

act!onaid

Zimbabwe



Annual Report 2016



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WHO WE ARE

OUR VISION

A Zimbabwe without poverty and injustice in which every person enjoys their right to a life of dignity.

OUR MISSION

To work with people living in poverty to eradicate poverty and injustice.

OUR VALUES

Mutual Respect: requiring us to recognise the innate worth of all people and the value of diversity.

Equity and Justice: requiring us to work to ensure equal opportunity to everyone, irrespective of race, age, gender, sexual orientation, HIV status, colour, class, ethnicity, disability, location and religion.

Honesty and Transparency: being accountable at all levels for the effectiveness of our actions and open in our judgements and communications with others. Solidarity with the poor: powerless and excluded will be the only bias in our commitment to the fight against poverty.

Courage of Conviction: requiring us to be creative and radical, bold and innovative - without fear of failure - in pursuit of making the greatest possible impact on the causes of poverty.

Independence: from any religious or party-political affiliation.

Humility: in our presentation and behaviour, recognising that we are part of a wider alliance against poverty.

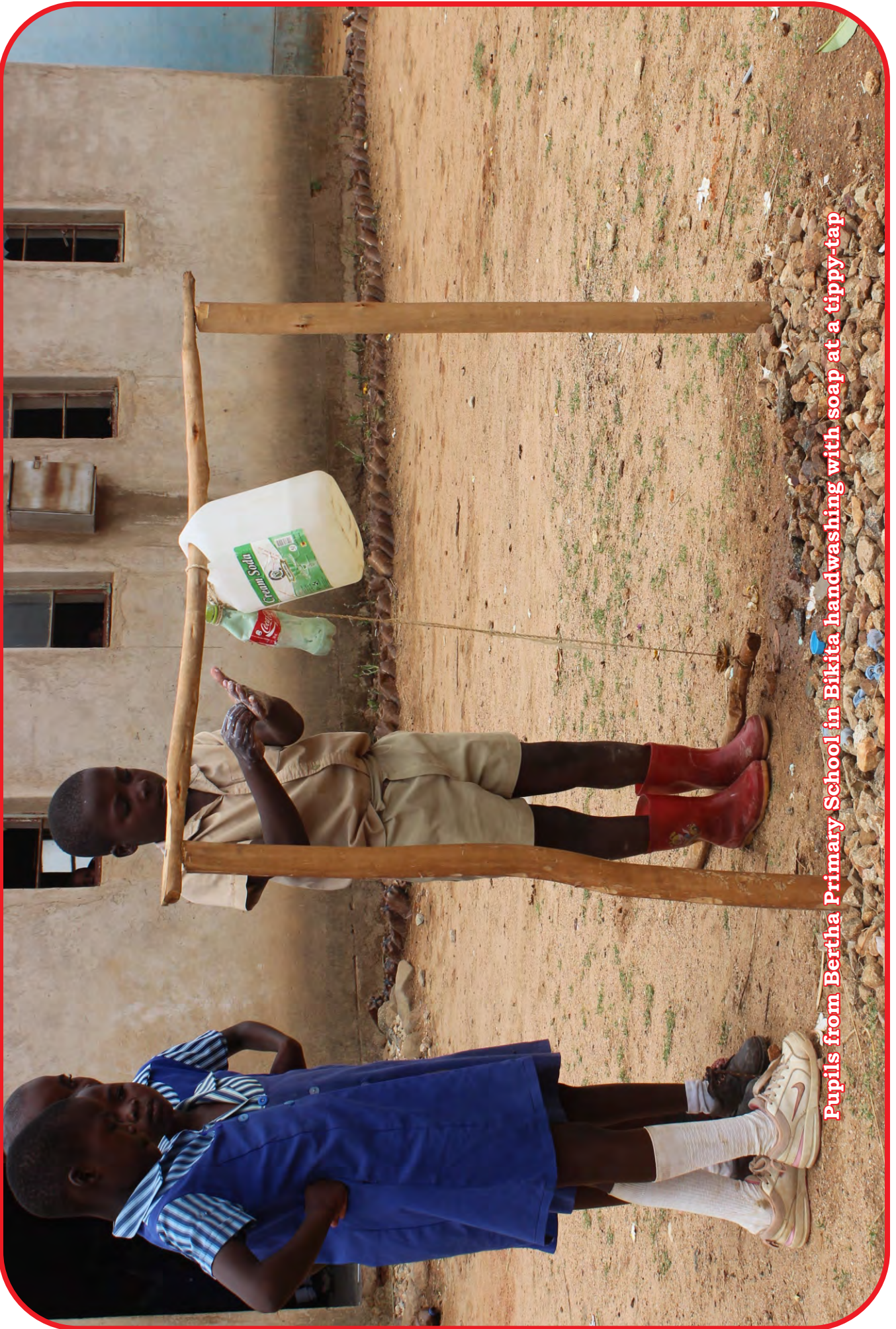
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ACRONYMS

AAI	ActionAid International
AAZ	ActionAid Zimbabwe
ACT	AIDS Counselling Trust
AIDS	Acquired Immunodeficiency Syndrome
AGRITEX	Agricultural Extension Services
AMI	Alternative Mining Indaba
BIQ	Business Intelligence Quotient
CBO	Community Based Organisation
CHRA	Combined Harare Residents Association
COH	City of Harare
CP	Country Programme
CRSA	Climate Resilience Sustainable Agriculture.
CSO	Civil Society Organisation
DANIDA	Danish International Development Agency
DFID	Department for International Development
DDF	District Development Fund
DDRC	District Drought Relief Committee
DRR	Disaster Risk Reduction
DOMCCP	Diocese of Mutare Community Care Programme
DNO	District Nursing Officer
DOA	Days of Activism
DSI	District Schools Inspector
DWSSC	District Water and Sanitation Sub Committee
EAWAG	Aquatic Research
EJN of FOCCISA	Economic Justice Network of the Fellowship of Christian Councils in Southern Africa
FACE	Family Action for Community Empowerment
FACT	Family AIDS Caring Trust
FCTZ	Farm Community Trust Zimbabwe
FGG	Fair Green and Global
GBV	Gender Based Violence
HEFO	Health Education and Food Security Organization
HIV	Human Immunodeficiency Virus
HROD	Human Resources and Organisational Development
IHART	ActionAid International Humanitarian and Resilience Team
INGOs	International Non-Governmental Organisations
IS	International Secretariat [AAI]
ISALs	Internal Savings and Lending Schemes
IT	Information Technology
IYWD	Institute for Young Women Development
KCP	Key Change Promise
LDP	Local Development Programme
LSA	Lean Season Assistance

MAM	Management of Acute Malnutrition
M and E	Monitoring and Evaluation
MDT	Marange Development Trust
MTC	Mvurwi Town Council
NCA	Norwegian Church Aid
NGO	Non-governmental organisation
OVC	Orphans and Vulnerable Children
P4C	People for Change
PLWHIV	People Living with HIV
PQE	Programme Quality and Effectiveness
PWYP	Publish What You Pay
RDC	Rural District Council
RWA	Rural Women's Assembly
SACC	Southern African Council of Churches
SADC	Southern Africa Development Committee
SCC	Safe Cities Campaign
SCCNZ	Safe Cities Campaign Network of Zimbabwe
SDC	School Development Committee
SDC	Swiss Agency for Development & Cooperation
SRHR	Sexual Reproductive Health Rights
UN	United Nations
UNICEF	United Nations Children's Fund
VAWG	Violence Against Women and Girls
VAW	Violence Against Women
VIDCO	Village Development Committee
WASH	Water Sanitation and Hygiene
WADCO	Ward Development Committee
WFP	World Food Programme
WILD	Women In Leadership Development
WR	Women's Rights
YAT	Youth Agenda Trust
ZAMI	Zimbabwe Alternative Mining Indaba
ZCDC	Zimbabwe Consolidated Diamond Corporation
ZELA	Zimbabwe Environmental Law Association
ZERA	Zimbabwe Electricity Regulatory Authority
ZESA	Zimbabwe Electricity Supply Authority
ZIMVAC	Zimbabwe Vulnerability Assessment Committee
ZRBF	Zimbabwe Resilience Building Fund
ZWLA	Zimbabwe Women Lawyers Association
ZYWNPB	Zimbabwe Young Women Network for Peace Building



Pupils from Bertha Primary School in Bikita handwashing with soap at a tippy-tap

1.0 Development Context

Zimbabwe has experienced a weak macro-economic and political situation resulting in poverty levels of above 70% (Government of Zimbabwe 2016a) which is more pronounced in rural than urban areas. Structural causes of poverty include fiscal and external imbalances suffocating productive activities, loss-making state-owned enterprises, policy uncertainty, corruption and lack of competitiveness in public entities and local authorities as well as lack of transparency and accountability systems (Government of Zimbabwe 2016b, Reserve Bank of Zimbabwe 2017). In addition, corruption has permeated every facet of Zimbabwean life. A study by the Anti-Corruption Trust of Southern Africa (2014) chronicled a number of high profile cases since 1980. It concludes that '...corruption by high profile public figures in the public sector has spread in Zimbabwe like a cancer' (ACT-Southern Africa 2014: 9).

Zimbabwe's economy has remained under stress, unable to generate sustainable employment and provide for domestic savings. Droughts have ravaged the agro-based economy at a time when irrigation infrastructure has neither been expanded nor properly maintained. The 2014-15 and 2015-16 agricultural seasons were very bad with the 2015-16 season considered the driest in 35 years according to the Zimbabwe Vulnerability Assessment Committee (ZIMVAC) report for December 2016. Between 2015 and 2016, Zimbabwe experienced extreme weather conditions that have seen it being hit by two weather phenomenon, namely El-Niño and La-Nina associated with drought and floods respectively. The El-Niño-induced drought which took place in the 2015/2016 agricultural season left about 4.1 million people in need of food aid while water sources dried up. The La-Nina which began at the beginning of the 2016/2017 agricultural season is in contradiction to the El-Niño phenomenon and entails an astounding shift from a drought condition to an excessively wet situation. The UN highlighted Zimbabwe's humanitarian needs as relating to food insecurity, high levels of acute malnutrition, poor access to basic services (water and sanitation, education health etc), limited production triggering price spikes and dependence on food imports and HIV and AIDS. Zimbabwe is classified as a food deficit low income country (Ibid).

Revenue collection by central and local governments has weakened. Public expenditure largely meets recurrent expenditure (mainly salaries and allowances) with the proportion at national level being above 90% of the budget. Tax evasion, private sector company closures and financial leakages due to corruption and selective application of the law all occur in a context where the state is present in many economic sectors. These developments have made the state both fragile and unresponsive. The appeals for humanitarian assistance including to assist survivors of the 2017 floods and internal displacements, the dilapidation of critical infrastructure such as roads, health and education under-funding and stressed social safety nets (also largely donor-funded) show that the state is generally weakened. Women and young people bear the brunt of the challenges.

Spaces for democratic engagement remain severely constrained. Civil society has also become polarized, drained of critical human capital, relatively under-funded and lacking in meaningful strategies to bring pressure to bear on government. At the same time high levels of poverty, economic informalization and expanded state surveillance have weakened many grassroots movements as citizens struggle to survive.

2.0 Strategic Objectives 2016

In 2016, ActionAid Zimbabwe (AAZ) implemented the following three strategic objectives in relation to the development and socio-economic context above:

- Promote improved livelihoods and enhanced rights to land and natural resources for at least 40,000 rural smallholder producers (25,000 being women and 15,000 being men) and their households.
- Support people living in poverty being 153,000 adult women, young women and men and children to engage the government and corporates for improved social service delivery.
- Ensure that 300,000 women and girls can break the cycle of poverty and violence, build economic alternatives and claim control over their bodies.

3.0 Strategic Objective 1

Promote improved livelihoods and enhanced rights to land and natural resources for at least 40,000 rural smallholder producers (25,000 being women and 15,000 being men) and their households

Key Change Promise 1 (Impact objective)

Sustainable livelihoods, food and nutrition security for 40,000 smallholder producers (at least 25,000 being women) by 2018

3.1 Strategic Objective 1 Achievements for 2016

Strategic Objective 1 interventions focused on Climate Resilient Sustainable Agriculture (CRSA), Water, Sanitation and Hygiene (WASH) and Emergency Response activities.

CRSA interventions

The Strengthening Household Income, Food and Nutrition Security Project, supported by the New Zealand High Commission saw 56 women, including young women, middle aged, 78% of whom were widows taking care of orphans accessing land and other natural resources. AAZ advocacy initiatives resulted in the Mvurwi Town Council (MTC) allocating 0.6 hectares of fertile land, which was used for a garden project and small livestock rearing. The project's trust was to provide capacity building to project beneficiaries to improve food security and income as well as communities' capacity to pay water and refuse rates. This would enable them to access good quality service delivery.

ActionAid Zimbabwe enabled three Rural Women Assembly (RWA) members to participate in a Mount Kilimanjaro Initiative. The three women joined the caravan from Zimbabwe. Guided by the Constitution of Zimbabwe, the initiative aimed to make women understand the processes behind land allocation. It mobilised rural women from across Africa towards an iconic moment at the foot of Mt. Kilimanjaro in October 2016. It aims to enhance the recognition of rural women as leaders and agents of change in society and create space for them to be able to participate in decision making processes about land and natural resources. With access to and control over land and natural resources as an entry point, three regional caravans departed simultaneously from the South, East and West of Africa, culminating in a mass African rural women's assembly and a symbolic ascent by a delegation of women from 14 to 16 October 2016.



From Left to right Sharon Mayakayaka, Barbara Saunyama and Grace Munetsi the RWA members representing Zimbabwe during the Caravan to Mount Kilimanjaro

As part of the Mount Kilimanjaro initiative, AAZ partnered with various organisations including Oxfam Zimbabwe, Women Coalition, Kunzwana Women Association, Women and Land in Zimbabwe, Women Farmer Lands and Agriculture, Zimbabwe Land and Agrarian Network and Livelihood Food Security Programme to come up with a position paper after consulting with the women farmers from Zimbabwe. The position paper was handed to the Minister of Women Affairs, Gender and Community Development, Nyasha Chikwinya prior to the women joining the three regional caravans.

