as one of its governing principles. The AU's Agenda 2063, which is the continent's strategic framework that aims to deliver on its goal for inclusive and sustainable development and is a concrete manifestation of the pan-African drive for unity, self-determination, freedom, progress and collective prosperity pursued under Pan-Africanism and African Renaissance.

Overall, Agenda 2063 advocates for the meaningful participation and leadership of women and their

efforts towards silencing the guns, enhancing good governance, democracy, respect for human rights, justice, and the rule of law towards a peaceful and secure Africa as outlined in Agenda 2063.The AU Agenda 2063 identifies seven Aspirations for the "Africa we want." Aspiration 4 has a vision for "an integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the international arena."

Additionally, Aspiration 6 has the vision of building inclusive and gender-responsive peace, by ensuring that gender and youth considerations are mainstreamed into the efforts towards "silencing the guns in Africa." The AU Agenda 2063 is hinged on the full and active participation of women in all its development, governance, peace, and security processes. Aspiration 6 calls for the imperative for gender-responsive and inclusive peace.

Zimbabwe is also party to the AU's Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (also known as the Maputo Protocol), which was adopted on 11 July 2003. Article 10 of the Maputo Protocol discusses the "Right to Peace," and it calls on States Parties to take all appropriate measures to ensure the increased participation of women in programs of education for peace and a culture of peace; and in the structures and processes for conflict prevention, management and resolution at local, national, regional, continental and international levels.

Additionally, Article 10 of the Maputo Protocol calls upon State parties to take appropriate measures to ensure the participation of women in, "the structures and processes for conflict prevention, management and resolution at local, national regional continental and international levels" and "in all aspects of planning formulation and implementation of post-conflict reconstruction and rehabilitation." Article 11 addresses the protection of women in armed conflicts.

Article 12 of the Maputo protocol urges Member States to put in place measures to protect women in conflict situations, including women with disabilities. Article 9 of the Maputo Protocol on the Right to Participation in the Political and Decision-Making, calls for the equal participation of women in the political life and governance processes. It calls for AU Member States to put in place measures such as affirmative action, in addition to adopting enabling national legislation which seek to ensure increased and effective representation and participation of women at all levels of decision-making processes.

Additionally, at the level of the AU, another normative instrument in support of the implementation of UNSCR 1325 is the Solemn Declaration on Gender Equality in Africa (SDGEA), which was endorsed and adopted in July 2004. Through SDGEA, AU Member States agreed to "ensure the full and effective participation and representation of women in peace process including the prevention, resolution, management of conflicts and post-conflict reconstruction in Africa as stipulated in UN Resolution 1325 (2000). SDGEA sets out measures to ensure full and effective participation and representation of women in peace processes, including "the appointment of women as Special Envoys and Special Representatives of the African Union."[17]

Additionally, the African Charter on Democracy, Elections and Good Governance (ACDEG), requires AU Member States to make decisive progress towards a 50-50 gender parity. Article 29 of the African Charter on Democracy, Elections, and Governance: calls on "State Parties to take all possible measures to encourage the full and active participation of women in the electoral process and ensure gender parity in representation at all levels."

In addition, the African Charter on the Rights and Welfare of the Child (adopted in 1990 and acceded to by 53 AU Member States) prohibits practices that might be prejudicial to a child's wellbeing, health, or life. The

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[17]The African Union: 15 Years of the Women, Peace and Security Agenda in Africa: Stocktaking and Perspectives, 2015, p.21

Charter sets obliges State Parties to provide protection to children against all forms of abuse, discrimination, neglect, and exploitation. Articles 21 and 22 of the African Charter on the Rights and Welfare of the Child, protect children against harmful social and cultural practices (child marriage, discrimination based on gender) and recruitment into armed conflict. Article 27 calls for State Parties to protect children from being recruited into child prostitution. Article 29 protects children from trafficking and abduction. Additionally, Article 16, section 2 of the Charter calls upon State Parties to establish monitoring mechanisms to prevent and protect children from abuse and exploitation.

Collectively, the Maputo Protocol, SDGEA, ACDEG and the African Children's Charter have a strong foundation in the AU Constitutive Act, which is the constitutional framework promoting gender equality and women's empowerment. To operationalize the WPS Agenda, the AU has put in place various strategies, including the African Union's Strategy on Gender Equality and Women's Empowerment (GEWE) (2018-2028), which underlines the importance of women's participation in decision-making.[18] In addition, the AU launched the African Women's Decade (2020-2030), which is the AU's implementation framework and the Fund for African Women, which provides the financial framework. Furthermore, the AU Commission's Department of Political Affairs and Peace and Security is also in the process of developing its Gender Mainstreaming and Women, Peace, and Security Strategy (2023-2028).

Other components of the AU WPS architecture include the AU Framework for Post Conflict Reconstruction and Development (2006), the African Union Gender Policy (2008), the AU Policy Framework for Security Sector Reform (2011) which all affirm the importance of UNSCR 1325 in their implementation. The AU Gender Policy provides a policy framework for gender and women's rights.

Regional Normative Instruments and Mechanisms Advancing the WPS Agenda

At the regional level, Zimbabwe is a member of SADC whose Treaty (1992) outlines the principles of sovereignty, solidarity, peace and security, equality human rights, democracy, and the rule of law, among others. The SADC Organ for Politics Peace and Security and Co-operation (SADC Troika) is a key instrument tasked with overseeing peace and security issues in the region. The SADC Organ was established to protect the people and safeguard the development of the Region against instability arising from the breakdown of law and order, intra-state conflict, inter-state conflict and aggression, and it also has a mandate to assist in resolving intra and interstate conflict.[19]

Zimbabwe is a state party to the SADC Protocol on Gender and Development, which was adopted in 2008, and came into effect in 2013, and then further revised in 2016. Zimbabwe ratified the SADC Gender and Development Protocol in 2009. Among its several provisions, the SADC Gender and Development Protocol calls for gender parity in decision-making and urges Member States to ensure at least 50% representation of women in public and private decision-making by 2015.

The SADC Protocol on Gender and Development urges State Parties to "put in place measures to ensure equal representation and participation of women in key decision-making positions in conflict resolution, and peace building in accordance with UNSCR 1325". It also calls on State Parties to take measures to prevent abuse of women and children in conflict as well as take measures to ensure perpetrators are brought to justice." The Protocol indicates that state parties shall, during times of armed and other forms of conflict, take such steps as are necessary to prevent and eliminate incidences of human rights abuses, especially of women and children, and ensure that the perpetrators of such abuses are brought to justice before a court of competent jurisdiction.

Article 28 of the SADC Gender and Development Protocol addresses women's participation in peacebuilding, peacemaking and conflict initiatives. In 2018, and as part of operationalising Article 28

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[18]36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf
[19]Regional Strategy On Women, Peace And Security 2018 – 2022, page 12

(Peace Building and Conflict Resolution) of the SADC Protocol on Gender and Development, SADC developed its Regional Strategy on Women, Peace, and Security (2018-2022) to facilitate mainstreaming of gender into SADC's Peace and Security Structures and Processes. The SADC Regional Strategy has since been updated to cover the period, 2022-2032, and it calls upon Member States to adopt and implement measures to ensure equal representation and participation by both men and women in peace and security processes. The SADC Regional Strategy is accompanied by an action plan for the implementation of UNSCR 1325. Among other initiatives, SADC Secretariat is currently involved in capacity building for its member state on the WPS Agenda, with a particular focus on NAP Development.

National Level Efforts Aligned to the WPS Agenda in Zimbabwe

Zimbabwe is committed to gender equality in all initiatives towards the achievement of women empowerment and sustainable peace and security. The Government of Zimbabwe has ratified the major international, continental, and regional instruments, which are supportive of the WPS Agenda. Zimbabwe is party to CEDAW. The latest report of the government to the CEDAW Committee in 2020 the government prepared a National Action Plan to address the concluding observations and recommendations of CEDAW. Zimbabwe is also party to the UNSCR 1325, the UN Convention on the Rights of Persons with Disabilities (UNCRPD) the Maputo Protocol, SDGEA, and the SADC Gender Protocol, as well as the SADC Regional Strategy on Women, Peace, and Security (2022-2032).

At national level, Government's commitment to the WPS Agenda is embodied in the Zimbabwe Constitution (2013), as well as subsidiary legislation and policies. The Constitution of Zimbabwe (adopted in 2013) encourages the State to have even numbers of women and men in elective or appointed government bodies. The Constitution further enjoins the State to "take all measures, including legislative measures, needed to ensure that both genders are equally represented in all institutions and agencies of government at every level."

The Constitution of Zimbabwe promotes equality before the law for both men and women. Sections, 2, 17, 51, 52, and 56 speak to equality between the sexes. It prohibits discrimination based on sex, gender, religious and cultural beliefs. In addition, the Constitution prohibits inhuman and degrading treatment. Chapter 12 of the Constitution provided for the establishment of a National Gender Commission to monitor the implementation of gender equality provisions of the Constitution as well as to ensure gender equality and nondiscrimination on the basis of sex in all government and private sector programmes as well as in all institutions in society.

Other important legal frameworks that are aligned with the aspirations of UNSCR include the National Peace and Reconciliation Act (NPRC Act). Specifically, Section 9 of the NPRC Act provides for gender mainstreaming in women peace and security, and the development of tools, strategies standard operating procedures for gender equality and promotion of participation of women, girls, persons with disabilities and other marginalised groups in the work of the Commission. It stipulates that there be gender equality in all the structures of the commission and gender focal points in each of the Commissions' departments.

Additionally, the NPRC Act calls for the monitoring of the work of the commission, the use of gender disaggregated data, and gender responsiveness in all programmes. This means that all reports of the Commission should include a chapter on gender which among other things addresses gender implications of the activities. Through the NPRC Act the Commission is mandated to investigate the use of sexual crimes as a weapon during and after conflicts and to reach out to victims and provide for their needs. It further mandates NPRC to assess the needs of victims of gender-based violations and marginalization and make recommendations to address them including taking urgent interim measures, policies, and programmes to redress such violations and marginalization.

Other Laws that support the various pillars of UNSCR 1325, by seeking to protect the personal or individual

security of women include the Legal Age of Majority Act;[20] Matrimonial Causes Act;[21] Maintenance Act;[22] Administration of Estates Amendment Act[23]; Children's Act;[24] Disabled Persons Act[25]; Marriages Act[26]; Domestic Violence Act[27]; Mental Health Act. The Domestic Violence Act provides for the establishment of an Anti-Domestic Violence Council which is a multi-sectoral Council whose membership is from government, the health sector, the police and women's organisations working on women's rights and on Sexual and Reproductive Health and Rights as well as protection of victims of SGBV. [28]

In addition, Zimbabwe has also put in place some Policy Frameworks, which are aligned to the WPS Agenda. These include the National Gender Policy (revised 2017[29]). The National Gender Policy requires all government ministries to appoint a gender focal point, at senior level, to enhance the gender mainstreaming in government work.

Against this background, the WPS Agenda even becomes more relevant for the Zimbabwean context, even though the country cannot be labelled a conflict context. In fact, Zimbabwe's peace and security challenges are predominantly in the realm of human security, rather than those associated with armed conflict. To this end, the WPS Agenda enables Zimbabwe to have an overarching framework which advances the protection of women from all forms of violence, while also strengthening efforts to ensure that women are represented in positions of decision-making in politics, public affairs and governance institutions.

More importantly, the WPS Agenda, is critical for Zimbabwe, especially given that there are emerging peace and security challenges, whose impact on women need to be assessed and addressed. Emerging forms of peace and security challenges include the impact of climate change, public health security threats such as the Covid-19 pandemic, cyber security challenges, challenges such as forced displacement (internal and external), as well as transnational organized crimes such as trafficking in persons (TiPs).

Zimbabwe's NAP therefore includes measures to address the challenges of the current security environment, including relevant emerging issues and human security challenges, which have a direct impact on the dignity and livelihood of women.

SECTION TWO: VALUE ADDITION OF ZIMBABWE'S NATIONAL ACTION PLAN ON UNSCR 1325

2.1 Benefits of a NAP on UNSCR 1325

The UN Security Council Presidential statements of 2004/40 and 2005/52, called on member states to implement UNSCR 1325 including the development of NAPs or other national level strategies. National Action Plans (NAPs) are considered as national roadmaps for promoting gender equality and women's full participation in conflict prevention, resolution, and peace support operation. NAPs outline objectives and activities that countries take, both on a domestic and international level, to secure the human rights of women and girls in conflict settings; prevent armed conflict and violence, including against women and girls; and ensure the meaningful participation of women in peace and security.

Since the adoption of UNSCR 1325, **more than 100 NAPs have been developed globally, and there have been 11 Regional Action Plans (RAPs) put in place,** including the SADC Regional Strategy on Women, Peace and Security (2018-2022). Some countries have even developed second, third, and even fourth-generation NAPs, building on the work and lessons learned from previous plans. Over the past decade, the African continent has witnessed more than 35 National Action Plans (NAPs) on UNSCR 1325 being adopted, and within the SADC Region, six (6) Member States have adopted NAPs **(DRC, Angola, Malawi, Mozambique, Namibia and South Africa).**

The 2015 **UN Women Global Study on the Implementation of the Women, Peace and Security Agenda: Preventing Conflict, Transforming Justice and Securing the Peac**e noted the importance of NAPs and the success and challenges of achieving the objectives of UNSCR 1325.[30] NAPs are critical tools for moving forward Member State commitments on the WPS Agenda, as they provide a framework for monitoring progress on the WPS Agenda. In essence, NAPs help to assess the extent to which UNSCR 1325 has been localized and domesticated. NAPs serve as a useful guide in defining the important and distinct roles of implementers of UNSCR 1325 both at the policy level and enforcement levels.   NAP on UNSCR 1325 also enable a unified and systematic monitoring and evaluation system in which different stakeholders can participate.

National Action Plan on UNSCR 1325 (NAP 1325) can serve as important tools for governments, civil society organizations and development partners to support the translation of UNSCR 1325 into practical action and to strengthen women's roles in conflict prevention, peacebuilding, and security processes. NAPs on UNSCR 1325 are a key implementation tool for the WPS agenda. They translate the normative standards on WPS into executable, measurable and accountable actions to be carried out on the ground.

Additionally, NAPs provide an opportunity for national stakeholders to identify priorities, determine responsibilities, allocate resources, and initiate strategic actions within a defined time frame. NAPs not only allow for the mobilization of resources to coordinate the implementation of UNSCR 1325, but they also provide a clear structure to guide the implementation of WPS commitments, and outline objectives and activities to be undertaken by Government, both on a domestic and international level. They outline the outcomes strategies and details the actions/initiatives that a government will undertake within a given timeframe to meet the obligations in UNSCR 1325.

NAPs are also important in bringing government actors together towards advancing and implementing the WPS Agenda. The adoption of NAPs reflects the government's commitment as well as accountability in ensuring the security of women and girls during armed conflicts and in enhancing their active and direct participation in conflict prevention and peacebuilding as well as post-conflict efforts. Adoption of NAPs

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[30]United Nations (2015). Preventing Conflict, Transforming Justice and Securing the Peace: A Global Study on the Implementing the United Nations Security Council Resolution 1325.

promotes Coherence and Coordination between government agencies – UNSCR 1325 is a broad resolution that requires government action in areas which fall under different Ministries. It helps tie together the different policies and operational areas within a government's diverse institutions and programmes.

NAPs can be inward looking as well as outward-looking. This means that NAPs can allow for the harnessing of efforts across all of Government to ensure that all the relevant parts of UNSCR 1325 are operationalized in national processes and in foreign policy-related activities. Through a NAP, Government can outline actions that can be undertaken internally or domestically to advance the WPS Agenda. Externally, Government can also outline strategies that can be adopted to advance UNSCR 1325, and such strategies include deploying women in peacekeeping operations.

Furthermore,   NAPs ensure that government programmes respond to the immediate and long-term needs of women and children in all contexts, i.e. during peacetime, in situations of armed conflict, as well as in post-conflict contexts.   At the community level, a NAP   provides a practical and operational tool for women, children, and communities to know about the governments' response to their security concerns as well as the assistance programmes available to them.

NAPs allow government departments to have a clear division of labour and can help to identify potential civil society partners for implementing UNSCR 1325.   NAPs can also be used to task responsibilities for various Government agencies. For example, the significant role of protection of women and girls from SGBV can be assigned to justice sectors and law enforcement agencies, who are responsible for protecting the physical safety and security of women and girls.

For Zimbabwe, this NAP will be critical in promoting the participation of women in peace and security processes and decision-making structures, the formation of partnerships with women's civil society organisations, the prevention of all forms of violence against women, the protection of women during conflict and non-conflict situations, and relief and recovery for those displaced by natural disasters or violence.

The development of a NAP on WPS will enable Government to adopt a whole-of society approach towards implementing and advancing the WPS Agenda. A NAP for Zimbabwe will facilitate sustained attention to mainstreaming gender into peace and security processes, while also promoting accountability. A NAP is an accountability tool, which allows for Government to monitor and track progress on the implementation of the WPS Agenda. Through the NAP, Zimbabwean Government Departments can collate gender disaggregated data and administrative data to monitor progress that would have been made along the four pillars of UNSCR 1325, which are prevention, protection, participation and relief and recovery.

Most importantly, Zimbabwe's NAP on UNSCR sets the framework to accelerate the efforts to realise the aspirations of the WPS Agenda at national, continental, and international levels. The NAP among the repertoire of tools that the Government has put in place to contribute towards enhanced peace, security, and dignity for all. This NAP on Women Peace and Security therefore complements and buttresses the other mechanisms and frameworks developed to deal with specific issues, for example the **Climate Change Gender Action Plan (GAP).**

Since Zimbabwe is a member of the community of nations at regional, continental, and international levels, the Zimbabwe NAP is important for advancement of the country's foreign policy agenda. NAPs address fundamental issues of long-term peace and security and facilitate closer cooperation on these issues. To this end, the Zimbabwe NAP would play a critical role towards supporting stability enhancing prospects for sustainable between Zimbabwe and the countries in the region.

2.2 Process of Developing the Zimbabwe NAP

2.2.1 The Genesis of NAP Discussions

The process of developing the Zimbabwe NAP started around 2015 with civil society and the UN working with the Ministry for Women Affairs, Community, Small and Medium Enterprise Development. However, the process was stopped in favor of a more and inclusive approach. In 2021 the Ministry of Defense and War Veteran Affairs and the Ministry of Women Affairs, Community, Small and Medium Scale Enterprises Development agreed to jointly lead the process in partnership with UN Women and Civil Society Organizations, Parliament, Faith Based Organizations, Organizations of Persons with disability and the independent Commissions established under Chapter 12 of the Constitution. The Republic of Ireland, through UN Women, provided funding for the development of the Zimbabwe NAP

2.2.2 Structures for NAP Coordination

The two lead Ministries became the Co-Chairs of the process. They established two committees for the development of the NAP, namely the National Technical Committee made up representatives from government Ministries, and Chapter 12 Commissions. The other committee was a broad key stakeholder's forum whose members were drawn from, civil society, parliament, faith-based organisations, Organisations of Persons with Disabilities and Local Government associations identified by the Co - Chairing Ministries.

2.2.3   Activities Leading to the NAP

2.2.3.1. Establishment of a National Technical Committee and the key Stakeholder's Forum

The National Stakeholders Committee is composed of Government Ministries and Departments and Independent Commissions and the key Stakeholder's Forum is composed of Parliament, CSOs, Organizations of Persons with Disabilities and other stakeholders.

