

2009

Annual Report



[Child Headed Household]

ACTION AID INTERNATIONAL

ZIMBABWE

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List of Acronyms

AAIZ	Action Aid International Zimbabwe	IGA	Income Generating Activity
AIPA	Access to Information and Privacy Act	IOM	International Organisation for Migration
Agritex	Agriculture Technical and Extension Services	IP	Implementing Partner
ART	Anti Retroviral Treatment	IPD	International Partnership Development
CBO	Community Based Organisation	MDC	Movement for Democratic Change
CIDA	Canadian International Development Association	MS	Danish Association for International Cooperation
CP	Country Program	NIZA	Netherlands Institute for Southern Africa
CSO	Civil Society Organisations	NK	Nkonsonkonson
CSP	Child Sponsorship Program	NGO	Non Governmental Organisation
DA	Development Area	ORS	Oral Rehydration Solution
DFID	Department for International Development	OVC	Orphans and Vulnerable Children
DFS	Direct Food Supply	PLWHA	People Living with HIV and AIDS
EC	European Commission	POSA	Public Order and Security Act
FACT	Family Aids Caring Trust	RTF	Right To Food
GNU	Government of National Unity	SDC	School Development Committee
GPA	Global Political Agreement	STAR	Societies Tackling AIDS Through Rights
HIV/AIDS Immune Deficiency Syndrome	Human Immuno-deficiency Virus/Acquired	STERP	Short Term Economic Recovery Program

TYP	Three Year Plan	WCoZ	Women's Coalition of Zimbabwe
UCT	Unconditional Cash Transfer	WIPSU	Women in Politics Support Unit
UNICEF Emergency Fund	United Nations International Children's	WR	Women's Rights
UNOCHA Humanitarian Affairs	United Nations Office for Coordination of	WOLAR	Women's Land Rights
		ZELA	Zimbabwe Environmental Lawyers Association

Context:

The year started with a lot of optimism about the Government of National Unity (GNU), whose advent most people associated with not only political stability but improvements in socio-economic factors. With macroeconomic fundamentals being highly restrictive, there was no respite but for the Global Political Agreement (GPA) to come into force and be fully operationalised. This brought about changes in the actors and processes in government, some key policies around monetary and fiscal regimes, social sectors, and some commitment to improve human rights.

The adoption of a multi-currency trading system in February 2009 brought about some stability and senility on the market, however the cost of doing business increased, as the benefits previously enjoyed on exchange gains made on liquidations no longer existed. For DA work, the first quarter was characterised by serious delays in budget approval for the DA and national work, serious hunger and the ravaging cholera that had affected almost all provinces. While availability of goods and services improved with the dollarization, access continued to be limited for poor and vulnerable people.

Although a lot of challenges still exist within the education and health sectors, some improvements were witnessed in 2009. Teachers and children went back to school. The food security situation at the beginning of 2009 was however still a challenge with people needing food aid but a near normal harvest countrywide improved the situation. However, in the urban areas, the situation remained dire with most vulnerable groups still being forced to eke out a living with little disposable income.

As the health systems continued to struggle for recovery, 2009 reported an increase in the number of people needing Anti Retroviral Treatment. Very few children remained on ART programme (21%) as focus has eluded them due to the crisis. Issues of adherence to medication and access to food continued to be a challenge. The majority of people in the DAs or the rural areas continued to have limited access to treatment while the costs for transports to treatment centres and government user fees remained prohibitive.

The GNU undoubtedly increased the scope for our advocacy work within a more open governance system. This was very fundamental in ensuring delivery of planned activities especially those related to the constitution making process which needed communities to be afforded the space to participate in the development of a truly democratic, inclusive and people driven constitution. Getting the voices, needs and rights of women, children, the disabled and other vulnerable groups accommodated in the constitution was very key. It is hoped that the operating environment that ensued in 2009 will be carried over to 2010. It is also hoped that lobbying and advocacy efforts by CSOs to repeal restrictive laws such as POSA and AIPA will be successful.

2009 also marked the initiation of the merger processes with MS Zimbabwe. While generally all went well culminating in the signing of the Draft agreement with MS Denmark; at country level we are still concerned about the Legal Status of AAIZ that may prohibit growth of the CP and meeting our goals.

Background and justification for action

Towards the end of 2008 AAIZ and its partners undertook participatory review and reflection processes (PRRP) which were meant to evaluate the work done in the previous year and inform programming in the subsequent year. Subsequent to these PRRPs a crisis response strategy had been developed with the assistance of the IECT unit. This was all done in an effort to respond to pressing community needs in view of the socio, economic and political crisis the country was still facing. However the review and scenario plans were conducted so as to create a better understanding of the issues affecting the poor, vulnerable and marginalised rights holders within the areas where AAIZ operated. Key issues that came out from the exercise included:

- Communities highlighted the need to balance advocacy and capacity building initiatives with service work as the crisis had ushered in an era whereby the government was incapacitated to ensure basic rights to its people. Communities were able to identify the benefits that were linked to addressing immediate needs in a bid to ensure that communities are able to further attain their rights.
- Given cholera outbreaks that peaked in 2008, communities were keen to see programming responding to their water and sanitation needs both in urban areas and AAIZ DAs so as to save lives.
- Communities noted with concern that the crisis situation had resulted in authorities and constituent representatives overlooking the rights of women especially rights to access health and reproductive services, hence there were calls to continue capacity building for partners and communities on women's right and women's participation in governance processes.
- Community reviews revealed that there was now a huge number of young widows due to the HIV pandemic. While there was appreciation for the HIV awareness programmes that had been initiated, communities felt that more advocacy had to be done to enable enhanced access to resources including treatment and care.
- Communities were generally saddened by the fact that a generation or two had missed opportunities to attain a decent education due to the economic crisis that had resulted in a huge migration of teachers in search of better pay and working conditions. Communities had hopes that AAIZ and other development partners would assist by contributing teacher incentives to enable their retention. Such initiatives were expected to assist with food hampers for teachers and allowances to top up their salaries.
- With food insecurity looming and food shortages that were experienced in the first half of 2009, communities requested capacity building programmes focused on conservation farming, seed production and saving and water harvesting. Communities were also in dire need of agricultural inputs as these were expensive and largely unavailable on the market.
- As the norm, targeting was also topical as communities appreciated the transparent manner in which beneficiaries were chosen but concerned that AAIZ was targeting a smaller number given the huge numbers of people who needed assistance.

Other responses that were included in our programming were informed by national surveys such as the Women's Land Rights Report, Social Protection Report and the Humanitarian Needs Assessment Report. The above issues from PRRPs and project work formed the core of 2009 programming approach as AAIZ and partners then participated in joint planning and budgetary processes for the year under review.

Our Themes: Progress Against strategy and plans

Theme: Right to Democratic Governance

Expenditure: £28,000 – Most of the national level works were done in partnership with other organisations e.g. the Rwanda tour conducted in partnership with Women in Politics Support Unit hence eliminating duplication of efforts and costs.

Focus

- Facilitating Gender Budgeting audits and budget tracking by CSOs and communities
- Conduct debt audit for current debt and the impact on poor people
- Monitor pro-poor financing in the reconstruction process
- Document current social protection initiatives and identify gaps
- Mobilize partners for advocacy on social protection policies
- Facilitate capacity building for women to participate in local and national elective politics
- Build the capacity of elected duty bearers
- Capacity build local communities and leadership to participate in local decision making processes
- Capacity build IPs/CBOs and communities in conflict transformation and facilitate peace building initiatives in communities
- Facilitate civil society advocacy for peace and reconciliation

Achievements:

The CP was able to periodically highlight governance and democracy issue in Zimbabwe through community experiences and CSO networks. AAIZ actively participated in fora that sought to understand the prevailing context and how to strategise responses. AAIZ partnered with Women in Politics Support Unit to conduct a Rwanda study tour for women parliamentarians and women's NGOs. It was also able to facilitate participation of women from AAIZ DAs and implementing partners in the constitutional review processes. A national workshop for the Zimbabwe Teachers Associations was held to facilitate the creation of a national strategy of action in view of the education crisis that the country was going through. Training for SDCs and Child Protection Committees was conducted and assistance was provided to review the food security situation in the country and how smallholder farmers' rights were being upheld through the agricultural assistance programmes launched by the government

The CP participated in all meetings that were planned to start work around extractives and also entered into a new partnership with Zimbabwe Environmental Lawyers Association in order to start up the work around extractives in Zimbabwe as a CP.

