



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

Zimbabwe

Final Narrative Programme Report

01 January 2019 – 30 September 2023

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Spotlight Initiative Zimbabwe Country Programme

MPTF Office Project Reference Number:¹
00111645

Recipient Organization(s)

ILO
UNDP
UNESCO
UNFPA
UNICEF
UN WOMEN

Programme Cost (US\$)

Total Budget as per the Spotlight CPD/RPD: \$33,029,279 USD

Total Spotlight funding:² \$30,000,000 USD

Agency Contribution: \$3,029,279 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight (USD)	UN Agency Contributions (USD)
UNDP	\$4,461,851	\$366,447
UNFPA	\$6,054,909	\$1,065,662
UNICEF	\$9,689,353	\$826,196
UN WOMEN	\$7,469,414	\$62,522
UNESCO	\$1,147,264	\$478,252
ILO	\$1,177,209	\$230,200

TOTAL: \$30,000,000 \$3,029,279

Priority Regions/Areas/Localities for the Programme

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

Key Partners

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

Civil Society - Women's Rights Organizations, Women Community Groups, Disabled Persons Organizations, Faith-Based Groups, Human Rights Organizations, Children's Rights Groups, among others

Independent Commissions and Oversight Bodies - Zimbabwe Gender Commission, Zimbabwe Human Rights Commission, Parliament of Zimbabwe, Anti-Domestic Violence Council, Public Service Commission

Private Sector, Academic Institutions, and the Media

Programme Start and End Dates

Start Date:
(01.01.2019)

End Date [as approved by the OSC or your N/RSC]:
(30.09.2023)

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¹ The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page the [MPTF Office GATEWAY](#).

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

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List of Acronyms and Abbreviations

CBOs	Community-based organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country Programme
CSO	Civil Society Organization
CSRG	Civil Society Reference Group
EUD	European Union Delegation
EU	European Union
EVAWG	Eliminating Violence Against Women
GBV	Gender Based Violence
GBVIMS	GBV Information Management System
GoZ	Government of Zimbabwe
HLPC	High Level Political Compact
HP	Harmful Practice
IP	Implementing Partner
JSC	Judicial Service Commission
KP	Knowledge Products
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
MTA	Mid-term Assessment
NGOs	Non-Governmental Organization
NPA	National Prosecuting Authority
NSC	National Steering Committee
OPC	Office of the President and Cabinet
OPD	Organizations of Persons with Disabilities
PME	Participatory Monitoring & Evaluation
PSC	Public Service Commission
PSEA	Prevention of Sexual Exploitation and Abuse
PVO	Private Voluntary Organization (PVO)
RC	Resident Coordinator
RUNO	Recipient UN Organization
SI	Spotlight Initiative
SOP	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
UN	United Nations
VFS	Victim Friendly System
VFU	Victim Friendly Unit
WCOZ	Women's Coalition of Zimbabwe
WEE	Women's Economic Empowerment
ZCP	Zimbabwe Country Program
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZIMSTAT	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police

1. Executive Summary

1.1 Introduction

This final report seeks to summarize some of the key highlights of the Zimbabwe Spotlight Initiative Country Programme (2019-2023). The programme ends on 30th September 2023 with a 'high visibility'³ of the SI brand in Zimbabwe and the creation of a strong network of partnerships across government, civil society organizations, independent commissions, private sector, academia, parliament and the media who have firmly committed in their various spheres of work to the eradication of violence against women and girls.

The programme's achievements are strong building blocks – legal provisions, policies & strategies for change, prevention models, stronger institutions for the delivery of quality essential services, community-based models and practices, among others – which contribute greatly to the country's achievements of the Sustainable Development Goals (SDG) specified in the approved Zimbabwe Country Programme Document (CPD) – SDGs 5, 3 and 16.

The implementation of this comprehensive model to end violence against women and girls became a '**learning journey**'. The Zimbabwe Spotlight Coordination and Inter-Agency Technical Team created a spirit of continuous learning within the six Recipient UN Organizations (RUNOs) and among stakeholders through joint monitoring field visits, dedicated learning sessions, such as the 2022 Movement Building Symposium for civil society partners, among others.

Flexible programming also was used to deliver the programme during the 2020 COVID-19 pandemic to respond timely to the needs of the most vulnerable and marginalized women, girls and children. The Zimbabwe Spotlight Initiative's response, through flexible programming, to the COVID-19 pandemic led to innovative solutions and the programme showed that it could successfully plan and executive mitigating measures in a multi-hazard context. The country programme was recognized for this resilience when it won the '*Fortitude Award*' at the 2021 Spotlight Global Learning Symposium awards ceremony held in Cancun Mexico. The Zimbabwe CP was a finalist also for the *Leave No One Behind* and *Sustainability* awards.

This executive summary looks at some of the key achievements using quantitative and qualitative information, key lessons used from the start to inform the programme's direction and sustainability, knowledge management and communications highlights and at some of the key factors in the sustainability of the Zimbabwe CP beyond 2023.

³ Primson Management Compendium on Achievement, Lessons, Innovations, Promising and Good Practices and Recommendations from the Zimbabwe Spotlight Initiative, September 2023

1.2 Spotlight Zimbabwe's Contribution to Change

The Zimbabwe Spotlight Initiative's **contributions to change** within the four years through the implementation of the comprehensive model of six Outcome Areas can be framed broadly as follows (*specific details on the below can be found in the Results Section*):

- **Increased State Accountability to Gender Equality and the Rights of Women, Girls, and Children.** (*Outcomes 1&2*)
- **The development of Policies & Strategies pushing implementation of the legal framework and alignment of laws to the Constitution.** (*Outcomes 1&2*).
- **Strengthening the Justice Chain for survivors of GBV.** (*Outcomes 2&4*)
- **Widening the scope of actions for prevention.** (*Outcome 3*)
- **Building Community Models for Service Delivery to strengthen the GBV-Development-Humanitarian Nexus & Improving Standards for the Delivery of Essential Services.** (*Outcome 4*)
- **Introduction of innovative approaches for women's economic empowerment and civil society activism.** (*Outcomes 2 & 6*)

SOME RESULTS in NUMBERS

Since 2019, with Zimbabwe Spotlight Initiative support:

- Country's **first High-Level Compact to end GBV & Harmful Practices** developed and signed by the President of Zimbabwe
- **25** national laws and policies strengthened and developed to contribute to the eradication of violence against women and girls in public and private spheres.
- **USD 11,363,336** allocated to Civil Society Organizations (49% of activity funds)
- More than 17,256 tertiary students reached with the Prevention of Sexual Exploitation & Abuse (PSEA)
- **16,000** persons facing intersecting forms of discrimination in the marginalized group of key populations reached with GBV and SRHR information, referrals and counselling through a special dedicated hotline since 2020
- **1,546,942** reached through GBV Community Surveillance & Sensitization
- **111,830** men and boys engaged as key government officials, government service providers, Parliamentarians, in and out of school learners, Innovators against GBV (IAGs)
- **112,000** women and girls accessed GBV-supported services and shelters.

In the following quote from an exclusive Zimbabwe SI interview with the then **Honourable Minister of Women Affairs, Community, Small and Medium Enterprises Development, Dr. Sithembiso Nyoni**, shares her view **on the achievements of the SI** in Zimbabwe:

“The government of Zimbabwe remains grateful to our partners for the financial and technical support received through the Spotlight Initiative this includes the UN body, EU as well as Zimbabwean partners (Government and Civil Society). The Spotlight Initiative has to date made a significant impact towards our prevention and response efforts in addressing GBV and harmful practices. Women and girls have been provided with GBV services through implemented programs targeting females and males, particularly the most vulnerable women and girls living with disabilities, living with HIV and also women in urban impoverished settlements are not left out.

As the Minister of Women Affairs, I am very proud to say that in as much as GBV remains a challenge, the serious interventions through the Spotlight Initiative indeed put GBV issues in the spotlight and every critical sector that has something to do with this initiative can testify to this cooperation.

Across all the pillars, we can highlight huge milestones and achievements that will bring a lasting impact in our work. Key institutions have been capacitated, quality service provision has been expanded and notable strides made in legislative and policy frameworks. Commitment at the highest level through the HLPC on ending GBV signed by His Excellency on the 27th of October last year, will ensure sustainability in all our efforts beyond Spotlight.”

1.3 Leave no one behind (LNOB)

The LNOB principle was integrated into the Zimbabwe Spotlight Initiative starting with the programme's design. In 2019, the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) Secretariat and its main donors – Swedish International Development Agency (SIDA), Australia, Finland and Spain – identified the SI in Zimbabwe as a unique promising or good practice where disability rights and inclusion had been systematically integrated in a UN Flagship Programme. In 2020, SIDA conducted a field visit to the country to document this success and to share the experience with the UNPRPD Policy Board at the global level.

The Zimbabwe SI contributed to Government's national disability inclusion agenda in the following ways:

- **Strengthening Institutions to drive the country's LNOB agenda** - For the first time since it was established by the Disabled Persons Act in 1992, Spotlight supported the National Disability Board to have a strategic, costed document to guide its operations. Ongoing trainings with the Board's members continued throughout the programme and dialogues between the Board and key government service providers, such as the Zimbabwe Republic Police, among others, and OPDs were convened to improve access and the quality of GBV and SRHR services for women and girls with disabilities
- **Bringing Excluded Female Voices to the Table** (*Women and Girls with Disabilities engagement in Laws and Policy-Making Processes*)- Spotlight Zimbabwe established a platform for quality dialogues with Government on disability issues, ensuring the meaningful participation of women and girls with disabilities and organizations working on disability inclusion to advance disability rights. Spotlight Zimbabwe also supported the inclusion of women and girls and persons with disabilities in all consultations leading to the development

and adoption of the country's first National Disability Policy (2021) and in national budget consultations with Parliamentarians

- **LNOB principle integrated by the RUNOs in the actions conducted with all partners.** (See *Programme Partners Section* for more details on how the LNOB Principle was integrated in partnerships).

1.4 UN Reform

One of the findings of the Zimbabwe Mid-Term Assessment (MTA) was that the Zimbabwe SI 'had an efficient model of 'delivering as one'. The Zimbabwe programme, the MTA says, is found to be one of the most effective in applying the 'new ways of working' according to UN Reform. "They have created a strong model of collaboration and several coordination mechanisms that has led to greater efficiency (collaboration between different stakeholders received high scores in the online survey and 95% of respondents agree that the UN teams work well together)." The MTA also attributed the programme's outputs and its implementation being on track to the effectiveness of the new way of working.

1.5 Lessons Learned from the Start

The Zimbabwe Spotlight Initiative used 'learnings' from engagements with stakeholders; lessons and mappings from previous programmes; and continuous reflection by the Inter-Agency Team throughout the four years of implementation. The CP started with a set of lessons to inform implementation and acquired new lessons (See *Lessons Learnt Section*) by the end of the programme which will be carried forward in future joint programmes that build on and sustain the gains of Zimbabwe's SI.

During the SI Inter-Agency Team's November 2018 '*Learning Journey*' to the five Provinces selected for Spotlight in Zimbabwe, four strategic lessons emerged that were used to inform the implementation of Spotlight Zimbabwe from the start in 2019:

- Sustainability and exit strategies must be developed before and during the implementation of Spotlight
- Existing community structures must be identified and strengthened for coordination, mobilization and for reaching the most marginalized and vulnerable groups
- Government structures at all levels must be strengthened and engaged in the delivery of Spotlight interventions; and
- Understanding the environments and communities within which the Spotlight interventions are implemented requires constant reflection and context analysis by the SI Inter-Agency Technical Team.

These early lessons contributed to the achievements of the Zimbabwe Spotlight Initiative and were the basis for the development of interventions like the High-Level Political Compact for Ending Gender-Based Violence & Harmful Practices; for strengthening Government's GBV coordination and other structures for prevention and service delivery; and for grounding the delivery of the SI in community structures.

1.6 Knowledge management and communications

As the Zimbabwe SI moved closer towards the end of the programme, more emphasis was placed on Knowledge Management and Learnings. The country programme produced more than 90 knowledge products, which include assessments, Standard Operating Procedures (SOPs), training manuals, tools and guidelines, among others.

An innovation in 2022 was the SI Zimbabwe's collaboration with the *Stop Abuse and Female Exploitation (SAFE)* program, funded by the Foreign Commonwealth Development Office (FCDO) to convene the country's first *GBV Knowledge Sharing & Learning Symposium*. This symposium provided insights on the types and importance of evidence in GBV programming, and lessons from the Spotlight and SAFE programs on '*what works*' were shared. Special sessions on GBV Data, Engaging the Private Sector and the GBV Legal and Policy Framework also were convened as parallel discussions during the symposium.

Another Knowledge Management initiative was a symposium in July 2022 on *Movement Building* for Spotlight civil society IPs and members of the Spotlight Civil Society Reference Group. This symposium reflected on the status of the women's movement in Zimbabwe; coalition building techniques; models for movement building; and meaningful application of the LNOB Principle in building coalitions that acknowledge and integrate the intersectionality of women's and girls' oppression in gender equality and VAWG activism.

The ZCP also initiated and worked with the Global Secretariat's Knowledge Management Team to organize a SI Global Knowledge *Exchange on Engaging the Private Sector*. The then ILO Country Director in Zimbabwe, Hopolang Phororo, facilitated the session attended by some 100 participants from Spotlight countries. Zimbabwe introduced the idea to the Global team based on its experience in engaging over 14 private sector companies in the Zimbabwe SI and the ownership and commitment by these companies to addressing GBV and Sexual Harassment in their workplaces. The Spotlight Initiatives in Trinidad and Tobago, Mexico and the UN Women Multi-Country Office in the Caribbean also gave presentations. And, the Zimbabwe SI initiated its first Women's Economic Empowerment (WEE) Rural-Urban Learning Exchange for Provincial and District Officials in Harare and Manicaland Provinces.

Communications

Over the four years, the Zimbabwe Spotlight Initiative met its communications and visibility objectives which included awareness raising on the issues; communicating the results of the SI through human interest and issue-oriented stories; and giving visibility to the SI's partners, including the European Union. However, the European Union noted in several of the National Steering Committee meetings that the implementation of the Spotlight Initiative in Zimbabwe should have received much more visibility, and its own visibility was limited. A plethora of communications and visibility actions to create greater awareness and knowledge on GBV, SRHR and Harmful Practices were conducted during the four years. These ranged from Spotlight Initiative campaigns, radio and television programmes, messaging on digital platforms and the introduction in 2020 of the *Zimbabwe Spotlight Initiative Bi-Weekly Brief* (see *Communications Section for specific details*). To complement the 60% delivery of the Zimbabwe Spotlight Initiative by Implementing Partners (IPs) at

community level, the CP actively engaged Zimbabwe's community and multi-lingual media, mainly radio, to reach the rural population (65%) with GBV, SRH and HP messages and programming. The Zimbabwe Association of Community Radios was a strategic media partner.

1.7 Sustainability

The country's first ever High-Level Political Compact (HLPC) on ending Gender-Based Violence & Harmful Practices (2021-2030), signed and launched by the President of Zimbabwe in October 2021 is the main sustainability blueprint for the Spotlight Initiative in Zimbabwe. The comprehensive model of the SI is integral to the HLPC's Plan of Action (POA), and the Plan has set targets by Government to shift the financing of the national GBV response from donors (currently 90%) to the Government through various financing models.

The Zimbabwe SI also built sustainability mechanisms that include government leadership, community systems and structures, capacity building, and corporate social responsibility. The programme's implementation was integrated at national, provincial and district levels with diverse stakeholders, and the programme strengthened and worked with existing community structures. These approaches increased the sustainability of Spotlight's initiatives. During the first two quarters of 2023, the SI convened individual Exit/Sustainability seminars with all partners. Sustainability was the focus of these meetings and partners provided insights on how they will sustain the work of the Zimbabwe Spotlight Initiative.

2. Significant Contextual Shifts and Overall Implementation Status

Zimbabwe seeks to become an upper middle-income country by 2030. The Vision⁴ is based on the Transitional Stabilisation Programme (October 2018 to December 2020) and two successive five-year National Development Strategies (NDSs), the first of which has been developed.⁵

The attainment of gender equality and women's rights as afforded to all female citizens in the Constitution and the implementation of the High-Level Political Compact to end Gender Based Violence and Harmful Practices by 2030 are critical for Zimbabwe's attainment of the *Vision 2030* goals, the SDGs and for fulfilling the international and regional gender commitments signed and ratified. These include the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the 1995 Beijing Declaration and the Beijing Platform for Action, the Protocol to the African Charter on Peoples and Human Rights on the Rights of Women in Africa, the Southern African Development Community Protocol on Gender and Development, among others.

Yet closing the political, economic, and socio-economic inequalities between females and males remains one of the country's major development challenges. The Zimbabwean Government however continues to show a strong commitment to gender equality and women's rights and to the eradication of GBV and harmful practices in its pronouncements; in alignment of laws to the Constitution (e.g., Marriages Act, 2022); and in enacting new laws with GBV provisions such as the on-line violence clauses in the 2021 Bill (now known as the Cybercrime and Data Protection Act). However, implementation of the strong legal provisions remains a challenge and support to the Government to develop costed implementation plans and programmes is still required.

The country's gender inequalities also are situated and compounded by a multi-hazard humanitarian environment which has included three consecutive years of drought, major damage from Cyclone Idai in 2019 and uneven economic reforms. And in 2020, the country joined the global community in navigating the COVID-19 pandemic.

One of the most prevalent human rights violations in Zimbabwe is violence against women and harmful practices, such as early marriages. Prevalence studies are the main source of data⁶ available to measure the severity of the problem. The 2015 Zimbabwe Demographic and Health Survey (ZDHS) estimated the prevalence of physical violence among women and girls at 35% and sexual violence at 14%; and the 2019 Multiple Indicators Cluster Survey⁷ found that 39% reported being physically abused since 15 and 12%, between 15-49 years, had experienced sexual violence. Intimate Partner Violence is the most dominant form of violence in Zimbabwe.

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

⁴ "Government of Zimbabwe (2018): Towards an Upper Middle-Income Economy by 2030-New Dispensation Core Values"

⁵ National Development Strategy (2021-2025)

⁶ The main sources of GBV, SGBV and HP data are: ZDHS conducted every five years; the 2010 National Baseline Survey of the Life Experiences of Adolescents (NBSLEA); 2014 Multiple Indicators Cluster Survey (MICS)

⁷ MICS incorporated for the first time the GBV module from the DHS.

Initiative addressed these inequalities and violations of the rights of women, girls, and children by implementing the Spotlight comprehensive model with a strong focus on strengthening the **GBV-Humanitarian-Development nexus**.

Evidence-based programming and implementation was an essential component of the Zimbabwe Spotlight Initiative's understanding of the context and scenario planning for contextual shifts. Extensive quantitative and qualitative data was used to identify the **five provinces⁸ and 23 Districts** (two of which are large, impoverished urban settlements in Harare Province).

While the Zimbabwe SI began implementation in a fluid context of prolonged droughts, economic austerity and financial fluctuations and the aftermaths of Cyclone Idai, it was the COVID-19 pandemic which challenged the programme's resilience and response. The first re-programming of the Zimbabwe CP in April 2020 led to the introduction of several new interventions in the prevention and services Outcome Areas, which succeeded in expanding access to meet the immediate needs of GBV survivors. The *Zimbabwe Spotlight Mid-term Assessment* also noted that the Zimbabwe SI's COVID-19 response led to innovative solutions, including the establishment of the first Mobile One-Stop Center that increased demand for services, among others; and the programme also was rated highly for successfully planning and executing mitigating measures to address the humanitarian challenges (droughts, Cyclone Idai, floods, and Covid-19.)

The country context leading towards the August 2023 general elections brought an increased focus on violence against women during the electoral cycle, especially violence against women entering politics. Spotlight supported the MWACSMED to develop the National Women in Leadership and Decision-Making Strategy (2023-2030) which includes a Plan of Action and strategies to increase women in leadership in the public and private sectors. The eradication of violence against women in politics is a key output in the strategy which calls for harsh sanctions agreed on by all political parties to punish perpetrators of GBV during elections.

As Spotlight comes to an end, a challenge facing the country is the introduction and enactment of laws that may lead to the shrinking space for civil society organizations. These include the 2021 Zimbabwe Private Voluntary Organization Amendment Bill, which regulates the registration of Non-Government Organizations (NGOs) and the 2023 Political Affairs Act. Both laws contain provisions which curtail freedom of association and restrict civil society from playing its watchdog and accountability roles.

The Zimbabwe Country Programme concluded all implementation by the end of September 2023, and final expenditure will be at 100% as at the 31 of December 2023, when the global Spotlight Initiative closes.

⁸ Zimbabwe has 10 Provinces; the European Union funds of \$US 30 million enabled the SI to reach half of the country's Provinces.

3. Programme Governance and Coordination

A. National / Regional Steering Committee

The Zimbabwe Spotlight National Steering Committee (NSC) is co-chaired by the Resident Coordinator and the Minister for Women Affairs, Community, Small and Medium Enterprises Development. Members of the Committee include the EU Ambassador, the EU Head of Governance and Social Sectors, the EU Program Advisor for Gender, the six Spotlight RUNOs Heads of Agencies⁹, Head of RCO, and three representatives from the Zimbabwe National Civil Society Reference Group (CSRG). The members of the Coordination team – Technical Coordinator, Coordination Program Associate, Finance Lead (UNDP), Spotlight Communications Focal Person (RCO) and Spotlight M&E Lead (UNICEF) – also attended and provided presentations and information to the NSC. The Zimbabwe NSC convened ten (10) meetings during the four years of implementation.

The NSC provided strategic oversight of the Zimbabwe SI and it played a pivotal role in the development of the roadmap to the achievement of the HLPC in 2021 and additional meetings focused on the HLPC were convened by the co-chairs. This governance structure illustrated how the UN, government, funding partners and civil society could function together as 'advisors' in a joint programme and is a model that will be replicated in future gender equality and women's rights programmes. The Zimbabwe MTA noted that in on-line surveys with respondents, the functioning of the Steering Committee was rated as 'excellent'.

B. Civil Society Reference Group

Zimbabwe had an active Civil Society Reference Group (CSRG) which accomplished several achievements during the SI. In 2018 an eight-member interim CSRG was established to support the coordination and technical teams in preparing for the implementation of the CP and to support in the nomination processes to establish the first 15-member CSRG in 2019. Some 35 representatives from the CSO sector participated as CSRG members during Phase I and Phase II of the SI, and in 2023 all members received Letters of Appreciation from the Spotlight Secretariat for their support and participation in the Zimbabwe SI. Zimbabwe rotated its CSRG membership in 2022 in accordance with the Terms of Reference (TORs) established, which recognized the importance of opening the space for others from the sector to participate in this role after the first group completed their two-years term of office. Seats represented by CSRG members included: Youth, Public Health, Disabilities, Faith-based, Private Sector, Women's Movement, Children's Rights, Academia, Trade Unions, HIV&AIDS, Key Populations, Male Engagement, Human Rights, Laws and Policies and SRHR. During Phase I, the CSRG also included a representative from the Africa Women's Rights Funding Organization, Urgent Action Fund.

Three CSRG representatives sat on Zimbabwe's NSC, and two members joined SI technical team meetings when available. This participation contributed to a greater understanding of the concerns, experiences and needs of the most vulnerable groups such as key populations and women and girls with disabilities.

⁹ UNDP, UNESCO, UNICEF, ILO, UNFPA and UN Women

In addition to its TORs, the Zimbabwe CSRG developed a Code of Conduct and produced Annual Workplans, which were supported financially through the Zimbabwe SI's Advanced Budget, Communications and M&E Budgets and a dedicated CSRG budget located in Outcome 6 as per the Phase II budget guidance. Through these budget allocations, the CSRG was supported technically and financially to undertake six independent monitoring visits to Spotlight provinces and projects; to develop a document for civil society on Movement Building; to participate in regional and global Spotlight Initiative CSRG dialogues and forums; and to launch and implement its signature Spotlight campaign #ShakeoffGBV.

As independent monitors, the CSRG provided the SI technical team with feedback from beneficiaries, and recommendations on how to improve the delivery of interventions. For example, the CSRG suggested stronger branding by Implementing Partners of the Behaviour Change Facilitators and Gender Champions to strengthen their identity within the communities. The monitoring visits facilitated meaningful engagements between the CSRG members and community-based groups, including those representing young women and groups facing intersecting forms of discrimination. Reports and presentations on these visits were provided to the SI technical team in dedicated meetings between the team and the CSRG and to the NSC. Reports from the CSRG was a standing item on the NSC's agenda.

Globally, the Zimbabwe CSRG participated in a monitoring initiative to produce the Zimbabwe Scorecard which monitored Spotlight processes and systems; participation of women, girls and feminist groups; funding mechanisms; among other criteria. The Zimbabwe Scorecard produced by the CSRG with technical support from its Academic Seat member, Chipu Hungwe of Midlands State University, found that 21% of the NSC were women's rights and feminist movement leaders; 81% of the CSRG members were leaders from the women's and feminist movements; 36 feminist groups were involved fully in the design of the SI; 68% of the SI funding was disbursed to constituency-led women's rights, girls and feminist groups. CSRG members actively participated in global and regional SI dialogues to present on the scorecard's methodology and findings.

One of the most successful campaigns in the Zimbabwe SI is the '*Shaking off GBV*' campaign a brainchild of the CSRG. (See *Communications Section for specific details*) A key impact of the #ShakeOffGBV campaign is that it has facilitated the bringing together of CSOs, Private Sector and other partners not within Spotlight into a platform for building a solidarity movement for EAW.

C. Inter-agency coordination, technical committees, and other governance mechanisms

Zimbabwe SI Inter-Ministerial Coordination Mechanism

"I was part the inter-ministerial committee. It was a platform where key stakeholders and even those outside of government would meet and deliberate on progress. The implementation of the Spotlight Initiative was done through the technical and inter-ministerial committee. The technical committee was responsive for the planning of the programme and as the inter-ministerial committee we were responsible with offering more of policy guidance on the policies. We would be invited to meetings and presentations and provide the government guidance and the relevant ministries who would be involved in a programme would offer

guidance. During the presentations, the relevant ministries would respond, give feedback and give proper ministerial guidance on policy as well as take it up on policy and contribute when government is expected to make a contribution.” Acting Director Projects and Programmes Monitoring- Ministry of Finance.¹⁰

The SI Inter-Ministerial Coordination Mechanism meetings was the key platform for creating ownership of the SI in Zimbabwe among government stakeholders. Established in 2018 following the approval of the CPD, this coordination mechanism became a model forum of how to partner with government in the implementation of a programme on gender equality and women's rights where there are many stakeholders. The SI Inter-Ministerial Coordination Mechanism also provided the roots for the sustainability of the SI in an all of government approach, since the mandate on GBV and SRHR is spread across various ministries.

This coordination mechanism was convened and chaired at the level of Permanent Secretary (senior-most manager in government ministries) by the MWACSMED. It brought together all Government Ministries and departments, and Independent Commissions implementing SI interventions and the SI Inter-Agency Technical Team to discuss the implementation and delivery of SI in Zimbabwe. The EUD also participated in these meetings. In 2022 and 2023, the SI Inter-Ministerial Committee began to focus on resource mobilization-the need for dedicated funding from government and development partners to support programmes on gender equality and women's rights - and sustainability.

SI Coordination and Inter-Agency Technical Teams

Other mechanisms for ensuring coherency and coordination for the joint delivery of the SI in Zimbabwe include the (1) Spotlight Coordination Team and (2) the SI Inter-Agency Technical Team. The Spotlight Technical Coordination Unit consists of the SI Technical Coordinator (UN Women), SI Program Associate (UN Women), SI M&E Specialist (UNICEF), SI Finance Lead (UNDP), SI Communications Focal Person (RCO) and the designated focal persons for Spotlight and Gender in RCO.

The SI Inter-Agency Technical Team, led by the Technical Coordinator, includes the Coordination team members and the SI program focal specialists in the six agencies and finance officers. This team jointly planned, developed interventions and risks mitigation strategies and convened to reflect on the learnings emerging from implementation. A member from the EUD and two members from the CSRG also joined the SI Technical Team in these sessions when available.

These two teams led by the SI Technical Coordinator effectively coordinated and implemented the various components of the Zimbabwe SI Country Program to ensure coherency in implementation, M&E, and communications. Consolidated financial monitoring of the SI was done monthly to track the financial delivery and implementation, and Zimbabwe began in Phase II to monitor the financial delivery by Outcome Areas, in addition to the UNDG categories, as recommended by Zimbabwe's Spotlight MTA. The SI Inter-Agency Technical Team also conducted joint monitoring missions.

¹⁰ 2023 interview during the Zimbabwe Spotlight independent assessment to compile a compendium on the achievements, best practices and models of the country programme.

This way of working contributed to agencies jointly coming together to deliver interventions and to an understanding of the SI by all the participating agencies. Agencies' knowledge of all areas of work in the CP contributed to the cross-sharing of expertise, learnings and to building an innate understanding of the benefits of 'Delivering as One'.

Looking forward, the Zimbabwe Spotlight team has developed the country programme outline for a Joint Program on Gender Equality, Women's Rights and Women's Empowerment to sustain the gains of the Zimbabwe Spotlight Initiative. This joint program is anchored in the Plan of Action (POA) of the High-Level Political Compact for ending Gender Based Violence and Harmful Practices (2021-2030). The local EUD will provide financial support for some aspects of the new programme to begin in 2024, while the EUD and the UN continue efforts to mobilize additional resources to support gender equality and women's empowerment.

D. Use of UN Reform inter-agency tools

In the implementation of the SI Zimbabwe, the six agencies increased synergies in operations by leveraging on capacity assessments done by other agencies within the harmonized HACT financial framework and system to identify potential IPs and shorten processes; a common and updated capacity assessment was used to identify areas for strengthening the capacity of civil society organizations to participate in the SI; during the COVID-19 pandemic the guidance and Standard Operating Procedures of the UN Operations Management Team were used by the agencies to guide the methods of working and engagement with stakeholders to ensure safety; the agencies leveraged on Long-Term Agreements of other agencies to save on resources; and there was a constant sharing of knowledge and expertise to assist with access to services which an agency may not have had internally.

4. Programme Partnerships

The development of the **Zimbabwe CPO & CPD for the Spotlight Initiative** created the environment for the early establishment of strong partnerships to enable the SI to achieve the results outlined in this Final Report.

Extensive consultations in 2018 to gather the inputs of various sectors informed Spotlight Zimbabwe's way of working with stakeholders in all sectors. The ZPCO was shared with some 68 representatives from Civil Society, Government and Development Partners; a further High-Level Consultative Meeting with Government and Development Partners, attended by some 36 participants, was convened; and the technical team held consultations on every Outcome Area/Pillar to further develop buy-in and established the breadth of partnerships for the Zimbabwe SI.

When asked in an interview to reflect on the partnerships created within the four years of the SI in Zimbabwe, and the significance of these partnerships, the then Minister of Women Affairs, Community, Small and Medium Enterprises Development, Honourable Sithembiso Nyoni, said:

“These partnerships have really been incredible to say the least. I can say, to sum up the partnership, I have seen in the Spotlight Initiative incredible cooperation and teamwork. The Spotlight Initiative brought together collaboration through joint programming which provided unique advantages and enhanced coordination in the work of different UN agencies, Government Ministries and civil society Implementing Partners and the value addition in technical expertise was all put together. Zimbabwe adopted an all-round government approach involving Government Ministries, Independent Commissions, Parliamentarians, Civil Society Organisations, Academic Institutions and Private Sector. The partnership has proved to be useful in providing opportunities for policy harmonisation and for implementing the multi-sectoral programs in the Plan of Action in the High-Level Political Compact that was signed by His Excellency on the 27th of October 2021. We will work in ensuring sustainability in all our efforts beyond Spotlight.”

a) Government

The executive level of Government, Office of the President and Cabinet (OPC), remains a strategic partner under the Zimbabwe Spotlight Initiative through the signing of the High-level Political Compact on ending GBV and Harmful Practices by the President in 2021. The President's signature on this document on behalf of all of Government is a commitment from the highest level to ending all forms of GBV and harmful practices.

