



**COUNTRY QUESTIONNAIRE FOR THE FIFTEENTH-YEAR REVIEW
AND APPRAISAL OF THE IMPLEMENTATION OF THE BEIJING
PLATFORM OF ACTION (BPFA+ 15)**

Name of Country: Republic of Zimbabwe

Name of Coordinating Respondent: Caroline Matizha

Function/Title: Director, Department of Gender, Ministry of Women Affairs, Gender & Community Development

Address: 8th Floor Kaguvi Building, Central Avenue and fourth Street,
Harare, Zimbabwe

Phone - (Fixed Land Line): _____

- (Mobile): 263-91-2266281

Fax: _____

E-mail Addresses: carolinematizha@gmail.com

INTRODUCTION

Country Questionnaire for the Fifteenth-Year Review and Appraisal of the Implementation of the Beijing Platform for Action (BPFA) +15

The adoption of the Beijing Platform for Action (BPFA) in 1995 ushered in a new era in terms of addressing women's empowerment and advancement. The inception of this Platform carried with it, a call for Governments to accelerate their efforts towards addressing gender inequality. In 2004, and in line with the BPFA, African member States reiterated their commitment to the provisions of the Platform and to gender equality in general. African member States committed themselves to addressing challenges as identified in the *Synthesis of the national progress reports on the implementation of the Dakar and Beijing Platforms for Action* (2004). The current review will therefore cover the extent to which countries have scaled up efforts, post the 7th African Regional Conference on Women (Beijing+ 10).

The United Nations (UN) General Assembly has mandated the UN Regional Commissions, including the UN Economic Commission for Africa (ECA), to follow-up the implementation of the BPFA. At the recent meeting of the Committee on Women and Development (CWD), the process for the African review of the implementation of the Platform was presented to member States. This process was adopted with amendments during the CWD session in August 2008.

The process for the African review will be carried out by a number of stakeholders including the AU and UN Agencies. To ensure that a comprehensive review is undertaken, this questionnaire seeks to solicit information on the status of implementation of policies, programmes and legislation in the area of women's empowerment and advancement in your country. It will be appreciated if this questionnaire could be filled in a collaborative way and in consultation with all stakeholders involved in the implementation of activities related to the empowerment and advancement of women in your country. The national gender machinery is expected to coordinate the completion of this questionnaire and also provide documents supporting information provided.

The completed questionnaires will be analysed and summarized by ECA and the results will be published in the *synthesis report* of the regional report on Beijing+ 15. The report will form part of Africa's contribution to the global review and appraisal of the Beijing +15.

The ECA Executive Secretary would therefore appreciate it if you could submit the completed questionnaire to ECA through the REC and ECA Sub-Regional Office in your region, for onward transmission to:

**The OIC
African Centre for Gender and Social Development
Economic Commission for Africa
P.O. Box 3001
Addis Ababa, Ethiopia
Fax: 251 11 551 2785/ 4416**

Soft copies in MS Word format should also be emailed to the following address:

eleteane@uneca.org

The deadline for the submission of the report is **31 March 2009**

Thank you in advance for your keen collaboration.

ACRONYMS

ACHPR	African Charter on Human and People's Rights
AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
BPFA	Beijing Platform for Action
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CWD	Committee on Women and Development
ECA	Economic Commission for Africa
GBV	Gender Based Violence
HIV	Human Immunodeficiency Virus
HR	Human Rights
ICPD	International Conference on Population and Development (<i>held in Cairo Egypt in 1994</i>)
ICTs	Information Communication Technologies
ILO	International Labour Organisation
MDGs	Millennium Development Goals
NDS	National Development Strategy
NGP	National Gender Policy
NDP	National Development Plan
NEPAD	New Partnership for Africa's Development
PRSP	Poverty Reduction Strategy Paper
SDGEA	Solemn Declaration on Gender Equality in Africa
STI	Sexually Transmitted Infections
UN	United Nations
UNSC	United Nations Security Council
VAW	Violence Against Women
VAT	Value Added Tax

PART 1: Enabling Environment

Preamble: In this section, countries assess the degree to which there is an enabling environment at country level for supporting effective implementation of the Beijing Platform of Action. This appraisal focuses on the following aspects of the creation of such an enabling environment for the implementation of the BPFA:

- a) Institutional Arrangements
- b) Commitment to CEDAW
- c) Commitment to continental level gender equality protocols
- d) Commitment to sub-regional level gender equality protocols
- e) Adoption of a national gender policy
- f) Emerging issues for Africa
- g) Integration of gender equality principles into national development strategies (NDS) and Poverty Reduction Strategy Papers (PRSP)

a) Institutional Arrangements for Gender Equality, Equity and Empowerment of Women

- 1.1** Have any institutional arrangements been put in place for promoting Gender Equality, Equity and Empowerment of Women in line with the strategic objectives for the BPFA, and recommendation from reviews of the BPFA. Yes No

If yes, please list the various institutional arrangements and mechanisms:

Institutional Arrangement	Year of Establishment	Function(s)
National Machinery: Ministry of Women Affairs, Gender & Community Development (MWAG&CD)	2005	<p>The MWAG&CD and reports to the Executive (Cabinet). The Ministry is in charge of implementing the National Gender Policy (NGP) and is also in charge of implementing the strategy and work plan of the NGP including overseeing the activities of GFPs. It has a mandate to advance women, promote gender equality and community development.</p> <p>The ministry is also in charge of coordinating the implementation of international commitments on gender equality and women's empowerment i.e. human rights instruments such as CEDAW. The mandate of the entire machinery, however, is gender mainstreaming. The Ministry seeks to address gender inequalities in a multi-sectoral and integrated manner.</p> <p>The MWAG&CD provides support to the</p>

<p>National Gender Management System (NGMS)</p> <p>Parliamentary Women’s Caucus</p> <p>Parliamentary Portfolio Committee on Gender</p>		<p>GFPs in the form of capacity development e.g. workshops and through training, advice, information resources and referral points.</p> <p>The MWAG&CD and the Women’s Parliamentary Caucus complement each other’s efforts in addressing gender issues.</p> <p>The NGMS establishes Gender units from Community level through to Ministerial level. It has gender mainstreaming and women’s empowerment responsibility and accountability mechanisms and processes, all elaborated in the National Action Plan and strategy.</p> <p>The Women’s Parliamentary Caucus mandate is to promote the gender agenda in parliament. It also in charge of overseeing the Committee on Gender on the initiatives for women’s empowerment in Zimbabwe, and spearheading the enactment of laws that are gender sensitive.</p> <p>The Parliamentary Portfolio Committee on gender assesses progress and monitors activities and implementation of gender equality and women’s empowerment policies of the country.</p>
<p>Mechanism: National Gender Policy</p>		<p>To mainstream gender into all sectors in order to eliminate all negative economic, social and cultural practices that impede equality of the sexes through the promotion of women’s advancement on all sectors and through the establishment of institutional framework to ensure implementation of the gender policy, as well as monitoring and evaluating its impact</p>
<p>Mechanism: Gender Focal Persons</p>		<p>Gender focal points have been established in all line ministries. Gender Focal Persons also provide technical</p>

		<p>advice on gender issues in line ministries and parastatals. Some GFPs have established gender units and gender committees and are responsible for drawing up gender plans and budget submissions of their line ministries for submission to the Ministry of Finance through Call Circulars from the Ministry of Finance</p> <p>Though the GFPs have support within the ministries in terms of time allocation and human resources, they are not yet effective because of exclusion of the appointed officers from decision making. Ideally, GFP in each ministry must be part of the senior management team and should have gender mainstreaming as one of their key result areas so that they are able to prioritise this work.</p> <p>GFPs provide quarterly reports but no accountability mechanism has been established by the MWAG&CD to determine the effectiveness of the GFPs.</p>
--	--	---

1.1 What are the major constraints that prevent the National Gender Machineries from being effective?)

The major constraints include inadequate resources, high staff turnover, limited skills/capacity in gender analysis, lack of gender disaggregated data, limited support to GFP, inadequate equipment such as computers.