In Saunyama Local Development Programme (LDP which means AAZ operational area), two young farmer clubs with each comprising 20 members were formed and provided with a demonstration plot by Simukai Child Protection where small-grains such as sorghum, millet and fodder crops like beans and cowpeas were planted. In addition a nutrition garden benefitting 300 households was established in Saunyama LDP, Nyanga District as part of AAZ and partner efforts to promote food security in vulnerable communities.

In Nkayi LDP in Nkayi District, Matabeleland North Province, the CRSA project enabled four farmer groups comprising about 80 households to venture into seed multiplication of crop and livestock seed breeds as means of diversifying their agricultural businesses. To strengthen smallholder farmers' resilience to climate and other shocks, communities have adopted to using locally available facilities like weir dams (small dams) constructed in ward 20 and 28 in Nkayi LDP. The dams will benefit over 400 households who will access water for both their garden projects, domestic use and for livestock.

Under the Zambezi Valley Alliance Project, which is part of the UNDP funded Zimbabwe Resilience Building Fund (ZRBF), 121 farmers (64% female and 36% male) were identified by AGRITEX to be lead farmers at 45 seed multiplication centres in Mbire (Mashonaland Central Province), Kariba (Mashonaland West Province) and Binga (Matabeleland North Province).

Farmers multiplied sorghum, groundnuts, cowpeas and sesame seed as part of the efforts to increase the availability of seed at community level.

Emergency Response and DRR interventions

AAZ responded to the El-Niño induced drought in Chiendambuya LDP, Makoni District, Manicaland, one of the most affected AAZ operational areas in the country covering three wards. This was supported by the ActionAid International Humanitarian and Resilience Team (IHART).



A farmer collecting water for cattle from a shallow well at the proposed weir dam site under ZRBF in Ward 4 Mbire District Farmers

It introduced a mobile based cash transfer modality to respond to the drought situation. Affected families received money through their mobile phones to buy basic essentials such as cereals, cooking oil, etc, in an effort to reduce hunger. A total of 400 households from three wards were the target beneficiaries. In terms of impact 2000 people benefited from the targeted households. About 85 % of the beneficiaries were women. Child headed households, the elderly and the disabled were also prioritised during the beneficiary selection process. The response was done in four months covering period April-July 2016. Allocation of the money was done based on the available resources with the District Drought Relief Committee (DDRC) recommending that a household with one or two members be allocated \$10, households with three members \$15, households with four members \$20 and households with five members plus being availed \$25 for the duration of the intervention.

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Ellen Matereke, a mother of six children from Chiendambuya holding a phone from which she received her money from as part of the cash transfers programme



AAI Chief Executive, Adriano Campolina (in white ActionAid T Shirt) with some of the beneficiaries of the cash transfers programme in Makoni during his visit in Zimbabwe in 2016 while Ronnie Murungu, AAZ Country Director (in black ActionAid T shirt) looks on



AAI Chief Executive, Adriano Campolina (centre) during his support visit in Zimbabwe to assess the effects of the El-Niño Drought flanked by Toendepi Kamusewu, AAZ Head of Programmes (left) and AAZ Country Director, Ronnie Murungu at AAZ offices in Harare

As part of an extended El-Niño response programme, AAZ with funding from World Food Programme (WFP) implemented a Lean Season Assistance (LSA) programme from October to December 2016. The programme aimed to improve the food security and nutrition situation of Nyanga and Makoni communities in Manicaland. A total of 64 427 households were targeted for Makoni and 42 151 households were reached in Nyanga. Households received

assistance in the form of cash transfers where a total of \$7 per person per month was disbursed. The programme also sought to incorporate the stimulation of rural investments and supporting Income Savings and Lending Schemes (ISALS), promotion of climate smart agriculture, improving access to markets through maintenance of roads, promotion of hygienic and nutrition sensitive behaviours and management of natural resources.

AAZ provided supplementary feeding to school children to encourage school attendance during the year under review. The implementation of the programme was done in partnership with LDPs namely Nkayi, Saunyama and Nyanga. The programme ran for two months (June –July 2016). The outcome of the intervention recorded 5440 primary school children benefitting from the programme. In addition, a reduced case of malnutrition and improved body nutrition status was reported although no specific statistics were provided. School attendance, participation and concentration were improved according to the information provided by the schools which benefitted from the programme.



Sisters Betty and Cynthia, a child headed family of two from Saunyama LDP in Nyanga enjoying the porridge at school as part of the supplementary feeding programme supported by AAZ

With funding from WFP, AAZ, in partnership with the Ministry of Health and Child Care, delivered a Community-based Management of Acute Malnutrition (MAM) project in Nyanga in November 2016 as part of El-Niño drought response. Due to limited food as a result of drought there had been reports of malnutrition affecting mostly children.

The MAM programme was implemented from November 2016 to March 2017. It targeted children between 6-59 months who were given six kilograms rations of super cereal plus (vitamin fortified cereal) per person per month. Health centres were used as the distribution centres, to encourage health seeking behavior. The MAM program reached out to all the 27 health centres in Nyanga and a total of 1086 children.

AAZ drilled five and rehabilitated 17 boreholes in five AAZ operational areas namely – Nyamaropa, Nyanga, Makoni, Nyazura and Chiendambuya all in Manicaland Province. The organisation received technical support from the District Development Fund (DDF)-Water Department, to rehabilitate the communal water infrastructure. Approximately 55 000 community members benefited by having increased access to clean water, walking less distances to fetch water leaving more time to focus on improving their livelihoods, sources of water for livestock improved, a reduction in the cases of diarrhoea diseases through the practice of handwashing as water became available.

Utilising the funds from I H A R T , A A Z rehabilitated water works at Chikore Clinic in Chiendambuya to ensure running water was available at the clinic. Prior to the AAZ intervention, there was inadequate water supply due to blocked and/or damaged water pipes from the boreholes.



Women from Chiendambuya standing at one of the boreholes rehabilitated by AAZ

Expecting mothers incurred a greater burden as they were forced to ferry water from a nearby water point. This situation posed a health hazard to the unborn baby, considering the cleanliness as well the weight of the water buckets and distances to the nearest water point. The rehabilitation of the water works at the clinic saw a reduction in home births while 3958 beneficiaries in Chikore ward benefited from using the water source at the clinic as a result of this intervention. There was also improved service delivery at the clinic and this was expected to reduce diarrhoea diseases as a result of community members accessing water and good hygiene practices.

Six LDP partners have since developed Disaster Risk Reduction (DRR) plans and DRR related budgets as part of the AAZ support to its partners on Emergency Response Planning and Community Based Disaster. Knowledge and skills were cascaded to the communities through capacity building trainings of community based LDP Disaster Risk Reduction committees which then cascaded the knowledge to their respective villages. Through the support from UNICEF and the Australian government, under the Small Towns WASH project, Mvurwi Town and Mazowe District Civil Protection Units now have in place a Disaster Risk Reduction Plans. MTC drafted a Local Environmental Action Plan which would guide the town in managing the environment in partnership with EMA. MTC's 2016 Budget was one of the six (out of 32 councils) approved by government for implementation as it prioritises service delivery over administrative costs.

Under the ZRBF, a total of 49 ward resilience committees were established in Binga, Kariba and Mbire and trained on various aspects of disaster risk reduction. The committees managed to develop their respective Ward Resilience Plans and submitted to the District Civil Protection Committee (DCPC) for incorporation into the District Resilience Strategy. Relevant early warning, information and knowledge management systems are now in place to facilitate dissemination of key resilience related messages. Awareness campaigns on floods were also conducted in all three districts in the Zambezi Valley.

The AAZ Handwashing Campaign, supported by the Swiss Agency for Development and Co-operation (SDC) reached 17435 children (7936 boys, 9499 girls) and 1810 caregivers (1694 females, 116 males). The objective of the campaign is to promote handwashing with soap among school children and care givers and to influence policy to sustain handwashing



Villagers cross a flooded river at Manjoro Ward 7, Binga District following heavy rains. Communities in Binga have been trained on coming up with Resilient Plans as part of the process to prepare communities for disasters such as floods under the ZRBF programme

with soap at critical times. AAZ and partners implemented the handwashing intervention in four districts of Harare, namely Mabvuku-Tafara, Mufakose, Kambuzuma and Glenview and in Bikita and Zaka in Masvingo Province. Key stakeholder staff trained under the handwashing

campaign included Nurses-In- Charge, Village Health Workers and Environmental Health Technicians drawn from the project areas, District Administrators, District School Inspectors (DSIs) District Environmental Health Officers, DWSSC Chairs, and Local authorities. The project helped community members to gain skills and knowledge on reducing the spread of diarrhoea diseases. It also shared jingles which were played on national media as well as commemorations thereby raising awareness to a greater number of communities. According to the Aquatic Research (EAWAG) Data Driven Behaviours Change Fact Sheet for the Hand Washing Campaign for August 2016 handwashing frequency of caregivers at key handwashing times increased by 28%, and caregivers reformed up to seven out of eight recommended handwashing steps at follow-up six weeks after the campaign in schools and households in Harare. In schools, about half the classrooms had handwashing stations with soap and water available. Handwashing frequency among children before lunch breaks increased to 42% in classrooms where soap and water were available and to 23% over all classrooms.

Go online and open link below of a video with more details on the handwashing campaign in Zimbabwe: <https://www.youtube.com/watch?v=fjHwrnoZ58I&t=43s>



Pupils from Museki Primary School in Zaka washing hands at a tippy-tap strategically positioned near a latrine to encourage hand-washing

3.2 Strategic Objective 1 Challenges and Lessons for 2016

Coordination with other agencies especially around advocacy issues is vital. The Mount Kilimanjaro Initiative was a success at National level as AAZ managed to work with other International Non-Governmental Organisations (INGOs) and local NGO to lobby for women's land rights. Stakeholders play an important role in strengthening sustainability of project. There is need therefore to engage them from projects inception till end of project so that they have an appreciation of the projects before rolling them out. Dwindling donor funding saw partners reducing budgets which affected the overall reach of interventions under CRSA.

3.3 Strategic Objective 1 Stories of Change

3.3.1 Former sex worker in livelihoods breakthrough

By Paul Khanye, HEFO Programme Officer

In Nkayi District, Matabeleland North Province, girls and young women between the ages of 17 and 35 often turn to sex work due to poverty. The Health Education and Food Organisation (HEFO), AAZ partner working in Nkayi has a record of 65 girls and young women engaging in sex work in Nkayi. A mother of three children, Praise Ncube (32) of Jikijela Village in Nkayi, is one such woman who joined the sex work sector at the age of 17 following the death of her mother. She however has since stopped this kind of work after being uprooted from the business by HEFO which has provided her with some hope for the future.

Praise said that she became a rebellious young woman at the age 15. She left school when she was in Form one and ran away from home. "After my mother had passed on, I left home and joined some young friends engaging in sex work in Mberengwa mining areas, in Midlands Province. This is where I ruined my life," said Praise with tears rolling down her eyes.

She said that all her friends were either stabbed to death by boyfriends or taken ill or became HIV positive. She narrated how she went round the country moving from one mine to the other and then trying her luck in beer halls and shebeens of Zvishavane (Midlands Province) and Chiredzi (Masvingo Province).

"At first life was bearable and I could make enough money to send my two older children to school whom I had when I was 17 and 20. This was short-lived because I got stabbed on one fateful day by some drunk clients. I passed out and woke up at Chiredzi Hospital. It took me more than six months to fully recover, during which I got so broke and no one could pay for my up-keep there. My only option was to go back home," she continued.

Praise said she remembered how her relatives at home judged her and blamed her for all the misery that had befallen her and her children. She decided to try her business in South Africa having failed in Zimbabwe.

Her life in South Africa was that of a drunkard as all her new friends there literally stayed at beer halls or sports bars. *"I want to thank God that I am still alive today. My recklessness in South Africa could have resulted in me either losing my life. I stayed in South Africa for 5 years. During these 5 years, I fell pregnant with my third child but the man who impregnated me was not willing to marry me as his wife. Life got so unbearable that I decided to return home again. Now a mother of three the burden of looking after children was even more overwhelming. I had no skill to help myself or my children. I decided to start casual jobs such as weeding in people's fields in the neighbourhood so that I could feed my children who could not attend school,"* said Praise.

"I then came across a group of local women called Rural Women Assembly (RWA) who seemed to be learning something about their livelihoods. I asked one Skhumbuzo Ncube and she invited me to attend a workshop which was on Income Generation. It was being coordinated by HEFO. This did not entice me at first because I needed quick bucks," she said.

"After a month of pondering over the tips from the workshop, I convinced myself that I needed the information and to be part of the women. I attended another workshop on farming as a business and after this one I felt motivated to start my own Income Generating Project," boasts Praise now full of energy.

She started rearing chickens which helped her to get money to start up a broiler project. "At this point I received help from local women who earned their money from Income Savings and lending (ISAL) projects also supported by HEFO. They loaned me \$500 and I was to pay back the money with an interest of 25%. I used the money to order 200 chickens and 14 bags of broiler feed. This started a new life for me. HEFO staff continued to visit me and gave me inspiration as I had told them my story. They helped me by encouraging me," said Praise.

After selling three batches in early 2015 Praise embarked on a nutrition garden that boosted her income. *"I received \$16 a week and then I decided to join other women in Income Savings clubs. This required me to contribute \$5 a month from my average total of \$64 a month. At this stage I mourned my wasted years when I moved from beer hall to beer hall. Had I found HEFO earlier, I would be very far today,"* said Praise.

The women invited Praise to be part of a quail project support by HEFO which provided me with 100 quails to start the business in April 2016. the women invited me to join a great project run by the RWA in Jikijela village in Zinyangeni. *"Today I make \$4 per day from the sale of quail eggs which brings my total weekly earnings to averagely \$44. What else would I need except for more skills to keep the projects on. For every 30 quail eggs, I get \$4 and this is a total of \$28 per week. I now make enough money to support my family with all that they need."*

Praise is now managing to look after her children with the oldest doing Grade 4 , the middle one in Grade 2 and the youngest still to start school.