In Zimbabwe, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED) was the lead Government Ministry partnering with the SI. The MWACSMED played a key role for the implementation of Spotlight activities at the provincial and district levels by coordinating the work of IPs, and the ministry's Provincial and District Development Officers served as focal points for Spotlight interventions in the districts. At the national level, the

Ministry chaired the Spotlight Inter-Ministerial Coordination Mechanism (See *Section on Inter-agency and other Coordination mechanisms*).

The MWACSMED took a lead role in the roll-out of awareness raising, information sharing and planning meetings at the Provincial levels on the HLPC and convened a High-Level Media Conference in 2022 to celebrate the one-year anniversary of the signing of the document.

In the **All-of-Government Approach** taken in the Zimbabwe SI, other government line ministries actively supported RUNOs in the implementation of Spotlight. These included: Health and Child Care; Public Service, Labour and Social Welfare; Justice, Legal and Parliamentary Affairs; Home Affairs and Cultural Heritage; Finance and Economic Development; Education (Primary and Secondary Education; Higher and Tertiary Education, Science, Innovation and Technology Development); Local Government, Public Works and National Housing; OPC; the Parliamentary Thematic Committees, Zimbabwe Republic Police; Judicial Service Commission; National Prosecution Authority; independent Commissions such as the Zimbabwe Human Rights Commission (ZHRC) and the Zimbabwe Gender Commission (ZGC); and the Zimbabwe National Statistics Agency (Zim Stat). The partnership with these entities contributes to meeting the strategic objectives of SDG 3 & 5 and set the stage for the sustainability of the gains of the Zimbabwe SI since the GBV mandate is spread across many Government sectors.

The LNOB principle was integrated into the partnerships with all government ministries, Parliament, and other entities. In 2022, the SI facilitated engagements between organizations of persons with disabilities and Parliament so that this constituency could present its positions on the implementation of the National Disability Policy and on disability and other rights violations experienced by women and girls with disabilities. The work with the Ministry of Public Service, Labour, and Social Welfare, for example, was critical for the inclusion and implementation of SI's LNOB interventions to reach the most vulnerable groups, specifically women and girls with disabilities and their caregivers, and children and adolescent girls who experience GBV. This ministry has the mandate for both groups. Another example is, the ZGC which has included the discrimination against women and girls with disabilities in its research areas for developing recommendations to Government and Parliament to reduce the intersecting forms of discrimination that increase this SI target group's vulnerabilities to sexual violence and the violation of their SRHR. Also, while this is not a direct result of the SI alone, Government in many of its development pronouncements notably speaks of 'leaving no one and no place behind'.

b) Civil Society

Cumulatively by the programme's end in 2023, the Zimbabwe SI had partnered with some 73 civil society organizations which enabled the programme to reach targeted beneficiaries and the most vulnerable groups of women and girls. The majority are national civil society organizations and the country program specifically targeted small community-based groups to build their capacity by working in consortiums with larger organizations. These community-based groups were active in convening dialogues, as well as conducting door-to-door meetings with households on GBV and SRHR issues. Several of the IPs focused specifically on key populations, women and girls with disabilities and their caregivers, and religious sects, which increased the Zimbabwe SI's reach to the most marginalized groups. To fully integrate the LNOB principle into SI Zimbabwe's delivery, the six Spotlight UN agencies used this principle as part of the selection criteria for identifying and engaging civil society partners.

Most of the IPs were 'existing' partners with the various RUNOs which has led to the building of long-term partnerships. Newer partnerships with community-based groups enabled the SI to work closer to communities, while strengthening the capacity of these organizations to programme and deliver interventions in a large program such as Spotlight. In a recent survey for the Zimbabwe 2022 Results Indicators for Annex A, 30 out of 32 of the CSOs who responded indicated that because of their participation in the Spotlight Initiative and capacity strengthening received, the organizations now have greater influence in their area of work on EVAWG. (See *Results by Outcomes, Outcome 6*)

The gender equality and women's rights organizations continued to strategically work at the national level to lobby for the strengthening of gender equality and women's rights provisions in the draft Bills and policies. Spotlight supported the Women's Coalition of Zimbabwe (WCOZ), the umbrella organization for gender equality and women rights activists, and the Federation of Organizations of Persons with Disabilities to build a coalition for joint advocacy, capacity strengthening on issues of intersecting forms of discrimination, and for creating advocacy platforms that are inclusive.

While the activism of CSOs through campaigns, lobbying and advocacy initiatives did not concretely translate into an organized and visible Movement against GBV in Zimbabwe, the seeds have been planted. In the run-up to the 2023 general elections, women's rights groups joined together to bring attention to and end Violence against Women in Politics through joint campaigns, statements, national dialogues and engagement with the main political actors; women's rights and community-based groups continue to implement the campaigns and actions started under the SI, incorporating these into their overall programmes and plans, among others.

c) European Union Delegation

The European Union Delegation (EUD) is a strategic and technical partner of the Spotlight Initiative in Zimbabwe and remains committed to advancing gender equality and the rights of women through support to the UN and civil society organizations.

Throughout the Spotlight Initiative, beginning with the development of the Country Programme, the EUD meaningfully engaged in the exchange of ideas in various fora with the Technical Team and other stakeholders on the design and implementation of the Zimbabwe Spotlight Initiative. The Zimbabwe Spotlight Initiative was given prominence throughout 2019-2023 in events marking EU days, and in its 2022 EU-Africa Initiative Campaign which gave visibility to the Spotlight Epworth Safe Market in Harare Province. The chair of the market's women's committee, Gracious Mugariwo, was featured as one of the beneficiaries of Women Economic Empowerment (WEE) projects in Africa supported by the EU.

The EU Head of Delegation participated in Spotlight events organized by the UN, Government, and Implementing Partners and this participation at the highest level of the EUD cemented the Delegation's recognition by Zimbabwean stakeholders as a partner, as opposed to just a donor, in the Zimbabwe SI.

The EUD also was a strategic champion for the High-Level Compact on ending GBV & Harmful Practices and continues to raise the HLPC's profile through its various communications channels. The Delegation's commitment to Spotlight continues also beyond the current Country Programme, because it has been the first development partner to actively engage with Government, Civil Society, Private Sector, and other development partners (*as the current chair of the Women's Rights Donor*

Group) on how to sustain the gains of Spotlight and it motivates for the ongoing support needed to strengthen Government's implementation of the HLPC's Plan of Action.

In 2022, the EU collaborated with the UN on a successful High-Level Mission which included representatives from the EUD and the UN to showcase some of the achievements of the Spotlight Initiative in Harare Province. The Mission afforded the EUD, EU Heads of Mission and UN Country Representatives of the Spotlight RUNOs the opportunity to interact with IPs and beneficiaries in the project sites visited. At the Ambassadorial level, the EUD Head and then Ambassador to Zimbabwe, H.E. Mr. Timo Olkkonen, French Ambassador, H.E. Mr. Laurent Chevallier, Ambassador of Portugal, H.E. Mr. Miguel de Mascarenhas de Calheiros Velozo and the Spanish Ambassador, H.E. Mr. Santiago Gomez-Acebo, joined this mission. Spotlight Initiative sites visited included the Criminal Investigations Department (CID) Forensics DNA Laboratory, the Harare Magistrates Victim-Friendly Court, the country's first Safe Market for Women, and both the static and mobile One-Stop Centers in the urban settlement of Epworth. At the end of this Mission, EUD Ambassador Olkkonen said: "After a successful joint field mission, it is clear to see the meaningful and measurable impact that the Spotlight Initiative has had not only in contributing towards a response against GBV, but in supporting women's economic empowerment. Being able to hear first-hand how European taxpayer contributions have been critical in delivering justice and reducing violence against women and girls in Zimbabwe is feedback to be celebrated. Our colleagues and partners who coordinate and support these initiatives are to be commended for their efforts in the fight to leave no one behind in breaking the cycle of violence".

d) Other Partners

Partnerships with academic institutions, the private sector, the media and with other development partners also added value to the achievements and reach of the Spotlight Initiative in Zimbabwe.

Through the collaboration with academic institutions the Zimbabwe SI strengthened the capacity of key government and other officials in the country's Independent Commissions in areas such as gender and macro-economics, gender-responsive budgeting and in the development of Gender Equality and Women Empowerment M&E frameworks and systems. A partnership with mainstream and community media institutions and the journalists' union led to the creation of GBV ethical guidelines for reporting and media awards.

Private sector partners (individual companies, employers' groupings and trade unions) enabled the creation of a strong enabling environment for national discussions and the development of laws, policies and strategies to address GBV & Sexual Harassment in the world of work. This partnership also gave the Zimbabwe SI a strong model on private sector engagement and the basis for initiating a collaboration with the Global Secretariat's Knowledge Management Team to organize a SI Global Knowledge *Exchange on Engaging the Private Sector*. The then ILO Country Director in Zimbabwe, Hopolang Phororo, facilitated the session attended by some 100 participants from Spotlight countries. Zimbabwe introduced the idea to the Global team based on its experience in engaging over 14 private sector companies in the Zimbabwe SI and the ownership and commitment by these companies to addressing GBV and Sexual Harassment in their workplaces. The Spotlight Initiatives in Trinidad and Tobago, Mexico and the UN Women Multi-Country Office in the Caribbean also gave presentations. And the Zimbabwe SI initiated its first Women's Economic Empowerment (WEE)

Rural-Urban Learning Exchange for Provincial and District Officials in Harare and Manicaland Provinces.

The Zimbabwe Spotlight Initiative has partnered in various ways with the *Stop Abuse and Female Exploitation (SAFE)* programme, funded by the Foreign Commonwealth Development Office (FCDO), formerly Dfid. Throughout the design of the Zimbabwe SI, the SAFE donors, FCDO and the Swedish International Development Authority (SiDA) participated in all consultations, and in accordance with SAFE's focus on Prevention, the Spotlight Initiative reduced its budget percentage allocation for Prevention to create better synergies with the SAFE programme. Although a downscaled model SAFE programme began two years after the implementation of Zimbabwe's SI began, a close technical collaboration between the technical teams of the two programmes continued. In June 2022, the two programmes collaborated to convene the country's first *GBV Knowledge Sharing & Learning Symposium*. More than 60 participants from government, civil society, and development partners participated in the symposium which attracted interest from South Africa and the UK. The then Minister of Women Affairs, Community, Small and Medium Enterprises Development, Dr S. Nyoni gave the keynote address and the British Ambassador, H.E. Melanie Robinson, EUD Head of Cooperation, Franck Porte and the UN Resident & Humanitarian Coordinator, Edward Kallon, gave opening remarks. This symposium provided insights on the types and importance of evidence in GBV programming, and lessons from the Spotlight and SAFE programs on 'what works' were shared. Special sessions on GBV Data, Engaging the Private Sector and the GBV Legal and Policy Framework also were convened as parallel discussions during the symposium.

5. Results

A. Capturing Broader Transformations Across Outcomes

The gains achieved by the Zimbabwe Spotlight Initiative created a solid foundation for broader transformative change. One of the most significant gains was the launch and signing by President E.D. Mnangagwa of the country's first High-Level Political Compact (HLPC) on ending Gender Based Violence and Harmful Practices (2021-2030).

This achievement firmly elevated violence against women and girls to the level of the Executive and placed the pervasive human rights violation on the national development and political agenda. Coupled with the stronger legal framework now in place after four years (See *Laws & Policies*) of SI implementation, the HLPC provides an accountability framework for transformative change in the approach to advancing gender equality and women's rights and in addressing GBV and HPs.

“It is my conviction that accelerated, adaptive and innovative implementation of global, regional and national commitments as outlined in the Action Plan of this HLPC will lead to our ultimate aspiration of a Gender-Based Violence free society by 2030.” **Zimbabwe President Emmerson Dambudzo Mnangagwa**

The HLPC is aligned to the Government's *Vision 2030* strategy which places it strategically within the framework of a major national development document. The Compact is a strong national accountability tool for lobbying and working with Government to implement the gender provisions in the national Constitution and the gender international and regional normative frameworks. Once it is fully implemented, the Compact can significantly shift the financing of the national GBV response from development partners to Government through the national treasury.

Leave No One Behind

The country's SI also has contributed to strengthening the principle of *'leave no one behind'* in the Government's national agenda and the principle was integral from the start in the Zimbabwe SI's programme design and implementation with all partners, with a central focus on women and girls with disabilities.

At the start in 2019, the SI successfully established a platform for quality dialogue with the Government on disability issues and to ensure the meaningful participation of women and girls with disabilities and Organizations of Persons with Disabilities (OPDs) through a series of actions.

Throughout implementation, women and girls with disabilities and OPDs were supported to engage in consultations with duty-bearers on laws and policies including the country's first National Disability Policy launched in 2021; to make submissions to Parliament on disability inclusion and rights, GBV and SRHR issues faced by women and girls with disability and share their areas of concern in national budget consultations; and the groundwork for the building of a women's movement reflective of intersectionality was laid with Spotlight's support for the first coalition between the Women's Coalition of Zimbabwe and OPDs.

The sustainability of much of this work is through Spotlight's technical support for the continued strengthening of key institutions. For the first time since it was established by the Disabled Persons Act of 1992, Spotlight supported the National Disability Board's first costed Plan of Action, and the host government Ministry (Public Service, Labour & Social Welfare) for the Board took ownership of the Plan to guide the Board's mandate and disability-related programmes. The LNOB principle was integrated also into the Zimbabwe Spotlight Initiative's work with Government, Civil Society and other partners (*see a discussion on this in Programme Partners Section*) which enabled the country's programme to reach the most marginalized during the COVID-19 pandemic. The Spotlight Zimbabwe Mid-Term Assessment also acknowledged that more than half of the programme's contracted CSOs “focused specifically on groups of women and (young) girls that are referred to as the structurally excluded groups”.¹¹

Synergies across Outcome Areas

The Zimbabwe SI support to forensics and DNA analysis is a clear example of synergies between the crafted interventions in the CP across the Spotlight Outcome Areas and is illustrative of the value of the SI's comprehensive model to ending violence against women and girls.

Forensic evidence significantly contributes to finding the truth, the preservation of the fair trial principle and to protecting the rights of the survivor in GBV cases. SI Zimbabwe applied holistic interventions that would target both technical and legal aspects of forensic analysis. These interventions included a Legal Forensics Assessment (completed and validated) to identify the gaps in the legal and policy framework and the use of the assessment's findings to provide technical and evidentiary support to the Government for crafting provisions in the DNA and Evidence Bill (still being finalized) (**Outcome 1**); a Technical Forensics Assessment (completed) to assess system capacity, bottlenecks, and barriers in collecting, analyzing, and presenting physical and digital forensic evidence related to sexual offences and to provide clear recommendations on strengthening system capacity in (**Outcome 2**) the Criminal Investigation Department (CID) of the Zimbabwe Republic Police (ZRP); production of Forensics Guidelines for Sexual Offences and Training of the relevant ZRP staff (**Outcome 2**); and procurement of supplies for the DNA forensic lab. (**Outcome 4**). Extensive training on forensics evidence for ZRP officers and other key stakeholders by an international forensics expert was conducted in all five Spotlight Provinces and the Government has developed its own human resource development plan to increase the number of forensic experts in the country to sustain the new lab's operations.

¹¹ Zimbabwe Spotlight Mid-Term Report

Reporting on the implementation of Participatory Monitoring, Evaluation and Reporting (P-MER)

The Zimbabwe Country Programme adopted PME as an approach for strengthening monitoring activities. In line with Secretariat's guidance, participatory approaches were adopted for monitoring visits by the Civil Society Reference Group (CSRG), and for joint field monitoring missions with RUNOs technical members and the Spotlight Inter- Ministerial Committee (Government) representatives. The Spotlight RUNOs undertook their first monitoring visit to the five Spotlight Provinces in 2018. Since then there have been four (4) CSRG monitoring visits, and two (2) Joint Monitoring Visits with the SI team and Government representatives.

The CSRG members conducted participatory monitoring missions to Spotlight Provinces to visit project sites covering major interventions across all the six agencies. These missions were premised on the need for the CSRG to better understand and appreciate the SI's progress and achievements, and the sustainability measures being put in place by communities and relevant government ministries.

The interventions monitored provided key insights to CSRG members on the LNOB principle, as attested to by the CSRG member representing the Disability seat:

“As a woman with disability and representing the disability seat within the CSRG, I am happy with the thoughtful efforts being done by the program in ensuring that persons with disabilities are meaningfully participating in the program, and that their voices are heard. As a person with disabilities, the program also facilitated my participation in the mission through provision of a sign language interpreter for the whole duration of the monitoring mission; this is highly commendable.”

RUNOs also conducted joint-monitoring missions to program areas. Key results of these missions have been peer learning and comprehensive assessments of the program with a focus on how the different interventions complement each other in addressing issues of violence against women and girls. In addition, the Inter – Ministerial Committee of Government representatives together with RUNOs conducted joint-monitoring missions. The structure of the mission was a one-day workshop with all inter- ministerial committee members at provincial level and CSOs implementing within the province. The workshop provided an opportunity for the Inter- Ministerial Committee and CSOs to collaborate and discuss the way forward with regards to sustainability of the interventions and program results once Spotlight ends. Government ministries also utilized the workshops to reiterate government's commitment to ensure program results are sustained with the possibility of replication of actions in non-Spotlight districts. At one meeting, a Provincial Social Development Officer had this to say:

“Thank you RUNOs for coordinating the hosting of this workshop in Mashonaland West province. The workshop has been an eye opener on the potential areas we can collaborate as government in ensuring that survivors of GBV receive comprehensive quality services from different government departments. As government we need to continue to collaborate more beyond this workshop.”

During the joint missions with Government, the provincial workshops were followed by field monitoring visits to selected sites by a team composed of RUNOs, and National, Provincial and District level Government representatives. These missions provided an opportunity for the Government representatives from the Head Offices to interact with beneficiary communities and to witness the program results at community level.

A key learning from the participatory joint monitoring missions is that as RUNOs, Government and CSOs, there are larger benefits in coordinating and collaborating on program implementation, including the provision of quality essential services to GBV survivors. In addition, the joint inter-ministerial field monitoring visits proved valuable as the CSRG, Government, RUNOs and CSOs jointly provided recommendations on what can be upscaled; areas which require improvements; and all partners in these missions could focus together on key measures for sustaining the program's gains.

B. Capturing Change at Outcome Level

Outcome 1: Legal and Policy Framework

Law and policymaking are slow processes in the country context. However, the Spotlight Initiative in Zimbabwe during the four years of implementation contributed to the enactment of four key pieces of legislation to close gaps and fortify the gender equality, women's rights and GBV legal framework. These are:

- **Cybercrime & Data Protection Act 5 of 2021** – Contains the first legal provisions that criminalize on-line violence against women, girls and children.
- **Marriages Act, 2022** – Aligns the age of marriage to the Constitution (18 years) and criminalizes the act of, as well as the promotion of, child and early marriages.
- **Zimbabwe Labour Amendment Act (No 11 of 2023)** – Aligns the country's key labour law to the ILO Convention 190 by (1) containing key definitions on GBV, sexual harassment, as well as violence and harassment; (2) qualifies the context in which violence and harassment can occur in the workplace, whether directly or indirectly; and (3) outlines the sanctions, which range from dismissal, fine, or imprisonment, depending on the gravity of the infraction, to be imposed on the person who violates others in the workplace. Zimbabwe is still to sign and ratified ILO Convention 190, but the Labour Amendment Act shows its commitment to do so.
- **Children's Amendment Act, 2023 (No 12 of 2023)** – This Bill strengthens the principle 'of the best interest of the child'¹² in the country's legal framework. It changes (1) the definition of a child from below 16 years to below 18 years in alignment with the Constitution and international law; (2) obliges parents to obtain birth certificates for their children as a fulfillment of the right of children to an identity (this is a crucial document for women and girls accessing the justice system); and (3) there is a clause that mandates the provision of sanitary ware (menstrual equality) as a component of SRHR in detention facilities.

¹² In Article 3 of the Convention on the Rights of Children (CRC); strengthening the principle in a national law is an illustration of the domestication of an international commitment signed by the State.

In addition to these four laws, Zimbabwe SI achieved the development and launch of the following first-ever key policies which strengthen the implementation of the Constitution and other laws:

- Public Service Sexual Harassment Policy (2022)
- National Strategy for the Elimination of Sexual Harassment and GBV in the Workplace in Zimbabwe (2021-2025)
- National Women in Leadership and Decision-Making Strategy (2023-2030) which has a specific section to address violence against women in politics
- National Disability Policy (2021).

The laws and policies noted above were achieved through (1) technical and financial support to structured, participatory and collaborative processes to lobby for the reform and harmonization of laws and for the review and enactment of specific laws; (2) strengthening the knowledge and partnering closely with key actors in the relevant parliamentary portfolio committees, responsible line ministries, the Inter-Ministerial Taskforce on Legislative Alignment, women's and children's human rights defenders and civil society groups; (3) the creation of an enabling environment for a more participatory and evidenced-based law and policy making processes inclusive of the most affected populations of women and girls of all ages and intersecting vulnerabilities. For example, Spotlight opened the spaces and supported the participation of school children in the parliamentary consultations on the Children's Amendment Act and the participation of women and girls with disabilities and Organizations of Persons with Disabilities in the consultations on the National Disability Policy.

A marker of the success of these approaches is that the Marriages Act, the Children's Amendment Act, and the Labour Amendment Act, for example, were specifically identified in the 2018 Zimbabwe Country Programme Outline (ZCPO) as laws to be reformed and the document identified strengthening legislative provisions to protect women and children from all forms of on-line violence (achieved in the Cybercrime and Data Protection Act, 2021) as a new area of work.

Outcome 2: Institutions

When the Zimbabwe SI was developed in 2018, the new political dispensation presented a strategic opportunity to increase effectiveness, efficiency, and better governance in all institutions, in line with SDG 16. The strengthened capacity of institutions (**Outcome 2**) underpins sustainable delivery of gender-responsive governance overall and specifically to the delivery of quality essential GBV services and response (**Outcome 4**).

The Gender & Accountability innovation in this Outcome Area of the Zimbabwe Spotlight Initiative was the HLPC (see *Capturing Broader Transformation across Outcome Areas*). Provincial launches and stakeholder engagements on the HLPC have been convened as part of a 'popularization exercise' supported by SI to build the knowledge of key stakeholders and of the public on the Compact.

These meetings have resulted in the development of sub-national HLPC Plans; popularization of the HLPC; targeted engagements with the private sector to support the implementation and commitment to actions in the HLPC; and options and models to increase financing for the GBV response and for initiatives to eradicate violence against women and girls have been recommended.

Other notable achievements of the Zimbabwe Spotlight Initiative in this Outcome Area included the following:

- **The country's first National Gender Budget Statement for the 2022 National Budget** – a result of SI support to the Ministry of Finance to strengthen its gender-responsive budget analysis and tracking tools. The Statement provides a baseline for tracking Government's gender financial commitments and expenditure.
- **The construction and launch of the country's first Safe Market for Women**- located in Epworth, a low-income urban area in Harare Province, the market includes 96 secure well-lit market stalls, a children's play area, children's resting room, separate female, and male ablution facilities, as well as clean water and sanitation facilities. The innovation of 'Safe Markets' creates violence-free public spaces for women to conduct their economic activities. The Ministry responsible for Women Affairs adopted this model and secured funding from the African Development Bank to build more markets in other parts of the country.
- **Strengthening of GBV Coordination at the Provincial and District Levels** – Spotlight supported the Judicial Service Commission (JSC) and the Ministry responsible for Women Affairs throughout the four years to strengthen their GBV coordination mechanisms – the Victim-Friendly System and the Gender Equality and GBV Coordination provincial coordination committees respectively.
- **Public Service Commission addresses Sexual Harassment** - the Public Service Commission (PSC) developed and launched the country's first Public Service Sexual Harassment Policy which was adopted by Cabinet in April 2022. The policy marks a key milestone in the eradication of sexual harassment in the workspace and the creation of an inclusive public service in line with the work culture transformation envisioned in the National Development Strategy (NDS 1). The policy provides guidelines on reporting, investigation, and procedures for handling cases of sexual harassment and it is a pivotal step in the prevention of sexual harassment in the civil service which employs more than 100,000.
- **Strengthening the Judiciary** – through the SI's partnership with the JSC to create an enabling environment for a gender-responsive judicial system, Spotlight supported the country's first Gender Bench Book (GBB) as a resource for the ongoing training of judicial officers and other key non-judicial personnel. In the foreword to this resource, the Secretary for the JSC notes the significance of the GBB: *“Enhancing access to justice for all is one of the Strategic Priority areas anchoring the 2021-2025 Judicial Service Commission Strategic Plan. This is underpinned by our mandate which stipulates access to quality justice for all, particularly for women, girls and the vulnerable. We are driven by a shared vision to achieve our strategic goals through initiatives such as the Gender Bench Book.”*

Outcome 3: Prevention and Norm Change

Changing the negative gender and social norms, beliefs, and attitudes that perpetuate gender inequalities and increase the vulnerabilities of All women and girls to GBV and harmful practices was one aspect of the prevention interventions – engagement of men and boys, community mobilization and the creation of platforms and networks to address GBV and Harmful practices, campaigns, media engagements, Comprehensive Sexuality Education, among others- implemented in the Zimbabwe SI. The other aspect to widen the understanding of the concept of prevention was to tackle the social, political, and economic structures, practices and systems that reinforce these

beliefs. Some of the Zimbabwe Country Programme's achievements in this Outcome included the following:

- **Community Prevention_ 'Peace Hut Model'** –The *Peace Hut Model* is a GBV prevention model developed at the community level in one of the Spotlight Provinces – Manicaland. It brings people together to discuss and find solutions to violence against women and girls, as one of the actions in the *#PeaceBeginatHome* campaign. Drawing on the cultural significance of a 'hut' as a home in the *Shona* and *Ndau* cultures, the *Peace Hut Model* seeks to inspire communities to address GBV issues together as if they are one family. The Village Head (*Mutape*) convenes the meetings, which are attended by other traditional leaders, members of the Village Development Committees, Faith-Based Organizations and Community-Based groups. Identified community *Gender Champions* trained by the Spotlight partner Women's Action Group (WAG) on GBV and the GBV referral pathway, and gender issues, work closely with the Village Head to organize and hold the *Peace Hut* meetings. In these village meetings, families have solved domestic disputes, which often lead to GBV in the home. Discussions also focus on Harmful Practices, Sexual and Reproductive Health Rights, and gender stereotypes and norms that contribute to violence against women and girls. Traditional leaders in other Spotlight Provinces view the model as being replicable in their areas and a toolkit on the model was developed to support replication and sustainability.
- **Prevention of GBV & Sexual Harassment in the World of Work (Private Sector Engagement)** – The Zimbabwe SI implemented an effective Model Workplace programme with 13 private sector and one public sector companies. These companies developed and are now implementing sector-specific and enterprise-level GBV programmes and policies. More than 15,000 people, including senior management, were reached and some 201 workplace Gender Champions (103 females and 98 males) trained. The companies that participated in the Spotlight Initiative fall within the following sectors: telecommunications, Internet Service Providers, insurance, financial and banking, retail, agriculture, food and beverages, mining, hotel and tourism and the Zimbabwe Stock Exchange.

In their own Words: Private Sector Officials on SI achievement

“Zero tolerance was the mantra at FBC Bank. The Bank developed and implemented a Sexual Harassment Workplace Policy with an aim to safeguard all employees. The Bank then introduced the women's desk and gender champions were trained by the Spotlight Initiative. Thereafter, reports increased as the levels of trust improved as the workers realized the seriousness and commitment of management on this issue.” **Elizabeth Madira, Workplace Gender Champion, FBC Bank**

“There is need for a stand-alone budget to address GBV workplace issues, which must be planned, presented, discussed and signed off as part of the company budget. This budget ensures sustainability of the programme and motivates the employees through workspaces free from violence and harassment. OKZWL (*OK Zimbabwe Limited*) has availed a full budget to mitigate against GBV in the organization across the country.” **Innocent Magaya, Human Resources Director, OK Zimbabwe.**

- Women's Economic Empowerment** – Some **3,320** women (GBV survivors, young women living with HIV, women with disabilities and women in impoverished rural and urban communities) received knowledge and skills training in the SI Zimbabwe Women Economic Empowerment (WEE) model. The interventions in this model led to the creation of 2,920 micro-businesses by women trained in the two targeted Spotlight Provinces – Manicaland and Harare. SI partnered with the Ministry responsible for Women Affairs, and the IPs, VIRC Trust (Harare) and the Diocese of Mutare Community Care Programme (DOMCCP) in Manicaland. The women now run micro-businesses in horticulture, poultry production, tailoring, retail, baking, waste management, among others.

A snapshot of Spotlight WEE Success Stories (Epworth & Hopley, Harare Province)

Winnet Mariwa used to sell chocolates however, this wasn't profitable. She enrolled as a WEE beneficiary and chose to acquire baking skills. Mariwa started baking scones, cupcakes and buns using a "ngoda" stove. From savings from her initial earnings, she managed to buy a gas stove to meet her market requirements. In a day, she bakes over 200 buns. Her husband became a good brand ambassador when colleagues at work began to ask him where he bought the buns, he ate during his tea breaks. Mariwa has been invited by the road construction company to discuss a contract to supply buns and scones for their workers.



Conveniently located opposite Hopley clinic, *Mai MaChips* operated by Shylet Mabwe represents another model of a husband and wife building their business together. Mabwe's husband made the chip fryer for her, and in addition to selling chips, she caters functions.



Adlaidy Haleemah Wasie specialised in tailoring and invested in a manual sewing machine. She advanced her skills further and obtained a certificate in dressmaking in June 2022. Currently, she is sewing clothes and uniforms as per customers' orders.



Felistas Savanhu, a woman with a disability, recycles waste material within the community and now has a contract with a company that collects the waste twice a week. She mentors three other women in waste management and has been given a two-wheeler cart by the Implementing Partner VIRL to help her with transportation.



Team sawdust is a partnership of sisters-in-law, Nyaradzo Zinyama and Resi Usayi, who buy saw dust from carpenters who normally discard it and pieces of timber waste. They stock sawdust that can be bought in bulk or used as a source of fuel for locally made stoves.



- Investment in the Whole-School approach to address GBV** – This approach enabled the Zimbabwe Spotlight Initiative to integrate GBV and SRHR into the curriculum, in-service training and overall guidelines used by the Ministries of Education, and to reach both the teaching and non-teaching staff in an approach to broaden the surveillance and identification of GBV within learning institutions (primary & secondary and institutions of higher learning). One of the significant achievements of this approach was the development of several tools and guidelines to standardize and strengthen educational institutions' mechanisms and methods in addressing GBV and SRHR issues for learners, teachers, and non-teaching staff. These tools and guidelines ensure sustainability of the work within the educational sector. Some of these include the *Comprehensive Sexuality Education (CSE) Curriculum Framework for Students in Tertiary Education Institutions; a Teaching Manual on CSE for Students in Tertiary Education Institutions; a CSE training package and orientation package for in and out of school; CSE training package and orientation package for in and out of school; the Learner Modules on Guidance, Counselling and Life Skills Education* were transcribed into **braille**; *Training Manual for Non-Teaching Staff on Sexual and Gender Based Violence, Sexual and Reproductive Health and Rights: Identification, Reporting and Response in Schools; and Standard Operating Procedures for Establishing and Operating a 72-hour GBV Desk at school* (complements the Government's Director's Circular No 27 of 2008 on compulsory establishment of child abuse prevention and management reporting structures and Secretary's Circular No 5 of 2000 on prevention and management of child abuse cases); among others. In addition, Spotlight's specific interventions on the **Prevention of Sexual Exploitation and Abuse (PSEA)** in targeted tertiary institutions reached some 17,256 students (10,353 women above age 18 and 6,903 men above 18).