1.2 What additional work has been done on CEDAW since the 2004 evaluation? What are the Lessons learnt?

Additional work done

- The Government of Zimbabwe launched the National Gender Policy (NGP) in 2004. The National Gender Policy Implementation Strategy and Work Plan, Priorities for Gender Mainstreaming and Empowerment of Women 2008-2012 is in place but is still to be launched for implementation.
- Gender Budgeting was adopted by Government in April 2007 and it has been institutionalised in the budgetary process of government.
- Domestic Violence Act was enacted in 2007 and the development of the Gender Based Strategy which focused on an integrated approach to the eradication of Gender Based Violence.
- Affirmative Action in the allocation of land under the land reform programme.
- Constitutional amendment No. 18 which provided for non discrimination on the basis of sex, gender, disability and marital status.
- Establishment of the women's fund in the Ministry of Woman Affairs, Gender and Community Development to support income generating projects for women.
- Reduction of the VAT on sanitary wear and provision of sanitary wear to female prisoners.
- The Short Term Economic Recovery Programme (STERP) of March 2009. The STERP document, which is cross sectoral, also takes into account gender perspectives and the concerns of women. The Short Term Recovery Programme (STERP) policy document (page 3 and page 23) highlights grants programmes that will target women for special resource allocation category as well as formation of Commodity Associations to assist farmers the majority of whom are women.

Implementation problems: Challenges exist from the overlap and contradictions between statutory and customary law, particularly as regards Section 23 of the Constitution of Zimbabwe which still discriminates on the basis of Customary Law. Hopefully, Section 23 will be reviewed in the Constitutional reform process. The Constitution of Zimbabwe does not provide for automatic domestication of international treaties hence CEDAW has been implemented in a piece meal manner.

1.4 Has the Government ratified the Additional Protocol to CEDAW?

a. Ratified? Yes Year of ratification [_____] No No

c) Commitment to Continental Level Gender Equality Protocols

1.5 Indicate actions taken to implement the following continental level policy/strategy/framework in your country:

1. AU Solemn Declaration on Gender Equality in Africa [2004 _____] Year
Zimbabwe made its commitment in 2004 and agreed to expand and promote the gender parity principle.

1.1. Frequency of reporting: Always Sometimes Never

2. *The African Women's Protocol* [_____]
Zimbabwe has ratified the Protocol

2.1. Frequency of reporting: Always Sometimes Never x

d) Commitment to Relevant Sub-regional Level Policies and strategies

1.6 State the relevant sub-regional level policy or strategy and actions taken at country level

Instrument	Action taken at country level
SADC Protocol on Gender and Development (2008) SADC Gender and Development Declaration of 1997.	<ul style="list-style-type: none"> • 50-50 campaign for women in decision making undertake. • Development of National Gender Policy Implementation Strategy.
All Protocol on women's rights	Legislation to protect women's rights in inheritance, employment, marriage, from domestic violence and sexual offences are in place and this is in line with provisions of the AU Protocol.

e) Adoption of a National Gender Policy

1.7 Has the Government developed a national gender policy or reviewed an existing one to conform to the BPFA+10 Recommendations?

(a) Developed Yes Year of adoption [2004] No

f) Emerging Issues for Africa

1.8 Has your Government adopted Gender Responsive Budgeting as a mechanism?

Yes Year of adoption [2007] No

Yes: Adopted in 2007

1.9 What are the lessons learnt in formulating, implementing and monitoring the National Gender Policy?

Formulating the National Gender Policy (NGP) was collaborative; it was a partnership between government and civil society. The process was, however, a prolonged one as the initial process began in 1999 but the NGP policy was formally launched in 2004.

In terms of implementing, several activities and programmes have been put in place to implement the National Gender policy. The Government, for example, reconstituted and trained the Gender Focal Persons from Government line Ministries, departments and parastatals to enhance their capacity to mainstream gender in sectoral policies, programmes

and activities. The Implementation Strategy also established the National Gender Management System that established Gender Units from community level through to Ministerial level.

The Domestic Violence Act (2007) is also a by-product of the NGP. There is now a National Gender Based Violence Strategy since March 2005.

The monitoring of National Gender Policy Implementation Strategy is done through quarterly reports submitted by Gender focal persons. Responsibility of gender mainstreaming must be part of key result areas of gender focal persons for implementation and monitoring of National Gender Policy to be effective.

g) Integration of Gender Equality Principles in the NDS/ PRSP

1.10 Has the Government formulated a National Development Strategy (NDS) / PRSP?

NDS: Yes x Year [_____] No
 PRSP: Yes Year [_____] No

NDS: Yes, the Short Term Recovery Programme (STERP since March 2009) under the inclusive Government. STERP is also the temporary measure in place to address poverty in the country.

If Yes, please indicate which of the following areas articulated in the NDS and budgeted for in the national programme of activities? (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

for	Gender Issues Articulated		Gender Issues Budgeted
	In the NDS/ PRSP		in the NDP
BPFA 12 Critical Areas of Concern	Yes		Yes
1. Women and Poverty	X <input type="checkbox"/>		<input type="checkbox"/>
2. Women in the Economy	X <input type="checkbox"/>		<input type="checkbox"/>
3. Education and training for women	X <input type="checkbox"/>		<input type="checkbox"/>
4. Women and health	X <input type="checkbox"/>		<input type="checkbox"/>
5. Violence Against Women	<input type="checkbox"/>		<input type="checkbox"/>
6. Women in Conflict Situations	<input type="checkbox"/>		<input type="checkbox"/>
7. Women in Power and Decision Making	X <input type="checkbox"/>		<input type="checkbox"/>
8. Human rights of women	X <input type="checkbox"/>		<input type="checkbox"/>
9. Women in the media	<input type="checkbox"/>		<input type="checkbox"/>
10. Women and the environment	<input type="checkbox"/>		<input type="checkbox"/>
11. The Girl Child	<input type="checkbox"/>		<input type="checkbox"/>
12. HIV/AIDS	<input type="checkbox"/>		<input type="checkbox"/>
Emerging Issues for Africa			
13. Financing for Gender Equality	<input type="checkbox"/>		<input type="checkbox"/>
14. Other (Specify)			

13: Financing for Gender Equality

Most of the resources that are being used to finance gender equality are a result of donor support from the United Nations system and from other donor support as Zimbabwe currently does not have the financial capacity to finance its gender equality activities via various capacity building and training programmes and projects.

1.12 Please rate availability of the following statistics and data in your country?

Very effective	Good	Average	Poor	Ineffective
1	2	3	4	5

Availability of gender statistics in following areas	Response				
	1	2	3	4	5
Sex disaggregate data on social issues (education, health)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex disaggregated data on economic issues (production, income, trade, employment, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex disaggregate data on environmental issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex disaggregate data on Time-Use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Statistics on GBV/Violence Against Women	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Statistics for women in decision-making positions (cabinet, parliament, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.13 How effective is the dissemination strategy of Gender Statistics in your country?

Very effective	Good	Average	Poor	Ineffective
1	2 (x)	3	4	5

1.13.1 Does it involve use of ICT? Yes x: No

Please elaborate: **the CSO has Website - that is how statistical data can be accessed for use in the country; The Government, through the Central Statistical Office (CSO), has already started to compile Gender Disaggregated Data (GDD) to facilitate the monitoring of the situation of women in Zimbabwe.**

PART 2: Review of the 12 Critical Areas of Concern and other Emerging Issues

Preamble: Part 2, provides a set of guiding questions that can be used to assess a country's performance against expected actions to be taken by governments as stipulated in the BPPA for 1995. All the 12

critical areas of concern are covered. Countries will also review their performance against cross cutting and emerging issues for the BPPA for Africa.

