



**Spotlight
Initiative**

ANNUAL NARRATIVE PROGRAMME REPORT (FIRST DRAFT)

**PROGRAMME TITLE: SPOTLIGHT INITIATIVE ZIMBABWE
COUNTRY PROGRAMME**

PROGRAMME START DATE: 01 JANUARY 2019

REPORTING PERIOD: 01 JANUARY 2020 – 31 DECEMBER 2020

Programme Title & Programme Number	Priority regions/areas/localities for the programme
<p>Programme Title: Spotlight Initiative Zimbabwe Country Programme</p> <p>MPTF Office Project Reference Number:¹ 00111645</p>	<p>Five Provinces- Mashonaland Central (six Districts), Mashonaland West (five Districts), Manicaland (five Districts), Matabeleland South (five Districts), Harare (two impoverished large urban settlements)</p>
Recipient Organization(s)	Key Partners
<p>ILO UNDP UNESCO UNFPA UNICEF UN WOMEN</p>	<p>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; National Prosecuting Authority; Parliamentary Thematic Committees; Zimbabwe National Statistics Agency</p> <p>Civil Society - Women's Rights Organizations, Women Community Groups, Disable Persons Organizations, Faith-Based Groups, Human Rights Organizations, Children's Rights Groups, among others</p> <p>Independent Commissions and Oversight Bodies - Zimbabwe Gender Commission, Zimbabwe Human Rights Commission, Judicial Services Commission, Parliament of Zimbabwe, Anti-Domestic Violence Council, Public Service Commission</p> <p>Private Sector, Academic Institutions and the Media</p>
Programme Cost (US\$)	Programme Start and End Dates

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](#).

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

Phase I Spotlight funding:² 21,000,000 USD

Agency Contribution: 1,683,606 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)
ILO	632,362	132,193
UNDP	2,917,695	261,113
UNESCO	631.129	251,979
UNFPA	4,388,564	722,127
UNICEF	6,956,514	284,754
UN WOMEN	5,473,736	31,440
TOTAL	21,000,000	1,683,606

Start Date:
(01.01.2019)

End Date:
31.12.2022

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

List of Acronyms

C4D	Communication for Development
CBOs	Community-based organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CP	Country Programme
CSE	Comprehensive Sexuality Education
CSO	Civil Society Organisation
CSRG	Civil Society Reference Group
DPOs	Disabled Persons Organizations
EVAWG	Eliminating Violence Against Women
GBV	Gender Based Violence
GoZ	Government of Zimbabwe
HIV	Human Immunodeficiency Virus
HLPC	High Level Political Compact
HoAs	Heads of Agencies
HP	Harmful Practice
IP	Implementing Partner
IPV	Intimate Partner Violence
JSC	Judicial Service Commission
LAD	Legal Aid Directorate
MICS	Multiple Indicators Cluster Survey
MIS	Management Information Systems
MWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
NGOs	Non-Governmental Organisation
NPA	National Prosecuting Authority
NSC	National Steering Committee
NSS	National Statistical System
OAG	Office of the Auditor General
OPC	Office of the President and Cabinet
PSEA	Prevention of Sexual Exploitation and Abuse
RC	Resident Coordinator
RCO	Resident Coordinator's Office
RUNO	Recipient UN Organisation
SGBV	Sexual and Gender Based Violence
SI	Spotlight Initiative
SIDA	Swedish International Development Agency
SOP	Standard Operating Procedures
SRHR	Sexual and Reproductive Health and Rights
VAWG	Violence Against Women and Girls
VFS	Victim Friendly System
WCOZ	Women's Coalition of Zimbabwe
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZIMSTAT	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police
ZRP VFU	Zimbabwe Republic Police Victim Friendly Unit

Executive Summary

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

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

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

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

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

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

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

The EU continues to be a champion of the SI in Zimbabwe in various ways. In 2020, the EU requested the Spotlight Technical Lead, UN Women's Country Representative, to make presentations to the Heads of EU Member States Missions in the country on Spotlight in Zimbabwe and the response of

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

the programme to the COVID-19 pandemic. In addition, during a March 2020 meeting with the Technical Coordination Unit and Technical Lead, the UN Women Country Representative, the EU suggested the production of a Spotlight Situational Report on the SI's implementation during the COVID-19 pandemic and lockdowns. This idea led to the development of the Zimbabwe Spotlight Bi-Weekly COVID-19 Brief

Achievements and Challenges

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

Leaving No One Behind and ensuring representation

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

Spotlight worked with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), the host Government Ministry for Spotlight, to advocate for the Government to declare GBV response and community mobilization as “essential services”, under the lockdown. The Ministry provided clearance letters to enable Implementing Partners (IPs) to move into communities within Spotlight districts despite the lockdown. In addition, the Ministry of Public Service, Labor and Social Welfare also provided letters for those IPs working to reach women and girls with disabilities and their caregivers. These critical actions enabled programmed interventions to continue, especially when virtual options were not possible.

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

A major achievement advancing the principle of LNOB in 2020 was Spotlight's strengthening the capacity of more than 200 women and girls with disabilities to meaningfully engage in law and policy making processes as active citizens, as highlighted by the following story⁵.

⁴ Zimbabwe Spotlight Mid-Term Assessment Report

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

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

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

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

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

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

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

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

Reaching Over 3 Million Direct Beneficiaries

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

As at the end of December 2020⁶, the Zimbabwe SI had reached a total of **3,777,447 direct beneficiaries**. Of these, **2,334,840 are women and girls, and 1,442,607 are men and boys**. This was a considerable leap from the reach in 2019, which was low at 67,505.

Much of this reach can be attributed to the work of some 500 Behaviour Change Facilitators (BCFs) who continued their community GBV surveillance and referrals and behaviour and social norms change work with the integration of COVID-19 prevention information into their community-based actions.

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

- 185,536 young men under 18 years
- 237,546 young women under 18 years
- 496,800 men over 18 years

⁶ Cumulative from January 2019 to the end of December 2020.

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

- 691,393 women over 18 years
- 3,565 young men with disabilities under 18 years
- 3,846 young women with disabilities under 18 years
- 5,937 men with disabilities over 18 years
- 6,181 women with disabilities over 18 years

Delivering as One in spirit of UN reform and through Partnerships

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

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

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

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

COVID-19 Re-programming Successfully Expands Access to Services

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

Hotlines for GBV and SRHR services

- Four additional hotlines were added to the Musasa Project's main GBV hotline which increased response and psycho-social support to women and girls. Between April and the end of December 2020, 2265 verified calls were received on the Spotlight-supported lines: 91 percent of the callers were females.

- A youth-led Civil Society Organization (CSO) established a new hotline for key underserved population groups⁸. This hotline started in June 2020 and by end of December 2020, 2219 beneficiaries who called the line had benefited from GBV and SRHR services.
- Childline added one additional line and 19 helpline agents to handle the increased volume of calls which began when the lockdown started in March. This support was provided in June 2020: with the additional capacity, Childline's response rate to calls increased by 41% compared to a 22% response rate to calls in May 2020.

Shuttle and transport services for GBV survivors

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

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

A new radio programme, **Let's Talk GBV**, was introduced by Spotlight during the COVID-19 pandemic. The programme aired on a popular radio channel, Capital 100.4FM. Capital 100.4FM is a Commercial Radio station with a terrestrial reach of 4.2 million people. The Station has a strong on-air and online presence with over 71 000 followers on Facebook, Twitter, and Instagram. The station also reaches regional and international audience through streaming services. In June 2020, for the one-year anniversary of the launch of the Spotlight Initiative in Zimbabwe on June 26, 2019, the EU Ambassador participated on the programme to mark this anniversary with other Spotlight partners.

Achievements in the Six Outcome Areas

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

Laws and Policies (Outcome 1)

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

Strengthening Institutions (Outcome 2)

High Level Political Compact on GBV- This strategic intervention provides the foundation for the sustainability by Government of the work on GBV started through the Zimbabwe SI. The HLPC will establish accountability on eradicating GBV at the Highest Level with the President as the key champion and advocate; establish a mechanism for financial investment in ending GBV from

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

Government to ensure the sustainability of financial resources for the prevention and response to GBV and for addressing the socio-economic costs of GBV; and anchors the accountability of Government to strengthen the GBV machinery at national and sub-national levels for planning and implementation of State programmes, laws and policies to enhance effectiveness.

Prevention (Outcome 3)

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

Quality Essential Services (Outcome 4)

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

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

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

Data (Outcome 5)

GBV IMS Assessment and Framework. The Comprehensive GBV IMS Assessment for the development of a national GBV IMS was completed in January 2020. This assessment includes a 'Theory of Change', based on the consultations and interviews, for Zimbabwe to achieve the goal of developing a GBV IMS by the end of the Spotlight CP in 2022.

Civil Society (Outcome 6)

IAGs and IPs launch awareness raising and anti-GBV campaigns: During this reporting period the Innovators against GBV (IAGs) and Spotlight IPs combined the use of ICT and community meetings (in accordance with COVID-19 Guidelines) in the Spotlight Provinces to strengthen GBV movement

building at the community level. Through the 5 campaigns; **#HeForShe; #CatchThemYoung; #PeaceBeginsat Home; #SheMatters and the #Taking a Stand Against GBV**, upwards of **10,000** men, women, boys, and girls have not only been sensitized but engaged on GBV issues at various levels.

Zimbabwe Civil Society Reference Group

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

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

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

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

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

Challenges

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

- Working with Government Ministries and Departments at the national level slowed down due to the impact of the lockdown on the operations of ministries and departments. Some entities were affected by COVID-19 infections which resulted in the closure of offices for periods of time, while other government entities operated at reduced capacity to reduce the footprint of officials in offices. SI worked closely with the identified focal persons in Government who continued to enable work to continue.
- Virtual modalities remain an unfamiliar way of working for Government. Planning meetings with government has not been as effective due to many key officials not having access to internet connectivity at home; the rising cost of data charges; and officials' capacity gaps in

using ZOOM and other virtual meeting platforms for consultations, presentations, and planning. Technical support in the forms of data allocation, on-line support to use ZOOM functions during meetings, and support to develop and share presentations in virtual platforms was provided by the SI RUNOs.