Outcome 4: Quality Services

Key achievements in this Outcome Area include the following:

- Strengthening the GBV-Development-Humanitarian Nexus through the introduction of Community Models for Service Delivery** – The Zimbabwe Spotlight Initiative effectively packaged and adapted GBV service delivery to reach the most marginalized, generate demand for services, and to respond to emerging humanitarian crises like the COVID-19 pandemic. These models include (1) **Community-based Shelters for GBV Survivors**, (2) **GBV Remote Services Delivery Model** which included Mobile One-Stop Centers and the support for additional lines to the main GBV hotline to expand reach and a special hotline for key population groups. Cumulatively since 2020, **20,695 calls** were received on the Spotlight supported lines to the main GBV Call Center, and **16,011 calls** were received from those in marginalized key population groups on the hotline for key populations. The specific **Shuttle Service** introduced during the COVID-19 lockdowns was used by **5,051 GBV Survivors (5037 females of which 1172 were below 18 years and 90 were females with disabilities; 14 males of which 9 were under the age of 18)**. GBV Community-Based Surveillance and Community Mobilization for GBV Services conducted by Behaviour Change Facilitators in six Spotlight districts¹³ reached **1,352,452 females (of which 341,575 were under 18 years) and 843,031 males (271,560 were below 18 years)**.

¹³ Epworth & Hopley (Harare Province), Hurungwe & Makonde (Mashonaland West Province), Mutasa (Manicaland Province), Umzingwane (Matabeleland South Province)

- **Refurbishment of Victim-Friendly Courts (VFC) & Victim-Friendly Units (VFU)**- Improving the quality of essential services in the Zimbabwean context required investment in infrastructural upgrades of VFU Police Units and VF Courts to ensure that GBV survivors access services closest to them. The Zimbabwe Spotlight Initiative refurbished six police VFUs located in districts in Mashonaland West, Matabeleland South, Mashonaland Central, Manicaland and Harare Provinces. In addition to the VFUs, Spotlight supported the refurbishment of eight VF Courts in Harare, Chitungwiza, Bulawayo, Bindura, Karoi and Chipinge. In his reflection on the value of SI's support, the VFS Coordinator in the JSC noted that more cases could be handled, especially given the support for witness expenses such as escort fees to travel to the courts, for example, which improved access to justice for survivors who would ordinarily not attend court because they had no transport money. The Spotlight support also strengthened the capacity of judicial officers which led to the finalization of more court cases. The procurement of equipment to refurbish the separation rooms enabled the courts to provide survivor-centered services for child survivors who with limited language and cognitive development would not have been able to provide evidence.
- **Forensics/DNA Analysis** – Spotlight Zimbabwe supported the ZRP's Forensics Directorate Lab with DNA analysis equipment and forensics training for ZRP officers. The new lab strategically contributes to the implementation of the Multi-Sectoral Protocol on the Management of Sexual Offences in Zimbabwe. The Forensics Directorate noted in a 2023 presentation to the SI Inter-Ministerial Coordination meeting that *“strengthening the use of scientific evidence in civil and criminal cases and the improvement in the quality of evidence being gathered by first responders and scenes of crime detectives have been important contributions of the Zimbabwe Spotlight Initiative.”*
- **Improving Standards (SOPs)** – Ensuring that the Standard Operating Procedures (SOPs) for the delivery of services in Zimbabwe are in accordance with international standards was essential for improving the response of GBV service providers. Zimbabwe SI's achieved the following:
 - **Updated the Multi-Sectoral Management of Sexual Abuse & Violence in Zimbabwe SOP to the 2019 Protocol for Practitioners Managing Cases of Sexual Abuse and Violence; translated this SOP into Shona, Ndebele and Braille**
 - **Developed additional SOPs to be followed in implementing the Multi-Sectoral Protocol**
 - **Revision of the Investigation Guidelines on Handling Victims of Sexual Offences**
 - **Development of Criminal Forensic Guidelines with a specific focus on nucleic DNA evidence.**

Outcome 5: Data

- **GBV Information Management System** – The key achievement in this Outcome Area was completion of the initial key stages for developing a GBV Information Management System (GBV IMS) in Zimbabwe. An extensive assessment of GBV Data Collection Tools and Information Management Systems in Zimbabwe was conducted by an international consultant with GBV IMS experience. The findings were shared with key stakeholders which then led to the development and validation of a National Harmonized Framework for the creation of a GBV IMS in Zimbabwe. The ministries of Women Affairs and that of Information, Communications, Technology (ICT) were the initial government entities taken through introductory sessions on the creation of a GBV IMS. Zimbabwe will continue the work in 2024 to develop this system in a new joint programme funded by the EUD to sustain several areas

of work in the SI. This system will be a major development for the systematic collection of GBV data from various stakeholders beyond prevalence studies, enabling the country to effectively have a wider picture of the GBV pandemic and to track the contribution of GBV initiatives to a reduction in cases.

Outcome 6: Women's Movement

- Movement Building-** Spotlight supported the first coalition between the Women's Movement and Organizations of Persons with Disabilities (OPDs). In April 2022, the two movements signed a Memorandum of Understanding (MOU) to address intersectional forms of discrimination. The SI-supported coalition building among the two constituencies is to ensure joint advocacy for disability rights and gender equality and for the rights of ALL women and girls. This is one of the successful Movement Building initiatives in the country's program. At the provincial level in Mashonaland Central Province, a coalition known as the **Mashonaland Central Gender Based Violence Pillar of Hope (MCGBVPoH)** was formed to strengthen community response and capacity to advocate for an end to GBV and Harmful practices. The coalition includes 11 community-based organizations¹⁴ which work in the Spotlight districts. The WCOZ provided training to this budding coalition on the roles and responsibilities of coalition members, agenda setting, resource mobilization and on how to mobilize membership.
- Feminist Knowledge Hubs-** The *Feminist Knowledge Hubs* are an innovation within the Zimbabwe Spotlight Initiative to strengthen knowledge generation on feminism, gender equality and women's rights issues, with a specific target focus on young women. The hubs also will serve as a platform to promote women's rights, gender equality and social justice and to offer digital technology empowerment to girls and women. The *Feminist Knowledge Hubs* have been established in Harare, Bulawayo, Bindura, and Murehwa through partnerships with CSOs and academic institutions. The CSO partners include Katswe Sistahood, Institute of Young Women in Development, Rosario Memorial Trust, Zimbabwe Women's Resource Centre Network, and the academic institutions are the Women's University in Africa and the National University of Science and Technology. This Spotlight innovation also contributes to the resolutions made during the 2023 Commission on the Status of Women (CSW-67) under the theme *Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls*.

¹⁴ Batanai, Kusakura, Evergreen, Sunrise Golden Girls, Taitikutamba, Redstar Queens, Kuwirirana, Tariro Support Organization, Eager Hands, Evergreen, Kushinga Drama Group



Reporting on SRHR: Some of the key SRHR results in the Zimbabwe Spotlight Initiative were:

- Spaces were created for women and girls with disabilities to dialogue with duty-bearers on their specific SRHR needs. These spaces included dedicated sessions convened with Parliamentarians and SI-supported facilitation of their participation in Parliamentary budget and national law and policy consultations held across the country.
- **The 'Safe Spaces for Women and Girls'** (50 spaces created in six districts reaching some 6,702 females) was a GBV risk mitigation community-based initiative which provided protection and empowerment spaces for women and girls to enjoy the freedom to express themselves without the fear of judgement or harm. In these spaces, which were part of the mobile GBV service delivery model, women and girls were able to share their SRHR needs and concerns and they received information on SRHR and on the available SRHR services. These spaces were managed by trained Safe Space mentors.
- **Termination of Pregnancy (TOP)-** The Zimbabwe CP created a close collaboration between key stakeholders to change perceptions and attitudes towards the Termination of Pregnancy (ToP), which in accordance with the Act, is allowed only in limited circumstances. The work in this area is critical to the protection of SRHR. Spotlight supported the JSC to convene a consultation with representatives from relevant Government Ministries and CSOs to draft TOP SOPs within the provisions of the Termination of Pregnancy Act [Chapter Termination 15:10]. The SOP will

operationalize the Protocol on the Multi-sectoral Management of Sexual Abuse and Violence in Zimbabwe (the Protocol) by providing clear guidance on the case flow for cited service providers involved in provision of lawful termination when warranted by law and consented to. In accordance with the SI Zimbabwe's LNOB principle, women with disabilities were engaged on the challenges they face in accessing legal abortions as part of the drafting process. Spotlight partnered also with the Adult Rape Clinic (ARC) and the University of Zimbabwe's Department of Obstetrics and Gynecology to train some 114 nurses, medical doctors, clinical officers, social workers, prosecutors and police officers on ToP services, the granting of ToP orders and on ToP methods and post-abortion care. The service providers reported a better understanding of the ToP legal framework at the end of the trainings.

6. Rights Holders (Spotlight programme “beneficiaries”)

Cumulative beneficiaries

Indicative numbers	Direct	Comments / Explanations
Women (18 yrs. and above)	3,496,084	Pillars 3 & 4 – Prevention and Access to Essential Quality Services
Girls (5-17)	1,433,389	Comprehensive Sexuality Education in Schools (Pillar 3)
Men (18 yrs. and above)	2,092,582	Pillar 3 – Prevention; changing gender and social norms; engaging men as champions
Boys (5-17 yrs.)	907,981	Comprehensive Sexuality Education in schools (Pillar 3)
TOTAL	7,930,036	

7. Challenges and Mitigating Measures

As the Zimbabwe SI moves towards closure in 2023, it has continued to navigate the ongoing risks and challenges that are articulated in Annex B¹⁵ of this report. As noted throughout this report, the use of flexible programming as a joint Inter-agency Technical Team to prepare together a programmatic response to the COVID-19 pandemic and the strong partnership with Government Ministries and institutions enabled the CP to mitigate many of the risks presented during the pandemic (See Annex B 1&2).

In the face of the COVID-19 pandemic and other multi-hazard contextual scenarios, the 'delivering as one' model of the six RUNOs consistently 'thinking' and 'planning' together and the use of Zimbabwe SI's operational practice of financial monitoring of the programme's implementation, enabled the Coordination team to identify early potential risks and challenges. Strong channels of communications between the RUNOs and the Technical Coordinator also enabled the facilitation of meeting with the relevant stakeholders when an agency encountered external blockages to implementation of an intervention. This way of working contributed to the Zimbabwe SI staying on track to meet the implementation targets set by the Spotlight Secretariat during Phase I.

However, there are several challenges that continue beyond a program like Spotlight.

One of these is the aspect of Financing for Gender Equality and GBV. Throughout the implementation of Zimbabwe's SI, it has been difficult to get a complete picture of the percentage of financing for GBV and gender equality that comes from the national treasury. This is due to mainly (1) changes in how government ministries' budgets are presented and (2) the absence of more specific tools and measures to track ministries' actual yearly budget requests to the actual allocations of funds provided from the Ministry of Finance based on these requests, and finally to the actual GBV, gender expenditure by government ministries.

The Zimbabwe SI built a strong relationship with the Ministry of Finance during the four years of implementation, as well as with other Ministries and Independent Commissions that are now calling for increased financing and gender equality. This issue is one of the key indicators in the SI High-Level Political Compact to end Gender-based Violence and Harmful Practices (2021-2030), providing the next UN Joint Programme to sustain the gains of Spotlight with a strong footing to address this issue.

¹⁵ For ease of reference, the Zimbabwe Country Program provides Annex B1, which articulates all the risks identified and the mitigation measures taken between 2019-2021; and Annex B1 with new and overlapping risks and the mitigation measures taken in 2022.

8. Lessons Learned and New Opportunities

a) Lessons Learned

- **A coordinated all-of-government approach** is essential for **creating ownership** of the eradication of GBV and Harmful Practices in the relevant Government institutions and entities (models such as the SI Inter-Ministerial Coordination Mechanism chaired at Perm Sec level and convened by the Ministry responsible for Women Affairs). The Government has developed a strong commitment to the Spotlight Initiative and has embedded in different plans of actions, like the Action Plan of the High-Level Political Compact, among others, actions to continue the interventions implemented through Spotlight.
- It is an **assumption that resources will always be available to sustain the advancement of gender equality and the eradication of GBV initiatives**. This is a valuable lesson for future programming and for strengthening the advocacy of gender equality and women's rights organizations to push for accountability from duty-bearers for the implementation of the provisions in the international and regional gender instruments that have been signed and ratified.
- **The existence of strong women's movements** to sustain the gains of SI is still not strong and actively visible in the Zimbabwean context. The current women's movement is hamstrung by few resources which affects the stability of an organization, and by the reality that women not directly associated with an organization, do not lend support in kind or financially to a 'cause' which is not well articulated or promoted in the country.
- **Communications and Visibility** of a programme like the SI at all levels to take a country's population on the journey of its implementation and achievement requires an investment beyond that of communications' officers within agencies alone. A communications/public relations organization with a range of skills and reach through various communications channels was needed to provide consistency and to build a bigger profile of the Spotlight Initiative within Zimbabwe. Communications was an important part of the SI, but this needed to be coupled with an active plan and actions to better build a national profile of the SI.
- **A coordinated approach** within the UN agencies and with the Implementing Partners (IPs) in Government, Independent Commissions, Private Sector and CSOs led to the achievements and success of the SI in Zimbabwe. All partners worked together towards the intended results, and in this process, also were strengthened as individual entities.

b) New Opportunities

- As Zimbabwe moved towards the closure of the Spotlight Initiative, the opportunities that have emerged are more within the entities and stakeholders that participated in the SI. CSOs are better able to programme around GBV issues and can initiative their own fundraising to take their work further within the communities. Government institutions are strengthened in GBV coordination and are equipped with lessons and experiences to request financing from the national treasury and development partners for executing GBV, SRHR and gender equality programmes. The Spotlight-supported first Safe Market in the country enabled the Ministry responsible for Women's Affairs, for example, to mobilize resources from the African Development Bank to roll-out the model in other parts of the country.

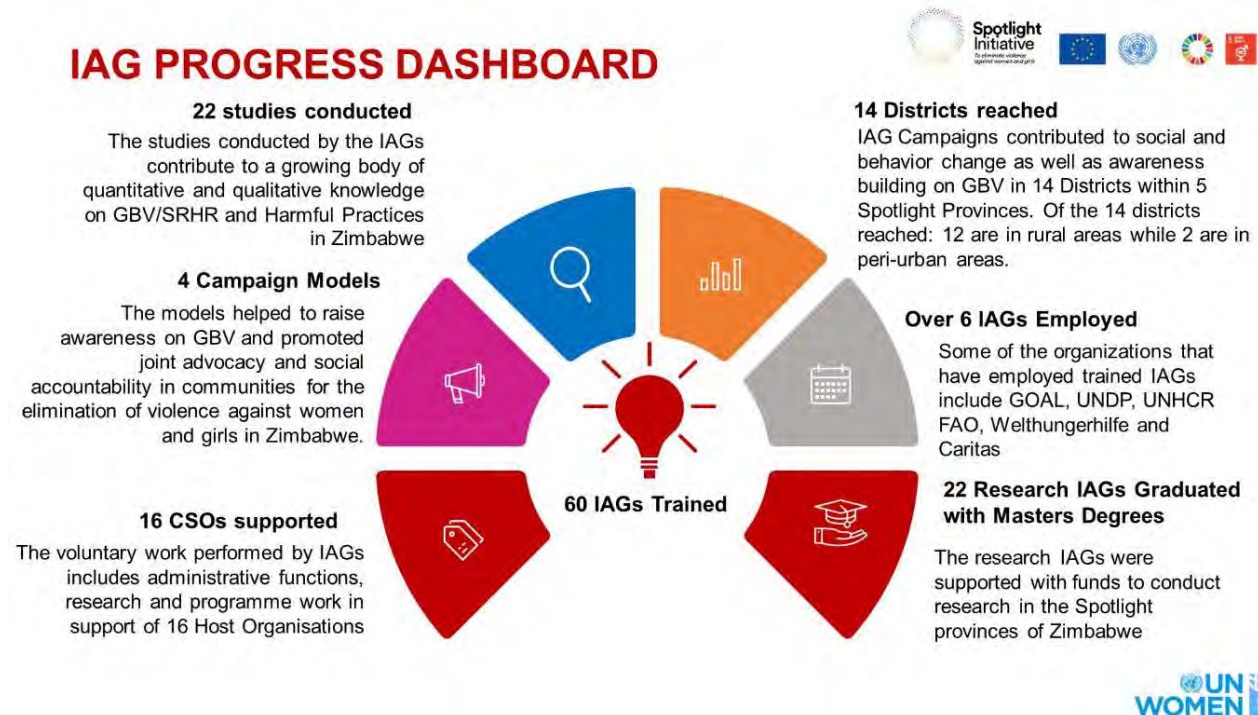
- A potential opportunity for ensuring that women and girls have access to quality essential services is linking civil society organizations focused on GBV service delivery with the private sector companies that participated in Spotlight. These companies potentially may be able to provide support to shelters and safe spaces in the form of basic goods and commodities required or in other ways, and this is a strategic opportunity considering the dwindling resources for GBV service provision.

9. Innovative, Promising or Good Practices

The Spotlight Initiative in Zimbabwe had several notable achievements as articulated throughout this final report. Highlighted in this section and in the consolidated Annex D to this report are a few of the innovations, promising or good practices that contributed to the foundations for transformative change. These are as follows:

Innovations

- **Zimbabwe High-Level Political Compact on ending Gender-Based Violence and Harmful Practices (2021-2030)** – This is the country's first national Compact, signed at the highest level, on gender equality, women's rights and the eradication of GBV & HP. Zimbabwe is the first country in the SI to achieve this innovation, and it has become the pivotal document for sustaining the gains of SI and its implementation will contribute to Zimbabwe's attainment of SDG 5 targets.
- **Innovators against GBV (IAGs)** - The Innovators against GBV (IAGs) was one of the Zimbabwe SI's innovations and 'best practices' for engaging youth in the implementation of the Spotlight Initiative. The image below summarizes the achievements of the IAG programme:



Best Practices & Models

- **Private Sector Engagement – Addressing GBV & Sexual Harassment in the World of Work**
- **Community Models for Service Delivery**
- **Disability Inclusion (LNOB)**

10. Communications and Visibility

The Zimbabwe Spotlight Initiative Communications and Visibility Annual Work Plans (2020-2023) were developed by the UN Resident Coordinator's Office (UNRCO) in consultation with the Spotlight Initiative recipient UN Organisations (RUNOs). Each Plan was endorsed by the National Steering Committee, and the communications and visibility activities met the following objectives:

1. To raise awareness of violence against women and girls, harmful practices, sexual and reproductive health by publicising data and supportive facts, with consistent and creative messaging to the public.
2. To illustrate and promote results of Spotlight Interventions through stories on targeted beneficiaries whose lives have been changed.
3. To ensure the visibility of the Spotlight Initiative, partners, and donors (European Union) through advocacy and communication events.

The Zimbabwe SI advocated for the elimination of violence against women and girls and promoted gender equality and women empowerment through various platforms including radio, electronic, print, and social media. The media platforms and their respective reach were as follows: ZTV: 5 million people; Radio Zimbabwe 6 million people; - Power FM: 3 million people; - National FM: 2.5 million people; Classic 263- 1.2 million people; ZTN Facebook page: 163 thousand people; UN Zimbabwe Facebook: 19 thousand people; Star FM: over 2 million people people, and Khulumani FM: 600 thousand people. In a partnership with the Zimbabwe Association of Community Radio Stations and related community radio stations, Spotlight achieved the following reach per Station:

- Community Radio Harare (CORAH) – 12293 people reached.
- Patsaka-Nyaminyami – 3,000 people reached.
- Vemuganga – 5322 people reached.
- Berina- 14,900 people reached.
- Nhimbe FM – 32,323 reached.

The Coordination Unit and SI Inter-Agency Team introduced the Spotlight Bi-Weekly Brief in 2020, which featured stories and human-interest articles on Spotlight Initiative interventions in Zimbabwe. From the inception of the brief in May 2020, a total of fifty-five (55) briefs were produced. The Briefs were disseminated to National Steering Committee members, Government, the EU, development partners and to international and national non-government organizations to keep partners abreast on the programme's implementation and results. Human interest articles on Spotlight interventions were also featured in the weekly UN COVID-19 Briefs during the Covid 19 Pandemic. Over and above, the Coordination Unit and Spotlight Zimbabwe Inter-agency Team also produced a results booklet titled: *Our gains in fighting violence against women and girls*. It can be accessed via the link below: https://drive.google.com/file/d/16cxYmo_MUrfXRNY-i7FFZ_EDcQzSwSgq/view?usp=sharing

MESSAGES

Below are some of the key messages about the Spotlight Initiative shared during the four years of implementation:

- The Spotlight Initiative provides resources for GBV programming, services and training to complement Government's efforts. The programme's focus on the Survivor Centered Approach enabled Government to effectively provide GBV services to GBV survivors
- Spotlight Initiative provides an opportunity to mobilize communities to raise their voices against violence in the home and community, including men and boys on the critical role they play to end violence against women and girls and harmful practices
- Women's Rights are not only a women's issue, they concern all of us. The movement is stronger when women and men stand together.

Click here for more messages:

<https://docs.google.com/document/d/12pLXHrMMhZFNKSbgux8da4OaUP2zyaDr/edit?usp=sharing&ouid=116819533465717524796&rtpof=true&sd=true>

MEDIA AND VISIBILITY EVENTS

Launch of the Spotlight Initiative

The Spotlight Initiative was launched on the 26th of June 2019 at an event that brought together over 200 senior delegates including government Ministers, Members of Parliament, European Union, United Nations, members of the diplomatic corps, Civil Society, private sector, academia and the media. The event saw the European Union committing USD 30 million for the Spotlight Initiative country programme in Zimbabwe. The launch was presided over by President of Zimbabwe (represented by a government minister), European External Action Service Deputy Secretary-General, Director - People and Peace in the Director General's Office for Development and Cooperation of the European Commission and the UN Resident Coordinator.

Human Rights 75 Commemorations

The Spotlight Inter-agency Team supported the RCO to host a multi-stakeholder Media Briefing in recognition of the Human Rights 75, on the 14th of June 2023. This provided an opportunity for the United Nations and stakeholders in Government, civil society, and the business sector to rekindle the hope of human rights for every person especially women's rights leveraging on the achievements of the Spotlight Initiative in Zimbabwe. Women's Rights was the thematic focus of the HR 75 for the month of June. As part of the commemorations the Spotlight Initiative also implemented a women's rights-focused month-long campaign together with RCO reaching over 21 thousand people on social media, 230 thousand people through print media (a special women's rights public service advert was placed in the Sunday Mail newspaper) and over 2 million people through the Star FM Radio station, DJ mentions promoting the rights of women. Human Rights 75 Radio Messages: https://drive.google.com/drive/folders/1Ue_lvdGgLWGNlqNVcWdCZagOH0OCfPLP?usp=sharing

High-Level Political Compact Launch and First Anniversary

The Spotlight Initiative Zimbabwe Country Programme launched the High-Level Political Compact on ending Gender-based Violence and Harmful Practices in a high-level event presided over by the President of Zimbabwe, H.E. Emmerson D. Mnangagwa on 27 October 2021. To mark the first anniversary of the launch of the High-Level Political Compact (HLPC) on ending Gender Based Violence and Harmful Practices, the then Honourable Minister of Women Affairs, Community, Small and Medium Enterprises Development, Dr. Sthembiso Nyoni, convened a High-Level Media Briefing in 2022 attended by multiple stakeholders including the Resident Coordinator, UN Heads of

Agencies, the EU Ambassador and EUD officials and senior Government officials. In September 2023, the Zimbabwe Spotlight Initiative supported the Ministry to place an Information Public Service Announcement within the mainstream Sunday Mail newspaper on the HLPC to continue public awareness on the Compact.

<https://drive.google.com/file/d/1YkEZUrO8TixJgvKQNKqtAM3M5KkMosl6/view?usp=sharing>

DNA Equipment Handover Ceremony

The Spotlight Initiative supported the Zimbabwe Republic Police Forensics Lab in the establishment of DNA capability to ensure that DNA samples collected in the context of sexual and gender-based violence cases can be analyzed and presented in court. On 15 November 2021, there was an official handover ceremony of DNA equipment at the ZRP Criminal Investigative Department Headquarters attended by the Government of Zimbabwe, the European Union, the United Nations, members of the media, and other key stakeholders.

Click here for more events:

https://docs.google.com/document/d/149AncFTDozSW72yf0RIGoZ0A8ODN_nXI/edit?usp=sharing&ouid=116819533465717524796&rtpof=true&sd=true

CAMPAIGNS

#ShakingOffGBV Campaign

Spotlight CSRG members introduced the #ShakingOffGBV Campaign as their signature campaign. It is an innovative way of raising awareness and engaging stakeholders utilising the exercise routine of Zumba. The campaign started in 2020 targeting mainly women in elite suburbs of Zimbabwe as a population that was being left behind in awareness activities. A total of five campaigns were implemented since the inception of the campaign. The campaign continued to create a safety network for participants and helped to remove the stigma associated with GBV. Cumulatively the #Shaking OffGBV campaign reached more than 24,088 people including women, men persons with disability, youth and key populations through online and in-person engagements.

#WithHer campaign

The campaign raised awareness about gender-based violence and efforts to address the issue through engaging new audiences to show their support. As part of the activities that were lined up for 16 Days of Activism against GBV, the UN, under the Spotlight Initiative, collaborated with the media to amplify messages from men on their role and commitment to end violence against women and girls. This was part of the ongoing **#WithHer campaign** and was a platform used to engage men, particularly soccer players in Zimbabwe to lend their voice and action to end the scourge of violence against women and girls in the country.

Click here for more campaigns: <https://docs.google.com/document/d/1tD3eNNC1EUZ75-30Tu4UwRESICVHlAHI/edit?usp=sharing&ouid=116819533465717524796&rtpof=true&sd=true>

HUMAN INTEREST STORIES

Safe Space Facilitator making a difference in Makonde District

Catherine Machingura is a 45 year old woman and a mother of two children from Alaska in Makonde district. Catherine is a well-known volunteer in her community. As part of her volunteer efforts Catherine was a Safe Space facilitator under the Spotlight Initiative. Through the Safe Spaces Program Catherine has created a sense of oneness amongst the women and girls in Alaska, a former

mining compound which is not immune to the challenge of gender based violence. Many women and girls have found support psychologically from the facilitator and from sharing their problems with other peers at their safe space. At its peak the safe space had close to a 100 members. Many of the safe space members indicate that they are more confident in themselves through the psychosocial support they received from their facilitator as well as from each other as peers. The women are also confident since they're more informed on GBV and sexual reproductive health issues such as their rights, and where they can find help. Some other key empowering activities that they have done as a safe space include starting an Internal Savings and Lending scheme which has helped many start small businesses by borrowing capital from it. Through proceeds from their scheme last year (2022) the group managed to buy and share wares for their households; these included blankets, pots, plates, cups and groceries amongst other. Catherine has been committed to the cause of empowering her community. Prior to being a Safe Space facilitator, under the Spotlight Initiative, she was a Behaviour Change Facilitator carrying out community sensitization on GBV, SRHR and Covid-19. Before the coming of the Spotlight Initiative, Catherine mentored young and adolescent girls in her community through the girl's only sista2sista clubs.

Click here for more stories:

<https://docs.google.com/document/d/1ZLcyr4RMrp0XHvjuubmAoNDQ7BL-tzBb/edit?usp=sharing&oid=116819533465717524796&rtpof=true&sd=true>

TESTIMONIALS

EU Delegation

“I am glad that as the EU, we kick-started the process and partnered with all of you to put the spotlight on GBV. We need to continue shining that light in all the dark corners of our society until the light takes over. The SI has indeed provided the building blocks for promoting gender equality in Zimbabwe and the onus is upon all of us to maintain the momentum.” **EU Ambassador H.E. Jobst Von Kirchmann in a speech read on his behalf by the EU Head of Cooperation, Mr. Franck Porte during the National Steering Committee meeting held on the 4th of May 2023**

Government of Zimbabwe

“The government of Zimbabwe remains grateful to our partners for the financial and technical support received through the Spotlight Initiative. The Spotlight Initiative has to date made a significant impact towards our prevention and response efforts in addressing GBV and harmful practices. Women and girls have been provided with GBV services through implemented programs targeting females and males, particularly the most vulnerable women and girls living with disabilities, living with HIV and also women in urban impoverished settlements are not left out,” **Dr. Sithembiso Nyoni, then Ministry of Women's Affairs, Community, Medium and Small Enterprise Development in an interview on Zimbabwe's winning of the Spotlight Global Country Programme Fortitude Award.**

Beneficiary

“I am so grateful for the shelter as I was able to live safely away from the perpetrators until they were arrested. Only a few months ago, the closest shelter had been in Bulawayo, over 40km away from Umzingwane. The newly set up shelter makes it easier for people in the community to access services without the need to travel out of the district.” **One of the first survivors to have been housed at the Umzingwane Safe Shelter, in Matabeleland South Province which is run by, Musasa, one of SI's Implementing Partner.**

Civil Society

“I am proud of the progress that has been made through the Spotlight Initiative in Zimbabwe to address the systemic, institutional and cultural barriers that perpetuate gender-based violence and harmful practices,” **Mrs. Tsitsi Masiyiwa, Delta Philanthropies Founder and Co-Founder of Higherlife Foundation in the #CommitToAct campaign.**

Private Sector

“Ultimately, we need an effective system (from policy to programmes) that seeks to prevent SGBV in the workplace including reporting and monitoring mechanisms that enforce our policies and strategies. The commitment is to go beyond talking, and to realize that such programmes are relevant and good for business continuity and can improve the bottom line.” **The Group Chief Executive of Dairibord Holdings, Anthony Mandiwanza.**

Click here for more testimonials:

<https://docs.google.com/document/d/17QgcGpo7kRHVjXcuYMRKLOpYG8S6YMg/edit?usp=sharing&oid=116819533465717524796&rtpof=true&sd=true>

PHOTOS



Capacity Building Initiatives for people with disability under Leonard Cheshire Disability Zimbabwe (LCDZ) for building a more inclusive society.



Participants at the #ShakeOffGBV campaign held in Harare



Joint tour of the Safe Market in Epworth including the EU Ambassador, UN Heads of Agencies, Government Officials and programme beneficiaries



Catherine Machingura, a Safe Space Facilitator sharing her experiences during the Human Right 75 media Briefing

Click here for more photos:

https://docs.google.com/document/d/1EqQSq_sclx4YOAJpyQzm2QH7FnxgGg6/edit?usp=sharing&oid=116819533465717524796&rtpof=true&sd=true

VIDEOS

#ShakingOffGBV Zumba event 2023

https://drive.google.com/drive/folders/19oozogYTpiCH-UjLwjLaYpB9ZNbqXOUz?usp=share_link

Sign language video version of the referral pathway: https://youtu.be/Edz6Bnarz_U

Click here for more videos:

https://docs.google.com/document/d/1-CGsXwhw6mKiiBLzsyCD2_DcULG4fzvR/edit?usp=sharing&oid=116819533465717524796&rtpof=true&sd=true

11. Looking forward – ensuring Spotlight's contributions are sustained

The sustainability of the Spotlight CP in Zimbabwe was built into the program in three ways:

- (1) The development and signing of the High-Level Political Compact on ending Gender Based Violence & Harmful Practices (2021-2030), which was the basis for Provincial consultations and the development of sub-national action plans in 2022. The Zimbabwe SI also has developed a Joint Programme on Gender Equality, to support the implementation of the HLPC and to sustain the gains of the Country's Programme beyond 2023
- (2) Sustainability also is ensured through the stated planned actions by key Government ministries and institutions to sustain the initiatives started under Spotlight. As examples, the Ministry responsible for Women Affairs has committed to replicating and continuing 'best practices' such as the Mobile One-Stop Centers and it is mobilizing resources to develop more safe markets for women, based on the SI-supported Epworth Safe Market, the first in the country. Many government institutions such as the Judicial Services Commission, the Zimbabwe Republic Police, the Public Service Commission, among others, began in 2022 to institutionalize within their pre-service training curricular and in their training institutions, GBV modules and manuals developed with Spotlight support, to ensure that incoming and existing service providers are better trained and equipped with the knowledge and skills to prevent all forms of GBV in their sectors and to respond with quality and international standards compliant services
- (3) Spotlight UN agencies will incorporate innovative and promising practices into their ongoing programming and within the United Nations Sustainable Development Corporation Framework in Zimbabwe (2022-2026), GBV is an area of focus in one of the four Pillars¹⁶ and gender is mainstreamed in all the UNSDCF's pillars
- (4) The Country Program took a wholistic approach to build the capacity of CSOs in advocacy, lobbying and movement building; fundraising and project proposal development; and, in building effective administrative and financial systems. Post-graduate volunteers with this expertise were attached to CSOs at the provincial and community levels in the five Spotlight Provinces. This support enabled civil society groups to learn how to work on sustainable interventions to advance their programming on GBV, SRHR and HPs. In Outcome 6 of this report and in the Section on Partnerships (CSOs), examples are provided on how this support has built CSOs influence on GBV issues and their capacity to sustain GBV and SRHR programming when SI Zimbabwe ends.