2.2.3.2 Induction Workshop

The first activity was an induction workshop held on 2-3 February 2022, which brought stakeholders from Government Ministries and Civil Society Organisations of Persons with Disabilities, Faith-based Organisations, and Chapter 12 Commissions. The workshop was attended by 48 participants (32F, 16M and 1 WWD)   The objectives of the induction workshop were to bring everyone on board regarding the normative frameworks of Women, Peace, and Security at global, regional, sub regional and national level.

Participants contributed to the process by reporting on the activities their organisations were undertaking which related to UNSCR1325. This included   promoting conflict management, protection of women from Gender-Based Violence, humanitarian assistance, peace building and promoting participation of women in decision making and participation in international peace keeping. After reviewing the ongoing activities and the situation in the country the participants agreed on priority actions for each of the four pillars of UNSCR1325. The outcomes included the roadmap for developing NAP and the identification of priority areas.

2.2.3.3.   Webinar on South-South, North-South exchanges on Developing National Action Plans on 1325

On 16 February 2022, a half day Webinar on South-South, North-South exchanges, focusing on sharing experiences, lessons learnt and best practices in developing NAPs on 1325 was convened. The Webinar was attended by 18 physical participants (14 F, 4 M) and virtual participants, from the National Technical Team. Experiences were shared by Government representatives from Ireland, Kenya, Namibia, and Sweden and CSO representatives from South Africa, as well as representative from UN Women Regional Office for East and Southern Africa.

2.2.3.4. Drafting Clinic

A two-day drafting clinic was held in Kadoma on 2-3 March 2022 with 26 participants (4 male, 22 female) from the National Technical Committee and Key Stakeholders composed of representatives from Government Ministries, CSOs, FBOs and other stakeholders, to co-draft the NAP Framework which was used for the provincial consultations.

Initially the National Technical Committee was to produce a zero draft of the NAP. However, during the induction workshop, it became very clear that civil society organisations were already playing a critical role in implementing peace and security programmes along the pillars of resolution 1325. It was then agreed that the drafting of the zero draft be a joint effort where representatives of the two committees came together. The Technical Committee therefore became a multi-stakeholder platform which provided an opportunity for different stakeholders to work together in defining priorities and key activities of the NAP.

2.2.2.5. Provincial Stakeholder Consultations

Six Provincial Sensitisation and Consultative Meetings on the development of the NAP were conducted in Manicaland, Mashonaland East, Masvingo, Midlands, Matabeleland South, and Bulawayo on 2nd to the 3rd of June 2022. A total of 310 (195 female and 115 male) stakeholders from the communities were consulted. Stakeholders attending the consultations included NPRC local peace committees, WCOZ provincial members, representatives from Organisations of Persons with Disabilities, Political Parties and Local Government, Faith-Based Organisations and youth. Provincial consultations enabled better understanding of the different contextual experiences and needs of women from each province.

The results of the consultations were; enhanced awareness among Peace Committee Members and key community actors on the women, peace and security agenda, inputs from sub national level stakeholders on the issues, interventions and strategies for accelerating the Women, Peace and Security Agenda, partnerships with stakeholders and buy-in and collaborations in strengthening women's participation in peace building and promote and awareness on the prevention of Conflict related Gender Based Violence and Promotion of Gender inclusive peace building. The consultations enabled Government to engage various stakeholders on the internal and external peace and security challenges that directly impact on women.The consultations were facilitated by three teams composed of representatives from NPRC, the Women's Coalition of Zimbabwe (WCoZ), the Ministry of Defence and the Consultant.

The recommendations on issues to be included in Zimbabwe's NAP also reflected the priorities of different provinces with regards to Women Peace and Security. In addition, several stakeholders from civil society made written submissions on the NAP framework

2.2.2.5. Consultative Workshop with Parliamentarians on Developing a National Action Plan on UNSCR 1325

A half-day Consultative Workshop with Parliamentarians on Developing a National Action Plan on UNSCR 1325 was held on 17 June 2022. The outcomes of the consultative meeting achieved the following results-; input from Members of Parliament on the issues, interventions, and strategies for Women, Peace, and Security to be included in the NAP and clearly defined roles of Parliament in the Process of developing and implementing the NAP. As part of strengthening implementation of 1325, UN Women and Parliament co-developed a Handbook for Parliamentarians on 1325, in 2022 and officially launched on 2023, aimed at strengthening their legislative, oversight and representative role in implementing 1325.

2.2.2.6. Stakeholder Validation Meeting

A half day stakeholder Validation meeting was held on 30 June 2023, attended by key stakeholders from Government Ministries, CSOs, media, FBOs, Academia, Organisations of Persons With Disabilities and youth. The objective of the meeting was review and validate the draft NAP.

All the relevant inputs obtained from the above processes were included in the final draft.

Process of Developing the NAP on UNSCR 1325 in Zimbabwe (2015-2023)

2015

In 2015, discussions begin between UN and Ministry of Women's Affairs Community Development, Small and Medium scale Enterprises to embark on NAP process **(April 2016)**

Induction workshop for members from National Technical Comm & Stakeholders Forum **(February 2022)**

2022

Webinar on experiences & best practices on NAP development from Kenya, Namibia, South Africa, Sweden, Ireland & UN Women ESARO **(February 2022)**

Drafting Clinic held with members from National Technical Comm & Stakeholders Forum **(March 2022)**

Desktop study on national legal frameworks and policies and qualitative research with affected stakeholders **(Jan -June2022)**

Appointment of National Technical Committee, Key Stakeholders Forum & an expert to facilitate development of the NAP **(Dec 2021-Jan 2022)**

Consultative meeting with Members of Parliament on 1325 **(June 2022)**

6 Provincial stakeholder consultative meetings held in Manicaland, Mashonaland East, Masvingo, Midlands, Matabeleland South, and Bulawayo **(June 2022)**

Drafting of NAP **(June- August 2022)**

2023

Stakeholder's NAP Validation meeting **(June 2023)**

Anticipated Adoption of NAP, **(August 2023)**

- Discussions to embark on a process for the development of the NAP started at the end of 2015 between the United Nations, MWACSMED, and CSOs. A formal commitment was made to embark on the process. However, the process was halted to consider a more inclusive approach to NAP Development.

- In 2021 the Ministry of Defense and War Veteran Affairs and the Ministry of Women Affairs, Community, Small and Medium Scale Enterprises Development agreed to jointly lead the process in partnership with UN Women, CSOs, FBOs, Organizations of Persons with disability and the independent Commissions established under Chapter 12 of the Constitution. The Republic of Ireland, through UN Women Country Office, provided funding for the development of the Zimbabwe NAP.

- This Zimbabwe NAP on UNSCR 1325 is result of a consultative and inclusive process to ensure representation, participation and ownership of the plan.

SECTION THREE: SITUATIONAL ASSESSMENT OF ZIMBABWE

3.0 The Context of Zimbabwe's NAP

The situational assessment provides a context assessment of the WPS in the country. It provides a policy, programmes, and institutional context as well as a general overview of WPS. The analysis also brings to light key elements, drivers, and impediments in implementation of WPS in the country.

Zimbabwe gained independence from the United Kingdom in 1980 after decades of colonial rule by the British empire. Post-independent Zimbabwe has not experienced armed conflict. However, Zimbabwe has experienced episodes of electoral violence before, during and after elections.

In 2008, pre-election and post-election violence necessitated the intervention of the Southern African Development Community (SADC), which then facilitated a political mediation between the main political parties, Zimbabwe National African Union, Patriotic Front (ZANU PF), and the opposition, Movement for Democratic Change, led by the late Morgan Tsvangirai (MDC-T)_ and the Movement for Democratic Change, led by Arthur Mutambara (MDC-M). The SADC-led mediation process culminated in the Global Political Agreement (GPA) in September 2008, and subsequent formation of a Government of National Unity (GNU) in 2009.

The most recent episode of violence in the country's history took place after the 2018 Harmonized elections. Although the electoral process was generally peaceful, the post-polling situation became violent. On 1st of August 2018, demonstrators took to the streets of Harare demanding the immediate release of the election results. These events, particularly those that occurred within Harare's Central Business District (CBD), resulted in the death of six (6) people, injury of thirty-five (35), and massive damage to properties. This occurrence led to the establishment of the Commission of Inquiry into the 1 August 2018 Post-Election Violence, also known as the Motlanthe Commission.

During episodes of election violence, cases of sexual and gender-based violence and displacement of people are usually recorded. Women's security is greatly affected by situations of election violence.

Election-related violence is driven by many factors including political polarisation There is limited dialogue among political parties. The current Zimbabwe government- Office of the President and Cabinet established the Political Actors Dialogue. The platform provides for political parties to discuss governance, electoral and other national issues including WPS. However, the high levels of mistrust among rival political groups could hinder positive political will, which would affect the implementation of the dialogue resolutions. For example, if some of the parties involved in the national dialogue negotiate in bad faith or fail to collaborate with others on agreed positions, there is a likelihood of jeopardising the success of the national dialogue.

While several organizations have documented electoral violence and conflict, there is no common method for documenting such incidences leading to disputed data. Police have records of cases that are reported but often victims withdraw the cases. This gap in a standardised recording hampers joint advocacy to bring justice for victims among stakeholders.

PREVENTION PILLAR

Zimbabwe has not experienced any outright armed conflict since Independence in 1980, it has experienced, episodes of gender-based violence which undermine women peace and security. The

violence includes politically motivated violence especially in the run up to and during elections, sexual harassment, sexual bribery, domestic   violence, early child marriages, rape, and sexual assault. Women are still poorly represented in all decision-making bodies including in political parties.

Furthermore, cultural   norms and harmful traditional practices. continue to present a barrier to women's elevation to decision making positions regardless of their competency. Women in Zimbabwe continue to face multiple barriers to gender equality, including economic exclusion and financial systems that discriminate against women, lack of access to education and poor retention of girls in schools. Additionally, women in Zimbabwe also face high rates of sexual and gender-based violence. According to the UNFPA (2018), in Zimbabwe, **about 1 in 3 women aged 15 to 49 years** have experienced physical violence and about 1 in 4 women have experienced sexual violence since the age of 15.

Furthermore, women also face sexual violence, physical violence, emotional and psychological violence, and socio-economic violence in their homes, as well as violence outside the home.The prevalence of high rates of GBV is a manifestation of power imbalances between men and women. According to Watts and Zimmerman (2002, p 1232), "Violence against women is not only a manifestation of sex inequality, but also serves to maintain this unequal balance of power."

The power imbalances between men and women in society are nurtured and fueled by patriarchy, culture and collectively shared social values about the roles and responsibilities between men and women. These inimical social values tend to reinforce the perceptions of the subordinate position of women in society. The World Development Report (2017) underlines how norms can reinforce existing power inequalities in society.[31]

Despite their legal protection through the Domestic Violence Act (2007), the persistence of high rates of violence against women (VAW), and gender-based violence (GBV) is perpetuated by poor legal enforcement. In most cases, the relevant laws are not always effectively enforced. Furthermore, women are often reluctant to report gender-based violence because of societal or cultural factors. In addition, the different roles and behaviours of females and males, children as well as adults, are shaped and reinforced by gender norms within society. Thus, very often, women are viewed as subordinate to men and have a relatively lower social status, thereby allowing men to have more control over, and greater decision-making power than women.

Many Zimbabwean women are joining the artisanal mining industry and make up to 10 per cent of artisanal and small-scale miners in the country. The Government and other players are spearheading women's empowerment in the mining sector. The Ministry of Women Affairs has established Women Mining Service Centres, in Gwanda and Guruve for example Studies undertaken by the Women and Law in Southern Africa (WILSA)[32] highlight the increasing abuse and lack of safety for women in artisanal mining areas where settlements are informal and hard to police.

Violence against women (VAW), including SGBV is prevalent. A study by Tariro Youth Development Trust (TYDT), Zimbabwe (2021) reveals that women in artisanal mining areas, suffer high rates of violence, with Zvishavane having the highest rates as 84% of women and girls reporting that they had experienced some form of GBV, followed by Shurugwi with 78% and lastly Mberengwa with 68%.[33]

Several factors compound the prevalence of SGBV in artisanal mining areas in Zimbabwe including the fact that the population is transient and mobile. Most artisanal mining activities are not registered, which makes it difficult for the state and civil society actors to deal with GBV issues through formal and legal

[31]World Bank, 2017. World Development Report: Governance and the Law, Washington DC: World Bank, http://www.worldbank.org/en/publication/wdr2017
[32]Women and Law in Southern Africa. https://www.wlsazim.co.zw/
[33]Gender based violence and women in artisanal mining in Zimbabwe. tydt_zimbabwe_briefing_note.pdf (alignplatform.org)

platforms. In most cases, the identities of the perpetrators cannot be verified in most cases. The vulnerability to SGBV for women in artisanal mining areas is also fuelled by discriminatory gender norms which permit violence to address any challenges, while perpetuating the perception that women are subordinate to men. In addition to SGBV artisanal miners face risks of mines collapsing and poor occupational safety.

Gaps between legal and policy frameworks and cultural practices also account for the high prevalence of cases of GBV. Although Zimbabwe has progressive legal and policy frameworks, it is still faced with contradictions based on customary law and practices which include harmful cultural practices including child marriages, forced wife inheritance and cultural beliefs denying equal rights to property and inheritance as well as a culture of silence and under-reporting of violence due to limited accessibility of the justice system.

Additionally, Zimbabwe is experiencing changing forms of crime, with new forms of crime including cybercrime, human trafficking and drug abuse and trafficking, and the proliferation of small arms among others emerging . These new forms of crime challenge existing capacities of law enforcement agencies and compromise women's security.

Policy and Institutional Frameworks for the Prevention Pillar

There have been some efforts towards strengthening prevention efforts in Zimbabwe, which are highlighted below:

Electoral Violence and Conflict Prevention

For example, to prevent violence at elections time; which affects women more than man and deters women from participation in politics, the Zimbabwe Electoral Commission (ZEC) and NPRC worked with the main political parties to craft negotiate and agreed on a Code of Conduct. The code was originally signed by members of the three political parties in the inclusive government namely ZANU PF, MDC-T and MDC. Later versions were signed by more parties who were participating in elections. The code covers among other things to promotion of values and practices of tolerance, respect, non- violence, and dialogue as means of resolving political differences. In addition, the Provincial political party liaison committees were set up at provincial levels to resolve conflicts before they escalated to violence.

National GBV Strategy

The Ministry of Women's Affairs Community Small and Medium Enterprises Development adopted the 4Ps campaign on Zero Tolerance to Domestic Violence. The 4Ps Campaign focused on Prevention, Protection, Programmes and Participation. The strategies were very much in line with the UNSCR1325 and the Maputo Protocol. The strategies also provided for use of the law (Domestic Violence Act) and traditional mediation structures for protection of survivors/victims, participation of women in decision making and, in all structures, to end domestic violence and lastly the development of programmes to support survivors, and to educate the public and service providers and policy makers[34].

In addition, the strategy was anchored institutionally by the Anti- domestic Violence Council which is a multi-stakeholder platform comprising government ministries, law enforcement, the judiciary, and Civil Society Organisations. A major programme to prevent GBV is education and awareness raising using social media as well as traditional media.

Concerted advocacy to address GBV in Zimbabwe is usually witnessed around the **Sixteen Days of Activism Against SGBV,** which is held under an internationally agreed theme. In this instance there is collaboration between Government and civil society agencies in programmes to end conflict especially gender-based violence.

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[34] See Report by the Ministry of Women Affairs Gender and Community Development Concept note 2011

The Public Service Sexual Harassment Policy

The Sexual Harassment Policy, adopted by the Public Service Commission, marks a key milestone in Zimbabwe's journey towards the eradication of sexual harassment in the workspace, inclusive of public service.

Establishment of Chapter 12 Institutions

The National Peace and Reconciliation Commission

The NPRC is the national machinery for peace building. It was set up under Chapter 12 of the Constitution. The NPRC's role includes identification, and analysis structural drivers of conflict and development of strategies and programmes to address them. Its goal is to develop a framework for peace and reconciliation "which response to the needs of Zimbabwe while learning from regional and international frameworks such as AU Silencing the Guns, Agenda 2063 and UNSCR 1325"[35].

The objectives of the NPRC are to;
- Institute an enabling environment to facilitate dialogue and peace building amongst all Zimbabweans through programmes and or projects to lead to peace through conflict resolution, reconciliation, and transformative engagements.
- Provide policy advice, facilitate the development of programmes, and supervise implementation of programmes and activities for the promotion of equality, national healing, cohesion, and unity.

Programmes are implemented at national and local levels. NPRC has established gender balanced, multi-stakeholder local peace committees comprising, government departments, security services, civil society organisations, faith-based organisations, organisations of persons with disability and political parties. In sync with the national development strategy 1, the peace committees were set up to contribute towards the promotion of peace through dialogue, mediation, and conciliation of disputes among communities, individuals, and groups as well as the implementation of programs deemed necessary for the prevention of conflicts. Current programmes related to WPS include safe spaces programme for women, participation of local committees in healing and peace building, and the development of SOPs for handling and supporting victims. NPRC has also formed a Women Peace Builders Network.

The Zimbabwe Gender Commission

The Zimbabwe Gender Commission is a Chapter 12 Commission whose responsibility is monitoring implementation of the Constitutional provisions on equality, monitoring the work of government Ministries to ensure gender mainstreaming and removal of discrimination. The Commission also deals with complaints from the public on unfair treatment, sexual harassment, and access to services for vulnerable groups.

ZGC also provides information on the referral pathways for GBV in collaboration with organisations such as Musasa Project, Padare, WLSA, the Zimbabwe Women's Layers Association (ZWALA) and the ZRP's Victim Friendly Unit. The VFU was established in 1996 primarily to proactively and reactively police crimes of sexual nature committed against women and children.

ZGC also conducts research on harmful practices. Child marriages and seeks redress for victims. The Commission organises Gender Forums annually on key topics. ZGC is also working on a sexual harassment Bill as well as the Gender Equality Bill.

Role of Civil Society Organizations in the Prevention Pillar

Programmes on WPS are implemented by both Civil Society, Faith-Based Organisations and Government,

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[35]National Peace and Reconciliation (NPRC)http://www.nprc.org.zw

Support for programmes comes mostly from Agencies and development partners. Currently there are two large projects one funded by the EU namely Spotlight Initiative, and the other TRACE by the UK government and SIDA. UNFPA is supporting the government in SRHR which also includes support to the MWACSMED to set up One Stop Centres.

Civil society activities include awareness raising on the UNSCR1325 and other frameworks for Women, Peace, and Security. Provision of legal support and education on rights, documentation and facilitation of peace building initiatives, training in Conflict Prevention, Resolution, Management and Transformation (CPRMT), civil society organisations also make input into state party reporting processes and including the development of shadow reports. Advocacy activities include advocacy on vulnerabilities, particularly poverty.

Efforts have been made to involve men through Organisations like Padare and the **#HeforShe Campaign**. There is a recognition of the issue of negative masculinities which needs to be addressed. Men do not generally participate in programmes that are tagged for women and they regard them as women's issues. Yet men should also be seen as part of the solution especially with regards to GBV. Community dialogues are facilitated on issues of gender justice, social inclusion, and community sustainability. Civil society activities also aim to build and or strengthen resilience among women through supporting economic development projects.

Organisations of Persons with disabilities (PDOs) advocate for gender mainstreaming in the disability sector and in the implementation of the Disability Policy. Regarding protection and prevention of conflict they advocate for and have carried out training for women so that they can fully participate in the local peace committees. The Organisations have also carried out analysis of the disaster response procedures to ensure they cater for women with disability. They have worked in collaboration with the Ministry responsible for Women Affairs and the Civil Protection Unit (CPU) to come up with women organized disaster recovery efforts, to restore livelihoods after Natural Disasters. Reports from the organisations, however, indicate that the current Standard Operating Procedures do not meet the needs of persons with disability.