- RUNOs continued to experience delays in the movement of funds to IPs and stakeholders (e.g., data for participation in virtual meetings) due to transfer delays in the external banking sector and mobile money platforms. RUNOs' operations team remained in constant communications with IPs and the various banking platforms to identify the bottlenecks and find solutions to transfer the funds to partners.
- Monitoring of Spotlight interventions by the SI Inter-Agency Team (Programme and M&E focal persons), Civil Society Reference Group members, and high-level site visits that were planned for the last two quarters could not take place due to lockdown and UN travel restrictions in the COVID-19 context. Therefore, the Country Programme has had to rely solely on reports from IPs with minimal opportunities for on-site verification of the delivery of the SI in the Spotlight Provinces and Districts . This compromised opportunities for joint learning and reflection, and corrective actions. A small monitoring visit by a limited number of members of the team was made in November and initiatives for third-party monitoring of Spotlight interventions in the provinces and districts were developed.

INTERIM REPORT

I.Contextual Shifts and Implementation Status

Country context

Zimbabwe seeks to become an upper middle-income country by 2030, but the country still has many political, economic, social and gender equality and women's rights hurdles to conquer. The Vision⁹ 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.¹⁰

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

In the UN's country document which lays out the Socio-Economic Response to COVID-19 in Zimbabwe, the UN highlights that the International Monetary Fund (IMF) estimated that Zimbabwe's real Gross Domestic Product (GDP) would contract by 7.4 percent in 2020¹², and goes on to state: *For a country whose economy contracted by an estimated 6.5 percent in 2019, continued contraction of the magnitude highlighted above, more so given the fragility of the economy, would be disastrous, affecting, disproportionately, the poor and vulnerable, small and informal businesses, as well as small scale agricultural producers.*¹³

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

On March 21, 2020 Zimbabwe began a 21-day national lockdown that shut down everything except essential activities and services such as health care and law enforcement. This initial lockdown was subsequently extended by an additional two weeks and then on May 3rd, the lockdown was further extended by another two weeks, however with more relaxed provisions. On May 16, 2020, lockdown with relaxed measures was extended indefinitely with a proviso for fortnightly review by the government.

In Zimbabwe, as in other parts of the world, the immediate effect of the lockdown on women's and girls' safety and security began to emerge. From the start of the lockdown until May 5, the Musasa National GBV Hotline recorded 1,494 calls, a 90% increase compared to pre-lockdown trends and 94% of the callers were women. In addition to this, the Childline Bulawayo Call Centre during the period 24 March to 2 April recorded a 43% increase in the daily average calls. Of these, 41% were

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

¹⁰ National Development Strategy (2021-2025)

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

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

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

directly related to violence against children and SGBV, with 75% of the perpetrators being people within the child's home environment.¹⁴

Prevalence studies are the main source of data¹⁵ available to measure the severity of the problem but they only map SGBV among those 15-49 years old. Violence against girls under 15 and women older than 49 are major gaps. Data mapping the magnitude of SGBV and HPs among women and girls with disabilities; the extent of SGBV against girls in schools and young women in tertiary institutions; and the scope of on-line SGBV, can inform the interventions within Zimbabwe's Spotlight CP.

The 2015 Zimbabwe Demographic and Health Survey (ZDHS) estimated the prevalence of physical violence among women and girls at 35% and sexual violence at 14%; and the 2019 Multiple Indicators Cluster Survey¹⁶ found that 39% reported being physically abused since 15 and 12%, between 15-49 years, had experienced sexual violence. Intimate Partner Violence is the most dominant form of violence in Zimbabwe.

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

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

The CEDAW Committee in its March 2020 Concluding Observations recognised the strides made in creating the legal framework for gender equality and women's rights in the 2013 Constitution but urged the Government to take additional measures – amend or repeal all remaining sex-discriminatory provisions, adopt a law on Gender Equality¹⁷, incorporate CEDAW into all relevant laws, among others. And on GBV, the Committee expressed concern regarding the continued high prevalence of GBV against women and girls in the public and private spheres; the continued underreporting due to a culture of silence and impunity; the absence of data, disaggregated by age and relationship between victim and perpetrator, on the number of investigations and prosecutions in cases of gender-based violence against women and on the sentences imposed on perpetrators; among others¹⁸.

SI's Response to COVID-19 in Zimbabwe

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

In April 2020, the SI Inter-Agency Team began its first exercise of revising interventions and re-programming funds allocated within the Spotlight Country Budget to integrate COVID-19 into the

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

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

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

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

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

comprehensive programme to eliminate violence against women and girls. In its first reprogramming plan, the SI Technical Team integrated a response to COVID-19 in Outcome 2 (Strengthening Institutions), Outcome 3 (Prevention which includes economic empowerment for the most vulnerable groups of women), Outcome 4 (Quality and Essential Services, which includes economic empowerment and recovery for GBV survivors), Outcome 5 (Data) and Outcome 6 (Civil Society and the Women's Movement).

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

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

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

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

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

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

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

The released funds were then used to:

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

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

- Expansion of GBV national hotline (Musasa) and additional counsellors- Four new lines were added, two of which provide remote Psychosocial Support.
- New toll-free line and additional hotline helpline agents –Childline
- Hotline for Key Populations (SRHR and GBV/SGBV)
- Shuttle service for GBV survivors
- Transport service for GBV service providers
- Procurement of PPE and IPC supplies and equipment for IPs, GBV/SGBV services facilities, and Behavior Change Facilitators (community GBV/SGBV surveillance) to enable essential services to continue and to enable IPs to reach the most vulnerable (women and girls with disabilities and their caretakers);
- Procurement of data bundles to enable GBV service providers to convene coordination meetings and to participate in virtual de-briefing sessions.

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

Spotlight IP provides COVID-19 counselling services to women

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

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

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

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

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

Women in isolation are also unable to go shopping for themselves and their families and they depend on donations and support from people who offer to help, which often leads to menstrual hygiene issues, because they are unable to purchase what they need or ask others to buy menstrual products for them, Ngwenya added. The isolation makes it difficult for women to share their fears and this in turn intensifies their stress and depression.

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

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

II. Implementation Status

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

To keep the SI CP moving, the focus of the SI flexible programming began with a concentration on the provision of GBV, SGBV, SRHR and COVID-19 information and services to women, girls and communities in the Spotlight identified five provinces¹⁹ and 23 districts.

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

The Ministry responsible for Women Affairs, which also is the host Spotlight ministry of Government, ensured that both GBV services and community work were deemed essential services which enabled many of the Spotlight IPs to continue delivering their interventions. Spotlight supplied the IPs with PPE and some RUNOs provided training on the Government and World Health Organization (WHO) COVID-19 guidelines. And some Spotlight IPs operating at district and community levels were tapped to be part of district COVID-19 taskforces, which included government officials and community leaders at the district levels.

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

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

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

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

III. Programme Governance and Coordination

National Steering Committee

The Zimbabwe Spotlight National Steering Committee (NSC) is co-chaired by the Resident Coordinator and the Minister for Women Affairs, Community, Small and Medium Enterprises Development. Members of the Committee include the EU Ambassador, representatives from the Ministry of Finance and the Office of the President and Cabinet²⁰, a representative from the Swedish Embassy²¹, the six Spotlight RUNOs Heads of Agencies (HoAs)²² and three representatives from the Zimbabwe National Civil Society Reference Group. The members of the Coordination team – Technical Coordinator, Coordination Programme Associate, Gender & Disability Advisor from RCO, Finance Lead (UNDP) and Spotlight M&E Lead (UNICEF) – also attend and provide presentations and information to the NSC.

The overarching role of the NSC is to provide strategic oversight of the Zimbabwe CP and it is the body that approves the Annual Workplan, Budget Revisions and the re-programming of the CP. In 2020, the NSC held four meetings in accordance with its Terms of Reference to approve the stated documents and to monitor the delivery rate and, in the latter part of the year, the implementation rate of the Zimbabwe CP. The RC and the NSC were kept informed of the impact of the funding gap that occurred between September and mid-December 2020, when RUNOs had expended the majority of their first tranche funds and were awaiting the second tranche of funds²³.

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

Civil Society National Reference Group (CSNRG)

Zimbabwe's Civil Society National Reference Group is one of the most active among the Spotlight countries. Established in 2018 through a wide-spread call for nominations and a selection process, the 16-member CSNRG met monthly in 2020, through convenings organised by the Technical Coordination team, to enable the Coordination team to provide the technical, communications and

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

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

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

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

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

²⁵ The HLPC is scheduled to be launched in 2021.

financial support required by the CSNRG to implement its 2020 AWP. The CSNRG also has created a Whatsapp platform for members to communicate and consult on issues that arise from their meetings with the Technical Coordination Unit. To facilitate their use of virtual modalities during the COVID-19 lockdowns, the Coordination unit provided data bundles to CSNRG members.

The group's 2020 AWP focused primarily on advocacy and communications and monitoring activities and the budget for all actions is supported by the Coordination Unit through the Spotlight Advanced Budget. Other financial support for monitoring actions is provided through the Spotlight Monitoring Budget, which includes line items for the CSNRG independent monitoring activities. Actions in 2020 included the finalization of a Spotlight Movement Building and Advocacy Manual produced by the CSNRG; participation in radio platforms to discuss GBV during the COVID-19 pandemic; the launch of their "Shaking Off GBV" campaign during the 16 Days of Activism; participating in global and regional Spotlight platforms on civil society; convening, with support from Spotlight M&E focal person, a half-day physical monitoring meeting with IPs. The CSNRG provided support to the SI's outreach to grassroots partners and communities through members participation in GBV/COVID-19 information and awareness campaigns as panellists on radio programmes and through engagement with the Women's Coalition of Zimbabwe to provide the SI Zimbabwe Coordination team with information on the situation of women in marginalized communities during the COVID-19 lockdown.

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

The CSNRG members serve and were selected in their individual capacity to represent the following sectors: women's human rights, HIV&AIDS, SRHR, male engagement, private sector, academic institutions, religious groups, women and girls with disabilities, key populations, trade unions, children's rights, women's rights funds²⁶, gender equality and women's rights. All CSNRG members selected participated in the 2018 consultations for the development of the Zimbabwe CP as members of various civil society groups. To ensure the CSNRG's participation in the development of country AWP, acceleration plans and re-programming exercises, from the start the CSNRG selected two (2) of its members to be part of the SI Inter-Agency Technical Team and three (3) of its members for the NSC.