Praise hopes to support two girls from the community get through their secondary education. *“Young girls should never be cornered into sex work like I did. I wish to help pay school fees for at least two girls at Hadane Secondary School in Nkayi so that they do not end up like me,”* said Praise.



Praise with quail eggs on sale

3.3.2 Young woman advocates for her right to land

Sharon Mayakayaka (34) of Nyanga District, east of Zimbabwe has experienced challenges of accessing, controlling and owning land in her home country. As a result, she has failed to effectively provide for her family of a husband and three children.

Being a youth has seemingly become an impediment acting against her. The other “perceived” hindrance is that she is a woman while another superficial deterrent is that she hails from rural Zimbabwe where land is communally owned and provides limited security to young women like her.

Sharon represents the millions of youths in Zimbabwe who have failed to prove their worth in life due to the denial of their constitutional right to own land and natural resources. Many youths in Zimbabwe have been left out of mainstream development initiatives because they do not own productive assets such as land among many others.

The fact that she is a woman makes her even more vulnerable. In Zimbabwe, women's access, ownership and control of land is determined by men. The majority of Zimbabwe's population live in customary tenure areas where land is governed by patriarchal systems. As a result, men are the primary land-holders, and women negotiate access to land through their male relations relying on fathers, brothers, husbands, uncles or male-dominated traditional authorities for land. Many of the women like Sharon in Zimbabwe have had first-hand experience of the unjust practices linked to unequal land rights, including forced evictions after the death of their husbands due to unfair inheritance practices.

“The communal land which I currently use is written in my husband's name. No relatives have threatened to take the land from us but you never know what people have in their minds,” Sharon said.

Sharon is among the 250 other women from across Africa who attended the #women2kilimanjaro convention in the town of Moshi in Arusha, Tanzania, between 14 and 16 October where Rural Women Assemblies (RWAs) were advocating for women's rights to land and natural resources.

The #women2kilimanjaro programme is a rural women's mobilisation from across Africa towards an iconic moment at the foot of Mt. Kilimanjaro in October 2016. This initiative aims to enhance the recognition of rural women as leaders and agents of change in society and create space for them to be able to participate in decision making processes about land and natural resources.

"I am participating in the #women2kilimanjaro initiative because I need land whose ownership is under my name so that I have security. My husband can keep the land currently in his name while I have my own," she said.

Sharon, a member of the RWA under Nyanga District, is currently undertaking a poultry management course at a polytechnic college in Manicaland. She said she pays tribute to the RWA, which has facilitated her to enrol at college. She is among the over 4000 other women who are members of the RWA trained by FACT Nyanga and other ActionAid partners in Zimbabwe.

Under the RWA, women are trained on various empowerment programmes which range from running income generating projects, conscientisation on women's rights and dealing with gender based violence.

"Through RWA, I was encouraged to enrol in college to study farming as a business particularly focusing on poultry," said Sharon who currently runs a poultry project at her home.

"I have 100 broiler chickens which my husband is helping me look after while I am at college. I started college in June 2015 and will graduate in March 2017 with a certificate," said Sharon who said she appreciated the support from her husband.



Mayakayaka at the foot of Mount Kilimanjaro

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4.0 Strategic Objective 2

Support people living in poverty being 153,000 adult women, young women, men and children to engage the government and corporates for improved social service delivery

Key Change Promise (Impact objective) 2

By 2018, through holding central government, local governments and corporates to account, AAZ and its partners will facilitate improvements in the quality, equity and gender responsiveness of public services for 340,000 adult women and young women and men, children and other people living in poverty in selected rural, peri-urban and urban communities in Zimbabwe.

4.1 Strategic Objective 2 Achievements for 2016

A total of 10 local governments which include Harare, Chitungwiza, Goromonzi, Bulawayo, Umzingwane, Bindura, Chaminuka (Shamva), Murewa, Binga and Nyanga took various steps to increase accountability of local authorities to their communities. This follows persistent calls and lobbying for transparency and accountability from community members supported by AAZ and partners. Harare City Council developed a stakeholder engagement policy as a response to the calls by Combined Harare Residents Association (CHRA) and other residents

associations in Harare on the need to institutionalise sustained dialogue between duty bearers and residents to address service delivery challenges. Quarterly Town Hall meetings with residents, business community and civil society to engage on council projects and policy issues are held. In addition, the Local District Officers and Councillors will be conducting localized ward planning meetings based on the 10% retention fund from the beginning of 2017. In response to litigation processes against the City of Harare (COH) by Mabvuku ward committees, the COH withdrew court summons for approximately 120 households in two wards (46 and 19 in Mabvuku) and opted for an out of court settlement where the fixed water charges were removed and bills reviewed for residents in the two wards.

The Chitungwiza Town Council adopted the principle of stakeholder consultations during its 2017 budget formulation process, which was conducted in October 2016. In Bulawayo, residents from Cowdray Park who had been paying exorbitant ungazetted fees of \$50 per month for servicing of their stands petitioned the council and the figure has since been revised to \$15. A total of 13 000 households had no sewer and water facilities in Cowdray Park. To date, 6 000 have been serviced with water pipes with sewer pipes yet to be installed. Bindura RDC and residents, with support from IYWD, jointly developed the Land Distribution policy and Gender Policy through community consultations with young women. Bindura and Chaminuka RDCs have introduced budget consultation meetings specifically for women and girls to have a better understanding of their needs. Bindura RDC has since reduced health costs such as clinic user fees and family planning pills to zero.

In Murewa, the RDC including the councillor and the village heads were not conducting community planning meetings with their communities on priority issues to be addressed in their respective wards. A total of 136 young women and men supported by ZYWNP voiced their concerns and submitted six ward priority issues needing urgent attention which they submitted to the Council to be considered in the district budget consultations. The Council accepted the submission for deliberations during the budget consultation. DOMCCP supported communities to engage with the Nyanga RDC on their priority needs resulting in the Nyanga RDC

constructing Murozvi bridge. The Samanyika - Chidokori road Litigation from ZELA and three mining communities have led to the government and mining companies addressing community concerns regarding pollution of Save, Odzi and Singwizi rivers by the Zimbabwe



IYWD Director, Glanis Changachirere (holding card) articulating on importance of young women's participation in local governance processes

Consolidated Diamond Corporation (ZCDC). The Government and mining companies have since started repairing roads, employing local community members and repairing slime dams hence eliminating pollution of Save, Odzi and Singwizi.

Interventions supported and implemented by partners have led to 12 730 people (6610 women, 5088 men, 538 girls and 494 boys) effectively participate in decision making. In Harare, there is improved participation of women and youths in decision making platforms, particularly attending Full Council meetings, Council feedback meetings and budget formulation processes. Ward Committees are also becoming active in facilitating dialogue with local District Officers to demand quality service provision. A total of 500 people attended the public consultation on the local government bill after sensitisation meetings facilitated by CHRA. A total of 23 participants (17 Women and six men) attended an accountability meeting organised by Zimbabwe Electricity Regulatory Authority (ZERA) between CHRA and Zimbabwe Electricity Supply Authority (ZESA) where ZESA agreed that property attachments would not commence until the deductions are accounted for and negotiations are made with residents.

In Nyanga, two Community Based Plans are now in place at the Nyanga Rural District Council Offices awaiting implementation for the next 10 Years from 2017. A total of 515 people (331 Female and 184 Males) participated in the processes of making the decisions in prioritizing their rights at ward level. The Nyanga Council carried out three budget dialogue meetings where 85 people (41 Male and 44 Females) were involved in the budgeting process. In Umzingwane District, 27 Women in Ward 9 engaged with the District Water Committee about boreholes that are not functioning and the community has come together to resolve fixing boreholes with the pump minder. In Nyanga, following the Community Based Planning processes facilitated by a partner in ward 10, a total of 150 women are now occupying strategic positions in different community committees like VIDCO, WADCO, borehole committees, and irrigation committees. In Bindura, Shamva and Guruve, young women's participation in local authority processes of budgeting and expenditure tracking influenced all the three local authorities to adhere to the 30:70% ratio of administrative and programming expenditure in line with the Ministry's guidelines.



Young women during a march for improved Gender Responsive Social Service Delivery in Mazowe District during International Women's Day Commemorations

Lobbying and advocacy done by AAZ, partners and their communities for improved service delivery has resulted in the following: In Harare, the council removed fixed water charges and reviewed water bills for residents in wards 46 and 19 in Mabvuku. About 700 households benefitted with an average six people per household totalling 4200 beneficiaries. Following the engagement of CHRA and community members with the Mufakose District Office, women in Mufakose have started getting title deeds and benefiting from the senior citizens' rebate which, were previously not being done. A total of 50 households (comprising 300 people) have benefitted from the initiative on rebates. Residents in Harare with support from CHRA, made submissions to ZERA expressing their disagreement with proposed electricity tariff increase, the tariff increase was however approved after negotiations with residents and other stakeholders and reduced from the initial proposal of 45% increase to 15%.

In Bulawayo, women have been campaigning for safe public services for women in Bulawayo. In Pumula South, two tower lights were fixed following engagements with Bulawayo City Council officials. Eight women from Pumula actively lead the engagement process. In Chitungwiza and Epworth, Youth Agenda Trust Community Organising Groups lobbied Chitungwiza Council for improved access to water. In Epworth, advocacy initiatives contributed to the repairing and grading of a former footpath to a gravel road leading to Epworth maternity clinic in Ward 2. Currently vehicles/ambulance ferry expectant women to the clinic as compared to previous use of wheelbarrows to ferry expectant mothers and other patients seeking maternity service.

In Nyanga, following the Community Based Planning process facilitated by DOMCCP in Ward 10 and 11 women prioritized the rehabilitation of boreholes within their areas. Twenty four boreholes were rehabilitated in Ward 10 while five boreholes were rehabilitated in Ward 11. To date, more than 9 000 women and girls are able to access clean water. Through these platforms, women in Ward 11 Chatindo, Nyamaropa, Nyanga have demanded for the construction of waiting mother's shelter at their local clinic. A waiting mother's shelter is under construction at Kambudzi Clinic and it is expected to be completed by June 2017. There has been a decentralization of ARVs drugs to Chatindo and Kambudzi clinic as result of advocacy and lobbying work carried by the RWAs after the community based planning process. To date more than 200 PLWHIV are accessing health services from two local clinics. DOMCCP through the child SDC demanded for the construction of a school toilet for girls and the adult SDC constructed the toilet. To date more than 215 girls are using the toilet within the school. In Marange, Chimanimani and Buhera, ZELA and community members from the three districts lobbied for clean water from the ZCDC. A total of 2250 people (1350 women and 900 men) have access to clean and safe water benefiting from nine boreholes in the five communities.

Go online and open link below of a video with more details on women's challenges in accessing gender responsive public services in Zimbabwe:

<https://www.youtube.com/watch?v=X2g8FhaAq6M&t=94s>

A woman from Epworth fetching water from a deep well. Most households in Epworth have no tap water. Generally deep wells are considered to be safe however, in a place like Epworth, many households have Blair toilets and there are no septic tanks to prevent sewerage from mixing with the water underground. This means the water in such households may not be safe to drink. The recommended safe distance from a latrine/septic tank to a deep well gazetted by the Ministry of Health and Child Welfare is 30 metres. However with the incessant rains in Zimbabwe lately, the recommended safe distance from septic tank/latrine to a deep well is 100m, meaning that many households with deep wells in high density suburbs in Zimbabwe are at a risk of contracting contaminated water as do not meet the 100m standard.



In Harare, CHRA has lobbied for a number of tax redistributive policy and regulatory system changes. In order to improve efficiency in revenue collection as well as reduce financial leakages, the COH managed to reach its target of installing the Business Intelligence Quotient (BIQ) system for all its District Offices. This means that all revenue collected is now recorded through an online system as opposed to the previous manual system, which saw most residents losing their money to corrupt cashiers who would issue fake receipts. In Harare seven committees supported by CHRA were set up according to the priorities in a 100 day plan and these are: Water and Sanitation Committee, Business Licensing, Refuse Collection, Organisational Development, Trafficable Roads, Human Resources and Monitoring and evaluation committees. CHRA sits in the Water and Sanitation Committee. The target for the Committee was to come up with strategies to ensure that water supplies increase from the 45% to 55%. By December 2016, the COH water supplies had increased to 53% with suburbs like Borrowdale and Mandara, which had gone for more than five years without water, now receiving supplies. CHRA and its communities made application to the Constitutional Court to stop house demolitions by the COH in Budiro. The court granted an order instructing COH to stop the household demolitions and regularize Tembwe Housing Cooperative in Budiro.

In Nyanga, Simukai Child Protection conducted awareness raising campaigns on domestic resource mobilization that led to a significant increase in the payment of development levy. Levies increased in Ward 8, 17, and 18 in Saunyama in Nyanga from \$295, \$91 and \$188 in 2015 to \$1088, \$1157.50 and \$1666 for the respective wards in 2016. In Umzingwane, WILD and women from Ward 9 lobbied council for disbursement of funds for construction of a clinic in their ward. In June 2016, \$9 622 was disbursed by the rural district council out of an allocation of \$27000.

The Ministry of Mines and Mining Development, Provincial Administrator of Mutare and Zimbabwe Consolidated Diamond Corporation (ZCDC) embarked on a process to relocate the affected families after the Marange Development Trust (MDT) in Manicaland, wrote a complaint letter to the Permanent Secretary in the Ministry of Mines and Mining Development. The complaint was against the conduct of ZCDC which was mining within peoples' homesteads and thus exposing children and villagers to respiratory health risks due to the dust pollution. The communities were being coerced to sign consent forms to be relocated without compensation. The MDT with legal advice and support from ZELA instituted an urgent chamber application in the High Court against the actors for not following due process of the law against freedom from arbitrary eviction. The urgent application was granted and an interdict was granted restricting the actors from violating the constitutional rights of the villagers. The government cancelled diamond mining licences and immediately stopped operations for most diamond mining companies as a measure to improve transparency in the diamond mining sector. Although this was done without community consultation it presents an opportunity for communities to hold government accountable.