Education and Awareness Raising
The Ministry of Home Affairs and Cultural Heritage, through the Zimbabwe Republic Police (ZRP) set up a victim friendly system which comprises trained officers in gender and SGBV psychosocial counselling and Special interview rooms and facilities at Police stations. The ZRP recently acquired a forensic lab to assist in the investigation of rape and other crimes. ZRP also carries out community outreach to raise awareness on SGBV. This programme has also been strengthened by the setting up of safe shelters run by civil society organisations such as Musasa.

The MWACSMED has also set up **One Stop Centres** at provincial hospitals with the aim of decentralising the programmes further. The Spotlight programme supported by the EU has a strong component of protection. Programmes under this include the women safe spaces and safe markets programmes for women in the informal sector.

The Government and Civil Society Organisations, as well as the Zimbabwe Republic Police Victim Friendly Unit carry out awareness raising programmes on Gender Based Violence and the types of assistance available to victims. These programmes are in all the national as well as social media. The Spotlight Initiative and the ACE Programme have provided resources for programmes especially during the COVID - 19 lock down to intensify public education. This is also reinforced by conflict resolution and management training conducted by FBOs and CSOs across the country.

Additionally, Zimbabwe participates in the #HeForShe Campaign, which is a global movement initiated by

UN Women inviting men and people of all genders to stand in solidarity with the women to create a bold, visible, and united force for gender equality. The #HeForShe aims to enable men to identify with the issues of gender equality and to recognize the crucial role that they can play to end the global inequality faced by women and girls, both in their own lives, and at more structural levels in their communities. However, there is need for more efforts to be directed at programmes that lead to the change of behaviour among men as well as address negative masculinities which define a real man as one who is tough and assert their physical power to address Programmes on WPS particularly those aimed at sexual and reproductive health rights (SRHR) and SGBV are mostly targeted at women leaving men behind.

PROTECTION PILLAR

Policy and Institutional Frameworks for Protection

The National Gender Policy (revised) 2017 includes a pillar on SGBV and this resulted in the Anti domestic Violence Act which establishes a Multi-stakeholder Anti Domestic Violence Council. The Government through the MWACSMED has produced a National Action Plan to end Early Child Marriages and its implementation strategy.

To this end, a High-Level Political Compact (HLPC) was developed as a strategic initiative for an effective response by the Government of Zimbabwe, in partnership with a range of key stakeholders and partners, towards the elimination of all forms of violence against women and girls at the national and subnational levels. The MWACSMED with support from UNFPA has set up **One Stop Centres** at provincial and some district hospitals. These centres provide medical, legal, psychosocial support, counselling, and police reporting facilities in one place.

The Ministry also cooperates with Women's organisations such as Musasa, ZWLA, WILSA, Child line which offer safe shelters and other services at the one stop centres. So far there are 5 One Stop Centres and plans are underway to ensure there is a centre in each of the provinces.

The ministry is also implementing the **Mobile One-stop centre** concept to cater for those who are in hard-to-reach areas to access services. Continuous awareness campaigns on GBV are being carried out in all the provinces and districts across the country.

During the COVID-19 pandemic lockdown, the MWACSMED succeeded in getting GBV service providers listed as critical service providers. Under the Spotlight Initiative project funded by the European Union, the MWACSMED implemented safe spaces programme for women SMEs to ensure lighting and safety on their ways to and from markets. In addition to programmes, and the Domestic Violence Act [Chapter 5:16], other legal instruments that help to combat GBV in Zimbabwe include the Criminal Law (Codification and Reform) Act [Chapter 9:23] and the Criminal Procedure and Evidence Act [Chapter 9:07].

Enforcement of these laws depends on the resources available to the victims. This makes legal recourse beyond the reach of many Zimbabweans, particularly women and children. Government Legal Aid Directorate works closely with women and law organisations to provide legal support to victims. Limited funding has slowed down implementation of the Domestic Violence Act as well as monitoring activities of the Domestic Violence Council which were supposed to cascade to the local level to encourage the formation of local committees to monitor and mediate conflicts.

PARTICIPATON PILLAR

Participation of Women in the Security Sector Institutions[36]

Women's participation in the security sector still falls below the 30% target in the SADC Gender Protocol.

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[36]http://www.ibj.org/where-we-work/africa/zimbabwe/

The Zimbabwe National Army stated that it carried out recruitment drives to increase the numbers of women in the uniformed forces. They also deploy women on peace keeping as well as observers' missions, AU for UN and SADC. Zimbabwe is a major contributor of female officers from both the military and police to UN peacekeeping missions across the globe, a reflection of support to the participation principle of the UNSCR 1325. The Ministry of Defence and War Veteran Affairs also has a Gender Mainstreaming officer who is a member of the military.

The tables below present the gender disaggregated representation among senior officers in the security sector.

Figure 1: Zimbabwe Defence Forces (ZDF) Combined

Rank	% Female	% Male
Defence forces combined	20	80
Lieutenant General	0	100
Major General	0	100
Brigadier General/ Air Commodore	9	91
Colonel/ Group Captain	13	87
Lieutenant Colonel/ Wing Commander	9	91
Major	11	89
Captain	12	83
Lieutenant	25	75

Figure 2. Zimbabwe National Army (ZNA)

Rank	% Female	% Male
Army	15	85
Lieutenant General	0	100
Major General	0	100
Brigadier General	8	92
Colonel	13	87
Lieutenant Colonel	7	93
Major	8	92
Captain	15	85
Lieutenant	24	76

Figure 3. Air Force of Zimbabwe (AFZ)

Rank	% Female	% Male
Air Marshall	0	100
Air Vice Marshal	0	100
Air Commodore	13	87
Group Captain	11	89
Wing Commander	15	85
Squadron Leader	27	73
Flight Lieutenant	29	71
Air Lieutenant	37	63

Zimbabwe Republic Police (ZRP)

ZRP has adapted gender equality policy in recruitment, training, and promotion. It has set up a women's network to further the needs of women in the police force as well as to bring a gender lens to the force. As a result, women now participate in all training activities and are deployed on peace keeping missions.

Figure 4: Zimbabwe Republic Police (ZRP)

Rank	% Female	% Male
Commissioner General	0	100
Deputy Commissioner General	25	75
Senior Assistant Commissioner	20	80
Assistant Commissioner	18	82
Chief Superintendent	22	78
Superintendent	23	77
Chief Inspector	26	74
Inspector	23	77

As part of the implementation of the NAP on Women Peace and Security, deliberate steps need to be taken to increase women's representation in the security sector, especially at decision-making levels. This is in line with the 50/50 SADC Gender Protocol, AU Continental Results Framework for Women Peace and Security and the SDG targets to be achieved by 2030.

Women in Public Decision-Making

Women are still under-represented in political decision-making and public life. For example, for the upcoming August 2023 Harmonised elections, women who registered as candidates were fewer than the previous electoral year. They made up eleven percent (11%) of the total candidates, compared to 14.4% during the 2018 elections.

Figure 2: Women who registered as Candidates in the August 2023 elections in Zimbabwe:

In the upcoming 23 August elections, there are fewer women candidates compared to previous years. Out of 637 candidates, only 70 are female, which makes up just 11% of the total. This is a decrease from the 14.4% of female candidates in the 2018 National Assembly elections, where there were 237 out of 1648 candidates.

Source: NewzWIRE:
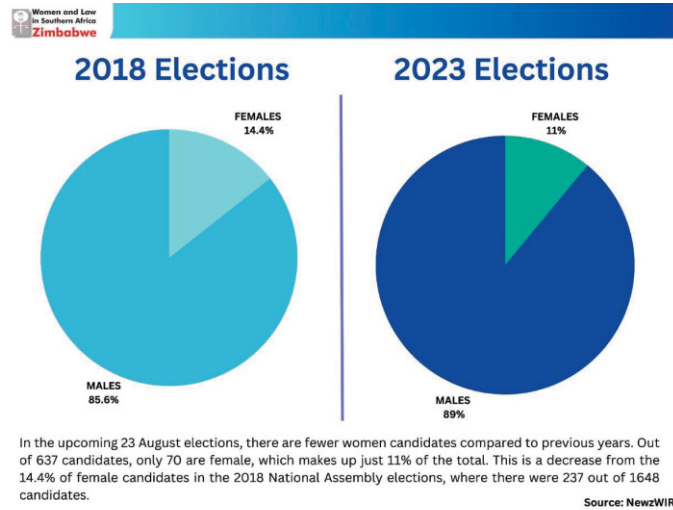
VoteForWomen   YOUR VOTE MATTERS
ELECT A WOMAN.

Figure 3: Women's Political Participation in Zimbabwe: National Assembly Candidates by Province
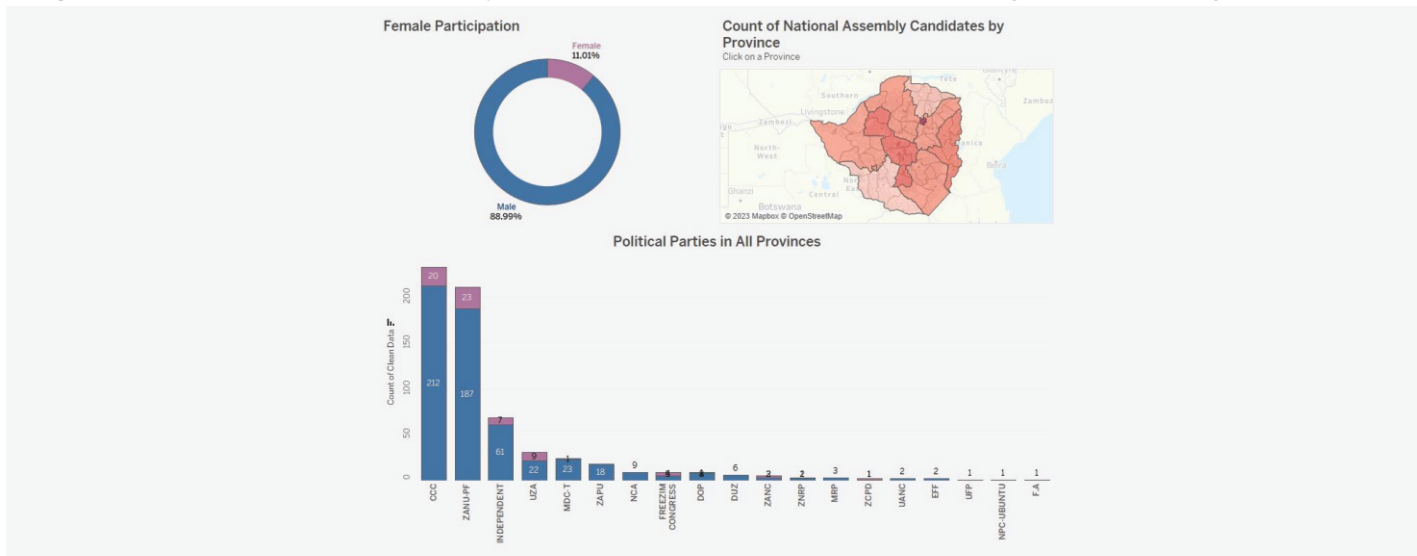
By province, women's participation in political processes remains low.

Figure 4: Women's political participation in Zimbabwe by Province
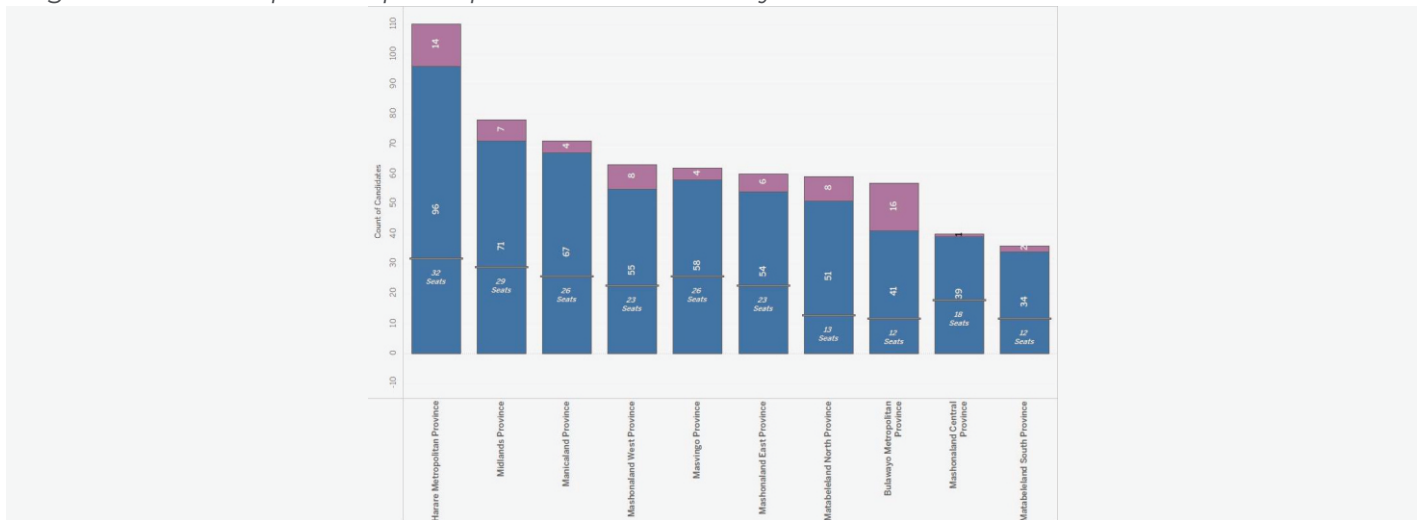
Women in Parliament

Representation of women in Parliament is still very low. The Constitutional provision which provides 60 special non-Constituency seats to women has boosted numbers of women in the House of Assembly to 86. This means that only 26 women were directly elected. Elections to the Senate are through proportional representation using a Zebra list. The number of women in the senate is currently 35. In 2021 Parliament passed the Constitutional Amendment 2 which extended the 60 special seats for women for a further ten years. The provision was also extended to Youth and Local Government Councils.

Women in Local Government

Local government is the third tier of government, and it can arguably be considered the level of government that has more proximity to the citizens. Furthermore, local government is the vehicle through which local communities express their voice through elected representatives. Politics and decision-making at the local government level also impacts directly on the lives of women, as it is responsible for the delivery of goods and service. In fact, women are the majority of recipients of services at the local level, particularly in rural areas. This becomes more important considering that gender roles have made women the primary caretakers for the family, children, and the elderly.

There is an intricate link between local government and central government. In fact, it has been argued that gender equality at local government level may be an important step in helping to attain gender balance at the national levels. Furthermore, local government plays a key role in promoting socio-economic and political development of the country. The representation of women in local government is just as critical as in central government. Women's representation at the local level is critical for prioritizing women's practical and development needs as well as localizing the Sustainable Development Goals through policy decisions on education, primary healthcare, water and sanitation, transport, among other basic services.

In fact, any level of governance and decision-making that has an under-representation of women, results in a democratic deficit (Kandawasvika- Nhundu, 2018). Increasingly, there is a recognition that women's representation, inclusion, and diversity in decision making at all levels, results in the crafting and implementation of better decisions. This is particularly true when it comes tasks as complex representing the interests of citizens at the local level.

Women's equal participation and representation in local decision-making processes is critical for prioritizing women's practical needs and issues in local governments' agendas. Furthermore, gender equality in local government will ensure that the services that are provided by local authorities and municipalities can make a significant and positive change not only to citizens at large, but also to the condition and position of women.

However, local government in Zimbabwe remains a male-dominated arena. While in Zimbabwe, women constitute 52% of the population, the numerical superiority of women has not translated into their meaningful representation in decision making positions at local government level (Councillors' Induction Handbook, 2013:53). Women remain particularly under represented in local government decision making structures. For example, following the Harmonized elections in 2018, out of the 32 Mayors in Zimbabwe, only one was a woman.[37]

Figure 5: Women's Representation in Local Government in Zimbabwe (as Mayors):

Women's Representation as Mayors (as of 31 October 2018)

99,6875%   0,3125%

Men   Women

[37]Councilor Angeline Kasipo of the City of Kwekwe, was the only female Mayor in Zimbabwe following the 2018 harmonized elections. For details see: " Kwekwe gets the first female Mayor, " The Chronicle, 6 November 2018, https://www.chronicle.co.zw/kwekwe-gets-first-female-mayor/

Additionally, women have reported that a major obstacle to their participation is lack of resources and Gender based violence. Sexual harassment was the most usual form of GBV experienced by female councillors in local government, as they are objectified and seen as sex objects, and their contributions not viewed in any manner beyond that (Alpha Media Holdings, 2017).

Furthermore, media coverage given to male councillors is generally positive while female councillors receive more negative coverage. Traditional attitudes of male superiority thrive within local government, underpinned by deep-rooted gender norms. As a result, only 18% of the candidates who stood for the 2018 local authority elections were women. It is hoped that the reserved seats in Council will address the downward trend in the representation of women in local Councils which is currently at 14%.

Women in Peace Negotiations

In Zimbabwe, women are generally excluded from peace negotiations either as lead mediators or as members of the negotiating teams of conflicting parties—among other peace processes. During the peace negotiations leading to the Global Political Agreement of 2009, very few women were involved as members of the negotiating teams for the ruling party the Zimbabwe National African Union, Patriotic Front (ZANU-PF), the two opposition parties, the Movement for Democratic Change-Tsvangirai (MD-T) and the Movement for Democratic Change-Ncube (MDC-N). Furthermore, Zimbabwe is yet to have nominated a woman to play a role as a mediator in an international conflict.

Policy and Institutional Responses on Participation Pillar

The Constitution of Zimbabwe as well as other legislation puts emphasis on gender equality and equal participation of women in decision making. However, women are still underrepresented in all decision-making bodies as well as positions.

RELIEF AND RECOVERY PILLAR

On relief and recovery, women in Zimbabwe are also disproportionately affected by inequality, poverty. Out of 5 million people living below the poverty datum line in Zimbabwe, 70 percent are women while maternal deaths in the country, at 490 per 100,000 babies born per year, remained unacceptably high (UNFPA, 2022).

A key challenge under the relief and recovery pillar is the increasing precariousness of work. It is estimated that over 80% of the Zimbabwe economy is informal comprising Micro, Small and Medium Enterprises (MSMEs) and women dominate the sector. Under the National Development Strategy 1, unlocking MSMEs' potential is one of the significant steps towards fostering inclusive economic transformation. The Government, through the Ministry of Women Affairs, Community, Small and Medium Enterprises Development embarked on a programme to formalise operations of entrepreneurs in the formal sector.

Most women still operate informally, where there is no form of social protection such as occupational safety, maternity leave or pensions. Formalisation also means being registered with stator Boards like the National Social Security Authority (NSSA), Zimbabwe Revenue Authority (ZIMRA) and the Procurement Authority of Zimbabwe (PRAZ). When one is registered with these, they become eligible for Government Tenders, Local Authority Tenders or even International Tenders. Women therefore need to be encouraged to get into that space- a pathway to growth.

Additionally, Zimbabwe is extremely vulnerable to a wide range of crises, including disasters related to natural hazards. Climate Change is a serious threat to Zimbabwe because of the country's dependence on agriculture and natural resources. Climate change is an imminent threat to human security, reverses progress towards sustainable development, and makes peace harder to achieve.

