

# act:onaid

Zimbabwe

## Annual Report 2013



### 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.

- 1. Development context ..... 5
- 2. Strategic objectives and Key Change Promises (KCPs) for 2013 ..... 8
- 3. Main Programme Achievements, Impact, Challenges and Lessons. .... 10
  - 3.1 AA Zimbabwe partnerships and reach for 2013 ..... 10
  - 3.2. Strategic Objective 1:..... 10
    - 3.2.1 Expected Outcomes for KCP 1 ..... 11
      - Partnerships ..... 11
      - Main achievements and impact ..... 12
      - Story of change for KCP1 ..... 14
    - 3.2.2 Key Change Promise 2 (KCP2) - under Strategic Objective 1 ..... 16
      - Partnerships ..... 16
      - Main achievements and impact ..... 17
      - Story of change for KCP2 ..... 19
  - 3.3 Strategic Objective 2:..... 20
    - 3.3.1 Key Change Promise 3 (KCP3) ..... 21
      - Partnerships ..... 21
      - Main achievements/impact ..... 22
      - Stories of change for KCP 3 ..... 28
    - 3.4 Strategic Objective 4 ..... 30
      - 3.4.1 Key Change Promise (KCP) 4 ..... 30
        - Partnerships ..... 30
        - Main achievements and impact ..... 30
        - Stories of change for KCP4..... 35
- 4. Finance Report for 2013 ..... 39
- 5. Human Resources and Organizational Development Report for 2013 ... 42
- 6. AA Zimbabwe Partners ..... 45
- 7. Geographic Spread of AA Zimbabwe activities..... 46
- 8. AA Zimbabwe Staff 2013 ..... 47

AA Zimbabwe	ActionAid Zimbabwe
AIDS	Acquired Immuno Deficiency Syndrome
Agritex	Agricultural Technical and Extension Services
AU	African Union
CAADP	Comprehensive Africa Agriculture Programme
CCMT	Centre for Conflict Management
CHRA	Combined Harare Residents Association
CP	Country Program
CSO	Civic Society Organisations
DAs	District Administrators
DOMCCP	Diocese of Mutare Community Care
DVA	Domestic Violence Act
DRR	Disaster Risk Reduction
EC	European Commission
EAfrica	Environmental Africa
FACT	Family Aids Caring Trust
FAO	Food and Agriculture Organisation
FCTZ	Farm Community Trust of Zimbabwe
FGM	Female Genital Mutilation
GBV	Gender Based Violence
HIV	Human Immune Virus
HEFO	Health Education and Food Security Organisation
HROD	Human Resources and Organisational Development
IGAs	Income Generating Activities
IPS	Input Purchasing Scheme
IT	Information Technology
IWD	International Women's Day
KCP	Key Change Promise
LDP	Local Development Programme
LGDA	Lower Guruve Development Association
MoU	Memorandum of Understanding
MoESC	Ministry of Education, Sport and Culture
MWAGCD	Ministry of Women Affairs, Gender and Community Development
MURRA	Masvingo Residents Rate Payers Association
NAC	National AIDS Council
NANGO	National Association Non-Governmental Association
NGO	Non-Governmental Association
NYDT	National Youth Development Trust

OVC	Orphans and Vulnerable Children
P4C	People For Change
PQE	Programme Quality and Effectiveness
PRRPs	Participatory, Review and Reflection processes
RDC	Rural District Council
RLD	Regional Local Development Programme
RWA	Rural Women Assembly
STAR	Societies Tackling AIDs Through Rights
SDC	School Development Committee
SADC	Southern African Development Community
SCPP	Simukai Child Protection Programme
SAFAIDS	Southern Africa HIV and AIDS Information Dissemination Service
SRHBC	Seke Rural Home Based Care
SRHR	Sexual Reproductive and Health Rights
Sust. Agric	Sustainable Agriculture
TWT	The Women's Trust
UN	United Nations
UNFPA	United Nations Population Fund
USD	United states Dollar
WASH	Water and Sanitation Hygiene
WiPSU	Women in politics Support Unit
WCoz	Women's Coalition
ZELA	Zimbabwe Environmental Lawyers Association
SOIR	Swedish Organisation for International Relief
ZFU	Zimbabwe Farmers' Union
ZRP	Zimbabwe Republic Police
VFU	Victim Friendly Unit
WMT	Ward Marketing Teams
WCPA	Women Cotton Producers Association
ZANU PF	Zimbabwe African National Union - Patriotic Front
ZIMASSET	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZLGA	Zimbabwe Local Government Association
ZNFPC	Zimbabwe National Family Planning Council
ZWLA	Zimbabwe Women Lawyer's Association
ZYWNPB	Zimbabwe Young Women Network For Peace Building

## 1. DEVELOPMENT CONTEXT

Zimbabwe adopted a new Constitution in May 2013, in which a number of progressive changes were introduced i.e. including the expanded Bill of rights (political, social and economic rights), reserving of 60 parliamentary seats for women, devolution of power to provincial councils and clauses guaranteeing rights to equality and non-discrimination. The Bill of rights also guarantees fundamental freedoms such as the freedom of association and assembly, freedom to demonstrate and petition, freedom of expression, freedom of the media and access to information and access to justice. The new Constitution provides AA Zimbabwe, its partners and civil society space and opportunity to implement rights based programmes in poor and marginalised communities and to support people living in poverty to claim the rights that are guaranteed by the new Constitution.

The general elections that were held on 31 July 2013 were endorsed by the AU and the SADC as peaceful and credible, with the ZANU PF political party winning presidency and majority of parliamentary seats. The new government appointed by ZANU PF in mid-September 2013 has promised to implement pro-poor policies based on the manifesto of ZANU PF which puts emphasis on empowerment of the majority of Zimbabwean on the basis of indigenisation of the economy and the country's natural resources. President Robert Mugabe also declared zero tolerance on corruption. Above all, ZANU PF has promised that it will not amend the Constitution unilaterally i.e. without consulting people through a referendum.

The outlook for the economy in Zimbabwe has remained uncertain and fluid and there has been a slow growth rate, reduced capacity utilization in the manufacturing sector (at 44% at end of 2013) and high unemployment in the formal sector (at 80% at end of 2013) according to the Zimbabwe Vulnerability Committee (ZIMVAC) 2013 Livelihoods Assessment Draft Report 2013. The economic growth rate of Zimbabwe slowed down to about 4.6% in 2012 and then to 3% in 2013 mainly due to subdued performance of the agricultural sector and liquidity constraints in the market. As a result, key industries in some of the main urban centres such as Bulawayo have been closed. The high unemployment in the formal sector has a negative impact on opportunities for young women and older women. Economic migration particularly to South Africa is also relatively high among young people due to limited employment opportunities in Zimbabwe. The maintenance of the multi-currency policy and pursuit of other economic stabilisation and growth policies have ensured general macro-economic stability. Year on year inflation has averaged out at around 4 % since March 2010.<sup>1</sup>

<sup>1</sup>Zimbabwe Vulnerability Committee (ZimVAC) 2013 Rural Livelihoods Assessment Draft Report



A woman from Ruchera in Nyanga District after receiving a food ration from AA Zimbabwe after floods destroyed her crops in February 2013

According to the ZimVAC and the World Food Programme reports of 2013 on food security situation and rural livelihoods in Zimbabwe, the food insecurity is increasing among rural households, particularly in the southern and western provinces of Matabeleland North and South, Masvingo and Manicaland South. The ZimVAC report noted that 2.2 million (or 25% of the rural population) in Zimbabwe were in need of food assistance during the “hunger season” of October 2013 to March 2014. According to WFP, this is the highest level of insecurity since 2009. The production of major crops such as maize and wheat fell in the 20012/2013 agricultural season mainly due to poor rainfall. As a result, the country would have a cereal deficit of about 870,000 metric tonnes in the 2013/2014 consumption year.<sup>2</sup>