As part of the Publish What You Pay (PWYP) Campaign, a position paper on the state of Zimbabwe's mineral resources governance for 2016 was compiled. The PWYP Coalition whose thrust is to improve transparency and accountability in natural/mineral resources governance in Zimbabwe called upon its 13 members to make submissions towards the position paper. The position paper will be a key document that gives a summary of the sector as well as point at critical issues that needs considerations in 2017. It will give recommendations on what policy and practice measures that need to be considered so as to ensure that the sector benefits the country economically whilst considering environmental, social and cultural aspects. ZELA and AAZ are part of the PWYP initiative.

As part of the National Tax Justice Campaign initiatives, ZELA organised a workshop which deliberated on the fiscal issues affecting the progressive realisation of taxes from the mining sector towards poverty eradication. Discussions were centred on plugging revenue leakages, the unequitable distribution of revenue between local and central government, harmful tax incentives and double tax agreements provided to mining companies by the government. Such tax incentives and others that are not disclosed due to secrecy were pointed out as a means the governments was aiding loss of taxes from the country's minerals. ZIMRA shared with the stakeholders the regulating framework regulating the mining sector and efforts to establish a transfer pricing unit in order to curb illicit financial flows. The CSOs and CBOs agreed to strengthen the tax justice campaign under the project for the efficient generation and utilisation of mining taxes for the betterment of people.

Go online and open link below of a video with more details on AAZ and partner tax power campaign initiatives: https://www.youtube.com/watch?v=KQQZEZv_pAY

Simukai undertook training of community members on Community Score card, Social Accountability and budget expenditure tracking. The community Scorecard tools were designed and rolled out after extensive mobilization of various stakeholders involved. The trained community members requested that the Nyanga Rural District Council and the local leaders should come for a meeting with the community members so that they resolve every issue and conflicts to do with the payment and management of development funds.

Following the successful implementation of trainings and sensitisation meetings

conducted by Basilwizi, rights holders wrote a letter which they submitted to their councillor requesting for an additional nurse at their local clinic so that the facility remained accessible whilst the other nurse was on maternity leave and the other attended to scheduled official meetings. A total of nine Child Led Protection Committees were established in nine schools of Luunga & Tyunga (six primaries and three secondary schools). Research conducted by the community with regards to their suspicion of poor financial management in schools. A meeting was organised with the RDC to investigate the matter further. After suspecting misappropriation of school funds at one of the schools in Tyunga, some five lobby group members participated (two female and three male youths) from the community members made an informal report to Binga RDC. The Binga RDC Internal Auditor audited the school and revealed serious mismanagement of funds as the school head failed to account for some funds, e.g. some textbook photocopies were being charged as originals on the receipts. Six children in the Saunyama Junior SDC committee engaged the school administration and senior SDC on the issue of putting in place litter bins and water tanks around the school to improve sanitation. In response, the senior SDC purchased four litter bins and six small water tanks.

The mining sector is still perceived as a key contributor to the national income of the country. Priorities of government include upscaling of mining investments and operations by the state and private companies. At national level, notable on-going legal and policy reforms are being made by various government departments aimed at fully realizing the opportunities and addressing attendant challenges of the mining sector. Example is the long-awaited Mines and Minerals Amendment Bill gazetted in 2016 by the Ministry of Mines which is expected to improve governance of the sector such as community participation, environmental management, transparency and accountability across the value chain. AAZ and ZELA ensured that civil society and communities in the affected mining areas participated in nationwide public hearings in on-going legal reforms such as the Mines and Minerals Amendment Bill. Communities from mining areas also attended the Zimbabwe Alternative Mining Indaba (ZAMI) National Conference organised by ZELA and AAZ in Bulawayo where discussions around “Mining Sector Legal Reforms” took centre stage.

A Baseline Study on the Impact of mining on land distribution and food security on women and youth was conducted to inform AAZ and ZELA interventions with regard to corporate accountability in relation to women and land in mining communities. The study provided a gender analysis of the livelihoods and food security issues with a focus on the roles and responsibilities in major livelihoods options, access and control of major capital assets. This helped in understanding the different livelihood sources for women and the youths living in mining communities. The study validates AAZ and ZELA interventions in Manicaland and Mashonaland East provinces. Relocation stood out as the greater threat to food security outweighing the positives as highlighted by the communities although their positive social impacts in terms of the provision of accommodation, tarred roads in some areas, clinics and schools. For instance, to be eligible for the irrigation scheme, one has to pay a substantial amount of money to use the water. Moreover, the site is not centrally located and the potential land holding is 0.5ha per plot. The research will be published and disseminated in 2017.

The Economic Justice Network of the Fellowship of Christian Councils in Southern Africa (EJN of FOCCISA), in collaboration with the ZELA, Publish What You Pay partners, Norwegian Church Aid (NCA), South African Council of Churches (SACC), Mozambique CC, Benchmarks Foundation, Diakonia, Council of Churches Zambia, the Zimbabwe Council of Churches and Oxfam, hosted the 8th Alternative Mining Indaba (AMI). The AMI is a platform where organisations and communities collectively bring out issues that the Mining Indaba refuses to address such as issues facing women, poverty of communities adjacent to mining activities; the lack of adequate job creation; the environmental impact of mining activities on communities; sustainability after mining operations. The AMI was attended by over 500 delegates from Africa, Asia, South America and Europe. AAZ is part of the FGG programme and international extractives working group working on natural resources governance. In this light the participants attended the two events to develop and influence the ActionAid extractives strategy and share learnings and experiences from the Alternative Mining Indaba. AA Zimbabwe, South Africa, Mozambique, Zambia, Sierra Leone, Kenya, Netherlands, Australia, among others attended AMI.

4.2 Strategic Objective 2 Challenges and Lessons for 2016

There is need to identify innovative strategies to target youth, particularly young women in AAZ governance work as their priorities and needs continue to be excluded from local and national government plans and budgets. AAZ requires support to implement the youth strategy. A reduction in partners as a result of budget cuts for partners under the Accountability programme will affect overall programme reach. A shrinking political space in Zimbabwe has affected smooth implementation of programming.

4.3 Strategic Objective 2 Stories of Change

4.3.1 Young women intervention saves lives!

By Charity Chaturuka, ZYWNPB Programmes Assistant

Epworth is a peri-urban high density suburb situated in east of Harare the capital city of Zimbabwe. Epworth just like any other suburb in Harare is also experiencing severe water shortages. The issues of water shortages have been of head-ache and major concern to the local councils as well as the government authorities.

The water shortages have affected the operations at local hospitals and clinics. In Epworth, Domboramwari Poly Clinic was one good example of a clinic in Harare that was facing water shortages. The maternity ward was affected mostly because child birth requires the use of water regularly than other wards. Relatives of pregnant women were required to fetch water for them and some had to walk long distances of about five kilometres to get water and bring it back to the clinic for their pregnant relative to use.

“Domboramwari clinic was in a bad state and it was a health hazard to women who were giving birth at the maternity ward where there was no water for them to use. The toilets were unbearable and dirty as they are not properly cleaned,” said Alice Banda (34) a single mother of four children. She lives with her parents at their family house in Epworth Ward 4. She has been a volunteer with Youth Agenda Trust (YAT) since 2009 and has been attending trainings and workshops facilitated by YAT. She has received trainings on sexual reproductive health rights and how to engage local authorities for improved gender responsive public services.

It was through these trainings by YAT that young women in Epworth like Alice realised that they do have a voice and that their voices have to be heard with regards to gender responsive public services. The youth volunteers decided to form a committee which focused on promoting public services delivery in Epworth. The committee comprises of five young women and two men. Alice is also a member of this committee.

In trying to address the Domboramwari Poly Clinic water problems, in July 2016 Alice and her team went and spoke with the sister-in-charge at the clinic and they agreed to meet with the Councillor and the local authorities to find possible solutions to bring water to the clinic.

“Getting to meet with the local council was not an easy task to do because they were not cooperative at first. However with the help from the sister-in-charge at the clinic we managed to get hold of the responsible authorities and booked a date for a meeting. We were very much excited because they agreed to allow us to speak out our mind to them.”

Alice and team had a meeting with the Epworth Council and local board. The council representatives then went and saw the situation that was at the clinic and were shocked to see the state the clinic was in. The local board saw the need for water at the clinic and saw it befitting to sink a borehole at the clinic. In a week, arrangements for the drilling of a borehole at the clinic were in place and eventually there was water at Domboramwari Clinic.

The work of dedicated young women such as Alice and her team is a commendable one as it brought about a positive change that was beneficial to the community at large. Water is a necessity and it is the right of every human being to have access to the resource. Domboramwari maternity ward is now a safe place for child birth. The burden to carry buckets of water to the clinic is now a thing of the past. Tanks and taps have been installed at the clinic and women can fetch water without any hassles. The unavailability of water is a huge challenge and is a national issue that requires urgent attention from the government and the nation as a whole.



Alice Banda



Alice Banda showing a tap with no running water at her homestead. They have had no water for more than five years now

4.3.2 Woman breaks silence in service delivery

By Gayson Siampongo, Basilwizi Programme Officer

Chirara Dambula (28), a married mother of two children is pleased to be part of the team that resulted in the improved health delivery services at Tyunga Clinic (her local health centre) situated in Binga District in Matabeleland North Province of Zimbabwe. Binga is one of the poorest districts in Zimbabwe while Tyunga ward is also one of the remotest communities of Binga district. The district is a malaria infested area because of the large water mass body coming from the Zambezi River coupled with high temperatures that are there in this area and are conducive for mosquito breeding.

The health delivery system at Tyunga Clinic has been poor due to inadequate staff. The clinic has a staff complement of two nurses. When one staff member went on leave beginning of the year 2016, the service delivery was compromised as the remaining nurse could not cope with the pressure at the clinic which has a coverage of four chiefdoms (2 wards – Luunga and Tyunga) with a total population of 6398 people (3350 females and 3048 males).

Basilwizi Trust trained 147 people (36 females, 27 males, 50 female youths and 34 male youths) from the two wards (Luunga and Tyunga) on lobby and advocacy in 2016. Other trainings conducted in the same wards were constitutional literacy focussing on the expanded bill of rights, and leadership skills focussing on the inclusion of women and youths in the development process. These trainings were meant to build the capacities of the people to be conscious of their rights and be able to champion their development through constructive engagements with service providers on issues affecting them. After being trained on constitutional literacy focussing on the constitutional provisions on the bill of Rights, rights holders mobilised themselves and established a lobby committee of seven people (4 females and 3 males) to engage the service providers in a quest for lasting solution to the poor health service delivery processes.

Chirara said: *“We mobilised ourselves after the training on the bill of rights. A committee was formed and I was elected Chairperson of the Tyunga Lobby Committee”*. She added that, *“the community felt my understanding of the lobby concept was outstanding and unanimously elected me as chairperson. I felt humbled and I vowed to live up to the challenges that come with leadership roles”*.

As Committee Chairperson, Chirara started her work with a bang as she managed to build confidence in her community by assisting people to identify their major challenges. Community members in Tyunga ward then agreed that the single available male nurse at Tyunga clinic could not cope up with the duties at the clinic which included deliveries in the labour ward as well as doing other clinical duties at the station. That was after the realisation that since 2015, around seven expecting mothers delivered on their own at the clinic while the nurse was attending to other health issues such as home visits due to a suspected diarrhoea outbreak. This situation was worse off during a cholera outbreak as the nurse was required to prioritise cholera cases ahead of any situation. Pregnant mothers in Tyunga and Luunga wards were faced with serious challenges as some, especially those with complications ended up being referred to Binga District Hospital which is 136km away and accessed using a dilapidated gravel road. Worse still transport is not easily available at all on the Tyunga-Binga route.

Chirara narrated how her team members and she successfully lobbied for a placement of a second nurse, who joined Tyunga Health Centre at the end of April 2016. Chirara said: *“We had a meeting with our ward councillor especially on drafting a request letter for an additional nurse and mobilisation of resources for travelling to meet service providers.”*

The first letter was sent to Basilwizi requesting for funds to travel to and from Binga District Hospital where we were supposed to have a meeting with the District Nursing Officer (DNO). However, we were advised by Basilwizi Project Officer Gayson Siampongo that we should start by sending the request letter for the nurse to the DNO before booking for an appointment to meet her. The letter to the DNO was then drafted and given to the ward Councillor who later delivered it to the DNO at Binga District Hospital. An additional nurse was then deployed at Tyunga Clinic which then reduced our expenses as we ended up not travelling to Binga for a meeting”.

“However, we still need to push to have at least one female nurse. As it stands, the female nurse is on leave and we lobbied to have a relief nurse from Siabuwa Clinic but unfortunately we were given another male nurse. Sadly to note is the fact that home deliveries were increasing again because husbands don't want male nurses to attend to their wives during deliveries in labour. This being the status quo, we are in the process of re-engaging the DNO again to be given a female relief nurse simply because of a rise on home deliveries which can only be addressed by having a female nurse to conform to local and cultural needs,” said Chirara.



Chirara Dambula

5.0 Strategic Objective 3

Ensure that 300,000 women and girls in Zimbabwe can break the cycle of violence and claim control over their bodies.

Key Change Promise (Impact objective) 3

By 2018, 300,000 Women and Girls living in poverty have control over their bodies and sexuality, through challenging and rejecting Gender Based Violence and securing access to comprehensive care and quality support services including Sexual and Reproductive Health and Rights and other socio-economic as well as legal rights.

5.1 Strategic Objective 3 Achievements for 2016

Fighting Violence Against Women in Public Spaces

Community volunteers supported under the She Can Project are now being invited to local city council meetings as a result of their advocacy initiatives. Specific advocacy actions by the volunteers supported by ZWLA and SAYWHAT include a push for infrastructure to be more gender-responsive, particularly with regard to VAWG in public spaces. These initiatives have successfully led to some improvements in infrastructure that contributes to women's safety in public spaces. Examples are: the rehabilitation of 227 street lights in Chitungwiza, improved water supply at boreholes now available much more often, rehabilitation of public toilets, e.g in mid-2016 volunteers engaged the council to supply water at a public toilet at Makoni shopping centre.