In recent years, floods, tropical storms, droughts, and economic and financial crises have deteriorated the resilience capacity of the population, impacting the most vulnerable rural regions of the country and exacerbating humanitarian needs. Of late, Zimbabwe has been experiencing tropical cyclone, including the 2017 Cyclone Dineo, 2019 Cyclone Idai, 2020 Cyclone Chalane and 2023 Cyclone Freddy that hit Zimbabwe also caused flooding and left a trail of destruction in communities, creating socioeconomic challenges among the people. These Tropical Cyclones, mostly hit the Eastern part of the country, and they resulted in the loss of many human lives, loss of livelihoods, and massive damage to infrastructure.

Climate change has led to an increase in the frequency and intensity of natural disasters, natural resource scarcity, and environmental degradation, which in many contexts has contributed to the exacerbation of insecurity. More specifically, changes in weather patterns have affected women's lives more as they walk further in search of water and fuel wood. The distances women and girls walk to get basic needs to sustain their families puts them at risk of sexual violence.

Climate change has also fuelled increasing competition over natural resources, including access to land and water, thereby greatly impacting women. Climate change has brought drastic changes to everyday life, including declining levels of food security and subsequent erosion of livelihoods. In Zimbabwe, just like elsewhere, women are more vulnerable to climate change compared to their male counterparts, as they are more dependent on local natural resources for their livelihoods, particularly in rural areas. Climate change has thus, affected women's capacities to earn income and feed their families. Additionally, during extreme weather such as droughts, cyclones and floods, women tend to work more to restore and secure household livelihoods.

One way in which climate change is affecting communities is through increasing incidents of human-wildlife conflict. As humans and wildlife compete for resources such as water and food in the fields, wild fruits and livestock, incidents of people being attacked by wildlife animals have become more common. Because women mostly go out to fetch water, firewood, tend animals and the fields they are vulnerable to attacks by wild animals. According to the ZIM Parks more than 90 people had been killed by wild animals in 2021.

The impact of climate change on the WPS Agenda, is especially more profound given that women have limited access to and control of resources, environmental goods and services. In addition to having limited access to land, women in Zimbabwe are under-represented in mechanisms and forums for decision-making, especially those governing and informing the distribution of environmental management benefits.

The COVID-19 pandemic, which affected the country from 2020-2022 further exacerbated the situation, resulting in increasing poverty and inequalities and reinforcing the need for additional humanitarian assistance for the most vulnerable. Zimbabwe reported its first case on 20 March 2020. Immediately, the Government of Zimbabwe (GoZ) announced a nationwide lockdown for 21 days effective from 30 March 2020 as a measure to contain the COVID-19 crisis. On 21 July 2020, the GoZ imposed an indefinite dusk to dawn curfew and other travel restrictions, to contain rising cases of COVID-19. The containment measures for Covid, unfortunately contributed to erosion of livelihoods, as markets were closed, and women, the majority of whom are in the informal sector, were exposed to precarity.

The COVID-19 pandemic is not the only public health challenge that has had an impact on human security. In 2008, there was an outbreak of cholera in 2008, which killed close to 5,000 lives (Legal Monitor, 2013). The complexity of the climate crisis, combined with the impacts of the COVID-19 pandemic, requires a multi-layered response to effectively address diverse needs of the population, and to ensure gender responsive approaches which cater for the needs of women and girls, who are more acutely affected.

Increasing resource conflicts is also one of the biggest challenges under the relief and recovery pillar. There are emerging reports of conflict between communities and investors who often exploit resources without giving back anything to the community. In urban areas poor delivery of services has led to non-provision of water forcing women and girls to go and que at water points at night. Self-appointed water point marshals harass women and subject them to violence and abuse to access services.

Urban mass transport inefficiencies have also led to abuse of women as they que for transport or while in crowded buses.

Policy and Institutional Frameworks Responding to the Relief and Recovery Pillar

The Government had developed a climate change adaptation policy and plan and a disaster preparedness plan. Additionally, the Government of Zimbabwe is also rolling out community radio stations and community information centres which have the potential to be information hubs for disaster preparedness and education of the Standard operating procedures in times of disaster. NPRC also provides referral services for victims.

To augment the Climate Change Adaptation Policy and integrate a gender lens, Zimbabwe launched its **Climate Change Gender Action Plan (GAP)**, which seeks to support Zimbabwe's vision for 2030 toward a transformed, inclusive, resilient, and more sustainable economy that leaves no one behind through addressing climate change vulnerabilities and advancing knowledge and understanding of gender-responsive climate action. The development of this action plan was informed by a gender analysis of climate change that was carried out in 2020 to support the systematic mainstreaming of gender in climate change.

GAP is a crucial tool for building the resilience of Zimbabwean communities to climate change as it will help to identify and address the specific vulnerabilities of women and girls in the face of climate change and support them in adapting to its impacts. Integrating gender considerations into climate change policy and programming ensures women's needs, perspectives, and voices are heard and considered in decision-making processes.

To facilitate coordinated responses to disasters, the Government of Zimbabwe enacted the Civil Protection Act as its national disaster legislation and created several institutions, such as the Department of Civil Protection, which is charged with the coordination and management of disasters and hazards.

However, most efforts are concentrated in emergency situations such as the aftermath of Cyclone Idai and droughts. The humanitarian sector is still dominated by large international NGOs and need is still there to for local capacity for humanitarian action.

Civil society organisations also undertake activities under the relief and recovery pillar. A lot of CSOs implement programmes to support victims of conflict through resilience building initiatives such as economic projects. NPRC, Faith Based Organisations and civil society provide Victim Psycho-Social Support and Community Healing programs.

NPRC, in collaboration with other actors in civil society and law enforcement, developed and is operationalising its Standard Operating Procedures for Supporting and Handling Victims of Conflict Related GBV which ensure victims are protected from further traumatisation and contribute to further insights into victims' needs.

The Amended Education Act provides for girls to re-join school after having a child. Organisations such as **Shamwari yeMwanasikana** in collaboration with the United Nations Children's Fund (UNICEF) are supporting young girls to continue with education while having resources to support their children.

SECTION FOUR: THE NATIONAL ACTION PLAN ON UNSCR 1325 ON WOMEN, PEACE AND SECURITY

4.1. Vision:
A Peaceful and Inclusive Zimbabwe where Women Enjoy Gender Equality for Sustainable Peace, Security and Development

This NAP articulates some of the key women peace and security challenges facing the country and the ways in which the government will seek redress, most notably in terms of the key pillars of UNSCR 1325, namely, Participation, Prevention, Protection and Relief and Recovery. Zimbabwe's NAP approaches the implementation of the WPS agenda both domestically and internationally and has four overarching objectives that align with the key pillars of the UNSCR 1325: participation; prevention; protection; and relief and recovery.

Zimbabwe's NAP aims to mainstream UNSCR 1325 into national development, diplomacy, gender, conflict prevention, conflict resolution, peace, security, and reconciliation strategies and ensure the implementation of existing commitments by government to promote gender equality and women's participation and leadership in public affairs at all levels.

4.2. Objectives

- Implement the agreed international, continental, regional and national legal and policy on the prevention of violence against women and protecting them protection from violence;
- Mainstream gender into Zimbabwe's peace and security mechanisms, structures, and processes, ensuring equal representation and meaningful participation of women in key decision-making positions;
- Promote the provision of comprehensive support for survivors through psychosocial, legal, medical, and economic measures;
- Facilitate access to justice and an end to impunity for women affected by violence and sexual and gender-based violence;
- Promote effective, and gender-sensitive relief and recovery responses, that can help alleviate the suffering of communities in crisis after a disaster, emergencies or critical conflict events;

4.3 Priorities

4.3.1. Participation
i. Enhance increased representation and participation of women in public decision making, including in politics, security sector, justice sector and governance processes; institutions and mechanisms for the prevention, management, and resolution of conflict;
ii. Enhance collaboration with local stakeholders, regional and international bodies to promote the women, peace, and security agenda through diplomatic activities, development, and peacekeeping initiatives;
iii. Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces, and create a body of knowledge on the Agenda;

4.3.2 Protection
i. Promote and protect women and girls' rights, including protecting them from SGBV, harmful practices;
ii. Improve intervention strategies for the prevention of violence against women, including promoting accountability for violations;

iii.   Strengthen the implementation and enforcement of policies and laws aimed at protecting women and girls' rights

4.3.3. Prevention
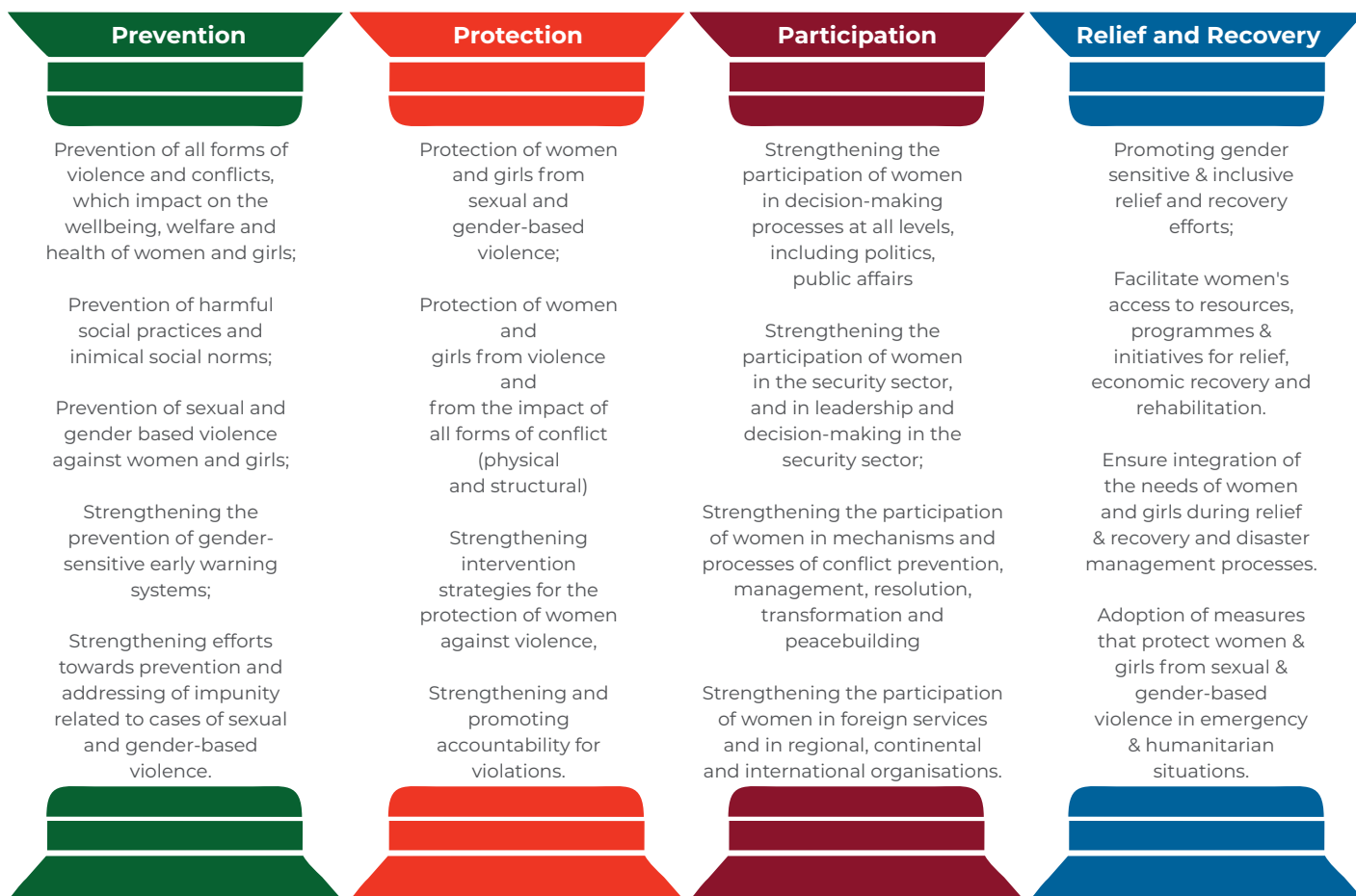
i.   Promote the integration of a gender perspective into Zimbabwe's peace and security processes;

ii.   Raise awareness on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies;

iii.   Reduce prevalence of sexual and gender-based violence, VAW and other violations against women and girls

iv.   Develop and implement gender inclusive conflict early warning and early response systems.

4.3.4 Relief and Recovery

i.   Promote gender sensitive and inclusive relief and recovery efforts and facilitate women's participation and equal access to resources, programmes and initiatives for relief, economic recovery, and rehabilitation;

ii.   Undertake activities that promote community resilience, ensuring the integration of the needs of women and girls during relief and recovery processes, including disaster management processes;

iii.   Adopt special measures to protect women and girls from sexual and gender-based violence, including in emergency and humanitarian situations;

The visual diagram below outlines the main priorities of the NAP on UNSCR 1325:

Figure 5: Main Priorities of Zimbabwe's NAP on UNSCR 1325

Prevention	Protection	Participation	Relief and Recovery
Prevention of all forms of violence and conflicts, which impact on the wellbeing, welfare and health of women and girls; Prevention of harmful social practices and inimical social norms; Prevention of sexual and gender based violence against women and girls; Strengthening the prevention of gender-sensitive early warning systems; Strengthening efforts towards prevention and addressing of impunity related to cases of sexual and gender-based violence.	Protection of women and girls from sexual and gender-based violence; Protection of women and girls from violence and from the impact of all forms of conflict (physical and structural) Strengthening intervention strategies for the protection of women against violence, Strengthening and promoting accountability for violations.	Strengthening the participation of women in decision-making processes at all levels, including politics, public affairs Strengthening the participation of women in the security sector, and in leadership and decision-making in the security sector; Strengthening the participation of women in mechanisms and processes of conflict prevention, management, resolution, transformation and peacebuilding Strengthening the participation of women in foreign services and in regional, continental and international organisations.	Promoting gender sensitive & inclusive relief and recovery efforts; Facilitate women's access to resources, programmes & initiatives for relief, economic recovery and rehabilitation. Ensure integration of the needs of women and girls during relief & recovery and disaster management processes. Adoption of measures that protect women & girls from sexual & gender-based violence in emergency & humanitarian situations.

4.4. The Nap Impact Pathway

NAPs are timebound products and, as such, must consider what priorities are most critical and can effectively be delivered in a limited timeframe. The Zimbabwe NAP is for five years (2023-2027), and as such, it includes some objectives, expected outcomes, activities as well as the indicators and the budget that is required to achieve the results intended.

Strategic Objectives	Expected Outcomes	Activities	Indicators	Budget
These are the strategic objectives or sub-objectives which are critical for the NAP.	These are the aspirations for societal wide effects or outcomes which the NAP intends to achieve.	These are the activities that are crucial towards achieving the set objective.	These are tools used to measure & determine if implementation of interventions are being achieved as planned.	These are the resources required to ensure that the objectives set for the NAP have been achieved.

SECTION FIVE: IMPLEMENTATION PLAN FOR ZIMBABWE'S NAP ON UNSCR 1325

The following NAP Implementation Plan or framework is a tool that can be used to consider the relationships between available resources, planned activities, and desired changes or results emerging from the Zimbabwe NAP on UNSCR 1325.

PROTECTION PILLAR

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 1: Promote and protect women and girls' rights, including protecting them from SGBV and harmful practices	Women and girls protected from SGBV, GBV, VAWG and harmful social practices.	Undertake Advocacy for development and strengthening legislation which prevent and address SGBV and harmful practices;

Raise awareness on existing and new legal and policy frameworks protecting and addressing SGBV and harmful practices through media, advocacy briefs and IEC materials.

Undertake capacity building initiatives for justice sector & law enforcement on protecting women and girls from SGBV and harmful social practices. | Number of laws which protect and address SGBV, GBV, VAWG and other harmful practices, passed and amended.

Existence of mechanisms for monitoring the implementation of the laws and policies for protecting women's rights

Number of initiatives undertaken to enhance awareness on legal & policy frameworks preventing & addressing SGBV & harmful practices.

Measures taken to capacitate justice sector & law enforcement to protect women's rights, including the prevention of and response to sexual and gender-based violence. | At least two (2)- SGBV legislation amended and passed by 2027;

At least one monitoring mechanism for the implementation of laws and policies protecting women's rights established.

At least 5 initiatives undertaken by 2027.

At least five (5) capacity building initiatives for justice sector & law enforcement, undertaken by 2027 (one per year). | 2023-2027 | Ministry of Home Affairs and Cultural Heritage & Ministry of Women's Affairs Community, Small and Medium Enterprises Development | Parliament; Senate

Ministry of Local Government and Urban Planning

Judicial Services Commission (JSC) · Courts

Law enforcement ·Zimbabwe Republic Police

Chapter 12 Commissions ·NPRC, ZGC, ZHRC, ZMC

Traditional Leaders Parliament,

CSOs, CBOs, FBOs,

Organisations of Persons with Disabilities |

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
			Number of justice sector, law enforcement personnel participating in capacity building programmes.	At least 30% of justice sector, law enforcement personnel are participating in capacity building programmes by 2027.			
		Undertake awareness raising with traditional leaders, FBOs, CSOs to address patriarchal, inimical and harmful cultural norms and SGBV.	Number of awareness raising initiatives with traditional leaders, FBOs, CSOs on inimical cultural norms and SGBV.	At least ten (10) Provincial awareness raising activities undertaken with traditional leaders, FBOs, CSOs on inimical cultural norms and SGBV (one per province) by 2027.			
		Support community dialogues on inimical social practices and harmful cultural norms.	Number of awareness-raising programmes and community dialogue on discriminatory social norms and practices undertaken.	At least, ten (10) Provincial awareness-raising programmes and community dialogue on discriminatory social norms and practices undertaken by 2027.			
		Undertake capacity building initiatives to raise awareness on legal and policy frameworks to protect and address GBV, SGBV, VAWG and other violations against women and girls.	Number of initiatives implemented that increase the knowledge of legal and policy frameworks for protecting and addressing SGBV and harmful practice, implemented.	At least ten (10) outreach initiatives seeking to increase the knowledge of legal and policy frameworks for protecting and addressing GBV, SGBV, VAWG and other harmful practice are implemented (one per year) by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 2: Strengthen intervention strategies for the protection of violence against women, including promoting accountability for violations.	Improved intervention strategies for the protection and response to GBV, SGBV, VAWG and other violations against women and girls & accountability for violations against women and girls.	Conduct assessment on the nature, prevalence of GBV, SGBV, VAWG and other violations against women and girls.	Number of assessment studies on the nature, prevalence of SGBV, VAW and other violations against women and girls, undertaken.	One assessment study on the nature, prevalence of SGBV, VAW and other violations against women and girls, undertaken by 2025.	2023-2027	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development and Ministry of Home Affairs and Cultural Heritage.	MWACSMED, Ministry of Justice Ministry of Local Government and Urban Planning
		Undertake advocacy outreach and capacity building efforts to ensure increased reporting, prosecution of cases of GBV & SGBV.	Number of reported cases of SGBV and VAW investigated, taken to court, and prosecuted;	At least a 30% increase in reported cases of SGBV and VAW or number of cases, being investigated, taken to court, and prosecuted by 2027.			Judicial Services Commission (JSC) • Courts
		Undertake capacity building initiatives for duty bearers to facilitate establishment of accountability mechanisms on SGBV, GBV, VAWG and other violations against women and girls.	Measures established to respond to women and girl survivors of sexual and gender-based violence.	At least five (5) capacity building programmes on accountability processes for prevention of GBV, SGBV, VAWG and other violations against women and girls by 2027.			Law enforcement • Zimbabwe Republic Police