Challenges

Since the crisis that Zimbabwe was facing was mainly emanating from a Governance Crisis, it became very difficult to mobilise communities in view of the post election conflicts that had polarised communities but also that had created a sense of fear. Despite the Government of National Unity having been ushered in place, the period was characterised by insecurity and a desire to heal the wounds that had resulted from political violence. As a result it was very difficult to carry out planned activities particularly in the rural areas. Budgetary limitations also restricted activities especially those that could be carried out at National level.

Lessons Learnt:

It was clear that in times of political crisis the poor and the vulnerable and marginalised groups suffer most. However, partnering with like-minded

organisations would enable developing strategies for a unified purpose. AAIZ was also helped by observing the need to be non-partisan and non-aligned to any political parties so that the mandate and focus of the organisation are not compromised but remain true to being developmental and aimed at alleviating the plight of the poor.



King Mswati of Swaziland [middle] witnesses signing of the Global Political Agreement, between ZANU [PF], MDC-T & MDC-M

The rule of law is still only partially being observed, while the performance of state institutions in the efficient and effective delivery of services leaves a lot to be desired. The demand side of democracy and good governance is also ailing and generally weak as a result of a poorly coordinated civil society and a populace that has been victimised for such a long time. The political culture of fear has generally become pervasive and will need to be tackled from all quarters and by all stakeholders over a long period. Human rights violations seem to have abated somewhat, but there are still numerous reports of continuing violence in some rural areas. New forms of oppression seem to have been devised such as illegal arrests and inexplicable convictions of MDC members of parliament and civil society personnel on trumped up charges. [Professor John Makumbe, Political Commentator, June 2009]

Theme: Right to a life of dignity in the face of HIV/AIDS

Expenditure: £1,306,000 –For STAR trainings, AAIZ used facilitators previously trained by Action Aid on the methodology and given that they use Action Aid methodologies, the facilitators were paid rates lower than what would normally be paid to external consultants.

Strategic Focus

- Awareness raising of HIV/AIDS issues among the youth and men and women.
- Advocate policies and practices that protect the rights of poor and excluded people
- Support HIV workplace programs.
- Conduct life skills training for poor and vulnerable young people in urban and rural areas.
- Support partner organizations, networks of people living with HIV/AIDS to engage and advocate for their rights.
- Scaling-up the use of STAR
- Facilitate resource-tracking for HIV/AIDS programmes.
- Facilitate the provision of social protection services vulnerable groups

Achievements:

Efforts were made to scale up STAR which helped both the children and adults in their social mobilization efforts at both local and national level. 2000 People living with HIV and AIDS participated in the STAR circles in our five DAs. AAIZ was also able to train OXFAM and Concern staff on STAR and other organisations such as IOM will be trained. AAIZ is now the convener of the Child Protection Committees at national level, in conjunction with the Ministry of Public Service, Labour and Social Welfare. AAIZ consolidated its social protection programme for PLWHA with such elements as Cash Transfers, Food vouchers, Debit cards, direct food distribution, income generating projects and Treatment vouchers, school fees payments and wet feeding in schools.

In view of the recorded successes with social protection programs AAIZ conducted and launched a study on lessons from social protection urban programming. AAIZ together with its Partners both at DA level and at national level were also able commemorated the World AIDS Day, and to date AAIZ has been co-opted into the National AIDS Spending Assessment Steering Committee.

Challenges:

It was clear that there was need for AAIZ partners to receive capacity building on advocacy. Lack of access to treatment for PLWHA in Zimbabwe is exacerbated by the lack of advocacy initiatives especially around ART for children. The fact that the National HIV and AIDS Policy has not been translated into law makes legal rights for PLWHA difficult to access. The CP has not adequately responded to the HIV and AIDS in the workplace, especially looking at the CP and partner organisations this was due to limitations on resources. Absence of the HIV/AIDS theme at regional and international level also resulted in lack of guidance on programming. The noted rise of a group of young widows is a peculiar challenge which requires developing new strategies for responding to the group's peculiar needs as opposed to the traditional widow who is inherently older. As a result of the socio-economic and political crisis in Zimbabwe, the country has a looming crisis of how to deal with the increasing statistics of young people living with HIV and AIDS especially those born with the virus.

Best Practice

Social Protection Study

In September 2009, AAIZ conducted a social protection study to determine the appropriateness of different social protection measures drawing comparisons across direct food support, food voucher system, unconditional cash transfer through banks and direct cash transfer. This was done to inform future social protection

programming in urban areas and elsewhere. The specific study objectives were to document AAIZ's experience with social protection, assess the inputs and processes involved in the social protection project, assess the impact of cash transfers on people's vulnerability, local markets, multiplier effects, anti-social uses of cash, different social groups, taking into consideration gender differences and to compare AAIZ's social protection interventions with those implemented elsewhere.

The study came up with disadvantages and advantages associated with each approach and conditions under which each approach is appropriate. The conclusions and recommendations made were as follows: that when the economy and currency are stable, banking system functioning, participating banks are close to beneficiaries and food items available on the market AAZ's social protection programmes should go more for UCT combining transfers through the banks for beneficiaries access banks and direct cash transfers especially for children and the elderly and others who may be un-bankable; that an element of DFS be included in UCT based social protection programming to cover special cases such as the chronically ill, especially the bedridden, children and the elderly who may have difficulties commuting between banks and shops and their homes and shops. Where DFS is used, the food basket contents should be determined on the basis of a cash equivalent being given to beneficiaries under UCT; that UCT based social protection programmes involving PLWHA focus strongly on food and nutrition training so that the essence of food and nutrition security is not comprised; that where there is socio-economic and political instability resulting in severe shortages of food on the market, dysfunctional banking system and markets the DFS be preferred for all cases of deserving beneficiaries; that current and future social protection programming incorporates life skills training both as an intervention and sustainability and exit strategies.

Lessons Learnt:

In the Zimbabwean crisis context HIV/AIDS has been diminishing in its importance from a funding perspective as more resources were and continue to be channelled to Humanitarian work. The lack of focus on HIV/AIDS issues has resulted in the neglect of the other emerging issues that has the potential to worsen the situation. Access to ART can be politicised in a crisis situation and collapse of health systems has huge implication on PLWHA and those affected by the disease. The need to also lobby for paediatric ART is also paramount against the lack of one.

WEDDING AS THE BEST POSITIVE LIVING ADVOCACY TOOL”

George and Gertrude Manhuwa, both living positively with HIV, married each other customarily in 1976 and eventually had their marriage solemnised in Ward 5 Chiendambuya, on 12 June 2009.

George and Gertrude happily share that the idea of them wedding finally crystallised in April 2009 when they were at one of the Seventh Day Adventist Church prayer meetings in Tazvinzwa village. “Pastor Muzamindo preached about a mass wedding which was to be held in Headlands in July 2009. I looked at my husband and he confirmed what had struck me – why shouldn’t we have our own wedding and the fact that it is a mass wedding will help cut costs for us”. George adds that some “pressures” for the two to wed came from “... just being a founder member of Tazvinzwa Support Group and I am the Chairperson of the Manicaland Provincial Chapter of the Zimbabwe National Network of People Living with HIV and AIDS (ZNNP+) where we are encouraging openness about one’s status and weddings. So I needed to lead by example. My first son Tapiwa also wed and I thought my wife and me should do the same. George and Gertrude concur that another encouragement came from their being leaders in Tazvinzwa Support Group which is funded by ADRA and Action Aid.” We needed to show that positive people can do some things that the HIV negative people can be failing to do like hosting a wedding and that being positive does not mean immediate death.”

Mai Chimutsotso from neighbouring Gowakowa Village says about the two, “we came from far with this couple. George and Gertrude were also founder members of Gowakowa Support Group and later formed Tazvinzwa Support Group. Weddings are what we are encouraging all members to host. George and Gertrude as leaders have finally made it. This is a good sign of positive living”. Tapiwa, George and Gertrude’s first son, and a qualified architect, says “my parents have finally realised what it is all about positive living. This wedding has been a good advocacy tool for positive living and the large crowd both at the Church reception in Headlands and here at our village is a measure of the extent to which fellow villagers and relatives value my parents’ work with support groups”.

Muzvare Makoni of Chigudu village and also a member of Tazvinzwa Support Group who attended the wedding, proudly states that George and Gertrude are no longer shy to share their status to anyone who cares to know and adds that this wedding and their work as Facilitators for positive living has influenced the coming of an Opportunistic Infections clinic at Weya hospital where the number of people attending is increasing every month through George and Gertrude’ work with Support Groups in and around Chiendambuya.