ActionAid Zimbabwe is spearheading the Safe Cities Campaign Programme together with the Safe Cities Campaign Network of Zimbabwe (SCCNZ) which comprises various organizations. The campaign is aimed at making women and girls aware that the violence they experience in public spaces is a violation of human rights and change the attitude of boys and men to treat women and girls with dignity and protect women and girls from violence in public spaces. SAYWHAT



ZWLA teams and touts sticking labels on a commuter omnibus in Makoni, Chitungwiza as part of the campaign to stop violence against women in the public spaces. Public transport operators have been accused of harassing women travellers.

and ZWLA are the implementing partners of a She Can project which is part of the broader Safe Cities Campaign. They are working with 58 volunteers respectively most of whom are women in spearheading the Safe Cities Campaign in Chitungwiza.

Go online and open link below of a video with more details on the challenges women are facing with regards to accessing public transport in Zimbabwe
https://www.youtube.com/watch?v=NUZN4R_1VA&t=10s

The SCCNZ was birthed through the Safe Cities Campaign and the network attempts to influence policy change in ensuring that the rights of women are promoted and also seeks to address issues and react to cases of VAWG in public spaces that arise. One such case in point is when a pregnant woman succumbed to physical violence at the hands of touts whilst trying to board a bus and ultimately suffered internal injuries and lost her baby and her life. The Network sent out a press statement and called on the perpetrators to be brought to book. The Network members also went in solidarity with the grieving family to the magistrate's court at the trial of the perpetrators, whilst attracting wide media coverage of the sad reality of the consequences of VAWG in public spaces. The matter is still being heard in the court of law.

Go online and open link below of a video with more details on the Safe Cities Campaign
<https://www.youtube.com/watch?v=VslwjQXDtpo&t=1635s>

Sexual Reproductive Health and Rights

A total of 4283 young people were reached with Comprehensive Sexuality Education (CSE) training in urban and rural areas of operation 1425 young being women, girls and boys who reside in urban and per-urban areas in Chitungwiza. These were reached through dialogue platforms conducted by the trained volunteers supported under the She Can Project. DOMCCP reached out to 210 young people, 100 young men and 110 young women in Nyamaropa LDP.

As a result of the training, the young people became aware of sexuality issues and the consequences of their sexual rights that are not met. The gap in appreciating SRHR issues between parents and children is being reduced as 33 adults (24 females and nine males) in Nyamaropa were also sensitized on SRHR. The women are now aware of their rights and the need for these rights to be respected. Some men are now accompanying their partners to access health facilities in clinics as opposed to situations before the training when the woman's health even during pregnancy was her responsibility alone.

DOMCCP engaged traditional and religious leaders to improve their understanding of SRHR. These leaders are normally viewed as stumbling blocks to the fulfilment of young people's SRHR. In Nyanga LDP, FACT Nyanga reached out to 1620 young people (891 females and 729 males) with SRHR. The partner also sensitized 511 people (300 males and 211 females) on SRHR. Parents are beginning to appreciate the importance of their children being provided with sexuality education although some are still uncomfortable to discuss such issues with their own children due to cultural beliefs. Parents and churches are now



Boys and girls during an SRHR meeting conducted by SAYWHAT

requesting CSE services, which is a big change as they used to oppose CSE which they believed promoted promiscuity in their children. FACE Zimbabwe reached out to 589 young people (444 females and 145 males) in Makoni LDP. As a result of this intervention, one secondary school (Rukweza High School) had only one case of teen pregnancy and elopement recorded compared to 33 cases of teen pregnancies and elopement which were recorded at the same secondary school in 2015. Basilwizi, a partner in Binga LDP also reached out to 40 females and 29 males and managed to establish a Youth Friendly centre. AAZ, working directly in Hwedza and Nyazura facilitated the training for 190 young people (120 females and 70 males) and 180 (100 females and 80 males) in the two areas respectively.



Tamari Chikafa (centre in work suit), a RWA member from Kanyimo Ward in Nyanga during a drama performance on GBV affecting women and girls on International Women's Day Commemorations in 2016

Child Marriages

Following sensitizations meetings and campaigns held in Nyanga district, the Traditional Leaders made a declaration that children will no longer be pledged in Nyanga and livestock will be used instead. Communities in Nyanga are fighting child marriages through watchdog committees comprising Rural Women's Assembly (RWA) members and other interested community members monitor the Gender Based Violence in the areas, reporting cases of violence where the survivors are unwilling and unable to do so. RWA members are rescuing girls from child marriages and accompanying survivors of violence to courts with support from the partners including Family Aids Caring Trust (FACT) and Diocese of Mutare Community Care Programme (DOMCCP).



Venezia Chitere of Ward 7 Raudzi in Nyanga, showing off her fruits as part of the RWA economic empowerment programmes encouraged to reduce GBV in the homes

The partners support comprises capacity building programmes, economic empowerment activities as well as funds for travel to and from courts. A WhatsApp group comprising various stakeholders including RWA, Partners, VFU, traditional leaders and relevant government official is also being used to report cases of child marriages.

Ending Violence Against Women and Girls

In Binga, following sensitisation by Basilwizi, five women in Binga have reported child neglect cases by their partners in which four were successfully handled in court and one is still pending. The partners are now paying maintenance for the children. ZWLA has established three Violence Against Women and Girls (VAWG) reporting mechanisms to provide victim/legal support and these comprise a hotline, toll free line and a helpdesk. The helpdesk is situated at the Chitungwiza Magistrate's court and ZWLA manages it. The desk also provides impromptu assistance to women who have been referred by the Court. On the hotline and toll free line the community can get legal advice over the phone 24 Hours a day and 7 days a week. This has helped women to pursue their cases and to date ZWLA reports that they have assisted 25 women who were survivors of violence against them in public spaces. However it was reported that a large number of criminal insult and indecent assault cases are struck off the roll due to insufficient evidence. This is a barrier that the project still needs to address particularly in increasing sensitisation of beneficiaries on collection of relevant forensic evidence for the successful prosecution of their cases.

Five survivors of GBV were assisted by FACT Nyanga through financial and psychosocial support and referral to access legal services. ActionAid partner, FACE Zimbabwe assisted in reporting 14 cases of VAW in Makoni LDP. The RWA, a movement which provides a platform to amplify the voices of rural women, highlighting their successes, concerns and challenges, is playing a pivotal role in LDPs, where they are reporting cases of violence against women and girls. Survivors of violence do not like to report their cases due to a variety of reasons including cultural, economic factors and fear of courts. The RWA mediates for them, reporting cases on behalf of survivors of violence, providing counselling services and accompanying survivors to police and / or courts. They also make follow ups on reported cases to ensure that justice is done. Communities are no longer afraid to make reports to police even where it concerns influential people in the community as evidenced by the reporting and arresting of a Church Bishop after he was alleged to have sexually abused three girls in Nyanga LDP. The case is still in progress at the courts. Another case was that of a Community Child Care facilitator who was also reported and arrested after allegedly raping a child. He was remanded in custody. In Nyazura LDP, three cases of VAW were reported by the survivors.

ActionAid partners in the LDPs FACT Nyanga, DOMCCP and FACE Zimbabwe formed ward-based watch group committees to benefit communities in Nyanga, Nyamaropa, Makoni in Hwedza and Nyazura. In most LDPs there is one watch group committee per ward and about 35 groups were formed. These comprise mainly women but in some cases supportive men as well. The watch group committees sniff out cases of VAWG and take action to protect the survivors. They counsel survivors of violence in some cases, provide psycho-social support, report cases to police and accompany survivors to courts. At times they counsel the perpetrator as well.



Christine Kazembe (in beehive regalia) with other members of the Nokia RWA Group from Mukonyora Village, in Ward 29, Nyazura LDP, Makoni District discuss near one of their beehives as they are running a bee keeping project

5.2 Strategic Objective 3 Challenges and Lessons for 2016

AAZ learnt with amazement the change community volunteers can bring to in their communities. The volunteers who are mainly women work so hard and do not get financial rewards. The RWAs in LDPs fought child marriages resulting in some GBV perpetrators brought to book. The women are influential in communities as long as they are supported by being provided with the right information. The liquidity crisis in Zimbabwe affected a smooth programme implementation.



Christine Kazembe in her bee hive regalia

5.3 Strategic Objective 3 Stories of Change

5.3.1 Yes SHE CAN!!!! young woman fights for friendly medical services

By Tatenda Chinyanganya, SAYWHAT Graduate Intern

"It's difficult being a young woman living with HIV. In my community, women are not respected and not taken seriously and for me it's even worse because I also face stigma because of my HIV status. I will not forget the day that I was embarrassed at Chitungwiza General Hospital when I went for a CD4 count test. The nurse treated me as if I was not a human being. That day I could not access the service that I wanted at the hospital and I just left not realising that my right to health had been violated. That time I did not realise that I was the agent of change that would make youth friendly service provision available and accessible".

Mercy Musiwa (23) narrates the bad treatment she received at Chitungwiza General Hospital. Mercy is a young woman who stays in Unit N, Chitungwiza which is located south of the capital, Harare. Mercy stays with her cousin as she lost her parents in 1996 and 2006 respectively. Her parents died because of HIV related illnesses and since that time she was staying with her aunty who, then refused to take care of her because her health was deteriorating as a result of the HIV virus. The death of her parents and the attitude of her aunty made her declare that she would adhere to treatment no matter what.



Mercy Musiwa sharing her story

On 25 May 2016, Mercy was not provided with the service she wanted to access at Chitungwiza Hospital because she did not have US20 cents to pay for the syringe that was required. The nurse instead of just turning her away, chose to shout at her attracting the attention of other people who were at the hospital. Mercy walked away in shame as she felt she had been humiliated by the way the nurse had addressed her. She highlights that besides her, there were other young people who had been ill treated at the hospital thereby creating a huge barrier for young people to access services.

Mercy recalls the day she committed herself to changing the situation at Chitungwiza Hospital. She points out how the She Can project that is being implemented by the Students And Youth Working on reproductive Health Action Team (SAYWHAT) in partnership with ActionAid has given her the weapons to break the culture of silence and speak out against the abuses that youths faced at the hospital.

Weeks after she had been denied access to the CD4 count test, Mercy's friend also faced the same challenge and Mercy decided to take action using the experience that she had gained from the trainings on human rights, lobbying and advocacy. She reported the nurse who had denied her access to CD4 count test to the Public Relations Officer at the Hospital. At first the Officer did not take her seriously but later on realised that she was determined to have her issue addressed.

Mercy kept on pushing the officer until she called for a meeting where they met the nursing staff and a Doctor on the 14th of July 2016. Mercy presented her issue outlining poor service delivery that community members were complaining about. The hospital made a vow that they would address the issues that had been raised and their first step was of providing vulnerable young people who are not in a position to pay their medical bills with an Assistant Medical Treatment Order which would allow them to get treatment free of charge.

She is now very pleased with the progress that she is noting at Chitungwiza General Hospital. With a sharp look on her face she states that: *“The She Can project under the Safe Cities Campaign strengthened me as a young woman. Before the project, we did not have knowledge on rights as well as how to conduct effective advocacy. I am very happy that we are being treated with dignity and respect. We spoke out and our voices were heard. If it was not for the She Can project which inspired us to break the culture of silence no one was going to challenge the bad treatment we were getting”*.

SAYWHAT and ZWLA in partnership with ActionAid under the She Can project has trained 150 peer educators who formed 32 reflection - action groups in Chitungwiza. These groups provide platforms for women to discuss issues of concern and how to get solutions to their



Batsirai Group members from left to right Pamela Chidawata, Engrade Mapfumo, Nungirai Negombwe, Jestina Mbirimi and Faith Madanhi

challenges. Lobby and advocacy activities are initiated by these groups and taken up to the appropriate duty bearers with the support from organisations like ActionAid and ZWLA. The project is part of the Safe Cities Campaign which aims at creating safe spaces for young women and girls in public spaces. SAYWHAT's role in the project is to impart the young women and girls with information on sexual reproductive health rights (SRHR) so as to lobby and advocate for such services, lack of which have resulted in women and girls being more vulnerable to violence in public spaces.

5.3.2 Rural Women Assembly reach out to children

By Leonard Magachika, AAZ Women's Rights Volunteer

“Rural Women Assembly (RWA) has become a formidable force in our communities. They are concerned with the welfare of orphans and vulnerable children. They have provided them with some of their education needs. They help them with stationery, clothes and petroleum jelly,” expressed Mrs. Hukuimwe the Deputy School Head of St Mathias Primary School in Ward 11 of Hwedza, East of Zimbabwe.



Some of the children from Hwedza being supported by RWAs from left to right: Forget (15), Believe (10), Together (12) and Tendai Musanhu (12)

Batsirai Group, which comprises eleven RWA members from Hwedza has taken the lead in spearheading the rights and protection of OVCs in Hwedza. ActionAid Zimbabwe is working with over four thousand women in RWA across the country in fighting poverty and enhancing women's rights. The groups in Hwedza were trained on Internal Savings and Lending

(ISAL) schemes, income generating projects, children's rights, GBV and women rights issues. Most RWA groups are doing ISAL and income generating projects whose proceeds they use to improve their family lives as well as community members around them.

Batsirai Group has since March 2015 been using some of its profits from the ISAL and garden project to assist OVCs in the community. Currently the group is supporting eleven children (six girls and five boys). All the 11 children were in primary school in 2016. Two of the children are living with disability and Batsirai Group bought an artificial leg for one of the children living with diasability.

Believe (10) of Ward in Hwedza was in Grade four in 2016 and was being supported by Batsirai RWA group. Believe is an orphan living with her grandmother. *“Before I met the RWA, I went to school without stationery”, she said. Believe said: “the petroleum jelly helped me during winter as it nourishes my skin and keeps me warn.”*

Believe foresees a brighter future given the support from Batsirai Group and the school. *“When I grow up I want to be a nurse, because I want to help people and I promise to continue working hard in school,”* she said. Her favourite subjects are Mathematics and English. Believe likes volleyball.

Mr. Mutize, the teacher mentor at St Mathias Primary School had kind comments about, Batsirai RWA Group: *“The RWA members have volunteered to help in cooking porridge at the school under a School Feeding Programme following drought in 2016. They also use vegetables from their garden for cooking at the school. The vegetables are a relish for sadza (thick porridge) which is cooked at the school. These women also carry out home visits to the homes of OVCs, especially child headed families and those living with grandmothers to assist them with household chores like providing them with firewood.”*



Rachel



Rachel in the computer lab at Crossdale Primary School, in Tombo, Nyanga

5.3.3 Teenage mom conquers in the face of rejection

Rachel (16) of Nyanga District east of Zimbabwe became a mother at the age of 15. A teen mother of a one year seven months old baby girl, Rachel has not allowed the set-backs in her life to de-rail her from working towards her dreams in life. Thanks to the support provided to her by the Rural Women Assembly (RWA), a social movement comprising women supported by ActionAid.