²⁶For Zimbabwe, the representative is from Urgent Action Fund

Spotlight CSRG participates in global ‘Count Me In’ Campaign

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

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

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

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

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

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

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

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

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

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

IV. Programme Partnerships

Government

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

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

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

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

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

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

The work with the Ministry of Public Service, Labour and Social Welfare, for example, is critical for the inclusion and implementation of SI's LNOB interventions to reach the most vulnerable groups, specifically women and girls with disabilities and their caregivers, and children and adolescent girls who experience SGBV. This ministry has the mandate for both groups. In addition, it is important to note that the SI has managed to integrate the LNOB principle in the partnership with all government ministries, Parliament, and other entities. For example, Parliament welcomed the Spotlight-supported participation of women and girls with disabilities in the 2020 Parliamentary consultations and hearing on the draft Constitutional Amendment Bill and the written submission by this constituency with their recommendations for stronger provisions on disability rights and changes to the draft Bill. The ZGC is including the discrimination against women and girls with disabilities in its research areas for developing recommendations to Government and Parliament to reduce the intersecting forms of discrimination that increase this SI target group's vulnerabilities to SGBV.

Civil Society

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

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

These IPs, especially those closer to the ground and communities, have been instrumental in the programme delivery during the COVID-19 lockdowns. Armed with information, PPE supplies and

guidance from the SI RUNOs, the IPs continued to carry out their work within the national COVID-19 guidelines for physical meetings.

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

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

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

European Union Delegation in Zimbabwe

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

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

The EUD focal persons responsible for Spotlight regularly engage with the Technical Coordinator and team for information and required updates on any aspect of the SI in Zimbabwe. The EU is a member of the SI Inter-Agency Technical Team, attends all Spotlight Inter-Ministerial Coordination

Mechanism meetings and participates in Spotlight Communications and Visibility activities. Increasing the EU's participation in Spotlight Communications and Visibility activities by involving the EU in the planning of the activities is an area that is being strengthened to ensure more timely communications on the events and activities.

Other Partners

Partnerships with academic institutions aided the SI in Zimbabwe to strengthen the capacity of key government and other officials in independent Commissions in areas such as gender and macro-economics, gender-responsive budgeting and developing GEWE M&E frameworks and systems. Spotlight partnered with the media for the development of GBV/SGBV ethical guidelines for reporting and in 2020, SI Zimbabwe strengthened its partnership with the private sector for the development of GBV prevention and response workplace policies and strategies. Investments in building partnerships with the private sector and academia began in 2019/2020 and often require a series of engagements to acquire approval from the relevant authorities and to build commitment among stakeholders at different levels within these institutions. Once this is achieved, these partners take ownership of the initiatives providing sustainability beyond the life of the SI.

V.Results

Overarching Narrative: Capturing Broader Transformation

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

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

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

IPs also were consulted early in the process of the first flexible programming conducted in April 2020 to (1) gather their views on how best they could continue to implement their Spotlight interventions in the context of the COVID-19 guidelines and lockdown restrictions and the challenges they might

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

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

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

Capturing Change at the Outcomes Level

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

Outcome 1 – Laws and Policies

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

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

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

disability rights in the proposed Bill. Spotlight continued to strengthen the capacity of women and girls with disabilities to participate in law and policy-making processes in 2020, such as Parliamentary public consultations on draft Bills and the national budget. The Spotlight IP, Leonard Cheshire Disability Zimbabwe, strengthened the capacity of 83 women and girls and seven Disabled Persons Organisations in six Provinces to participate in the public hearings, and provincial stakeholders in Harare, Manicaland and Matabeleland South were sensitised on how to engage with persons with disabilities. Training materials – such as braille summarized versions of the Constitution, audio CDs and DVDs on GBV, SGBV and SRHR – were disseminated. The views shared by women and girls with disabilities and DPOs during Spotlight-supported training sessions on COVID-19, the Constitutional Amendment Bill and how to participate in legislative processes, as well as their views and perspectives shared in the actual public hearings were captured and incorporated in the position paper that was submitted online to Parliament on July 3, and an acknowledgement of the submission was received on July 6. A hard copy of the paper also is submitted. The disability constituency's submission on the Bill provides their views on the alignment of laws, self-representation and political participation, the women's quota system and youth quota, and other recommendations for consideration. Parliament in its media review acknowledged and expressed appreciation at having the participation of persons with disabilities in the public consultations. Also, another Spotlight IP, Federation of Disabled Persons in Zimbabwe (FODPZ) partnered with Leonard Cheshire Disability Zimbabwe to draft an advocacy paper which highlighted the legal and administrative interventions required for addressing ending violence against women and girls with disabilities. The paper was submitted to the Ministry of Public Service, Labour and Social Welfare which has the mandate for disability issues and the ministry houses the National Disability Board, which was supported by Spotlight to produce a costed Strategic Plan.

- The **Assessment on the Barriers to the Implementation of GBV/SGBV legislation and policies in Zimbabwe** was completed and the findings will be used to inform ongoing work with relevant Government ministries, Parliament and Independent Commissions.
- The websites of the Ministry of Public Service Labour and Social Welfare (MoPSLSW) and Ministry of Justice, Legal and Parliamentary Affairs (MJLPA) were revamped to allow for an inclusive legislative process involving adolescents.

Outcome 2 – Strengthening Institutions

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

- **The Handbook on the Effective Handling of GBV/SGBV Cases for the National Prosecuting Authority (NPA)** was validated by the NPA and chief prosecutors who handle GBV/SGBV cases. This paves the way for the training and use of the accompanying guidelines by prosecutors to strengthen their legal preparation for cases, cooperation with the police and handling of GBV/SGBV survivors and witnesses.
- **High Level Political Compact on GBV** – This process started to move more in earnest during Q2 of 2020. Consultations with the host Spotlight Ministry, Ministry of Women Affairs, Community, Small and Medium Enterprises Development led to the development of an

initial roadmap for the development of the Compact; the relevant documentation required- Concept Note, Justification for the Compact, strategic papers on components of the Compact such as the Macro-economic Costs of GBV and Modalities available to Government for GBV Financing from the national treasury- were prepared and circulated among the Spotlight SI Technical Team for consensus on the process; early papers on the Cost of SGBV and Models for Financing reviewed in preparation for wider consultations in 2020 with stakeholders in Government, Civil Society, Private Sector, among others. In November, the Resident Coordinator convened a High-Level Dialogue with the Minister responsible for Women Affairs, EU Ambassador, and the six HoAs of the Spotlight RUNOs and in early December government ministries convened and established an Inter-Ministerial Committee to draft the Principles for the HLPC. This strategic intervention provides the foundation for the sustainability by Government of the work on GBV started through the Zimbabwe SI. The HLPC will establish accountability on eradicating GBV at the Highest Level with the President as the key champion and advocate; establish a mechanism for financial investment in ending GBV from Government to ensure the sustainability of financial resources for the prevention and response to GBV and for addressing the socio-economic costs of GBV; and anchors the accountability of Government to strengthen the GBV machinery at national and sub-national levels for planning and implementation of State programmes, laws and policies to enhance effectiveness. The revised Roadmap towards the development of the HLPC leads towards its launch in 2021 before the end of Phase I of the Zimbabwe SI.

- For the first time since 2003, Spotlight supported and partnered with the ZRP Victim Friendly Unit to review and strengthen **the Investigation Guidelines on the Handling of SGBV cases by the Zimbabwe Republic Police (ZRP)**. The VFU National Coordinator facilitated the review of the new guidelines with 55 police officers and VFU field units in Spotlight Provinces and Districts, supporting the international consultant who was unable to travel due to the COVID-19 travel lockdown and restrictions. In addition, both the investigation and forensic guidelines to be used by the ZRP have been finalized and approved by the Police Commissioner General and Spotlight supported the next step of incorporating the guidelines into Police training manuals (pre-and in-service training) on GBV, Violence against Children (VAC) and Children in conflict with the law which have been submitted and validated by ZRP. These steps will institutionalize the strengthened guidelines into the ZRP VFU's operations and improve its capacity to handle more effectively GBV/SGBV cases.
- The Public Service Commission (PSC) was supported by Spotlight to hold stakeholder consultations on the draft Public Service Sexual Harassment Policy for all civil servants employed in the public sector, the largest employer in the country. Spotlight further worked with the key decision makers in the Public Service to develop the Commission's Communications and Advocacy Strategy. The Strategy and the subsequent training for officers in the PSC's Communications and Advocacy Unit will enhance the PSC's role to address GBV, SGBV and to promote SRHR within the Public Service.
- Spotlight supported an Assessment Report on the **Legal AID Directorate's** Strategic Plan and National Legal AID Coordination Framework which was developed as a critical step in strengthening this institution to carry out its mandate to provide access to justice in GBV/SGBV cases for the most vulnerable, who are unable to afford legal representation in cases. Also, the Legal AID Directorate, with sensitization and technical support from Spotlight, **started in January 2020 to record/classify all GBV cases handled**. This achievement was noted in the comprehensive assessment done in Outcome 5 in 2020 for the establishment of a GBV IMS Framework and System in Zimbabwe. The assessment noted

the synergies between the interventions in Outcome 5 and Outcome 2 which led to this result.

- **Spotlight worked with the Judicial Service Commission (JSC) to produce its 5-year strategy** which encompasses the judiciary, as well as activities of the JSC secretariat. The new strategy which includes issues affecting vulnerable groups, as well as responding to VAWG, has been validated.
- **The first Costed Implementation Plan for the National Action Plan on Ending Child Marriages** was developed with SI support, and the Justice, Law and Order Service (JLOS) Secretariat and service providers within this sector have developed a roadmap for action to implement the plan which is a critical step towards implementation of the Constitutional provision on the 18 years as the legal age for marriage in Zimbabwe. The 2019 Draft Harmonized Marriage Bill, which has yet to be passed by Parliament, also contains a provision ending child marriages. Spotlight supported lobbying and advocacy initiatives by gender equality and women's rights advocates to strengthen the draft Bill and continues to support advocacy initiatives for its adoption.
- **The Zimbabwe Gender Commission National Gender Forum: "Strengthening and Enhancing Accountability to end gender-based violence in Zimbabwe"**, was supported with technical and financial support from Spotlight. In light of the COVID-19 lockdown restrictions on physical meetings, Spotlight enabled the ZGC to hold nine mini-consultative forums throughout the country attended by a total of 642 (250 males and 392 females) participants. Two position papers were produced to inform the annual forum which was convened virtually: *"Gender Based Violence Response in Zimbabwe,"* and *"Strengthening and Enhancing Accountability to end Gender Based Violence in Zimbabwe: Key findings and recommendations ON GBV Prevention"*. The Annual Gender Forum, which is mandated in the Act that establishes the ZGC's operations, provides the platform for the ZGC to gather views and opinions from the public to make reports and recommendations for actions to Government and Parliament to establish accountability to gender equality and women's rights issues.
- In partnership with the University of Zimbabwe, Spotlight supported the capacity building of public officials from the **Ministry of Finance on Gender and Macroeconomics**. The first Gender and Macroeconomics training reached 50 government officials. **The course which aims to enhance Gender-Responsive Budgeting within Government ministries and departments** has nine modules: An Introduction to Economics; Gender-Aware Economics and Methods of Analysis; Gender and Macroeconomics; Unpaid Work; Employment, Decent Work and Social Protection; Gender, Income Inequality and Poverty; Gender, Public Finance, and Investing for Gender Equality; Gender, Trade and Value Chains and Economic Policy Making; and a module on the Sustainable Development Goals (SDGs) with strategies on How to reach the Goals' targets.