Section 1: Women and Poverty

a) Measures taken by government empower women and reduce poverty

2.1.1 Indicate actions taken by your government through review of macro policies, development of new legal framework and other socio-economic measures and strategies all aimed at empowering women and reducing their level of poverty. (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Reallocation of public spending in favour of programmes and projects aimed at empowering women	Yes <input type="checkbox"/> Yes	<p>Policy Strategies for Stimulating Agricultural Production</p> <p>The Zimbabwe Agricultural Policy Framework 1995-2020</p> <p>The Macroeconomic Framework 2005-06</p> <p>STERP document</p> <p>In the Tourism sector: there is now a Women in Tourism Trust Services to increase women's participation in the Tourism sector</p>	<p>Women farmers assisted to get inputs and farming equipment</p> <p>All the above policy frameworks were developed to address the growing poverty in Zimbabwe through the creation of policies and programmes that benefit vulnerable social groups, especially women farmers.</p> <p>March 2009: a new initiative under the inclusive government</p>
Design social protection tools	Yes <input type="checkbox"/> Yes	Basic Education Assistance Module	Results are that many vulnerable children have benefitted but the

<p>(gender-sensitive safety nets in favour of women and girls)</p>		<p>(BEAM) to assist vulnerable children most of whom are young girls</p> <p>Vulnerable Groups Input Packs</p> <p>Basic Commodities Supply Side Intervention (BACOSS) food packs to vulnerable groups including public service employees</p> <p>Food for Work</p> <p>Support to smallholder tobacco farmers</p> <p>Mechanisation programme (Reserve Bank of Zimbabwe quasi-fiscal activity prior to the GPA)</p>	<p>volume of needy children has grown over the years as a result of declining livelihoods due to the economic hardships in the country in the past years</p> <p>2007-2008 but has since been discontinued as it was under the Reserve Bank of Zimbabwe's (RBZ) quasi-fiscal programmes</p> <p>2008 and many urban and rural households benefitted including civil servants under the RBZ quasi-fiscal programmes but this has been discontinued</p> <p>2007-2008 but no longer there as it was also under the RBZ quasi-fiscal programme</p> <p>2007-2008 under the RBZ quasi-fiscal programme which has been discontinued (<i>not many women benefitted from the mechanisation programme though</i>)</p>
<p>Provision of services (training, legal services, credit) to women to enable them to start up businesses.</p>	<p>Yes <input type="checkbox"/></p> <p>Yes</p>	<p>Village Banking and micro-finance</p> <p>Entrepreneurial skills training programmes</p> <p>Agricultural production programmes for women via income generating projects</p> <p>Establishment of a women's fund</p>	<p>?</p> <p>Since the setting up of SEDCO in (yr) and has been on-going ever since then;</p> <p>Very few women benefited from the women's fund because of hyper inflation.</p>

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.1.2 For the critical area of Concern “Women and Poverty”, please indicate if any of these issues were addressed in efforts to empower women and reduce poverty. *(Tick the appropriate response)*

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective Result Based Management mechanism	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Gender and ICTs for women and poverty	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Food security	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Financing gender equality to reduce poverty	Yes <input type="checkbox"/> x	No <input type="checkbox"/>

Section 2: Education and training for women

a) Measures taken by government for education and training of women

2.2.1 Indicate actions taken by your government to ensure education and training of women.
(Tick the box for which the answer is ‘Yes’ or leave box unchecked if answer is ‘No’)

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Elimination of barriers that hinder boys’ and girls’ access to education	Yes <input type="checkbox"/> Yes	<p>The Education Act (No. 5) which provides for gender equality in education</p> <p>The Government of Zimbabwe adopted the National Gender Policy and an Implementation Plan, which stresses issues of equality in education.</p> <p>Section 8 of the Labour Act (Chapter 28:01) and First Schedule of the Public Service Regulations, Statutory Instrument No. 1 of 2000 protects girl children from sexual harassment in schools.</p> <p>It also adopted a National Strategic Plan for the Education of Girl’s, Orphans and Other</p>	<p>There is almost gender parity at primary and secondary level</p> <p>30% at universities and 50% at teacher’s colleges of total enrolment</p>

		<p>Vulnerable Groups to assist government to achieve universal primary education.</p> <p>Affirmative Action Policy (AAP) which allows girls to be enrolled at universities with lower points at 'A' level than their male counterparts.</p> <p><i>"Go Back To School Campaign"</i> to encourage young girls to go back to school; it is an on-going exercise</p> <p>Maths and Science camps for girls</p>	
Measures to increase tertiary enrolment and retention of women and girls, especially in sciences, mathematics and technology-related disciplines	Yes <input type="checkbox"/> Yes	<ul style="list-style-type: none"> • Affirmative Action • Science camps for girls • Career guidance programmes for girls 	Affirmative Action resulted in more girls enrolled in medicine, engineering and other technical programmes
Eliminate gender gap in basic functional literacy	Yes <input type="checkbox"/> Yes	There is gender parity in all the 42 youth and vocational training colleges in Zimbabwe	
Support and develop gender studies and research	Yes <input type="checkbox"/>	Gender studies have been introduced at the university of Zimbabwe, Midlands State University and the Women's University in Africa	
Eliminate gender disparities in all areas of tertiary education by 2015	Yes <input type="checkbox"/> Yes	Introduction of Affirmative Action	
Measure to eliminate barriers to schooling of pregnant adolescents	Yes <input type="checkbox"/> Yes	The Ministry of Education, Sport and Culture adopted a policy to regulate the granting of leave to girls who fall pregnant in primary and secondary school by their re-enrolment after delivery	Girls who got pregnant while in school are now allowed to deliver their babies and then come back and resume their studies; schoolboys

			involved are also granted leave for the same duration if he impregnates a girl and both receive counselling
--	--	--	---

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.2.2 For the critical area of Concern “*Education and training of women*”, please indicate if any of these issues were address in efforts to empower women and reduce poverty. (*Tick the appropriate response*)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective policy development and implementation	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Gender and ICTs for women and education	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Addressed food security issues	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Financing gender equality education and training of women	Yes <input type="checkbox"/> x	No <input type="checkbox"/>

If you have responded “yes” to the question above, please elaborate: (This is explained above)

Section 3: Women and health

a) Measures taken by government for women and health

2.3.1 Indicate actions taken by your government to ensure quality health services for women (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Implementation of the ICPD Programme of Action and the Copenhagen Declaration	Yes <input type="checkbox"/> Yes	<p>The Government of Zimbabwe has a National Aids Policy</p> <p>There is also a National HIV/AIDS Strategic Plan</p> <p>There is a National HIV/AIDS Programme</p> <p>There is Prevention and Mitigation Programme</p> <p>There is also a Care and Support for HIV/AIDS Sufferers (<i>Home-based Care-Programme</i>)</p> <p>There is a Sexual Offenses Act (<i>criminalise wilful transmission of HIV/AIDS</i>)</p> <p><i>Criminal (Codification and Reform) Act</i></p> <p>The Labour Regulations also have a non-discrimination on grounds of HIV status amendment</p> <p>The Ministry of Agriculture has put in place an Agriculture Sector Strategy on HIV/AIDS</p>	The rate of HIV infection has decreased
Design and implement and monitor gender-sensitive health programmes, including affordable sexual and reproductive health care services and education for women and girls,	Yes <input type="checkbox"/> x	<p>HIV/AIDS research programmes are also under way</p> <p>There are programmes to help People Living with HIV/AIDS (PLHIV)</p> <p>There are programmes to provide Anti-retroviral drugs (ARVs) at a nominal price</p> <p>There are improved nutrition education programmes</p>	