“I got pregnant at 15 when I was doing form one. I dropped out of school to elope to my 18 year old boyfriend who had impregnated me. I was ill treated by my in-laws who sent me back to my parents because they wanted their son to continue with his education. He was doing form four then. He also refused to stay with me saying he wanted nothing to do with me although he acknowledged impregnating me”.

Rachel is now staying with her parents and her baby.

The RWA supported by FACT Nyanga in Rachel's area, have provided a new found hope in her life. They have supported a total of 15 teenage mothers including Rachel herself by providing them with psychosocial support as well as giving them tips on entrepreneurship skills. The 15 teen mothers have formed their own group which has enabled them to start some ISALS supported by the senior RWA members.

“The RWA members have told me that falling pregnant is not the end of the world. We have started a poultry project whose seed money was provided by FACT Nyanga. I will use the money from the poultry to look after my baby.” Rachel, who stopped school at form one level, says she would like to resume going to school if she is supported financially. *“My heart bleeds with pain for not going to school. I also notice that the father of my baby is going to school while I stopped and have to look after my baby,”* said Rachel.

To make up for the time she is not going to school, Rachel is learning how to use computers at Crossdale Primary School. The school administration has noted that Rachel is keen on learning computers and has allowed her to use the school equipment. She now knows the computer basics to an extent that she teaches other community members who come to the school to study computers. *“I would like to do computers at tertiary level if I am given an opportunity to go back and finish my secondary education first,”* said Rachel.

Go online and open link below of a video with more details on the RWA:

<https://www.youtube.com/watch?v=g1dH5YVcqNI&t=1532s>

6.0 Human Resources and Organisational Development Report (HROD) 2016

The year 2016 was a very exciting year for ActionAid Zimbabwe as a country programme. The acquisition of new funding from the Swiss Agency for Development and Co-operation (SDC), the World Food Programme and the United Nations Development Programme saw the staff compliment size growing from 44 in January 2016 to 62 staff by December 2016. The new staff compliment brought with it fresh and exciting opportunities and challenges. Amongst these challenges was the setting up of new sub offices in Nyanga, Binga and Mbire. Existing staff were motivated to work long and drawn out hours ensuring that the necessary recruitment, procurement, operational and programme plans were put in place to facilitate smooth implementation of projects.

Organisational efforts to ensure smooth integration of new staff into the ActionAid family by recruiting suitably qualified and dedicated staff were rewarded with exceptional achievements being realized by new staff members. Staff working on the Lean Season Assistance (LSA) project exercised diligence, often working late into the night dispersing mobile money transfers to 106578 beneficiaries.



Tsuro Bore, Sponsorship Manager dives into the water while Adele Manuel, HROD Head looks on during the team, building exercise in Nyanga Staff steaming off during the team building exercise in 2016

This intervention helped communities who were food insecure. In addition ActionAid rolled out the MAM project which complimented the LSA project by providing super cereal blend of approximately 6.516 metric tons to 1086 children aged 6 to 59 months. The direct assistance that these two projects in particular were able to provide to communities served to inspire the rest of the ActionAid team and by so doing harnessing human capital and making it possible to achieve very demanding targets.

Another exciting project that came on board in 2016 was the “urban handwashing campaign” funded by the SDC. While being an equally demanding project as the LSA and MAM, covering 20 urban schools which received water dispensing buckets, soap and towels in addition to the handwashing message, the project roll out provided an entertaining platform for staff. Leonard Zhakata facilitated road shows to reinforce the handwashing message and staff and communities jointly shed pounds dancing to the irresistible tempo of his upbeat handwashing jingles. The Zimbabwe Resilience Building Fund (ZRBF) implemented in the Zambezi Valley and funded by the UNDP was introduced during the year under review. The ZRBF resilience work strengthened our efforts in making communities to withstand shocks and stresses of emergencies and disasters.

ActionAid largely implements its programmes through local partner organisations. The new projects enumerated above entailed direct implementation by ActionAid staff and these experiences served to bring staff members closer to the communities they serve and to reinforce the mandate of the organisation. These projects provided existing and new staff with multiple opportunities to exercise their skills to ensure that project resources were effectively and efficiently disbursed and utilized. They also played a key role in staff retention by providing additional funding and career development.

As a measure of staff retention, three staff left ActionAid in 2016 to take up roles with organisations within the sector. The organisation's volunteer programme continued to yield good results with four volunteer staff being offered substantive roles in fellow international non-governmental organisations both within Zimbabwe and in the diaspora.

The year 2016 concluded on a very positive note with staff enjoying a teambuilding initiative held in Nyanga 12th to 13th December 2016 which provided a platform for sharing lessons learnt, agreeing on areas for organisational improvement in 2017 and an opportunity to participate in the widely enjoyed ActionAid end of year party which extended into the early hours of the following morning.

Staff Team Building in Pictures



Pic 1. From Left to right Xanthe Chikarara, Tanatswa Ron Chinenerere, Ivainashe

Mativenga, Joyce Mapfumo and Faith Muperi **Pic 2.** Nyanga LSA team from left to right Faith Muperi, Fadzai Chikari, Tanyaradzwa Mandimutsira, Belinda Mwale and Fadzai Mutemachimwe

Pic 3, 4, 5 and 9. ActionAid staff take a walk to burn down calories **Pic 8.** From left to right Xanthe Chikarara, Tanatswa Ron Chinenerere, Joyce Mapfumo and Ivainashe Mativenga **Pic 10.** From left to right Elvis Augustine, Kundai Chikoko, Blessing Muyambo and Fatuma Namukose pose for a photo during the retreat

6.1 HROD Stories of Change

6.1.1 Feeling like a kid again as we fundraise for children!

By Tanatswa Chinenere, Administration Assistant

The sky was clear. Only a few clouds spread across the Harare western skyline like cotton pickings fallen on the roadside. There was zero to none chances of rainfall, perfect weather for outdoor sporting. It was a Saturday, the 3rd of September, 2016 edition of the Non-Governmental Organizations Games. These games are done annually and AAZ has been participating since 2013.

International Non-Governmental Organizations (INGOs) and local Non-Governmental Organizations (NGOs) get together and participate in the games, with the proceeds going towards an identified charitable cause. It is a fundraising event, providing a platform for organizations to network, share ideas and even look for avenues to work together on projects and proposals. For AAZ, it was a teambuilding event supported by the HROD department. Participation of staff together improves work relations and communication back at work, leading to better understanding of instructions and ultimately leading to improved results and deliverables.

An organization volunteers each year to be the coordinator of that year's games and a sports coordinator/focal person is selected from each organization to help with the logistics. As a volunteer in the HROD, I was selected to represent AAZ hence the obsession with the weather on that particular day. The 2016 games were hosted at Churchill Boys High, in Eastlea Harare, by SOS Children's Villages Zimbabwe. The theme was 'Feel like a kid again! The proceeds were to be donated to their children's homes. For the organizers, the theme meant a day for the adults to let loose and run wild and carefree like children. For AAZ the event went hand in glove with its Child sponsorship programmes and provided a chance for the organization to raise funds for initiatives just like its own. For me it was fun time!

Participants were competed in various sporting disciplines such as soccer, volleyball, basketball, tennis, darts, athletics and tug of war. About 16 organizations registered for participation. The warm up session for the participants included egg and sack races. AAZ was represented in the sack race by Paddington Makoverere, our very own Finance Officer. I could see that he meant business by the exuberance he displayed as he did his leg and back stretches. Participants were called to their marks and the gun went off, and so did the participants. Off the ground, they went! There were cheers and laughter from all corners as the racers fumbled in their sacks and tried all tricks in the books to out run each other. Our Paddington was huffing and puffing, putting in all he had and finished at a decent fifth position out of about 10 competitors.

Next up was tennis. AAZ was represented by Sermon Mazheve our former Finance Volunteer and Tsaurai Kambunda our Program Officer. Sermon was darting across the court with expert agility that left me wondering if he is in the correct profession. Tsaurai, on the other court, was holding the racket like a fly swatter and played his shots with such ferocity that his opponents could but only rush for cover. Both stars won their respective games against their opponents although they had to pull out of the remaining matches so that they could support the soccer team.

Soccer headlined the activities of the day. The AAZ team had hardly trained but the players were confident of pulling off a Houdini act and proceeded to the next round.

Gracious Madyira, our People for Change Coordinator, Administration and Logistics Officer, lead the supporters in song and dance. Xanthe Chikarara, our HR Volunteer, lead the medical team, attending to all team injuries in a Florence Nightingale style, and also ensuring the team and supporters (staff, families and friends) were well hydrated. The game kicked off and the players



ActionAid team just before a football match from left to right Sermon Mazheve, Gracious Madyira, Eustace Sangoya and Tanatswa Chinenerere

ran to and fro jostling for the ball, trying to nestle it in the opponent's nets. Our soccer team drew two games and lost one and because we only had two points from our three games, we failed to proceed to the next round. However, we managed to proceed to our shade where a hot meal and refreshingly cool drinks and juices were awaiting us. Jokes and laughter filled the AAZ camp as people recounted the day's events munching through lunch. I wonder what our winning odds were if the games had an eating competition.

The last act of the day was live music performance by the urban groove singer Alexio Kawara. He serenaded the exhilarated crowds as he belted out tune after tune of his hit songs. The hosts thanked all the participants for their contributions which were to be donated to the children's homes. The games were then officially closed and as the huge crowds and vehicles wormed their way out of Churchill High, I was contemplating that this indeed had been a day well spent for everyone present. We need to take some time from our busy schedules and just let loose like kids. The body and mind need rest to work more effectively and efficiently. Also the exercises and activities raised awareness on the importance of keeping fit to reduce coronary, diabetes and high blood pressure and chronic illness that have become some of the leading causes of deaths. For AAZ, there was display of teamwork and interactions between staff of different positions on the organogram. Lastly, the most important of all is the contributions raised towards helping the children from participation registration fees. Blessed is the hand that gives! So until the 2017 games, au revoir!

6.1.2 Little ActionAider's first meeting with others turns rosy

By Precious Gombera, Governance Officer

My greatest fear was to expose her for the first time to a new environment. An atmosphere that was totally different from the time she was born. She was only three months then and when I looked at her, I only saw this tiny vulnerable sweet and delicate little bundle. She was so defenceless at birth and I had no clue whether or not I will be able to endure another fortnight on that small Hospital bed AGAIN!!!

Our Senior Management consulted female staff members to contribute towards the decision on the venue for the Staff Team Building Exercise for 2016, which was to be held mid-December. As a breastfeeding mother, I was happy to hear that I could also have my say over the venue. My mind raced up and down between the two options on Nyanga, in Manicaland Province, east of Zimbabwe and Binga, Matabeleland North Province, South West of Zimbabwe.

At this point I really wished I was a man, just to pack my backpack and go eeeeishhh!!! Women's agonies can be so complex. I heard that we were going to Nyanga, where we are implementing local development programmes. Nevertheless the fear of the unknown and exposing my Angel to the unknown still haunted me.



Precious and baby Kuzivakwashe

I found myself going up and down the streets of Harare as I prepared to attend the team building exercise with the "new ActionAider", grabbing whatever I thought can be categorised as "baby warm clothing." The packed items even included other things that we never even got out of her suitcase in Nyanga.

My greatest fear came from the experiences of the pneumonia my twin boys had to deal with back in 2010. I wanted to go especially having been absent for four months. I spent lots, and bought lots, my fears even grew with the thought that it was her first time out of Harare, I reside in Harare. Will she cry all the way and annoy people in the bus? Will she mess up her diapers and spoil the fresh air in the bus? - - Will I be able to stop the driver and find space to change her? Okay, these were the races taking place in my mind until we disembarked in Nyanga.

Well!!! I know you all want to hear my end of the story.

Nyanga was cold but welcoming. The room was warm and splendid. It's as if the person who allocated rooms knew there was an Angel that was coming to attend the 2016 team building session. The sightseeing was breath-taking and quite refreshing especially for some of us who were now used to being stuck indoors watching the little one grow and waiting for her to cry. The discussions, reflections and debates erased all my initial fears and the after party, the little bundle found comfort, peace and a shoulder to sleep on as a newly found Godfather, Godfrey Mandinde (Head of Finance) held her with all the assurance she needed to fit in the loud music that characterised the celebratory mood of the after party at the accommodation we were booked.

As bus driver ignited his engine the following morning, she gave a feeble wail and I smiled as I knew from my bosom exactly what she meant...Spending another night in Nyanga - -

ActionAid, as a non-governmental organisation is an envy for many potential employees.

My child and I bonded with other ActionAiders because of the child and gender friendly policies of ActionAid. ActionAid makes concerted efforts to ensure that all staff attend team building in particular they provide a platform whereby single parents or parents with small children can be accompanied by their children and child minders. The organisation caters for diversity by accommodating single parents, families and parents with small children. It recognises the complexities experienced by parents who come from different family structures and have diverse commitments.