Outcome Three – Prevention

- Spotlight strengthened community-based actions on changing gender and social norms through the engagement of IPs whose constituency includes religious sects which practice polygamy and early marriages. The Apostolic Women's Empowerment Trust (AWET) has trained 1,620 Behaviour Change Facilitators in 12 identified Spotlight Districts to work with communities and religious leaders. Supplied with PPE and training on the Government and WHO COVID-19 Guidelines the BCFs convened community dialogues and discussions on

ending child marriages, GBV/SGBV and provided information on COVID-19 prevention. AWET's target was to reach 1,817,000 women, men, girls and boys with messages and gender and social norms education. AWET worked closely with the District Development Coordinators in the identified Spotlight districts and reached its target as illustrated in the disaggregated data provided in Table 1 below²⁸:

Table 1: AWET's Beneficiary reach in Spotlight 12 Districts disaggregated by sex and disability

Spotlight District	Number of Girls Reached	Number of Boys Reached	Number of Women Reached	Number of Men Reached	Number of PWD	Total Number Reached
Hurungwe	38,630	31,372	40,664	37,990	2,877	151,533
Makonde	45,260	38,673	55,830	28,900	4,509	173,343
Muzarabani,	32,414	22,062	42,978	32,515	4,203	134,172
Rushinga,	31,263	21,079	41,558	31,316	6,421	131,637
Mbire,	41,638	38,399	38,020	35,706	8,905	162,668
Mt Darwin,	49,610	42,370	61,180	35,800	6,754	195,714
Shamva,	42,248	19,290	45,785	28,353	2,753	138,429
Mutasa,	43,590	42,190	46,091	25,145	7,646	164,662
Chimanimani,	35,842	33,531	39,538	26,502	5,281	140,694
Chipinge	33,230	28,399	40,997	34,627	6,108	143,361
Umzingwane	39,820	28,526	41,099	35,081	9,860	154,386
Bulilima	35,640	26,446	31,970	32,137	1,88	126,401
Total						1,817,000

- The integration of COVID-19 information and prevention awareness into GBV/SGBV and SRHR messaging was one of the strategic prevention interventions during the COVID-19 lockdowns. Spotlight used various platforms to disseminate messages and information and for creating awareness of the GBV/SGBV referral services available during the lockdowns. A new weekly radio programme, **'Let's Talk GBV'** started during the lockdown. The programme aired on a popular radio channel, Capital 100.4FM. Capital 100.4FM is a Commercial Radio station with a terrestrial reach of 4.2 million people. The Station has a strong on-air and online presence with over 71 000 followers on Facebook, Twitter, and Instagram. The station also reaches regional and international audiences through streaming services. In June 2020, for the one-year anniversary of the launch of the Spotlight Initiative in Zimbabwe on June 26, 2019, the EU Ambassador participated on the programme to mark this anniversary with other Spotlight partners.
- Interventions in this Outcome Area involving the educational sector were negatively impacted by the closure of schools during the earlier lockdown periods. However, when some secondary schools re-opened in the latter part of Q4 , Spotlight with clearance and support for its IPs- the Forum for African Women in Education in Zimbabwe (FAWEZI) and the Family AIDS Counselling Trust (FACT)- from the Ministry of Primary and Secondary Education supported the **training of 182 Non-Teaching Staff (42 females and 142 males) in Bulilima, Rushinga, Muzarabani, Hurungwe, Mutasa and Chipinge Spotlight districts** on SRHR, SRGBV and HPs with participants drawn from various departments including the boarding teams, ground persons, security, parents' associations, clerks, among others. In addition, as part of efforts to strengthen the SGBV prevention and response in schools, the

²⁸ AWET Spotlight 2020 Progress Report

Forum for African Women in Education (Zimbabwe chapter) strengthened and revived extra-curricular clubs for learners on SGBV, Harmful Practices, Sexual and Reproductive Health Rights, and on positive gender norms. Creating learner-led initiatives on these issues through Spotlight contributes to the Ministry of Primary and Secondary Education's prevention and response strategy to address SGBV issues in schools. In the Ministry's Director's Circular No 27 of 2008, guidelines are provided on the compulsory establishment of child abuse prevention and management reporting structures at school level, including the establishment of extra-curricular clubs. Ten (10) extra-curricular clubs for learners in Rushinga and Muzarabani districts were revived with the participation of **535 learners (208 boys and 327 girls)**. With the facilitation of Guidance and counselling teachers, **the learners created 24/7 GBV help desks**.

Outcome 4 – Essential Quality Services

- Spotlight supplied PPE to all physical and Mobile One-Stop Centres and Shelters for Safety to ensure the continuation of GBV services in compliance with COVID-19 guidelines. During the period of May-July 2020 close to 1000 GBV survivors had received GBV/SGBV services at the OSCs and by the end of the year more than 5000, the majority of whom were women, had accessed services through the Mobile One-Stop Centres. An update on the Mobile OSCs and their effectiveness during the COVID-19 pandemic is provided in Annex D to this report on 'Promising Practices'.
- GBV Community Surveillance to identify and report GBV/SGBV cases along the referral pathway continued successfully in 2020. Provided by Spotlight with PPE, data for using cell phones and on-line platforms such as *Whatsapp* for rapid communications and IEC materials and aided in their movement due to community work being declared as 'essential services' thanks to the partnership with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), **from April 2020 to the end of December 2020, the BCFs cumulatively reached 1,630,805 (19,529 of whom are persons with disabilities)²⁹** women, men, girls, and boys:
 - 185,536 young men under 18 years
 - 237,546 young women under 18 years
 - 496,800 men over 18 years
 - 691,393 women over 18 years
 - 3,565 young men with disabilities under 18 years
 - 3,846 young women with disabilities under 18 years
 - 5,937 men with disabilities over 18 years
 - 6,181 women with disabilities over 18 years
- **Hotlines for GBV and SRHR services were expanded and strengthened by Spotlight during the COVID-19 pandemic.** Four additional hotlines were added to the IP, Musasa Project, main GBV hotline through financial support from Spotlight to increase response and psycho-social support to women and girls. Between April to the end of December 2020, 2265 verified calls were received on the Spotlight-supported lines, with 91 percent of the calls being from females. A youth-led Civil Society Organization (CSO) established a new hotline

²⁹ Data provided in Spotlight Bi-Weekly Brief#17; while there are other BCFs and community cadres implementing actions within the Zimbabwe SI, the BCFs in this reference are those trained and working through the Zimbabwe Community Health Intervention Research Project, one of the SI Implementing Partners.

with financial support from Spotlight for key population groups³⁰. This hotline started in June 2020 and by end of December 2020, 2219 beneficiaries had been reached with GBV and SRHR services. Spotlight provided financial support to Childline for an additional line and 19 helpline agents to handle the increased volume of calls once the lockdown started in March. This support was provided in June 2020 and due to the additional capacity, Childline's response to calls increased by 41% compared to a 22% response to calls in May 2020.

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

³⁰ These groups include sex workers (female and male), men having sex with men (MSM), women and young women living with HIV/AIDS, and persons self-identified as transgender.

Outcome 5 – Data

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

- **GBV IMS Assessment and Framework.** The Comprehensive GBV IMS Assessment for the development of a national GBV IMS was completed in January 2020. This assessment includes a ‘Theory of Change’, based on the consultations and interviews, for Zimbabwe to achieve the goal of developing a GBV IMS by the end of the Spotlight CP in 2022; and clear recommendations on how interventions in the Spotlight CP in other Pillars, the NSS and other stakeholders can contribute to the development of a harmonized GBV IMS; and recommendations for the creation of a GBV IMS coordination mechanism.
- **A GBV questionnaire** module was successfully integrated into the questionnaire for the **2020 ZIMVAC Livelihood Assessments** conducted by the Food and Nutrition Council, and members from three Spotlight RUNOs participated in the ZIMVAC Technical Group. Spotlight also provided some financial support for the enumerators’ field work for data collection. The findings of the ZIMVAC Rural and Urban Livelihoods Assessments are used by the Government, development partners, international and national NGOs, and UN agencies for planning strategic support to the humanitarian livelihoods and development sectors.
- **Gender Sector Statistics Committee revived.** Spotlight supported the MWACSMED and the national statistics agency, ZimStat, to resuscitate the National Gender Sector Statistics (GSS) Committee which has been dormant since 2017. The GSS is one of the key mechanisms identified in the Spotlight supported GBV IMS Assessment for the harmonized collection of GBV/SGBV administrative data for the development of the GBV IMS. The Committee’s members include representatives from Government ministries and departments, academic and research institutions, the private sector, and civil society organizations. Spotlight further supported 25 participants (16 women and 9 men) from line ministries, the Office of the President and Cabinet (OPC), ZimStat, the Zimbabwe Gender Commission, and UN agencies to attend a two-day virtual regional training on gender statistics, the importance of sex-disaggregated administrative data and how to collect data to monitor progress on the SDGs’ indicators.