The rising food insecurity is due to various interlinked factors that include adverse weather conditions in form of persistent droughts, the high cost agricultural inputs such as fertilisers and seeds, reduced capacity of input suppliers to produce and deliver sufficient stocks due to the liquidity constraints in the market, increasing food prices, dependence of farmers on rain-fed agriculture and increasing poverty among smallholder farmers. The hectareage of land which falls under irrigation in Zimbabwe has drastically fallen down over

<sup>2</sup> Zimbabwe Vulnerability Committee (ZimVAC) 2013 Rural Livelihoods Assessment Draft Report.

the last 15 years i.e. from about 250,000 hectares (in year 2000) to about 135,000 hectares (in 2013).<sup>3</sup>

In the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZIMASSET) Government Plan entitled “Towards an Empowered Society and a Growing Economy” October 2013- December 2018, the government is emphasising on addressing the economic and service delivery challenges facing the country. ZIMASSET seeks to deliver this by building on from the land reform, indigenisation, economic empowerment and employment creation and community share ownerships trusts programmes among many others. Some of the ZIMASSET strategic areas include:

- Investing in sustainable and robust solutions in order to address the challenges of food insecurity and undernourishment
- Providing social services encompassing construction of Housing, schools, hospitals and other social amenities particularly in the new resettlement areas
- Availing and increasing economic opportunities for women, youths and the physically challenged in communities in conformity with the Indigenisation, Empowerment and Employment Creation thrust.



ZIMASSET provides opportunities for AA Zimbabwe to implement its programmes as it seeks to address issues of poor communities. As highlighted in the ZIMASSET plan the people affected by limited economic opportunities, food insecurity, poor social service delivery and malnutrition are women, the youth, children and people living with disabilities, who are also the main target groups of AA Zimbabwe.

Vongai Rairai (front) with unidentified friend have benefitted from The Women’s Trust and AA Zimbabwe Women empowerment programmes.

<sup>3</sup>World Food Programme(WFP) Press Statement (03 September 2013) - Hunger Looms As Zimbabwe faces highest levels of food insecurity in years; IRIN News , 6 September 2013, Hunger looms for quarter of rural Zimbabweans.



## 2. STRATEGIC OBJECTIVES AND KEY CHANGE PROMISES (KCPS) FOR 2013

In 2013 AA Zimbabwe and partners prioritised support to activities that enabled women, the youth, children and their communities to effectively respond to natural disasters, disease outbreaks and scarce social services. The support prioritised included alternative activities and agricultural technologies that strengthen resilience among rights holders at household, community and national levels, creation of sustainable programmes for women and girls to reject gender-based violence and strengthening communities to create platforms that facilitated engagement between communities, corporate and government for improved gender sensitive social service delivery.

In its Operational Plan for 2013, AA Zimbabwe CP prioritised the following three strategic objectives in relation to the challenges in Zimbabwe's development and socio-economic context, the AA Zimbabwe Draft Country Strategy Plan for 2013-2017 and the AAI global strategy mission objectives:

1. Promote sustainable agriculture and control over natural resources
2. Assist people living in poverty to engage the government and corporates for improved social service delivery



A gender sensitisation meeting

3. Ensure women and girls can break the cycle of poverty and violence, build economic alternatives and claim control over their bodies.

The AA Zimbabwe operational plan for 2013 used four key change promised (KCPs) under the three strategic objectives. These were namely:

- KCP 1 and KCP 2 for strategic objective 1
- KCP 3 for strategic objective 2
- KCP 4 for strategic objective 3



Children programmes are mainstreamed in all AA Zimbabwe strategic objectives and KCPs.

### 3. MAIN PROGRAMME ACHIEVEMENTS, IMPACT, CHALLENGES AND LESSONS

#### 3.1 AA ZIMBABWE PARTNERSHIPS AND REACH FOR 2013

In an effort to achieve its three strategic objectives, AA Zimbabwe worked directly in partnership with eight (8) Local Development Programme (LDP) partners and 16 project partners. The LDP partners were: Family AIDS Caring Trust (FACT) Rusape in Makoni LDP, FACT Nyanga in Nyanga LDP, Seke Rural Home Based Care Programme (SRHBC) in Hwedza LDP, Health Education and Food Security Organisation (HEFO) in Nkayi LDP, Farm Community Trust of Zimbabwe (FCTZ) in Chiendambuya LDP, Batsiranayi Programme in Nyazura LDP, Simukai Child Protection Programme (SCPP) in Saunyama LDP and Diocese of Mutare Community Care Programme (DOMCCP) in Nyamaropa LDP.

The project partners were Lower Guruve Development Association (LGDA), Zimbabwe Environmental Law Association (ZELA), Basilwizi Trust, Habakkuk Trust, Masvingo United Residents Ratepayers Association (MURRA), Combined Harare Residents Association (CHRA), Women in Politics Support Unit (WiPSU), The Women's Trust (TWT), Environment Africa (E-Africa), National Youth Development Trust (NYDT), Zimbabwe Human Rights Association (ZIMRIGHTS), Centre for Conflict Management Transformation (CCMT), Youth Agenda Trust (YAT), Musasa, Zimbabwe Young Women for Peace Building (ZYWPB) and Zimbabwe Women Lawyers Association (ZWLA).

In addition to the above direct partnerships, AA Zimbabwe worked with alliances, networks, NGOs and movements to deliver its objectives. By end of 2013, a total of 98322 people disaggregated in the table below were directly reached by the AA Zimbabwe and partner interventions:

Male	Female	Children (0-14)	Youths (15-30)	Adults (30+)
10 897	38 264	7 768	10 859	30 534

#### 3.2 STRATEGIC OBJECTIVE 1

Promote sustainable agriculture and control over natural resources for people living in poverty.

### 3.2.1 Key Change Promise (KCP) 1

*By 2017, AA Zimbabwe will have organized and supported 20,000 rural women living in poverty to claim access to and control over land and natural resources leading to enhanced rights and improved livelihoods for themselves and their households.*

#### **Expected Outcomes for KCP 1**

*The main expected outcome under key change promise 1 is that women will secure improved access to, ownership and control over land and natural resources. It is expected that women will utilize the resources productively to secure sustainable livelihoods for their households. Women will also organize themselves and engage with policy makers on access, control and governance of land and natural resources at all levels.*

#### **a. Partnerships**

To achieve the KCP 1 objective, AA Zimbabwe worked with one project partner namely LGDA (Mbire and Guruve Districts) and all the LDP partners. The AA Zimbabwe partners collaborated with key stakeholders such as Rural District Councils (RDCs), Village Heads, Chiefs and relevant Government ministries (i.e. Ministry of Women's Affairs, Gender and Community Development, Ministry of Agriculture, Mechanization and Irrigation



Oripa Muchacha of Masvingo in her garden

Development, Ministry of Lands and Rural Resettlement, Ministry of Youth Development, Indigenisation and Empowerment and Ministry of Local Government and Urban and Rural Development) to support rural women assembly (RWA) initiatives. AA Zimbabwe also supported the national launch of the Rural Women's Assembly, working with Partners such as Klommen Intercessors, Zimbabwe Organic Small Holder Farmers 'Association, Women and Land in Zimbabwe, Women and Resources in Southern Africa, Budya Environment Conservation Trust, Centre for the Development of Women and Children and African Institute of Agrarian Studies.