Mrs. Kagoro (51) and Mrs. Nyakaswa (47) from Chigudu village, who attended the wedding had this to say about George and Gertrude’s work with Support Groups in and around Chiendambuya, “ they taught about the importance of undergoing VCT; being on ART; how to manage one’s diet when one is HIV positive; being a member of a Support Group. This has helped a lot. To date four couples in Tazvinzwa and Chigudu villages have revealed their status which is encouraging”. The mass wedding was attended by an estimated crowd of 800.

Theme: Right to Education

Expenditure: £77,000 – In implementing projects like refurbishment of school blocks or building of school toilets, communities participated by e.g. providing bricks and labour hence reducing the total costs of the projects and creating a sense of ownership.

Focus:

- Enhancing access to education for orphans and vulnerable children, in particular girls, through targeted direct support
- Launch a back to school campaign through time bound provisions of school wet feeding and participation in the school rehabilitation programme.
- Build the capacity of School Development Committees for effective management of schools.
- Empower communities to lobby and advocate for a safe and protective learning atmosphere for children and zero tolerance to violence against girls.
- Support Teachers' Unions to lobby government and local authorities for improved working conditions for teachers.

Achievements:

AAIZ conducted a national workshop for education unions and other stakeholders in the first quarter of 2009. Efforts have been made to streamline work around Child Sponsorship within schools by creating a base of trained community and teacher volunteers. As the education crisis deepened AAIZ contributed to the payment of school fees for Orphans and Vulnerable Children especially those participating in the child sponsorship program. Other child centred initiatives included the provision of supplementary wet feeding for primary school children; the formation of children's STAR circles within schools, life skills training programmes for OVC particularly girls focus on areas related to gender awareness, sexual and reproductive health, HIV/AIDS awareness and prevention, self awareness and personal values, child rights and responsibilities, and child protection, the setting up of IGAs for OVCs, and facilitation of birth registration for OVCs. To add to this AAIZ also provided training to implementing partners on child protection and OVC programming.

Challenges:

The Hold status on the CP Child Sponsorship activities resulted in limited budget allocations for assistance projects targeted at orphans and vulnerable children. While the CP had done a lot of good work around education considering the theme was only adopted in 2008, there is still limited capacity among staff to focus on other strands of the Right to education theme such as adult literacy and Early Childhood Education. Related to this is the fact that the CP does not have internal REFLECT facilitators. Plans to provide training were hampered by the unavailability of resources as the costs for outsourcing training remain very high.

It is a fact that OVC are highly mobile due to the need for them to be reunited with extended family, this presents challenges in retention of such children especially if they are participating in child sponsorship. In the short time the theme has been functioning, it is clear that Child protection issues are generally not attended to, as child protection committees were not properly constituted to include children, nor do they have terms of reference. As the CP seeks creative ways of working with OVC it has been noted that IGAs for OVCs are shunned by other children and looked at as special programme for stigmatised children.



Homeless orphans and vulnerable children



Grandmother-headed house hold with orphans benefitting from AAIZ education programs in Bulawayo.



Peanut butter making IGA projects for OVCs in primary schools in Urban Harare

Lessons Learnt:

Child participation is generally a new term in child programming and hence the need for capacity building for staff, partners and communities. Formal education system continue to be increasingly inaccessible as a result of dollarization hence the need to close the gap through new funding but also bearing in mind the role of the state in protecting its citizens. This should be the basis of advocacy work around education from a rights-based perspective.

Theme: Right to Human Security in Conflicts and Emergencies

Expenditure: £206,000 - To address the challenge of incentives to volunteers which can be a huge cost to the organisation if paid as cash or as a monthly allowance, the organisation has resorted to paying incentives in kind e.g. t-shirts, buckets and aqua tablets.

Strategic Focus

The focus for Human Security during 2009 was on

- Cholera Emergency response activities,
- Disaster Risk Reduction and Water and Sanitation activities.
- Health and hygiene awareness campaigns,
- Cholera awareness campaigns,
- Distribution of Cholera NFIs (Non Food Items – like buckets, soap, aqua tablets, ORS),
- Awareness through drama, clean up campaigns, distribution of cholera IEC materials,
- Distribution of water purification tablets and equipment (bio-sand filters),
- Drilling and repair of boreholes and capacity building of partners on emergencies.

Achievements

Within the communities where AAIZ implemented programs there was an increased cholera knowledge and awareness contributing to behaviour change among people at risk especially disabled, elderly, OVC and PLWHA. AAIZ contributed to creating an enabling environment to reduce cholera incidences in both the urban and rural areas, improved early cholera management through provision of ORS sachets at the onset of signs and symptoms of cholera, improved local lobbying for improvement in water and sanitation conditions, increased knowledge on cholera and health issues during emergencies and conflict and created employment for volunteers through local authorities recognising those carrying clean-ups for employment in councils. AAIZ's response strategy was also able to directly empower Volunteers and Partners in emergency response activities and increase knowledge of cholera and hygienic practices within communities

Challenges

There were delays in procurement as the CP's procurement policy was mainly set up for normal programming environments. Delays in staff hiring were also experienced as policies were not adapted to emergency

situations. There was also limited availability of resources such as vehicles, computers, and cameras to carry out assessments and respond to emergencies. Unstable and unpredictable political, social and economic environment did not help with the necessary speedy response to emergency needs. The absence of warehousing facilities and effective logistical support for emergency work, created huge program implementation loopholes delaying implementation processes.

Lessons learnt

Communities are willing to participate in programs and projects when they are negatively affected by the emergencies situations. There was overwhelming response to our programs as communities had realised that a lot of lives had been lost due to cholera. It is however important that AAIZ has contingency funds at the DA, and national level as it took time to respond to the cholera emergence as there was no funding for the response. In the current budgets DA Partners and CP have been encouraged to have emergencies contingency funds to respond to localised emergencies. AAIZ Staff is eager for professional development in emergency work but the challenge is that of limited resources both at personal and organisation level.

ActionAid International Zimbabwe Cholera Response

Ms Sarudzai. Trinta, 38, putting on a white jersey, holding a pen and paper sitting in a wheelchair is a physically challenged woman who resides in Mufakose, one of the AAIZ project sites. Since the onset of cholera in August 2008 she has benefited through Action Aid Zimbabwe cholera response. She received a bucket, 1kg bar of soap and 1 months worth of aqua tablets.

“I really appreciate ActionAid’s cholera response for providing us with these items, no one had given us the disabled these items here in Mufakose. We want more aqua tabs and buckets because the area we live in has water supply problems. We want buckets where we can store water for days when there is no water. Can ActionAid also intensify their programmes to other centres for disabled people? Can they also provide us disabled people with food assistance and fees for our children? “



Theme: Women's Rights

Expenditure: £164,000 – Most of the activities under the Women's rights theme were co-funded by three projects (EC, CIDA and NIZA) as well as from DA funds. Activities were therefore implemented jointly hence increasing aid effectiveness.

Focus

The women's rights theme mainly focused on mainstreaming women's rights across all strategic themes in addition to stand-alone activities. The planned activities were as follows:

- District and ward focus group discussions on women's land and other rights
- National lobbying and advocacy on women's land rights, violence against women and girls, HIV; and women's increased participation in politics and decision-making
- Leadership and advocacy training for women.
- Formation of structures for women farmers
- Capacity building of women's organisations in selected areas
- Land use and business management training for women
- Sharing of best practices and information sharing
- Regional exchange visits

Achievements

AAIZ facilitated lobbying of policymakers by women farmers through the presentation of a Charter of Demands during a national women's land rights conference for 70 stakeholders. This has resulted in the inclusion of some of the issues in presentations on the constitutional review by the Ministry of Women Affairs. Ward focus group discussions in the districts were used to raise awareness and consciousness of women on land rights. Women at the local level in the DA and project areas were mobilised to participate in national level constitutional review processes, increasing outreach within the country. Advocacy training for project and other strategic partners and sharing of information on women's rights has resulted in the issues being high on the national agenda and AAIZ being considered among key stakeholders within government, civil society and UN agencies. The WR team has raised awareness on women's land rights beyond the country in the Netherlands during Africa Day celebrations, Malawi through an exchange visit by Zimbabwe women farmers through the WOLAR project. DA community sensitisation on women's sexual and reproductive health rights has resulted in increased awareness of the Domestic Violence Act and commitment to leaders to stop the scourge. Awareness and networking has also been increased among women parliamentarians and representatives of

women's organisations following a study tour to Rwanda on women's participation in politics and decision-making.

Challenges

In some areas, crops planted by women farmers were affected by drought resulting in reduced yields. This was especially problematic as the harvests had been expected to prove that women, if supported with inputs can effectively utilise land. There were also delays in funding by donors which resulted in loss of momentum and disturbance of partnerships.