¹⁶ People, Planet, Prosperity, Peace; GBV is a key area of focus in the People pillar.

Annex A 2023

Outcome 1 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	Legal age of Marriage				
	0.5	0.5	0.5	0	Laws and policies were developed or strengthened on VAWG/HP that adequately respond to the rights of all women and girls, however, across all laws, issues of some customary, traditional or religious practices that discriminate against women are still prevalent.
	Parental Authority in Marriage				
	0.5	0.5	0.5	0	The law guarantees the same parental authority to women and men during marriage, but there are some customary, traditional or religious practices that discriminate against women.
	Parental Authority in Divorce				
	0.5	0.5	0.5	0	The law guarantees the same parental authority to women and men after divorce, but there are some customary, traditional or religious practices that discriminate against women
	Inheritance rights of Widows				
	0.5	0.5	0.5	0	The law guarantees the same inheritance rights to both widows and widowers, but there are some customary, traditional or religious practices that discriminate against widows.
	Inheritance rights of Daughters				
	0.5	0.5	0.5	0	The law guarantees the same inheritance rights to both daughters and sons, but there are some customary, traditional or religious practices that discriminate against daughters.
	Laws on Domestic Violence				
	0.5	0.25	0.25	0.25	There is specific legislation in place to address rape, marital rape is included and perpetrators cannot escape prosecution if they marry the victim, although implementation is not effectively enforced.
	Laws on Rape				
	0.25	0.25	0.25	0	There is specific legislation in place to address rape, marital rape is included and perpetrators cannot escape prosecution if they marry the victim, although implementation is not effectively enforced.
Laws on Sexual Harassment					
0.5	0.25	0.25	0.25	There is specific legislation in place to address sexual harassment, the law is adequate overall but there are reported problems of implementation	
National level					
Indicator 1.2 National and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	Evidence-based, Rights of all women & girls, Participatory Development	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, M&E framework, Rights of all women & girls, Participatory Development	National and sub-national plans were evidence-based, costed, M & E Framework, rights of all men and girls included in a participatory manner, however, no funding was committed. Some plans include costed National Disability Strategy and Plan and National Action Plan for Ending Child Marriages.
	Sub-National Level	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, M&E framework, Rights of all women & girls, Participatory Development	Same plans developed at national level were cascaded to sub-national level.
	Evidence-based, Rights of all women & girls, Participatory Development	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development	Evidence-based, M&E framework, Rights of all women & girls, Participatory Development	

Output Indicator	Results for Reporting Period (2023)				Reporting Notes
	Baseline	Cumulative	Target		
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	Developed or Strengthened				Spotlight country programme jointly worked with the government and parliament in pushing for different laws and policies. The enabling environment and strong will power from the Government and relevant institutions facilitated the drafting of laws and policies. The Labour Act was amended with Spotlight Initiative country programme provided key technical input in the amendment process. Labour Amendment Bill which has the following amendments aligned to the C190: Insertions of key definitions, i.e. Gender-based violence, including sexual harassment, as well as violence and harassment. Qualifies the context in which violence and harassment can occur in the workplace, whether directly or indirectly. Outlines the sanctions to be imposed on the person who violates others in the workplace, which ranges from dismissal, fine, or imprisonment depending on the gravity of the case after investigations. The Children's Amendment Act seek realignment of the Act with the Constitution.
	0	25	4	5	
Indicator 1.1.2 Number of inquiries conducted by human rights institutions on VAWG and/or gender equality and non-discrimination in the country within the last year.					
	3	7	1	8	
Indicator 1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same, within the last year.	Parliamentarians				
	0	1135	0	840	
	Women Parliamentarians				
	0	566	0	315	
	Human Rights Staff				
0	115	0	456		
Women Human Rights Staff					
0	59	0	256		
National					
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.					The national plans developed were Evidence-based, had an M&E Plan, and addressed the needs of all women and girls. These national plans are the same which were cascaded to the subnational level
	0	6	3	3	
Sub-National					
0	7	3	4		
Government Officials					
Indicator 1.2.2 Number of key government officials with strengthened capacities to draft and co-lead action plans on ending VAWG and accompanying M&E frameworks, within the last year.					The target was surpassed due to inclusion of more ministries in the capacity strengthening trainings; in addition, target was set initially targeting Directors, however when the actual training were conducted, Directors also brought along their respective technical staff for the training
	0	816	0	120	
Women Government Officials					
0	350	0	60		

Outcome 2 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
	Coordination Mechanism?				
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	No	Yes	Yes	Yes	Gender Based Violence Coordination and Victim Friendly Systems are multi-stakeholder VAWG coordination mechanism established at the highest level, and composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans in the country.
	Is there a national budget allocation?				
Indicator 2.2 Percentage of national budget being allocated to the prevention and elimination of all forms of VAWG/HP.	Yes 6.97%	Yes 6.97%	Yes 6.97%	Yes 11%	Data review for subsequent years has been challenging to generate due to the changes in the way the national budget has been presented. This has resulted in the CP using baseline data for all the subsequent years of reporting.
	Health				
	Education	Medium	Medium	High	
	Justice	Medium	Medium	High	
	Security	Medium	Medium	High	
	Social Services	Medium	Medium	High	Integration of VAWG/HP across all sectors is at a medium level. The absence of committed funding to the plans could not make the plan quality for high-level integration.
	Culture	Medium	Medium	High	
	Medium	Medium	Medium	High	
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	3	15	48	
Indicator 2.1.2 Internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP.	No	Yes	Yes	Yes	
	Health				
	Education	0	1	0	
	Justice	0	2	1	
	Security	0	4	1	
	Social Services	0	3	0	Data review for subsequent years has been difficult to generate, hence reporting has been based on baseline data.
	Culture	0	7	5	
	0	0	1	0	
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	0	2	12	11	

Government Officials					
Indicator 2.1.7 Number of key government officials with strengthened capacities to develop and deliver programmes that prevent and respond to VAWG, within the last year.	0	0	908	600	
Women Government Officials					
	0	0	422	300	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure, With annual work plans	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure, With annual work plans	Established at the highest level, With a clear mandate and governance structure, Composed of relevant stakeholders	Gender Based Violence Coordination and Victim Friendly Systems are multi-stakeholder VAWG coordination mechanism established at the highest level and composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans in the country.
National Level Meetings					
Indicator 2.2.2 Number of meetings of regional, national and/or sub-national multi-stakeholder coordination mechanisms, within the last year.	4	2	18	20	Meetings at either the Victim Friendly System and Gender Based Violence Coordination mechanisms are held once per quarter at both national and provincial levels.
Sub-National Level Meetings					
	4	2	18	20	
Indicator 2.3.1 Number of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, within the last year.	7	0	7	12	
Parliamentarians					
Indicator 2.3.2 Number of Parliamentarians with strengthed knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, within the last year.	0	0	792	840	
Women Parliamentarians					
	0	0	425	315	
Government Officials					
Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year.	0	0	68	600	The achieved is much lower than the target due to the guidance provided by Ministry of Finance to reduce the targeted 23 Ministry to only focus on 6 ministries. This subsequently resulted in reduction on number of government officials participating in trainings.
Women Government Officials					
	0	0	20	300	

Outcome 3 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	35.5%	35.5%	35.5%	20%	Baseline values from the ZDHS Survey of 2019 are still being reported on. Data to be updated using population-based surveys like MICS and ZDHS
Female Genital Mutilation					
Indicator 3.2.a) Percentage of people who think it is justifiable to subject a woman or girl to FGM (in areas where FGM takes place)	N/A	N/A	N/A	N/A	MICS 2019 survey results data used for baseline and milestone reporting. Data will be updated based on upcoming MICS or ZDHS population-based surveys.
b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.	5.2%	5.2%	5.2%	2.5%	
Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Indicator 3.1.1 Existence of a draft new and/or strengthened Comprehensive Sexuality Education in line with international standards	Yes	Yes	Yes	Yes	Comprehensive sex education curriculum has been strengthened during the Spotlight Country programme. In addition, three modules were translated to braille. As part of the whole school approach, non-teaching staff were also capacity strengthened on GBV issues and reporting channels.
In-School Programmes					
	0	0	114,564	773,919	In school programmes promote gender-equitable norms, attitudes and behaviours and exercise of rights, including those which were conducted by trained teaching and non-teaching staff. Due to Covid 19, which resulted in schools closing and gathering of communities prohibited, gender equitable and SRHR programmes were aired on national and community-based radio stations. From the biggest national radio station alone, an estimated 6 million listeners connected to the programmes. However, disaggregation of boys and girls, and adult listenership, cannot be obtained.
In-School Programmes Girls	0	0	58,695	309,568	
In-School Programmes Boys	0	0	55,869	464,351	
Out-of-School Programmes					
	0	6,000,000	6,003,565	100,000	Due to Covid 19 which resulted in schools closing and gathering of communities prohibited, gender equitable and SRHR programmes were aired on national and community based radio stations. From the biggest national radio station alone, an estimate of 6 million listeners connected to the programmes. However disaggregations of boys and girls as well as adult listenership can not be obtained.
Out-of-School Programmes Girls	0	0	2,197	40,000	
Out-of-School Programmes Boys	0	0	1,368	60,000	
National or Sub-National					
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	0	0	6	5	A total of 6 national and sub-national programmes were developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including Training Manual for Non-teaching Staff on Sexual and Gender-Based Violence, Sexual and Reproductive Health and Rights, Identification, Reporting and Response in Schools, including LNOB, Standard Operating Procedures for Establishing and Operating a 72-hour GBV Desk at School, among others.
Indicator 3.2.1 Number of women, men, girls and boys who equitably attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year.	0	790	8,142	6,300	The Country programme supported 14 Spotlight Initiative private sector companies, employer organizations and trade unions to develop or strengthened policies addressing Workplace sexual harassment and abuse

<p>Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.</p>	0	0	263	40	<p>The overall achieved number is substantially higher than the target due to the establishment of the community advocacy platform at ward level. The strong buy-in from traditional and local leadership in establishing community advocacy platforms also assisted in achieving the target.</p>
<p>Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.</p>	0	4	37	18	<p>A total of 37 campaigns have been conducted during the initiative's implementation. Some of the campaigns included the yearly 16 Days of Activism against GBV, #Shaking of GBV through Zumba Sessions, Apostolic Women in Leadership, Achieving an equal world in Covid-19, Ending Child Marriages, #HeForShe, Sector, #NoWay!, The campaign, Men as key partners in the fight to end GBV and #Stand4HumanRightsCampaign, among others.</p>
<p>Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.</p>	0	4	58	6	<p>Number of men and boys forums men and boys were developed or strengthened from national level to sub national levels to advocate against VAWG and stand for promoting gender-equitable values and behaviours.</p>
<p>Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting within the last year.</p>	0	0	42	17	<p>Capacity of news outlet staff to develop standards on ethical and gender-responsive reporting were conducted to over 42 media houses in the country. The media houses targeted, were radio, TV, print media, online media among others.</p>
<p>EVAWG Policies</p>					
<p>Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours</p>	3	0	13	7	<p>The Country programme supported 14 Spotlight Initiative private sector companies, employer organizations and trade unions to develop or strengthened policies addressing Workplace sexual harassment and abuse.</p>
<p>Indicator 3.3.3 Number of relevant non-state institutions that have developed and/or strengthened standards, in line with international HR standards, within the last year.</p>	3	0	13	7	
<p>Decision Makers</p>					
<p>Indicator 3.3.5 Number of key informal decision makers and decision makers in relevant institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights, within the last year.</p>	0	0	2,767	1,080	<p>Traditional leaders were the key informal decision-makers in relevant institutions with strengthened awareness of and capacities to advocate for implementing legislation and policies on ending VAWG under the Spotlight Initiative.</p>
<p>Women Decision Makers</p>	0	0	1,007	324	

Outcome 4 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
Total					
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	43	5,553	115,092	112,000	Women and girls survivors of sexual violence sought help through accessing mobile and static one stop centers, GBV safe shelters, access to security and justice, and psycho-social support through different service providers
Reported					
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	0	1,800	34,640	4,675	Data for this indicator has not been consistent across years since it's administrative data held by police and not readily available. In some cases, data for minors who reported VAWG cases to police was reported on. Data for only reported cases, has been reported, though still again it has not been consistent
MIS					
Indicator 4.3 A dedicated VAWG management information system (MIS) is in place at national level which can measure number of women/girl victims/survivors of violence that have received quality, essential multi-sectoral services.	No	No	No	Yes	MIS not yet in place however, foundational work has been conducted which include, GVB IMS assessment framework which was validated by the country key stakeholders. Consultations with Government Ministries and the National Statistics Office regarding hosting the GBV IMS have been conducted. GBVIMS is likely to be established in 2024 - 2025, and it's a key priority in follow up GBV programmes within the country.
Output Indicator					
Baseline					
Results for Reporting Period (2023)					
Cumulative					
Target					
Developed					
Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.	No	Yes	Yes	Yes	Various national guidelines and SOPs have been developed in the country. These include, Multi-Sectoral Protocol on the Management of Sexual Violence and Abuse, Termination of Pregnancy and Guidelines, Forensic Investigations training Guidelines on the Handling of Child Witnesses, Manual for Intermediaries, Magistrates' Bench Book and Zimbabwe Republic Police Investigation Guidelines for Sexual Offence among others.
Strengthened					
Yes					
Yes					
Government Service Providers					
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	0	282	2,315	8,348	The overall achieved results is significantly lower than the set target due to COVID 19 lockdown restrictions which inhibited in person trainings to government service providers as some of the trainings required practical demonstrations. During the same period, the country programme embarked on flexible reprogramming phase with resulted in more resources being channelled to service provision to GBV survivors.
Women Government Service Providers					
0	144	1,123	3,340		
Women's Rights Organizations					
0	4	28	11		
LNOB					
Indicator 4.1.5 Number of women's rights organisations who have increased knowledge and capacities to deliver quality, coordinated essential services to women and girls survivors of violence, within the last year.	0	4	28	11	The programme strengthened the capacities of CSOs providing services to GBV survivors to deliver quality and coordinated essential services to women and girls survivors of violence. All the partners work in the grassroots and uphold the LNOB principle.
Grassroots					
0	4	20	11		

Number of Networks Identified at Baseline						
Indicator	0	16	23	0	16	23
Indicator 4.1.8 Number of local networks established among adults and communities to prevent and respond to VAWG that include adequate representation of women and girls facing multiple and intersecting forms of discrimination, within the last year.	0	16	23	0	16	23
Several local networks were established among communities like #HeForShe, Peace Begins at Home, Chishona Pararume Network, SASA Community Activists network, Youth and Young Women Research Network, Women's and Girls Interdenominational Advocacy Group, among others.						
a) Girls with Knowledge of ES						
	0	2,974	140,000	2,974	271,284	140,000
a) Women with Knowledge of ES						
Indicator 4.2.1 Number of women and girl survivors of violence that have increased KNOWLEDGE of a) to quality essential services, and b) accompaniment/support initiatives, including longer-term recovery within the last 12 months	0	5,553	430,000	5,553	782,852	430,000
The figures reported are for women and girls' survivors of violence who have increases knowledge on essential quality services, in terms of the referral pathway and different service providers available within the communities. Community cadres like Behavior Change Facilitators were instrumental in raising awareness on knowledge of essential services to GBV survivors.						
	0	40	12,735	40	40,651	12,735
Long term recovery is in reference to economic empowerment initiative which targeted girls and women survivors of violence.						
	0	4,742	16,800	4,742	36,007	16,800
a) Girls with ACCESS to ES						
	0	2,974	12,735	2,974	19,803	12,735
The reported figures only focused on those who accessed GBV services, not including their families, as it proved difficult to obtain data on the family numbers.						
a) Women with ACCESS to ES	0	5,553	169,824	5,553	30,722	169,824
b) Girls with Access to Recovery Services						
	0	40	1,350	40	40	1,350
The target of 4500, was suppose to be the programme overall target for the 4 years , not yearly target. This was informed by resources which were committed to long term recoveries service to women and girls survivors. This then resulted in the under achievement of the target.						
	0	4,742	18,000	4,742	11,077	18,000
b) Women with Access to Recovery Services						
Outcome 5 Summary table						
Outcome Indicator	Baseline	Results for Reporting Period (2023)		Cumulative	Target	Reporting Notes
Prevalence						
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWGHP, collected over time	No	Yes	Yes	Yes	Yes	Incidence data is not readily available in the country.
	No	No	No	No	Yes	
IPV						
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWGHP (at least on intimate partner violence, non-partner sexual violence, family violence, harmful practices when relevant, and trafficking and femicide) at country level	No	Yes	Yes	Yes	Yes	
	Yes	Yes	Yes	Yes	Yes	
FGM						
Indicator 5.3 National statistics related to VAWGHP incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts	Income, Sex, Age, Geographic Location	Income, Sex, Age, Disability, Geographic Location	Income, Sex, Age, Disability, Geographic Location	Income, Sex, Age, Disability, Geographic Location	Income, Sex, Age, Disability, Geographic Location	Data is disaggregated by income, sex, age, disability, and geographic location and other characteristics. However, ethnicity is not a significant issue of concern in Zimbabwe, hence the data is not disaggregated by ethnicity.

Output Indicator	Baseline	Results for Reporting Period (2023)	Cumulative	Target	Reporting Notes
National Statistics Officers					
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year	0	0	6	150	The cumulative result is far below the target due to the absence of the GVB IMS. These capacity strengthening activities were a follow up activity after establishment of the GBVI IMS. The GBV IMS is still to be established in follow-up programmes.
Women National Statistics Officers	0	0	0	50	
Government Personnel					
Indicator 5.1.4 Number of government personnel from different sectors, including service providers, who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards, within the last year	0	0	0	855	The cumulative result is far below the target due to the absence of the GVB IMS. These capacity strengthening activities were a follow up activity after establishment of the GBVI IMS which is still to be developed in follow up programmes.
Women Government Personnel	0	0	0	255	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	0	0	68	525	The cumulative result is far below the target due to the absence of the GVB IMS. These capacity strengthening activities were a follow up activity after establishment of the GBVI IMS which is still to be developed in follow up programmes.
Knowledge products					
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	0	3	91	8	Several knowledge management products have been developed under Spotlight which included, SOPs, Research Papers , Thematic Position Papers , Capacity Strengthening Modules and Policy Briefs.
Government Personnel					
Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	0	183	855	The cumulative result is far below the target due to the absence of the GVB IMS. These capacity strengthening activities were a follow up activity after establishment of the GBVI IMS which is still to be developed in follow up programmes.
Women Government Personnel	0	0	76	255	
Indicator 5.2.4 Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	0	68	525	The cumulative result is far below the target due to the absence of the GVB IMS. However some initial training on women's rights advocates on VAWG data analysis and dissemination had started.

Outcome 6 Summary table

Outcome Indicator	Baseline	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG	0	35	118	60	Spotlight country programme supported several women's rights organizations to increase their coordinated efforts to jointly advocate for E/VAWG. This also included four feminist knowledge hubs incubator where CSOs began to generate and share knowledge and coordinated advocacy initiatives on GEVE and VAGW.
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	0	0	9	10	In building social accountability mechanisms, the programme supported communities to use score card mechanism to assess service delivery by service providers, involvement of communities in local authorities budget formulation and inclusion of service providers in social platforms for peer reviews, among others.
Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG	0	0	74	30	Despite the challenging operating environment coupled with declining funding for VAWG programming, CSOs reported having more considerable influence and agency to work on ending VAWG.
Output Indicator	Baseline	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	1	1	33	9	Dialogues with key government officials have been conducted at national, subnational and community levels. Some of the examples of the dialogues include Dialogue sessions between Innovators Against GBV, CSOs and government stakeholders, Gender Forums - Strengthening and Enhancing Accountability to GBV in Zimbabwe and Dialogues on Creating Safe Public Spaces for Women Economic Empowerment and dialogue on Ending Child Marriages.
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with conditions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	18	0	10	44	Through the support from Spotlight Initiative, various types of CSOs, from the CBOs, Faith Based Organization's for Persons with Disabilities managed to integrate with national and sub national coalitions in working towards ending VAWG in the country.
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, advocate and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year.	0	0	102	44	Cumulatively a total of 182 women's rights groups, networks and relevant CSOs had their capacities strengthened under Spotlight.

Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	0	85	50	Women's rights groups and CSOs - mostly used community score card as the accountability mechanism for advocacy around EVAWG.
CSOs with strengthened capacities					
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	0	0	123	20	CSOs and been routinely supported to design, implement and monitor their own programs. In turn the CSOs are also supporting 13 community-based organizations through the work of Innovators Against GBV through working with CBOs at community level.
Indicator 6.3.2 Number of women's rights groups and relevant CSOs using knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG, within the last year	0	0	111	104	Through the different capacity strengthening activities done by different RUNOs, CSOs participating in Spotlight, managed to use some of the UN knowledge products in developing their own programmes. Some of the product used include UN's Leave No One Behind Toolkit, Prevention of Sexual Abuse and Exploitation among others.



**ANNUAL REPORT - ANNEX B
RISK MANAGEMENT REPORT.FINAL**

Country Programme / Regional Programme: Zimbabwe

Reporting Period: 01 January 2019 - 30 September 2023

<p>Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to report in the below matrix on how your programme has managed all identified risks during the reporting period. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on 'Assumptions' as necessary.</p>						
<p>Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)</p>			<p>Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?</p>		<p>Addressing the Risk: Please include the mitigating and/or adaption measures taken during the reporting period.</p>	<p>Responsible Person/Unit</p>
<p>Risk Please include new risks, if any, denoting these with [New Risk]</p>	<p>Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1</p>	<p>Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1</p>	<p>Periodicity</p>	<p>Source for monitoring</p>		
Contextual risks						
Decrease in democratic space for participatory engagement with Government and closure of spaces or community engagement in run up to 2023 general elections (new risk)	2	4	ongoing	Feedback and engagement with gender equality and women rights activists	Advocacy at the Highest Level on work of the UN in Zimbabwe and the national importance of SGBV and HPs as a major development issue that has an economic and social impact; EU Ambassador engages Government on the issue during political dialogue session with Government	Resident Coordinator, European Union Delegation in Zimbabwe, Independent Commissions, Civil Society
Economic downturn; inflation; austerity measures disproportionately affecting the most vulnerable; worsening liquidity crisis that can affect procurement; fuel prices	4	4	ongoing	UN economic analysis reports and briefs; media reports; economic forum platforms	Advocacy with the Reserve Bank of Zimbabwe (Central Bank) and other relevant senior Government officials to ringfence UN Funds for the Spotlight Initiative. Utilized the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI programme	Resident Coordinator
Senior officials in positions of power and formal authority at national and subnational levels in institutions with SGBV mandates are perpetrators of violence	5	4	this is hard to monitor because of the culture of silence in the reporting of violence perpetrated by those in formal authority	only source is reported cases that may appear in media's court reporting	A Political Compact was established in 2021 between the President, EU and UN on Government's commitment and accountability to eradicating violence against women and girls and to the advancement of gender equality and women's rights in Zimbabwe	EU Ambassador, Resident Coordinator, Ministry responsible for Women's Affairs and Gender; Independent Commissions

New Risks: COVID19 response not sensitive towards the SI goals, and not gender-sensitive overall	4	5	ongoing	RUNOs participation in National Recovery and Response Pillars; review of pillars guidelines	Scaled up presence of RUNOs across (national response) pillars and ensured inclusion of gender sensitive programming/messaging interventions Continued lobbying and advocacy for representation of the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development (MWACSMED) on national taskforce and response and recovery teams	RUNOs
Government priorities shifting from development to solely humanitarian focus	4	5	ongoing	Government statements on priorities	Spotlight agencies ensured that SI interventions ALL pillars besides Pillars 3 and 4 remained a priority, established alternative modalities for continued implementation	RUNOs
Increased reports of intimate partner violence (over70% hotline calls compared with pre-lockdown trends)	5	5	ongoing	Reports from SI Zimbabwe partners operating hotlines; media reports	Increased awareness on reporting platforms for GBV/SGBV Scaled up remote Psycho-social Support (PSS) through enhanced capacity of hotlines, including for GBV survivors, men and key populations	RUNOs, IPs
Reluctance of frontline GBV service providers to interact with survivors due to fear of infection	3	4	periodically as the pandemic escalates	Reports from SI Zimbabwe partners and from GBV service providers supported by SI	Ensured access to PPE for all frontline workers including, information on how to prevent infection	RUNOs
Delays in recognition of GBV services as essential services within the national COVID-19 response strategy	3	5	This issue was resolved through the SI partnership with the Ministry responsible for women affairs, but periodic monitoring still required	IPs reports enable the programme to identify areas where women and girls may still be unable to access services during lockdown restrictions	Continued coordination with MWACSMED and advocacy with the COVID-19 National Taskforce to ensure inclusion of GBV among essential services Advocacy for community based organisations which are critical for case identification and referrals as essential services	RUNOs, MWACSMED
Lack of sensitisation within security workforce on mobility of GBV/SGBV service providers and survivors	4	5	ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Coordination with COVID-19 National Taskforce to enhance sensitisation of security workforce to ensure mobility of GBV staff and survivors (including through virtual webinars and dissemination of guidelines on GBV risk mitigation across clusters) Coordination with the MWACSMED to engage relevant Ministries	RCO, UNCT, MWACSMED, RUNOs, GBV sub-cluster members
Shrinking spaces-GBV services located at health facilities reclassified as COVID-19 response centres	3	5	ongoing	Reports from SI-supported OSCs located static; participation in national pillar on quarantine and response centers	Support to GBV/SGBV facilities to explore relocation and expansion of space, identification of alternative host facilities	Relevant RUNOs, MWACSMED, IPs
Increased risk of online GBV especially for adolescents	4	2	ongoing	Partnership with the Zimbabwe Republic Police; Spotlight assessments	Implement modalities for raising awareness among women and girls on safe online behaviour and how to mitigate risk of online violence	RUNOs, IPs
Despite achieved recognition of GBV/SGBV services as essential and eased mobility restrictions for staff, reduced working hours for certain sectors (e.g. courts) generate delays in accessing protection orders and termination of pregnancy for eligible cases	4	5	ongoing	Reports from SI SRHR partners	Lobby engagements with relevant Ministry and judicial institutions for resumption of legal services at full operational scale	MWACSMED, relevant RUNOs, IPs
Upsurge in COVID-19 cases and indefinite extension of lockdown measures limit access to target populations, Government Ministries and Departments, schools and tertiary institutions	4	4	ongoing	Government statements and reports on lockdown stages and measures	Review implementation strategy and introduce accelerated implementation modalities e.g. joint delivery by IPs in districts, re-programme funds to support PPE for critical service providers for continued services among others Use of ICT where cost effective and appropriate, and other innovative modalities (identified in consultation with various IPs) to continue implementation	RUNOs

Transport unavailability and reduced GBV/SGBV service accessibility due to lockdown restrictions	5	5	ongoing	SI partner reports; media reports; reports received through GBV sub-cluster meetings	Provide extra transport support including shuttle services, support to alternative transport costs means (vaya, taxis) to enhance service uptake during protracted lockdown Scale up remote service provision, hotlines for GBV survivors, including voice and text/WhatsApp option, for targeted audiences (survivors, men, key populations) Increased support for covid-19 safe home visitation (procurement of PPE through re-programmed funds), mobile service delivery by IPs, scale-up mobile OSCs Re-programme existing funds and engage in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs, IPs
Increased risk of Sexual Exploitation and Abuse due to multi-emergency situation and great dependence on humanitarian support	4	5	ongoing	UN PSEA advisor in RCO; SI partners	SI to increase programme focus on PSEA	RUNOs
Programmatic risks						
Restricted access to communities	3	3	ongoing	SI partners based at district and community levels	Advocacy at the highest level S SI worked with CBOs and community cadres	Resident Coordinator; Ministry of Women Affairs, Community Development and SME; SI Steering Committee
Politicization of service delivery	3	3	ongoing	SI partners	Monitoring visits and Spotlight Beneficiary Feedback Accountability Mechanisms are two means for capturing if this does happen during the programme's implementation. If it is verified that this phenomenon is happening, measures can be taken to bring this practice to the attention of the responsible authorities	Resident Coordinator, UN agencies, Inter-Agency Technical Team
Communities view SI interventions as 'foreign' interference in cultural and traditional systems	4	4	ongoing	SI partners working at sub-national levels	Co-created interventions in collaboration with community members and the respected leadership and opinion leaders at community levels	UN agencies and Implementing Partners
Robust monitoring visits of implementation of SI restricted due to lockdown	4	4	ongoing	National Guidelines on travel; UN SMT guidelines on travel	Developed and implemented remote monitoring mechanisms and built the capacity of implementing partners to conduct remote monitoring Adhered to UN Standard Operating Procedures for In-city travel	Spotlight M and E Coordination, Implementing partners and UNCT
Implementation slowed or limited due to poor internet connectivity, infrastructural challenges, and limited funds for data among IPs, Government partners and beneficiaries	4	4	ongoing	Continuous feedback and engagement with SI partners and stakeholders	Re-programmed funds for implementation modalities such as travel and physical workshops to support internet/data bundles in IP budgets and created appropriate internet.wifi platforms for government partners Strengthened the capacity of IPs, government partners to use ICTs and different media platforms	RUNOs
Unavailability of IPC and basic PPE equipment	5	5	ongoing	National reports; feedback from SI partners	Re-programmed existing funds and engaged in cost and time effective procurement processes to ensure equipment of GBV service facilities and personnel with basic IPC and PPE	RUNOs and IPs
Risk of delayed implementation due to UN processes which are not easily adaptable to an ever-changing environment requiring constant flexibility	4	4	ongoing	SI RUNOs feedback; monthly monitoring of SI financial expenditure	Continuation of implementation of long-term interventions (e.g. systems strengthening), while including short-term response interventions to cater for the changing environment	RUNOs
De-prioritisation of SRHR services as a consequence of lockdown-triggered interruption of household income sources (SRHR often entry point for GBV service access)	5	5	ongoing	Feedback and reports from SI SRHR partners	Scaled up mobile service provision through mobile One Stop Centres (OSC) including integration of SRHR supplies distribution	RUNOs and IPs
Closure of schools and tertiary institutions preventing continuation of GBV prevention interventions	5	4	ongoing	National Government statements; engagement with Min of Education	Explored alternative modalities to engage youth and peer educators in the dissemination of information on GBV prevention and response Discussions with Ministries responsible for Education, follow Government and WHO guidelines	RUNOs and IPs