**b. Main achievements/ impact for KCP1**

A total of 1214 women (203 of whom were youth between the ages of 15-30 and 1011 were women above the age of 31) reported an increase in control over land and natural resources through AA Zimbabwe and partner interventions in 2013.

The New Constitution of Zimbabwe adopted in May 2013, has progressive clauses on gender equality in decision making structures of the State, including the Constitutional Commissions such as the Land Commission, Gender Commission and Human Rights Commission. The Constitution also has non-discrimination clauses in ownership of property and prohibits



Oppah Muchinguri (brown striped attire) Minister of Women Affairs, Gender and Community Development, arriving in Bindura to officially launch the RWA on 30 October 2013

discrimination of women on cultural and religious grounds. The adoption of the new constitution with progressive clauses on gender equality was a culmination of the efforts of a number of NGOs who advocate for women's rights of which AA Zimbabwe was part. Unfortunately, nine months after the adoption of the new constitution (March 2013), the Land Commission had not yet been set up and plans to institute a land audit had been stalled.

Although women comprise 52 % of the country's population and provide 70% of labour for farming, customary law in Zimbabwe dictates that women are expected to depend on men for land despite constitutional guarantees of equal rights in ownership of property for all citizens. Through continued advocacy and lobbying to local government duty bearers by AA Zimbabwe and its partners, marginal gains have been recorded with regards to women's access, control and ownership of land. For instance in Hwedza District SRHC, the ActionAid LDP partner in Hwedza, held four dialogue meetings with local duty bearers to allow women to access and own land in their own individual capacity and traditional local leaders agreed to allocate land to women. To date, Chief Ruzane of Ward 11 of Hwedza has allocated land to four women groups involved in conservation farming. SRHBC also facilitated the access to land for 30 youths (22 male and 8 female) for agricultural purposes.

With support from AA Zimbabwe and its partners, rural women's assemblies (RWAs) in Rusape and Chiendambuya lobbied traditional and local leaders to access land from Makoni Rural District Council to set up value addition centres. The RWA has been the major vehicle that women have been using to claim their rights and entitlements. RWA is a network of rural women in Zimbabwe who have been empowered to form groups and work on projects that sustain their living. As at end of 2013 there were a total of 349 functional RWAs in AA Zimbabwe LDPs. AA Zimbabwe and its partners used the RWA as a platform for information dissemination on women's rights and entitlements to land and natural resources.

With support from AA Zimbabwe, FCTZ facilitated the creation of linkages with other land and natural resources organisations for raising awareness, lobbying and advocacy on land and natural resources rights in Chiendambuya LDP. A total of 21 partners were identified and engaged to offer farmer training on land and natural resource rights. The organisations included Ministry of Women Affairs, Ministry of Labour, ZRP VFU, Simukai, Padare, Swedish Organisation for International Relief (SOIR), Women and Land, Family Aids Caring Trust (FACT) Rusape, Ministry of Labour, Ministry of Lands, District Development Fund, Ministries of Local Government, Education, SMEs and Youth, Youth Network, Zimbabwe Women Lawyers Association, and the Ministry of Health.

c. **Challenges and learning**

In implementing KCP1, AA Zimbabwe realised the need for having sustained efforts in lobbying for women's land and natural resource rights given that the natural/ productive resource imbalances are engrained in traditional socio-cultural beliefs. There is also need to provide reference materials to communities on their rights particularly since the remote areas where AA Zimbabwe works have limited information dissemination platforms.

d. **Story of change for KCP1**

**A Second Chance at Educating My Children**

*By Mariam Mathew, ActionAid Zimbabwe Inspirator*

*Vivian Sanyamahwe (37) is a wife to Pios Nyamaropa (42) and a mother of 6 children that is 3 boys aged 14, 11 and 1 and 3 girls aged 18, 8 and 4. They live in Mandipaka village, Ward 22 of Nyanga District which is in Manicaland Province of Zimbabwe. Today in 2014 unlike just two years ago, Vivian and her husband can comfortably afford to have all their children in school thanks to the additional income that Vivian gets from taking part in a women's sewing project.*

*Narrating her story, Vivian recalls that in the past, life for her family was a real struggle. Pios' income from his job as a cleaner at a school for soldiers was barely enough to provide for the essentials at home such as food let alone school fees and uniforms for the children. The financial troubles often resulted in quarrels between Vivian and her husband.*

*In March of 2012, Vivian was invited to attend a ward meeting where she was elected to be the Secretary for the newly formed Rural Women's Assembly (RWA). RWA is a women's group formed to improve the lives of rural women by providing them with a platform to share ideas and develop skills to fight poverty, gender based violence and fight for women's rights. After a training provided by Family AIDS Caring Trust (FACT) Nyanga on leadership and livelihood skills, the RWA set out to start up various small scale income generation projects such as sewing, agriculture, cooking, poultry and buying and selling of clothes.*

*FACT Nyanga is a community based organisation which works in partnership with ActionAid Zimbabwe to fight for women's rights. ActionAid Zimbabwe provides capacity strengthening to local partners such as FACT Nyanga to implement quality programmes addressing key women's rights violations.*

*While the other projects didn't require much capital, the women faced a challenge with the sewing project. They lacked capital to purchase equipment*

and rent premises where they could sew clothes. They were getting a lot of orders from schools nearby for uniforms but hand stitching them was slow and they couldn't meet the demand. They then decided to request FACT for support and within months, they were given 5 machines and materials.

Two years since the establishment of RWA Vivian has come a long way. She earns \$100 - \$200 in profit per month by taking part in the sewing project. She also has a sewing machine at home and with her monthly income, she manages to buy material and stitch uniforms for her children as well.

"I am really thankful to FACT Nyanga and RWA because I can now sleep well and even my marriage has improved. My husband is very proud of me because of the money that I am able to bring home monthly. I couldn't sleep before because of money problems." - said Vivian.

When asked what her dreams were for the future she said, "I am hoping that in the future I will be able to at least send one of my children if not more to university. We want to expand the business by buying more sewing machines because we get a lot of uniform orders from schools."



Vivian Sanyamahwe



*Vivian's family is just one of the many in the community that faces financial difficulties. Members of the RWA believe that one of the leading causes of poverty is lack of education as most households in this community are of the apostolic sect which often doesn't promote education.*

*Additionally, many women in the community do not have control over finances at home. Men are said to be the head of the homes and believe they have control over finances. In cases where women do not subject themselves to men, they are often beaten. Thanks to the interventions by RWA and other similar groups, women in such circumstances are given a new beginning. Since its formation in Ward 22 in Nyanga District, the RWA was able to help seven women who were victims of domestic violence by working together with local authorities to counsel the abusers.*

## **3.2 STRATEGIC OBJECTIVE 1**

**Promote sustainable agriculture and control over natural resources for people living in poverty.**

### **3.2.2 Key Change Promise 2 (KCP2)**

*At least 25,000 smallholder farmers (including at least 60 % women farmers) in 7 LDPs and eight (8) Project areas have secured knowledge and skills on sustainable crop and livestock production, marketing and advocacy. This will contribute to improved food security among the smallholder farmers.*

#### **KCP2 Expected Outcomes**

*It is expected that Small scale farmers would be able to demand their right to food by actively engaging policy makers and non-state actors in agriculture policy reviews at local, national and regional levels. They will be able to practice climate resilient sustainable agriculture methods. This will contribute to improved support services, productivity, food security, economic security and nutrition among small-scale farmers, especially women farmers and their families.*