<p>and increase resources for women's health</p>		<p>There are programmes on the Prevention from Parent to Child Transmission (PPTCT) through use of medicines</p> <p>There is a programme to make availability and access to Anti-retroviral Therapy (ART) not cumbersome</p> <p>There is also sensitisation of Faith Based Organisations (FBOs)</p> <p>The Central Statistics Office (CSO) collects HIV/AIDS through the Zimbabwe Demographic Household Survey (ZDHS); Zimbabwe Data (ZIMDAT) and Multiple Indicator Monitoring Survey (MIMS): gather sex disaggregated data and of the Health sector and health status</p>	
<p>Reduce maternal morbidity and mortality, deal with health impacts of unsafe abortions, ensure that girls have continuing access to necessary health and nutrition information and services, and address harmful traditional practices that harm women and girls' health including female genital mutilation</p>	<p>Yes <input type="checkbox"/> Yes</p>	<p>The Government of Zimbabwe continues to provide antenatal, post-natal and family planning services to women at all levels of healthcare services, beginning at the clinic, district, provincial and central hospitals</p> <p>Expectant mothers are encouraged to attend antenatal clinics where they are provided with advice on antenatal care and nutrition.</p> <p>Both conventionally trained midwives and trained traditional midwives assist in delivery of babies.</p> <p>The traditional midwives are provided with the equipment to use during delivery by the healthcare providers who train them.</p> <p>The Government has declared HIV and AIDS as an emergency to expedite the procurement of antiretroviral and related drugs to mitigate the impact of the HIV epidemic.</p> <p>With support and collaboration from UNIFEM and UNAIDS and the Ministry of Women Affairs, Gender and Community Development, the National Aids Council launched the Zimbabwe National Plan of Action on Women and Girls and HIV and AIDS 2006-2010. This seeks to reduce the incidence of HIV and AIDS among women and girls and to improve</p>	

		<p>the quality of life through access to treatment and to mitigate the impact of HIV on them.</p> <p>The Plan also intends to strengthen the capacity for gender responsiveness among institutions and partners and the State on HIV programme planning, management, implementation, and monitoring and evaluation.</p> <p>Implementation of family planning programme is a national effort that involves the public and private sectors as well as NGOs and UN agencies such as UNICEF and UNIFEM - they actively support family planning initiatives.</p> <p>The Zimbabwe National Family Planning Council (ZNFPC), a parastatal in the Ministry of Health, has the mandate to coordinate all family planning activities and ensures the provision of good quality family planning services, information and education.</p> <p>The ZNFPC has successfully piloted a number of innovative approaches to disseminating family planning and other reproductive health messages to adolescents and women.</p> <p>The ZNFPC has also initiated male motivation projects to promote joint family planning and decision-making in order to increase knowledge of family planning methods among men and women of reproductive age; this was designed to remove the dominance of men in making fertility and family planning decisions.</p>	
<p>Support interventions to curb the spread of malaria, cardiovascular diseases, STIs and cancer that affect women, including provision of free and subsidized reproductive health care services</p>	<p>Yes <input type="checkbox"/> Yes</p>	<p>As Above</p>	

Medical school curriculum includes gender-sensitive mandatory courses.	Yes <input type="checkbox"/> Yes		
--	---	--	--

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.3.2 For the critical area of Concern “Women and Health”, please indicate if any of these issues were addressed in efforts to ensure quality health for women. (Tick the appropriate response)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Gender and ICTs for women and health	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Addressed food security issues	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Financing gender equality for women’s health	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Provision of support for elderly women	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Provision of support for HIV/AIDS affected girls	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>

If you have responded “yes” to any of the questions above, please elaborate:

Section 4: HIV/AIDS and its Gender Implications

a) National Institutional and Policy Framework

2.4.1 Has the Government put in place the institutional framework to address HIV/AIDS or adopted any recent strategies or measures including changes in legislation to address HIV/AIDS concerns?

Yes **Yes** No

If yes, please indicate as follows:

No		Yes
1. Existence of an engendered national HIV/AIDS policy	<input type="checkbox"/>	<input type="checkbox"/> x
2. Engendered service delivery guidelines and standards	<input type="checkbox"/>	<input type="checkbox"/> x
3. Availability of adequate human resources	<input type="checkbox"/>	<input type="checkbox"/> x
4. Others (please specify):	<input type="checkbox"/>	<input type="checkbox"/>

Zimbabwe has a National AIDS Council, a National HIV/AIDS Strategic Plan 2006-2010 and a National Plan of Action on Women and Girl's and HIV 2006 – 2010.

2.4.2 Has your government established, enforced and monitored strict legal frameworks to address the vulnerability of girls and women

Yes Yes

No

If Yes give details

There is the National AIDS Council of Zimbabwe Act (Chapter 15:14); the Sexual Offences Act of 2001; the Domestic Violence Act (2007) and the Labour Regulation and HIV/AIDS policy.

b) HIV/AIDS Prevention and Treatment Strategy

2.4.3 Has the Government adopted any recent measures and strategies including changes in legislation as part of the country's HIV/AIDS prevention and treatment strategy?

HIV Prevention and Treatment Strategies	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Brief Description of Concrete Results Achieved and when (year)
Counselling and voluntary testing	Yes <input type="checkbox"/> Yes	Government has set up voluntary counselling centres all over the country (VCTs) i.e. <i>New Start</i> programme	
Male and female condom availability and use	Yes <input type="checkbox"/> b	Government also supplies free female condoms and male condoms	
Targeted intervention to women and other vulnerable groups	Yes <input type="checkbox"/> Yes	Public Anti-retroviral Therapy (ART) programme exists in the country; regular sector HIV/AIDS awareness programmes There are programmes to provide Anti-retroviral drugs (ARVs) at a nominal price	
Prevention of mother to child transmission	Yes <input type="checkbox"/> Yes	There is Prevention and Mitigation Programme Zimbabwe also has PMTCT programmes There are programmes on the Prevention from Parent to Child Transmission (PPTCT)	

Provision of anti-retroviral therapy	Yes <input type="checkbox"/> Yes	There is a programme to make availability and access to Anti-retroviral Therapy (ART) not cumbersome	
Behaviour change communication	Yes <input type="checkbox"/> Yes	Ministry of Health and NGOs have embarked on awareness programmes for behaviour change.	
Medical, psychological and social care to HIV/AIDS victims	Yes <input type="checkbox"/> Yes	Ministry of Health and NGOs have embarked on awareness programmes for behaviour change.	
Home based care	Yes <input type="checkbox"/> Yes	There is a Care and Support for HIV/AIDS Sufferers (Home-based Care- Programme) There are programmes to help People Living with HIV/AIDS (PLHIV)	
Other (please specify)	Yes <input type="checkbox"/>		

Section 5: Violence Against Women

a) Measures taken by government for elimination of violence against women

2.5.1 Indicate actions taken by your government to ensure elimination of violence against women
(Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Legal sanctions for violence against women	Yes <input type="checkbox"/> B	Domestic Violence Act (DVA) Sexual Offenses Act	
Enacted or reinforced country legislation to punish offenders and support women subjected to violence with justice and legal services	Yes <input type="checkbox"/> Yes	DVA First Schedule of the Public Service Regulations, Statutory Instrument No. 1 protects girl children from sexual harassment in schools Women's organisations such as the Zimbabwe Women Lawyers Association (ZWLA); Musasa Project and Women in Law Southern Africa (WILSA) offer legal aid and counselling services to victims	
Mainstreamed gender perspectives in all policies and laws related to VAW	Yes <input type="checkbox"/> Yes	Gender Based Violence Prevention Strategy put in place by the Ministry of Women Affairs, Gender and Community Development with the collaboration of the United Nations Population Fund (UNFPA) The Strategy focuses on prevention, service provision, research, documentation and advocacy in the area of gender based violence The Strategy also has an Action Plan where stakeholders commit themselves to various advocacy and awareness-raising activities i.e. awareness raising and training of service providers about the DVA; skills training for survivors of domestic violence; sensitisation of traditional leaders on issues of domestic violence in their role as service providers; legal representation of survivors in courts of law; research and	