.Outcome 6

- **Male engagement.** Since April 2020, Spotlight has supported an IP, Padare Men’s Forum on Gender, to build a movement among men and boys to prevent GBV and mold male champions against GBV at the community level. The project seeks to achieve personal transformation in community leaders who can in turn influence their communities; leaders who will change from being viewed as conspirators and potential perpetrators of GBV to being responsive, credible, and effective leaders in addressing GBV. In addition, the project aims to transform the negative attitudes and beliefs that drive harmful practices against women and girls. As part of the process, the Spotlight IP offers psychosocial support and counselling to assist and support men to cope with COVID-19 stresses and shocks and to develop acceptable coping mechanisms. The virtual counselling services reached more than 500 men with the majority being above the age of 18 years.
- **IAGs and IPs launch awareness raising and anti-GBV campaigns:** During this reporting period the Innovators against GBV (IAGs) and Spotlight IPs combined the use of ICT and community meetings (in accordance with COVID-19 Guidelines) in the Spotlight Provinces to strengthen GBV movement building at the community level. Some of these campaigns include in Matabeleland South at grassroots (ward levels) the *#HeForShe Campaign* was launched and in Harare, the *#She Matters* campaign kicked off and radio talk shows on GBV

and the campaign were held. In Manicaland Province, the *#PeaceBeginsat Home* campaign introduced the Peace Hut Model where communities come together to initiate their own solutions to ending GBV and Harmful Practices. In Chipinge, one of the Spotlight districts, for example, this model has been used in 18 family disputes, and Spotlight IPs have trained 46 active community-based organizations (CBOs) and 300 GBV Community-Based Activists (220 females and 80 males) on the model. Through the 5 campaigns; **#HeForShe; #CatchThemYoung; #PeaceBeginsat Home; #SheMatters and the #Taking a Stand Against GBV**, upwards of **10,000** men, women, boys and girls have not only been sensitized but engaged on GBV issues at various levels.

Sexual and Reproductive Health Rights in the Zimbabwe SI

Zimbabwe has continued to promote SRHR in the delivery of the CP across all outcome Areas. Access to SRH for women and girls, especially for groups facing intersecting forms of discrimination, is a key component of GBV/SGBV prevention and service delivery interventions. A few interventions to be noted are as follows:

The Spotlight IP, the Federation of Disabled Persons Organizations in Zimbabwe, worked with 57 women and girls, including learners with various disability types, to participate in provincial consultations on the National Disability Policy and the Persons with Disabilities Bill.

The women and girls emphasized their access to SRHR and their right to found families as areas of concern during the consultations, among other issues, such as the protection of their rights to property; provision of assistive devices to persons with disabilities who cannot afford them; the right to be heard; non-discrimination and equality before the law; and the right to access justice in the courts. FODPZ developed an Advocacy Paper on SGBV, HPs, SRHR and women and girls with disabilities access to services during the COVID-19 pandemic for submission to the Ministry of Public Service, Labour and Social Welfare, which has the mandate for disability issues.

During the COVID-19 lockdown measures, the SI supported the creation of a hotline by one of its IPs, Youth Advocate Zimbabwe, to provide SRHR information and access to services to Key Populations. KP community members face high levels of stigma and discrimination in many settings including in health care settings as well in the broader community. The helpline was created to services for KPs in a trusted platform and to link them to high impact sexual reproductive health and HIV services across the country with no specific boundaries.

VI. Rightsholders (Beneficiaries)

Table 2:
Beneficiaries

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

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

VII.Challenges and Mitigating Measures

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

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

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

For example, working with Government Ministries and Departments at the national level slowed down due to the impact of the lockdown on the operations of ministries and departments. Some entities were affected by COVID-19 infections which resulted in the closure of offices for periods of

time, while other government entities operated at reduced capacity to reduce the footprint of officials in offices. This scenario created delays in the planning and movement of SI interventions that involved Government ministries and departments. This also applied to other entities like the private sector due to the complete closure of companies or reduction in operational capacity, shifting management's focus from partnering with Spotlight to implement GBV and sexual harassment actions to economic survival. The Spotlight agencies continued to work with the identified focal persons in Government ministries and departments to find modalities to continue implementation, especially the delivery of essential GBV and SRHR services.

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

Spotlight's work on access to justice for GBV/SGBV cases was affected negatively by the closure of the courts, which only opened for 'emergency/urgent applications' which did not include GBV/SGBV cases. And while the idea of creating virtual courts has been discussed, some of the magistrates who are key stakeholders, remain sceptical. In an assessment conducted by Spotlight's IPs that focused on the delivery of justice³¹ through remote services, among other issues, one of the magistrates interviewed noted that: *Technology is not something we really consider (in this area). One cannot easily access or own a smart phone or even a computer to access services online. There are challenges with network. We hardly have toll free numbers, and this has resulted in us not being able to help clients because they do not have even airtime to call. We are still a long way from using or accessing technology.* Spotlight continues to lobby the Ministry of Justice, Legal and Parliamentary Affairs to include GBV/SGBV cases among those considered as 'urgent applications' and is partnering with the ministry to explore the creation of virtual courts to provide services to the most marginalized women and girls who are unable to travel long distances to reach e

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

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

³¹ Assessing the efficacy of the informal and traditional justice systems in addressing sexual and gender based violence in three districts in Zimbabwe, WLSA (Women in Law in Southern Africa) and the LRF (Legal Resources Foundation)

The use of ICT and virtual modalities also restricted Spotlight's reach to and the participation of women and girls with disabilities because the technology in Zimbabwe is not disability-friendly or adaptable. The Spotlight Technical Team in Zimbabwe reached out to the Spotlight Secretariat for learnings from other countries and is exploring the possibility of a GBV/SGBV/SRHR hotline for women and girls with disabilities. While some access to caretakers could be done through virtual modalities, the SI, with support from relevant Government ministries providing clearance letters, continued to reach these groups with physical visits for emergency cases.

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

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

VIII. Lessons Learned and New Opportunities

Lessons Learnt in 2020

- ***The most strategic programmatic lesson learnt in 2020 was that flexible programming works.*** As illustrated and discussed throughout this report, the COVID-19 pandemic challenged the Technical Coordination Unit and the SI Inter-Agency team to re-adapt the programme to continue implementation. The reflection and learnings that informed the flexible programming enabled the SI team to strategically revise and focus the interventions in the Prevention and Essential Services Outcome Areas and to put the money towards GBV/SGBV and SRHR interventions that met the needs of women and girls and which enabled an immediate response to their situations. In accordance with the principles that inform the UN Reform, the joint planning and joint delivery of the SI in Zimbabwe enabled the flexible programming to be conducted in a harmonized manner.
- ***Political will towards gender equality and women's rights in Zimbabwe still needs to be strengthened despite the progress made as was evidenced by the absence of a gendered analysis and gender responsive in the National COVID-19 Response and Recovery Plans and the absence of the Ministry responsible for Women Affairs on the National Task Force for COVID-19.*** The COVID-19 pandemic illustrated the political, economic, and social inequalities that continue to worsen the status of women and girls and increase their vulnerabilities to all forms of GBV. By GBV services being classified as 'essential services', this enabled Spotlight and other gender equality and women's rights groups to react as quickly as possible, and to continue to shine a light on the negative impact of gender inequalities. Emergency preparedness plans would be strengthened to act quickly to violence against women and girls during humanitarian and other crises if all forms of GBV remain classified as 'essential services.'
- ***An ongoing lesson is the slow pace and non-linear movement of law and policy making can lead to delays in immediate results from Spotlight's investment in law and policy making processes.*** While Spotlight has strengthened the gender provisions in several key draft laws and policies that will advance the rights of women and girls and decrease their vulnerability to GBV, SGBV and Harmful Practices, the law-making process in Zimbabwe is slow. The

technical investment in strengthening provisions in draft laws still remains a critical area of work to establish a legal base for transformative change, but a lesson emerging is that interventions must be targeted not only at drafters in Government Ministries and Parliament, but also to the Executive.

- ***IPs that work together within Spotlight Provinces and Districts to jointly deliver interventions have a wider reach and impact.*** Consultations with Implementing Partners during 2020 highlighted the benefits of Spotlight IPs collectively planning and delivering their interventions within provinces and districts. Joint messages and working together to harmonize approaches to interventions led to greater receptivity by communities and district officials. A joint approach among IPs also strengthened the branding of SI as a comprehensive programme as oppose to GBV initiatives being conducted by individual agencies and their civil society partners.
- ***Coordination of the Spotlight CP is strong at national and provincial level but needs to be strengthened at the district level.*** This was a finding of the Zimbabwe Spotlight Mid-Term Assessment and SI Inter-Agency Technical Team members who undertook a monitoring mission in November 2020 also reported that district officials require capacity building on the development of GBV, SRHR and HP coordination mechanisms with communities that are sustainable.

New Opportunities

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

IX. Innovative, Promising or Good Practices

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

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

The Mobile One-Stop Centres for the provision of multi-sectoral GBV services in remote and hard to reach areas also continue to be a promising practice. During the COVID-19 lockdown period, survivors were unable to travel to access services at static facilities due to transport unavailability and movement restrictions. The mobile OSCs have been instrumental in ensuring survivors continue

to receive critical services. In 2020 with support from the MWACSMED, Mobile OSCs were conducted for three (3) days every quarter at a static community facility. The Ministry of Women Affairs and Behaviour Change Facilitators (BCF) are responsible for mobilising the communities for upcoming mobile OSCs within a community. In addition to taking essential services to the people in communities, the mobile OSC campaigns also raise awareness about GBV and the referral pathway to survivors and communities. Community mobilization and outreach is conducted through road shows and these campaigns also highlight the importance of accessing sexual violence treatment at health facilities within 72 hours and provide information to address misconceptions, such as the perception that there is need for a police report before accessing health services when a woman or girl has experience physical or sexual violence.