#### **a. Partnerships**

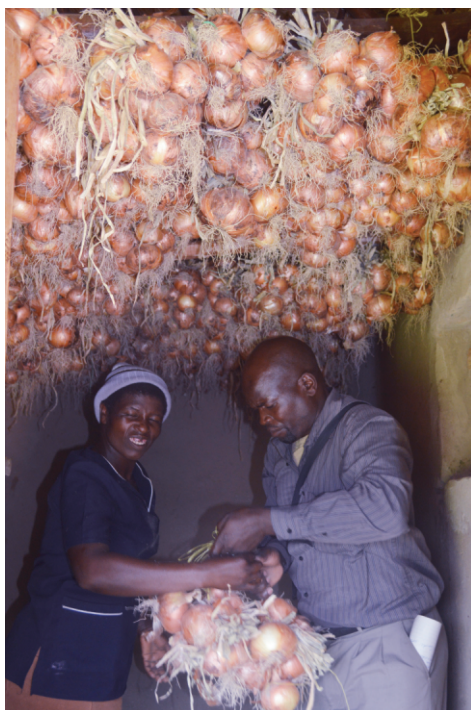
AA Zimbabwe worked with project partner LGDA and all the LDP partners in the implementation of climate resilient sustainable agriculture food security programmes. The AA Zimbabwe partners collaborated with key stakeholders to support small scale farmers in different communities. The key stakeholders include: District Administrators (DAs) in respective districts, Rural District Councils (RDCs), Cotton Ginners Association, Farmer Associations e.g ZFU, Ministry of Environment and Natural Resources, Agricultural Technical and Extension services (Agritex), Ministry of Lands and Rural Resettlement, Ministry of Agriculture, Mechanisation and Irrigation Development, Agriculture Marketing Authority, Department of Civil Protection, Meteorological

Department, Agriculture Coordination working Group, Food and Agriculture Association (FAO), various members of parliament (MPs) and the Livestock Production Department (LPD) among many others.

**b. Main achievements/impact for KCP 2**

The CRSA programmes conducted in AA Zimbabwe operational areas were on providing capacity building to communities on the following areas: treating farming as a business (with components on pricing and marketing), value addition and post-harvest handling, pass on the gift (goats), setting up of community gardens, crop diversification, integrated pest management practices, water conservation and sustainable natural resource management (e.g. dam scooping), conservation farming and setting up of commodity associations for crops and livestock production activities. A total of 1948 people reporting increased food security as a result of CRSA programmes were reached.

To enhance smallholder farmer returns from agricultural production, DOMCCP facilitated the establishment of five Ward Marketing Teams (WMT) in Nyamaropa as a platform of promoting joint exploration and identification of opportunities for local and external market linkages and commodity exchange. The initiative reached a total of 100 participants (30 male and 70 female). FACT Nyanga facilitated a two-day training of the LDP market linkage committees on market linkage skills and issues. As a result of trainings in farm business management, pricing and marketing in Nyanga, 16 women have improved their price negotiation skills and bargaining power. For example the women farmers managed to sell a pocket of onions at US\$10 instead of the US\$4 suggested by the middle men.



A woman from Ward 19 in Nyanga District shows Paul Khanye of HEFO the onions she produced through support from AA Zimbabwe and FACT Nyanga support

FACT Rusape trained RWA members on the usage of solar driers purchased with support from AA Zimbabwe. This has improved food security in the four wards (Makoni District) through the value addition process. Rural women are now able to store different foodstuffs easily e.g. vegetables, fruits etc.

The small livestock transfer component of AA Zimbabwe CRSA approach recognizes the critical role that livestock plays in ensuring livelihood security for poor rural people, especially in semi-arid areas and places with large annual fluctuations in rainfall. A total of 72 Women from three LDPs benefited from small livestock pass on programmes. Beneficiary rights holders also received training in animal husbandry and basic animal health.

AA Zimbabwe supported the setting up of commodity associations for crops and livestock production activities. Despite the problems with group dynamics (which were addressed by the establishment of proper systems), commodity associations were championed because they:

- provide group motivation and support
- enable bulk sales to buyers and input purchases (reduced transaction cost)
- offer a diversified skills set, resources and networks
- provide a platform for price negotiation, value addition, information sharing as well as lobbying and advocacy.

AA Zimbabwe supported six partners to set up commodity associations. Three commodity groups were established for tobacco, horticulture and dairy products in Makoni. Fact Nyanga and Simukai also established commodity associations for potatoes, honey, onions in their respective areas. AA Zimbabwe, LGDA established a women cotton farmers producers assembly with structures at village ward and district level. As at December 2013, there were a total of 8223 women (3302 from Guruve and 4921 in Mbire) who were members of the Mbire and Guruve Women Cotton Producers Assembly (WCPA).

AA Zimbabwe and its partners facilitated the setting up of community gardens for resource constrained households in the respective districts that it was working. AA Zimbabwe and its partners supported 8223 farmers with crop diversification as a resilience building measure. Farmers received training and support in cotton, potatoes, onion and cowpeas production instead of growing maize only under the mono-cropping regime that is prevalent throughout the country. AA Zimbabwe and LGDA also commissioned a livestock project to enable farmers to earn a living from livestock production which fares well in that district.

All LDP partners have been actively promoting small grain production as a practice that can assist households in attaining food security. AA Zimbabwe and its partners, working with the government agricultural extension officers conducted trainings in conservation agriculture.

c. **Challenges and learning**

Climate change, resulting in flooding and droughts (water scarcity) continued to be a challenge for smallholder farmers. There is need to support more adaptation and disaster risk reduction programmes under this KCP. Going forward, AA Zimbabwe noted the need to continue engaging with and supporting government institutions through capacity development of agricultural extension personnel.

d. **Story of change for KCP2**

**I will practice conservation agriculture fore forever, says rural woman**

*By Yeukai Macherenje FACT Rusape Programme Officer*

*Agatha Changunda Kambanga (48) used to struggle to grow enough food on her small plot in Makoni district, in Zimbabwe. She had no one to help her plough her soil and the plot had swampy areas where nothing would grow because of the swampiness. She had to ask her husband for money to buy seed and to get the soil ploughed.*

*Agatha could not do all the planting, hoeing and weeding by herself. She managed to grow enough maize and beans to feed her four children and two grandchildren for only half the year. The family had to make do with only two*



Agatha Changunda Kambanga

meals a day. Sometimes there was only enough food for a single meal. She was late in paying school fees. When her children fell ill, she couldn't afford medicine.

Agatha's life changed dramatically in 2008, when she learned how to use an approach called conservation agriculture. ActionAid Zimbabwe supported Family AIDS Caring Trust (FACT) Rusape staff with capacity building in 2009 on conservation agriculture and FACT Rusape cascaded the training to Makoni communities in collaboration with The Agricultural Extension (Agritex) department. She continued in 2013 to benefit from the knowledge acquired since 2008.

Instead of hoeing the soil, she left the dried stalks and leaves from the previous crop on the surface. She learned how to plant maize seed directly through this mulch. The mulching helped in managing the swampy area such that she is now using the swampy area. Between the maize rows, she planted pumpkin leaves. The mulching smothered the weeds, freeing her of the backbreaking task of weeding the plot. With conservation agriculture she uses less fertilizer and still her maize crop benefited.