		<p>documentation of information on Domestic Violence trends in the Zimbabwe</p> <p>There is also a National Behaviour Change Strategy to change how people in Zimbabwe perceive and put in practice healthier relations that do not condone domestic violence or other forms of violence i.e. political violence and sexual harassment</p> <p>Programmes also include victim identification and psychosocial support to provide crisis counselling and general counselling; victim friendly courts and rape clinic at Parirenyatwa Hospital in Harare, the biggest hospital in Zimbabwe</p> <p>Media monitoring of domestic violence</p> <p>Involvement by Padare, the Men's Gender Forum in Zimbabwe amongst men and boys in the fight against toxic masculinity</p>	
Women with disabilities have access to information on services for violence against women	Yes <input type="checkbox"/> (?)	No targeted interventions for women with disability	
Provide well funded shelters and relief support for girl and women	Yes <input type="checkbox"/> Yes	Organisations such as Musasa Project have shelters for women suffering from domestic violence while men are referred to Padare for assistance	
Promote research, collect data and compile statistics on domestic violence	Yes <input type="checkbox"/> Yes	Data collection and research is done to track and document incidences and recurrences by government law enforcement agencies and Msasa Project	
Measures aimed at preventing sex tourism and trafficking	Yes <input type="checkbox"/> Yes	<p>Partnership with IOM</p> <p>The <i>Red Light Campaign</i>, sponsored by Women and Law in Southern Africa (WLSA) Zimbabwe branch has helped in reducing the potential risks raised by the 2010 World Cup, in terms of increased exploitative sex work and trafficking of women, and abuse.</p>	
Encourage the media to examine	Yes <input type="checkbox"/> Yes	Media campaigns (<i>on-going</i>)	

the impact of gender role stereotyping including those encouraged by commercial advertising.			
--	--	--	--

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.5.2 For the critical area of Concern “*Violence Against Women*”, please indicate if any of these issues were addressed in efforts to ensure elimination of violence against women. *(Tick the appropriate response)*

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective policy development and implementation	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Financing gender equality for violence against women	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>

If you have responded “yes” to any of the questions above, please elaborate:

Please refer to above for detailed actions undertaken.

Section 6: Women and Armed Conflict

**a) Measures taken by government for protection of women in armed conflict situations:
Emelang**

2.6.1 Indicate actions taken by your government to ensure elimination of violence against women *(Tick the box for which the answer is ‘Yes’ or leave box unchecked if answer is ‘No’)*

There is no armed conflict in Zimbabwe. There was, however, political polarisation after the 2008 general elections. The recent Global Political Agreement (GPA) seeks to end the political polarisation in the country. An Organ on Reconciliation, National Healing and Integration has been set up to facilitate the country’s healing process. One of the Core Ministers of the Organ is a woman.

Specific Measures/Actions	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results
----------------------------------	-----------------	---	---

Taken in the Following Areas			Achieved and when (year)
Women's voices in conflict prevention are heard and they are meaningfully involved in peace processes, including in the planning, design, implementation, monitoring and evaluation of refugee projects	Yes <input type="checkbox"/> Yes	Recent initiatives by government: set up a new Organ on Reconciliation, National Healing and Integration	
Train women in conflict resolution, reconciliation and tolerance	Yes <input type="checkbox"/> Yes	Capacity development in peace-keeping and conflict resolution; negotiating skills and conflict transformation in army staff colleges; higher education institutions and among key government officials; NGOs provide technical back-up to government	
Integration of a gender perspective in the resolution of armed and other forms of conflict	Yes <input type="checkbox"/> Yes	Zimbabwe National Army has sent women to peace keeping missions in Sudan	
Investigate and punish policy, security and armed forces involved in acts of VAW	Yes <input type="checkbox"/> Yes		
Protect the safety and integrity of women refugees	Yes <input type="checkbox"/>		
Train military officials on the human rights of women and measures to assist women refugees deal with the trauma of rape and rejection	Yes <input type="checkbox"/> Yes		
Implement provisions of UNSC Resolution 1325	Yes <input type="checkbox"/> Yes	Ministry of Defence and Police include women in peace keeping missions i.e. Darfur	
Implement provisions of the AU Protocol on Women's Rights	Yes <input type="checkbox"/> Yes	Most of Zimbabwe's legislation is already complying with the provisions of the Protocol i.e. Inheritance laws Marriage; Girl's education initiatives; HIV/AIDS; Domestic Violence	
Ratified and domesticated international Conventions and Protocols	Yes <input type="checkbox"/> Yes	SADC Protocol on Gender AU Women's Protocol CEDAW	

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.6.2 For the critical area of Concern “*Women in armed conflict*”, please indicate if any of these issues were address in efforts to protect women in armed conflict. (*Tick the appropriate response*)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Gender and ICTs for women in armed conflict situations	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Addressed food security issues	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Financing gender equality for women in armed conflict	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Section 7: Women and the Economy

a) Measures taken by government for women and economy

2.7.1 Indicate actions taken by your government to ensure full participation of women in the economy. (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
<p>Adopt and enact laws that guarantee an equal access to employment opportunities and social protection benefits.</p>	<p>Yes <input type="checkbox"/> Yes</p>	<p>The Labour Relations Act Provides for non-discrimination on the basis of sex with regard to advertisement, recruitment and promotion.</p> <p>The Labour Laws also provide for Maternity leave.</p> <p>The Pension and Provident Fund in the Labour Act (chapter 28:01) has been amended in line with the ILO convention 183 on Maternity Protection; the Zimbabwe Government is in the process of ratifying the convention; the amendment has increased maternity leave duration from 90 days to 98 days</p> <p>Breastfeeding mothers are entitled to at least one hour breaks to nurse their babies during working hours over and above other breaks too which employee is entitled; 6 months benefits are guaranteed for breastfeeding</p> <p>The Zimbabwe Government is working on a Maternity Benefit Scheme (Labour Act); it is working towards introducing a maternity benefit scheme that will remove the burden of paying maternity salaries from the employer; the scheme will also provide for child care at the workplace to enable breastfeeding during the day</p>	

Ensure equal access to capital and trade opportunities.	Yes <input type="checkbox"/> Yes	Through the parastatal Zimtrade and COMESA, the Eastern and Southern Africa regional trade group	
Build capacity in gender-sensitive economic analysis.	Yes <input type="checkbox"/> Yes	Gender-responsive budgeting capacity of Gender Focal Persons via Call Circulars from the Ministry of Finance Capacity building workshops coordinated by the Ministry of Women Affairs, Gender and Community Affairs, in collaboration with the Zimbabwe Women's Resources Centre and Network (ZWRCN) SEDCO has provided management training to women entrepreneurs Women entrepreneurs are also trained by EMPRETEC, an entrepreneurial and business skills development organisation (an NGO)	
Ratified and domesticated International Conventions that guarantee the participation of women in the economy	Yes <input type="checkbox"/> Yes	CEDAW Covenant on Economic, Social, Political and Cultural Rights	

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.7.2 For the critical area of Concern “*Women and the Economy*”, please indicate if any of these issues were address in efforts to ensure equal participation of women in the economy. (Tick the appropriate response)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective policy development and implementation	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Gender and ICTs for women and the economy	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Addressed food security issues	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Financing gender equality for women and the economy	Yes <input type="checkbox"/> x	No <input type="checkbox"/>

Section 8: Women, governance, power and decision making

a) Measures taken by government on women governance, power and decision-making

2.8.1 Indicate actions taken by your government to ensure meaningful participation and involvement of women in power and decision-making. (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Encourage and promote stronger representation of women in political and diplomatic circles	Yes <input type="checkbox"/> Yes	<p>Recruitment of women in diplomatic missions (though women are few at senior management and more at lower levels i.e. secretarial level)</p> <p>There are plans to effect the SADC Gender and Development Protocol of 2008 where there will be 50-50% gender equity at leadership and decision-making levels through constitutional amendment.</p>	
Encourage greater involvement of women, in particular indigenous women, in decision-making processes	Yes <input type="checkbox"/> Yes	<p>Many women parliamentarians and councillors have undergone training and capacities have been built and still being built as the training is an on-going exercise</p> <p>The Zimbabwe Constitution is soon to undergo review and women's involvement is already being sought with the facilitation of the Ministry of Women Affairs, Gender and Community Development working in collaboration with various women's groups</p> <p>The Zimbabwe Human Development Report on Gender and Development still being edited at the UNDP; hopefully it will be available for general dissemination, hopefully sometime later in 2009</p>	