Best Practice

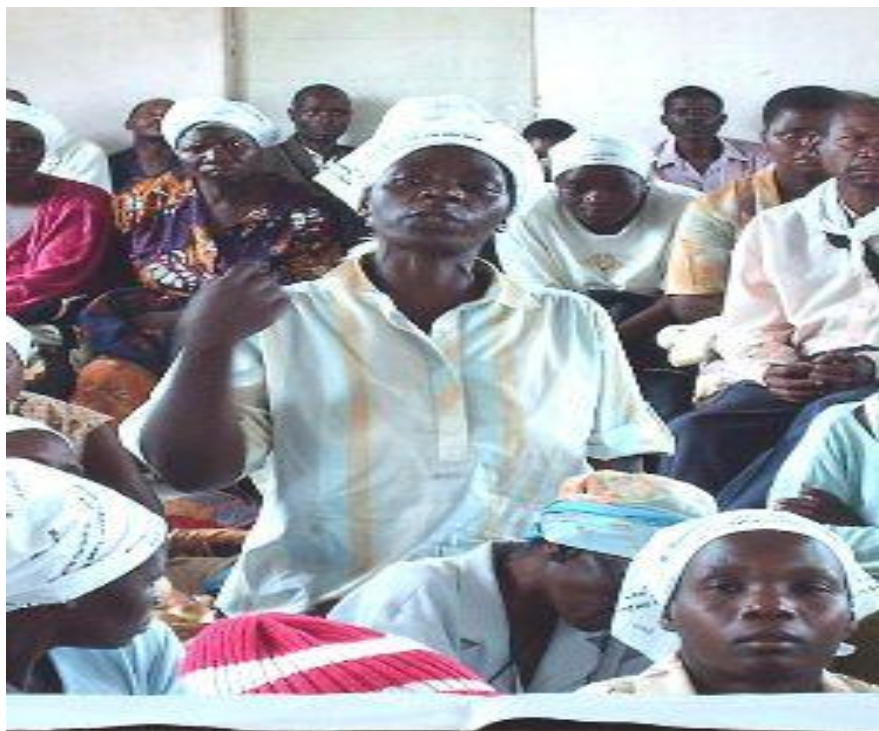
Women's Land Rights Survey

The baseline survey identified women specific needs in access to, control over and ownership of land. Specific objectives included: to determine factors that hinder women's and vulnerable groups' access to and control of land and water rights in the selected areas; to determine factors that hinder effective utilization of land by women; to determine strategies that can be developed in order to mobilize more women to demand land and water rights; to identify the role women are

playing in decision making on land-related structures; and gender analysis of household, national and international dynamics that influence land utilization, particularly by women. The recommendations of the survey are informing current activities within the EC/CIDA/NIZA funded project. These recommendations include among others the need to ensure equitable distribution of land; new Constitution should seek ways to ensure equal access to and control over land by women; harmonise the various acts relevant to land; and government should consider and incorporate the policy demands submitted by women farmers.

Lessons learnt

AAIZ has to put more effort to ensure that women benefit from local, national and regional exchange visits as motivation, but most importantly to work with other women and gender focused CSOs to ensure that women's rights and gender equality remain on the national agenda regardless of context.



Stressing a point at a community Women Won't Wait Campaign meeting

Theme: Right to Food

Expenditure: £101, 000 – Trainings mainly conducted by partners were held in communities within the DAs hence significantly reducing conference, accommodation and transport costs for participant and increasing the number of participants.

Focus

- Improving livelihoods of the poor and vulnerable people in our DA and project areas
- Campaign for improved women's access to and control over land and related resources.
- Strengthening networks of food and food related organisations to lobby for agricultural development.
- Lobbying for legal, policy and practice reform to uphold small-scale farmers' rights at local, national and international level.
- Support community-driven research on climate change.

Achievements

AAIZ transferred knowledge and skills through agriculture training for women farmers which focused on crop assessments, field days and seed fairs with AGRITEX officers. Women farmers, through assistance from AAIZ showcased their products while lobbying policymakers during the Harare Agricultural Show and district shows and world food day commemorations. Forty-seven trainers, some of them agriculture extension officers, cascaded awareness raising on conservation farming to at least 3000 farmers in the seven districts in which the women's land rights project and DA activities are operational. Conservation farming has been implemented by at least 1400 farmers resulting in increased food security for poor and vulnerable households. In Shurugwi, extension officers working with AAIZ set out five demonstration plots including at a local primary school for training and lobbying towards support for food security initiatives. Participation by AAIZ WLR staff in an international climate change workshop in Tanzania resulted in the running of a similar training for women and men farmers in Zimbabwe which was held to mark International Rural Women's Day. The WLR project has also secured a start up grant from NIZA to extend activities in the area of natural resources which has facilitated expansion of networks of stakeholders on natural resources

Challenges

Programme implementation where technical skills from government departments are required is hampered by requests for incentives by government officials, which were not budgeted for. In some areas, seed varieties in the standard seed pack that AAIZ distributed turned out to be unsuitable in a few project areas.

Availability of inputs on the market was not reliable and fertilizer and seed companies took time to deliver orders.

Lessons learnt

Communities also need to be involved in budgets and review for them to appreciate the budgetary limits that AAIZ will be working with. In view of this there is need to quicken the process of setting up accountability boards in DAs. In crisis situations it is important that interventions combine both immediate, quick relief and the long term lobbying and advocacy interventions. In the DAs there are still a number of areas where our Partners and community facilitators still need training/capacity building in order for them to be able to cascade information to the grassroots from an informed position. Ground breaking models have to be initiated for sustained development.

Training in effective farming improves prospects for harvest

I am Elizabeth Chikandura, a widow in Dombo village ward 23. Before ActionAid and Fact Nyanga intervened with their assistance of the OPV seeds I used to use maize straight from my granary as seed because I could not afford to buy the seed from the shops. This type of seed which I used had problems in germinating, but now because I was assisted with the good seed which I planted this year, the seed had 100% germination. I am hoping to have a good harvest. I am happy to be in my field working because the crops are promising if we receive good rains. With the OPV seed next year I will not have the burden of buying expensive seeds from the shops. I will simply select from my harvest.



Feedback from PRRPs

Theme	Feedback		Impact of feedback on future Activities
	Achievements	Areas of improvement	
Women Rights	- Women's economic empowerment through direct support, lobbying and technical assistance with farming inputs; sensitisation to ensure reduction in violence against women and girls; sensitisation on women's sexual and reproductive health rights in relation to HIV; platforms created to make women's voices heard at the local, national and international arena; partners trained on WR programming.	Inadequate coverage of target groups and wards in programming; constitutional review process cut short; and limited staff and partner training in WR programming.	Funds to be made available to ensure consolidation of activities at project and DA level; the political in addition to economic angle to women's land rights should be strengthened; need to link up with men's forum on gender to solidify community sensitisation on VAW and HIV; need to ensure consolidation of staff and partner training on WR programming; ensure heightened women's participation in constitutional review process.
Education	- Increase in school enrolment and improvement in school infrastructure for selected schools.	include secondary school children & the 'not yet in school' in school feeding programmes	Funding for education is primarily from Child sponsorship which targets primary school children. As such secondary school children will continue to have limited access to support but they really need this support and this has to be considered. Fundraising is thus key.
Child Sponsorship	- Increase in number of children on the programme and flow of resources.	-No direct benefits to children on the programme, sponsors not responding to letters & do not send own photos as children do, no receipt of duplicate photos, consider incentives for community volunteers. Partners' plans and budgets to show the hardware	AAIZ policy does not encourage children sponsored to directly benefit from their sponsors and this is done to reduce conflicts over inflowing resources. Not all children may get sponsors' contact details as this is in tandem with AAI child protection policy. Producing duplicate photos has been planned

Theme	Feedback		Impact of feedback on future Activities
	Achievements	Areas of improvement	
		projects they will implement in their DA	and budgeted for. Incentives will be given as and when available and in kind. Service work will have an impact on budget size but this will also require technical support to be within AAIZ.
Emergencies	- Improved hygiene among communities, protected water & protection of human waste	- Cholera NFIs came a bit late, beneficiaries limited, need toilets conducive for the disabled	Availing more buckets to the community. An additional 10,000 buckets have been sourced from UNICEF for distribution to partners. Water and sanitation provision is also going to be looked at through rehabilitation and drilling of boreholes projects with some having been approved and some awaiting calls for proposals.
Food Rights	Improved livelihoods of women farmers among other poor and vulnerable people; campaigned for improved women's access to and control over land and related resources; linked up with networks of food and food related organisations to lobby for food security; lobbied through Hunger Free campaign, for legal, policy and practice reform to uphold small-scale farmers' rights at local, national and international level. Supported community-based understanding of climate change.	- seeds to come on time, distribution of seeds should consider suitability of areas, more women should be reached; need to strengthen strategic alliances on land, food and other natural resources	Consolidate inputs, technical and other support to women farmers; mobilise resources to provide food support to poor and vulnerable groups; strengthen the stakeholder networks on natural resources; heighten campaigns to secure food rights including support for a National Food Security policy.