Other Chapter 12 Commissions ZGC, ZHRC, ZHRC, ZMC

CSOs, CBOs, FBOs, |
| | | Establish national and provincial accountability mechanisms to provide oversight on GBV, SGBV, VAWG and other violations against women and girls. | Number of National and Provincial accountability and oversight mechanisms created to provide oversight on efforts to address GBV, SGBV, VAWG and other violations against women and girls. | At least one (1) National and ten (10 Provincial mechanisms established to provide oversight on efforts to address GBV, SGBV, VAWG and other violations against women and girls by 2027. | | | Organisations of Persons with Disabilities |
| | | Undertake Capacity building activities for women human rights defenders and CSOs, on | Measures taken to capacitate women human rights | At least five (5) Capacity building activities for women human rights | | | |

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
		protecting women and girls.	defenders and CSOs to protect.women's rights, including the prevention of and response to sexual and gender-based violence.	defenders and CSOs, on protecting women and girls' rights, undertaken by 2027 (one per year).			
		Provide Training on psycho-social support programmes for victims and survivors of SGBV and VAWG.	Number of programmes for victims and survivors of SGBV and VAWG.	At least five (5) capacity building Training programmes on psycho-social support programmes for victims and survivors of SGBV and VAWG undertaken by 2027 (one per year).			
			Number of psycho-social support programmes established for survivors of GBV, SGBV.	At least ten (10) psycho-social support programmes for victims and survivors of SGBV and VAW, and other violations, established 2027 (one per province).			
		Undertake awareness raising on referral pathways for victims and survivors of GBV, SGBV, VAWG and other forms of violations against women and girls.	Number of awareness raising campaigns on referral pathways for survivors of GBV, SGBV, Violence against women and Girls (VAWG) and other forms of violations, undertaken.	At least 40 awareness raising campaigns undertaken by 2027 (4 per Province).			
		Establish One Stop Centers to address issues of GBV, SGBV, VAWG and other forms of violations against women and girls.	Number of women, girls, Persons with disabilities and other vulnerable groups benefiting from the One Stop Centers, shelters and safe	At least ten (10) One Stop Centres established by 2027 (one per province).			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
			spaces.				
		Establish shelters/ safe spaces for women and girls affected by SGBV and VAWG at Provincial levels.		At least 50% of women, girls, Persons with disabilities and other vulnerable groups affected by SGBV, GBV, VAWG and other violations are benefiting from the One Stop Centres by 2027. At least ten 10 safe spaces/ 10 shelters for women and girls affected by SGBV and VAW, established and strengthened (one per province) by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic objective 3: Strengthen the implementation and enforcement of policies and laws aimed at protecting women and girls' rights.	Enhanced implementation and enforcement of policies and laws aimed at protecting women and girls' rights.	Undertake advocacy for full implementation of legal and policy frameworks for the protection of women and girls from SGBV. Develop Guidance tools on protecting women and girls' rights from SGBV, VAW and other violations. Capacity building of judiciary, law enforcement actors and CSOs on protecting women and girls' rights.	Existence of mechanisms for implementing the laws and policies for protecting women's rights including sexual and gender-based violence. Number of Guidance Tools/ Frameworks on protecting women and girls' rights from SGBV, VAW and other violations, developed. Measures taken to capacitate judiciary, law enforcement actors and CSOs to protect women's rights, including the prevention of and response to sexual and gender-based violence.	At least five (5) advocacy campaigns for the protection of women and girls from SGBV, undertaken by 2027. At least one (1) Guidance Tool/ Framework on protecting women and girls' rights from SGBV, VAWG and other violations, developed by 2027. At least 10 capacity building programmes held for the Judiciary and law enforcement actors by 2027.	2023-2027	Ministry of Home Affairs and Cultural Heritage & Ministry of Women's Affairs, Community, Small and Medium Enterprises Development.	MoDWVA; Ministry of Justice Ministry of Local Government and Urban Planning Judicial Services Commission (JSC) ·Courts Law enforcement ·Zimbabwe Republic Police Security actors ·Zimbabwe Defence Forces Other Chapter 12 Commissions ZGC, ZHRC, ZEC CSOs, CBOs, FBOs, Organisations of Persons with Disabilities

PREVENTION PILLAR

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 1. Promote the integration of a gender perspective into Zimbabwe's peace and security processes.	Integration of a gender perspective into Zimbabwe's peace and security processes.	Review peace and security policies and integrate gender perspective. Undertake capacity building for on Gender-sensitive Peacebuilding for peacebuilding actors and practitioners. Undertake capacity building on Gender-sensitive Peacebuilding for Chapter 12 Institutions. Undertake capacity building for security, justice and law enforcement actors.	Number of peace and security policies, reviewed to integrate gender perspectives.	At least one (1) peace and security policy, reviewed to integrate gender perspectives by 2027.	2023-2027	Ministry of Home Affairs and Cultural Heritage & Ministry of Women's Affairs Community, Small and Medium Enterprises Development.	MoDWVA; Ministry of Justice Ministry of Local Govt and Urban Planning Judicial Services Commission (JSC) ·Courts Law enforcement ·Zimbabwe Republic Police Security actors ·Zimbabwe Defence Forces Other Chapter 12 Commissions ZGC, ZHRC, ZEC CSOs, CBOs, FBOs, Organisations of Persons with Disabilities

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 2. Raise awareness on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies.	Prevention of sexual and gender-based violence in conflicts, disasters and emergencies by duty bearers and stakeholders.	Conduct stakeholders' engagement sessions on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies.	Number of awareness raising engagements on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies, undertaken.	At least 10 awareness raising engagements among stakeholders on disaster risk reduction on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies are held by 2027.	2023-2028	Ministry of Home Affairs and Cultural Heritage & Ministry of Women's Affairs, Community, Small and Medium Enterprises Development.	Ministry of Defence and War Veteran Affairs; Ministry of Justice Ministry of Local Government and Urban Planning

Judicial Services Commission (JSC) · Courts Law enforcement · Zimbabwe Republic Police Security actors · Zimbabwe Defence Forces

Chapter 12 Commissions ZGC, ZHRC, ZEC

CSOs, CBOs, FBOs, Organisations of Persons with Disabilities

Traditional Leaders

Civil Protection Unit |
		Undertake capacity building for duty bearers on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies.	Measures taken to capacitate duty bearers on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies.	At least 100 disaster risk reduction personnel trained on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies by 2027.			
		Develop Guidance tools on the prevention of SGBV in conflicts, disasters and emergencies.	Existence of Guidance tools and Frameworks on the prevention of SGBV in conflicts, disasters and emergencies.	At least one Guidance tool and Framework on the prevention of sexual and gender-based violence in conflicts, disasters and emergencies by 2027.			
		Undertake gendered review of disaster response and emergency response programmes in Zimbabwe.	Number of gendered reviews of disaster response and emergency response programmes in Zimbabwe, undertaken.	One (1) gendered review of disaster response and emergency response programmes in Zimbabwe, undertaken by 2025.			
		Conduct awareness raising activities among duty bearers and stakeholders on the prevention of sexual and gender-based violence in	Number of duty bearers and stakeholders equipped with knowledge on the prevention of sexual	Five (5) awareness raising activities on the prevention of sexual and gender-based violence in conflicts, disasters,			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
		conflicts, disasters and emergencies.	and gender-based violence in conflicts, disasters and emergencies undertaken.	and emergencies undertaken by 2027 (one per year). At least 30% of the population participate in awareness raising activities on the prevention of SGBV in conflicts, disasters and emergencies u by 2027 (one per year).			
Strategic Objective 3. Strengthen national and community efforts to reduce prevalence of SGBV, VAW and other violations against women and girls.	Prevalence of sexual and gender-based violence, VAW and other violations against women and girls reduced.	Conduct campaigns on preventing SGBV, VAW and other violations against women and girls.	Existence of measures on preventing SGBV, VAW and other violations against women and girls.	At least 30% reduction in the prevalence of sexual and gender-based violence, VAW and other violations by 2027. At least 250 stakeholders participate in information-sharing sessions and campaigns to reduce SGBV and harmful social practices by 2027 (50 stakeholders per year). At least 30% of the population participate in outreach activities and campaigns on preventing SGBV and harmful social practices.	2023-2027	Ministry of Women Affairs, Community, Small and Medium Enterprises Development supported by Ministry of Home Affairs and Cultural Heritage	Ministry of Defence and War Veterans Affairs Ministry of Justice Ministry of Local Government and Public Works Judicial Services Commission (JSC) ·Courts Law enforcement ·Zimbabwe Republic Police Security actors ·Zimbabwe Defence Forces Other Chapter 12 Commissions ZGC, ZHRC, ZEC, ZMC CSOs, CBOs, FBOs, Organisations of Persons with Disabilities
		Engage traditional leaders around prevention of SGBV and harmful social practices.	Number of traditional leaders engaged around prevention of SGBV and harmful	At least 50 engagements with traditional leaders around prevention of			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
				SGBV and harmful social practices by 2027.			
		Undertake campaigns and outreach on engaging men on masculinities.	Number of campaigns and outreach on engaging men on masculinities.	At least, five (5) campaigns and outreach activities on engaging men on masculinities undertaken by 2027 (one per year).			
		Develop gender-sensitive indicators for conflict early warning and early response system (CEWER).	Existence of early warning and response mechanisms that integrate a gender perspective: Presence of gender indicators within the early warning indicators.	One (1) Gender-sensitive and inclusive conflict early warning and early response system developed and implemented by 2025.	2023-2028	Ministry of Women Affairs with support from NPRC and ZGC	MoDWVA; Ministry of Justice Ministry of Local Government and Public Works Judicial Services Commission (JSC) ·Courts Law enforcement ·Zimbabwe Republic Police Security actors ·Zimbabwe Defence Forces Other Chapter 12 Commissions ZHRC, ZEC, ZMC CSOs Provincial Peace Committees; Traditional Leaders CSOs, CBOs, FBOs, Organisations of Persons with Disabilities
		Strengthen the mandate of Gender-responsive peace infrastructures.	Number of initiatives conducted to strengthen peace infrastructures on gender-responsiveness.	At least ten (10) Provincial peace infrastructures strengthened on gender-responsiveness (Peace Committees).			
		Undertake capacity building for Chapter 12 Commissions, Government Departments and relevant stakeholders on generating gender-sensitive data on conflict early warning.	Proportion of women working as early warning data collectors and analysts.	At least 100% of members of Provincial peace infrastructures (Peace Committees) capacitated in gender-responsive early warning by 2027.			
		Roll out capacity building for Peace Committees, Traditional Leaders, FBOs and CSOs on generating, analyzing gender-sensitive data on early warning.	Proportion of women working as early warning data collectors and analysts.	At least ten (ten) capacity building programmes for Peace Committees, Traditional Leaders, FBOs and CSOs on generating, analyzing gender-sensitive data on early warning undertaken by 2027 (one per province). At least 50% members of Provincial Peace Committees, Traditional Leaders, FBOs and CSOs participate in capacity building activities on generating, analyzing gender-sensitive data on early warning by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 1 Enhance representation and participation of women in public decision making for peace and security at all levels, including in politics, security sector, justice sector and governance processes; institutions and mechanisms for the prevention, management and resolution of conflict.	Increased representation and participation of women in public decision making at all levels in the WPS Agenda.	Undertake National Gender Audit and Review of women's representation in making for peace and security at all levels.	Number of National Gender Audit and Review of women's representation in Decision making for peace and security undertaken.	One (1) National Gender Audit and Review of women's representation in making for peace and security undertaken by 2025.	2023-2027	Ministry of Women Affairs, Community, Small and Medium Enterprises Development	Parliament; Senate Ministry of Justice Ministry of Local Government and Public Works Judicial Services Commission (JSC) · Courts Law enforcement · Zimbabwe Republic Police Chapter 12 Commissions ·ZHRC,NPRC, ZEC, ZGC, ZMC Provincial Peace Committees Traditional Leaders CSOs, CBOs, FBOs, Organisations of Persons with Disabilities
		Undertake Capacity Building programmes for Parliamentarians to raise awareness on their role in the WPS Agenda.	Measures taken to capacitate Parliamentarians on their role in the WPS Agenda.	At least five (5) Capacity Building Programmes for Parliamentarians on the WPS Agenda undertaken by 2027. By 2027, at least 50% of Parliamentarians have their capacities strengthened, focusing on the WPS Agenda by 2027.			
		Develop a national pool of women, young women, youth mediators who can be deployed or seconded by the country for peace and security processes.	Number women, young women and youth mediators deployed and mobilized for conflict prevention, peacebuilding and conflict resolution efforts. Number of women, young women, youth participating in government-led peacebuilding processes.	At least 250 young women, and youth mediators deployed and mobilized for conflict prevention, peacebuilding and conflict resolution efforts by 2027. At least twenty (women, young women, youth participating in government-led peacebuilding processes by 2027 (2 per province).			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
			Number of l women, young women and youth mediators trained and entered into the national database.	At least one (1) National Roster/ Database or a Pool of women, young women, youth mediators developed and functional by 2027;			
		Undertake capacity building to increase the number of women in the prevention, management, and resolution of conflict.	Percentage of women involved in the prevention, management and resolution of conflict.	At least 250 women trained and actively participating in the prevention, management and resolution of conflict by 2027 (50 women targeted per year).			
		Undertake capacity building programmes for Women in politics and candidates.	Measures that have been adopted to promote women's. participation in political processes.	At least 100 capacity building programmes for Women in politics and candidates undertaken by 2027.			
			Percentage of women participating in political processes as: a) Voters b) Candidates	At least 40% participating in political processes by 2027.			
		Undertake capacity building programmes for political parties on engendering political party processes and structures.	Measures that have been adopted to promote women's participation in political processes.	At least 5 Political parties in Parliament are engaged in engendering political party processes and structures by 2027..			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 2 Enhance collaboration with local stakeholders, regional and international bodies to promote the women, peace, and security agenda through diplomatic activities, development, and peacekeeping initiatives.	**i.** Local and external collaboration with regional and continental security sector stakeholders, to promote the women, peace and security agenda enhanced.	Undertake regional and continental joint activities, and promote partnership building and collaboration with key stakeholders on the WPS Agenda.	Number of continental joint activities and promote partnership building and collaboration with key stakeholders on the WPS Agenda undertaken.	At least 3 joint activities undertaken by 2027.	2023-2027	Ministry of Foreign Affairs in partnership with Ministry of Defence and War Veterans and Ministry of Women Affairs, Community, Small and Medium Enterprises Development	Service Chiefs/ Security Sector

Parliament; Senate Ministry of Justice Office of the President Ministry of Local Government and Public Works Judicial Services Commission (JSC) · Courts Law enforcement · Zimbabwe Republic Police Chapter 12 Commissions · ZHRC, NPRC, ZGC Traditional Leaders CSOs, CBOs, FBOs, Organisations of Persons with Disabilities SADC Regional Peacekeeping Training Centre. Peace and Security Training Institutions and Departments at Universities |
	ii. Increased participation of women in leadership and decision making in the security sector.	Develop gender-responsive policies, guidelines and strategies for the security sector.	Number of gender-responsive policies or strategies for the security sector developed.	At least one policy and Guideline adopted by 2025.			
	iii. Buy-in from the security sector about importance of participation of women inn decision- making and leadership roles in defense and security sectors.		Number of security sector guidelines and internal policies that mainstream gender and strengthen women's participation.				
	iv. Special measures for enhancing the participation of women in decision making on all levels, especially in defense and security sector adopted.	Undertake capacity building processes on gender mainstreaming and the WPS Agenda for security leaders and security sector personnel.	Measures taken to capacitate security sector actors (ZDF, ZRP, ZPCS, Customs, Immigration) on gender mainstreaming.	At least 5 trainings held on gender mainstreaming.			
	v. Enhanced awareness on the need for gender-mainstreaming in the security sector.	Raise awareness on the importance of participation of women in decision making and achieving peace and security.	Number of women and women's CSOs participating in government led peacebuilding processes and in peace and security.	At least 5 awareness campaigns by 2027.			
	vi. Enhanced political will by security sector leaders and political leaders on the appointment of women						

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
	in leadership positions in the security sector.	Undertake engagement and policy influence efforts to promote the appointment of women in leadership positions in security sector.	Number of engagements conducted with the security sector on the importance of participation of women in decision-making and leadership roles in defense and security sectors.				
		Push for adoption of special measures for enhancing the participation of women in leadership and decision making on all levels, especially in defense and security sector.	Percentage of women in leadership and decision-making positions in the security sector and oversight structures for peacebuilding.	At least 40% women in leadership and decision-making positions by 2027.			
		Undertake awareness raising and outreach to encourage female participation in the security sector.	Percentage of female participation in the security sector.	At least 40% women in leadership and decision-making positions by 2027.			
		Advocate & engage security sector on increased participation and representation of women as peacekeepers and their deployment.	Percentage of women deployed in peace support operations as peacekeepers.	At least 50% women deployed as peacekeepers by 2027.			
		Undertake awareness raising and outreach to encourage female participation in the security sector.	Measures that are adopted to encourage women to join the security sector.	At least 30% women participating in the security by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
		Undertake measures to encourage women to join and participate in the security sector.	Percentage of women in security institutions: a) Police b) Justice c) Military d) Immigration e)National intelligence f) Prisons.	At least 30% women participating in the security by 2027.			
		Undertake efforts to contribute to increased representation of women in foreign service and in regional, continental and global bodies related to peace and security.	Percentage of women in leadership positions in the Foreign Service related to peace and security: a) Diplomats b)Peacekeeping officers (disaggregated by civilian military and police) c) Defence attachés d)Intelligence officers e)Immigration officers.	At least 50% women representation in foreign service by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 3 Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces, and create a body of knowledge on the Agenda.	Strengthened capacities and understanding of the WPS Agenda at all levels and in various spaces.	Support information sharing and provincial dialogues on the WPS Agenda for stakeholders including the Security Sector, Government, CSOs and relevant stakeholders.	Measures taken to enhance stakeholder's knowledge of the WPS Agenda at all levels and in various spaces.	At least 30% of the population have participated in capacity building and outreach events on the WPS Agenda at all levels and in various spaces by 2027.	2023-2027	Ministry of Women Affairs, Community, Small and Medium Enterprises Development & Ministry of Defence and Veteran Affairs	Ministry of Primary and Secondary Education; Ministry of Higher and Tertiary Education, Innovation Science and Technology Development. Ministry of Justice Ministry of Local Government and Public Works ; Chapter 12 Commissions ZMC, ZHRC, NPR, ZGC Traditional Leaders Universities National Defence University Academic Institutions and Training Centers, Media CSOs, CBOs, FBOs, Organisations of Persons with Disabilities, Development Partners
		Undertake lessons learned research and documentation on the implementation of WPS Agenda.	Research Report on lessons learned and good practices on implementing the WPS identified.	At least one (1) repository for lessons learned on the implementation of the WPS Agenda in Zimbabwe that has been created by 2027.			
		Popularize the WPS Agenda in schools, universities, colleges and in the community.	Measures taken to strengthen knowledge on the WPS Agenda in schools, universities, colleges and in the community.	At least ten (10) activities on the WPS Agenda held in schools, universities, colleges and in the community by 2027.			
		Organize Annual Conferences on the state of WPS Agenda among stakeholders.	Progress Report on the implementation of the WPS Agenda in Zimbabwe.	At least five (5) Annual Conferences on Lessons Learned organized by 2027 (one per year).			