Delays in implementation-risk of IPs not completing their work on time given the time lost due to lockdown restrictions on numbers in gatherings	4	5	ongoing	Monthly monitoring of financial expenditure of IPs; reports and feedback from IPs	Monthly monitoring of delivery rate and implementation of interventions for continuous communication with EU, Spotlight Secretariat and the NSC Guidance from the Spotlight Secretariat, MPTF and EU	RCO, Spotlight Coordination, Spotlight Secretariat and EU
Lack of strategic planning for any eventualities on the work of IPs	2	4	ongoing	Engagement with and reports from SI IPs; RUNOs and SI's CSRG virtual monitoring of SI implementation	Spotlight coordination and the Inter-agency team constantly monitored the change in the context and continuously planned with the IPs IPs were encouraged to produce Business Continuity Plans and to identify innovative opportunities for engagement and programming	Spotlight Coordination, Inter-Agency Team and IPs
Fear of increased risk to COVID-19 infection impacts negatively on staff morale and well being in partner organisations leading to a go slow in implementation	4	4	ongoing	Reports and feedback from IPs	Spotlight Coordination, RUNOs convene wellness sessions with IPs on covid-19 IPs supported with PPE and IPC supplies and equipment	Coordination, RUNOs and IPs
Programme reach to most vulnerable target group - women and girls with disabilities constrained by lockdown restrictions and absence of disability-accessible technologies	5	4	ongoing	Reports from Spotlight's Disable Persons Organizations IPs	RUNOs worked with relevant Ministries and Departments for special clearance letters for IPs to continue to reach target group through home visits and small (less than 10) meetings DPOs capacitated with PPE and continuous knowledge of COVID-19 restrictions and guidance DPOs's capacity strengthened to engage in COVID-19 national response and recovery processes; to document and share with policymakers the experiences of women and girls with disabilities in the COVID-19 context RUNOs exploring the development of disability-accessible GBV/SGBV hotlines based on learnings from other Spotlight countries	RUNOs, IPs and Relevant Government Ministries and Departments
Institutional risks						
Budget cuts/insufficient budget allocations to key sectors and institutions that address SGVB	4	4	ongoing	SI partnerships with Government ministries; SI monitoring of national budgets	Strengthening the advocacy and lobbying capacity of a wide-range of civil society organizations and citizens' groups	UN agencies, CSOs, Independent Commissions
Fiduciary risks						
Corruption/Mismanagement of Funds	3	4	ongoing	IPs financial reports; financial monitoring of RUNOs expenditure	Strong and harmonized financial management system; use of IFC; spot-checks on IPs and regular financial assessments on the use of funds	UN Agencies
Movement of funds to IPs, partners delayed due to suspension of electronic money transfer platforms, and closure of banks' provincial and district branches	5	5	ongoing	Reports from RUNOs operational and finance teams	OMT, RUNOs financial teams continuously reviewed situation and provided guidance to programmes	UNCT, OMT
Financial Reporting and Verifications of IPs expenditure delayed due to lockdown restrictions	5	4	ongoing	Reports from SI RUNOs	RUNOs put in place electronic and virtual modalities for obtaining financial reports and documentation from IPs required for verification	
Assumptions: Spotlight CP needs to routinely review risks to programme due to fluidity of political, financial and socio-economic situation in the country Access to information and to GBV, SGBV and SRHR services for ALL women is seen as critical and life-saving and should always be available and classified as 'essential services' in times of humanitarian and other crises						



**FINAL REPORT - ANNEX B(2)
RISK MANAGEMENT REPORT**

Country Programme / Regional Programme: Zimbabwe

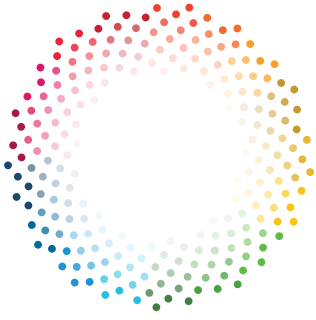
Reporting Period: 01 January 2019 - 30 September 2023

Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to capture how your programme has managed all identified risks during the reporting period in the table below. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on "Assumptions" at the bottom of the matrix, as necessary. **Please list the risks identified for the entirety of the programme in column A; however, column F should capture how your programme has worked to mitigate/address the risk during the reporting period (in this case, for 2022).**

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)		Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk: Please include the mitigating and/or adaptation measures taken during the reporting period.		Responsible Person/Unit
Risk	Likelihood:	Impact:	Periodicity	Source for		
Contextual risks						
Decrease in democratic space for civil society's participatory engagement with Government	4	4	monthly due to increased risk in 2022 due to forthcoming 2023 general elections	Feedback and engagement with civil society partners	Advocacy and engagement with the Ministry responsible for Women Affairs, the host Spotlight Government Ministry and other Government partners, and CSOs to ensure continued implementation at provincial and district levels; SI CSRG monitoring field missions and joint monitoring visits with Government	Resident Coordinator, Spotlight National Steering Committee, Independent Commissions, Civil Society, SI Civil Society Reference Group, SI Inter-Ministerial Committee, RUNOs
[NEW RISK] Increase in violence against women in politics and those entering the political spaces as the country prepares for the 2023 general elections; this includes violence in public spaces (e.g. political party rallies) and online violence	4	4	ongoing	media reports, social media platforms and dialogues on women in politics; UN human rights monitoring	Development and validation with Ministry responsible for Women Affairs the SI-supported National Strategy on Women in Leadership and Decision-Making with specific Outcome Area and measures to mitigate violence against women in politics (launched in 2023); support to national platforms and dialogues on addressing political violence and impact on women	Resident Coordinator, Resident Coordinator's Office, UN agencies, Ministry responsible for Women Affairs, Independent Commissions, CSOs
Economic downturn, inflation, austerity measures disproportionately affecting the most vulnerable, worsening liquidity which can affect procurement	4	4	ongoing	UN Economic analysis reports and briefs, media briefs, economic forums platforms	Utilize the modality of direct procurement for crucial items and supplies that may have a negative impact on implementation of SI, in accordance with 'Value for Money' criterion	UN Operations Management Team; RUNOs

Programmatic risks						
Senior officials in positions of power and formal authority at national and subnational levels in institutions with GBV mandates are perpetrators of violence	5	4	hard to monitor due to culture of silence	reported cases in court covered by media; Spotlight baseline on GBV and Sexual Harassment in Public Service	Development, validation and launch of the Sexual Harassment Policy by the Public Service Commission; roll-out of policy and training of key public servants in all line ministries	Government Public Service Commission; Government Ministries; Independent Commissions
[NEW RISK] The success of the programme created greater expectations among officials at the provincial and district levels of continuation and expansion of the interventions beyond the Spotlight Provinces and districts	4	3	ongoing throughout the implementation of Phase II	Engagement with stakeholders and officials during Spotlight monitoring visits to Provinces and Districts	SI technical team began dialogues on the sustainability of the initiative's interventions with all stakeholders in early 2022 to manage expectations; IPs were strengthened, especially community-based groups, to programme on gender equality and GBV to enable them to mobilize resources to continue work on these issues	UN agencies, SI Inter-Ministerial Coordination Mechanism
[NEW RISK] National interest and focus on GBV and Gender Equality as national priority issues begins to wane as Spotlight moves towards closure	3	4	ongoing	National Development Plans; Strategic Country Action Plans of Development Partners (2023 and beyond); Government pronouncements	Consultations and development of subnational plans for implementation of the Spotlight High-Level Political Compact on ending GBV and Harmful Practices (2021-2030); strengthening of Ministry responsible for Women's Affairs Coordination mandate for Gender Equality and GBV at subnational level; consultations and discussions with SI IPs on sustainability initiatives beyond 2023 in their institutional programs	Resident Coordinator, Resident Coordinator's Office, UN agencies, Ministry responsible for Women Affairs, Independent Commissions, CSOs, EUD's Team Europe Initiative on Gender; Women's Rights Development Partners Group
Institutional risks						
Financing for GBV and Gender Equality from national treasury is insufficient and/or begins to decline as other national priorities emerge	4	4	ongoing	Strengthening engagements with Ministry of Finance on GRB and capacity trainings on GRB for key line ministries; Advocacy with relevant Parliament Portfolio Committees; increasing public awareness an awareness among key stakeholders on the 2025 and 2030 Government financing for GBV targets in the HLPC	Resident Coordinators Office, European Union Delegation, UN Spotlight agencies, Independent Commissions, Parliament Portfolio Committees, Ministry of Finance, Ministry responsible for Women's Affairs	

Fiduciary risks						
Corruption/Mismanagement of Funds	3	4	ongoing	IPs financial reports; audits of SI CSOs; financial monitoring missions by RUNOs	RUNOs use of Internal Financial Controls (IFC); RUNOs spot-checks on IPs and regular financial assessments on the use of Spotlight funds; periodic audits of RUNOs and Spotlight CSOs	UN agencies
Movement of funds to IPs delayed due to delays changes in local banking systems including closure of bank used by the UN	4	5	ongoing	Reports from RUNOs	Guidance from UN Operations Management Team (OMT); RUNOs financial teams continuous monitoring and guidance to programmes teams	UNCT, OMT
<p>Assumptions: Issues of GBV and Gender Equality are national development priorities; GBV, SRHR and Gender Equality are key issues on the human rights agenda of CSOs; financial resources to combat GBV and Gender Equality will be availed from Government, Private Sector, Development Partners at the level of the SI; SI will galvanize the gender equality and women's rights groups to create a visible and active movement to advocate for transformative change in the lives of women and girls in Zimbabwe</p>						



Spotlight Initiative

*To eliminate violence
against women and girls*

SPOTLIGHT INITIATIVE

**INNOVATIVE, PROMISING OR GOOD PRACTICES
AND KNOWLEDGE PRODUCTION REPORTING TEMPLATE**

(ANNEX D)

COUNTRY/REGION: ZIMBABWE, AFRICA

REPORTING PERIOD: 01 JANUARY 2019 - 30 SEPTEMBER 2023

Section A: Innovative, Promising and Good Practices

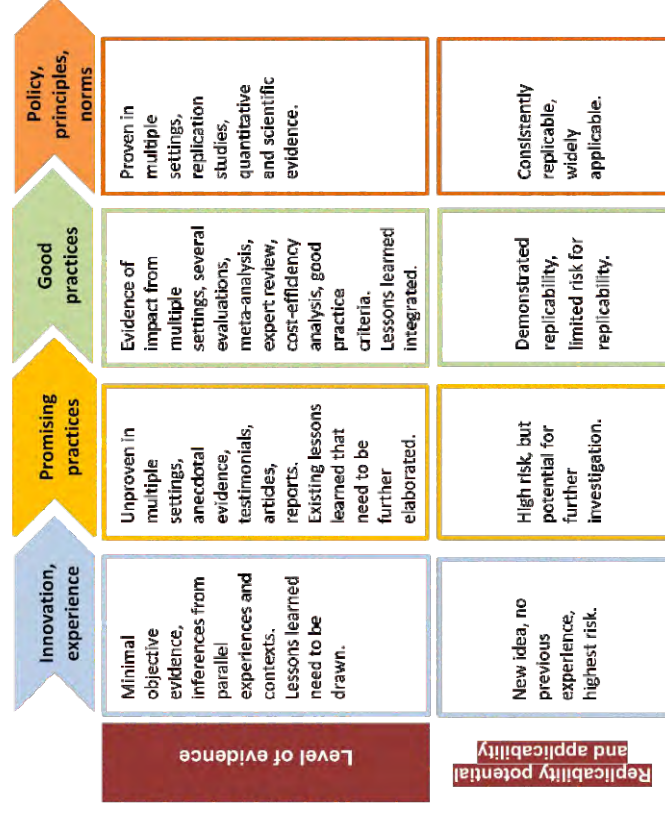
Guidance and Template on Innovative, Promising and Good Practices

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

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

State of a practice: good practice or promising practice?

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



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

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

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

Definition of an Innovative Practice

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

Definition of a Promising Practice

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

Definition of a Good Practice

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

³ Please refer to the "[Spotlight Initiative Guidance on Innovation](#)" for more information.

Zimbabwe – Effectively engaging the public and private sectors to address GBV & Sexual Harassment in the workplaces in Zimbabwe.

<p>Title of the Innovative, Promising or Good Practice</p>	<p>Effectively engaging the Public & Private Sectors to Address GBV & Sexual Harassment in workplaces in Zimbabwe</p>
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>Studies conducted in Zimbabwe have shown a high prevalence of GBV in all workplaces in the private, public, and informal sectors. However, most of the cases go unreported, and most private companies consulted indicated that they lacked technical competence to effectively address this challenge.</p> <p>The Zimbabwe Spotlight Initiative developed a concerted set of interventions and initiatives to strengthen the legal and policy framework on Sexual Harassment & GBV in the World of Work and to actively engage the Private Sector.</p> <p>This work which began in 2020 yielded several milestones in Zimbabwe with the most recent being the enactment of the revised Labour Amendment Act, 2023 (No 11 of 2023) in July 2023, which incorporates the ILO Violence & Harassment Convention 190. The Spotlight Initiative supported a strong lobby and advocacy initiative by the tri-partite constituency of Government, employers, and trade unions for the incorporation of the ILO Convention 190 in the country's labour law which plugged a huge gap in the law. Domestication of the Convention 190 into the Act is a strong commitment of the State to ratify the Convention.</p> <p>Creating an enabling environment in the world of work to eradicate GBV, one of the social sanctions that strongly affect women's participation in the labour force, also led to other key actions effected by the Spotlight Initiative. In partnership with the Zimbabwe Gender Commission, Spotlight supported the world of work stakeholders to develop a National Strategy for the Elimination of Sexual Harassment and GBV in the Workplace in Zimbabwe (2021-2025). The development process was very participatory and it oriented employers and workers on the importance of having a structured response to violence and harassment in the workplace. The accompanying workplan gives clear strategies and responsibilities on what needs to be done by the different constituents separately, and collectively. The strategy is a first-generation vision document on the elimination of sexual harassment and GBV in the formal workplaces in Zimbabwe.</p>

	<p>To initiate the response process and to operationalize the strategy, the ILO under the Spotlight Initiative partnered with 14 private sector companies to initiate the Model Workplace Programme, a structured response to GBV at work in inclusive programs that ensured that no-one was left behind. Under the program, technical guidance was extended to enterprises and organizations in 3 key areas:</p> <ol style="list-style-type: none"> 1. Policy Development or Policy Review: to develop a blueprint of commitment to creating a work environment with Zero-tolerance to sexual harassment and discrimination. 2. Awareness Dialogues delivered through physical or virtual platforms. The education sessions reached all levels of workers from management to shopfloor workers, ensuring that we Leave No-One Behind. 3. Gender Champions (GC) – Training of GC to facilitate for peer education and support on issues of GBV, and to ensure sustainability in the programs. <p>Through the Model Workplace Programme, 14 Zimbabwean companies (13 in the private sector and one in the public sector) were supported to develop and/or review and refine sexual harassment and VAWG policies. During the Initiative in Zimbabwe, more than 10,000 workers were engaged through the programme.</p> <p>Spotlight Zimbabwe's overall programmatic focus on the eradication of Sexual Harassment and GBV in the world of work also successfully led to the development of and launch in July 2022 of the Public Service Commission's launch of the Public Service Sexual Harassment Policy, adopted by Cabinet in April 2022. The launch of this policy marked a key milestone in Zimbabwe's journey towards addressing sexual harassment in the workspace as the public sector is the country's largest institutional employers. In 2020, the sector employed 116.20K employees.⁴ This policy also contributes to an inclusive public service in line with the work culture transformation envisioned in the National Development Strategy (NDS1).</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The main goal of all these actions was to create the legal and policy frameworks to effectively address Sexual Harassment and GBV in workspaces. In addition, this engagement with key public and private sector actors created the platforms for larger and strategic discussions on the allocation of resources by the public sector (national treasury) and private sector companies' investment of own resources for the implementation of EVAWG policies and plans. This overall initiative also sets the stage for the creation of public-private partnerships for mobilizing resources to</p>

⁴ <https://www.statista.com>

	<p>finance gender equality and GBV initiatives in Zimbabwe. The Private Sector using the framework of Corporate Social Responsibility provides a potential avenue for the sustainability of GBV services in the face of declining resources from the development partners for GBV response. Most importantly, the actions on Sexual Harassment in the Zimbabwe Country Programme brought discussions on this form of violence into open and public platforms, which is critical to breaking the silence.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Beneficiaries included:</p> <ul style="list-style-type: none"> • 14 Private sector companies and more than 10,000 employees ranging from Senior Management to shopfloor employees. • Zimbabwe's Public Service Commission which oversees the public sector with more than 100,000+ public servant employees • Independent Commission such as the Zimbabwe Gender Commission which was strengthened to carry out its mandate to conduct research and investigate gender equality and women's rights violations. <p>A mapping of the private sector was conducted through the employers' organizations, identifying companies in different sectors, to broaden the lessons learned and to inform scaling up. Letters were drafted and sent out together with a Concept Note, inviting them to into the partnership. Follow-up efforts resulted in some companies coming on board, whilst others declined for various reasons.</p> <p>For the Public Service Commission, the work began in 2020 with Spotlight's support to the Commission to undertake a Baseline Study to assess the knowledge, attitudes, and perceptions towards sexual harassment within the Public Service. The findings confirmed that sexual harassment (verbal and physical) was common, inadequately addressed and that this form of violence negatively impacts on the effectiveness and efficiency of employees. The findings also built the case for coordinated and collective action which resulted in the development of the Sexual Harassment Policy.</p> <p>One of the key mandates of the Zimbabwe Gender Commission is to conduct investigations into violations of women's human rights and gender quality violations. The participation of the Commission was to strengthen it to carry out its mandate in this particular focus area.</p>

<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>This is a good practice because of the following:</p> <ul style="list-style-type: none"> • While the amendment of the Labour Act to include stronger provisions on Sexual Harassment and GBV in the workplace, it was a lengthy process in the context of law reform. Therefore, as the processes towards the amendment and final enactment of the law progressed, Spotlight Zimbabwe prioritized working within key entities in the public and private sector (e.g., engagement of the Employers Confederation of Zimbabwe in the development of the National Strategy) to change the cultures and practices and create mechanisms for sanctions when violations were reported within through policy development while simultaneously pushing the needed law reform. • The private sector is a key stakeholder in any economy which has the potential to effectively contribute to EAWG. Private sector engagement has the potential to “generate innovation, employment and financing that can bridge the gender gaps in the world of work and advance the Sustainable Development Goals”; to support women, families, and communities; and companies that invest in a commitment to gender equality typically outperform their competitors. • Public Sector reform is a critical component in creating good governance and for strengthening accountability to citizens. The Public Service Sexual Harassment Policy provides a strategic policy for creating gender-responsive governance and accountability in the public sector and paving the way for public sector reform in line with the NDS 1 and other documents visioning a violence-free and gender equitable society. <p>The Spotlight Zimbabwe approach of law reform, public sector reform and reform within the private sector to address Sexual Harassment and all forms of GBV in the world of work is a good practice because it holistically contributed to tackling the issue at three strategic levels to build the base for transformative change.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>These are some of the challenges encountered in implementing the Program:</p> <ol style="list-style-type: none"> 1. Management buy-in is critical both in the public and private sectors. To secure this, investment in baseline studies and surveys to gather the evidence, especially within specific sectors and companies was important.

	<p>2. Sexual Harassment is hidden epidemic and cloaked in stigmatization and blame for women. Engagements with senior management and employees often had to allow for open and lengthy discussions to ensure consensus building and ownership of addressing violations of women's rights.</p> <p>3. The limited tools and technical guidance available to guide the sectors on how to develop effective policies, with reporting and investigation mechanisms that are free and fair to all staff, as well as enforcement of these policies. This is where the technical expertise within several Spotlight agencies (e.g., UNDP and ILO) was leveraged and provided to the public sector and to private companies.</p> <p>4. Very low meaningful inclusion of Persons with Disabilities in workplace policies and programs. SI supported a specific study on the GBV, Sexual Harassment and other violations experienced by persons with disabilities in the workplace. The findings were shared the various stakeholders and a Plan of Action was developed with Organisations of Persons with Disabilities for advocacy and lobby with employers organizations, Government, trade unions.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Outputs and Impact of this initiative include:</p> <ul style="list-style-type: none"> • The enactment of the revised Labour Amendment Act, 2023 (No 11 of 2023) in July 2023, which incorporates the ILO Violence & Harassment Convention 190. The Spotlight Initiative supported a strong lobby and advocacy initiative by the tri-partite constituency of Government, employers, and trade unions for the incorporation of the ILO Convention 190 in the country's labour law which plugged a huge gap in the law. Domestication of the Convention 190 into the Act is a strong commitment of the State to ratify the Convention. This law strengthens the legal framework on Sexual Harassment and has a long-term impact in terms of reducing Sexual Harassment. • A National Strategy for the Elimination of Sexual Harassment and GBV in the Workplace in Zimbabwe (2021-2025). The strategy is a first-generation vision document on the elimination of sexual harassment and GBV in the formal workplaces in Zimbabwe. • 14 Private sector companies representing the financial, tourism, food and beverages, telecommunications, ICT, retail sectors, among others, have workplace policies and mechanisms to prevent and address GBV & Sexual Harassment.

	<ul style="list-style-type: none"> Zimbabwe's Public Service Commission has a Sexual Harassment Policy for the civil service. All the above very specific outputs contribute to creating an enabling environment in the world of work to eradicate violence against women and to contribute to the removal of one of the social sanctions that limit women's participation in the labour force at all levels.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The Model Workplace Program can be adapted in different sectors and workplace contexts. However, more companies from different sectors need to be included in the program for a broader learning base to better inform scaling up. In addition, specific tools need to be developed for the Informal Economy.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The scope for the private sector to scale-up and cascade the programs is very high once the appropriate tools have been developed, and the pilot projects have been documented to include lessons learnt and good practices. Partnerships with CSO as service providers and technical partners is also there. There is need to capacitate the relevant CSOs first.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The strong legal framework now in place with the 2023 enactment of the Labour Act guarantees the sustainability of this work under the SI to address Sexual Harassment & GBV both in the public and private sectors.</p>
<p>Validated (<i>for a good practice only</i>): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>Here are two quotes from Private Sector Beneficiaries that illustrate the importance of the practice:</p> <p>“Zero tolerance was the mantra at FBC Bank. The Bank developed and implemented a Sexual Harassment Workplace Policy with an aim to safeguard all employees. The Bank then introduced the women's desk and gender champions were trained by the Spotlight Initiative. Thereafter, reports increased as the levels of trust improved as the workers realized the seriousness and commitment of management on this issue.” Elizabeth Madira, Workplace Gender Champion, FBC Bank</p> <p>“There is need for a stand-alone budget to address GBV workplace issues, which must be planned, presented, discussed, and signed off as part of the company budget. This budget ensures sustainability of the programme and motivates the employees through workspaces free from violence and harassment. OKZWL (<i>OK Zimbabwe Limited</i>) has availed a full budget to mitigate against GBV in the organization across the country.” Innocent Magaya, Human Resources Director, OK Zimbabwe</p>

Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? *Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.*

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Zimbabwe – High-Level Political Compact to end Gender-Based Violence & Harmful Practices

Title of the Innovative, Promising or Good Practice	High-Level Political Compact to end Gender-Based Violence & Harmful Practices (2021-2030) - HLPC
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>This Compact was one of the first innovative ideas discussed by the Spotlight Inter-Agency Technical Team when designing the Zimbabwe Country Programme in 2018. It was situated as an intervention in Pillar 2, Strengthening Institutions, because it was viewed as a major outcome of the SI for strengthening government's accountability to gender equality and women's rights at all levels, with a specific focus on the highest office of the Executive.</p> <p>During the first two years of the SI, the team focused on research to find out if any other country in the world and whether a SI country specifically had achieved a Compact of this nature. When no models could be found, the CP began to engage the host government ministry, Ministry of Women Affairs, Community, Small and Medium Enterprises Development, technically and strategically to secure buy-in and ownership to spearhead the implementation of this innovative intervention. Technically, the Ministry worked together with the lead Spotlight agency (UNDP) and Spotlight Inter-Agency Technical Team, and the Ministry coordinated and led an Inter-Ministerial Taskforce to develop the HLPC with dedicated technical support in the form of a consultant provided by Spotlight. At the strategic level, the National Steering Committee (NSC) worked closely with and was guided by the NSC co-chair, Minister of Women Affairs, Community, Small and Medium Enterprises Development, Honourable Dr. S. Nyoni, to get buy-in to the Compact at the highest level – Office of the President. The work at these two levels began in late 2020 and was consistently implemented according to a roadmap which led to the launch and signing of the HLPC on October 27, 2021, by the President of the Republic of Zimbabwe, H.E. Emerson D. Mnangagwa.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The main objective of this intervention was to ensure the sustainability of the Zimbabwe Spotlight Initiative's multi-sectoral approach to addressing GBV and Harmful Practices by the Government working with the private sector, civil society organizations, Parliament, Independent Commissions, among others.</p>

	<p>Another objective of producing a Compact with signatories was to strengthen the accountability of stakeholders to plans, actions and providing financing to advance gender equality, protect the rights of women and girls, and to eliminate violence against women, girls, and children in the public and private spheres.</p> <p>Finally, the H LPC contributed to an SI objective of gender-responsive good governance by elevating gender equality and women's rights and gender-based violence to the highest level of the Executive.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The main target group was those in position of power and formal authority who have the mandate to implement the gender equality, women's rights, children's rights and GBV provisions in international and regional commitments and those in the national Constitution and legal framework.</p> <p>The main beneficiaries of the implementation of the H LPC will be ALL women, girls and children in Zimbabwe who continue to be among the most marginalized and vulnerable groups as citizens due to prevailing inequalities and inequities in the country's political, economic, and social development.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to E VAWG and/or in the context of the UNDS reform.</p>	<p>This was an innovative practice because:</p> <ul style="list-style-type: none"> • It was the first time a GBV and/or gender equality UN joint programme has achieved a presidential commitment, through public signature, to change. • It was achieved through a strong partnership between Government and the UN established in the Zimbabwe SI. • It is aligned to the country's national development plan (National Development Strategy 1) and the country's Vision 2030, blueprint for becoming a medium-income country by 2030. It also contributes to several of the objectives and targets in the pillars of the UNCDF. The H LPC therefore situates gender equality and eradication of GBV and harmful practices squarely within the national political, economic, and social development agendas. • Accountability for the achievement of the H LPC's goals are shared. The H LPC was signed by the President of Zimbabwe on behalf of all of Government; by the Chair of the Chiefs and Traditional Leaders Council; by the UN RC on behalf of UN agencies; by the EUD Ambassador on behalf of development partners; by the Chair of the umbrella organization for Civil Society Organizations; and chair of the umbrella religious organization on behalf of faith-based groups.

<p>What challenges were encountered and how were they overcome?</p>	<ul style="list-style-type: none"> • One of the first challenges to be overcome was the 'understanding of a Compact' among key government officials. The intervention was canvassed as a regular agenda item for the Spotlight Inter-Ministerial Coordination Mechanism meetings which brought together Government and Independent Commissions partners and the UN SI Inter-agency Technical Team to discuss the implementation of SI in Zimbabwe. This space provided a platform for candid discussions on the H LPC to get buy-in at the level of technocrats. • A second challenge was the limited number of officials in the Gender Department of the MoWACSMED. The breadth of work carried by the officials limited the time that could be devoted to convening and leading the Inter-Ministerial Taskforce in Government to develop the H LPC. Spotlight therefore supported a dedicated person in the form of a consultant to provide technical support for the H LPC process and documents. • A third challenge was the participation at the highest level in a public event to mark this milestone. The Spotlight NSC worked closely and strategically with the NSC co-chair, the Minister responsible for Women Affairs, to support her presentations on the H LPC to the Office of the President and Cabinet.
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The H LPC has been embraced by Government at the highest level as an achievement of the Zimbabwe SI which must be implemented. The Compact has a set of Commitments, Plan of Action and a M&E Framework with targets aligned to SDG 5 and the Government also has included targets to shift the financing of the GBV response from development partners (more than 80% of the resources come from this sector) to Government through the establishment of public-private partnerships and from national treasury.</p> <p>Since the 2021 launch, consultations with key stakeholders on the Compact and its content have been held in different provinces of the country. The consultations have made various audiences aware of the document and its goals and the consultations have provided a platform and space for others to contribute ideas on mobilizing resources to finance gender equality and GBV, among other areas of implementation. In 2022, the Minister responsible for Women Affairs also convened a High-Level Media Briefing on the one-year anniversary of the H LPC to keep the document and the issues it addresses on the national agenda and in the public space. The EU Ambassador, UN Resident</p>

	<p>& Humanitarian Coordinator, UN agencies, senior government officials, among others. In addition, the Minister responsible for Women Affairs and co-chair of the Spotlight NSC has consistently kept the Cabinet briefed on the achievements of the SI in Zimbabwe, and the Ministry's senior officials continued to liaise with the UN on HLPC visibility actions in 2023 and on initiatives to strengthen the implementation of the Compact moving beyond the Spotlight programme which ends in September 2023.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>In Zimbabwe, the HLPC provides the framework and Plan of Action for the country's 10 provincial and district gender equality and GBV coordination mechanisms to develop and implement sub-national plans aligned to the HLPC. This provides the prime scenario and opportunity for the HLPC to be cascaded at all levels of Government in a harmonized and coordinated approach. The majority of Zimbabwe's female population (60% according to the latest Census data) live in the rural areas and the implementation of the Compact at the subnational level will benefit most of the women and girls through strengthened institutions at this level to deliver gender-responsive governance, and survivor-centered quality service delivery.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>As highlighted above, the HLPC will be implemented to scale at national and sub-national levels through the existing governance structures in the country's 10 provinces.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The HLPC was the Zimbabwe Spotlight Initiative's main intervention for the sustainability of the gains and successes of the SI. Its Plan of Action is a comprehensive model that mirrors several of the Spotlight Outcome Areas. The HLPC also has provided the opportunity for the mobilization of resources from development partners to support the Government in its implementation of the HLPC which will sustain the HLPC as a living accountability instrument beyond the Spotlight Country Programme. The Compact's intrinsic value for sustainability is that it is one of the country's key blueprints for contributing to the achievement of SDG 5, one of Zimbabwe's priority Sustainable Development Goals, and to the country's Vision 2030 development plan.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>The significance of the HLPC is illustrated in the following quote extracted from the speech of the President of the Republic of Zimbabwe at the signing launch:</p> <p><i>"It is my conviction that accelerated, adaptive and innovative implementation of global, regional and national commitments as outlined in the Action Plan of this</i></p>

	<p><i>HLPC will lead to our ultimate aspiration of a Gender-Based Violence free society by 2030.”</i> Zimbabwe President Emmerson Dambudzo Mnangagwa</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p>	<p>Tafadzwa Muvingi, tafadzwa.muvingi@undp.org Gift Govere, gift.govere@undp.org</p>

Zimbabwe – Prevention of Online Violence against Women, Girls, and Children

Title of the Innovative, Promising or Good Practice	Prevention of Online Violence against Women, Girls, and Children in Zimbabwe
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>In the area of Laws and Policies (Outcome 1), the Zimbabwe Spotlight Initiative achieved a major legal milestone with the 2021 enactment of the Data Protection Act [Chapter 11:12] which contains the first-ever provisions on Online Gender-Based Violence. This Act includes comprehensive amendments to the Criminal Law (Codification and Reform) Act [Chapter 9:23] which acknowledge the increased risk of online violence women and children are exposed to and criminalizes the use of information and communication technology to commit these acts.</p> <p>The inclusion of the Online Violence provisions in this Act is illustrative of a good practice approach for lobbying and advocacy implemented by the Zimbabwe SI. The elements of this approach included a cumulation of work which entailed: engaging the Parliament of Zimbabwe and the Ministry of Information and Communication Technology, Postal and Courier Services to enabled participation in the drafting of the Act and to lobby for the inclusion of online violence provisions; and SI team members from UNICEF with technical expertise in the area supported the drafting of the legal provisions which comprehensively addressed the various forms of online violence women and children experience in Zimbabwe.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The objective of this approach was to influence the inclusion of Online Violence in Zimbabwe's GBV legal framework. The COVID-19 pandemic brought to the fore this hidden and increasing form of violence perpetrated against women, girls, and children. Since 2018, the number of photos of children being sexually abused reported by tech companies doubled. UN Women further reported that nine million women had experienced a form of serious internet violence since the age of 15. The inclusion of these provisions in the Data Protection Act (2021) closed a gap in GBV laws.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Starting in 2020, the SI agency UNICEF engaged the Parliament of Zimbabwe and the Ministry of Information and Communication Technology, Postal and Courier Services to strengthen provisions in the then <i>Cyber Security and Data Protection Bill</i> to protect women and children from online forms of violence. The breakfast meeting followed Spotlight's written submission to Parliament and oral submission during the Parliament's regional consultations on the Bill. MPs approached UNICEF, one of</p>