Theme	Feedback		Impact of feedback on future Activities
	Achievements	Areas of improvement	
HIV and AIDS	Increased awareness on HIV and AIDS – prevention issues and behaviour change and support to PLWHA through Income generating projects.	Need for support on access to treatment and support of STAR circles and Support groups	More resources required to support these areas.
Governance	SDC training conducted, participation in national constitutional review meetings, working through local authorities and enabling community participation in beneficiary selection	Post holders are handpicked hence there is need for Leadership training for SDCs, Ward Committees and child protection committees.	No impact is expected as these activities are ongoing and have already started happening in most DAs.

Child Sponsorship and Fundraising

Sponsorship and IPD Focus for 2009

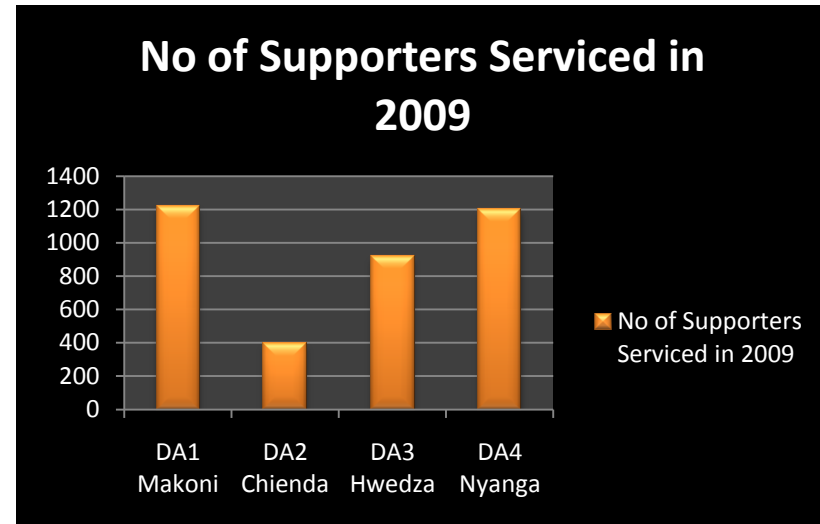
The following were the major areas the Sponsorship department focused on in 2009

- Training workshops for staff and partner staff on CS policies
- DA appraisal and start up for two DIs
- Develop DI strategies for the DIs in line with the CSP
- Facilitate and support initiatives to improve innovative child Communication i.e. child drawings/ messages and reports
- Facilitate Participatory Review and Reflection Processes in the DAs
- Training partner staff and communities on child participation in sponsorship.
- NK training for sponsorship manager, officers and IT, CR and Finance
- Conduct a Communications and Report writing and photography training for sponsorship staff, DA Manager and Partners.
- Identify the funding gaps and develop responsive concept notes across Action Aid Zimbabwe thematic areas.
- Develop long term funding relationships with at least 3 bilateral donors between 2009 -2011.
- Training fundraising staff in fundraising and Donor management
- Appraise major donors on Action Aid activities

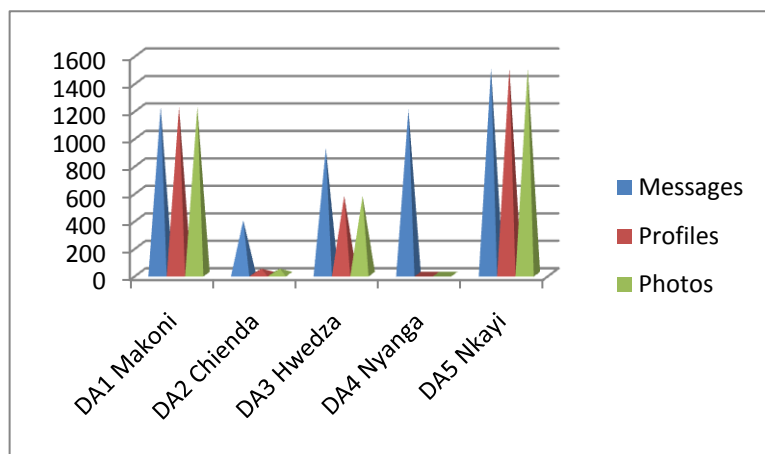
Achievements

The CP recruited a substantive Sponsorship Manager and ensured the participation of the regional sponsorship coordinator. As a result the unit now has a full complement of staff that by end of 2009 had been trained on most of the sponsorship processes. The Sponsorship department was able to conduct training for staff and partners focused on Sponsorship

Procedures and policies. As at the beginning of 2009 the CP had been put on hold and the unit worked hard to ensure that the hold status was removed as by end of 2009. The sponsorship unit was able to service supporters as indicated below:



All community reports, the Annual Report and Community Newsletters were submitted to funding affiliates on time. Child profiles, messages and photos for the DA5 Nkayi were timeously collected and updated on NK. The graph below shows the profiles, messages and photos collected per DA for new Case histories, transfers and absents submitted to Italy, Greece and UK.



Profiles, messages and photos collected and submitted to FAs and Supporters in 2009

IPD and Fundraising

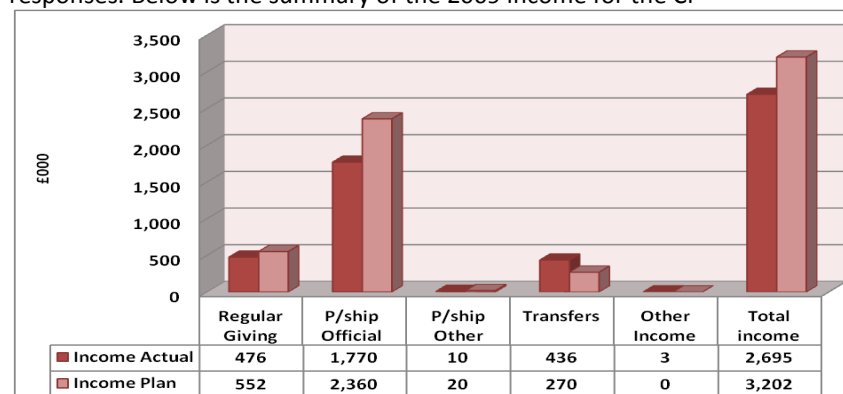
The CP submitted three concept notes to the Consolidate Appeal Process through UNICEF and is still awaiting response. The Human Securities raised £80000 through the IECTS and Hellas towards alleviating the cholera impact in the DAs. The Protracted Relief Program Phase II funded by DFID was extended, and additional funds towards the same project were secured from the World

Challenges

Child Sponsorship/IPD

The major challenges that the CP faced in 2009 around sponsorship was the protracted closure of schools which to a greater extent affected the CP's message collection processes considering the fact that Child Sponsorship is school based. The sponsorship unit also faced challenges due to loss of income as a result o the hold there was inadequate resources to finance critical sponsorship processes. Other challenges that were faced included the non-performance by partners who were tasked with implementing sponsorship

Bank to specifically cover agricultural inputs for small farmers in the Wedza DA. While the DFID/UNICEF OVC project was also extended the funding was received very late. The CP also received US\$80000 from CIDA and Euro 12500 from NIZA funding towards women's land rights. Five concept notes were submitted to various donors and these were specifically, to the EC on food security which was put on the reserve list, charitable foundation with a funding of US\$80,000 that was secured to start implementation in 2010. A proposal on child participation to EC was unsuccessful, a Food security concept to comic relief whose outcome is still pending, and one that focused on Extractives submitted to the Dutch Government through NIZA. Routine donor audits and compliance visits were conducted which were generally positive and management provided relevant responses. Below is the summary of the 2009 income for the CP



resulting in the withdrawal of these processes so that they can directly be managed by AAIZ. The CP continued to face challenges with partners who had low capacity to meet the required standards for producing Community Reports and Community newsletters. Operational challenges included the fact that the sponsorship unit had to perform in a context where internet connectivity was generally poor or even non-existent.