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

X.Communications and Visibility

Overview

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

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

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

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

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

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

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

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

	Pictorial messages with quotes produced and disseminated on social media	UNCT Zimbabwe Social media	Some 50 high quality visual messages were shared with over 100,000 people directly showcasing the work of SI in eliminating violence against women and girls
	National campaign on “I Am #WithHer. Are You?” rolled out in November with 38 advocates from Government, EU, other Development Partners, UN, CSOs, media and artists, private sector taking the lead.	Social media (Facebook, Twitter), TV (Zimbabwe Broadcasting Corporation)	<p>The engagement of 38 influencers, opinion holders, development practitioners, diplomats has paved the way for the public particularly youth to champion the agenda of eliminating violence against women and girls</p> <p>- 38 videos developed and disseminated</p> <p>Facebook:</p> <p>- Average number of views on each video was about 122.</p> <p>- The most watched video had a total of 397 views.</p> <p>Twitter</p> <p>- Average number of views on each video was about 328.</p> <p>- The most watched video had a total of 1,375 views.</p>
	Digital and Electronic Media Advocacy leading	TV (ZBC), Social Media, Radio	Tapped into the viewership and listenership

	up to, during and beyond 16 Days of Activism against GBV		national broadcasters: <ul style="list-style-type: none"> - ZTV: 5 million people - Radio Zimbabwe: 6 million people - PowerFM: 3 million people - NationalFM: 2.5 million people - Classic 263: 1.2 million people - Khulumani FM: 600 thousand people <p>This was important in reaching the rural areas where 65% of the population live.</p>
	Shaking off GBV – Zumba event which took place on 5 th December (Livestreamed and shared on social media)	Social Media: UN in Zimbabwe Sly Media Productions	<ul style="list-style-type: none"> - 12 people in attendance at the Zumba event - Livestreamed on social media to a wider audience with a reach of 135,507 on Facebook generating enthusiasm in the public to use similar and other innovative platforms such as music concerts and dance in the fight against gender-based violence
	Public exhibition at the Sixth Africa Regional Forum on SDGs in Victoria Falls		<ul style="list-style-type: none"> - The Spotlight Initiative information stand was visited by over 3000 delegates including the President of Zimbabwe and the

			<p>Deputy Secretary General of the UN.</p> <p>- The information stand informed the delegates on Spotlight Initiative and provided them with a platform to pledge their support for gender equality and join in the fight to end violence against women and girls</p>
	<p>Youth engagement in collaboration with media (Zimbabwe Television Network - ZTN) via panel discussion livestreamed on social media</p>	<p>Social media ZTN Facebook platform</p>	<p>- the panel discussion was livestreamed on the ZTN Facebook page, which has a reach of 49,997</p> <p>- The discussion explored how youth in Zimbabwe are contributing to the fight against SGBV and what more can be done</p>
	<p>Profiled young women and women with disability performing artists in Bulawayo in partnership with Zimbabwe Music Academy</p>	<p>Social media (virtual, livestreamed event)</p>	<p>- The virtual event was livestreamed to an audience of 4,167, with the video being viewed by 1,200 people</p>
	<p>Engaged young women leaders in business, ICT, art, and leadership to share their</p>	<p>Livestreamed on UN Zimbabwe Facebook</p>	<p>- The livestreamed discussion had a reach of over 5,000 viewers.</p> <p>- The discussion was focused on</p>

	stories as agents of change.		hearing their stories of prominent women in leadership and how they achieved success to empower other women and girls that they can do the same
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Messages

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

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

These messages were effective with the general public as there was engagement with related materials shared via social media platforms. In particular, there was effective uptake of the message that gender-based violence is everyone's problem as men, women and youth engaged with the #WithHer campaign that was launched in November 2020.

Links to human interest stories

STORIES

In Zimbabwe, a shuttle bus becomes a lifeline (Outcome 4):

<https://www.spotlightinitiative.org/news/zimbabwe-shuttle-bus-becomes-lifeline>

In Zimbabwe, women and girls with disabilities are raising their voices (Outcome 1):

<https://www.spotlightinitiative.org/news/zimbabwe-women-and-girls-disabilities-are-raising-their-voices>

Using puppetry to educate children on COVID-19 and gender-based violence in Zimbabwe (Outcome 3): <https://www.spotlightinitiative.org/news/using-puppetry-educate-children-covid-19-and-gender-based-violence-zimbabwe>

In Zimbabwe, grassroots community action tackles sexual and gender-based violence (Outcome 3): <https://www.spotlightinitiative.org/news/zimbabwe-grassroots-community-action-tackles-sexual-and-gender-based-violence>

Testimonials

Value of the Spotlight-supported Helpline for Key Populations to access SRHR and GBV services during COVID-19.

“Most of the KPs normally want to seek services in a private and confidential, trustworthy platform and the helpline came in handy in providing a tailored service. The helpline is effective, because of the high level of anonymity that is associated with it and the trust that we have built from the youth-friendly service provision trainings with various facilities. The helpline came because of the need to provide customized services for KPs in a trusted platform and linking them to high impact sexual reproductive health and HIV services across the country with no specific boundaries.” *Tatenda Songore, Executive Director of Youth Advocates Zimbabwe (YAZ), a youth-led organization working to advance youth's rights and amplify their voices. Spotlight supported YAZ to create a helpline for Key Population Groups*

Giving dignity back to homeless women and girls

“I am so happy I can now brush my teeth; I cannot remember the last time I did this. That is the life on the streets, we live anyhow. I can also now bathe; I have the soap. I do not have reason at all to be filthy. It is humiliating to be on the streets without toiletries, we are often at the mercy of the men on the streets and other people who make promises to assist us. Having this dignity kit and a roof over my head feels like I have taken my power back.” *Josephine Ncube (20), a beneficiary of dignity kits distributed by Spotlight to one of the safe facilities for homeless women and girls.*

Spotlight supports revival of National Gender Sector Statistics Committee

“One of the main objectives of the Committee will be to ensure gender statistics are made available to inform national policy and assist the Government in preparing its State Party Reports on various regional and international gender and other normative framework commitments.” *Opening remarks by the then Chief Director in the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, Air Commodore Ivan G. Dumba, at the inaugural meeting in 2020 of the National Gender Sector Statistics Committee which had been dormant since 2017.*

Popular Zimbabwean musician joins hands with Spotlight to advocate against GBV

“As artists sometimes, we cannot help victims directly, because we are not close to them. Hence, we end up helping everyone by speaking out about ending violence through music, because it reaches so many people and they cannot avoid it. It is important to keep pushing on, being the voice of the voiceless through art. Actors should bring out the negatives of GBV through drama.” *Local musician Silvester Chizanga, popularly known as Freeman, who produced a song on the impact of physical and emotional violence on women and children.*

Spotlight Innovator against GBV reflects on her experience as an IAG

“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.” *Kudzai Mugumbate, former Spotlight IAG who is now with UNHCR in Uganda as UNV, Associate SGBV and Gender Equality Officer*

Male engagement programme develops champions to end GBV.

“I used to be an abuser; there was no peace in my home as I was physically abusive towards my wives. A wife would leave because of abuse and I would marry another – it became a cycle - until I encountered Padare Men’s Forum (Spotlight IP). After a conversation on GBV by Padare with male perpetrators, I did some self-introspection and realized that I had been wrong and had caused suffering to my former wives. It was at this point that I decided that I wanted to change my behavior and be a role model for other men in my village.” *Village head, Clemence Gudza, of ward 16 in Nechavava Village in Buhera, Male Champion for the eradication of violence against women and girls*

Pilot Safe Market for Women

“This day is a special occasion where we have an opportunity to observe the tremendous work that is being done here. I want to add a voice to what all the speakers have said that indeed this project is a great initiative that is going to transform the lives of women and Epworth community. This augurs well with our Ministry’s mandate of promoting gender equality and women empowerment.” *Closing remarks by the Hon J. Malanga, Deputy Minister of Women Affairs, Community, Small and Medium Enterprises Development at the tour of the Epworth Safe Market for women as it was being refurbished with support from Spotlight.*

Working with community, religious and mining leaders to change social and cultural norms.

“In communities like Mbungu and Mukarati in Mt Darwin, we have peer educators whose role is to conduct community surveillance and provide education to the communities. Community and mining sector leaders also have been trained to enable them to identify GBV needs in which we can intervene. We are also collaborating with the Victim Friendly Unit, Ministry of Health and Child Care, Social Welfare department who are helping as we provide GBV services as a team.” *Raymond Katsamba, Zimbabwe AIDS Prevention and Support Organization (ZAPSO) Programme Officer in Mt Darwin District. ZAPSO is a Spotlight IP.*

VIDEOS

General

GBV/COVID-19 video: <https://fb.watch/3YjWMEEBwh/>

Virtual Art Evening: <https://fb.watch/3Ykx5o6t0E/>

WithHer Campaign

Global - #WithHer – Tracey: <https://youtu.be/4O8seMiLy88>

Local – Google Drive Folder:

<https://drive.google.com/drive/folders/1lqPDSm0vR6gOj0jNs02rZEWBIEJMo1zY?usp=sharing>

- Individually as they appear on Facebook:

1. Hon. Sithembiso Nyoni:
<https://www.facebook.com/313143612060880/videos/558962352165310>
2. H.E. Timo Olkkonen:
<https://www.facebook.com/313143612060880/videos/1175356369532995>
3. Maria Ribeiro:
<https://www.facebook.com/313143612060880/videos/121958186273780>

4. Delphine Serumaga:
<https://www.facebook.com/313143612060880/videos/379633109763403>
5. Esther Muia:
<https://www.facebook.com/313143612060880/videos/134858361509297>
6. Georges van Montfort:
<https://www.facebook.com/313143612060880/videos/184968103270677>
7. Hopolang Phororo:
<https://www.facebook.com/313143612060880/videos/837405927061430>
8. Laylee Moshiri:
<https://www.facebook.com/313143612060880/videos/158015712676605>
9. Alex Gasasira:
<https://www.facebook.com/313143612060880/videos/208698027328129>
10. Chali Tumelo:
<https://www.facebook.com/313143612060880/videos/739557646914623>
11. Sophia Monaco:
<https://www.facebook.com/313143612060880/videos/528528681436698>
12. Mukami Kariuki:
<https://www.facebook.com/313143612060880/videos/1535597729969452>
13. H.E. Asa Pehrson:
<https://www.facebook.com/313143612060880/videos/1263125574071554>
14. H.E. Brian Nichols:
<https://www.facebook.com/313143612060880/videos/1285849371799541>
15. H.E. Emmanuel Mbennah:
<https://www.facebook.com/313143612060880/videos/235559504579705>
16. H.E. Melanie Robinson:
<https://www.facebook.com/313143612060880/videos/1303725249969932>
17. Francesca Stidson:
<https://www.facebook.com/313143612060880/videos/507323526851018>
18. H.E. Hakan Kivanc:
<https://www.facebook.com/313143612060880/videos/294796285235942>
19. Art Brown:
<https://www.facebook.com/313143612060880/videos/707870256523657>
20. H.E. Rene Cremonese:
<https://www.facebook.com/313143612060880/videos/707734646818777>
21. H.E. Santiago Gomez-Acebo:
<https://www.facebook.com/313143612060880/videos/386469515800823>
22. Edinah Masiyiwa:
<https://www.facebook.com/313143612060880/videos/1051786882005763>
23. Ekenia Chifamba:
<https://www.facebook.com/313143612060880/videos/483837072593126>
24. Kudakwashe Chitsike:
<https://www.facebook.com/313143612060880/videos/431334361604882>
25. Mildred Mushunje:
<https://www.facebook.com/313143612060880/videos/1734411880067174>
26. Sostina Takure:
<https://www.facebook.com/313143612060880/videos/232203908302302>
27. Bryan K: <https://www.facebook.com/313143612060880/videos/136131854737298>
28. Albert Nyathi:
<https://www.facebook.com/313143612060880/videos/811839596042068>
29. Chief Koti:
<https://www.facebook.com/313143612060880/videos/3571499762926269>

30. Laureen Adam:
<https://www.facebook.com/313143612060880/videos/246878803697873>
31. McDonald Gurura:
<https://www.facebook.com/313143612060880/videos/201045298253161>
32. Samantha Musa:
<https://www.facebook.com/313143612060880/videos/196221555424942>
33. Tendaiishe Chitima:
<https://www.facebook.com/313143612060880/videos/1355996588075417>
34. Shingi Munyeza:
<https://www.facebook.com/313143612060880/videos/2558340377791596>
35. Patience Musa:
<https://www.facebook.com/313143612060880/videos/3765754993446809>
36. Rumbidzai Takawira:
<https://www.facebook.com/313143612060880/videos/210998427179454>
37. Stephanie Travers:
<https://www.facebook.com/313143612060880/videos/142120867449014>

Panel Discussions

Conversation with Zimbabwean Women in Leadership: https://fb.watch/3Yk2LLu_eS/

XI.Next Steps

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

barriers that limit the reach to the most vulnerable and marginalized groups of women and girls.