Support research to help identify adequate ways and means to politically empower women	Yes <input type="checkbox"/> Yes		
--	--	--	--

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.8.2 For the critical area of Concern “*Women in power and decision making*”, please indicate if any

of these issues were address in efforts to ensure equal participation of women in power and decision-making. (*Tick the appropriate response*)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Institutional mechanisms in place	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Effective policy development and implementation	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> x	No <input type="checkbox"/>
Gender and ICTs for women	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Food security issues	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Financing gender equality	Yes <input type="checkbox"/> x	No <input type="checkbox"/>

If you have responded “yes” to any of the questions above, please elaborate:

Institutional mechanisms

The Ministry of Women Affairs, Gender and community Development (MWAG&CD) is in charge of ensuring that women are represented at leadership and decision-making levels. There is also the Women’s

Parliamentary Caucus at legislative level and the Women’s Local Government Forum (WLGF) at local government level.

In the civil society the following organisations exist: the Women in Politics Support Unit (WiPSU), the

Zimbabwe Women’s Resource Centre and Network (ZWRCN), the Women’s Coalition; the Zimbabwe

Women Lawyers Association (ZWLA), the Southern African Parliamentary Support Trust (SAPST), Poverty Reduction Trust and the Mass Public Opinion Institute (MPOI).

Effective Policy development and implementation

Section 12 of the General Law Amendment Act [Chapter 8:07] provides as follows:

“Notwithstanding anything to the contrary in any law, women may hold public office or civil office or appointment, subject to the same conditions on which such offices may be held by men.”

There are several other policies that have been put in place e.g. the National Gender Policy and the Public

Service Commission. There have been changes to the Public Service Regulations. The policy changes aimed at increasing female representation at all levels especially at managerial level total less 30% by 2000.

The Public Service Commission developed a gender policy and quota system for women's representation.

The policy directive by the Secretary (Public Service) states that 50% of candidates for posts being offered should be female. There is now 57 percent female representation in the Public Service Commission (women Commissioners). The 30% target has been achieved.

The Labour Act also empowers women to participate in the labour market on equal footing with men.

Women are, however, still highly under-represented in the highest leadership and decision-making and leadership positions in the uniformed police i.e. air force, armed forces, police and prisons.

Capacity building

The United Nations Development Programme (UNDP) supported the establishment of the *Women in Politics Project* which has since grown into a fully fledged NGO (the Women in Politics Support Unit (WiPSU) which works with women Members of Parliament (MPs) and Councilors. The UNDP supported Parliamentary reforms that were initiated in Zimbabwe since 2000 where it supported in building the capacity of the Women's Caucus as well as women MPs in various regional and international forums in order for them to play an effective leadership role in politics and decision-making in Zimbabwe. The UNDP has also assisted other senior government officials to participate in international conferences through funding their participation in such fora.

Many civil society organisations conduct capacity building workshops to train and educate Zimbabweans about politics and public life-related issues.

The Zimbabwe Institute of Public Administration and Management (ZIPAM) run gender-related courses as well as capacity building courses for women managers within the Public Service.

Availability of sex disaggregated data

There is a lot of data available at power and decision-making levels.

Women in Cabinet and Ministerial level

In the inclusive government, there are only seven female Cabinet Ministers out of total of 35 male Cabinet Ministers.

Women at Parliamentary level

Senate

There are 23 female Senators and 43 male Senators out of a total of 66. The Speaker of the Senate is female.

House of Assembly

In the House of Assembly, there is 14% representation female and 33% in the senate. Both the speaker and deputy speaker are male. There are 13 Parliamentary Portfolio Committees and only 1 is chaired by a Woman.

Women at Local Government level

Rural District Councils

Chairperson's	2% female and 98% male
Vice Chairpersons	5% female and 95% male
Councillor's	3% female and 97% male
Total	3% female and 97% male

Urban Councils

Town Chairpersons	11% female and 89% male
Chief Executive Officers to Town Council Boards	15% female and 80% male
Town Clerks	0% female and 100% male
Councillor's	13% female and 87% male
Local Boards Chairperson's	25% female and 75% male
Total	13% female and 87% male

Source: Ministry of Local Government, Public Works and National Housing (August 2007).

Women in the Judiciary

	2003	2007
Judges (High and Supreme)	38%	29%
Labour Court Presidents	0%	50%
Presidents	0%	50%
Magistrates	26%	42%
Total	28%	41%

Source: Ministry of Justice (2007).

Women in Managerial Positions in the Public Service

Commissioners in the Public Service Commission	67% female and 33% male
Permanent Secretary and Equivalent	26% female and 74% male
Principal Director's	26% female and 74% male
Director's	33% female and 67% male
Deputy Director's	28% female and 72% male
Total	30% female and 70% male

Source: Public Service Commission (2007).

The Uniformed sector

The data from the uniformed services reveals that women are still visibly under-represented

Women in the Zimbabwe National Army

Rank	Percentage of Women
Lieutenant General	0
Major General	0
Brigadier General	0
Colonel	6.6
Lieutenant Colonel	5.9
Major	3.8
Captain	2.7
Lieutenant	17.0

Source: Ministry of Defence (2008)

Women in the Air Force of Zimbabwe

Rank	Percentage of Women
Air Marshal	0
Air Vice Marshal	0
Air Commodore	0
Group Captain	4.76
Wing commander	12.50
Squadron Leader	8.57
Flight Lieutenant	16.03

Source: Ministry of Defence (2008)

The Zimbabwe Republic Police

Management positions in the Zimbabwe Republic Police range from the Commissioner to the Superintendent. Though not in the management levels, the positions of Chief Inspector and Inspector have significant decision-making and administrative functions, which include taking charge of stations and sections of stations.

Commissioner	Male	No female
Deputy Commissioner's	25% female and 75% male	
Senior Assistant Commissioners	18% female and 82% male	
Assistant Commissioners	18% female and 82% male	
Chief Superintendent	17% female and 83% male	
Superintendent	15% female and 85% male	
Chief Inspector	10% female and 90% male	
Inspector's	9% female and 91% male	
Total	11% female and 89% male	

Source: Zimbabwe Republic Police (2007)

There is clearly low female representation in senior and decision-making positions in the Police Force. However, in recent years there have been more female recruits in the Force, paving the way for their elevation to senior positions. More deliberate efforts and mechanisms need to be put in place to ensure the recruitment of more females in the Force and in the promotions and appointments at managerial and decision-making levels.

The Zimbabwe Prison Service

The total Prison Service employment establishment is 7 982 of which 1 525 are women, thereby constituting 19% of the entire establishment. Of the 19% of women in the Prison Service, 8% are in senior positions. It is encouraging to note that of the 19% female representation in the Prison Service, almost half are in senior positions, with 50% representation at the Assistant Commissioner level. Assistant Commissioners fall directly under the Commissioner who is the Head of the Prison Service. Currently the Commissioner is male.