In a good yield she harvests fifteen-to twenty bags of maize, instead of the ten she had got in previous years. She planted beans during the short rains between 2009 and 2010, and for the first time, she was able to harvest enough for her family to eat. There was enough left over for the next season's seed, and some to sell as well. She is now able to provide for her four children with school fees, uniforms, food three times a day and books. Thanks to conservation agriculture, Agatha has to do less work, her yields have gone up, and she has become an independent wife and a confident member of the community. "It was a miracle", she says, "I will practise conservation agriculture forever. My husband has given me a piece of land where I can plant whatever I want and he is also practising conservation agriculture." Agatha is planning to buy her own cattle which will not be her husband's.

Eight other women out of sixty households in the village are already practicing conservation agriculture and they are more who are showing interest are as they are seeing good things happening. Over three hundred people have benefited from conservation agriculture in Makoni.

### 3.3 STRATEGIC OBJECTIVE 2

**Assist 350 000 adult women, young women and men, children and other people living in poverty in Zimbabwe to engage with government and corporates for improved social service delivery**

### 3.3.1 Key Change Promise 3 (KCP3)

*By 2017, through engaging central, local governments and corporates, AA Zimbabwe will facilitate improvements in the quality, equity and gender responsiveness of public services for 350,000 adult women, young women and men, children and other people living in poverty in selected rural, peri-urban and urban communities in Zimbabwe.*

#### **Expected Outcomes for KCP 3**

- *Platforms effectively represent the interests of people living in poverty and their claims for the equitable delivery of quality services from duty bearers.*
- *Empowered poor people are using learnt social audit techniques and are demanding accountability from service providers and participate in social audits*
- *Duty bearers become more responsive to the needs of women, youth and children in the provision of quality services among women, youth and children. They provide relevant information to residents on their policies, plans and budgets.*
- *Decisions are being made through participatory processes.*

#### **a. Partnerships**

AA Zimbabwe worked with all the eight (8) LDP partners and 16 project partners in the implementation of the KCP 3 activities during the year under review. The project partners are grouped as follows:

##### **i. Promotion of local government and corporates to improve social service delivery**

Basilwizi Trust, Habakkuk Trust, Masvingo United Residents and Ratepayers Association (MURRA), Combined Harare Residents Association (CHRA), and Zimbabwe Environment Law Association (ZELA),

##### **ii. Women's empowerment**

Women in Politics Support Unit (WiPSU), Musasa, Zimbabwe Women Lawyers Association (ZWLA), Environment Africa and The Women's Trust

##### **iii. Youth empowerment**

Environment Africa, National Youth Development Trust (NYDT), Zimbabwe Young Women's Network for Peace Building (ZYWNP) and Youth Agenda Trust.

##### **iv. Peace Building**

Centre for Conflict Management and Transformation (CCMT), and Zimbabwe Human Rights Association (ZIMRIGHTS)

AA Zimbabwe also worked with various stakeholders in the implementation of KCP3 activities which included RDCs in the 8 LDPs, local authorities in urban areas, National Association for Non-Governmental Organisations (NANGO), Zimbabwe Election Support Network and the Zimbabwe Local Government Association (ZLGA).

**b. Main achievements/impacts**

As at December 2013, a total of 17390 women (8616 youth between 15 and 30 years and 8774 women above 31) were reached by KCP 3 related programme activities.

The women and youth partners who attended the social accountability for improved service delivery and monitoring trainings managed to cascade the training to their communities. They have also developed campaigns that have meant to push duty bearers to provide the poor communities with quality service delivery. The activities conducted include training of aspiring women candidates to the 2013 general elections, capacity strengthening of the women consultative forums and community peace clubs. They also organised district and ward level community sharing meetings, as well as



The right to education and better schools infrastructure is promoted in the AA Zimbabwe interventions

community monitoring meetings. The youth partners organised reflective meetings, study circles, leadership trainings, campaigns, full council meetings and policy dialogue and engagement meetings at various levels.

A total of 286 girls and 105 boys have enjoyed learning in better school infrastructure after 4 classroom blocks were rehabilitated and furniture and books were procured through block granting in their respective schools.

As a result of partner advocacy programme on corporate social responsibility for improved service delivery, the Cotton Company of Zimbabwe and other investors have engaged in corporate social responsibility by constructing a road and a health centre in Gokwe and Binga rural areas. Delta and Econet have partnered with AA Zimbabwe partner organisations in the production of advocacy materials on improved service delivery.

AA Zimbabwe in partnership with Training for Change conducted a centralised training on Social Accountability and monitoring tools for its LDPs and national partners. The partners cascaded the knowledge acquired during the training to their communities. This resulted in MURRA facilitating a meeting between the council and residents to prioritise budget items for 2014. This enabled the construction of a traffic circle at a junction in Masvingo that had been dubbed a "Killer junction", construction of a foot bridge and the rehabilitation of a bus terminus to be included in the 2014 budget.

NYDT mobilised its Youth councils in Bulawayo to engage with the Bulawayo City Council for the resuscitation and rehabilitation of youth centres in the city.



Nyanga communities discussing their priorities



In response to this, the Bulawayo City Council has budgeted for the refurbishment of all youth centres in the 2014 budget. Through the use of social accountability Scorecards, community peace clubs were assessing the performance of duty bearers in providing quality service delivery to the poor. This has resulted in Insiza Rural District Council making concrete plans for the resource mobilisation and renovation for expectant mothers' shelter at Ntabazinduna Health Centre.

AA Zimbabwe and its partner Combined Harare Residents Association, conducted a research on Best practices in service delivery and it was recommended that the use of service charters empowers residents to demand accountability from duty bearers and mandates the local authorities to be responsive and deliver gender sensitive services to the community. To date a total of 10 local authorities, Harare, Kadoma, Chegutu, Kwekwe, Gweru, Mutare, Masvingo, Chiredzi, Rusape and Bulawayo have adopted the service charter.

AA Zimbabwe and its partners have managed to establish community platforms which spearhead discussions and engagements with duty bearers at various levels in their localities. Advocacy and engagement efforts initiated by these platforms have led to the following results done by City Councils:

- Construction of burst sewer pipes benefiting 1800 women and 700 men in Masvingo urban.
- Construction of blocked sewer pipes, four Blair toilets at public places and rehabilitation of a borehole and this improved access to water and sanitation and has impacted approximately 4500 women and 3000 men in Gutu RDC.
- Provision of an ambulance and three other stand-by vehicles in case emergencies where the ambulance was unavailable and this service impacted about 2250 women and 1500 men in Mberengwa RDC.
- The purchase of 43 refuse trucks by the city council and refuse collection is now effective in Harare. The improvement in waste management by Harare City Council has benefited 7000 women and 3000 men
- Sitezi Community in Bulawayo faced a lot of challenges due to water shortages as a result of the breakdown of the water pumps in the community. The Sitezi Community platform with the assistance from ZimRights lobbied council to rehabilitate the water which has been now completed and is servicing the community and the local clinic benefiting 4500 women and 1500 men.

A total of 606 people (329 female and 277 male) have been involved in local and national level campaigns for better services in particular on access to clean water in Sitezi Community with 193 female and 157 male benefitting

and campaign for clean environment (MURRA clean-up campaign) where 136 female and 120 male benefitted.