	<p>the UN agencies in the SI, for an opportunity to learn more about the proposed amendments to the Bill.</p> <p>Providing technical support through Spotlight, UNICEF drafted legal provisions which comprehensively addressed the various forms of online violence women and children experience in Zimbabwe and held a breakfast meeting with Parliamentarians from Portfolio Committees for ICT, Postal and Courier Services; Justice, Legal and Parliamentary Affairs; Peace and Security; and Media, Information and Broadcasting Services to sensitise them on the importance of establishing a legal framework on this emerging form of GBV.</p> <p>The Zimbabwe Republic Police and the CSOs, Childline and the Center for Applied Legal Research, were key partners with SI in the lobbying and advocacy for the Online Violence provisions.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>This law is a first for Zimbabwe, and it includes key strategies such as clear reporting mechanisms for customers and for the development of codes of conduct to end online violence against women and children.</p> <p>The Act makes it illegal to send intimate images without consent of the depicted person, informally called ‘revenge pornography’; makes specific provision for the protection of children from online violence (‘child pornography’); it criminalizes ‘cybergrooming’ of children where an adult establishes a relationship with a child online to facilitate online or offline sexual conduct; the Act makes it a criminal offence to expose children to pornographic material; and the Act creates a criminal liability for service providers who fail to remove or disable access to illegal content, if they know or have been made aware that they are storing such content, among other provisions.</p> <p>The Act includes also comprehensive amendments to the <i>Criminal Law (Codification and Reform) Act [Chapter 9:23]</i>. Through these amendments, the Act acknowledges the increased risk of online violence women and children are exposed to and clearly criminalises the use of information and communication technology to commit these acts.</p> <p>Internet service providers, industry and tech companies play a critical role in raising awareness of online violence against children and must work with law enforcement</p>

	<p>to take down content. To enforce this obligation, the <i>Data Protection Act [Chapter 11:12]</i> creates a criminal liability for service providers who fail to remove or disable access to illegal content, if they know or have been made aware that they are storing such content. Key strategies in this legislation include creating clear reporting mechanisms for customers, prioritising safety-by-default when creating new products and adapting a code of conduct to end online violence against women and children.</p> <p>The SI streamlines prevention and response to online violence throughout its interventions, for example in the areas of legislative reform, investigation, forensics, and media engagement.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>One of the key challenges was the lack of knowledge and understanding among key stakeholders (e.g., legislative drafters, Parliamentarians, other interested constituencies in the Act) on Online GBV and its prevalence in Zimbabwe. The SI addressed this challenge with technical expertise within a SI agency to support drafting of the provisions; partnering with the Zimbabwe Republic Police which has worked with Interpol on this area of GBV; holding specific consultations for the MPs in the relevant Parliamentary Portfolio Committees to explain the issues and answer their questions and concerns; and through SI-supported written submissions to Parliament.</p> <p>The SI team also engaged the media constituency to dispel concerns that the proposed Online GBV provisions contravened the right to freedom of expression.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>As part of the Cybersecurity Month (November 2021), the Ministry of Information and Communication Technology, Postal and Courier Services, with support from UNICEF under the Spotlight Initiative, held Zimbabwe's first industry roundtable on online violence against women and children. The roundtable helped inform the industry and tech companies on the forms of online violence against women and children and created awareness of the available tech and non-tech solutions. Going forward, standardised notice and take down procedures and codes of conduct should be developed to guide the industry in their role to ensure children are safe online.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The approach to advocacy and lobbying used to get the Online Violence provisions can be further tested as gender equality and women's rights advocates continue to</p>

	<p>put new laws on the legal agenda, such as the proposed Equality Bill. One of the essential components of the approach is the technical expertise to craft provisions for a new law and to convene consultations with the key stakeholders, especially in Parliament, for effective lobbying before a Bill comes before Parliament. This creates a knowledgeable base of MPs to speak to the proposed provisions in a non-partisan manner.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>Now that the law has been enacted, there must be targeted and national campaigns and Information, Education and Communication initiatives developed and rolled out to make citizens knowledgeable of the law. Legal literacy among the population is critical.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The law is the added component for sustainable of the efforts to address Online GBV. In addition, Zimbabwe has distinguished itself as a country committed to fighting online violence by launching the Zimbabwean Child Online Protection Taskforce (ZICOP), signing the Global Alliance's statement of Action to Tackle Online Child Sexual Exploitation, ratifying the UN Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography, and becoming the second African country to connect to the global Interpol database on child sexual abuse material. Spotlight Zimbabwe continued to support the engagement and training of ZRP officers with Interpol until SI ended in 2023.</p>
<p>Validated (<i>for a good practice only</i>): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>N/A</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? <i>Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i></p>	<p>Kudzai Jiri, kjiri@unicef.org</p>

Zimbabwe – LNOB: Strengthening Disability Inclusion for the Rights of Women & Girls with Disabilities

Title of the Innovative, Promising or Good Practice	Strengthening Disability Inclusion for the Rights of Women & Girls with Disabilities
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>The LNOB Principle was integrated into the Zimbabwe Spotlight Initiative from the design of the programme in 2018. In 2019, the United Nations Partnership on the Rights of Persons with Disabilities (UNPRD) and its main donors recognized the Zimbabwe SI as a unique good or promising practice where disability rights and inclusion had been systematically integrated into a UN Flagship Programme.</p> <p>Disability inclusion for the rights of women and girls were integrated in all the SI Outcome Areas in that the LNOB principle was a key component of the work with all SI Implementing partners; and women and girls with disabilities were one of the four target groups of beneficiaries identified in Zimbabwe’s SI.</p> <p>The Zimbabwe SI contributed to Government’s national disability inclusion agenda in the following ways:</p> <ul style="list-style-type: none"> ➤ Strengthening Institutions to drive the country’s LNOB agenda - For the first time since it was established by the Disabled Persons Act in 1992, Spotlight supported the National Disability Board to have a strategic, costed document to guide its operations. Ongoing trainings with the Board’s members continued throughout the programme and dialogues between the Board and key government service providers, such as the Zimbabwe Republic Police, among others, and OPDs were convened to improve access and the quality of GBV and SRHR services for women and girls with disabilities. ➤ Bringing Excluded Female Voices to the Table <i>(Women and Girls with Disabilities engagement in Laws and Policy-Making Processes)</i>- Spotlight Zimbabwe established a platform for quality dialogues with Government on disability issues, ensuring the meaningful participation of women and girls with disabilities and organizations working on disability inclusion to advance disability rights. Spotlight Zimbabwe also supported the inclusion of women and girls and persons with disabilities in all consultations leading to the development and adoption of the country’s first National Disability Policy (2021) and in national budget consultations with Parliamentarians.

<p>Objective of the practice: What were the goals of the activity?</p>	<p>The goals of the LNOB practice were:</p> <ul style="list-style-type: none"> • To establish platforms for quality dialogues with the Government on disability issues. • To ensure the meaningful participation of women and girls with disabilities and Organizations of Persons with Disabilities (OPDs) in national and sub-national processes • To contribute to the building of a Women's Movement cognizant of the intersectional forms of discrimination and oppression that widen the inequalities and vulnerabilities among women and girls themselves.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Women and girls with disabilities and Organizations of Persons with Disabilities were the main target groups and beneficiaries of the Zimbabwe Spotlight interventions across the six Outcome Areas. These groups were engaged throughout implementation with capacity strengthening sessions that enabled them to engage in consultations with duty-bearers on laws and policies including the country's first National Disability Policy launched in 2021; to make submissions to Parliament on disability inclusion and rights, GBV and SRHR issues faced by women and girls with disability and share their areas of concern in national budget consultations; and these beneficiaries were supported to engage with the Women's Coalition of Zimbabwe (umbrella organization of women's CSOs) to begin to build a women's movement coalition reflective of the intersectional forms of discrimination and oppression faced by women and girls with disabilities.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>The Zimbabwe SI is a good practice of the integration of the LNOB principle in a Joint UN Flagship from design to implementation. The principle was integral to selection of partners, and it was a key component of the work with Government Ministries, Independent Commissions, and the Private Sector (e.g., SI supported a specific assessment of the GBV & Sexual Harassment experienced by women with disabilities in workplaces). One of the programmatic actions that led to the integration of the LNOB principle was that from the design of the Zimbabwe SI, the LNOB principle informed the design of specific interventions in the six pillars leading to targeted interventions focused on women and girls with disabilities, organizations representing persons with disabilities and on government ministries and institutions with disability inclusion and reaching the most vulnerable populations as part of their core mandates. This created a holistic approach to LNOB among all partners.</p>

<p>What challenges were encountered and how were they overcome?</p>	<p>The main challenge was accessibility and meaningful inclusion of women and girls with disabilities and OPDs in the various spaces opened for their inclusion. This was catered for in the interventions of the Zimbabwe SI with financial provisions provided for their movement and that of caretakers where relevant, and support for sign language interpretation and the translation of materials into braille. Also, the programme supported the production of video of women and girls with disabilities using their own voices to tell their stories; the production of training materials on disability inclusion by OPD CSOs for other partners; and sign language training was provided for GBV&SRHR health service providers.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Several key results include:</p> <ul style="list-style-type: none"> • The National Disability Board has a costed Strategic Plan for implementation and further resource mobilization. • National Disability Board Members are capacitated to carry out their mandate and to meaningfully engage with GBV service providers and stakeholders in Government Ministries and departments and with CSOs. • Women and girls with disabilities and OPDs can prepare submissions to Parliament on laws and can meaningfully participate in Parliamentary consultations, local council, and community meetings. • A coalition between the Women's Coalition of Zimbabwe and OPDs was established through SI support and the coalition developed and signed a Memorandum of Understanding to guide the coalition's gender equality, women's rights and women's empowerment agenda and actions.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The SI Zimbabwe Country Programme design and implementation approach for actualizing the LNOB principle provides an adaptable model for Disability Inclusion with a focus on the rights of women and girls with disabilities and for the participation of CSOs, especially at community level, who reach those who are 'structurally marginalized and excluded'.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The Zimbabwe SI built upon and upscaled the UNRPD initiatives in Zimbabwe to widen the reach. Future programmes should and can continue to upscale and build on the successes of the SI. This is the approach for expanding the work on Disability Inclusion in accordance with the country's National Disability Policy.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The sustainability of much of this work is through Spotlight's technical support for the continued strengthening of key institutions to advance the country's Disability Inclusion agenda. For the first time since it was established by the Disabled Persons</p>

	<p>Act of 1992, Spotlight supported the National Disability Board's first costed Plan of Action, and the host government Ministry(Public Service, Labour & Social Welfare) for the Board took ownership of the Plan to guide the Board's mandate and disability-related programmes. The LNOB principle was integrated also into the Zimbabwe Spotlight Initiative's work with Government, Civil Society and other partners which enabled the country's programme to reach the most marginalized during the COVID-19 pandemic. The Spotlight Zimbabwe Mid-Term Assessment also acknowledged that more than half of the programme's contracted CSOs "focused specifically on groups of women and (young) girls that are referred to as the structurally excluded groups".⁵</p>
<p>Validated (<i>for a good practice only</i>): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>Validation of the benefits of the SI Zimbabwe LNOB interventions for women and girls and persons with disabilities has come from the independent monitoring missions conducted by the SI Civil Society Reference Group (CSRG). In a 2022 monitoring mission to Chipinge district in Manicaland Province, the CSRG noted in its monitoring report that SI, through its Implementing Partner, Leonard Cheshire Disability Zimbabwe (LCDZ), was recognized as the first disability-focused organization to penetrate and provide support to women and girls with disabilities in ward 25 of the district. Some of the successes of the IP's work under the Zimbabwe SI, as reported in the CSRG's mission report, included the following:</p> <ul style="list-style-type: none"> • Providing equipment such as wheelchairs and crutches, given that prior to their intervention, PWDs would use wheelbarrows for mobility. • Lobbied for the construction of disability friendly toilets in communities and schools. • Worked with the social welfare, village health workers, community leaders and the Victim Friendly Unit to support women and girls with disabilities in responding to GBV cases. • Brought together the community, traditional and church leaders and the PWD under one roof, to address issues surrounding disability and promote inclusion in low-income communities under the mantra "leave no one behind". This has resulted in women and girls with disabilities inclusion in agricultural initiatives in the area. • The SI-supported interventions created spaces where women and girls with disabilities were free to discuss the issues and challenges that most affected them.

⁵ Zimbabwe Spotlight Mid-Term Report

Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? *Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.*

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Zimbabwe – Innovators against Gender-Based Violence (IAGs)

Title of the Innovative, Promising or Good Practice	Innovators against Gender-Based Violence (IAGs)
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (<i>When did the activity begin? When will it be completed or is it ongoing?</i>)</p>	<p>The Innovators Against Gender Based Violence (IAG) programme is a graduate voluntary placement programme within pillar 6 which aims to address the capacity gaps and strengthen the capacity of women's groups, autonomous social movements, and civil society organisations⁶ at community level to design, implement and monitor programmes on VAWG, including GBV/HP, and to promote women and girls' SRHR, and to produce sustainable social movements. Graduate students are deployed to not only provide institutional support to strengthen civil society organisations and community-based groups but also to build strong social movements against GBV, harmful practices and promote sexual and reproductive health and rights whilst bringing in new energy, creativity, knowledge, and skills of university graduates. The Zimbabwe SI also supported research IAGs at master's degree level to produce more research on a range of GBV issues at national and provincial levels. The programme began in December 2019.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The main aim of the IAG programme model was to engage young university graduates to contribute to building a strong and visible social movement against GBV and Harmful Practices, that is inclusive of women and men from all sectors in Zimbabwe. The unique experiential learning programme, included sharing of knowledge and experience on gender equality, ending violence against women and girls (EVAWG) and movement building where the IAGs were required to design and develop an innovative solution, with support from the host organization, to strengthen the CSO's response to violence against women and girls. By tapping into and harnessing the demographic dividend, the SI IAG initiative created and facilitated a platform for young people to be involved in the Zimbabwe Spotlight Initiative to provide new ideas and new ways of thinking in addressing violence against women and girls.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The communities and CBOs working at grassroots level as well as the young graduates themselves were the beneficiaries of this activity. The CBOs benefited from capacity strengthening in programming and governance systems from the</p>

⁶ Groups organised at community level such as burial societies, religious associations, women decision makers within social structures (e.g., herbalists, chief's wives, and advisors), ISALS, CBOs, DPOs and FBOs

	<p>programme and administrative and finance IAGs, whilst the research IAGs brought in a new GBV research areas that could facilitate evidence-based programming. The research IAGs component was a partnership with academic institutions supported by Spotlight. The graduate volunteers were able to interface with the communities and foster innovative ways of addressing violence against women, and the communities benefitted from new ideas from the younger generation who are well versed in the latest technology trends in terms of communication. During the COVID-19 pandemic and lockdowns, the IAGs used technology to initiate Whatsapp groups platforms to continue to dialogue with communities on the GBV issues emerging and how to seek assistance, to spread COVID-19 information and awareness, and to promote community activism against GBV during the pandemic.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>The Zimbabwe SI IAGs programme addressed the identified capacity gaps in community-based organisations, as the young graduates were deployed as finance associates, programme officers etc. This had a two-prong effect because unemployed youth graduates were contracted through the programme and small community-based organizations gained skilled capacity. The SI IAGs programme also provided a model of how to harness the youth dividend in a UN joint programme on gender equality and women's rights issues. In their orientation, the IAGs were trained on community engagement and feminist movement building. The IAG programme also allowed the youth graduates to offer solutions for what they had experienced personally in their lives. As one of the IAGs Paul Shekede explained; <i>"I want to use my exposure to domestic violence at a young age to define acceptable behaviour for boys and men"</i>. The IAGs' programme in the Zimbabwe SI is a promising practice that can be replicated in various ways in other UN joint programmes to ensure the meaningful participation of youth in development initiatives within their countries.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>To address the perennial challenge of only reaching young people in the urban capital, UN Women, the SI agency implementing the IAG initiative, partnered with the Zimbabwe Postal Services (Zimpost) to get information about the programme and applications to the 63 districts in the country. A total of 1529 (1022 via online and 507 via Zimpost) applications were received. Of the 1022 applications received online, 625 were females and 208 males; whilst of the 507 applications received via Zimpost, 397 were from females and 110 were from males. UN Women engaged professional HR consultants to assist in the shortlisting of the various applications. The lead organizations in the provinces were engaged to ensure that the right candidates with the right skills, contextual knowledge and understanding of the</p>

	<p>specific provinces and districts were selected to work in those districts. Some 60 IAGs were trained in the programme implemented from 2019-2022.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The key results of the IAG programme were:</p> <ul style="list-style-type: none"> • Twenty-two (22) IAGs graduated with master's degrees. • Six (6) IAGs used their experience to gain employment in agencies such as UNDP, UNHCR, FAO and other international NGOs. • IAGs helped to develop and implement GBV, SRHR campaigns in 14 of the SI 23 districts in the five Spotlight provinces. Four campaigns were developed by the IAGs. • 16 CSOs were strengthened through the support of the IAGs. • IAGs were provided with unique opportunities to participate in high-level UN events. For example, Talent Chibvongodze from Matabeleland South Province, given the honor to co-moderate a high-level panel discussion on "Male accountability towards ending violence against women and girls" together with Christopher Hook from Promundo Global on the 2nd of July 2021 at the Generation Equality Forum. The esteemed panelists included the UN Secretary General Mr. Antonio Guterres, President of Iceland H.E. Mr. Gudni Johannesson, UN Women Goodwill Ambassador Ms. Jaha Dukureh, Lawyer and CEO of Time's Up, Ms. Tina Tchen, UN Global Advocate: Actress Ms. Cecilia Suarez, UN Global Advocate- South African Rugby Captain Mr. Siya Kolisi, Model and Co-founder of Post for Change, Ms Diipa Khosla, Brazilian Rapper Ms. MC Soffia, Model and Co-founder of Gender Proud, Ms. Geena Rocero.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The Zimbabwe Spotlight Initiative IAGs programme is a good model of how to involve youth graduates, who have not been able to find employment, in a UN joint programme. The model contributed to capacity strengthening of community-based organizations; innovative solutions and ideas for promoting community activism on GBV, gender equality and women's rights issues; more knowledge on GBV through research conducted by post-graduate students; and to young women and men having another avenue for gaining experience within the United Nations. This model can be adapted to any thematic area and illustrates how development initiatives can tap into the skills and knowledge of youth as productive members of a society.</p>

<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The IAGs programme model is replicable and can be adapted to any thematic area and with any academic institution of higher learning in the country. It is possible to extend this in other sectors and to shape it as a youth/leadership initiative.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>This practice can be sustained through adaptation of the model to be an integral component of any UN or development initiatives led by the public or private sectors that wish to involve youth in a country's national development agenda in a practical way. A strong motivation for initiatives like the SI IAGs is the recognition of the skills, knowledge, and innovation that youth, as a country's future, can bring to solving a nation's development challenges.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>The quotes from IAGs below validate the benefit of the programme to them:</p> <p>"I was privileged to be a part of the Spotlight Initiative as an Innovator Against Gender -Based Violence, which enabled me to fight for the rights of women and girls and address GBV... Throughout the IAG programme I learnt the importance of coming together as a community to build, rebuild and fortify the practices that support peace within our homes for women and girls to be protected from all forms of violence. I also understood that male involvement is key in facilitating behavioural change and preventing violence against women. Working together with pre-existing structures like the church and the traditional leadership helped in addressing the cultural barriers that disempower women and girls and create conditions for violence against women." <i>Chido Nyamujiara, a former-IAG now working as a Social Worker in the UK. Nyamujiara was part of the IAG team that initiated the Peace Begins at Home Campaign and the Peace Hut Model in Manicaland Province for community-driven gender justice and conflict resolution with support from Women's Action Group.</i></p> <p>"From the IAG programme, I learnt that eliminating GBV requires a multi-sectoral, community-driven approach. I also learnt that such a fight takes time, but it is possible. Behaviour change is a process, not an event. At a personal level, the IAG programme taught me to focus more on developing and utilising my strengths in the field. Such a focus really helped me. I learnt to be optimistic and never to give up when fighting for change. I also got an opportunity to develop a concept note that focuses on mainstreaming disability in GBV programming." <i>Kudzai, Mugumbate, a former IAG now with UNHCR in Uganda. She launched the #CatchThemYoung campaign with one of her IAG colleagues, Rangarirai Hliziyo. This campaign works with children as a long-term prevention solution to GBV and early marriages in the province. The #CatchThemYoung campaign has been replicated in three other districts in Mashonaland Central Province. Mugumbate was selected as a UN Women Youth Gender Advocate under the Generation Equality campaign.</i></p>

Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? *Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.*

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Zimbabwe – Community Models for Service Delivery

Title of the Innovative, Promising or Good Practice	Community Models for Service Delivery
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (<i>When did the activity begin? When will it be completed or is it ongoing?</i>)</p>	<p>The Zimbabwe Spotlight Initiative began implementation in 2019 in a multi-hazard environment where prolonged droughts, macro-economic and fiscal instability, natural disaster like cyclone Idai, presented humanitarian crises which increased the vulnerabilities of women, girls, and children to all forms of gender-based violence and harmful practices. The COVID-19 pandemic and the ensuing lockdowns tested both the resilience and the flexibility of the SI country programme. During the COVID-19 pandemic, the Zimbabwe SI used flexible programming to maintain the strategic objective of the overall programme, while adapting and changing implementation modalities to address the GBV and SRHR challenges that emerged. The Zimbabwe SI Mid-Term Assessment validated the new models, such as the Community Models of Service Delivery, among others, introduced during the COVID-19 pandemic: “The Spotlight Initiative contributes to the development-humanitarian-nexus, as the programme targets provinces and districts affected by drought, and those that were affected by cyclone Idai...The programme adapted service delivery to cater for those in remote and hard to reach areas within (Zimbabwe’s) multi-hazard context, including COVID-19 and its related lockdowns.”</p> <p>The models introduced included the following:</p> <ul style="list-style-type: none"> • Community-based Shelters for GBV Survivors- an important step in the Referral Pathway. This model provides respite for survivors while assistance is being provided for them to receive the appropriate GBV services. • GBV Remote Services Delivery Model which included Mobile One-Stop Centers and the support for additional lines to the main GBV hotline to expand reach and a special hotline for key population groups. Cumulatively since 2020, 20,695 calls were received on the Spotlight supported lines to the main GBV Call Center, and 16,011 calls were received from those in marginalized key population groups on the hotline for key populations. The specific Shuttle Service introduced during the COVID-19 lockdowns was used by 5,051 GBV Survivors (5037 females of which 1172 were below 18 years and 90 were females with disabilities; 14 males of which 9 were under the age of 18).

	<ul style="list-style-type: none"> • GBV Community-Based Surveillance and Community Mobilization for GBV Services conducted by Behaviour Change Facilitators in six Spotlight districts⁷ reached 1,352,452 females (of which 341,575 were under 18 years) and 843,031 males (271,560 were below 18 years).
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The specific goal of these models was to strengthen the GBV-Humanitarian-Development Nexus in a GBV Joint Programme like the Spotlight Initiative given the country's context. And the specific objective of the models was to move access to GBV services closer to the communities where most of the women and girls live. Sixty percent of Zimbabwe's female population live in the rural areas where distances to health and other services are long, and there is virtually no transport.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The women, girls, and children in need of GBV and SRHR services are the main beneficiaries of these community models of service delivery. During the COVID-19 pandemic, Government Ministries such as the Ministry of Women Affairs, Community, Small and Medium Enterprises Development and the Ministry of Public Service, Labour and Social Welfare played significant roles in ensuring the roll-out of these community models. The Ministry responsible for Women Affairs successfully advocated for GBV and community services to be part of the 'essential services' that could continue operations during the pandemic's lockdowns and the Ministry of Public Service, Labour and Social Welfare provided letters which allowed SI Implementing Partners to move into communities to reach the most vulnerable and remote groups of women and girls, such as women and girls with disabilities and their caretakers, who could not be reached or assisted through virtual options.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>A distinguishing feature of these models is that they are outward reaching multi-sectoral models of service delivery which reach to the women, girls, and children where they are located or where they can travel to access the GBV, SRH information and services. The Mobile-One-Stop Center model encompasses all the services of a static One-Stop-Center (physical, psycho-social, legal support) and the Behaviour Change Facilitators conduct wide outreach sessions in communities to generate demand and to make communities aware of when and where the services would be provided. Another feature in the GBV remote service delivery model hotlines was</p>

⁷ Epworth & Hopley (Harare Province), Hurungwe & Makonde (Mashonaland West Province), Mutasa (Manicaland Province), Umzingwane (Matabeleland South Province)

	<p>the support for a dedicated hotline for key population groups (sex workers, both female and male, men having sex with men, among others), who often face stigma and discrimination from service providers. Supported by the Zimbabwe SI during the period 2020-2022, this line received some 16,000 calls from key population groups seeking GBV and SRHR services and information.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The main challenge faced was to ensure that these services were not centrally operated and located (i.e., moving from the main capital or urban towns to communities), which could limit the mobility of services. Instead, the community models were based on existing community structures, personnel and implemented through identified CSOs working in and at community levels. Faith-based groups in communities also were engaged to provide and operate the safe shelters. The Mobile OSC used tents for each other the services provided which enabled the movement of the GBV services and teams from community to community.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The Zimbabwe Spotlight Initiative began implementation in 2019 in a multi-hazard environment where prolonged droughts, macro-economic and fiscal instability, natural disaster like cyclone Idai, presented humanitarian crises which increased the vulnerabilities of women, girls, and children to all forms of gender-based violence and harmful practices. The COVID-19 pandemic and the ensuing lockdowns tested both the resilience and the flexibility of the SI country programme. During the COVID-19 pandemic, the Zimbabwe SI used flexible programming to maintain the strategic objective of the overall programme, while adapting and changing implementation modalities to address the GBV and SRHR challenges that emerged. The Zimbabwe SI Mid-Term Assessment validated the new models, such as the Community Models of Service Delivery, among others, introduced during the COVID-19 pandemic: “The Spotlight Initiative contributes to the development-humanitarian-nexus, as the programme targets provinces and districts affected by drought, and those that were affected by cyclone Idai...The programme adapted service delivery to cater for those in remote and hard to reach areas within (Zimbabwe’s) multi-hazard context, including COVID-19 and its related lockdowns.”</p> <p>The models introduced included the following:</p> <ul style="list-style-type: none"> • Community-based Shelters for GBV Survivors- an important step in the Referral Pathway. This model provides respite for survivors while assistance is being provided for them to receive the appropriate GBV services. • GBV Remote Services Delivery Model which included Mobile One-Stop Centers and the support for additional lines to the main GBV hotline to

	<p>expand reach and a special hotline for key population groups. Cumulatively since 2020, 20,695 calls were received on the Spotlight supported lines to the main GBV Call Center, and 16,011 calls were received from those in marginalized key population groups on the hotline for key populations. The specific Shuttle Service introduced during the COVID-19 lockdowns was used by 5,051 GBV Survivors (5037 females of which 1172 were below 18 years and 90 were females with disabilities; 14 males of which 9 were under the age of 18).</p> <ul style="list-style-type: none"> • GBV Community-Based Surveillance and Community Mobilization for GBV Services conducted by Behaviour Change Facilitators in six Spotlight districts⁸ reached 1,352,452 females (of which 341,575 were under 18 years) and 843,031 males (271,560 were below 18 years).
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>CSOs working with Government GBV service providers at provincial and district levels can continue this practice for future use and based on the SI Zimbabwe start to this practice, the models can be adapted into CSOs programming for further resource mobilization and expansion.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>This model was implemented in the five Spotlight Provinces. Through other programmes, the Community Service Delivery Models can be upscaled to more districts and to the other five provinces in the country.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>Sustainable of this practice is dependent upon:</p> <ul style="list-style-type: none"> • Government's support to the expansion of the models through local government structures and personnel and through more dedicated resources from the national treasury to the relevant ministries that deliver GBV & SRHR services. • Deliberate, planned, and financial support to strengthen the capacity of relevant existing community structures to deliver Mobile GBV Community Service Models • CSOs' inclusion of community models in their resource mobilization for GBV & SRH services

⁸ Epworth & Hopley (Harare Province), Hurungwe & Makonde (Mashonaland West Province), Mutasa (Manicaland Province), Umzingwane (Matabeleland South Province)

<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>The <i>Zimbabwe Spotlight Mid-term Assessment</i> also noted that the Zimbabwe SI's COVID-19 response led to innovative solutions, including the establishment of the first Mobile One-Stop Center that increased demand for services, among others; and the programme also was rated highly for successfully planning and executing mitigating measures to address the humanitarian challenges (droughts, Cyclone Idai, floods, and Covid-19).</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? <i>Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i></p>	<p>Like the Community Models for GBV Service Delivery, to address challenges such as the closure or adjustment of court operations during the COVID-19 induced lockdowns which impacted negatively on the efficient disposal of judicial and administrative proceedings, the innovation of Virtual Victim-Friendly Courts is being explored by the Judicial Service Commission. The proposal for the establishment of Virtual Victim Friendly courts seeks to address the pre-existing challenges that GBV survivors experience such as travel costs to and from court and prolonged trials. In 2021, Spotlight Zimbabwe supported a feasibility study on Virtual Victim-Friendly Courts which provides recommendations on how this model can improve access to justice for GBV survivors closer to their communities.</p> <p>Contact details – Community Service Delivery Models – mujaiaji@unfpa.org – Patricia Mujajati</p> <p>Virtual Victim Friendly Courts - The National Coordinator, Victim Friendly System, Mr. Francis Mutema. victimfriendlysystem@gmail.com</p>



**FINAL REPORT
LIST OF KNOWLEDGE PRODUCTS
COUNTRY PROGRAMME/REGIONAL PROGRAMME: ZIMBABWE
REPORTING PERIOD: 01 JANUARY, 2019 - 30 SEPTEMBER 2023**