Assistant Commissioners	50% female and 50% male
Chief Superintendent	6% female and 94% male
Superintendent	19% female and 81% male
Chief Prison Officer	14% female and 86% male
Principal Prison Officer	17% female and 83% male

Total

17% female and 83% male

Source: Zimbabwe Prison Service (2007)

Section 9: Human rights of women

a) Measures taken by government for human rights of women

2.9.1 Indicate actions taken by your government to protect human rights of women. (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Report on schedule to the Committee on CEDAW	<input type="checkbox"/>	Last submitted report in 1996 but the combined report to be submitted by July 2009	
Publicise information on national, regional and international mechanisms for seeking redress of HR abuse	Yes <input type="checkbox"/> Yes	Legal literacy is undertaken by government with the support of Zimbabwe Women's Association and women and law in Southern Africa	
Embody the principle of the equality of men and women in country legislation and strengthen development of programmes to protect the human rights of women	Yes <input type="checkbox"/> Yes	<p>LAWS THAT ENHANCE THE LEGAL STATUS OF WOMEN</p> <ul style="list-style-type: none"> • Legal Age of Majority Act (LAMA) which was promulgated in 1982 and it conferred majority status on women. Before this law African women were regarded as perpetual minors. • Equal Pay Regulations (1980) which provided for equal pay for work of equal value. • Labour Relations Act (1984) which prohibited employers from discriminating against any prospective employee in relation to employment. • Public Service Pensions (Amendment) Regulations (1985) which made provisions for female workers in the public service to contribute to their pension at the same rate as male contributors. • Matrimonial Causes Act (1987) which provided for equitable distribution of matrimonial assets on divorce. • Maintenance Amendment Act (1989) which requires a negligent non custodian parent to contribute 	

		<p>regularly to the maintenance of minor children in the custody of the other parent.</p> <ul style="list-style-type: none"> • The Electoral Act of 1990 which allows women to participate in general and by elections for the Presidency or in Parliamentary and local elections as voters or candidates without any discrimination. • The Administration of Estates Amendment Act (1997) which protects the inheritance rights of surviving spouses and children. • The Sexual Offences Act (2001) which protects women from sexual abuse and criminalizes marital rape and willful transmission of HIV and AIDS. The Act also prohibits trafficking of persons for purposes of prostitution and imposes stiffer penalties for violations. • Domestic Violence Act which aims at protecting women as it seeks to criminalize such acts as abuse derived from any cultural or customary rites or practices that discriminate or degrade women. Examples include virginity testing, female genital mutilation, pledging of women and girls for purposes of appeasing spirits, abduction, child marriages, forced marriages, forced wife inheritance and such other practices` 	
Translate to user friendly language information relating to the equal status of women including relevant protocols	Yes <input type="checkbox"/>	The Legal Resources Foundation has translated and simplified most of the Gender sensitive laws. The Ministry of Women Affairs, Gender and Community Development has developed a simplified family laws handbook	
Ratified and domesticated International and African Conventions and Protocols that guarantee the human rights of	Yes <input type="checkbox"/> Yes	<p>Ratified the Protocol to the African Charter on Human Rights and People’s Rights on the Rights of Women</p> <p>Signatory to the African Union Solemn Declaration on Gender Equality in Africa</p> <p>Signatory to the SADC Protocol on Gender</p>	

women		and Development, upgrade of the 1997 SADC Gender and Development Directive	
-------	--	--	--

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.9.2 For the critical area of Concern “Human rights of women”, please indicate if any of these issues were address in efforts to protect human rights of women in decision-making. Tick the appropriate response)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Monitoring and evaluation tools and mechanisms in place	Yes <input checked="" type="checkbox"/> x	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Involvement of men and boys	Yes <input checked="" type="checkbox"/> x	No <input type="checkbox"/>
Capacity Building	Yes <input checked="" type="checkbox"/> x	No <input type="checkbox"/>
Gender and ICTs	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Food security issues	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Financing gender equality	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Capacity building

The UNDP Zimbabwe has supported the Zimbabwe Inter-ministerial Committee on Human Rights and Humanitarian International which is responsible for the compilation of reports e.g. CEDAW. It is providing ongoing support to the establishment of a Human Rights Commission, a proposed initiative to broaden democracy under the inclusive government in Zimbabwe. The UNDP has also supported the judiciary reforms that have been carried out in the country.

Section 10: Women in media

a) Measures taken by government for human rights of women

2.10.1 Indicate actions taken by your government to ensure effective participation of women in media
(Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Measures that support research on women and media and ensure women's access to and participation in media	Yes <input type="checkbox"/>	The UNFPA has supported training of media personnel in gender sensitive reporting on, HIV and AIDS and the Domestic Violence Act.	
Promote gender-aware media policies and gender balance in appointments at all levels of the media	Yes <input type="checkbox"/>		
Encourage and recognise women's media networks	Yes <input type="checkbox"/>	The Federation of African Media Women Zimbabwe (FAMWAZ) to lobby for gender sensitive media policy	
Encourage the participation of women in the development of professional guidelines and codes of conduct for media	Yes <input type="checkbox"/>	There is a <i>SADC Gender Justice Barometer</i> which is run by Gender Links to monitor the role of women in the media within SADC; Zimbabwe is a member of SADC so women in Zimbabwe are also involved	
Promote gender sensitive research and implementation of a strategy of information, education and communication and support research on women and the media	Yes <input type="checkbox"/>		
Enforcement of provisions of the World Summit on	Yes <input type="checkbox"/>		

the Information Society			
-------------------------	--	--	--

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.10.2 For the critical area of Concern “Women in media”, please indicate if any of these issues were address in efforts to promote equal participation of women in media (Tick the appropriate response)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Institutional mechanisms in place	Yes <input type="checkbox"/> X	No <input type="checkbox"/>
Effective policy development and implementation	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> X	No <input type="checkbox"/>
Food security issues	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Financing gender equality	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Section 11: Women and the environment

a) Measures taken by government on women and the environment

2.11.1 Indicate actions taken by your government to ensure beneficial participation of women in the environment. (Tick the box for which the answer is ‘Yes’ or leave box unchecked if answer is ‘No’)

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Measures integrating gender in the design and implementation of environmental sound resource management, especially in rural areas	Yes <input type="checkbox"/> Yes	Zimbabwe has a National Environmental Policy Significant legislative enactments include the Environmental Act and the Water Act where water permits issuance for agricultural use is gender sensitive.	
Measures to engender MDG 7, empower women as producers and consumers to ensure effective	Yes <input type="checkbox"/>	Community gardens used to empower women (income and medicinal benefits) Capacitated to make charcoal to use in cooking, etc. (by the <i>Farm Community Trust</i> , an NGO working in farming	

environmental actions		communities)	
Provide technical assistance to women in sectors such as agriculture, fisheries, small enterprises, trade and industry	Yes <input type="checkbox"/> Yes	Harvesting of natural resources; Land reclamation; Afforestation (e.g. Tree Planting Day) Water and Sanitation Programme (seeks to increase water points and reduce distance women have to travel to fetch water)	
Evaluate policies and programmes in terms of environmental impact and women's equal access to and use of natural resources	Yes <input type="checkbox"/> Yes	There are direct measures to combat climate change, specifically the use of ozone friendly chemicals. rural electrification; irrigation, and a number of local response initiatives i.e. the tsofso stove, Dutch ovens, jell stoves, jatropa plantations, the National Day for Tree Planting, paraffin making from waste plastics and other recycling efforts, and use of renewable resources.	

b) Addressing Cross Cutting and Emerging Issues for BPFA

2.11.2 For the critical area of Concern “Women and the environment”, please indicate if any of these issues were address in efforts to promote equal participation and benefit in the environment. Tick the appropriate response)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective policy development and implementation	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Gender and ICTs	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Food security issues	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Financing gender equality	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>

Section 12: The girl child

a) Measures taken by government on the girl child

2.12.1 Indicate actions taken by your government to ensure beneficial participation of women in the environment. (Tick the box for which the answer is 'Yes' or leave box unchecked if answer is 'No')