A total of 5999 people (1270 young women from 15 to 30 years, 292 young men from 15 to 30 years, 2042 older women from 31 years and above 2042 and 1768 men from 31 years and above) participated in discussions on plans, budgets and expenditure on public services. As a result of these meetings, budgets by councils reflect the concerns of women and the community in general. Communities are also better positioned to influence the 3 council budgets than before.

a. **Challenges and Learning**

The main challenge that AA Zimbabwe and partners experienced in implementing work on KCP3 was the shrinking operating space and unstable political sensitive environment and context. Zimbabwe held National and Local Government elections in 2013 and partners could not operate in or access the communities.

b. **Stories of change for KCP3**

**Story 1: KCP3**

**Poverty will not pull us down, dumpsite youths**

*Walter Sebele and Thandolwenkosi Sibindi of NYDT*

*First, help me never to tell a lie. Second, give me neither poverty nor riches! Give me just enough to satisfy my needs, Proverbs 30: 8 outlines in the bible (Kings James Version). Such is the cry of youths who are forced to salvage a living in the dirty slums of Ngozi Mine, a dump site situated on the western outskirts (12km) of Bulawayo, Zimbabwe.*

*The dumpsite is an informal settlement where people living in extreme poverty are finding themselves living in since 1993. Due to rural urban migration in Zimbabwe, a lot of the people at Ngozi Mine who come in search of green pastures in Bulawayo and fail to make it eventually find themselves at the dumpsite. Social services such as water, health facilities and education are next to nothing at the slum, which harbours about 300 households and an estimated 1 500 people. Service delivery providers, the bulk of whom are culprits in dumping waste at this site, have turned a deaf ear on this community. However, due to recent Ngozi Mine youth engagements with council, there has been some social service delivery interventions in the area, however to a minimum extent.*

*Life in the gutters is one that no sane man can envisage living, hence such a life*

*has not proven to be the end of the tunnel for the Ngozi Mine youths. This is only possible with the change of attitude to life by youths like Qhubani, Nonhlalo, Thithibele and Knowledge after having undergone a Life Skills and advocacy and lobby training conducted by the National Youth Development Trust (NYDT) in February 2013. A total of 41 youths comprising 13 males, 28 females were trained on life skills and advocacy at the dumpsite in 2013. NYDT is a partner to ActionAid Zimbabwe and is a youth membership based civic organisation whose lifetime commitment is to empower the youth to be in control of their destiny and that of the country.*

*Since the dumpsite community's interaction with NYDT in 2013, 10 youths had set up an advocacy and lobby team that has engaged the council servicing the area resulting in the supply of water in form of bowsers since 2013. The community had over the years been turned away by neighbours from nearby suburbs who have water. The nearest suburb is Cowdray Park which is 3km away.*

*"Currently there is a 1000 litre bower that comes once in every week, this is a welcome development although the water is not enough for the 300 households", said Qhubani Moyo (25) the youth the advocacy group leader said. Moyo has been residing at the dumping site for 10 years without access to water. Moyo, however said, Council is sometimes bedevilled with water demands from suburbs in Bulawayo and may not sustain the supply of the water to Ngozi Mine every week.*

*At 23, Nonhlalo Ncube who is already an expectant single mother of one believes that leaving in the slums will not deter her from playing a role in the*



Ngozi Mine youth rummages through waste at Ngozi Mine dumping site

*national processes. As such, she has taken it upon herself to go around the slum encouraging other youths to register to vote as the future of the country is "solely" dependent on the manner in which the people choose their leadership.*

*"This is not life, we need to empower ourselves and get out of these slums and take care of our aging parents so that they have a decent life. However, this is acquired through our ability to participate as voters and the first resort being to register."*

*Thithibele Mpofo (32) a mother of four children said: "Life has never been a bed of roses for us, however we realized that there is no need for us to sit and wait for the father of the children to bring home the little that he has. As a family, we have resorted to panelling of dishes which we sell in rural areas near us. It affords us with enough to keep us going."*

*"Our main constraint as a people is the fact that there is no access to education for us and our children and the only thing that we tend to resort to is the uptake of drugs, prostitution and other unruly activities in life."*

*The same sentiments were echoed by Knowledge Ncube (18) who stated that as a result of NYDT intervention, he has managed to make a living through the revenue he gets from selling recycled cans.*

*"I manage to make about \$100 a month. Since I stay with my mother, this money has been assisting to pay for my mother's hospital bills. This is keeping me away from the streets and from unruly behaviour," said Ncube.*

*Knowledge added that besides capacitating him with basic business management skills, the Life Skills training has enabled him to change his attitude towards life in general.*

*"Before the Life Skills training, I was solely dependent on my mother who is also struggling to make ends meet. I used to indulge in unsafe sex and would be involved with older women. However, after interactions with NYDT, I decided to change my lifestyle. I got tested for HIV and the results came out negative. Right now, I am mobilising other young men to get tested and to get circumcised," said Ncube.*

*"Most young people in this area spend most of their time drinking hot stuff (ithothotho), smoking and indulging in unsafe sexual activities and hence the need to change this anomaly," he said.*

### **Story 3-KCP3**

#### **Killer Junction, no more**

*Brenda Muronda, MURRA Communications and Advocacy Officer*

*Masvingo residents have heaved a sigh of relief on the construction of a traffic circle along Masvingo Beitbridge road, at a junction which had been dubbed the "killer junction" after deaths of pedestrians in car accidents at the spot.*

*Construction of the traffic circle commenced around September 2013 after endless lobbying on the part of residents to both the local and central government because of the increase in the number of deaths occurring at the intersection which crossed Masvingo-Beitbridge road and a local Rujeko-Mucheke road. The Ministry of Transport, Communications and Infrastructural Development is constructing the circle which is said to be costing about US\$550 000.*

*Once completed, the traffic circle will benefit over 50 000 residents and millions of non-residents as it is sited along the Masvingo- Beitbridge highway. Once completed the traffic circle will control traffic entering Masvingo from Beitbridge as well as traffic leaving Masvingo along the same road.*

*Roselyn Mutsengi a student at Masvingo polytechnic College expressed relief the government was taking action by constructing the traffic circle as this would help to curb speeding by motorists approaching the intersection.*



Construction at the "killer junction" along Masvingo Beitbridge road

*"I saw three students from my college being run over by a speeding lorry which failed to brake in time while approaching the intersection. One of them died on the spot while the other two sustained serious injuries. It was terrible and it was not the first time that people died from car accidents on that intersection, which is why it has been called the Killer Junction" said Roselyn.*

*These are the sentiments of most of the residents in Masvingo about the junction which had caused so much grief and anxiety for people especially residents with children going to schools close to the intersection.*

*Masvingo District Administrator, James Mazvidza in an interview with a local newspaper commended the development occurring in Masvingo: "The traffic circle will be an asset to the city as it will reduce traffic accidents at a point which has recorded quite a number of them".*

*The construction of the traffic circle came as a result of lobby and advocacy meetings organised by residents with the Traffic Safety Council, the municipal council, ministry of local government and the District Administrator's office and other local stakeholders. The Masvingo residents persistently requested that the construction of the traffic circle be included in the Municipal budget since 2009.*

*"It is a relief that the local and central authorities have decided to listen to our pleas, because the issue of the roundabout (traffic circle) has been a burning issue for a long time now," said Robert Makhadho, a Masvingo United Residents Ratepayers Association (MURRA) member from Ward 3 in Mucheke suburb.*

*"We have been calling for council to do something about that killer junction for over four years, so we are glad" said another MURRA member, Sonia Chirata of Ward 5 in Mucheke Suburb.*

*MURRA, a partner to ActionAid Zimbabwe, has provided advocacy and lobby training to MURRA ward level members since 2010. To-date 440 people (283 women and 157 men) have been trained. MURRA has lobby structures that are in the form of ward committees which carry advocacy issues at ward level going up to District level. Residents convene meetings and identify issues and take up them and then engage the duty bearers.*

*ActionAid Zimbabwe has supported MURRA through trainings on social accountability, governance and advocacy.*