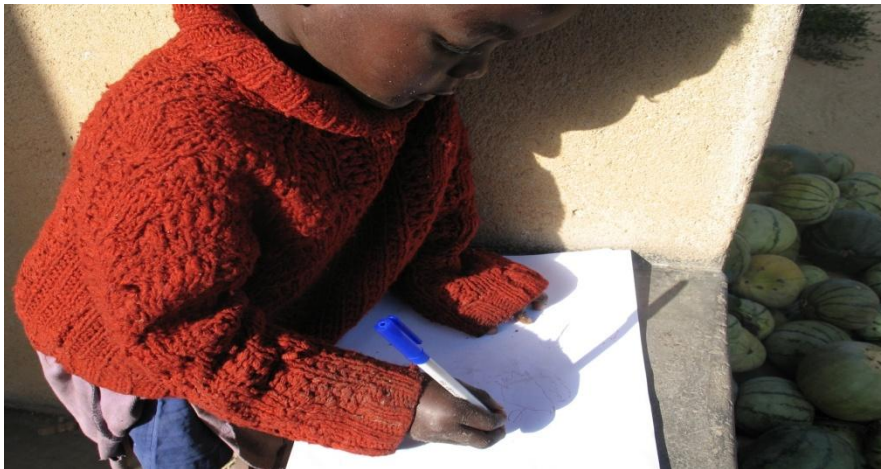
Best Practice

It has now been proved that using partners to manage the sponsorship function can be costly to a CP. Zimbabwe is one of the few CPs that has decided not to outsource all child sponsorship processes. Immediate results have revealed a reduction in fraudulent message collection methods, sponsorship better understood by communities as AAIZ directly interfaces with participating communities, low dropout rates as ghost child profiles are eradicated, and increased interest among AAIZ staff on sponsorship as our responsibility becomes clear as our resource lifeline. AAIZ has also started developing a database of community volunteers trained on Child Sponsorship, child rights, child protection and child participation. Key to conducting effective child sponsorship programs has been the forging of partnerships with local authorities and ministries of education, local and community leaders, but more so creating

special partnerships/relationships with schools personnel of participating schools, and parents of participating children.

Lessons Learnt

While the hold status had a huge impact on the CP in that the expected resource inflows for 2009 were lost, the CP staff was able to get a better understanding of the importance of sponsorship as an AAI key resource mobilisation channel. The CP was able to appreciate the need to follow standards and set systems if it was to benefit from the funds raised through Child Sponsorship.



Writing a message to a sponsor

Managing Financial and Human Resources

Finance

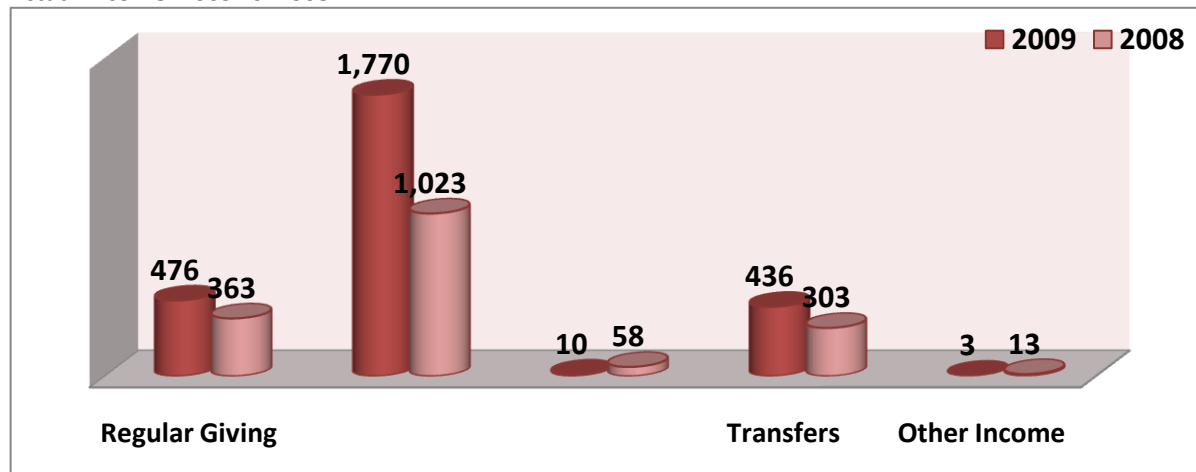
1. Operating Environment

In the past nine years the country has suffered from an unprecedented economy characterized by shortages of food, fuel, electricity, bank notes and general deterioration of basic infrastructure. After a decade of hyper inflation that decimated the economy, 2009 saw some positive developments and signs of economic recovery. Following the establishment of the GNU, Zimbabwe's economic prospects have significantly changed and signs of recovery are evident. A number of positive policies have been adopted, among them the adoption of the multi-currency system which has singularly reversed the country's hyperinflation, bringing sanity to the country's operating environment. Price and a number of restrictive exchange controls and have been removed. Movement of funds and goods has also been relaxed in efforts to move closer to a free market economy. The GNU has also adopted STERP which is considered as the blue print document to guide the Government's economic stabilization and recovery efforts.

2. Income

Overall, income for the CP increased by about 53% from the previous year and the increase was specifically on regular giving, official partnerships and transfers:

Actual Income: 2009 vs. 2008



2.1 Regular giving – the **31%** increase was due to the growth in the child sponsorship programme with an additional DA having been opened in 2009. Were it not for the hold on the child sponsorship programme in 2009 resulting in budget cuts, the percentage increase could have been higher.

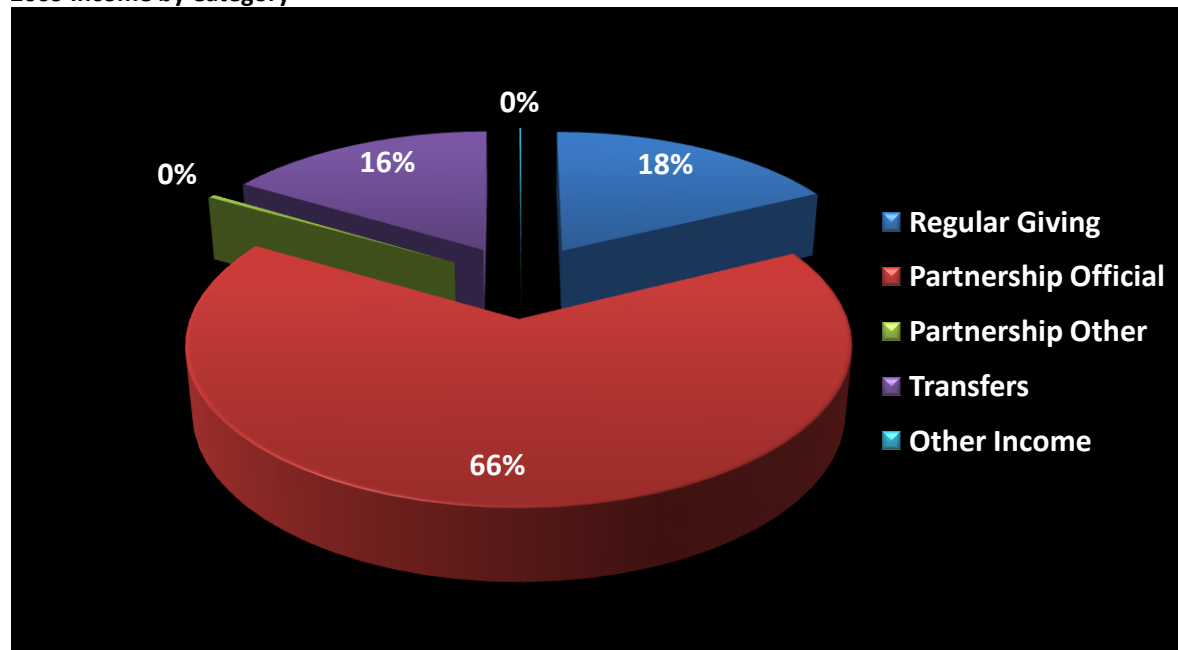
2.2 Partnership Official – This income category had the highest increase of **73%** and this was due to the following reasons:

- a) More funds inflows for existing contracts as programmes were scaled up e.g. PRP II and OVC.
- b) New contracts signed during the year e.g. WOLAR/NIZA, Gender/CIDA and the Cholera Response projects supported by UNOCHA and DFID.

2.3 Transfers – Transfers increased by **44%** as a result of increased support from AAI particularly

from the Strategic Crisis Programme in response to the Cholera outbreak.

2009 Income by Category



Partnership income continued to constitute the largest portion of the CP's income at **66%** of total income followed by regular giving income at **18%**. There has been an increase in percentages from **58%** for partnerships and a fall from **21%** for regular giving. These movements are a result of a slowdown in regular income flow due to the hold on sponsorship.