Specific Measures/Actions Taken in the Following Areas	Response	If Yes Indicate Specific Actions Undertaken at Country Level	Give Brief Description of Concrete Results Achieved and when (year)
Eliminate injustice and obstacles related to inheritance by girl children	Yes <input type="checkbox"/> Yes	The Administration of Estates Act provides for the surviving spouse and children irregardless of sex to inheritance of deceased husband's estate	
Enact and enforce legislation protecting girls from all forms of VAW and ensure marriage is by young women's consent	Yes <input type="checkbox"/> Yes	Sexual Offenses Act The Domestic Violence Act	
Implement policies, plans and programmes for the survival, protection, development and advancement of the girl child	Yes <input type="checkbox"/> Yes	Government of Zimbabwe adopted the following: The National Gender Policy and Implementation Plan The Zimbabwe National Plan of Action on Women and Girls and HIV and AIDS The Draft National Gender-Based Violence Strategy The National Strategic Plan for the Education of Girls, Orphans and Other Vulnerable Children to address discrimination against women and the girl child in the field of education An Affirmative Action Policy (AAP) at institutions of higher learning to increase female enrolment at these institutions	
Ongoing research on the situation of	Yes <input type="checkbox"/>		

the girls and realignment of policies and programmes			
Develop and adopt curricula, teaching materials and textbooks to improve the self image, lives and work opportunities of girls	Yes <input type="checkbox"/> Yes	<ul style="list-style-type: none"> • Computerisation programme; • Maths and science camps for girls; • In-service training of teachers in gender, HIV and counselling (5 000 have gone through the programme), and • Leadership and life skills training for girls: spearheaded by the girls' empowerment movement 	
Facilitate the equal provision of appropriate services and devices to girls with disabilities	Yes <input type="checkbox"/> Yes	The Disabled Persons Act is gender blind and silent about gender disparities among disabled girls and boys and how gender disparities can be addressed, especially at secondary education level	

2.12.2 For the critical area of Concern “*The girl child*”, please indicate if any of these issues were addressed in efforts to promote the rights of the girl child. *Tick the appropriate response*)

Specific Measures/Actions Taken in the Following Areas	Response	Response
Effective policy development and implementation	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Monitoring and evaluation tools and mechanisms in place	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Availability of sex disaggregated data	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Involvement of men and boys	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Capacity Building	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Gender and ICTs	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Food security issues	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>
Financing gender equality	Yes <input type="checkbox"/> Yes	No <input type="checkbox"/>

b) Ratification or domestication of relevant global protocols

2.12.2 Has your country ratified and domesticated the Convention on the Rights of the child?

Ratified
Yes Yes

Domesticated
Yes

If you have responded “yes” to the question above, please elaborate:

PART 3: Review on key Achievement, Challenges and Lessons Learnt

Overall, what do you view as your key achievement, challenges and lessons learnt in your efforts to implement the BPFa at country level. For each of the three items highlight 4 priorities.

Key Achievements in implementing the BPFa

National policies and strategies on gender equality and women's empowerment

- The key national policy instruments to achieve gender equality and women's empowerment are The National Gender Policy (NGP) and The National Gender Policy Implementation Strategy and Work Plan which outlines Priorities for Gender Mainstreaming and Empowerment of Women for the period 2008-2012.

The NGP addresses measures to be undertaken to ensure that gender is mainstreamed in all the strategic areas identified by the BPFa. The policy has been translated into indigenous languages.

- Notable constitutional achievements include: Constitutional Amendment 17 of 2005 which brought about the prohibition of discrimination on the ground of sex. Notable changes include the proposed establishment of the *Zimbabwe Human Rights Commission (ZHRC)* and the *Office of the Public Protector*. New inclusions into the Zimbabwe Constitution relate to sex, marital status and physical disability as prohibited grounds for discrimination under Amendment 17, Section 23(3a).
- Laws put in place include those protecting the inheritance rights of women, legal age of majority, sexual offences, domestic violence, equal opportunity in employment, marriage laws.
- With regards to the *Suppression of Trafficking Act*. The *Red Light Campaign*, sponsored by Women and Law Southern Africa (WLSA) Zimbabwe branch has helped in reducing the potential risks raised by the 2010 World Cup in terms of bringing awareness against increased exploitative sex work and trafficking of women and sexual abuse.
- The Ministry of Women Affairs, Gender and Community Development, collaborating with various CSOs/NGOs, has started implementing a national strategy and public campaigns on Gender-Based Violence (GBV) to enhance women's capacities so that they can protect themselves against domestic violence.
- Other positive developments include the incorporation of gender budgeting in government policies and programmes by the Zimbabwe Government. Zimbabwe's National Budget has been made gender-sensitive through the issuing of a directive (Call Circular) by the Ministry of Finance promoting participatory and Results Based Management (RBM). The process began in 2007. Gender budgeting is being applied at all levels in government. Training in gender budgeting has taken place at the national level for GFPs and Directors of Finance.

The ZWRCN, a women's NGO working in the area of information dissemination, research and publication has been collaborating with the government over the years and especially with the MWAG&CD to popularize gender-responsive budgeting in government, in parliament and

local government levels through various capacity building training activities. This is a partnership that is working very well. Funding for such activities has come from the UNDP and UNIFEM as well as from European assistance.

- Women are actively engaged in economic empowerment activities. There has been a noticeable increase, for example, in the involvement of women in key sectors of the economy such as agriculture and mining.
- At political and decision-making level, many more women have come out and campaigned for political positions but they were let down by a less than successful 'vote for a woman' campaign and did not do well in the election process. Women thus want gender parity and full implementation of the *SADC Gender and Development Protocol* which calls for 50-50% representation at all leadership and decision-making levels
- In terms of partnerships, the Zimbabwe United Nations Development Assistance Framework (ZUNDAF) aligns the work of Government and the UN system to shared goals. ZUNDAF also outlines key partnerships around Gender issues.
- Social protection measures have been put in place i.e. the Basic Education Assistance Module (BEAM), especially for orphaned and vulnerable children; Education for All (EFA); the Zunde RaMambo (granary scheme); the land reform and agricultural mechanisation programmes; the Basic Commodities Supply Side Intervention (BACOSSI), food relief and disaster mitigation.

The Zimbabwe Government has developed the following measures to cushion women and the vulnerable social groups in the country. Access and ownership of land, loan windows for women. The Reserve Bank of Zimbabwe Small and Medium Enterprise Facility and general measures to revive growth and mobilise the country's economic potential.

Challenges in implementing the BPF

- Amending the Constitution to remove the claw back clause that allows discrimination on the basis of customary law;
- Taking advantage of the Constitutional review process under way to ensure that all the gaps in the current Constitution are addressed, especially with regards to quota system for women in Decision-making, automatic domestication of ratified human rights conventions, social and economic rights etc.;
- Effective implementation of the 5 year Strategy and work Plan on gender mainstreaming;
- Review of the National Gender Policy (NGP) to align it with current development issues;
- Operationalisation of Gender Budgeting and decentralization to local government levels to ensure adequate resource allocation to gender programmes;
- Strengthen Economic Empowerment Projects for women through opening special loan windows;
- Establishment of a coordinated system for collecting sex/gender disaggregated data;
- Resource constraints: both financial and material equipment;

- Lack of full implementation of policies, legislations and conventions adopt, especially piecemeal domestication of human rights instruments;
- Lack of a coordinated approach in implementing polices, legislations and conventions;
- Lack of skills i.e. gender expertise i.e. gender knowledge and gender budgeting expertise at various levels as well as high staff turnover;
- Challenges relating to data gathering, data disaggregation and indicator monitoring;
- Women’s continuing economic disempowerment; lack of access to and ownership and control of resources, land, credit and markets;
- Women’s continued under-representation in politics and public life, and finally
- Attitudes, beliefs and culture (patriarchy)

Key Lessons Learnt in Implementing the BPFAs

- Commitment and political will appears to be there as demonstrated by the adoption of various conventions, protocols and legislative and constitutional amendments;
- Mount more training, capacity building and awareness-raising workshops at various levels on the 12 critical areas of the BPFAs;
- Resources are needed urgently to fully accelerated the BPFAs and more can be done;
- Need to have a systematic method of collecting and coordinating sex disaggregated data, especially from government;
- Popularise gender-responsive budgeting at national and sub-national level, and
- Speed up the gender parity principle and have more women in power at leadership and decision-making levels.

THANK YOU VERY MUCH!