- Mechanisms for strengthening the coordination of the work of IPs in the five Spotlight Provinces and 23 Districts, as well as a programme for building the capacity of district officials to establish sustainable GBV, SRHR and HP coordination mechanisms with communities, will be developed by the SI in Zimbabwe as critical components of Phase II.

ANNEXES

Annexes A, B, C and D are provided as separate attachments to this report.

Zimbabwe Annex A 2020

Outcome 1 Summary table

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

Ouptut Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Developed or Strengthened				
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.	0	4	5	5	<p>Spotlight contributed to the drafting and strengthening of the following new Bills and Policies: Child Justice Bill (initiated drafting, consultations on draft, write up and submission to government), Disability Bill (technical assistance to drafting, consultations), Cybercrime Bill (technical drafting, advocacy, consultations), National Disability Policy (technical assistance, drafting, consultations); Spotlight has supported strategic litigation efforts on sexual offences, the right to education, and the incarceration of juvenile offenders which will ensure that laws which are not in line with the constitution are declared unconstitutional.</p> <p>Spotlight was involved in advocating for the National Sexual Harassment Policy /Bill, in addition worked with Government on the Equality Bill.</p> <p>Spotlight has been involved in advocating for the National Sexual Harassment Policy /Bill. With the support of Spotlight, principles for the Sexual Harassment and Gender Equality Bill, have been developed and are awaiting submission to Cabinet for approval.</p> <p>Adoption has been delayed by limited Parliament sittings due to COVID 19 restrictions.</p> <p>Spotlight further supported the National Prosecuting Authority in the development of a Prosecution policy on prosecuting SGBV, SRHR and HP crimes</p>
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	1	3	8	<p>(1) Gender Commission conducted an inquiry in Quarantine Centers looking at human rights issues, SRHR GBV/SGBV services and referral pathway.</p> <p>(2) Utilizing its Public protector mandate, the Zimbabwe Human Rights Commission (ZHRC) conducted inquiries into maladministration in public institutions such as prisons and state hospitals with a focus on SGBV, SRHR issues,</p> <p>(3) The ZHRC conducted an inquiry into discriminatory practices against women and girls with disabilities</p>
	Parliamentarians				
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.	0	210	122	840	<p>Spotlight has hosted: Cybercrime Bill breakfast meeting (35 MPs, 12 female and 23 male). 1 female MP attended the Costed NAP on ending child marriages consultations</p> <p>Additionally 86 Parliamentarians - (50 F & 36 M) had their capacities strengthened to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination</p>
	Women Parliamentarians				
	0	63	63	315	
	Human Rights Staff				
	0	114	0	456	
	Women Human Rights Staff				
	0	64	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.	Evidence-based	Evidence-based M&E Plan Needs of ALL women & girls	Evidence-based Costed	Evidence-based M&E Plan Needs of ALL women & girls	Two plans were developed and costed ,National Disability Strategy and Plan and National Action Plan for Ending Child Marriages. National level plans are cascaded to sub national. Action Plan: National Action Plan for Ending Child Marriages , Sector: Social Services, Over reporting period: Evidence-Based, Costed Action Plan: National Disability Strategy and Plan , Sector: Social Services, Over reporting period: Evidence-Based, Costed
	Sub-National				
	Evidence-based	Evidence-based	Evidence-based Costed	Evidence-based	
	Government Officials				
Indicator 1.2.2 Number of key government officials with strengthened capacities to draft and costed action plans on ending VAWG and accompanying M&E frameworks, within the last year.	0	30	113	120	Spotlight strengthened the capacity of 12 key government official during the drafting of the NAP, Costed National Action Plan for Ending Child Marriages.
	Women Government Officials				
	0	15	59	60	Spotlight also supported the capacitation of the Inter Ministerial Committee on Human Rights.

Outcome 2 Summary table

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

Ouptut Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	12	1	48	Although plans and preparatory activities were developed during the reporting period, constraints related to the pandemic prevented the finalisation of these activities. However, there is very positive prospect for the team to be able to catch up these delays in 2021.
Indicator 2.1.3 Number of strategies, new plans and programmes of other relevant sectors (health, social services, education, justice, security, culture) that integrate efforts to combat VAWG developed in line with international HR standards, within the last year.	Health				
	Medium integration	Medium integration	Medium integration	High integration	
	Education				
	Medium integration	Medium integration	Medium integration	High integration	
	Justice				
	Medium integration	Medium integration	Medium integration	High integration	
	Security				
	Medium integration	Medium integration	Medium integration	High integration	
	Social Services				
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.	Medium integration	Medium integration	Medium integration	High integration	
	Culture				
	Medium integration	Medium integration	Medium integration	High integration	
Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	0	2	3	11	Spotlight supported the drafting of new police training manuals for pre- and in-service training within the ZRP training college on SGBV, VAC, CCL (children in conflict with the law) - manuals were drafted and validated in 2020 and integrated into revised curriculum. Spotlight also supported Justice Services Commission in the drafting of the SOPs which will enable the implementation of the multi-sectoral protocol (this will be integrated in the curriculum). In addition, the programme supported the drafting of training manuals on vulnerable witnesses for use by the judicial training college. Spotlight partnered with the University of Zimbabwe to develop a module on Gender and economics.

	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	150	227	600	Spotlight developed and delivered a multispectral training on GBV risk mitigation for government officials (85 in total) from the Ministry of Public Service and Social Welfare, the Ministry of Health and Child Care, the Ministry of Justice, Legal and Parliamentary Affairs, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, the Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement; 46 government officials cases management, were trained on referral protocols and quality standards, results-based financing model (4 Provincial Social Welfare Officers, 4 Provincial Police Supervisors, 5 District Social Welfare Officers, 14 Officers In Charge, 5 Officers from the Victim Friendly Unit, 14 from ICC) . 35 Prosecutors and 15 officials from Public Service Commission were also capacitated.
	Women Government Officials				
	0	75	110	300	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Victim Friendly System Coordination Mechanism: under the leadership of the Judicial Service Commission: The Victim Friendly System (VFS) is a multi-sectoral system in Zimbabwe in which all relevant stakeholders who have a part to play in managing vulnerable witnesses and survivors meet to discuss bottlenecks and challenges. The VFS stakeholders meet on national and subnational level once a month, and the national stakeholders also meet on a quarterly basis in a bigger forum.
	National Level Meetings				
Indicator 2.2.4 Number of meetings of regional, national and/or sub-national multi-stakeholder coordination mechanisms, within the last year.	4	4	4	20	Multi-sectoral meetings are held one per quarter at both national and subnational level .
	Sub-National Level Meetings				
	4	4	4	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.	8	2	7	12	<p>Spotlight has supported the drafting of the Costed National Plan of Action for Ending Child Marriage.</p> <p>Spotlight also worked with government Multi sectoral response mechanism protocol programme within the Government.</p> <p>1.Life Skills , Health Empowerments and Support Strategy (2016-2022) 2.Protocol on the Multi-Sectoral Management of Sexual Abuse and Violence in Zimbabwe 3.Zero Tolerance 365 National Programme on GBV Prevention and Response 4.National Action Plan & Communication Strategy on Ending Child Marriage 5.National Gender Policy. 6.National Action Plan for Orphans and Vulnerable Children 7.National Action Plan on Ending Child Marriage</p>
	Parliamentarians				
Indicator 2.3.2 Percentage of Parliamentarians with strengthened knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, within the last year.	0	210	30	840	<p>Parliamentary committee were supported to hold a pre budget Budget seminar. Several other planned activities including in-person meetings had to be postponed due to the pandemic.</p>
	0	84	20	315	
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	150	0	600	<p>Spotlight engaged Ministry of Finance on the Gender Responsive Budgeting support and engaged a consultant to support the ministry with the review of GRB Guidelines and Tracking and Monitoring Tool. To date the guidelines have been reviewed building up from the existing guidelines by the Ministry of Finance and Economic Development. The training will be conducted in 2021</p>
	0	75	0	300	

Outcome 3 Summary table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
	Total				
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	36.00%	36.00%	36.00%	20.0 %	Results are based on ZDHS results of 2015 to 2016.
	Women				
	39%	39.00%	39.00%	20.0 %	
	Child Marriage				
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)	5.2 %	5.2 %	5.2 %	2.5 %	Due to absence of FGM in Zimbabwe, the country programme is not measuring FGM.
b) Percentage of people who think it is justifiable to subject a woman or girl child marriage.					
Output Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	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	Spotlight is implementing Comprehensive Sexuality Education for both in school and out of school boys and girls.
	In-School Programmes				
	0	236,476	49948	773,919	
	In-School Programmes Girls				
	0	94,590	25,061	309,568	
	In-School Programmes Boys				
	0	141,886	24,887	464,351	
	Out-of-School Programmes				
	0	25,000	0	100,000	
	Out-of-School Programmes Girls				
	0	10,000	0	40,000	
	Out-of-School Programmes Boys				
	0	15,000	0	60,000	