3. Expenditure

Overall, expenditure for 2009 was more than actuals for 2008 by **33%** and the increase was on all cost categories serve for capital expenditure. The increase is attributed to the following:

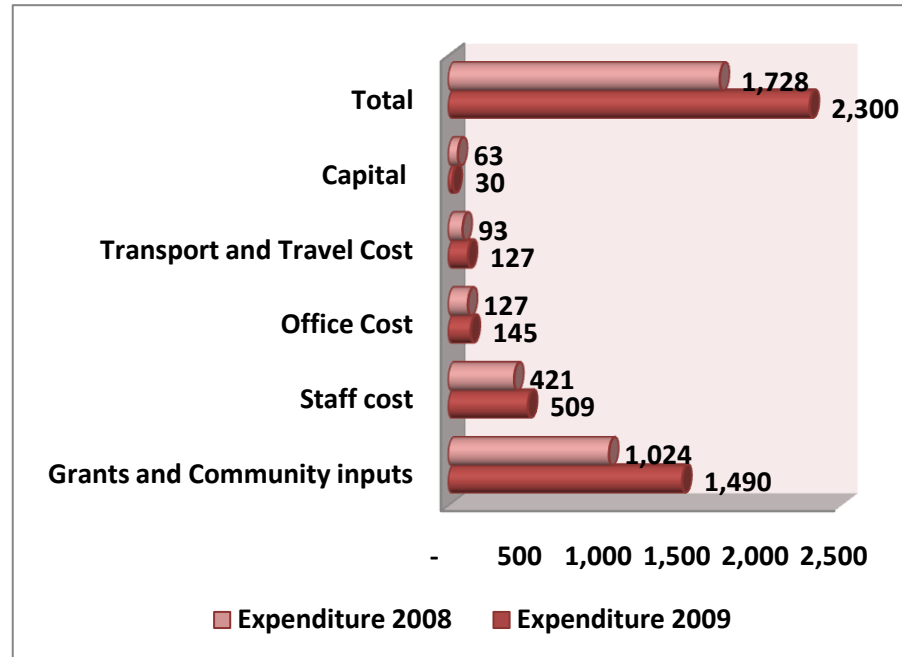
- a) Increase in funding and scaling up of existing projects
- b) Increased cost of doing business following the dollarisation of the economy
- c) With specific reference to staff costs, there was an increase in staff compliment from **30** in 2008 to **40** in 2009, ref to section 7 below.

Capital expenditure decreased as most assets where procured at inception of projects.

4. Closing regular giving and country level reserves

Overall, there has been a slight increase in the CP's reserves position. In 2008, regular giving

Expenditure – 2009 Vs 2008



and country level reserves closed at **£100k/0.3 months** and in 2009 they increased to **£137k/0.8 months**. The position could have been even better were it not for the hold on child sponsorship and writing off of Zimbabwe dollar balances equivalent to about **£22k** due to dollarization.

Achievements

- a) Despite the challenges of the operating environment, the CP managed to make some improvements on the reserves position and work within regions of the Regional benchmarks on cost ratio.
- b) Set up a procurement committee
- f) The CP's 2010-12 TYPs were submitted on time and approved without amendments.

Challenges

- a) While dollarization of the economy brought sanity to the country's operating environment, the CP suffered from increased cost of doing business compared to previous years. The benefits previously enjoyed on exchange gains made on liquidations no longer exist. Write offs
- b) With the introduction of foreign currency tax tables coupled with the depreciation of the pound staff suffered from reduction in disposable income affecting staff moral and turn over.

Future Outlook

Analysts, though wary that Zimbabwe will provide the right environment to investors are however of the opinion that major economic indicators were pointing to a brighter future ahead for Zimbabwe especially once the following current obstacles are out of the way:

- a) The political situation remains fragile. While basic freedoms have been restored, the confidence of the general population is still very low.
- b) International capital is slow to flow in as there are issues about human rights and rule of law yet to be dealt with.
- c) The implementation of the transitional political agreement is fraught with problems.
- d) Lack of liquidity on the market.

For the CP, there will be continued close monitoring of central costs and the sponsorship function. This will assist in building reserves and reduce cost ratios to recommended levels.

- c) Periodic partners' assessments, support visits and an annual capacity building workshop.
- d) Development of financial management guidelines for partners as well as standard budgeting and reporting templates.
- e) Opened a partners ledger for monitoring grants to partners
- g) Restructuring of the finance unit resulting in integration of finance staff dedicated to projects hence eliminating duplication of tasks and improving efficiency within the unit.
- c) The hold on the Child Sponsorship programme resulting in significant budget cuts and delays in finalisation and approval of 2009 budgets. This affected timely disbursement of grants to partners.
- d) Delays in finalisation and approval of the 2009 budget affecting programme implementation
- e) The organisation is still to recover about **£175k** held by the Central Bank
- f) Internet connectivity

Human Resources/ Administration

The CP started the year with a staff complement of thirty and closed with forty and the net increase of ten was due to:

- Replacement of existing positions which were vacant at end of 2008
- Expansion of donor funded projects as programs scaled up
- New positions created and this was specifically for the Emergencies Theme Coordinator and Regional DA Officer

In total twenty positions were filled while five staff resigned and one was dismissed. Below is an analysis of the composition of the staff complement

Achievements

- Improved communications and operations
- Ensured cost recovery from projects
- Standardized recruitment in line with HR policies.
- Carried out a job evaluation and grading exercise
- Trained all staff on Performance Management
- Women remained the majority of staff even at senior management level

Challenges

- Limited resources for staff development.
- Staff morale was affected by the introduction of foreign currency tax bands with the highest tax rate being 35%
- There was high staff turnover during the year compared to other years
- It was difficult to contain central costs due to high costs especially of services resulting from dollarization of the economy.

2010 and beyond

The current staff complement is expected to increase in 2010 following the merger with MS were thirteen staff are expected to come on board. Position titles and grades are expected to be reviewed in line with recommendations of the job evaluation exercise.

Quantitative and Qualitative Data

Staff numbers	Number	Number trained
Senior Management - Female	4	3
Senior Management - Male	3	3
Total Senior Management	7	6
Middle Management - Female	3	3
Middle Management - Male	1	
Total Middle Management	4	3
Other staff - Female	15	8
Other staff - Male	14	7
Total Other Staff	29	15
Total staff – Female	22	14
Total staff - Male	18	10
Total Staff	40	24
<i>% Female staff in senior management</i>	57%	
<i>% Female staff in middle management</i>	75%	
<i>% Female staff in other staff</i>	52%	
<i>% Female staff in total staff</i>	55%	

Programme/ project	Theme	Activity	People reached
Development Areas [4 partners]	Sponsorship	Case histories, message collection	5000
	RTF	Hunger Free campaign, food and seed distribution, exchange visits, farming skills training, climate change	3500
	WR	Awareness raising; WWW campaign roll out; women's land rights advocacy; sensitisation on Domestic Violence Act; and women's participation in politics and decision making	1050
	Education		
	HIV and AIDS		
	Human Security	Health and Hygiene awareness, NFI distribution, Bio-sand filter distribution, awareness using drama, & capacity building of communities	542,552 people
	Governance	Training of SDCs, Training of Local authorities, training of community members	215 people
Protracted Relief Project [8 Partners]	RTF	Monthly food distribution	2600 PLWHA
	HIV	Monthly cash transfers through banks	2600 PLWHA
	RTF	Supported low input gardens among beneficiaries	1100 PLWHA
	RTF	Supported low input gardens at community level	150 gardens
	WR	Raised awareness among partner volunteers on WR	210 volunteer
Orphans and Vulnerable Children [7Partners]	RTF	Supplementary school wet feeding	18 500 children
	Education	School fees assistance and school feeding	
	Gov	Assistance with birth registration and training of volunteers	707 children
	WR/Gov	Life skills training to enhance child participation and protection committees	2500 children

	RTF	Distribution of summer seeds	3000 children
Staff capacity building	HIV	Women's rights programming for PRP and OVC	16 organisations
Women's Land Rights [6 Partners]	RTF/WR	National Women's land rights conference	70 participants
	RTF/WR	District validation of women's land rights research	1400
	Gov	Capacity building of women's organisations to participate in constitutional review	40 (210 participants)
	Gov	Lobbying national and local level policymakers in project districts	300
	RTF/WR/HIV	Small scale farmers training in agricultural skills	100 people
Ingrams Foundation project	RTF	Food distribution among positive people, HBC assistance and farming knowledge and seeds	600
National Campaigns	WR	Women's participation the constitution making process	22 orgs (700 people)
	Gov	Support for education committees	40 orgs
	WR/Gov	Study tour to Rwanda	13 people
	HIV	Commemorations of World AIDS Day	3000
	WR/RTF	Sensitisation of farmers on climate change, World Food Day commemorations and training on conservation farming	2400
	Administration	Performance Appraisal training	32 staff