RELIEF AND RECOVERY PILLAR

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 1. Promote gender sensitive and inclusive relief and recovery efforts and facilitate women's participation and equal access to resources, programmes and initiatives for relief, economic recovery and rehabilitation.	Gender responsive and inclusive relief and recovery efforts are institutionalized in DRR processes.	Develop gender-responsive emergency response, relief and recovery policies and strategies.	Number of gender-responsive emergency response, relief and recovery policies and strategies.

Proportion of women and girls benefiting from post conflict recovery programmes. | At least one (1) National Gender-responsive emergency response, relief and recovery Policy and Strategy (GRERRRPS) developed by 2027. | 2023-2027 | Ministry of Local Government, and Public Works (Supported by the Ministry of Women Affairs, Community, Small and Medium Enterprises Development) | Ministry of Public Service, Labour and Social Welfare Civil Protection Unit Ministry of Finance CSOs, CBOs, FBOs, Organisations of Persons with Disabilities Development partners Traditional Leaders Women and youth organizations |
| | | Undertake capacity building programmes to support the disaster response institutions and government programmes on relief and recovery efforts with gender mainstreaming. | Measures taken to capacitate Civil Protection Unit and emergency response mechanisms in gender mainstreaming relief and recovery actors.

Number of activities for gender mainstreaming in social protection, economic recovery and rehabilitation programmes. | At least five (5) capacity building activities on gender mainstreaming emergency, relief and recovery relief and recovery actors by 2027.

At least five (5) of activities for gender mainstreaming in social protection, economic recovery and rehabilitation programmes are undertaken by 2027 (one per year). | | | |
| | | Strengthen the capacities of Civil Protection Unit and emergency response mechanisms in gender mainstreaming in relief and recovery efforts. | Number of personnel in the Civil Protection Unit and emergency response mechanisms who have received capacity building on gender mainstreaming in relief and recovery efforts.

Number of gender | At least 50% of the Civil Protection Unit and emergency response mechanisms participate in capacity building programmes by 2027.

At least 5 gender | | | |

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
			responsive programmes on relief and recovery efforts designed.	responsive programmes and emergency response mechanisms on relief and recovery efforts are designed by the Civil Protection Unit by 2027.			
		Undertake gender mainstreaming in social protection, economic recovery and rehabilitation programmes.	Number of social protection, economic recovery and rehabilitation programmes designed.	At least ten (10) Provincial social protection, economic recovery and rehabilitation programmes designed and implemented by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 2 Undertake activities that promote community resilience, ensuring the integration of the needs of women and girls during relief and recovery processes, including disaster management processes.	Enhanced capacities of communities and stakeholders in promoting gender-responsive community resilience.	Engage communities and stakeholders in promoting gender-responsive community resilience.	Number of activities that promote gender-responsive community resilience.	At least 10 provincial activities that promote gender-responsive community resilience are launched and implemented by 2027.	2023-2027	Ministry of Local Government, Rural and Urban Development leading (Supported by the Ministry of Women Affairs, Community, Small and Medium Enterprises Development)	Ministry of Social Welfare Ministry of Primary and Secondary Education Civil Protection Unit Ministry of Finance Traditional Leaders CSOs, CBOs, FBOs, Organisations of Persons with Disabilities Development partners Women and youth organizations
			Number of women and girls benefitting from post conflict recovery economic programmes.	At least 50% women and girls benefitting from community resilience programmes and initiatives by 2027.			
		Develop programmes for community resilience, targeting women, girls, elders and persons with disabilities and other marginalized groups.	Number of women, girls, youth, elderly people and persons with disabilities and other marginalized groups participating in and benefiting from community resilience programmes.	At least 30% of women, girls, youth and elderly are benefitting from community resilience programmes and initiatives by 2027			
		Establish Women's Economic Empowerment (WEE) programmes to cushion women, girls, the elderly, PWDs and other vulnerable groups during in Disaster Risk Reduction.	Proportion of Women benefitting from Economic Empowerment (WEE) programmes established during in Disaster Risk Reduction processes.	At least ten (10) Women Economic Empowerment (WEE) programmes established to strengthen Disaster Risk Reduction initiatives by 2027.			
			Percentage of women benefitting from Women's Economic Empowerment (WEE) programmes.	At least 30% of women are benefiting from Women's Empowerment (WEE) programmes established to strengthen Disaster Risk Reduction initiatives by 2027.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strategic Objective 3 Adopt Special measures to protect women and girls from sexual and gender-based violence including in emergency and humanitarian situations.	Special measures in place to protect women and girls from sexual and gender-based violence enhanced in DRR processes.	Undertake lobbying with Parliament to adopt special measures to protect women and girls from sexual and gender-based violence in DRR processes. Advocate for adoption of gender-responsive legal frameworks on protection of women and girls from GBV, SGBV, VAWG in DRR processes.	Measures taken to capacitate Parliament to adopt special measures that protect women and girls from sexual and gender based violence adopted. Existence of legal and policy frameworks that protect women and girls from sexual and gender-based violence in DRR processes.	At least five (5) Policy dialogues are held with Members of Parliament by 2027. At least five (5) gender-responsive legal frameworks on protection of women and girls from GBV, SGBV, VAWG, DRR processes developed and adopted.	2023-2027	Ministry of Local Government and Public Works (Supported by the Ministry of Women Affairs, Community, Small and Medium Enterprises Development).	Parliament/ Senate Ministry of Public Service, Labour and Social Welfare; Civil Protection Unit Ministry of Finance and Economic Development Security Agencies and Law Enforcement Traditional Leaders CSOs, CBOs, FBOs, Organisations of Persons with Disabilities Development partners Women and youth organizations.
	Gender-responsive special measures and policies in place to protect women and girls from sexual and gender-based violence in emergency and humanitarian situations.	Review, develop, strengthen and update policies on Disaster Risk Reduction (DRR), which are reflecting gender-responsiveness and attention to the needs of women and girls, youth, the elderly, persons with disabilities and other vulnerable groups. Develop, launch, undertake, initiate, and strengthen psycho-social support programmes established for DRR processes, paying attention to the integration of gender.	Existence of gender-responsive legal frameworks on protection of women and girls from GBV, SGBV, VAWG in DRR processes. Updated policies on Disaster Risk Reduction (DRR), which are gender-responsiveness and include the needs of women and girls, youth, the elderly, persons with disabilities and other vulnerable groups. Number of women and girls benefitting from psycho-social support programmes established for DRR processes.	At least one (1) Gender-Responsive National Disaster Risk Reduction (DRR) Policy and Strategy is developed and adopted by 2027. At least ten (10) Gender-Responsive Provincial Psycho-social support programmes for DRR processes are established and implemented by 2027 (one per province). At least 30% of women and girls are benefitting from Provincial psycho-social support programmes established for DRR processes by 2027.			

SECTION SIX: MONITORING AND EVALUATION OF THE NAP ON UNSCR 1325

Any policy that aims to effect change requires a sound and robust monitoring and evaluation (M&E) framework to assess whether the intended change is happening. Thus, monitoring and evaluation are a critical component of the implementation of the WPS Agenda. Successful implementation of the National Action Plan (NAP) on UNSCR 1325 requires the establishment of an effective mechanism for monitoring and evaluation.

To this end, the Zimbabwe NAP on UNSCR 1325 will be accompanied by a monitoring and evaluation plan, to be used by different stakeholders. All implementing partners have a responsibility to report on their activities. Monitoring will be the responsibility of the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development, in collaboration with relevant stakeholders such as Gender Focal Points in every Government Ministry of Department. Additionally, thematic clusters should be created, which will oversee work on each of the clusters (prevention, protection, participation as well as relief and recovery).

A Monitoring and Evaluation Framework for the NAP on UNSCR 1325 will be developed through a consultative process. The monitoring and evaluation plan will clearly identify goals and objectives of the Zimbabwe National Action Plan on UNSCR 1325, and it will help track progress on implementation of the Plan. The development of the M&E Framework will be critical not only towards documentation of the Zimbabwean experience in implementation of the WPS Agenda, but it will also play a role towards identification of successes, lessons learned, gaps and challenges faced by stakeholders in the implementation of the NAP. The M&E Framework will also contribute towards the design of proposals of possible solutions to these gaps and challenges.

The M&E Framework will be accompanied by the development of a tracking mechanism and template which can help respective Government departments and Ministries to undertake progress and annual reporting on the implementation of the WPS Agenda. The reporting template with agreed upon indicators, will facilitate annual reporting on progress by the NAPS Technical Steering Committee, under the guidance of the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development.

The Monitoring and Evaluation Plan of the NAP will be guided by Government's Results Based Management Framework and, where appropriate results should be incorporated into Performance Contracts for Heads of Ministries and Departments, as well as Chapter 12 Commissions.

The M&E Framework will be aligned with the African Union's Continental Results Framework for Measuring Progress on the WPS Agenda in Africa (which was adopted in 2018), in addition to being aligned to the SADC Regional Strategy on Women, Peace and Security (2022-2030).

The NAP will allow the Government of Zimbabwe to comprehensively report on the progress on the implementation of UN-SCR 1325 and the recently developed Continental Monitoring Framework for WPS commitments of the African Union Commission adopted in 2018.

To this end the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development, in collaboration with relevant stakeholders such as Gender Focal Points in every Government Ministry or Department, as well as the NAP Coordination Mechanisms and Technical Steering Committee and thematic clusters will organize progress monitoring, mid-term review of the NAP as well as an end of term review (at the end of five years).

The M&E processes will be supported by the development of locally adaptable indicators, which will be used for collection of reliable data. This is necessary to track implementation progress, identify gaps, and address challenges. As such, the National UNSCR 1325 NAP Steering Committee, working with ZIMSTATS will work towards a consultative process of developing the NAP M&E Indicators. In addition, the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development, working with the National NAP Steering Committee to strengthen the capacities of various stakeholders and implementing partners, ensure that are better able to produce gender disaggregated data.

Another critical factor in the M&E of actions/outputs is the availability and inclusion of baseline data across the various fields or elements being monitored. As such, there will be need for baseline information on all the NAP priority areas. The baseline study will also help towards benchmarking of the NAP. For example, if one of the targets for the NAP is intending to strengthen the participation of women in decision-making for conflict prevention, management and transformation,   a baseline study allows for the collection of current data/ inception data on women's participation and involvement in such activities prior to the intervention. The undertaking of the baseline studies for the NAP will be an important inception activity for Monitoring and Evaluation of the NAP.

The baseline study will be followed by the NAP implementation process, which also entails some continuous evaluation (process evaluation). Apart from continuous monitoring that will be conducted by Gender Focal points and Government Departments and security actors, there will be a mid-term evaluation, scheduled by the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development.

The mid-term evaluation would be aimed towards reviewing progress, achievements, and challenges to strengthen the NAP framework towards more efficient implementation and accountability in the second stage of the five-year Plan.

This is also designed to increase transparency, effectiveness and engagement of the responsible parties and stakeholders for the Zimbabwe NAP on UNSCR 1325. Findings emerging from the mid-term evaluation will be used to draft recommendations to support more efficient performance and to develop proposals to enhance the structure of monitoring and evaluation processes.

Overall, the NAP monitoring and evaluation process, will facilitate the exchange of experiences between Government and key stakeholders on how the NAP on UNSCR 1325 is being implemented. Most significantly, government, civil society, local and traditional leaders, the media, and international and regional actors all play a key role in monitoring and evaluation.

To ensure that all key stakeholders are on board regarding the M & E processes, the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development, will undertake capacity building sessions on Monitoring and Evaluation targeting key stakeholders such as Government Departments and Ministries, Gender Focal Persons nominated by each Government Department and Ministry, as well as other critical coordinating bodies of the NAP, including the Inter-Ministerial Committee and the Technical Steering Committee.

Additionally, key entities that are responsible for generating data on the NAP implementation on UNSCR 1325 will also benefit from the capacity building processes. For example, the police, criminal justice system, security actors and the Civil Protection Unit (CPU) will equally benefit from capacity building processes. Furthermore, ZIMSTATS will also be trained in data collection and analysis for NAP implementation. The collected data will be useful towards effectively conducting advocacy, raising awareness, ensuring accountability, and accelerating implementation in cooperation with all responsible stakeholders.

Efforts will be taken to ensure that women's organizations, men's organizations focusing on gender, youth networks, associations, and organizations (including the African Women's Leadership Network and Fem-Wise Africa's Zimbabwean National Chapters, as well as the National Association for Youth Organizations-NAYO), broader CSOs, FBOs, CBO, Peace Committees, members of academia, and the media are included in monitoring processes. A Zimbabwean Civil society Working Group on the NAP on UNSCR 1325 will be established, and it will also be provided with capacity building support on NAP M&E processes, including the use of agreed-upon indicators for data collection on NAP Implementation.

The Ministry of Women's Affairs, Community, Small and Medium Enterprises Development will prioritize the provision of technical support and capacity-building for non-state actors to ensure that they are more meaningfully involved in efforts towards implementing, monitoring, and evaluating UNSCR 1325. The Ministry, together with the NAP Steering Committee and Technical Committee will facilitate partnerships and exchange opportunities between CSOs, academic, the media, FBOs, youth associations and networks towards advancing the WPS agenda.

Monitoring and evaluation will also be crucial tools for discussing challenges, best practices, and recommendations for effective WPS Agenda implementation. The Ministry of Ministry of Women's Affairs, Community, Small and Medium Enterprises Development , in collaboration with relevant stakeholders such as Gender Focal Points in every Government Ministry of Department. Additionally, thematic clusters, will use the data collected through monitoring and evaluation to strengthen advocacy, and accelerate WPS implementation at the local, national, and regional levels.

6.1. Monitoring and Evaluation Matrix of the NAP on UNSCR 1325

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
Strengthening the monitoring and evaluation of the implementation of the WPS Agenda in Zimbabwe.	Outline of the baseline conditions for the WPS Agenda in Zimbabwe.	Undertake a baseline study on the state of affairs on the WPS Agenda, when the NAP is launched.	Number of Baseline studies undertaken.	One Baseline Study undertaken by 2025.	2023-2027	Ministry of Women Affairs, Community, Small and Medium Enterprises Development.	Ministry of Defence and Veteran Affairs; NAP Coordinating mechanisms; ·NAP Ministerial Committee ·NAP Technical Steering Committee ZIMSTATS Gender Focal Points in each Ministry Ministry of Primary and Secondary Education; Ministry of Higher and Tertiary Education Innovation Science and Technology Development; Ministry of Justice Ministry of Local Government and Public Works ; Parliament; Senate Judicial Services Commission (JSC) ·Courts Law enforcement ·Zimbabwe Republic Police Service Chiefs/ Security Sector; Chapter 12 Commissions ·ZHRC,NPR Traditional Leaders FBOS Universities
	Capacity building of NAP Coordination mechanisms and evaluation teams/ Government conducted.	Undertake capacity building of UNSCR 1325 NAP Coordination mechanisms and evaluation teams/ relevant Government Departments.	Number of Capacity building of NAP Coordination mechanisms and evaluation teams/ Government conducted. Number and percentage of persons in the NAP Coordination Bodies benefiting from the capacity building processes.	By 2027, at least five (5) capacity building of NAP Coordination mechanisms and evaluation teams/ Government conducted. By 2027, at least 100% of actors in NAP Coordination mechanisms and evaluation teams/ Government have participated in induction and training activities.			
	Monitoring and evaluation framework for the implementation of the WPS Agenda in Zimbabwe developed.	Develop monitoring and evaluation framework for the implementation of the WPS Agenda in Zimbabwe.	Monitoring and evaluation framework for the implementation of the WPS Agenda in Zimbabwe developed.	By 2027, at least one (1) Monitoring and evaluation framework for the implementation of the WPS Agenda in Zimbabwe developed and implemented.			
	Implementation of the Monitoring system; Continuous monitoring and evaluation on the implementation of the NAP on UNSCR 1325 in Zimbabwe undertaken.	Undertake continuous monitoring and feedback on the implementation of the NAP on UNSCR 1325 in Zimbabwe.	Implementation of the Monitoring system; Number of monitoring and evaluation activities on the NAP on UNSCR 1325 in Zimbabwe undertaken.				

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
	Mid-term and After-Action Review Meetings with key stakeholders, to take stock of the implementation of the WPS Agenda in Zimbabwe undertaken.	Conduct mid-term and After-Action Review Meetings with key stakeholders, to take stock of the implementation of the WPS Agenda in Zimbabwe.	Number of Mid-term and After-Action Review Meetings with key stakeholders, to take stock of the implementation of the WPS Agenda in Zimbabwe undertaken.	By 2025, at least one mid-term evaluation of the NAP implementation undertaken.			
	Periodic progress reports and Annual Reports on the implementation of the WPS Agenda in Zimbabwe developed.	Develop and submit progress and Annual Reports on the Implementation of the WPS Agenda in Zimbabwe.	Number of Periodic progress reports on the implementation of the WPS Agenda in Zimbabwe developed.	By 2027, at least five (5) periodic reports on the the WPS Agenda in Zimbabwe developed and submitted to SADC, AU and UN.			
	Endline study on the NAP Implementation process in Zimbabwe undertaken.	Undertake an endline study on the NAP Implementation process in Zimbabwe.	Outline of the conditions prevailing on the WPS Agenda in Zimbabwe after the end of the first NAP.	By 2027, at least one (1) Endline Evaluation on the Implementation of the NAP.			
	Lessons Learned workshops and Review meetings on the implementation of the WPS Agenda organized.	Organize lessons learned meetings and workshops, reviewing the implementation of the WPS Agenda in Zimbabwe.	Number of lessons Learned workshops & Review meetings on the implementation of the WPS Agenda organized. Documentation of Zimbabwe's experience in implementation of the WPS Agenda. Identification of the successes, lessons learned, gaps and challenges faced by stakeholders in the implementation of the NAP.	By 2027, at least five (5) lessons Learned workshops & Review meetings on the implementation of the WPS convened (one per year). By 2027, at least five periodic reports on successes, lessons learned, gaps and challenges faced by stakeholders in the implementation of the NAP produced.			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
			Proposals of possible solutions to these gaps and challenges.	By 2027, at least ten (10) actionable recommendations per each pillar to advance the implementation of the WPS Agenda collected/ harnessed.			
			Number of key priorities/ overall objectives for the next NAP on UNSCR 1325 identified.	By 2027, at least five (5) priorities/ overall objectives identified for the next NAP on UNSCR 1325.			
Institutionalize reflections and learning on the implementation of the WPS Agenda.	The WPS Agenda is institutionalized and mainstreamed into all key government departments.	Convene Annual Dialogues/ Conferences reflecting on the implementation of the WPS Agenda in Zimbabwe.	Number of Annual Conferences on the state of WPS Agenda convened.	At least five (5) Annual Conferences on the state of WPS Agenda convened by 2027 (one per year).			
			Number of persons and institutions participate in nationally and provincially organized events on the WPS Agenda in Zimbabwe.	By 2027, at least 500 persons and 50 institutions participate in nationally and provincially organized events on the WPS Agenda in Zimbabwe (100 persons per year).			
			Number of participants attending the Annual Conference on the state of WPS Agenda.	At least 500 people participate in the Annual Conference on the WPS Agenda in Zimbabwe (100 per year).			
	Reflective discussions on the implementation of the WPS Agenda undertaken and institutionalized.	Organize reflective dialogues at Provincial level on the implementation of the WPS Agenda.	Number of reflective dialogues on the WPS Agenda held at provincial level.	At least ten (10) reflective dialogues on the WPS Agenda held at provincial level convened per year) (50			

STRATEGIC OBJECTIVE	EXPECTED OUTCOME	ACTIVITIES	INDICATORS & MEANS OF VERIFICATION	TARGET	TIME FRAME	LEAD ACTOR	SUPPORTING PARTNERS
	Local and national actors participate actively in discussions and reflections on the implementation of the WPS Agenda in Zimbabwe.	Undertake dialogue sessions involving local actors such as CSOs, FBOs and CBOs on the implementation of the WPS Agenda in Zimbabwe.	Number of participants in reflective dialogues on the WPS Agenda held at provincial level.	dialogues in total) By 2027, at least 5000 participants engage in reflective dialogues at Provincial local level (100 participants per). By 2027, at least 50% of the participants reached through Provincial dialogues are women.			