Agency	Title of Knowledge Product	Product type(s) * (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed / published or expected to be	Link to Knowledge Product (if available)
Spotlight Coordination	1. Our Gains in fighting violence against women and girls	Magazine/Newsletter	This report summarises the gains realised through the Spotlight initiative in addressing and preventing violence against women and girls in Zimbabwe from 2019 to 2022.		https://drive.google.com/file/d/1w6GCMj0xzd558mGRHe09RIMd9JKV/view?usp=drive_link
	1.1 Advocacy and Movement Building Handbook for Civil Society and Spotlight Initiative Implementing Partners in Zimbabwe	Tools	This tool seeks to strengthen the advocacy work of the Civil Society Reference Group and the implementing Partners under the Spotlight initiative. It also contains modules for planning, implementation, and evaluation of advocacy initiatives.		https://drive.google.com/file/d/1Ln1B78-IMZ_27ZGsc77CTBUjg6s9/view?usp=drive_link
UN Women	2. Accountability and Governance Training Manual	Tools	This manual suggests training methods and activities to facilitate carrying out governance training. The manual is addressed to trainers as a guide in conducting a two-day programme, for Civil Society Organisation, Community Based Organisations (CBO's) and Community groups, in Governance issues. It consists of 8 sessions and applies participatory training methods requiring the participants to analyse situations and express their opinions.	1-Aug-23	https://drive.google.com/file/d/1e6lgnp-NBHG33JUPxQCTFp553wvYNv4e2w2p2sp-drive_link
	3. Evaluation of the Zimbabwe National Strategy for the Development of Statistics (NSDS) II, 2016-2020, from a Gender Perspective	Assessment	An assessment of the Zimbabwe national statistical strategy from a gender perspective for Monitoring and Evaluation Report	1-Oct-21	https://drive.google.com/file/d/1xV6j9PwZNY5z5zQ24hh46p6C8RZ4/view?usp=drive_link
	4. Gender Profile Zimbabwe	Guidance Note	The gender profile is a gender assessment of Zimbabwe in order to identify key gender inequalities that constrain inclusive growth by assessing the existing policy and legal frameworks, the institutional and human resources capacity for advancing gender equality and empowerment of women from a gender perspective, the socio-economic impacts of the COVID-19 on women and men, and recommend key areas for strategic actions to address existing gender gaps and inequalities identified. The profile also provides concrete recommendations and strategies in accelerating the advancement of gender equality and the social and economic empowerment of women. Also, it provides recommendations and guidance to promote gender sensitivity of future programming and projects. This will provide insight and context to the gender dynamics in Zimbabwe	1-Dec-21	https://drive.google.com/file/d/1baill_ea4ia_U6f6ic4tTKc33Mw683Z4B/view?usp=drive_link
	5. Impact Stories: Galvanising a movement Responding to all forms of Violence Against Women and Girls	Magazine/Newsletter	A collection of stories related to UN Women's Work and other Spotlight activities	1-Sep-23	https://drive.google.com/file/d/10uOV6t4mF5AL08-W8T5AXP76B1d0Vw/view?usp=drive_link
	6. Peace Hut Model Toolkit: Strengthening Movement Building to End Violence Against Women and Girls in Zimbabwe	Tools	Documentation of the peace hut model of addressing GBV. It is designed for community based organisations and gender champions - women's rights groups, traditional and religious leaders involved in the prevention of GBV and intends to improve access to health and GBV services. The toolkit contains: Explanation of the Peace Hut Concept, Guidance on How to set up a peace hut, Guidance on facilitation of the Peace Hut activities, SRHR, GBV information pack, M&E Data collection tools.	15-Jul-05	https://drive.google.com/file/d/1L8wVROvVv_7u8D0pIV3RdPTVAQUM7Z/view?usp=drive_link
	7. Research on Why Adolescent Girls and Young Women View Marriage as the best option for a better future	Position Papers/Thematic Strategy Briefs	The research explores the interlinkages between early marriages, SRHR and SGBV.	1-Jun-21	https://drive.google.com/file/d/1C6Dw3Pwexhng5GKJzadL_vTJ65WMMWh/view?usp=drive_link
	8. SRHR & GBV Training Manual – 2021	Tools	The manual is designed for use by trainers, of Community Based Advocates in order to strengthen the capacity of Community Based Advocates on women's SRH issues and needs	1-Aug-23	https://drive.google.com/file/d/1ER8PwU09KSRU_0BvH8EGHdG3Kf0dH/v/view?usp=drive_link
	9. Strengthening and Enhancing Accountability to Gender Based Violence in Zimbabwe: 2020 National Gender Forum Final Report	Position Papers/Thematic Strategy Briefs	A Gender Forum report is produced by the Zimbabwe Gender Commission after conducting the national Gender Forum in line with provisions of Section 8(j) of the Zimbabwe Gender Commission Act [Chapter 10:31] which describes the ZGFC to annually convene the National Gender Forum to discuss topical gender issues. The outcome of the forum informs policy engagements on issues discussed	1-Jan-21	https://drive.google.com/file/d/1f14H858w9y9KGU_v4eCOW0P1UZvKvXmYf/view?usp=drive_link
	10. UN Women key facts and messages on Violence Against Women and Girls 2019-21	Briefs/factheets	A document that contains the most relevant information on GBV globally and locally. The factsheet was developed to highlight messages on violence against women and girls, highlights facts and statistics on GBV	1-Dec-21	https://drive.google.com/file/d/13BMH33Q76p5b33K0UHXWY9s65CDxG6/v/view?usp=drive_link

28. Financing Options for GBV Policy Paper Brochure	Policy Brief	This paper explores domestic financing and revenue mobilization options for GBV in the country in line with the Sustainable Development Goals (SDGs) recommendations for increased domestic funding of development initiatives in developing countries.	Nov-20	https://drive.google.com/file/d/1zoxVDRQkUjPH13d9H4f973b3kZ_m0G/view?usp=drive_link
29. High Level Political Compact Frameworks Document	Tools	The HLC was developed on the vision of a just society free from all forms of violence against women and girls, aims for increased high-level political will, commitment, and accountability to eliminate violence against women and girls, accelerate action to address violence against women and girls at the grassroots, subnational and national levels, as well as the effective monitoring and evaluation of the progress made towards ending these social ills.	Oct-21	https://www.zw.unhcr.org/content/zimbabwe/en/home/library/hhb-level-political-compact-on-ending-gender-based-violence-and.html
31. High Level Political Compact filer	Brochure	The brochure an overview and key facts on the High-Level Political Compact (HLC) on Ending Gender-based Violence and Harmful Practices in Zimbabwe. It highlights the main vision, objectives, structure and scope of the compact.	Oct-21	https://drive.google.com/file/d/12p7WVWu00VfFmZP5B5MNB84S2vLBEfz/view?usp=drive_link
32. Immigration Department Call Center SOPs	Tools	These standard operating procedures provide guidance on the day-to-day operation and management of a call centre. The SOP enables the call centre to meet quality standards of service provision and meeting the needs/ demands of the clients.	Feb-22	https://drive.google.com/file/d/1Dd1m8HhZg5c8B0FclLk0X89u9dVzI/view?usp=drive_link
33. Immigration Department Training Manual	Tools	In order to ensure the quality standards of service provision and meeting the needs/ demands of the clients, the Immigration Department has set up a call centre. This document provides the necessary procedures to be followed in different scenarios. It also give an overview of the call center setup, the operations, and the structure of the referral system.	Feb-22	https://drive.google.com/file/d/1455b13yW6BNNdHhR0UuUu0T75T7W0VZ/view?usp=drive_link
34. Issue Paper - Assessment of the efficacy of informal justice systems in addressing SGBV	Assessment	The research report on the efficacy of informal justice systems in addressing SGBV looked at how the traditional or informal justice systems is mediated and informed by cultural practices. This issue paper set out to identify the salient issues that arise from the research report for the purpose of informing advocacy on SGBV, HR and SRHR.	Mar-21	https://www.zw.unhcr.org/content/zimbabwe/en/home/library/recommendations--assessment-of-the-efficacy-of-informal-justice-.html
36. An Assessment and Gap Analysis of Legal Aid Services Provision in responding to needs of Women and Girls in relation to Sexual Gender-Based Violence (SGBV), Harmful Practices (HP), and Sexual Reproductive Health Rights (SRHR)	Assessment	This document is an assessment and gap analysis of the provision of legal aid services, particularly the extent to which international legal standards and norms have been integrated into the National Legal Aid Strategic Plan and Legal Aid Coordinating Framework in Zimbabwe.	Nov-22	https://drive.google.com/file/d/1748TWMlWbRkCSgIeWQKTKGK1M86wH/vi
37. Macroeconomic Cost of SGBV (Abridged version)	Assessment	The research study that unravels the negative impact of GBV and HPs on the country's economy and draws on global best practices on effectively addressing GBV and Harmful Practices (HPs) for a positive impact on the economy. Findings of the research were also meant to inform the development of the High Level Political Compact on ending GBV in Zimbabwe.	Jun-20	https://drive.google.com/file/d/1A06r0n1u483Cn3Z2Z2N85G8377G075Xh1/v
38. Prosecutors Handbook on the Handling of Forensic Evidence	Tools	The guide seeks to develop and improve the policy framework and practices related to the handling of SGBV and Harmful Practices (HP) cases. The specific instructions guide the conduct of the prosecutor, providing them with the list of do's and don'ts, which do not inform the content of the prosecutor's work	Nov-22	https://drive.google.com/file/d/133M4W2HRZa06M53B0eV3W0M4WVfK/view?usp=drive_link
39. Policy brief - COVID 19 and the justice system_s responses in emergency situations in Zimbabwe	Policy Brief	This is a policy brief on access to justice for survivors of sexual gender-based violence (SGBV), harmful practices (HP) and violations of sexual and reproductive and health rights (SRHR) in the context of COVID 19 pandemic and emergencies.	Nov-20	https://drive.google.com/file/d/1UJhWcLbT_9FEPPVh0u0bWVRhZ0Z/view?usp=drive_link
41. POSITION PAPER ACCESS TO JUSTICE BY PERSONS WITH DISABILITIES	Position Papers/Thematic Strategy Briefs	Informed by findings from the assessment on the efficacy of the traditional and formal justice systems, this policy brief focuses specifically on access to justice by persons with disabilities in instances of SGBV, HP and SRHR. It highlights the challenges, barriers faced by persons with disabilities in accessing justice, and proffer recommendations for an inclusive and accessible justice system in Zimbabwe.	May-21	https://drive.google.com/file/d/1u0D9Rus4jNw9y57L1Wl-6095900/view?usp=drive_link
43. Public Service Sexual Harassment Policy	Policy Brief	The Public Service Sexual Harassment Policy is part of the Public Service Commission's prevention and response initiatives aimed at strengthening the existing measures and set out new strategies for combating sexual harassment, exploitation and abuse within the Public Service and promote gender equality and the elimination of violence against women.	Mar-22	https://drive.google.com/file/d/1Z65t5S4Qndm1nd-1W1EwWk4dZcPpF4UjwUw2usp=drive_link
44. Public Service Sexual Harassment Module	Capacity Development Modules	The purpose of this module is to guide the Public Service Academy (PSA) in training and equipping the public service employees with requisite skills set to enable them to discharge their duties effectively, competently, and responsibly. The module is designed to improve civil servants to proffer strategies to promote the health and sexual harassment and violence prevention standards and policies, make specific reference to international, regional, and domestic normative standards and policies on gender and sexual harassment as well as provide information on where to seek guidance where violations occur.	Nov-22	https://drive.google.com/file/d/1Z65t5S4Qndm1nd-1W1EwWk4dZcPpF4UjwUw2usp=drive_link
45. Public Service Baseline Survey Report on Sexual Harassment	Assessment	The baseline assessment gathered information on the public service employees' knowledge and understanding of what constitutes sexual harassment, its prevalence, their experiences, and interface with the reporting processes. The findings of the assessment were used for the development of the Public Service Sexual Harassment Policy, training and capacity development on Sexual Gender-Based Violence including prevention and response mechanisms for public service employees under the Public Service Academy	Nov-21	https://drive.google.com/file/d/135ou4d46Km5YcZfKX0Gg8bF0H65X/v
47. Women in Leadership and Decision Making Strategy	Tools	The strategy provides a comprehensive policy framework to operationalize the constitutional gender equality provisions to ensure effective participation of women and girls in decision making and political processes. The strategy informed by and consolidates prior studies, reports, strategies on GEWE and participation of women in decision making in private, public and political sectors in Zimbabwe	Dec-22	https://drive.google.com/file/d/15F0d0H0cmJm2B49jD59ymfFNSVd/m

UNESCO					
			Briefs/factheets	48. A Spotlight on Women and Girls with Disabilities - Shona_Version	2021
			Briefs/factheets	49. A Spotlight on Women and Girls with Disabilities- English	2021
			Briefs/factheets	50. A Spotlight on Women and Girls with Disabilities- Ndebele_Version	2021
		Tools		51. G_Chaille_Versionsgrades5-7	2023
		Tools		52. Mainstreaming Disability in the Prevention of and Response to Violence against Women with Disabilities in Zimbabwe- English	2021
		Tools		53. Mainstreaming Disability in the Prevention of and Response to Violence against Women with Disabilities in Zimbabwe NDEBELE	2021
		Tools		54. Mainstreaming Disability in the Prevention of and Response to Violence against Women with Disabilities in Zimbabwe- SHONA	2021
		Tools		55. The Women's Movement and Organisations of Persons with Disabilities in Zimbabwe Coalition Building Strategy	2023
		Tools		56. Unesco_72_Hour_GBV_Response_A2_POSTER_PRINT	2021
		Tools		57. UNESCO_Curriculum_on_CSE_for_HTEIs_in_Zimbabwe_A4_PRINT	2021
		Tools		58. Unesco_Non-Teaching_Staff_SGBV_Training_Manual_A4_PRINT	2021
		Policy Briefs		59. Unesco_Spotlight_Initiative_Position_Paper_National_Disability_Policy_A4_V9	2023
		Policy Briefs		60. Unesco_Spotlight_Initiative_Position_Paper_Persons_With_Disabilities_Bill_A4_V3	2023
		Tools		61. COMPREHENSIVE SEXUALITY EDUCATION IN HIGHER AND TERTIARY INSTITUTIONS OF ZIMBABWE Teaching Manual	2021

				62. A rapid assessment report on community and household child protection mechanisms during COVID-19 lockdown-induced school closures	Assessment	When schools were closed due to COVID-19, the Forum for African Women Educators Zimbabwe (FAWEZ) commissioned ZIMARDA to conduct a Rapid Assessment on Community and Household Child Protection Mechanisms. The rapid evaluation intended to accomplish the following specific goals: <ul style="list-style-type: none"> • Determine the current state of home and community child protection measures, as well as the challenges posed by COVID-19 to these existing structures. • To make recommendations on how the government and partners might strengthen these child protection systems beyond the scope of COVID-19 shutdown. • Investigate ways to maintain connections between schools and communities/households during extended school closures. 	2021	https://drive.google.com/file/d/1meh33z0vNw_b8hU1J9T68YVtL6VDMZ/view?usp=drive_link
UNICEF				63. Assessment of legal bottlenecks and barriers in Collecting, Analysing, Preserving, and Presenting Physical and Digital Forensic Evidence Related to Sexual and Gender-Based Violence and Harmful Practices in Zimbabwe	Assessment	An Assessment of the legal and institutional capacity, bottlenecks and barriers in collecting, analysing, preserving, and presenting physical and digital forensic evidence related to sexual/gender-based violence.	1-Feb	https://drive.google.com/file/d/1j8lvv-20GZc6H8KZ_n18iP81TODy/view?usp=drive_link
				64. Assessment of the Gaps and Barriers to the Implementation of the Existing Sexual and Gender-based Violence (SGBV), Harmful Practices (HPs) and Strengthening Sexual and Reproductive Health and Right (SHRH) Legal and Policy Framework	Assessment	An assessment of the Gaps and Barriers to the Implementation of the Existing Sexual and Gender-based Violence (SGBV), Harmful Practices (HPs) and Strengthening Sexual and Reproductive Health and Right (SHRH) Legal and Policy Framework	N/A	https://drive.google.com/file/d/1mAMEK3WPMHDXU7XUJfjmvV8sQ0Z/view?usp=drive_link
				65. Assessment Report of Crime and Criminal Justice Statistical System in Zimbabwe	Assessment	An assessment Report of Crime and Criminal Justice Statistical System in Zimbabwe	N/A	https://drive.google.com/file/d/1ba_g2N4uL_mranZUjUjV8P1DMa2/v
				66. Assessment Report of System Capacity, Bottlenecks and Barriers in Collecting, Analysing, Preserving and Presenting Physical and Digital Forensic Evidence Related to Sexual Gender-Based Violence	Assessment	An Assessment report of System Capacity, Bottlenecks and Barriers in Collecting, Analysing, Preserving and Presenting Physical and Digital Forensic Evidence Related to Sexual Gender-Based Violence	Jul-21	https://drive.google.com/file/d/1m6B8M4FR9Gd8huu4C8wku-8gXW77A/view?usp=drive_link
				67. CHILDREN IN CONFLICT WITH THE LAW POLICE TRAINING MANUAL	Tools	A training manual for Police on Children in Conflict with the Law	2021	https://drive.google.com/file/d/1v8eQTDu80Yg0w6sW7NwR6z2a0CEf6p/view?usp=drive_link
				68. Context Implementation Plan for the Zimbabwe National Action Plan and Communication Strategy on Ending Child Marriage [2019-2021]	Tools	A Context Implementation Plan for the National Action Plan and Communication Strategy on Ending Child Marriage.	2019	https://drive.google.com/file/d/1HcQp8K5cVcl8s38Wq85Tme93HMMW/view?usp=drive_link
				69. SEXUAL AND GENDER BASED VIOLENCE POLICE TRAINING MANUAL 2021	Tools	Training Manual for Police on Gender Based Violence	2021	https://drive.google.com/file/d/1q4NRSWwWwJASUFD86667CC2ho3Za8/view?usp=drive_link
				70. Guidelines on Handling Sexual Offences and Aspects of the Investigation	Tools	The purpose of this document is to provide guidelines for police officers working with cases of sexual violence in Zimbabwe, thereby creating a framework of best practices for cases of this nature.	N/A	https://drive.google.com/file/d/1q4NRSWwWwJASUFD86667CC2ho3Za8/view?usp=drive_link
				71. Mapping and Analysis of Government Policies, Programmes, Strategies and Plans that aim to end 72. SGBV & HP and to strengthen SHRH in Zimbabwe (2020) Online Sexual Violence Against Women and Children in Zimbabwe A Rapid Qualitative Assessment	Assessment	A mapping and analysis of Government policies, strategies, programmes and plans that aim to end gender-based violence (GBV), harmful practices (HP) as well as to strengthen sexual and reproductive health and rights (SHRH). This report presents the global, regional and national context of GBV, HP and SHRH, as well as presents the Government of Zimbabwe's (GoZ) policies, strategies, programmes, priorities and plans that respond to issues around these key areas.	2020	https://drive.google.com/file/d/1q4NRSWwWwJASUFD86667CC2ho3Za8/view?usp=drive_link
				72. SGBV & HP and to strengthen SHRH in Zimbabwe (2020) Online Sexual Violence Against Women and Children in Zimbabwe A Rapid Qualitative Assessment	Assessment	An assessment of Online Sexual Violence Against Women and Children in Zimbabwe	Dec-20	https://drive.google.com/file/d/1zclDwXWRmIhKk8B6z2LlMC6Z838z6/v
				73. Secondary Data Analysis of Sexual Gender Based Violence and Harmful Practices Crime and Criminal Justice Statistics in Zimbabwe	Assessment	A secondary data analysis of GBV and Harmful Practices crime and criminal justice statistics in Zimbabwe.	N/A	https://drive.google.com/file/d/1zwnPpouMCOwW2IT37581Y5k4j3CT4p/view?usp=drive_link
				74. VIOLENCE AGAINST CHILDREN POLICE TRAINING MANUAL 2021	Tools	A police training manual on Violence Against Children	2021	https://drive.google.com/file/d/1usZ2Dbl0QzrIQ08yYUHFZJf5J5w0/view?usp=drive_link
				75. Scientific Aids Crime Scene Standard Operating Procedure Manual in the Zimbabwe Republic Police	Capacity Development Module	This Manual is intended to guide the police and other stakeholders in adopting the recommended procedures for crime scene investigations.	N/A	https://drive.google.com/file/d/100K2zUkRtI6gCR7YjXUUKK3a3wV/view?usp=drive_link
UNFPA				76. Guidelines for the Prevention of Sexual Exploitation & Abuse (PSEA) & Sexual Harassment for Institutions of Higher Learning in Zimbabwe	Capacity Development Modules	PSEA Guidelines for tertiary institutions	2021	https://drive.google.com/file/d/1HhMj4W_4k4DwNw2656ZwdK0Ck4y/view?usp=drive_link
				77. PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) ONLINE COURSE IN TERTIARY INSTITUTIONS ONLINE COURSE	Capacity Development Modules	PSEA online course for tertiary institutions	2021	https://drive.google.com/file/d/1dl6g1d_4csYGR7AKctfMa0B8mU1AieW8sPp-drive_link
				78. Multi-Sectoral Management of Sexual Abuse & Violence in Zimbabwe Standard Operating Procedures to the 2019 Protocol for Practitioners Managing Cases of Sexual Abuse and Violence	Tools	Standard operating procedures providing quality checklists and standards in the operationalisation of the Multi-sectoral protocol to service providers.	2021	https://drive.google.com/file/d/1M5H5w-3mWp1DetYZE8XhKXCLjKp4p/view?usp=drive_link

A	B	C	D	E	F	G	H	
1	Spotlight Initiative							
2	List of equipment / vehicles / remaining major supplies / assets and its end-use upon completion of the Spotlight programme							
3	Programme: <input type="text" value="Spotlight Zimbabwe"/>							
4								
5								
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
7	Transferred to APOSTOLIC WOMEN EMPOWERMENT TRUST (CSO)							Comments
8	1	Liquid soap, handwash, 5 L	UNICEF	81109204	864	\$ 3,732.48	Support given to AWET during the Covid 19 pandemic	
9	2	Hand sanitizer, alc. 70%, 500ml w/o pump	UNICEF	81109206	480	\$ 1,680.00		
10	3	Bucket, plastic, 20l	UNICEF	81109419	864	\$ 4,052.16		
11	Subtotal						\$ 9,464.64	
12	Transferred to MINISTRY OF PUBLIC SERVICE LABOUR AND SOCIAL WELFARE (Government)							
13	1	Computer, tablet	UNICEF	81089324	150	\$ 34,440.00	GBV IMS 5 Spotlight districts, UNICEF supported Lead Community Childcare Workers (LCCWS) who collected data on women and children who report GBV/VAC as well as those that access services. Apart from just reporting incidences, the Smart phones will be used for remote monitoring on the implementation of the Spotlight Programme. The phones will be installed with the GBV IMS software that is compatible with mobile phones.	
14	2	Computer, laptop	UNICEF	81090196	7	\$ 8,890.00	UNICEF is supporting the set-up, development and roll-out of the GBV IMS system. Several Ministries were identified that support GBV interventions MoP/SLSW (Department of Social Development, Labour Inspectorate Department and Agricultural Sector)	
15	3	Bicycle, heavy duty, unisex and Transport and logistics services	UNICEF	81094011	1170	\$ 179,932.46	Support to CCW - Case Care Workers tools of trade Branded with Spotlight, UNICEF and GVT Logos	
16	4	Bicycle, heavy duty, unisex and Transport and logistics services	UNICEF	81095622	699	\$ 106,947.00		
17	5	CCW Bag, sling bag, canvas	UNICEF	81096374	1170	\$ 15,034.50		
18	6	CCW Floppy HatT-shirts,printed	UNICEF	81095396	1170	\$ 4,656.60		
19	7	CCW Floppy HatBag, sling bag, canvas	UNICEF	81096236	699	\$ 8,982.15		
20	8	CCW T-shirt, small	UNICEF	81095912	100	\$ 398.00		
21	9	CCW T-shirt, adult, size M, color,round neck	UNICEF	81095912	245	\$ 975.10		
22	10	CCW T-shirt, adult, size L, round neck	UNICEF	81095912	255	\$ 1,014.90		
23	11	CCW T-shirt, adult, size XL, round neck	UNICEF	81095912	83	\$ 330.34		
24	12	CCW T-shirt, adult, size XXL, round neck	UNICEF	81095912	16	\$ 63.68		
25	13	CCW Floppy hat, branded, S	UNICEF	81100168	17	\$ 76.50		
26	14	CCW Floppy hat, branded, M	UNICEF	81100168	781	\$ 3,514.50		
27	15	CCW Floppy hat, branded, L	UNICEF	81100168	1052	\$ 4,734.00		
28	16	CCW Floppy hat, branded, XL	UNICEF	81100168	19	\$ 85.50		
29	Subtotal						\$ 370,075.23	
30	Transferred to MINISTRY OF JUSTICE LEGAL AND PARLIAMENTARY AFFAIRS (Government)							
31	1	Computer, laptop	UNICEF	81090196	5	\$ 6,350.00	UNICEF is supporting the set-up, development and roll-out of the GBV IMS system. Several Ministries were identified that support GBV interventions MoJ/LPA	
32	2	Cloth face mask	UNICEF	81084661	300	\$ 255.00	Support given to MoJ/LPA during the Covid 19 pandemic	
33	3	Gloves of rubber, surgical	UNICEF	81086748	120	\$ 2,496.00		
34	4	THERMOMETER, INFRARED	UNICEF	81086748	20	\$ 1,380.00		
35	5	Soap, toilet bar, approx. 1kg/CAR-10	UNICEF	81083093	50	\$ 40.00		
36	6	Bucket, plastic, 20 l	UNICEF	81083553	20	\$ 93.80		
37	7	Sterilization equipment & accessories	UNICEF	81087182	450	\$ 1,575.00		
38	8	Knapsack sprayer, plastic, 10ltr	UNICEF	81084345	15	\$ 196.51		
39	9	Water treatment	UNICEF	81089503	10	\$ 32.00		
40	10	Gloves of rubber, surgical	UNICEF	81086748	24	\$ 499.20		
41	11	Cloth face mask	UNICEF	81084661	1200	\$ 1,020.00		
42	12	Sterilization equipment & accessories	UNICEF	81084962	600	\$ 2,100.00		
43	13	Soap, toilet bar, approx. 1kg/CAR-10	UNICEF	81083093	300	\$ 240.00		
44	Subtotal							\$ 16,277.51
45	Transferred to ZIMBABWE REPUBLIC POLICE (Government)							
46	1	Design and procurement of DNA Analysis equipment, including installation, maintenance services and training	UNICEF	43320273	1	\$ 765,675.00	Design and procurement of DNA Analysis equipment, including installation, maintenance services and training	
47	2	Kit, medical Purple top vacutainer tube	UNICEF	81124212	1000	\$ 613.27	Forensic Lab Supplies	
48	3	Kit, medical Red top vacutainer tube	UNICEF	81124212	1000	\$ 400.50		
49	4	Kit, medical Urine sample container	UNICEF	81124212	1000	\$ 400.50		



6	A	B	C	D	E	F	G	H
No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments		
50	5 Kit, medical Swabs	UNICEF	81124212	30	\$ 7.13			
51	6 Kit, medical Fine tip Swabs	UNICEF	81124212	1800	\$ 585.73			
52	7 Kit, medical Comb	UNICEF	81124212	1000	\$ 100.13			
53	8 Kit, medical Nail cutter	UNICEF	81124212	1000	\$ 1,113.89			
54	9 Kit, medical Paper Tile Rolls	UNICEF	81124212	10	\$ 207.26			
55	10 Kit, medical Khaki envelope A5	UNICEF	81124212	2000	\$ 87.61			
56	11 Kit, medical Khaki envelope A4	UNICEF	81124212	3000	\$ 150.19			
57	12 Kit, medical Syringe and Needle	UNICEF	81124212	2000	\$ 275.34			
58	13 Kit, medical Gloves Boxes	UNICEF	81124212	300	\$ 2,252.82			
59	14 Kit, medical Disposable Masks	UNICEF	81124212	2500	\$ 7,822.28			
60	15 Kit, medical Sterile water of ampules	UNICEF	81124212	1000	\$ 312.89			
61	16 Kit, medical Paper exhibit bag	UNICEF	81124212	3000	\$ 1,201.50			
62	17 Kit, medical Outer evidence bag	UNICEF	81124212	3000	\$ 1,426.78			
63	18 Kit, medical Urine sample container EEK	UNICEF	81124212	1000	\$ 400.50			
64	19 Kit, medical Swabs EEK	UNICEF	81124212	30	\$ 7.13			
65	20 Kit, medical Fine tip Swabs EEK	UNICEF	81124212	1800	\$ 585.73			
66	21 Kit, medical Khaki envelope A5 EEK	UNICEF	81124212	2000	\$ 87.61			
67	22 Kit, medical Khaki envelope A4 EEK	UNICEF	81124212	3000	\$ 150.19			
68	23 Kit, medical Syringe and Needle EEK	UNICEF	81124212	2000	\$ 275.34			
69	24 Kit, medical Gloves Boxes EEK	UNICEF	81124212	300	\$ 2,252.82			
70	25 Kit, medical Disposable Masks EEK	UNICEF	81124212	2500	\$ 7,822.28			
71	26 Kit, medical Sterile water of ampules EEK	UNICEF	81124212	1000	\$ 312.89			
72	27 Kit, medical Paper exhibit bag EEK	UNICEF	81124212	3000	\$ 1,201.50			
73	28 Kit, medical Outer evidence bag EEK	UNICEF	81124212	3000	\$ 1,426.78			
74	29 Cloth face mask	UNICEF	81120722	5000	\$ 4,250.00			
75	30 Hand sanitizer, alc. 70%, 500ml w/o pump	UNICEF	81120724	120	\$ 288.00		Support given to ZRP during the Covid 19 pandemic	
76	31 Soap, toilet bar, approx. 1kg, carton-24	UNICEF	81120726	17	\$ 393.38			
77	32 Water disinfectant, Sodium hypochlorite	UNICEF	81120725	25	\$ 95.00			
78	33 Furniture - childrens chairs	UNICEF	81125142	18	\$ 94.32		Childrens Play area items for Victim Friendly Unit	
79	34 Books - colouring books	UNICEF	81079771	12	\$ 19.69			
80	35 Stationery - pencil colours	UNICEF	81079771	6	\$ 15.00			
81	36 Stationery - pencil sharpeners	UNICEF	81079771	6	\$ 3.00			
82	37 Stationery - colouring pens	UNICEF	81079771	6	\$ 16.38			
83	38 Stationery - Wax crayons	UNICEF	81079771	6	\$ 13.08			
84	39 Sports goods - soft balls	UNICEF	81079771	6	\$ 3.96			
85	40 Furniture - Childrens chairs	UNICEF	81079771	6	\$ 56.70			
86	41 Furniture - Childrens Tables	UNICEF	81079771	6	\$ 120.00			
87	42 Games & toys - puzzles	UNICEF	81079771	6	\$ 19.68			
88	43 Furniture - Office chairs Office Swivel Chair	UNICEF	81080517	6	\$ 870.00		Chairs for 6 VFU Offices	
89	44 Stationery & writing articles -Bondpaper	UNICEF	81089866	60	\$ 196.80		Stationery items for ZRP VFU	
90	45 Stationery & writing articles- Ruled pap	UNICEF	81089866	30	\$ 85.20			
91	46 Stationery & writing articles	UNICEF	81089866	300	\$ 36.60			
92	47 Printing and plotting devices	UNICEF	81088647	18	\$ 3,420.00		Supplies for VFU	
93	48 IT accessories - SD Cards	UNICEF	81088649	12	\$ 121.08			
94	49 IT accessories - photo printers	UNICEF	81088649	6	\$ 1,638.78			
95	50 IT accessories - Blank DVDs	UNICEF	81088647	150	\$ 60.00			
96	51 Coffee table Round centre coffee table	UNICEF	81073389	6	\$ 626.09			
97	52 Visitors chairs Visitors chairs with arms	UNICEF	81073389	12	\$ 626.09			
98	53 Junior desk 6 drawer	UNICEF	81073388	12	\$ 2,340.00			
99	54 Steel filing cabinet	UNICEF	81073388	12	\$ 2,880.00			
100	55 Personal Computer (PC) Desktop	UNICEF	81074194	12	\$ 9,504.00			
101	56 Printing and plotting devices	UNICEF	81074194	6	\$ 3,690.00			
102	57 Personal Computer (PC) Monitor	UNICEF	81074194	12	\$ 1,368.00			
103	58 Audio-visual equipment - Camera	UNICEF	81075065	3	\$ 1,418.52			
104	59 Audio-visual equipment - Camera	UNICEF	81075065	3	\$ 1,418.52			
105	60 Printing and plotting devices	UNICEF	81088647	18	\$ 3,420.00			
106	61 Family dolls set Anatomically correct dolls	UNICEF	81091116	3	\$ 1,407.00			
107	62 Furniture & moveable equipment Desks	UNICEF	81120721	3	\$ 600.00		Office Furniture for Centenary, Figtree and Penhalonga	
108	63 Furniture & moveable equipment O chairs	UNICEF	81120721	6	\$ 1,080.00			
109	64 Furniture & moveable equipment V Chairs	UNICEF	81120721	6	\$ 390.00			
110	65 Printing and plotting devices	UNICEF	81121304	6	\$ 5,580.00		ICT equipment for Plumtree, Magunje, Muzarabani, Epworth and Southlea Park	
111	66 Furniture & moveable equipment cabinets	UNICEF	81124006	18	\$ 11,973.96			