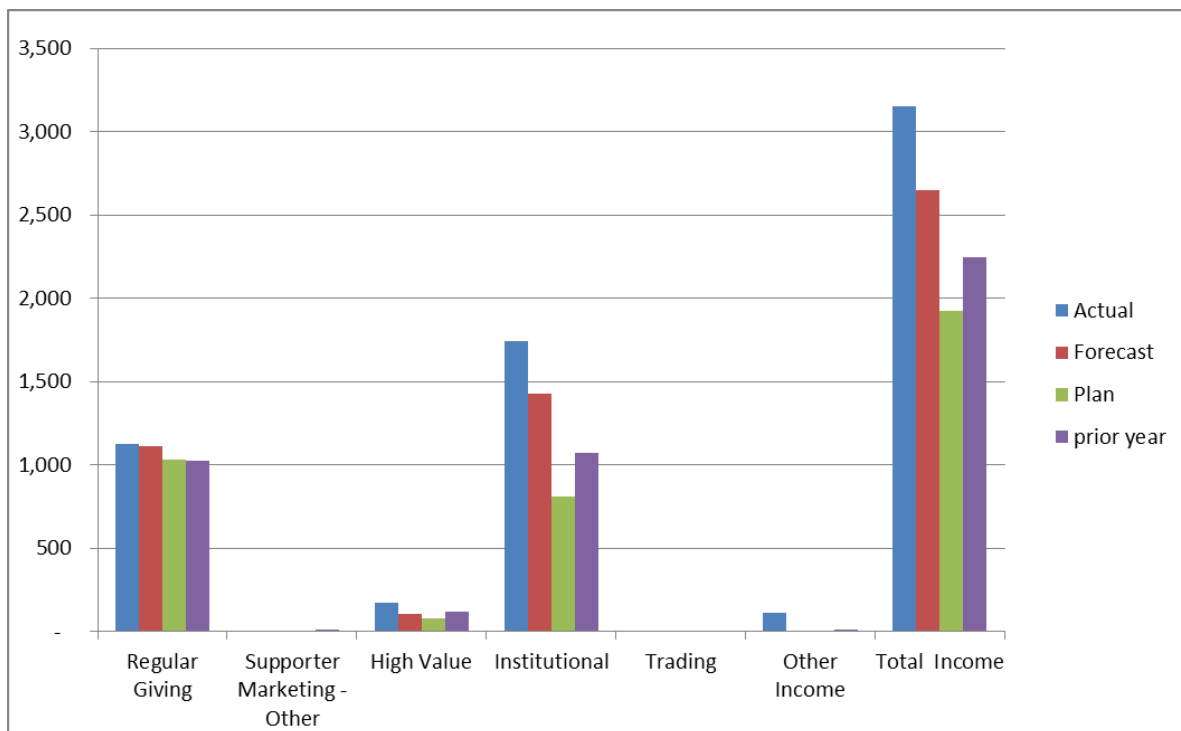


From left to right, Tanatswa Chinenere, another young ActionAider, Mufaro Museka, Vivian Gatawa with baby Kuzivakwashe and Precious Gombera chilling out during the team building exercise

Movement in Income

The CP's overall income has been on the increase since 2007 until 2014 before decreasing in 2015. In 2016 the Country programme received GBP3,155k which is 64% more than the planned GBP1,926k and 41% more income than the income of GBP2,245k received in 2015. The CP received more income than plan by 64% with the variance being on increased Regular Giving income in 2016 which was 9% more than planned income and 9% more than 2015 RG Income received. Institutional income was 118% more than planned income and 47% more than 2015 income and this was attributed to new funding sources from Swiss Agency for Development and Cooperation supporting the Handwashing Project, United Nations Development Programme (UNDP) supporting the Zimbabwe Resilience Building Fund (ZRBF) project and the United Nations World Food Programme (UNWFP) supported projects on Moderate to Acute Nutrition (MAM) and Lean Season Assistance (LSA). High Value Income was also 114% more than planned and 62% more than 2015 income due to the increase in income for the Danish Television Project.

Figure 1: 2016 Actual Income Vs. Plan & Prior Year



Income by Category

The Regular Giving/Supporter Marketing income portion constitutes 36% of CP income and increased by a 9% from previous year. Total Institutional income constitutes 55% of total income whilst High Value income accounts for 5% of the received funds by December 2016. Partnership Income (Institutional and High Value) constitutes 60% of CP Income.

Figure 2: 2016 Actual Income by Category Vs Prior Years

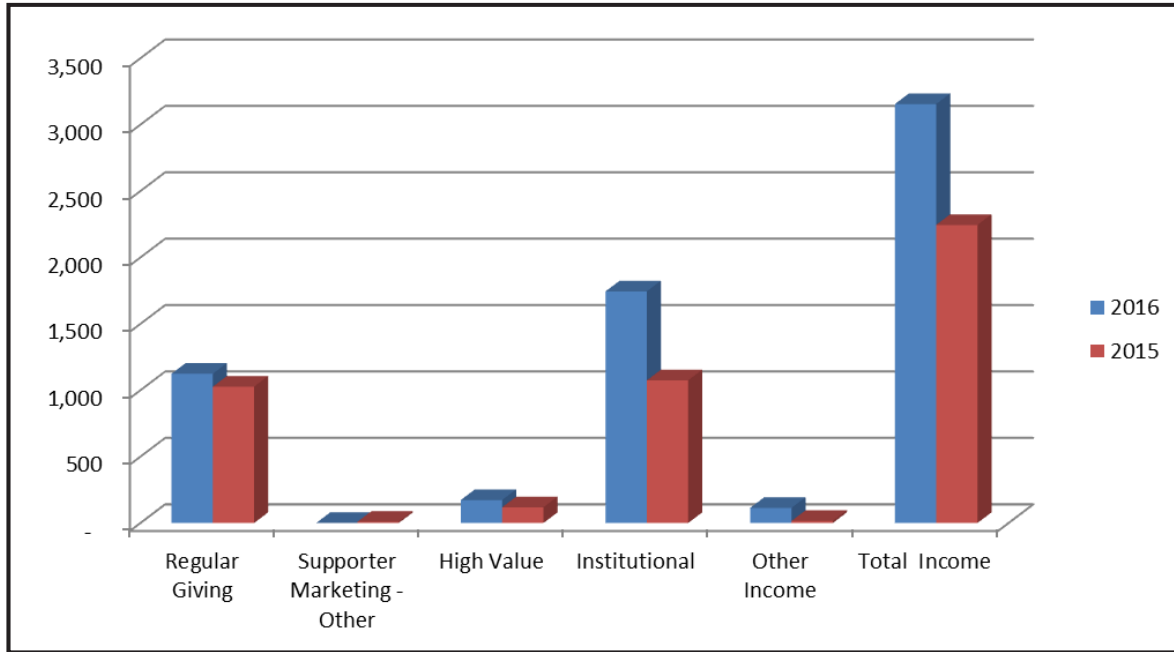
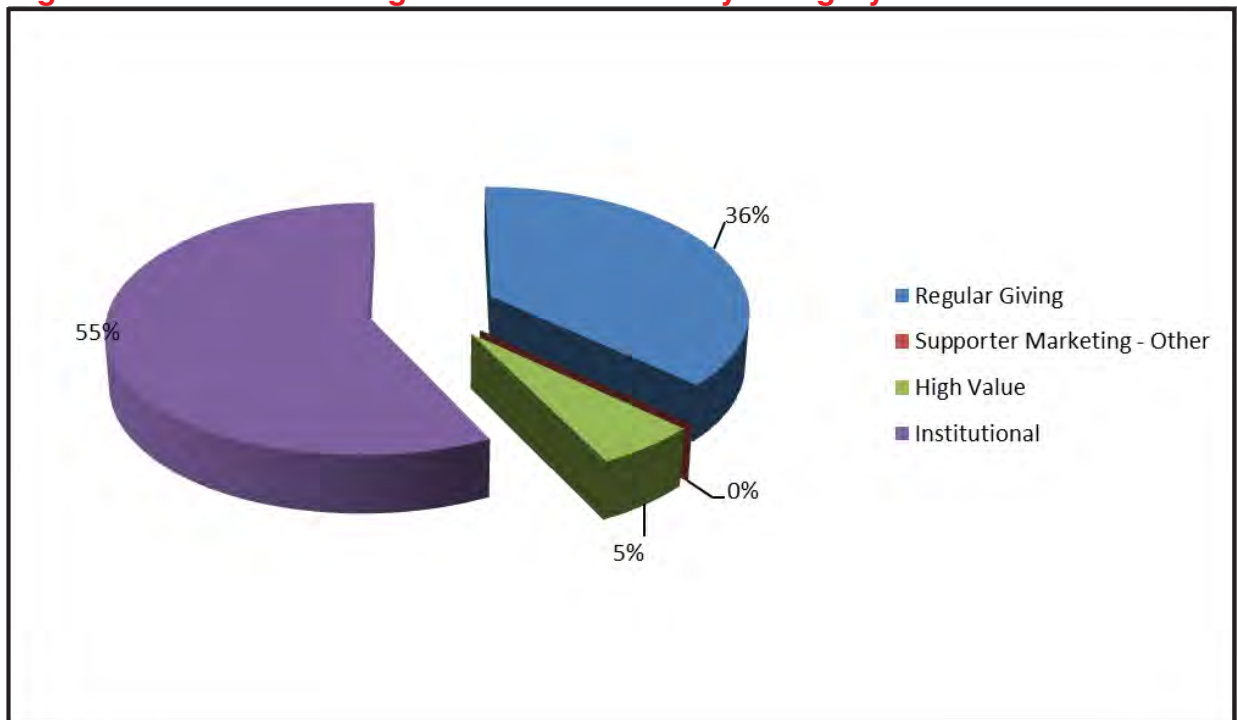


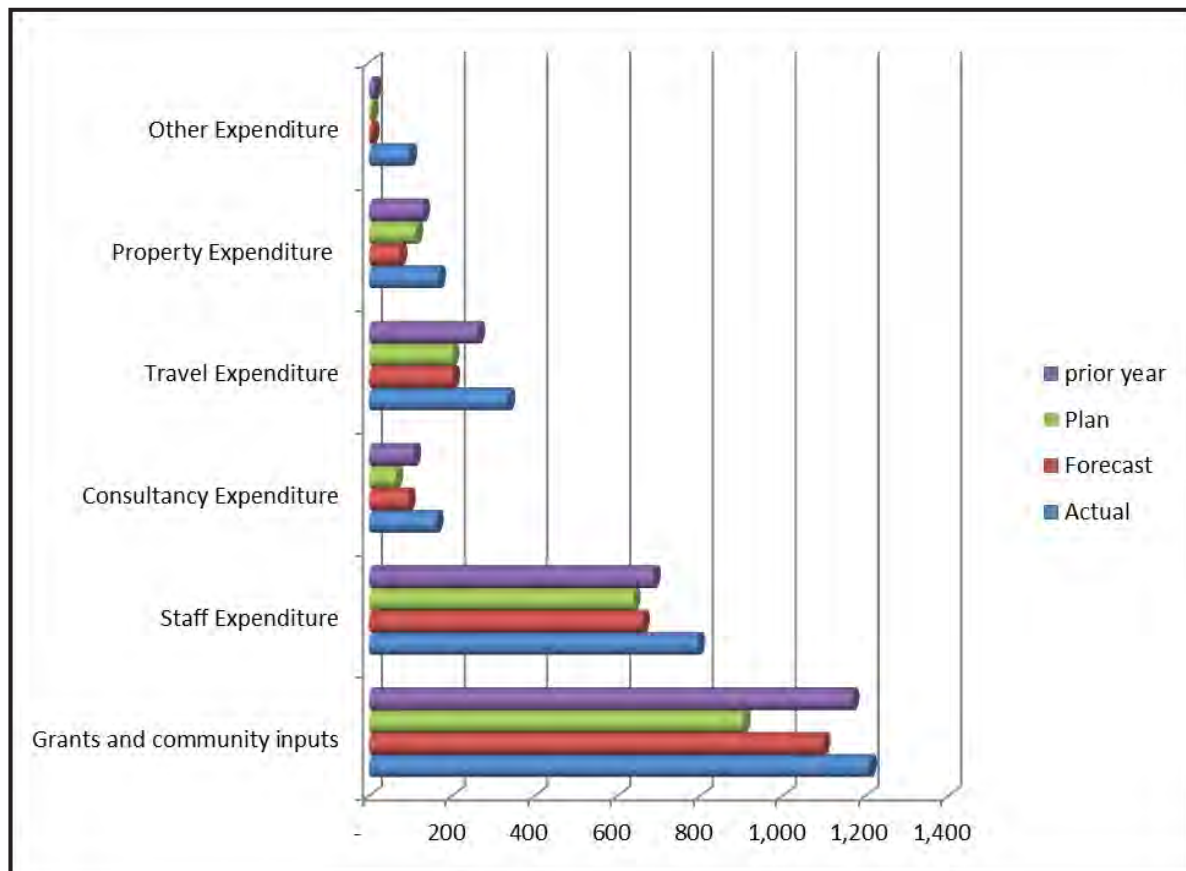
Figure 2b: 2016 Percentage of Actual Income by Category



Movement in Expenditure

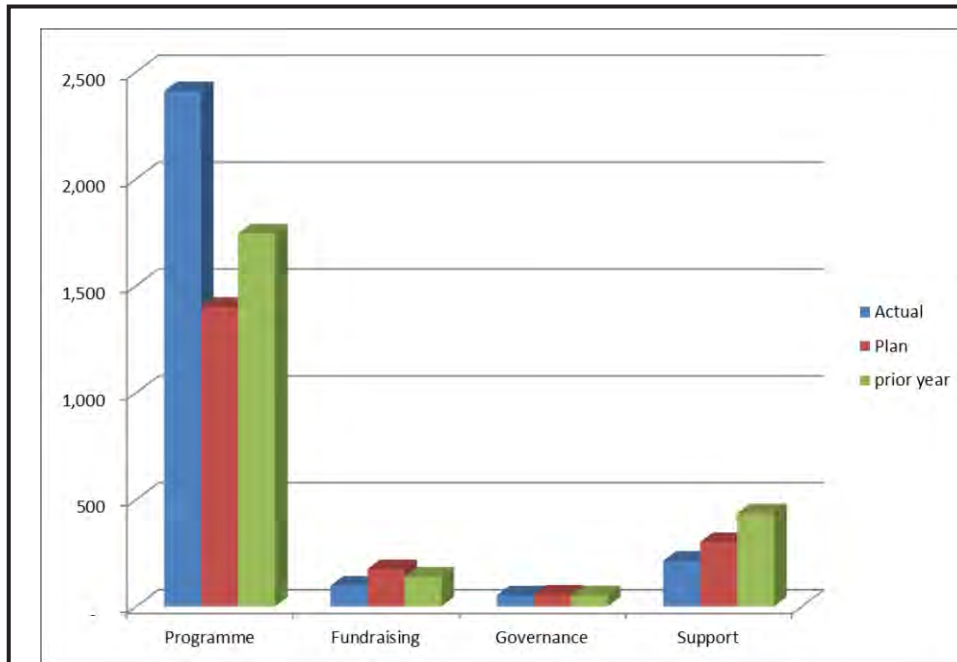
In terms of expenditure by natural classification, when compared to the year 2015, CP expenditure for 2016 was GBP2,773k which is 17% more than 2015. Figure 3 below shows that Grants and community inputs were GBP1,210k, 4% more than same period in 2015. Staff costs were GBP796k, 16% more than 2015 expenditure due to additional staff for new projects. Capital Costs also increased by 642% with procurement of vehicle, motor bikes, office equipment, generators and furniture for new projects. Office costs were 33% more due to costs related to setting up new offices in new project sites.