SECTION SEVEN: BUDGET FOR THE NAP ON UNSCR 1325 (2023-2027)

Developing, implementing, monitoring ad evaluating National Action Plans on UNSCR 1325 requires several activities, including coordinating meetings, undertaking research and documentation, undertaking capacity building, and implementing programmes and projects. Additionally, monitoring and evaluation reports should be produced. This means that resources are needed for the completion of these tasks. It is therefore vital that a budget is allocated to the actions laid down in the National Action Plan on UNSCR. The following Table provides an outline of the budget that is required for implementing the NAP on UNSCR 1325.

Table 3: Budget Required for the Implementation, Monitoring and Evaluation of Zimbabwe's NAP on UNSCR 1325:

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Protection Pillar			
Strategic Objective 1: Promote and protect women and girls' rights, including protecting them from SGBV, GBV, VAWG and harmful practices.	Undertake Advocacy for development and strengthening legislation which protect and address SGBV and harmful practices.	3 X Policy Dialogues with MPs/ Senators @ USD10, 000 Each for 30 pax.	$30,000
	Undertake capacity building initiatives for justice sector, law enforcement.	10 x capacity building initiatives for justice sector, law enforcement, @ USD10, 000 Each for 30 pax.	$100,000
	Raise awareness on existing and new legal and policy frameworks protecting and addressing SGBV and harmful practices.	10 x awareness raising activities at provincial level @ USD5, 000 Each for 100 participants.	$50,000
	Undertake awareness raising with traditional leaders, FBOs, CSOs on inimical cultural norms and SGBV.	4xWorkshops with Traditional leaders / @ USD40,000 each for 30 pax.	$120,000
	Support social norms transformation initiatives at the community level.	10 x school quizzes @USD2,000 for 100 students.	$20,000
	Support social norms transformation initiatives at the community level, engaging men's networks, community members etc	10 X Roadshows/ Exhibitions with IEC Materials (2 per year) @USD2,000 each.	$20,000
	Undertake social media campaigns to raise awareness on protecting and addressing SGBV, and to highlight the impact of inimical social norms.	10 X Social media campaigns @USD2000 per Campaign.	$20,000
	Subtotal for strategic objective 1 (Protection pillar):		**$360, 000**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 2: Strengthen intervention strategies for the protection of violence against women, including promoting accountability for violations.	Conduct assessment on the nature, prevalence of SGBV, VAW and other violations against women and girls.	Assessment Study Field Consultations, Consultancy fees, Publication of study, Translation) = $30, 000.	$30,000
	Establish and strengthen shelters for women and girls affected by SGBV and VAW.	2X Shelters for women and girls affected by SGBV and VAW.	$250,000
	Provide Training on psychosocial support programmes for victims and survivors of SGBV and VAW.	3 x Trainings on psychosocial support programmes for victims and survivors of SGBV and VAW for 30 pax, @$50,000 per training.	$150,000
	Launch and implement programmes on psychosocial support and Trauma Healing for victims and survivors of SGBV and VAW.	Psychosocial support programmes and Trauma Healing sessions for victims and survivors of SGBV and VAW @$100,000 per year x 5 years.	$500,000
	Create safe spaces for victims and survivors of SGBV.	Safe spaces creation $300,000	$300,000
	Undertake outreach campaigns against SGBV and VAW.	10 X Roadshows/ Exhibitions on SGBV with IEC Materials (2 per year) @USD5,000 each.	$50,000
	Undertake outreach, awareness-raising and educational programmes on referral pathways for survivors of SGBV, VAW and other forms of violations.	10 X campaigns on referral pathways for survivors of SGBV, VAW and other forms of violations @ $10, 000 per campaign.	$100,000
	Undertake campaigns and policy influence for access to justice for victims and survivors of SGBV and VAW.	10X policy engagements and capacity building programmes for Parliamentarians, criminal justice actors, the judiciary on the need for access to justice for victims and survivors of SGBV, VAW and other forms of violations @ $10, 000 per engagement.	$100,000
	Undertake advocacy for the strengthening of Victim Friendly Units and Gender Desks.	10X policy engagements and capacity building programmes criminal justice actors, law enforcement and the judiciary on strengthening of Victim Friendly Units and Gender Desks of SGBV, VAW and other forms of violations @ $10, 000 per engagement.	$100,000
Subtotal			**$1 580,000**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 3: Strengthen the implementation and enforcement of policies and laws aimed at protecting women and girls' rights.	Undertake advocacy for full implementation of legal and policy frameworks for the protection of women and girls from SGBV.	10 X advocacy campaigns on preventing and addressing SGBV with IEC Materials (2 per year) @USD5,000 = $50,000.	$50,000
	Developing Guidance on protecting women and girls' rights from SGBV, VAW and other violations.	Guidance Tools and Frameworks on protecting women and girls' rights from SGBV, VAW and other violations, (Research, publication costs) = $20,000.	$250,000
	Capacity building of judiciary and law enforcement actors on protecting women and girls' rights.	5x Capacity building of judiciary and law enforcement actors on protecting women and girls' rights @ $20, 000 per training = $100,000.	$100,000
	Capacity building of women human rights defenders and CSOs.	5x Capacity building of women human rights defenders and CSOs @ $20, 000 per training = $100,000.	$100,000
	Translate laws and policies on protecting women and girls into local languages.	Translation of documents $100, 000.	$100,000
	Undertake community outreach processes aimed at enforcement of policies and laws aimed at protecting women and girls' rights.	10 x Provincial Community outreach programmes@ $10, 000 per community outreach programme.	$100,000
	Undertake school-based peer education programmes to raise awareness on policies and laws aimed at protecting women and girls' rights.	10 x Provincial Community outreach programmes@ $10, 000 per school outreach programme.	$100,000
	Undertake campaigns on 16 Days of Activism against Gender-based violence.	5 x campaigns on 16 Days of Activism against Gender-based violence @$ 10,000 each (one per year).	$50,000
Subtotal			**$620,000**
Grand Total for Protection Pillar			**$2,560,000 USD**

Prevention Pillar			
STRATEGIC OBJECTIVE	**ACTIVITIES**	**COSTED ACTITIVIES**	**TOTAL**
Strategic Objective 1: Promote the integration of a gender perspective into Zimbabwe's peace and security processes;	Review peace and security policies and integrate gender perspective.	Review of peace and security policies, and consultations on the strengthening of these polices, followed by write up (Consultant) = $50,000.	$50,000
	Undertake capacity building for on Gender-sensitive Peacebuilding for peacebuilding actors and practitioners.	5 x capacity building initiatives for justice sector, peacebuilding practitioners @ USD40, 000 Each for 30 (one per year).	$40,000
	Undertake capacity building on Gender-sensitive Peacebuilding for Chapter 12 Institutions.	5 x capacity building initiatives on Gender-Sensitive peacebuilding for Chapter 12 Institutions @ USD40, 000 Each for 30 pax (one per year).	$200,000
	Undertake capacity building for security, justice and law enforcement actors.	5 x capacity building initiatives for justice sector, law enforcement @ USD40, 000 Each for 30 pax (one per year).	$200,000
	Undertake capacity building for Provincial Peace Committees and Local Infrastructures for Peace.	5 x capacity building for Provincial Peace Committees and Local Infrastructures for Peace @ USD40, 000 Each for 30 pax (one per year).	$200,000
	Undertake capacity building for Traditional Leaders and FBOs.	5 x capacity building for Traditional Leaders and FBOs @ USD40, 000 Each for 30 pax (one per year).	$200,000
	Undertake capacity building for women peacebuilders.	5 x capacity building for Traditional Leaders and FBOs @ USD40, 000 Each for 30 pax (one per year).	$200,000
Subtotal for Strategic Objective 1			**$1,070,000 USD**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 2: Raise awareness on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies.	Mobilize stakeholders on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies, undertaken.	10 x outreach activities at Provincial levels engaging stakeholders on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies, @ USD20, 000 Each for 30 pax = $200,000.	$200,000
	Undertake gendered review of disaster response and emergency response programmes in Zimbabwe.	Gender Review of Disaster Response and Emergency processes (10 x Provincial Consultations@ USD10, 000 per consultation).	$100,000
	Develop Guidance on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies.	Guidance on prevention of sexual and gender-based violence in conflicts, disasters, and emergencies @ USD30, 000 for the Guidance.	$30,000
	Conduct awareness raising activities on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies.	5 x outreach campaigns on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies, @ USD50, 000 Each for 100 pax (one per year x 5 years).	$500,000
	Undertake Training programmes on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies.	5 x capacity building stakeholders on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies, @ USD30, 000 Each for 30 pax (one per year x 5 years).	$150,000
	Subtotal for Strategic Objective 2		**$980,000 USD**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 3: Strengthen national and community efforts to reduce prevalence of sexual and gender-based violence, VAW and other violations against women and girls.	Undertake Provincial Awareness raising activities on preventing SGBV and harmful social practices.	10 x Provincial Awareness raising activities on preventing SGBV and harmful social practices @ USD40, 000 Each for 30 pax = $400,000.	$400,000
	Undertake campaigns, outreach and awareness raising engagements with traditional leaders and FBOs on preventing SGBV and harmful social practices.	5 x Engagements with traditional leaders and FBOs on preventing SGBV and harmful social practices @ USD40, 000 Each for 30 pax = $200,000.	$200,000
	Undertake campaigns, outreach and awareness raising engagements with Men's organizations and networks on preventing SGBV and harmful social practices.	5 x Engagements with Men's Organizations and Male Champions on preventing SGBV and harmful social practices @ USD40, 000 Each for 50 pax.	$200,000
	Undertake campaigns, outreach and awareness raising engagements with Human rights organizations and networks on preventing SGBV and harmful social practices.	5 x Engagements with Human Rights Organizations on preventing SGBV and harmful social practices @ USD40,000 Each for 50 pax.	$50,000
	Undertake campaigns, outreach and awareness raising engagements with women's organizations, CSOs and CBOs, and youth networks on preventing SGBV and harmful social practices.	5 x Engagements with women's networks, CSOs, CBOs and women and youth networks on preventing SGBV and harmful social practices @ USD40, 000 Each for 50 pax.	$200,000
	Undertake outreach and policy engagements with judiciary, criminal justice actors and law enforcement on preventing SGBV and harmful social practices.	5 x Engagements with Judiciary, Law Enforcement on preventing SGBV and harmful social practices; @ USD40, 000 Each for 50 pax.	$200,000
	Undertake research and documentation on preventing SGBV and harmful social practices.	Documentation Study on preventing SGBV and harmful social practices.	$50,000
Subtotal for Strategic Objective 3			**$1,300,000**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 4: Develop and implement gender inclusive conflict early warning and early response systems.	Develop gender-sensitive indicators for the NPRC conflict early warning and early response system (CEWER).	Develop gender-sensitive indicators for the NPRC conflict early warning and early response system (CEWER) = $50,000.	$50,000
	Undertake capacity building for NPRC Commissioners, and staff on gender-sensitive indicators for the NPRC conflict early warning and early response system.	5 x capacity building for NPRC Commissioners, and staff on gender-sensitive indicators for the NPRC early warning @ $20,000 per training =$100,000.	$100,000
	Undertake capacity building for other chapter 12 institutions and Government Departments on generating gender-sensitive data on conflict early warning.	5 x capacity building for other chapter 12 institutions and Government Departments on generating gender-sensitive data on conflict early warning.	$100,000
	Roll out capacity building for Peace Committees, Traditional Leaders, FBOs and CSOs on generating, analyzing gender-sensitive data on early warning.	10 x Provincial level capacity building for Traditional Leaders, FBOs and CSOs on generating, analyzing gender-sensitive data on early warning @$50,000 per training = $500,000.	$500,000
	Capacity building on Gender-Responsive early warning for Provincial Peace Committees and Local Peace Infrastructures at local levels.	10x Capacitating gender-responsive National Peace Infrastructures at local levels $40,000 per province x 10 provinces =$400,000.	$400,000
	Establish Election Violence Situation Rooms (ESRs).	10 x Election Situation Rooms established at provincial level and 1 at National Level @ $50,000 per election situation room X 10 Provinces. 1 x National Situation Room established @ $100,000).	$600,000
	Train Data collectors, analysts, and responders for Election Violence Prevention Situation Rooms on Gender-Responsive Early Warning Response.	5 x Capacity building sessions for Data collectors, analysts and responders for Election Violence Prevention Situation Rooms on Gender-Responsive Early Warning Response @ $40,000 each.	$200,000
	Undertake evaluation and lessons learned on the gender-responsive early warning system.	1 x lessons learned workshop on gender-responsive early warning system @ $50,000.	$50,000
Subtotal for Strategic Objective 4			**$2,000,000**

Participation Pillar

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 1: Enhance increased representation and participation of women in public decision making for peace and security at all levels, including in politics, security sector, justice sector and governance processes; institutions and mechanisms for the prevention, management, and resolution of conflict.	Undertake National Gender Audit and Review of women's representation in making for peace and security at all levels.	1 X Gender Review/ Audit $50,000 1 x Launch Workshop = $50,000.	$100,000
	Undertake Capacity Building for Chapter 12 Institutions to raise awareness on the WPS Agenda	5 x Capacity Building for Chapter 12 Institutions to raise awareness on the WPS Agenda, 50 pax @ $50,000 each.	$250,000
	Undertake Capacity Building for Parliamentarians programmes to raise awareness on the WPS Agenda.	3 x capacity building for Parliamentarians programmes to raise awareness on the WPS Agenda @ USD50, 000 Each for 50 pax = $150,000.	$150,000
	Undertake capacity building to increase the number of women in the prevention, management, and resolution of conflict.	5 x capacity building activities for women in the prevention, management, and resolution @ USD50, 000 Each 30 pax participants = $250,000.	$250,000
	Develop a national pool of women, young women, youth mediators who can be deployed or seconded by the country for peace and security processes.	Capacitation and development of a Roster for women, young women and youth mediators deployed and mobilized for conflict prevention, peacebuilding and conflict resolution efforts @$50, 000.	$50,000
	Undertake capacity building programmes for Women in politics and candidates.	5 x capacity building activities for women in politics and candidates @ USD50, 000 Each 30 pax participants = $250,000.	$250,000
	Undertake capacity building programmes political parties on engendering political party processes and structures.	5x capacity building programmes political parties on engendering political party processes and structures @ USD50, 000 Each, 50 pax participants = $250,000.	$250,000
	Undertake Capacity Building Public Services Commission, Judiciary services Commission and Government Departments to raise awareness on the WPS Agenda.	5 x Capacity Building Public Services Commission, Judiciary services Commission and Government Departments to raise awareness on the WPS Agenda@ USD50, 000 Each 50 pax participants = $250,000.	$250,000
Subtotal for Strategic Objective 1			**$1,550,000**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 2: Enhance collaboration with local stakeholders, regional and international bodies to promote the women, peace, and security agenda through diplomatic activities, development, and peacekeeping initiatives.	Undertake joint activities, and promote partnership building and collaboration with key stakeholders on the WPS Agenda.	5 x joint activities with WPS stakeholders @ USD50, 000 Each 30 pax participants = $250,000	$250,000
	Undertake outreach campaigns to promote the appointment of women in leadership positions in security sector.	5 x Outreach campaigns to promote the appointment of women in leadership positions in security sector (one per year) @ $20,000 per event per year.	$100,000
	Strengthen capacities for women in decision making in the security sector, justice sector and law enforcement and in peace support operations.	10x capacity building workshops for women the security sector @ $40, 000 per event x 10 = $400,000.	$400,000
	Develop Gender Mainstreaming Strategies for the Security and Justice Sectors.	Development of Security Sector Gender Mainstreaming Strategies.	$100,000
	Undertake capacity building of the security sector (ZDF, ZRP, ZPCS) to undertake gender-responsive deployment for peacekeepers.	5 x capacity building workshops for security sector leaders 5x capacity building activities with security sector actors (ZDF), ZRP, ZPCS to undertake gender-responsive deployment for peacekeepers @ USD40, 000 per workshop.	$200,000
	Undertake awareness raising and outreach activities and outreach to encourage female participation in the security sector.	10x awareness raising sessions on women's participation in security sector @ $20, 000 per event x 10 = $200,000.	$200,000
	Push for adoption of special measures for increased participation of women in decision making on all levels, especially in defense and security sector.	5 X Policy engagement forums/ Policy Dialogues for adoption of special measures @ $20, 000 per event, 50 pax each x 5 = $100,000.	$100,000
	Undertake advocacy and engagement and policy influence efforts to promote the appointment of women in leadership positions in security sector.	5 x Engagement meetings and policy dialogues with Chiefs of Security and other key Government stakeholders on the issue of women's leadership @ USD20, 000; 50 pax each = $100,000.	$100,000
	Undertake efforts to contribute to increased representation of women in foreign service and in regional, continental, and global bodies (nominated by the country).	2 x Policy Dialogues with Ministry of Foreign Affairs; Office of the President and Parliament to push for increased representation of women in foreign service and in regional, continental, and global bodies @ $50,000 each event.	$100,000

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
	Undertake policy engagement for development of Gender Mainstreaming Strategies for the Security and Justice Sectors $50,000.	Policy engagement for development of Gender Mainstreaming Strategies for the Security and Justice Sectors $100,000.	$100,000
	Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces.	5 x Provincial Capacity building programmes on the WPS Agenda at all levels, and in various spaces (2 provinces per event x 5 events, 50 pax each), @ $50, 000 per event.	$250,000
	Organize Annual Conference on the state of WPS Agenda.	1 x Annual Conference on the WPS Agenda x 5 events, 50 pax each), @ $50, 000 per event.	$250,000
	Subtotal for Strategic Objective 2		**$1,970,000**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 3: Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces, and create a body of knowledge on the Agenda.	Support information sharing provincial dialogues, focusing on the WPS Agenda.	10x information sharing and provincial dialogues on the WPS Agenda @$25, 000 per event x 10 = $250,000.	$250,000
	Undertake lessons learned research and documentation on WPS Agenda implementation.	Research and publications on the implementation of the WPS Agenda in Zimbabwe, @ $40,000 per year x 5 years = $200,000.	$200,000
	Strengthen capacities and understanding of the WPS Agenda at provincial level.	5 x Provincial Capacity building programmes on the WPS Agenda at all levels, and in various spaces (2 provinces per event x 5 events, 50 pax each), @ $50, 000 per event.	$250,000
	Strengthen capacities and understanding of the WPS Agenda at Government level (across departments and Ministries and Chapter 12 Institutions).	5 x Capacity building workshops on the WPS Agenda, held at Government level (across departments and Ministries and Chapter 12 Institutions).	$250,000
	Strengthen Capacities of CSOs, media, Academia, Women's Organizations and Youth Networks, Organizations of Persona with disabilities on the WPS Agenda.	5 x Capacity building workshops on the WPS Agenda, held with CSOs, Media, Academia, Women's Organizations and Youth Networks.	$250,000
	Popularize the WPS Agenda in schools, universities, colleges and in the community.	10x Outreach events in schools, universities, colleges and in the community @$50, 000 per event x 10 = $500,000.	$500,000
	Strengthen Capacities of judiciary, criminal justice actors, law enforcement and security sector on the WPS Agenda.	5 x Capacity building programmes for the judiciary, criminal justice actors, law enforcement and security sector on the WPS Agenda.	$250,000
	Strengthen Capacities of Traditional leaders, FBOs and Men's Organizations on the WPS Agenda.	5 x Capacity building programmes for Traditional leaders, FBOs and Men's Organizations on the WPS Agenda.	$250,000
	Organize Annual Conferences and Reflective Workshops on the WPS Agenda.	1 x Annual Conference on the state of the WPS Agenda x 5 events, 50 pax each), @ $50, 000 per event.	$250,000
Subtotal for Strategic Objective 3			**$2,400,000**