### 3.4 STRATEGIC OBJECTIVE 4

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

#### 3.4.1 Key Change Promise (KCP) 4

*By 2017 we will have organized over 300,000 women and girls in rural, peri-urban and urban areas in Zimbabwe to challenge and reject gender-based violence (GBV) that would have denied them control over their bodies and sexuality and made them vulnerable to HIV and AIDS.*

#### **Expected Outcomes for KCP 4**

*The main expected outcomes for KCP4 are to see women, girls and GBV survivors empowered on issues to do with their sexual and reproductive health rights and GBV and to enable them to claim access to sexual and reproductive legal and health care services from duty bearers and service providers at local, national and international level.*

#### **a. Partnerships**

Activities were implemented in the eight (8) AA Zimbabwe LDPs as indicated earlier in this report. Other stakeholders included Zimbabwe's Women's Lawyers Association (ZWLA), Zimbabwe National Family Planning Council (ZNFPC), National Aids Council (NAC), SAFAIDS, Women's Coalition (WCoZ), Musasa Trust, Government Ministries- Ministry of Women Affairs, Gender and Community Development and the Ministry of Health, the University Of Zimbabwe, UN Women, UNFPA, Zimbabwe Youth Council.

#### **b. Main achievements/impact**

A total of 1460 and 1213 incidences of cases against women and girls were reported in 2012 and 2013 respectively. The Domestic Violence Act (DVA) which was enacted in 2007 and that incorporates the different classes of Gender-based Violence (GBV), with custodial sentences and deterrent fines has helped to reduce cases of GBV. The new constitution which was voted for in a referendum in 2013 has got articles which are favorable to protection of family and prevention of GBV. There has been lobby and advocacy work by organizations which promote women's rights, including AA Zimbabwe. In Saunyama LDP, the ZRP, MWAGCD and Simukai the ActionAid partner increased joint community awareness campaigns to inform the communities about the existence and operation of the DVA.

A total of 1095 and 731 incidents of harmful traditional practices against women and girls were reported in 2012 and 2013 respectively in the LDPs where AA Zimbabwe is operational. These figures indicate that there is a decrease in the reported cases as a result of the One-stop-Centres which

cater for survivors of GBV which were launched during the year under review. One Stop Centres are new in the country and are a multiple stakeholder approach to bring services, hospitals, clinics closer to victims and survivors of GBV and is evidence of state and local governments making significant steps to protect girls and women from violence.

Stakeholders agreed to start a one stop Centre to enable survivors of violence to access all necessary services under one roof. The LDP partner in Nyanga, in collaboration with the ZRP, MWAGCD and Family Support Trust (FST) is one example of the state making significant steps to protect women and girls from violence. In Nyanga, from 2014 onwards these One-stop-Centres will be rolled out to ward level to prevent survivors from traveling long distances to access help if they are violated.

In addition ActionAid Zimbabwe and its partners held joint community outreaches with MWAGCD, Zimbabwe ZRP and the District Administrator's Office to encourage traditional and religious leaders to curb incidences of GBV and harmful and traditional practices (HTP). In one of the LDPs, Saunyama, 157 Women and 83 girls in 2013 were able to rise against harmful practices through a Child Rights Club which reported two cases of a 14 year-



Women from Nkayi carry pipes for the repair of a borehole in their area



old girl who was married-off to a herd boy and a 12 year-old girl who also got married-off.

In another LDP in Makoni, MWAGCD networked with organizations with lawyers who represented women to provide services to women who were vulnerable and were in need of such. In the past, women could not afford to hire lawyers to represent themselves when they needed legal aid but through the Capacity building of partner staff by AA Zimbabwe, women are now able to access legal representation.

AA Zimbabwe trained partners on SRHR. The partners thereafter cascaded the information to the communities. Partners trained young people in and out of school. A total of 14 youths (7 males and 7 females) gathered some confidence and came forward for treatment of STIs and counseling. Some of the girls confessed that they were not aware that they had an STI, but thought the itchiness they felt was something which would disappear with time.

There are over 2000 women and girls in structures organised to challenge culture, traditions and religion, and reject all harmful traditional practices, including female genital mutilation (FGM). Women and girls are organised in different structures including RWA, Girls Empowerment Clubs and Child Protection Committees. RWAs structures have committees at village level, ward level, district level and national level. In 2014 the RWAs will form watch group committees to monitor the GBV situation in the area.

In Saunyama and Nyazura, Nyanga and Makoni, 2104 women (1201 girls between 15-30 and 649 women above 31) and were mobilized to reject and challenge harmful traditional practices at LDP level during the observance on the International Women's Day and the 16 Days of Activism against Gender-based Violence (GBV). LDPs made use of marches during commemorations of IWD, community dialogues with Duty Bearers and campaigns as interventions to protect women and girls from violence.



Drama performances exposing gender based violence and harmful cultural practices.

b. **Challenges and learning**

There is a challenge with the way the RWA structures are functioning and are being coordinated. There is generally poor coordination and no clarity on how the RWA structures are linking from village, ward district and national levels. In 2014 AA Zimbabwe and partners will strengthen the RWA structures so that they more coordinated.

c. **Stories of change for KCP4**

**Story 1:**

**Scorned woman makes a first**

*By Patience Madzivire, Family AIDS Caring Trust, Rusape Child Sponsorship Officer*

*Maonandini Sidhuna, a Rural Women's Assembly (RWA) chairperson from Marigidi Village in Ward 22 of Nyanga District in Manicaland of Zimbabwe shines everyday as she has become a light for other women from her ward. She is a mother of two children and is also a widow making her way in life and bearing all the burdens and joys of motherhood.*

*Love was never lucky with her as she was married in 1990 and lost her first husband in 2002. She remarried in 2003 and became a second time widow two years later as her second husband also died leaving her to face the world alone.*

*After the death of her first husband, Maonandini went back to her parents' home in Chipinge, Manicaland Province where the community was not too friendly with young widows as they are viewed as third class citizens. "Life was not easy " Maonandini said , with tears flowing her cheeks, " being a second time widow and with nothing to start from, i sold the only things i had been left with, that is my bed and wardrobe so i could raise bus fare for me and my children so I could return to my parent's home. "*

*The frustrations and stigmatization she faced after losing her first husband pushed her into her second marriage which was unfortunately an abusive one. Maonandini, a holder of a cutting and designing certificate, fell victim to effects of patriarchy as her second husband would not allow her to go work even when she was qualified.*

*All hell broke loose after the death of her second husband, her in-laws blamed her for the death of their son and could not inherit anything from her dead husband rather the family took everything and even collected her husband's terminal benefits from the company he used to work for.*

*Although more than 10 years had passed after the death of her first and second husbands, the community still had not changed their perception on widows and this time stigma and discrimination was coming from her own home which then forced her to flee from Chipinge and relocate in Nyanga where her journey to success began. Chipinge is about 250km from Nyanga.*

*In 2012 Maonandini joined the RWA where she became the chairperson of the group comprising 10 women from Marigidi Village in Ward 22, Nyanga District. Maonandini and the other nine women started the RWA initiative to empower poor rural women so they could stand on their own feet and be able to make decisions on matters to do with their homes. This group was provided with trainings on buying and selling and how to start up their own businesses. Family AIDS Caring Trust (FACT) Nyanga in partnership with ActionAid Zimbabwe (AA Zimbabwe) provided the trainings to the RWA group with skills on how to come up with the assembly and income generating skills in 2012. The RWA group of 10 women feeds into other RWA structures at Ward level (Ward22 in Nyanga), where 100 other women are part of the RWA.*

*Maonandini used her skills in cutting and designing to influence the group into venturing into sewing where she became the teacher. FACT Nyanga in*



Maonandini Sidhuna checking her pig

partnership with AA Zimbabwe provided them with five sewing machines and material to start up their project. In their group, they are into fundraising through Income savings and Lending (ISAL ) and dress making. From the profits they are making and with no man to lean on Maonandini managed to build a two bedroomed house at her homestead in 2013. "I will not let anyone hold me down, enough is enough ...marriage is no longer an option, I am better off without a man... "

Being a hard worker she is, in 2014 Maonandini has managed to send her son to boarding school. It is a thing of the elite to send children to boarding school and very rare in rural areas like Nyanga where people's livelihoods are mainly subsistence farming. "I want to challenge other women that a widow can do great things and achieve better than men". At home she is a proud owner of a piece of land and with her bare hands she built a pig-sty where she is rearing pigs as another income generating project, " the sky is the limit right now I am aiming at getting a driver's licence as I am one day going to buy a car." At present she is doing yet another good deed as she is helping three orphans with food and uniforms in her village in Nyanga.