	National and/or Sub-National Level				
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	1	3	2	7	<p>Name of Programme: Guidance and Counselling modules for learners in grades 5 - 7., including LNOB?: Yes, National/Subnational: National</p> <p>Name of Programme: Promotion of Safe Learning Environment, including LNOB?: Yes, National/Subnational: National</p> <p>The two programmes stated above are both applied at national and sub national levels</p>
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women's and girls' sexuality and reproduction, within the last year.	0	1,200	2,778	6,300	<p>Community cadres like Community Case Care Workers, (CCWs), Behaviour Change Facilitators (BCFs) and Peer Educator and Gender Champions regularly attend and participate in community GBV programmes.</p> <p>Preventive interventions in Outcome 3 resulted in 2,37,526 beneficiaries being reached (Boys - 135 145, Girls 224 442, men 603,482 and Women , 1,074,475)</p>
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.	0	5	146	40	<p>Community is defined as a ward within a district. Through the activities under Spotlight total of 146 Community advocacy platforms were created which also include male gender champions platforms.</p> <p>Various localized structures led by trained Gender champions, Behaviour Change Facilitators, Innovators Against GBV and Community Based Organizations advocated key EVAWG issues at community level and also establish platforms which facilitated discussions.</p>
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	0	5	12	18	<p>In total 12 campaigns were rolled throughout the year , with key messages and strategies to challenge harmful social norms and gender stereotyping. Different platforms were used for dissemination of messages ranging from community mobilization, social media like twitter, WhatsApp, Facebook, broadcast media radios and TVs.</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.	0	2	40	6	<p>A total of 40 men and boys networks were created in different Spotlight districts of operation.</p>

Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting, within the last year.	0	4	19	17	A total of 19 news outlets developed media guidelines on SGBV reporting and were validated by 30media personnel representing 19 media outlets.
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	3	1	1	7	Spotlight has engaged 5 private sector companies (FBC Holdings, Dairiboard Pvt Limited, Grain marketing Board , Banc ABC and Masawara Company) consultations have been made with management and workers. Draft policies are under development and will be finalized in 2021.
Decision Makers					
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.	0	360	840	1,080	Key informal decision-makers who have their capacities strengthened include traditional leaders and leaders of faith based organizations.
	0	108	336	324	

Outcome 4 Summary table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
	Women				
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	28,000	16,471	112,000	Services provided included, temporary shelter to GBV survivors, comprehensive services at One Stop Centers, both static and mobile, legal assistance GBV survivors. Deliberate efforts were made to reach out to women and girls with disabilities who were GBV survivors, medial, social and legal services were provided.
	Girls				
	38	7,000	9,652	28,000	
	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	0	1,315	0	Due to the sensitivity of this data , as a programme the Zimbabwe Republic Police is only able to avail VAWG cases of children reported to courts. Adult figures are deemed to be confidential. In additional, further disaggregations on VAWG cases brought to court and VAWG cases resulting in convictions is not released by the responsible authority. From the 1315 cases reported , 940 were completed cases which include those brought to courts, withdrawals, convictions, dismissed to lack of evidence among other parameters.
	Brought to Court				
	0	0	0	0	
	Convictions				
	0	0	0	0	
	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 development is still work in progress.

Output Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
	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	Spotlight has supported drafting of new ZRP investigation guidelines for sexual offences and aspects of the investigation (approved by the Commissioner General); Review of the multi-sectoral protocol and drafting of accompanying SOPs; Revision of the ZRP scientific aids manual, which guides the collection and analysis of forensic evidence in sexual offences cases (approved by the Commissioner General)
	Strengthened				
	No	No	Yes	Yes	Spotlight further strengthened Multi Sectoral Protocol on management of Sexual Violence protocols.
	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	2,087	532	8,348	Categories of government officials whose capacities were strengthened include Legal Aid Directorate lawyers , Dental Surgeons, government official trained in provision of services to girls and women survivors of GBV/HP with disabilities, government officials trained in providing care and support including placement of such children in foster care arrangements, providing on going support including tracing and reunification for those children who cannot return to their original families, government officials on cases management, referral protocols and quality standards, results-based financing model and ward coordinators trained on survivor assisted support systems. In addition, Spotlight strengthened the capacities training key non teaching government staff in schools.
	Women Government Service Providers				
	0	835	290	3,340	
	Women's Rights Organizations				
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	8	11	Contact, Roots and Women Action Group provided GBV services to survivors of GBV in their localities. These services were mainly Psycho Social Services and was offered through hotlines and in person. Roots also provided shelter services to the affected women. Other organizations worked with include, Musasa, Family AIDS Counselling Trust, Zimbabwe AIDS Prevention Support Organization, Saywhat, and Zimbabwe Community Health Intervention Research
	LNOB				
	0	4	8	11	
	Grassroots				
	0	4	8	11	

	Number of Networks identified at Baseline				
Indicator 4.1.8 Number of local networks established among authorities and communities to prevent and respond to VAWG that include adequate representation of women and girls facing multiple and intersecting forms of discrimination, within the last year.	0	8	3	23	There is a Key Populations Forum which is coordinated by National AIDS Council. There is also a Sex Worker Association called ZIMSWA (Zimbabwe Sex Workers Association) and WAAD (Women Against all Forms of Discriminations)
	a) Girls with Knowledge of ES				
Indicator 4.2.1 Number of women and girl survivors of violence and their families including groups facing multiple and intersecting forms or discrimination that have increased knowledge of a) quality essential services, and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months.	0	35,000	9,652	140,000	
	a) Women with Knowledge of ES				
	0	107,500	26,300	430,000	
	b) Girls with Knowledge of Recovery Services				
	0	8,491	0	33,965	
	b) Women with Knowledge of Recovery Services				
	0	42,456	1,702	169,824	
	a) Girls with Access to Essential Services				
Indicator 4.2.2 Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased access to a) quality essential services and b) accompaniment/ support initiatives, including longer-term recovery services, within the last 12 months.	0	8,400	9,652	12,735	1702 women accessed Women Economic Empowerment interventions ranging from training on generating your business idea, start your own business and access to financial assistance through financial loans. The longer term recovery services under Spotlight Zimbabwe are targeting 19 and above.
	a) Women with Access to Essential Services				
	0	42,000	8,213	484	
	b) Girls with Access to Recovery Services				
	0	0	0	0	
	b) Women with Access to Recovery Services				
	0	4,500	1,702	168,484	

Outcome 5 Summary table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
	Prevalence				
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time.	No	Yes	Yes	Yes	Prevalence data is collected through population based surveys MICS or ZDHS, which are conducted after every 5 years.
	Incidence				
	No	No	No	Yes	
	IPV				
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, harmful practices when relevant, and trafficking and femicide) at country level.	No	Yes	Yes	Yes	Zimbabwe country programme does not focus on Femicide and Trafficking issues.
	FGM				
	N/A (not applicable)				
	Child Marriage				
	Yes	Yes	Yes	Yes	
	Femicide				
	N/A (not applicable)				
	Family Violence				
	Yes	Yes	Yes	Yes	
	Trafficking				
	N/A (not applicable)				
Indicator 5.3 National statistics related to VAWG/HP incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts.	1) Income 2) Sex 3) Age 6) Geographic Location	1) Income 2) Sex 3) Age 5) Disability 6) Geographic Location	1) Income 2) Sex 3) Age 6) Geographic Location 7) Forms of violence	1) Income 2) Sex 3) Age 5) Disability 6) Geographic Location	Currently data is collected on income, sex, age, forms of violence and disaggregated by geographical locations. Spotlight is working closely with the government to ensure disability disaggregation is included. Ethnicity is not a critical variable in Zimbabwe.

Output Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	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	60	6	150	Spotlight convened its first virtual two-day planning and training workshop with the Gender Sector Statistics Committee members from 12 - 13 August 2020. Six participants from ZIMSTAT participated in the training.
	Women National Statistics Officers				
	0	20	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	285	0	855	Capacity strengthening trainings will be conducted in 2021.
	Women Government Personnel				
	0	85	0	255	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG.	0	175	0	525	Capacity strengthening of CSOs will be conducted in 2021.

	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	10	8	
	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	285	11	855	Spotlight convened a first virtual two-day planning and training workshop with the Gender Sector Statistics Committee members from 12 - 13 August 2020. The training and planning workshop was attended by 16 participants from different stakeholders and government ministries e.g. MoWACSMED, ZIMSTAT, Office of the President and Cabinet, Zimbabwe Gender Commission and other line Ministries. The training was facilitated by one of the RUNOs Regional Gender Statistics Specialist who trained participants on gender data and statistics derived from administrative data.
	Women Government Personnel				
	0	85	8	255	
Indicator 5.2.4 Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year.	0	175	0	525	Capacity Strengthening of CSOs will be conducted in 2021.

Outcome 6 Summary table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG.	0	20	31	60	Uniquely 31 CSO coordinated efforts to jointly advocate for EWAG . In total 22 statements were done.
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	3	3	10	Women's rights groups participated in the local government budgetary meetings. This was a platform to hold local government structures accountable to gender budgeting. A community score card for use by the community to score service delivery by key GBV service providers including health, VFU and the local authority (RDC), is one of the tool which was used.
Youth					
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	2	5	10	Due to COVID 19 , lockdown regulation, most CSOs faced barriers on financial viability, poor activity coordination, limited community activities campaigns on prevention of GBV.
	LNOB				
	0	6	19	30	

Output Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	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	2	17	9	A total of 17 dialogues were held in 2021. The count is based on the number of dialogues held in different locations either national or sub national, though the topic area will be the same.
	Youth				
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	18	8	96	44	24 CSOs and 72 CBOs have been working to represent girl, women and youth on issues relating to EAWG at community level. 13 CBOs are receiving support form CSOs while the others are still to receive support but have since been capacitated.
	LNOB				
	18	8	96	44	
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year.	0	10	31	40	Uniquely 31 CSO coordinated efforts to jointly advocate for EWAG . In total 22 statements were done

Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year.	0	20	24	50	24 CSOs were trained on social accountability under Spotlight and have cascaded the training to 13 CBOs covering key aspects of social accountability and these have begun to influence various EVAWG issues at local level.
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	5	37	20	CSOs and been routinely supported to design , implement and monitor their own programs. In turn the CSOs are also supporting 13 community based CBOs. Spotlight supported IAGs are working at community level to capacity build the CBOs in the various aspects.
Indicator 6.3.2 Number of women's rights groups and relevant CSOs using knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG, within the last year.	0	34	56	104	A total of 56 participating CSOs used at least one of the UN agencies knowledge products in the design of their own programming on ending VAWG in 2020.