6	A	B	C	D	E	F	G	H
No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments		
112	67 Personal Computer (PC) desktops	UNICEF	81124236	6	\$ 5,130.00			
113	68 Personal Computer (PC) monitors	UNICEF	81124236	6	\$ 1,278.00			
114	69 Lab consumables Plastic Outer PackageGeneric Evidence bag BULK	UNICEF	81094205	1000	\$ 409.28	Forensic Lab Supplies		
115	70 Barrier Tape	UNICEF	81094205	1000	\$ 5,457.03			
116	71 Blue nitrile gloves small blue UOM 100 pieces	UNICEF	81094205	100	\$ 1,548.43			
117	72 Blue nitrile glove Medium blue UOM 100 pieces	UNICEF	81094205	100	\$ 1,548.43			
118	73 Blue nitrile glove large blue UOM 100 pieces	UNICEF	81094205	100	\$ 1,548.43			
119	74 Blue nitrile glove X Large blue UOM 100 pieces	UNICEF	81094205	100	\$ 1,548.43			
120	75 3M 8710E masks FFP1 20 per pack UOM per box	UNICEF	81094205	100	\$ 2,317.87			
121	76 Examination gown	UNICEF	81094205	1000	\$ 2,046.38			
122	77 Forcep plastic blue Griprite sterile UOM each	UNICEF	81094205	2000	\$ 381.99			
123	78 SceneSafe Product Codes	UNICEF	81094205	20	\$ 572.99			
124	79 Sterile water	UNICEF	81094205	50	\$ 523.19			
125	80 Tamper Evident Sealing Tape	UNICEF	81094205	100	\$ 3,410.64			
126	81 Clear Packaging Tape	UNICEF	81094205	1000	\$ 3,547.07			
127	82 Generic Evidence bag SMALL	UNICEF	81094205	12	\$ 392.41			
128	83 Generic Evidence bag MEDIUM	UNICEF	81094205	12	\$ 581.01			
129	84 Generic Evidence bag LARGE	UNICEF	81094205	12	\$ 730.97			
130	85 Generic Evidence bag BULK	UNICEF	81094205	2000	\$ 1,237.65			
131	86 Window sack small Police Evidence	UNICEF	81094205	2000	\$ 818.55			
132	87 Window sack medium Police Evidence	UNICEF	81094205	2000	\$ 927.69			
133	88 Window sack large Police Evidence	UNICEF	81094205	2000	\$ 1,118.69			
134	89 Urine collection pot	UNICEF	81094205	1000	\$ 545.70			
135	90 530128 Toilet Tissue x 8	UNICEF	81094205	1000	\$ 136.43			
136	91 Medical Wire MW102 swab plastic stick	UNICEF	81094205	30	\$ 613.92			
137	92 Sterile water	UNICEF	81094205	50	\$ 545.70			
138	93 Securitainer 30ml White with cap	UNICEF	81094205	2000	\$ 300.14			
139	94 4G+ Woven RF Shielding Mobile Phone Pouch	UNICEF	81094205	50	\$ 1,892.91			
140	95 4G+ Woven RF Shielding Mobile Laptop Pouch	UNICEF	81094205	50	\$ 4,839.70			
141	96 4G+ Woven RF Shielding Mobile Tablet Pouch	UNICEF	81094205	50	\$ 2,523.19			
142	97 Tamper Evident Red Security Seal Tape	UNICEF	81094205	20	\$ 682.13			
143	98 Clear Packaging Tape Tesa 7050	UNICEF	81094205	20	\$ 70.94			
144	99 Generic Evidence bag SMALL	UNICEF	81094205	500	\$ 32.70			
145	100 Generic Evidence bag MEDIUM	UNICEF	81094205	500	\$ 48.42			
146	101 Generic Evidence bag LARGE	UNICEF	81094205	500	\$ 60.91			
147	102 Generic Evidence bag BULK	UNICEF	81094205	100	\$ 61.88			
148	103 Window sack small Police Evidence	UNICEF	81094205	500	\$ 204.64			
149	104 Window sack medium Police Evidence	UNICEF	81094205	500	\$ 231.92			
150	105 Window sack large Police Evidence	UNICEF	81094205	500	\$ 279.67			
151	106 Blue nitrile gloves small	UNICEF	81094205	50	\$ 774.22			
152	107 Blue nitrile glove Medium blue	UNICEF	81094205	50	\$ 774.22			
153	108 Blue nitrile glove large blue	UNICEF	81094205	50	\$ 774.22			
154	109 Blue nitrile glove X Large blue	UNICEF	81094205	50	\$ 774.22			
155	110 Type IIR Surgeons mask	UNICEF	81094205	2500	\$ 272.85			
156	111 Forcep plastic blue Griprite sterile	UNICEF	81094205	2000	\$ 381.99			
157	112 SceneSafe Product Codes	UNICEF	81094205	20	\$ 572.99			
158	113 Medical Wire MW102 swab plastic stick	UNICEF	81094205	120	\$ 2,455.66			
159	114 EDTA wet evacuated 5ml Pink top blood bottle	UNICEF	81094205	1000	\$ 545.70			
160	115 Sterile water 5ml plastic ampoules	UNICEF	81094205	50	\$ 523.19			
161	116 Whatman Sterile Omni Swabs	UNICEF	81094205	1500	\$ 1,227.83			
162	117 Tamper Evident Red Security Seal Tape	UNICEF	81094205	50	\$ 1,705.32			
163	118 Clear Packaging Tape Tesa	UNICEF	81094205	1000	\$ 3,547.07			
164	119 Generic Evidence bag SMALL	UNICEF	81094205	100	\$ 3,270.12			
165	120 Generic Evidence bag MEDIUM	UNICEF	81094205	100	\$ 4,841.75			
166	121 Generic Evidence bag LARGE	UNICEF	81094205	100	\$ 6,091.41			
167	122 Generic Evidence bag BULK	UNICEF	81094205	2000	\$ 1,237.65			
168	123 Window sack small Police Evidence	UNICEF	81094205	5000	\$ 2,046.38			
169	124 Window sack medium Police Evidence	UNICEF	81094205	5000	\$ 2,319.24			
170	125 Window sack LARGE Police Evidence	UNICEF	81094205	5000	\$ 2,796.73			
171	126 Canon 250D kit	UNICEF	81094205	15	\$ 13,871.42			
172	127 Scenes of Crime Fingerprint Kits	UNICEF	81094205	93	\$ 19,944.88			
173	128 Squirrel hair brush, round, 20cm NSN 7920-99-361-5300	UNICEF	81094205	20	\$ 95.50			
174	129 Squirrel hair fingerprint brush size 10	UNICEF	81094205	10	\$ 327.42			

	A	B	C	D	E	F	G	H
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
175	130	Sirchie standard magnetic applicator	UNICEF	81094205	10	\$ 94.82		
176	131	Zephyr fibreglass filament Brush	UNICEF	81094205	10	\$ 88.68		
177	132	SceneSafe Carbon Black Powder	UNICEF	81094205	10	\$ 27.15		
178	133	Bi-Chromatic powder	UNICEF	81094205	10	\$ 25.24		
179	134	SceneSafe SupraZeta White Fingerprint Powder	UNICEF	81094205	10	\$ 27.15		
180	135	SceneSafe SupraNano Red Fluorescent Latent Fingerprint Powder	UNICEF	81094205	10	\$ 54.57		
181	136	Grey Magnetic Powder	UNICEF	81094205	10	\$ 54.57		
182	137	SceneSafe SupraNano Green Magnetic Fluorescent Fingerprint Powder	UNICEF	81094205	10	\$ 51.84		
183	138	SceneSafe Bi-Chromatic Latent Fingerprint Powder	UNICEF	81094205	10	\$ 81.86		
184	139	Fomex Template to fit 6inch x 4inch cobex Printed	UNICEF	81094205	10	\$ 153.48		
185	140	Cobex Sheet 175mu 4inch x 6inch (100 / pk)	UNICEF	81094205	1	\$ 9.48		
186	141	3M 8004 Fingerlift clear 48mm x 10yd	UNICEF	81094205	10	\$ 53.89		
187	142	Ikon OHP pen fine tip black Permanent ink,	UNICEF	81094205	10	\$ 5.46		
188	143	Crystal-Tabs 145mm x 63mm box of 100 tab	UNICEF	81094205	1	\$ 4.99		
189	144	Fasson 440 footlifting sheets 7inch x 14inch	UNICEF	81094205	100	\$ 16.37		
190	145	Cobex Sheet 175mu 7inch x 14inch	UNICEF	81094205	100	\$ 17.26		
191	146	8cm x 8cm L Shape Reference Scale UOM per scale	UNICEF	81094205	10	\$ 22.51		
192	147	5m tape measure U.O.M Each	UNICEF	81094205	10	\$ 61.39		
193	148	Single lens linen tester x 6 mag 25mm Ref RS3009 U.O.M each	UNICEF	81094205	10	\$ 129.60		
194	149	FFP3 non valved face mask Fold flat,	UNICEF	81094205	50	\$ 306.96		
195	150	Blue nitrile glove large blue UOM 100 pieces	UNICEF	81094205	10	\$ 154.84		
196	151	Reeves black fingerprint ink 8ml tube UOM per tube (NSV Code KYF-0012)	UNICEF	81094205	10	\$ 25.24		
197	152	Fingerprint Roller 75mm wide UOM each	UNICEF	81094205	10	\$ 49.11		
198	153	R2 black plasticase price each 220mm x 160mm x 40mm Supplied with foam	UNICEF	81094205	10	\$ 191.00		
199	154	Guidelines on Handling Sexual Offences and Aspects of the Investigation	UNICEF	81095730	500	\$ 1,497.82	Printed materials for distribution	
200	155	ZRP_Scientific Aids Crime Scene SOP	UNICEF	81099902	6300	\$ 18,774.00		
201	156	Sexual and Gender Based Violence	UNICEF	81100987	589	\$ 3,699.51		
202	157	Violence Against Children	UNICEF	81100987	589	\$ 3,499.84		
203	158	Children in Conflict with the Law	UNICEF	81100987	589	\$ 2,099.79		
204	159	Books, colouring books	UNICEF	81120735	12	\$ 26.40	Children's Play area items for Victim Friendly Unit	
205	160	Stationery colouring pencils	UNICEF	81120734	6	\$ 6.78		
206	161	Stationery sharpners	UNICEF	81120734	6	\$ 0.54		
207	162	Stationery Multi coloured pens	UNICEF	81120734	6	\$ 6.78		
208	163	Stationery wax crayons	UNICEF	81120735	6	\$ 7.86		
209	164	Sports goods Soft balls	UNICEF	81120735	6	\$ 10.50		
210	165	Furniture - childrens chairs	UNICEF	81125142	6	\$ 31.44		
211	166	Furniture - children tables	UNICEF	81125142	6	\$ 251.52		
212	167	Games & toys - Puzzles	UNICEF	81120735	6	\$ 44.52		
213	168	Stationery Bond paper	UNICEF	81120734	160	\$ 907.20	Stationery items for ZRP VFU	
214	169	Stationery bench paper	UNICEF	81120734	200	\$ 1,104.00		
215	170	Stationery A4 counter books	UNICEF	81120734	400	\$ 408.00		
216	171	Stationery Arch lever files	UNICEF	81120734	270	\$ 580.50		
217	172	Stationery writing pens	UNICEF	81120734	150	\$ 24.00		
218	Subtotal					\$ 1,013,300.89		
219								
220	Transferred to JUDICIAL SERVICE COMMISSION (Government)							
221	1	Personal Computer (PC) desktop	UNICEF	81075774	1	\$ 762.00	VFU ICT Equipment	
222	2	Personal Computer (PC) monitor	UNICEF	81075774	1	\$ 116.00		
223	3	Furniture & moveable equipment - Tables	UNICEF	81076644	6	\$ 626.09	VFU Furniture	
224	4	Furniture & moveable equipment - chairs	UNICEF	81076644	12	\$ 626.09		
225	5	Family dolls set Anatomically correct dolls	UNICEF	81091116	3	\$ 1,407.00	Family dolls set Anatomically correct dolls	
226	6	Court Recording Equipment Communication equip. (excl.audio visual)	UNICEF	81093788	1	\$ 6,638.96		
227	7	Court Recording Equipment Communication equip. (excl.audio visual)	UNICEF	81093788	1	\$ 2,662.62		
228	8	Court Recording Equipment Computer Network Communication Equipment	UNICEF	81093788	1	\$ 4,789.28		
229	9	Court Recording Equipment AV supplies,equipment & accessories	UNICEF	81093788	1	\$ 5,669.95		
230	10	Family dolls set Anatomically correct dolls	UNICEF	81113116	7	\$ 3,745.00	Family dolls set Anatomically correct dolls	
231	11	Court Recording Equipment Communication equip. (excl.audio visual)	UNICEF	81123593	3	\$ 17,786.70	Victim Friendly Court Recording Equipment	
232	12	Court Recording Equipment Communication equip. (excl.audio visual)	UNICEF	81123593	3	\$ 7,149.90		
233	13	Court Recording Equipment Computer Network Communication Equipment	UNICEF	81123593	3	\$ 2,595.15		
234	14	Court Recording Equipment Computer Network Communication Equipment	UNICEF	81123593	3	\$ 12,009.09		
235	15	Court Recording Equipment AV supplies,equipment & accessories	UNICEF	81123593	3	\$ 7,836.00		
236	16	Furniture & moveable equipment - Desk	UNICEF	81077371	1	\$ 170.00	VFU Furniture	
237	17	Furniture & moveable equipment - Chair	UNICEF	81077371	1	\$ 145.00		
238	18	Books - colouring books	UNICEF	81078611	12	\$ 19.69	Childrens Play area items for Victim Friendly Unit	

	A	B	C	D	E	F	G	H
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
239	19	Stationery - Pencil colours	UNICEF	81078611	6	\$ 15.00		
240	20	Stationery - Pencil sharpeners	UNICEF	81078611	6	\$ 3.00		
241	21	Stationery - Multi coloured pens	UNICEF	81078611	6	\$ 16.38		
242	22	Stationery - Wax crayons	UNICEF	81078611	6	\$ 13.08		
243	23	Sports goods - soft balls	UNICEF	81078611	6	\$ 3.96		
244	24	Furniture - childrens chairs	UNICEF	81078611	6	\$ 56.70		
245	25	Furniture - children tables	UNICEF	81078611	6	\$ 120.00		
246	26	Games & toys - Puzzles	UNICEF	81078611	6	\$ 19.68		
247	27	HCG Pregnancy rapid Test, kit/50	UNICEF	45167665	125	\$ 312.50	Distributed to various Implementing Partners	
248	Subtotal					\$ 75,314.82		
249	Transferred to FAMILY SUPPORT TRUST (CSO)							
250	1	Family dolls set Anatomically correct dolls	UNICEF	81091116	1	\$ 469.00	Family dolls set Anatomically correct dolls	
251	Subtotal					\$ 469.00		
252	Transferred to - UNICEF (UN Agency)							
253	1	Printing services - Assessment Report	UNICEF	81103066	150	\$ 985.50	Distributed to various Implementing Partners	
254	2	Online Sexual Violence Against Women and Children	UNICEF	81101933	100	\$ 600.00		
255	3	Ass of Legal Bottlenecks Barriers in Collecting, Analysing	UNICEF	81096364	150	\$ 838.43		
256	4	Assessment of the Gaps and Barriers to the Implementation...	UNICEF	81105042	200	\$ 1,126.00		
257	5	Assessment Report of Crime and Criminal Justice Statistical System in	UNICEF	81105042	200	\$ 800.00		
258	6	Secondary Data Analysis of Sexual Gender Based Violence and Harmful	UNICEF	81105042	200	\$ 1,068.00		
259	7	Mapping and Analysis of Government Policies	UNICEF	81105042	200	\$ 1,052.00		
260	8	Cloth face mask	UNICEF	81093485	5500	\$ 4,675.00	Support given to different Implementing partners during the Covid 19 pandemic	
261	9	Cloth face mask	UNICEF	81093485	1500	\$ 1,275.00		
262	10	Hand sanitizer, alc. 70%, 500ml w/o pump	UNICEF	81093487	3600	\$ 12,600.00		
263	11	Hand sanitizer, alc. 70%, 500ml w/o pump	UNICEF	81093487	1200	\$ 4,200.00		
264	12	Soap, toilet bar, approx. 1kg/CAR-10	UNICEF	81093490	1100	\$ 880.00		
265	13	Soap, toilet bar, approx. 1kg/CAR-10	UNICEF	81093490	300	\$ 240.00		
266	14	Gloves,w/o powder,nitr, L, disp,box/100	UNICEF	81093492	600	\$ 7,260.00		
267	15	Gloves,w/o powder,nitr, L, disp,box/100	UNICEF	81093492	600	\$ 7,260.00		
268	16	Gloves,w/o powder,nitr, L, disp,box/100	UNICEF	81093492	200	\$ 2,420.00		
269	17	Face shield, for protective use /CIK	UNICEF	81093492	2400	\$ 3,360.00		
270	18	Face shield, for protective use /CIK	UNICEF	81093492	1200	\$ 1,680.00		
271	19	Thermometer, clinical, IR, handheld set	UNICEF	81093505	80	\$ 5,520.00		
272	20	Thermometer, clinical, IR, handheld set	UNICEF	81093505	20	\$ 1,380.00		
273	21	Water disinfectant, Sodium hypochlorite	UNICEF	81093533	650	\$ 2,080.00		
274	22	Water disinfectant, Sodium hypochlorite	UNICEF	81093533	650	\$ 2,080.00		
275	23	Water disinfectant, Sodium hypochlorite	UNICEF	81093533	100	\$ 320.00		
276	24	Bucket, plastic, 20 l	UNICEF	81093536	60	\$ 281.40		
277	25	Bucket, plastic, 20 l	UNICEF	81093536	40	\$ 187.60		
278	26	HCG Pregnancy rapid Test, kit/50	UNICEF	45167665	125	\$ 312.50	Distributed to various Implementing Partners	
279	27	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
280	28	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
281	29	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
282	30	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
283	31	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
284	32	Brochure, Rudo's New Life, English	UNICEF	81094061	511144	\$ 36,802.19		
285	33	Brochure, Hupenyu Hutsva hwaRudo, Shona	UNICEF	81094061	255572	\$ 18,912.45		
286	34	Brochure, Hupenyu Hutsva hwaRudo, Shona	UNICEF	81094061	255572	\$ 18,912.45		
287	35	Brochure, Hupenyu Hutsva hwaRudo, Shona	UNICEF	81094061	255572	\$ 18,912.45		
288	36	Brochure, Hupenyu Hutsva hwaRudo, Shona	UNICEF	81094061	255572	\$ 18,912.45		
289	37	Brochure, Hupenyu Hutsva hwaRudo, Shona	UNICEF	81094061	255572	\$ 18,912.45		
290	38	Brochure, Impilo kaRudo entsha, Ndebele	UNICEF	81094061	85191	\$ 6,474.55		
291	39	Book,Braille Rights in your pocket	UNICEF	81094876	2335	\$ 69,979.95		
292	40	Book,Braille Rights in your pocket	UNICEF	81094876	2335	\$ 69,979.95		
293	41	Book,Braille Rights in your pocket	UNICEF	81094876	330	\$ 9,890.10		
294	42	Book,Braille Rights in your pocket	UNICEF	81094876	1	\$ 150.00		
295	43	Flyer,Braille Understanding your rights	UNICEF	81094876	6000	\$ 29,850.00		
296	44	Flyer,Braille Understanding your rights	UNICEF	81094876	1	\$ 150.00		
297	45	Book,Braille Rudo's story	UNICEF	81094876	4847	\$ 24,113.83		
298	46	Book,Braille Rudo's story	UNICEF	81094876	1153	\$ 5,736.00		
299	47	Book,Braille Rudo's story	UNICEF	81094876	1	\$ 150.00		
300	Subtotal					\$ 596,331.20		
301	Transferred to Ministry of Women Affairs, Small and Medium Enterprises Development. (Government)							

	A	B	C	D	E	F	G	H
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
302	1	Dell XPS 13 7390 Laptops	UNDP	W000198 - W000203	6	\$ 10,155.00	The GBV System is an integrated system made up of the telephone sub-system and the Case Management System both residing on the same server. The server is therefore a repository of GBV data. GBV data is entered into the system via workstations at district level and some information will be coming from other Stakeholders (Govt Departments, CSOs partners and Community cadres). The server, workstations and IP phones form an integral part of the Local Area Network (LAN)	
303	2	Prefabricated office units	UNFPA	AP08691963	1	\$ 24,114.14		
304	3	Prefabricated office units	UNFPA	AP08691963	1	\$ 25,274.33		
		Personal Computer (PC),general purpose HP Proliant DL380 Gen10 SFF 2U Form Factor - Server	UNICEF	81089856	2	\$ 9,500.00		
305	4	Computer, laptop		81090196	11	\$ 13,970.00	UNICEF is supporting the set-up, development and roll-out of the GBV IMS system. Several Ministries were identified that support GBV interventions MoWAGCD	
306	5		UNICEF					
307	6	Costed Implementation Plan for the Zim Nat Action Plan	UNICEF	81095730	800	\$ 2,554.59		
308	Subtotal					\$ 85,568.06		
309	Transferred to Legal Aid Directorate (Government)							
310	1	ASUS V241F, All In One PC (Desktops for Call Centers)	UNDP	SI Project No. 003 - 007	5	\$ 7,500.00		
311	2	ASUS 1Ur Server	UNDP	SI Project No. 001	1	\$ 3,200.00		
312	3	Network router	UNDP	SI Project No. 002	1	\$ 1,470.00		
313	4	IP PBX (with 4 GSM & \$FXO)	UNDP	SI Project No. 022	1	\$ 5,200.00		
314	Subtotal					\$ 17,370.00		
315	Transferred to Immigration Department (Government)							
316		ASUS 1Ur Server	UNDP	SI Project No. 085	1	\$ 3,200.00		
317		ASUS V241F, All In One PC	UNDP	SI Project No. 086 - 090	5	\$ 7,500.00		
318		Network router	UNDP	SI Project No. 107	1	\$ 1,470.00		
319		IP PBX (with 4 GSM & \$FXO)	UNDP	SI Project No. 108	1	\$ 5,200.00		
320	Subtotal					\$ 17,370.00		
321	Transferred to Zimbabwe Republic Police Victim Friendly Unit (Government)							
322	1	ASUS 1UrServer	UNDP	SI Project No. 023	1	\$ 3,200.00		
323	2	ASUS V241F, All In One PC	UNDP	SI Project No. 024 - 028	5	\$ 7,500.00		
324	3	Network router	UNDP	SI Project No. 029	1	\$ 1,470.00		
325	4	IP PBX (with 4 GSM & \$FXO)	UNDP	SI Project No. 030	1	\$ 5,200.00		
326	Subtotal					\$ 17,370.00		
327	Transferred to Office of the Auditor General (Government)							
328	1	DELL Latitude 5510 Notebook	UNDP	SI Project No. 100 - 104	15	\$ 17,805.00		
329	Subtotal					\$ 17,805.00		
330	Transferred to Parliament of Zimbabwe (Government)							
331	1	Samsung Toll free phone	UNDP	SI Project No.108	1	\$ 1,764.71		
332	Subtotal					\$ 1,764.71		
333	Transferred to Empretec (CSO)							
334	1	Laptop HP Probook 450 G7	UNDP	SI project No. 118 - 121	4	\$ 5,725.00		
335	2	Laptop HP Ellite book X360	UNDP	SI project No. 122 - 123	2	\$ 4,820.46		
336	3	Microsoft tablet	UNDP	SI project No. 124	1	\$ 2,855.52		
337	4	Solar Dryers	UNDP	SI project No. 045 - 052	8	\$ 18,040.00		
338	Subtotal					\$ 31,440.98		
339	Transferred to UNFPA (UN Agency)							
340	1	Laptop Dell Latitude 7390 2-in-1	UNFPA	AP08182729	1	\$ 1,256.50	Laptop for the GBV Specialist who coordinated implementation and monitoring of the Spotlight Initiative . The new specialist is being recruited and the laptop will be used by the new specialist and for the continuing GBV programme work.	
341	Subtotal					\$ 1,256.50		

	A	B	C	D	E	F	G	H
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
342		Transferred to Rozaria Memorial Trust (CSO)						
343	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	20	\$ 24,120.00		
	2	Solar Units (including 1 inverter (5000W: PSW-H (500W) 48V, 80A Any-Grid TM Hybrid Inverter Charger)						
		2 Batteries (Pylontech 3.5KWhr lithium iron phosphate batteries) and 12 solar panels						
344		(SOLARCOM 425 Mono panels)	UN Women	3259	1	\$ 8,301.25		
345		Subtotal				\$ 32,421.25		
346		Transferred to Katswe Sistaahod (CSO)						
347	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	22	\$ 26,532.00		
348	2	Converted container with a library section and a computer lab with 10 work stations	UN Women	3228	1	\$ 20,623.77	UN Women is in the process of handing over the container to Katswe	
		Solar Units (including 1 inverter (5000W: PSW-H (500W) 48V, 80A Any-Grid TM Hybrid Inverter Charger)						
		2 Batteries (Pylontech 3.5KWhr lithium iron phosphate batteries) and 12 solar panels						
349	3	(SOLARCOM 425 Mono panels) @\$8,301.25	UN Women	3259	2	\$ 16,602.50		
		Solar Units (including 1 inverter (5000W: PSW-H (500W) 48V, 80A Any-Grid TM Hybrid Inverter Charger)						
		2 Batteries (Pylontech 3.5KWhr lithium iron phosphate batteries) and 12 solar panels						
350	4	(SOLARCOM 425 Mono panels)	UN Women	3259	1	\$ 8,301.25	The solar equipment is installed at the container which is in the process of being handed over to a partner	
351		Subtotal				\$ 72,059.52		
352		Transferred to entity Institute of Young Women's Development (CSO)						
353	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	22	\$ 26,532.00		
354	2	Converted container with a library section and a computer lab with 10 work stations	UN Women	3228	2	\$ 41,247.54		
		Solar Units (including 1 inverter (5000W: PSW-H (500W) 48V, 80A Any-Grid TM Hybrid Inverter Charger)						
		2 Batteries (Pylontech 3.5KWhr lithium iron phosphate batteries) and 12 solar panels						
356	3	(SOLARCOM 425 Mono panels) @\$8,301.25	UN Women	3259	2	\$ 16,602.50		
357		Subtotal				\$ 84,382.04		
358		Transferred to Zimbabwe Women's Resource Centre and Network (CSO)						
359	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	22	\$ 26,532.00		
		Solar Units (including 1 inverter (5000W: PSW-H (500W) 48V, 80A Any-Grid TM Hybrid Inverter Charger)						
		2 Batteries (Pylontech 3.5KWhr lithium iron phosphate batteries) and 12 solar panels						
360	2	(SOLARCOM 425 Mono panels)	UN Women	3259	1	\$ 8,301.25		
361		Subtotal				\$ 34,833.25		
362		Transferred to entity Women's University in Africa (CSO)						
363	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	16	\$ 19,296.00		
364		Subtotal				\$ 19,296.00		
365		Transferred to UNWOMEN (UN Agency)						
366	1	Dell Latitude 5420 laptops	UN Women	3203-3204-3205	7	\$ 8,442.00	The laptops were bought for staff members that are working on the Spotlight Initiative programme and the value has depreciated to levels where they cannot be donated to partners. UN Women will retain the staff to continue working on VAW.	
367	2	Dell Latitude 5490 laptops	UN Women	2982	4	\$ 4,279.20	The laptops were bought for staff members that are working on the Spotlight Initiative programme and the value has depreciated to levels where they cannot be donated to partners. UN Women will retain the staff to continue working on VAW.	
368	3	2 Canon EOS 250D BK Camera Kit	UN Women	3285	2	\$ 3,660.00	The cameras were bought for the communications staff working on the SI to document the work and increase visibility	
369	4	MACBOOK PRO 16 INCH (2019) T/BAR C 17 16	UN Women	3285	2	\$ 7,370.00	The laptops were bought for the communications personnel because they support content creation and editing software and storage. The equipment will be used for communications and visibility beyond the current spotlight phase.	
370		Subtotal				\$ 23,751.20		
371		Transferred to Zimbabwe Women's Bureau (CSO)						
372	1	Dell Latitude 5490 laptops	UN Women	2982	4	\$ 4,279.20		
373		Subtotal				\$ 4,279.20		

	A	B	C	D	E	F	G	H
6	No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Comments	
374		Transferred to CONTACT (CSO)						
375		2 Dell Latitude 5490 laptops	UN Women	2982	8	\$ 8,558.40		
376		Subtotal				\$ 8,558.40		
377		Transferred to Women's Action Group (CSO)						
378		1 Dell Latitude 5490 laptops	UN Women	2982	5	\$ 5,349.00		
379		2 Dell Latitude 5490 laptops	UN Women	3041	1	\$ 1,073.20		
380		Subtotal				\$ 6,422.20		
381		Transferred to Lower Guruve Development Association (CSO)						
382		1 Dell Latitude 5490 laptops	UN Women	3041	10	\$ 10,732.00		
383		Subtotal				\$ 10,732.00		
384		Transferred to CARITAS (CSO)						
385		1 Dell Latitude 5490 laptops	UN Women	3041	8	\$ 8,585.60		
386		Subtotal				\$ 8,585.60		
387		Transferred to ILO (UN Agency)						
388		1 Laptop Dell Latitude 5411	ILO	HREHIV00003; HREHIV000	2	2,000.00	The laptops will be used by the ILO to support continuing work to private sector companies to develop GBV and Sexual Harassment Policies. Due to the work under the Spotlight Initiative the demand for information and trainings on sexual harassment and GBV in the workplace has been created and companies continue to request technical support.	
389		2 Projector Epson EB-1795F				2,708.00	The ILO intends to use the projectors to continue with post program support in the area of trainings for private sector companies on Sexual Harassment and GBV in the World of Work. The Workplace Manual developed under the Spotlight Initiative is the guiding tool for post-programme initiatives to capacitate private sector companies.	
389			ILO	HREIS0001; HREIS002	2			
390		3 Camera Nikon D7500				1,929.00	This will be used to for post program for ongoing documentation of impact of the private sector interventions implemented during the Spotlight Initiative as evidence for resource mobilization for enlarging the scope of this work beyond the 14 companies that participated in Spotlight and for sharing the work in visual formats with other companies to advocate for more private sector entities to initiate Sexual Harassment and GBV policies and programmes as part of prevention measures.	
390			ILO	HREIS0003	1			
391		Subtotal				\$ 6,637.00		
392		Transferred to entity UNESCO (UN Agency)						
393		Dell Latitude 5420 Note book computer(Monitor, Docking station,Webcam,USB Charger,adapter, 1 headset &Backpack)	UNESCO	K.Chokumanyara(UNESCO	1	\$ 1,500.00	The Spotlight Project has established a network of beneficiaries especially Organisations of Persons with Disabilities (OPDs) and the computer will continue in part to be used for supporting and maintaining contact with the network and to help develop new joint project proposals together with the beneficiary network. Beyond the Spotlight Initiative, some of the initiatives that were kickstarted by the project will continue as part of sustaining the gains of the project and the laptop will facilitate this to continue as well as in developing new proposals to fund related activities.	
394		2 Dell Latitude 5420 Note book computer(Monitor, Docking station,Webcam,USB Charger,adapter,headset &B:	UNESCO	P.Jeke(UNESCO HAR/2022,	1	\$ 1,500.00	This will be continued to be used to finalize the reporting and to support any future EU verification missions should financial questions on how we processed payments are asked. It will also be used for future EU funded projects thereby removing the financial burden on new projects until the computer reaches UNESCO's limit for older aging equipment to be replaced. Pending the receipt of new EU funding it will be used as per UNESCO acceptable use of assets guidance in the AO unit.	
395		Subtotal				\$ 3,000.00		
396								
397		Total				\$ 2,586,136.20		

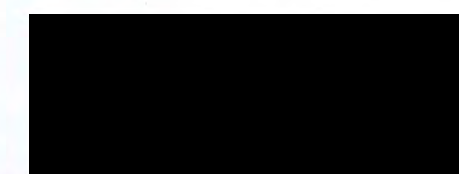
Spotlight Initiative

List of equipment / vehicles / remaining major supplies / assets and its end-use upon completion of the Spotlight programme

Programme:



Agency	Name of Representative	Date	Signature
UNICEF	Dr Tajudeen Oyewale		
UNDP	Dr. Ayodele Odusola		
UNFPA	Ms. Miranda Tabifor		
UN WOMEN	Ms. Fatou Aminata Lo		
UNESCO	Ms. Nisha		
ILO	Ms. Philile Masuku		





Spotlight Initiative