**Project Costs - Gender Budget Analysis (Mainstreaming Women's rights)
December 2009**

		Actual 2008		
		Value	Score	
Project	Theme	£'000	(3,2,1,0)	Details of actual work
Chiendambuya DA	Education	43	3	Women and girls are capacitated to question the status quo around power relations
Hwedza DA	HIV/AIDS	61	2	The target group for all the work being done in Hwedza is women and the girl child. Women are being sensitised on their rights and given resources like seeds, fertilisers and income for IGPs. This is oldest DA and a lot has been happening since 2007. Women are the centre of all their programming and targeting and hence it suffices to say that the programme directly addresses the position, power and rights of women.
Makoni DA	Education	125	3	Women and girls are capacitated to question the status quo around power relations
Nkayi DA	Other	1	3	Women and girls are capacitated to question the status quo around power relations
Nyanga DA	Food & Hunger	27	3	Women and girls are capacitated to question the status quo around power relations
Emergency Support for Zimbabwe	Human Security	28	2	Women's rights in emergencies as women are more vulnerable in conflict and emergencies Income generating projects are being done by Support groups, which are largely constituted by women, to enable them to access resources and gain confidence. In Nyanga, Tawananyasha, Rutendo and Kubatana support groups are doing poultry and gardening projects. In Rusape, Sisonke, Batanai and Rufaro Support groups are doing piggery and poultry projects while in Chiendambuya Tazvinzwa support group is doing a goat project.
Priority Projects in Zimbabwe	HIV/AIDS	4	2	Lobbying for women's access to and control over land, building their capacity to effectively utilise the land and facilitating effective advocacy by women's organisations
Empowering Women through Land Rights/EC	Women's Rights	89	3	Lobbying for women's access to and control over land, building their capacity to effectively utilise the land and facilitating effective advocacy by women's organisations
Empowering Women through Land Rights/CIDA	Women's Rights	10	3	Lobbying for women's access to and control over land, building their capacity to effectively utilise the land and facilitating effective advocacy by women's organisations

Protracted Relief programme II/DFID	HIV/AIDS	788	2	Social Protection, Community Home Based Care, Low Input Gardens, Capacity Building about 99.9% of these program activities target women
Ingram	Food & Hunger	50	2	Support women to effectively carry out HBC, receive food assistance and raise awareness on their rights
OVC/UNICEF	HIV/AIDS	431	3	Life skills training for adolescent girls.
Family Sustainable/Mackintosh	Food & Hunger	2	2	Support women to effectively carry out HBC, receive food assistance and raise awareness on their rights
US Donation	Women's Rights	4	2	Direct support to women/women's organisations to ensure women's rights are protected Women were targeted as they are responsible for all household activities and therefore were a target for hygienic practices
Cholera Response/OCHA	Human Security	25	2	Women were targeted as they are responsible for all household activities and therefore were a target for hygienic practices
Cholera Response/DFID	Human Security	28	2	Women were targeted as they are responsible for all household activities and therefore were a target for hygienic practices
Cholera Response/Greece	Human Security	118	2	Women were targeted as they are responsible for all household activities and therefore were a target for hygienic practices
NIZA	Women's Rights	5	3	Campaign for women's land rights
Gender/CIDA	Women's Rights	4	3	Lobby for increased women's participation in governance of land related processes
National Office expenditure		44	2	National discussion of gender audit of the land reform, capacity building of women organisations, gender training of policy makers in Government and parliamentarians
Total		1,887		
Classification				
Priority - programme directly addresses the position, power and rights of women		3		
Enabling - women gaining resources and confidence		2		
Participation - women and girls are involved		1		
Not Addressed - Women's rights not addressed		0		

ACTIONAID INTERNATIONAL ZIMBABWE PARTNERS

Community level partners

Development Areas:

FACT Rusape
FACT Nyanga
Students Partnership World Wide
ADRA
Zinyangeni Christian Church

DFID Protracted Relief Program:

New Dawn of Hope
Chiedza Home of Hope
Mavambo Trust
Padare
Christian Health Care Services
Matabeleland AIDS Council
Midlands AIDS Service Organisation

National level strategic partners

Women's Rights/Food Rights (Women's Land Rights partners; WCoZ, Women Won't Wait Coalition, WIPSU, The Women's Trust)

HIV/AIDS (SAFAIDS, WLSA, UNICEF)

Food Rights (FOSENET, Zimbabwe Farmers Union)

Governance (NANGO, WCoZ, ZimSocial Forum, ZIMCODD, ZELA)

Emergencies (UNICEF, UN OCHA, Oxfam, PSI)

UNICEF/OVC Program:

Rugare Orphan Care Ministry
New Dawn; Chiedza
CHCS
Umzingwane AIDS Network
ADRA
MEDRA
Padare
Child Protection Society

Women and Land Rights Project:

Women and Land in Zimbabwe
Women's Coalition
Women's Land and Water Rights in Southern Africa
Zimbabwe Women's Resource Centre and Network)

INGRAMS Project:

ADRA
FACT-Rusape
Zinyangeni Christian Church)



Geographical spread of AAIZ Activities

- Manicaland** (Chiendambuya, Makoni and Nyanga)
- Mashonaland East** (Wedza)
- Mashonaland West** (Chinhoyi, Makonde)
- Midlands** (Gweru and Shurugwi)
- Bulawayo** (Nketa, Pumula, Magwegwe)
- Harare** (Glen View, Mufakose, Mabvuku, Tafara, Highfield, Kambuzuma, Rugare, Budiro, Epworth)
- Chitungwiza** (St Marys & Zengeza 4)
- Matabeleland N & S** (Bubi and Gwanda, Nkayi)

THE ACTIONAID TEAM



Expanded SMT at Planning Meeting in Odzi

Administration Team

Tinashe Ngirandi
Wadzanayi Gwini
Abraham Antonio
Martin Nyabonda
Joyce Mapfumo
Maxwell Mudyariwa

IT Coordinator
Administrative Assistant
Logistics Officer
Driver
Office Assistant
Office Assistant

Finance Team

Nsandula Sinchuke
Caleb Chekera
Nhamo Mukute

Finance Officer – Projects
Finance Officer – Financial Accounting
Finance Officer – Grants Management

Child Sponsorship & Fundraising Team

Chipo Maruza
Chipo Chimwanda
Florence Mesa

Child Sponsorship Officer
Regional DA Project Officer
Child Sponsorship Officer

Tsitsi Choruma	Country Representative
Momo Masoka	Head of HR/OD
Evyline Chingono	Head of Finance
Tsuro Bore	Child Sponsorship & Fundraising Manager
Virginia Muwanigwa	Thematic Coordinator – Women’s Rights/Food Rights
Joel Musarurwa	Thematic Coordinator – Human Security
Lucina Machanzi	Thematic Coordinator – HIV/AIDS/Education
Ebenezer Tombo	M&E Coordinator
Jane Maponga	Project Manager - PRP
Thandiwe Chidavarume	Project Manager - WLR
Peter Matimati	Regional DA Manager
Emilia Hatendi	Project Manager - OVC
Praxedes Musanhu	Accountant
Isobel Sinosi	HR/OD & Administration



Staff Group Photo – Cholera Awareness Campaign with representatives from HIV/AIDS, OVC, PRP, Finance, HR, Admin, Women’s Rights & Sponsorship

Projects under Women's Rights Theme

Women & Land Rights Project

Nanganidzai Makoho
Roselina Muzerengi

Project Officer
Project Assistant

Penluther Mundida
Esther Chivasa
Nobuhle Sibanda

Projects Under Human Security

Cholera Team

Project Assistant – Health Promotion (HARARE)
Project Assistant – Health Promotion (RUSAPE)
Project Assistant – Health Promotion (BULAWAYO)

Projects Under HIV/AIDS theme

1. Protracted Relief Programme Phase II (PRP Project) Team

Sharon Chikara
Victor Makovere
Zvisineyi Chimwere

Project Officer – Social Protection(BULAWAYO)
Project Officer – Low Input Gardening
Project Assistant – Home Based Care

Aldrian Mungani
Brighton Muzavazi
Caroline Mudara
George Chiduwa

Project Assistant – M&E
Project Assistant – M&E
Project Assistant
Project Assistant

2. Orphans And Vulnerable Children (OVC) Project

Vicent Ncube
Frank Mashapa
Maria Tokwani

Project Officer (BULAWAYO)
Project Officer (HARARE)
Project Officer (HARARE)