Relief And Recovery Pillar			
STRATEGIC OBJECTIVE	**ACTIVITIES**	**COSTED ACTITIVIES**	**TOTAL**
Strategic Objective 1: Promote gender sensitive and inclusive relief and recovery efforts and facilitate women's participation and equal access to resources, programmes and initiatives for relief, economic recovery, and rehabilitation.	Undertake research and gender audit on emergency response, relief and recovery programmes in Zimbabwe.	Undertake research, gender audit/ assessment of emergency response, relief and recovery policies, strategies and programmes in Zimbabwe @$50,000.	$50,000
	Develop gender-responsive emergency response, relief and recovery policies and strategies.	Development of gender-responsive emergency response, relief and recovery policies and strategies @$50,000.	$50,000
	Undertake capacity building programmes to support the disaster response institutions and government programmes on relief and recovery efforts with gender mainstreaming.	5 x capacity strengthening of Civil Protection Unit and emergency response mechanisms in gender mainstreaming in relief and recovery efforts @$50,000 per activity x 30 pax = $250,000.	$250,000
	Establish Emergency and Disaster Preparedness Committees at Provincial Level, making sure they gender mainstreaming relief and recovery efforts.	10 x @$5, 000 each for community mobilization and process of establishing = $50,000.	$50,000
	Undertake Capacity building programmes on gender mainstreaming for Disaster and emergency Preparedness committees at Provincial Levels.	10 x Capacity building programmes for Disaster and emergency Preparedness committees at Provincial Levels @ 50 pax each, $20, 000 per training session.	$100,000
	Undertake activities that support the setting up of programmes on gender mainstreaming in social protection, economic recovery, and rehabilitation programmes.	10 x Programme activities for gender mainstreaming in social protection, economic recovery, and rehabilitation programmes @$50,000 per activity x 30 pax = $500,000.	$500,000
	Subtotal for Strategic Objective 1		**$1,000,000 USD**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVES	TOTAL
Strategic Objective 2: Undertake activities that promote community resilience, ensuring the integration of the needs of women and girls during relief and recovery processes, including disaster management processes.	Engage communities and stakeholders in promoting community resilience.	10 x Provincial Consultations and community mobilization activities on promoting community resilience @ $10,000 per consultation x 10 Provinces.	$100,000
	Undertake capacity building programmes targeting Ministry of Local Government, Ministry of Social Welfare and other stakeholders focusing on strengthening women's resilience.	10 x Provincial capacity building programmes targeting Ministry of Local Government, Ministry of Social Welfare and other stakeholders focusing on strengthening women's resilience @$20,000 per province = $200,000.	$200,000
	Undertake capacity building programmes targeting Provincial Committees on Relief and Recovery and Traditional Leaders, and women's networks on gender mainstreaming in relief and recovery.	10 x capacity building programmes targeting Provincial Committees on Relief and Recovery ,Traditional Leaders, and women's networks @$10,000 per province = $200,000.	$200,000
	Develop programmes for community resilience, targeting women, girls, elders and persons with disabilities and other marginalized groups.	10x projects focusing on strengthening women's resilience @$100,000 per province = $1,000,000.	$1,000,000
	Implement Disaster Risk Reduction projects targeting women.	10x women and Disaster Risk Reduction projects @$100,000 per province = $1,000,000.	$1,000,000
	Implement Community Resilience programmes targeting a wide range of actors (schools, clinics, community networks).	Provincial initiatives that seek to promote community resilience @$200,000 per province = $2,000,000.	$2,000,000
	Subtotal for Strategic Objective 2		**$4,500,000 USD**

STRATEGIC OBJECTIVE	ACTIVITIES	COSTED ACTITIVIES	TOTAL
Strategic Objective 3: Adopt special measures to protect women and girls from sexual and gender-based violence, including in emergency and humanitarian situations.	Undertake lobbying with Parliament and Government departments on the adoption of special measures to protect women and girls from sexual and gender-based violence.	5 x Policy engagement/ Policy dialogues with Parliament and Government Departments on the need for special measures to protect women and girls from sexual and gender-based violence.	$250,000
	Review, develop, strengthen and update policies on Disaster Risk Reduction (DRR), which are reflecting gender-responsiveness and attention to the needs of women and girls, youth, the elderly, persons with disabilities and other vulnerable groups.	Reviewing and updating DRR polices and strategies/ Creating gender-responsive DRR Strategies.	$100,000
	Undertake capacity building programmes for CSOs, Development partners and Government departments responsible for DRR processes, paying attention to the integration of gender.	5 x capacity building programmes for CSOs, Development partners and Government departments responsible for DRR processes, @ $40,000 per training event x 5 (one per year).	$100,000
	Undertake capacity building programmes for Provincial Peace Committees and Provincial Emergency, Disaster Response Committees on Gender- responsive DRR processes.	10 X capacity building programmes for Provincial Peace Committees and Provincial Emergency, Disaster Response Committees on Gender- responsive DRR processes @ $20,000 X 10 provinces.	$200,000
	Undertake, initiate, and strengthen psycho-social support programmes established for DRR processes, paying attention to the integration of gender.	Establishing 10 x Emergency and Disaster Response programmes @ $250,000.	$2,500,000
	Subtotal for Strategic Objective 3		**$3,150,000 USD**

7.1. Budget by Pillar

Protection Pillar		
Strategic Objective 1: Promote the adoption and awareness of policies and laws aimed at protecting women and girls' rights.	$360,000	
Strategic Objective 2: Improve intervention strategies for the prevention of violence against women, including promoting accountability for violations.	$1,580,000	**$2,560,000**
Strategic Objective 3: Strengthen the implementation and enforcement of policies and laws aimed at protecting women and girls' rights.	$620,000	
Prevention Pillar		
Strategic Objective 1: Promote the integration of a gender perspective into Zimbabwe's peace and security processes.	$1,070,000	
Strategic Objective 2: Raise awareness raising on the prevention of sexual and gender-based violence in conflicts, disasters, and emergencies.	$980,000	**$5,350,000**
Strategic Objective 3: Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces, and create a body of knowledge on the Agenda.	$1,300,000	
Strategic Objective 4: Develop and implement gender inclusive conflict early warning and early response systems.	$2,000,000	
Participation Pillar		
Strategic Objective 1: Enhance increased representation and participation of women in public decision making for peace and security at all levels, including in politics, security sector, justice sector and governance processes; institutions and mechanisms for the prevention, management, and resolution of conflict.	$1,550,000	
Strategic Objective 2: Enhance collaboration with local stakeholders, regional and international bodies to promote the women, peace, and security agenda through diplomatic activities, development, and peacekeeping initiatives.	$1,970,000	**$5,920,000**
Strategic Objective 3: Strengthen capacities and understanding of the WPS Agenda at all levels, and in various spaces, and create a body of knowledge on the Agenda.	$2, 400,000	
Relief and Recovery Pillar		
Strategic Objective 1: : Promote gender sensitive and inclusive relief and recovery efforts and facilitate women's participation and equal access to resources, programmes and initiatives for relief, economic recovery, and rehabilitation.	$1,000,000	

Strategic Objective 2: Undertake activities that promote community resilience, ensuring the integration of the needs of women and girls during relief and recovery processes, including disaster management processes.	$4,500, 000	
Strategic Objective 3: Adopt special measures to protect women and girls from sexual and gender-based violence, including in emergency and humanitarian situations.	$3, 150,000	**$7,650,000**
EVALUATION COMPONENT		
Strategic Objective 1: Strengthening the monitoring and evaluation of the implementation of the WPS Agenda in Zimbabwe.	$1,070,000	**$3,070,000**
Grand Total for the Zimbabwe NAP ON UNSCR 1325		**$24,550,000 USD**

SECTION EIGHT: IMPLEMENTATION MECHANISMS

8.1 Leadership and Coordination

Effective implementation of NAPs is much enhanced through active leadership and effective governance. Through consistent and effective co-ordination, more effective implementation of the NAP can be promoted. Leadership and coordination would ensure that Zimbabwe's NAP on UNSCR 1325 is able to facilitate create meaningful change, which advances the aims of UN Security Council Resolution 1325 and contributing to greater peace and security.

To this end, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development has the mandate to advance gender equality and socio-economic development of women and men and the well-being of children in Zimbabwe. However, for a collaborative approach and for the successful implementation of the NAP, it is recommended that a structure be created which includes stakeholders from government ministries, the security sector, Chapter 12 Commissions, civil society FBOs, and Organisations of Persons with Disabilities. The Committee will be at policy level led by the Co-Chairing Ministries. This will be called, as in other countries, the NAP National Steering Committee. The Committee will be established once the plan is validated and approved. Its tenure will be for the duration of the plan (5 years).

In addition, the National Technical Committee will continue with its role of guiding the implementations of the plan. It will be at Technical level mirroring the representation in the National Steering Committee.

8.1.1 Roles of the National Steering Committee

For effective NAP implementation, it is important to secure higher-level commitment, through establishing a steering committee of senior stakeholders who can serve as a consultative body during implementation of the Action Plan. The following have been identified as the roles of the National Steering Committee for Zimbabwe's NAP on UNSCR 1325.

- Providing oversight in the implementation of the NAP and maintain political will momentum for the implementation;
- Providing strategic direction and ensuring results-oriented management and accountability to all NAP organs;
- Resource mobilization towards the implementation of the NAP;
- Providing guidance to development partners on priority areas for the NAP ;
- Developing and guiding all processes in the design of the mechanism to implement NAP;
- Coordinating reporting on the NAP to the public and key stakeholders ;
- Providing oversight on the Monitoring and evaluating the implementation of the NAP.

The National Steering Committee is there to support the Ministry of Women Affairs, Community, Small and Medium Enterprises Development in coordinating NAP Implementation. Each organisational unit is responsible for implementing the activities assigned to it, allocating a budget for the NAP-related activities, and submitting year-end reports to the Ministry. The National Steering Committee is expected to meet quarterly or at least twice a year to review implementation, exchange knowledge and if necessary, adapt the NAP.

8.1.2. Roles National Technical Committee

- Providing strategy direction and ensuring results-oriented management and accountability to all NAP organs;

- Preparation of periodic reports to Government , Parliament, SADC and the AU
- Develop and Implement a Communication Strategy on the NAP;
- Resource mobilization towards the implementation of the NAP;
- Developing and guiding all processes in the design of the mechanism to implement NAP;
- Monitoring and evaluating the implementation of the NAP.

8.2. Institutionalisation of the NAP

The Government of Zimbabwe will adopt a cross-government approach to ensure that all relevant ministries and departments are included in the implementation process of 1325 NAPs, and that the WPS agenda is thoroughly mainstreamed within various ministries and departments' own policies and programmes.

In addition, the NAP will be institutionalised in the different government Ministries, through Gender Focal Points (GFPs). Identification of NAP Gender focal points within government ministries, agencies, institutions, and parliaments is critical even for ensuring effective implementation and evaluation. It should be noted that this responsibility of being Gender Focal Persons does not necessarily have to be held by a single person within each Government Ministry or Department, but instead could be a team of dedicated staff to help foster shared responsibility and ongoing support.

Furthermore, to ensure that the implementation of the NAP is context-specific, thorough, and rigorous gender analysis training and conflict-sensitivity principles will be integrated across all government sectors. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development, will therefore, developing a training curriculum for implementing the WPS agenda at the, which will be designed for key stakeholders such as Government Departments, parliamentarians, Chapter 12 commissions, traditional leaders, religious leaders, FBOs and CSOs.

To address the capacity gaps in the knowledge of Government actors in ministries and other national government bodies about the WPS Agenda and the Zimbabwe NAPs, capacity development targeting members of the civil service will be essential towards successful implementation of the NAPs. Public servants will be key towards driving and advancing government buy-in and broad ownership of the WPS Agenda. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development, will thus training a corpus of civil service actors and practitioners on the WPS Agenda.

Additionally, the NAP Focal Points or Gender Focal Points in Government Ministries, Departments and Chapter 12 Commissions will receive a special induction training and capacity building on NAP implementation as well as monitoring and evaluation. These processes will seek to facilitate the institutionalisation of the WPS Agenda across government sectors. Furthermore, the roles of Gender focal Points or NAP Focal Points would also include facilitating Inter-Ministerial, inter-departmental and interagency cooperation and partnerships towards implementing, monitoring, and evaluating the NAP.

At provincial level, the national coordination structures for NAP implementation will also be established. This means that there will be provincial NAP Steering Committee and a Provincial Technical Committee. Collaboration with the Ministry of Local Government will therefore be very critical.

8.3. Mapping of Actors in Women Peace and Security

An important inception activity for the National Steering Committee will be mapping of actors implementing the women, peace, and security agenda at all levels. The database created from this network will enable the development of mechanisms to link the actors promote learning and experience sharing.

Specific focus will be on mapping men's organizations focusing on gender, to ensure that these are engaged as allies to support initiatives the shifting and transformation of inimical social norms. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development. Will strategically engage with a diversity of stakeholders, including men in positions of power and authority, including religious authorities, traditional leaders, local officials, central or local-level political party leaders. The idea is to effect change in gender powered relations.

8.4. Scoping the WPS Agendas

Given that there are currently several programmes to end Gender based Violence it will be important for the Anti Domestic Violence Council and the Steering Committee to discern the areas of focus for the NAP and the regular anti GBV programmes. A proposal would be to leave Domestic violence outside the NAP while concentrating on all other forms of SGBV.

8.5. Communication Strategy

Creating awareness and ownership of the NAP is essential for buy in by the different stakeholders. Some sectors in Zimbabwe still misunderstand UNSCR 1325 as a resolution that is only applicable for countries in armed conflict and post-conflict contexts. It is important that clarification be made at the highest level that this resolution is for gender mainstreaming in peace and security both as a preventive and protective measure but also an enabler for greater participation of WPS Agenda at national regional and global levels and lastly as a provider of a gender lens to relief and recovery.

There is need for awareness raising on the NAP and its priority areas using all forms of media, and languages to ensure no one is left behind. To this end, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, together with key partners such as the NAP Steering Committee and the NAP Technical Committee will provide capacity-building, specifically collaborating and engaging with CSOs and women's organisations. The Ministry will hold regular meetings with these organisations to build trust and understanding; ensuring that women's organisations and networks support NAP implementation, monitoring, and evaluation. Outreach campaigns, awareness-raising and collaborative activities will be undertaken with non-state actors to ensure that they too, can design of projects on gender equality and on advancing the WPS Agenda.

8.6. Provincial Development Strategies

Lessons from countries that have implemented the NAPs recommend broadening the scope of inclusion, to actors at provincial and community levels .

The Government has made great strides in implementing the devolution agenda. It will be important to situate the NAP at the provincial level in the offices of the Ministers of State for Provincial Development and Devolution. A provincial structure mirroring the national Steering Committee would also facilitate localisation and local implementation. It is important that approaches at provincial level are standardised as this will allow measurement and reporting on results.

To this end, engagement with the Ministry of Local Government will be crucial to ensure that the NAP Coordination structures at national level are replicated at the provincial levels. In addition, the use of existing structure such as Provincial Peace Committees towards advancing the WPS Agenda, will remain integral.

8.7. Gender Responsive Budgeting and Partnerships

Developing, implementing, monitoring ad evaluating National Action Plans o UNSCR 1325 requires several activities, including coordinating meetings, undertaking research and documentation, undertaking capacity building, and implementing programmes and projects. Additionally, monitoring and evaluation reports should be produced. This means that resources are needed for the completion of these tasks. It is therefore vital that a budget is allocated to the actions laid down in the National Action Plan on UNSCR 1325.

This is why CEDAW's General Recommendation No. 30 on Women in conflict prevention, conflict and post-conflict situations, adopted in 2013 recommends that **states parties allocate adequate budgets to implement NAPs.**

For this NAP on UNSCR 1325 to be implemented effectively and equitably for it to result in a transformative agenda, there is need for political and financial support. The Government of Zimbabwe recognizes that activities related to women's peace and security are aligned the priorities in our national development plans and budget framework. To this end, Gender responsive budgeting (GRB) will be a key enabler in the implementation of the plan. The Government of Zimbabwe is committed to gender responsive budgeting, and efforts will be made to ensure that some of the activities under the NAP will be funded from government resources.

As such, the government Directive for budget estimates to be gender-responsive should be taken more seriously with Parliament exercising its powers to reject budgets which do not comply. This means that at the level of Government, Parliament and Cabinet will make a determination of how much the existing budget estimates for each sector will go towards implementation of the WPS Agenda.

However, to address the resource gaps, further assistance would also be sought from the development partners and other stakeholders, including the private sector. The NAP on UNSCR 1325 will therefore provide an opportunity for the Government of Zimbabwe to collaborate with its development partners and the private sector to support some of the thematic areas of the NAP. Efforts to drive successful implementation of the NAP, will therefore require a whole-of society approach.

8.8. Role of Parliament

Parliaments are critical actors towards supporting implementation of the WPS Agenda, as they play a particularly active role in the monitoring and oversight of the implementation of UNSCR 1325. Addressing peace and security issues that affect women is not an issue only for women MPs; it is the role of all MPs to ensure that every member of society has the protections and opportunities to live peaceful and prosperous lives. In fact, Parliaments have a role to play in using the powers of their office to ensure that the WPS agenda is effectively implemented to improve the lives of all women and girls. parliaments For example, in some cases, Parliament could play a role in implementation by appropriating funds for specific activities forwarding the women, peace and security agenda.

Furthermore, Parliament plays a role in the monitoring and oversight of the implementation of the NAP. For instance, Parliament's Oversight Committees and Women and Youth Caucuses focusing on Gender, Justice and Security can play key roles in having oversight on the monitoring and evaluation on the progress achieved towards realising the objectives set out in the NAP.

To this end, the Zimbabwe Parliamentary Women and Youth Caucuses as well as all relevant Portfolio Committees should agree a framework for monitoring the NAP. This will provide another level of monitoring and accountability system to ensure effective implementation of, and reporting on the

identified priority areas.

Furthermore, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, which is the Lead actor in implementing the NAP will engage with the National parliament to raise their awareness on the NAP. Policy engagement with the Zimbabwean Parliament and Senate is also aimed at ensuring that MPs and Senators support the NAP implementation, including the allocation of required resources for operationalization of the Action Plan.

The Ministry of Women Affairs, Community, Small and Medium Enterprises Development, is also envisaged to strengthen the capacities of Parliamentarians, to ensure that they not only establishing forums on WPS issues, but they also get acquainted with the NAP provisions and its expected outcomes. The Ministry will also play a major role in bringing parliamentarians together with key stakeholders in NAP implementation, including the relevant Ministries, Government Departments, security sector actors, CSOs, members of academic, the media, traditional leaders, FBOs and CBOs.

2023–2027

Zimbabwe National Action Plan

**For the Implementation of
United Nations Security Council
Resolution 1325
and Related Resolutions**

UN WOMEN