Figure 3: 2016 Actual Expenditure Vs. Prior Years by Natural Classification



Comparison of 2016 expenditure by statutory costs classification with the year 2015 reflects that the 2016 expenditure was GBP2,773k, 17% more than 2015 GBP2,372. In Figure 4, Program costs increased by 38% due to improved programme work and coming on board of new projects like Zimbabwe Resilience Building Fund, Lean Season Assistance and Rural Handwashing Campaign. Governance costs remained similar to 2015. Fundraising costs decreased by 31% due to decrease in staff salaries, engagement of a Fundraising Manager and less reliance on consultants for development of proposals. Support costs decreased by 51% due to reduction of staff salaries and improved office costs allocations to projects as indirect programme costs.

Figure 4: Q4 2016 Actual Expenditure Vs. Q4 2015 by Statutory Classification



8.0 AAZ funding sources, donors and partners 2016

Sponsorship Income

Child sponsorship contributed 36% of the total income for the Country Programme. Sponsorship funds are raised through linking children in LDPs with sponsors globally. The CP funding affiliates under Sponsorship Income are as follows:

- ActionAid UK
- ActionAid Greece
- ActionAid Sweden
- ActionAid Italy
- ActionAid Brazil

Donors

About 60% of AAZ resources are derived from institutional and high value donors, individuals, trustees and foundations as follows:

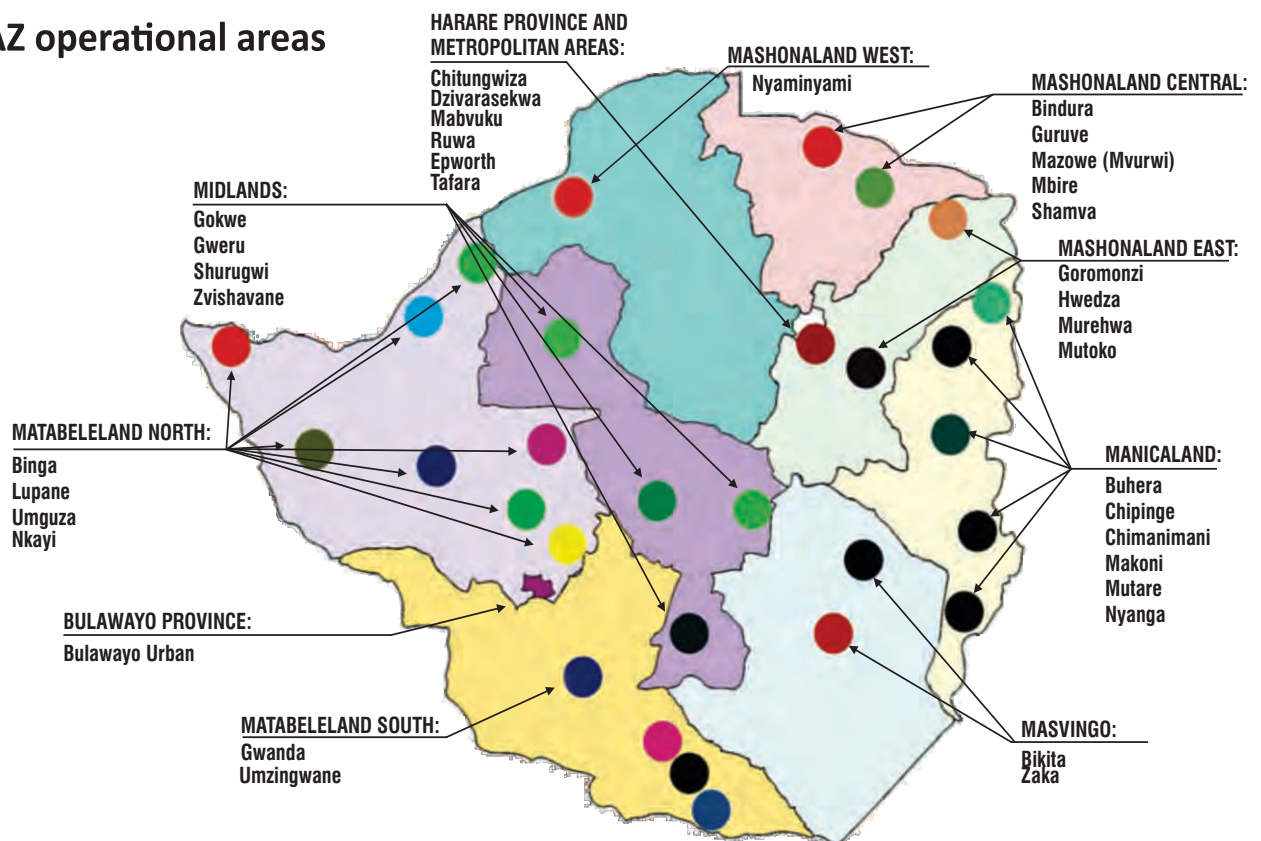
- Danish International Development Agency (DANIDA)
- ActionAid Netherlands
- United Nations Children's Fund (UNICEF)-Australian Aid
- Department for International Development (DFID)
- Swiss Agency for Development & Cooperation (SDC)
- United Nations Development Programme (UNDP)
- United Nations World Food Programme (UNWFP)
- Uniting Church Trust- Australia

AAZ Partners

- Basilwizi Trust
- Combined Harare Residents Association (CHRA)
- Diocese of Mutare Community Care Project (DOMCCP)
- FACE Zimbabwe (FACT Rusape)
- FACT Nyanga
- Farm Community Trust of Zimbabwe (FCTZ)
- Health and Food Organisation (HEFO)
- Institute for Young Women's Development (IYWD)
- Students and Youths Working on Reproductive Health Action Team (SAYWHAT)
- Simukai Child Protection
- Women In Leadership Development (WILD)
- Youth Agenda Trust (YAT)
- Zimbabwe Environmental Law Association (ZELA)
- Zimbabwe Women Lawyers Association (ZWLA)
- Zimbabwe Young Women's Network For Peace Building (ZYWNP)

9.0 Geographical Spread of AAZ activities

AAZ operational areas



10. AAZ Staff 2016**STAFF LIST**

#	Name	Position
1	Adele Manuel	Head of HROD
2	Adliade Makandigona	Field Monitor
3	Barnabas Halimani	Field Monitor
4	Beauty Jonga	Internal Auditor
5	Belinda Mwale	Field Monitor
6	Betty Sithole	Program & Policy Manager – WR
7	Blessing Muyambo	Project Officer – WR (She Can Project)
8	Blessing Nyagumbo	Handwashing Campaign Manager
9	Chipiwa Chifamba	Program & Policy Manager-Governance
10	Chipo Maruza	Child Sponsorship Officer
11	Clever Mhakayakora	Project Officer WASH Rural
12	David Kamonera	Caretaker
13	Donald Gutsa	Driver
14	Ebenezer Tombo	PQE Manager
15	Edson Nyashanu	WASH and DRR Officer -Kariba
16	Ellen Mukonde	LDP Assistant
17	Elvis Augustin	LDP Assistant
18	Enock Muzaka	Driver/External Liaison
19	Esau Mushunje	Office Orderly
20	Eustace Sangoya	Project Officer WASH Rural
21	Evans Gomera	Accountant
22	Fadzai Chikari	Nutrition Officer
23	Fadzai Mutemachimwe	Field Monitor
24	Farirayi Gumbu	Child Sponsorship Officer
25	George Matonhodze	District Coordinator
26	Godfrey Mandinde	Head of Finance
27	Gracious Madyira	People for Change (P4C) Facilitator
28	Isaiah Chitumba	Driver
29	Jessica Mpofo	Livestock Officer - Kariba
30	Joseph Munsaka	WASH &DRR Officer
31	Joyce Mapfumo	Office Orderly
32	Kasina Hodzi	Field Monitor
33	Mano Ngavi	District Coordinator
34	Mary Makuku	Admin. Assistant
35	Mumbire Madhuku	WASH and DRR Officer -Mbire
36	Nigel Kanengoni	IT Coordinator
37	Paddington Makovere	Finance Officer

38	Peter Matimati	LDP Manager
39	Precious Gombera	Program & Policy Officer – Governance
40	Promise Mashanda	District Coordinator -Mbire
41	Prosper Zimwaraka	M&E Assistant - Makoni
42	Ramnosy Mbayimbayi	Livestock Officer-Mbire
43	Ronnie Murungu	Country Director
44	Simon Maraze	Field Monitor
45	Succeed Chakanetsa	District Coordinator
46	Tanyaradzwa Mandimutsira	M&E Assistant
47	Takaitei Bote	Communications Officer
48	Tinashe Chidawaya	Finance & Admin Assistant (LDP)
49	Toendepi Kamusewu	Head of Programs
50	Tsaurai Kambunda	DTV Project Officer
51	Tsuro Bore	Child Sponsorship Manager
52	Wadzanai Mudzongo	CRSA Officer
53	Tawanda Mapanda	Livestock Officer- Binga

Students Volunteer

54	Sermon Mazheve	Finance
55	Ivainashe Mativenga	Finance

Graduates Volunteers

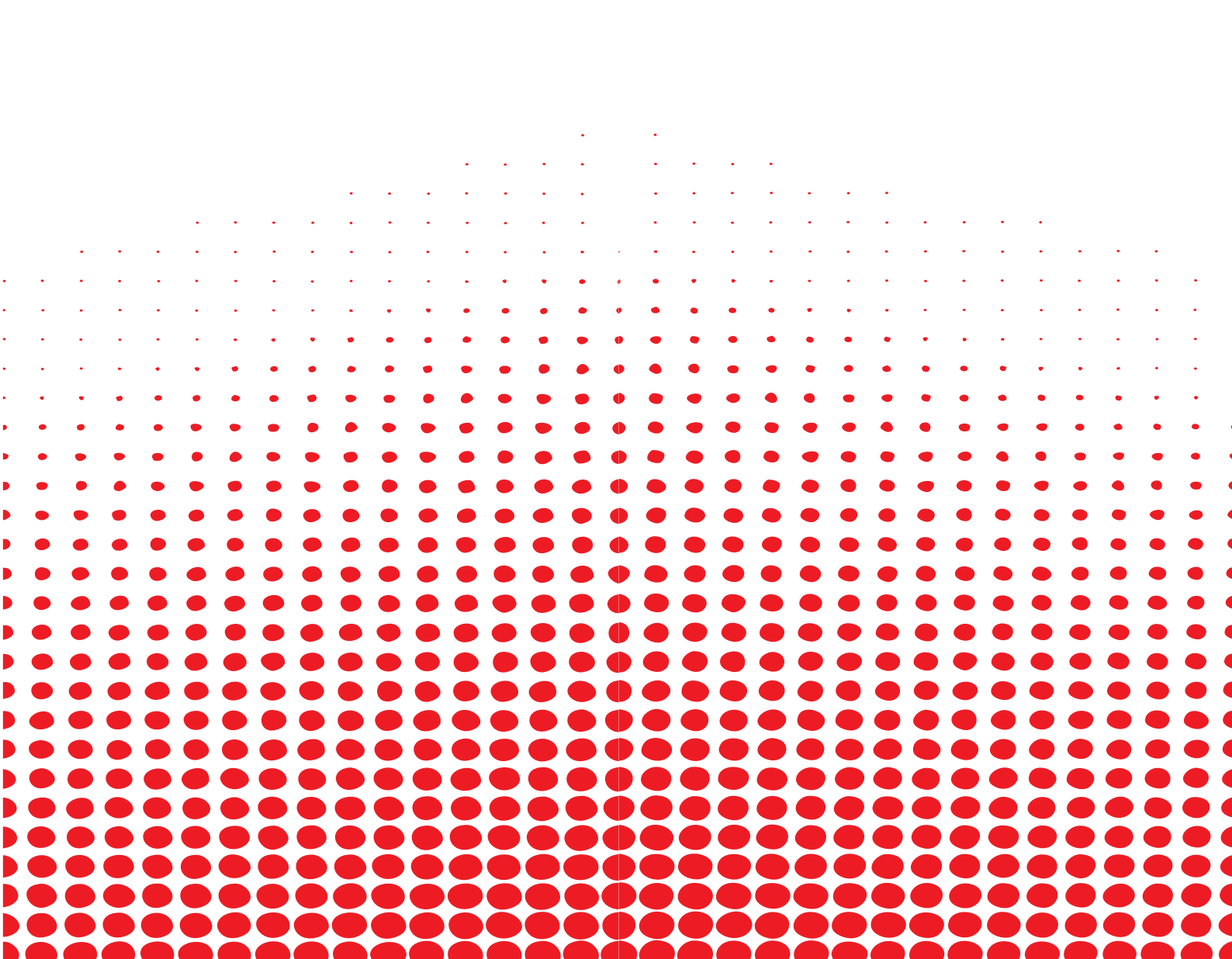
56	Leonard Magachika	WR
57	Faith Muperi	Communications/Data capture
58	Garisai Nharingo	IT
59	Nyasha Chiza	Finance
60	Tanatswa Chinenere	Administration
61	Xanthe Chikarara	HR & Admin
62	Pardon Chabata	Chiendambuya LDP
63	Vivian Gatawa	Nyazura LDP
64	Kundai Chikoko	Governance

People For Change Personnel

65	Beatrice Mugambe	Women's Rights Advisor
66	Fatuma Namukose	Inspirator

IS Host

67	Christina Kwangwari	POWER Project Manager
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