Maonandini, 'seeing through me' as her name literally means, is indeed setting an example to other women and hopes to see women especially widows being hard workers and making it in life.

RWA is a women's group formed to improve the lives of rural women by providing them with a platform to share ideas and develop skills to fight poverty, gender based violence and fight for women's rights. ActionAid Zimbabwe has since 2010, provided capacity building to its eight Local Development Programme (LDP) partners including FACT Nyanga on RWA formation. The partners have cascaded the RWA skills to the communities where they are operational.

## **Story 2-KCP4**

### **SILENCING THE STORMS**

#### **The struggles and courage of a female bus conductor**

*By Barbra Ncube, TWT Programmes Coordinator*

Portia Zeka (34) lives in Mpandawana growth point, in Gutu District, Masvingo Province of Zimbabwe. She was 19 years old when she got married to her childhood sweetheart Gervas in 1999. At that time, she felt relieved and hopeful for a better life.

Portia and her two younger siblings were raised by their mother after the death of Portia's father when she was 12 years old. They survived on the money her

mother made from selling vegetables. At the end of each day, Portia's mother would count the coins she had made. The lifeless leaves that had not been bought were made fresh again by sprinkling a little bit of cold water on them, before they were sold the next day. The vegetables that were no longer good enough to sell, were put aside for family consumption.

When Portia and Gervas got married, they began to raise money to buy cement and bricks to complete her mother in law's house which they occupied. Portia grew vegetables for sale whilst Gervas made use of his sewing skills to contribute to the income. Eventually, they decided to build their own house following a family dispute over the ownership of the house. They agreed that they would raise money for Gervas to get a driver's license so he could look for a job as a driver in South Africa or Botswana.

In 2003, Gervas left for Botswana to begin a new life as a truck driver. Portia remained at home with their two year old daughter Talent, and waited patiently. Sadly, Portia returned to her mother's house in 2006 when Gervas sent her a message that he had married another woman. A year later in 2007, Portia's mother died. With no hope and no source of income, Portia took over the responsibility of taking care of the family.

**"It was like starting again. I took over my mother's stall at the market and began to sell maize and wheat. It was not easy."**

After a while Portia realized that the money she was making was not enough to send her brother and daughter to school. Compounded by the economic downfall in Zimbabwe, Portia sought an alternative source of income. She went to Gutu bus terminal to look for work and found a job as a bus conductor. She faced some resistance at first because it was unacceptable for a woman to direct buses, compete for passengers and load bags onto carriages.

Driven by desperation and the desire to provide a reasonably good life for her daughter and brother, Portia stood against stereotypes and overcame the negative perceptions about her decision. She experienced a lot of animosity from her male counterparts who felt she was invading their territory. Within six months, Portia became the most popular "Hwindi" (derogatory name for bus conductors) at the terminus particularly with owners of long distance buses who felt that she was more efficient and accountable compared to her male counterparts. She began providing ticketing services for long distance buses companies who paid her on commission.

At that time, The Women's Trust, an ActionAid Zimbabwe partner was doing some work in Gutu. **"I heard about the Women's Trust when councillors in**

***Gutu called a meeting for women from all wards to attend a Women's day commemoration at the community hall in 2009. On that day, I was inspired by the speakers who talked about economic empowerment. When I left the meeting, my courage was renewed and I felt that I had the power to change my life". International Women's day Commemorations are a platform for women to share experiences, re-energise and celebrate womanhood.***

*Each year, with capacity building support from ActionAid Zimbabwe, TWT holds Women's Day Commemorations in five districts around Zimbabwe. More than 10 000 women have benefited from the work of TWT in 15 districts across Zimbabwe. The Women's Trust seeks to empower women like Portia in Women's rights leadership and personal empowerment through training and advocacy.*

*It has been three years (up to December 2013) since Portia ventured into this male domain against all odds and challenged cultural barriers that limit the progress of women in her community. Today, 33 year old Portia is a rank Marshal at Gutu bus terminus in Mpandawana. On a good day she makes between \$5 to \$10. She is respected and revered by both men and women in*



Portia Zeka doing what she knows best in front of a bus

*her community. Portia has expanded her horizons, and is no longer limited to her work at the rank. She also travels to South Africa and Botswana to buy clothes which she resells at a flea market in Gutu. She has managed to send her brother to school up to 'Ordinary' level. Her daughter Talent is now nine years old and attends a local school.*

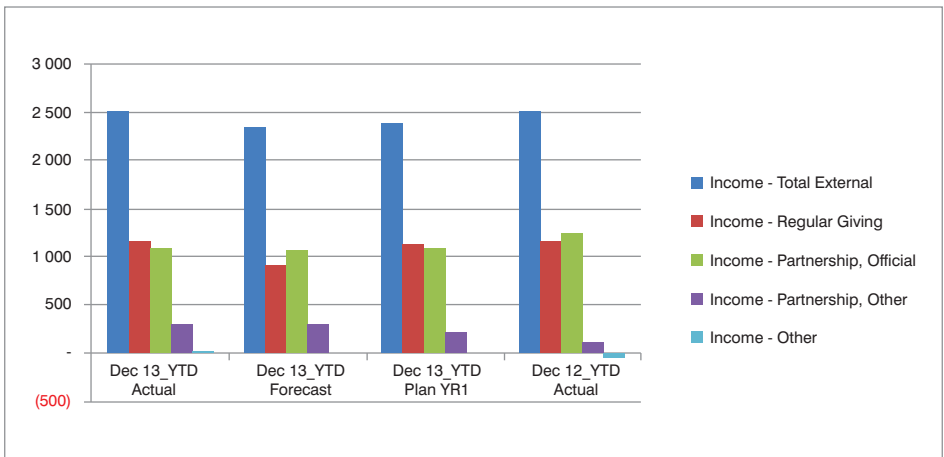
***"I have forgiven my husband for abandoning me. My focus is to raise my daughter and to give her the best life I can. I also want to encourage other women to follow their dreams."***

**MOVEMENT IN INCOME**

**Movement in Income over the Years**

Since 2007, the CP's overall income has been on the increase until in 2012 when the CP received 0.3% more income than plan. The CP received more income than plan by 0.3 % with the major variance being on partnership income which was 5% less than planned. This is due to FGG funds that were supposed to be received in November for the mid-term evaluation which were subsequently received in 2014. Regular giving income received was more than plan by 3%. Other income decreased by 12% due to realised exchange losses early in 2013. Transfers - In increased by 12%.

**Figure 1: 2013 Actual Income vs Prior Year**



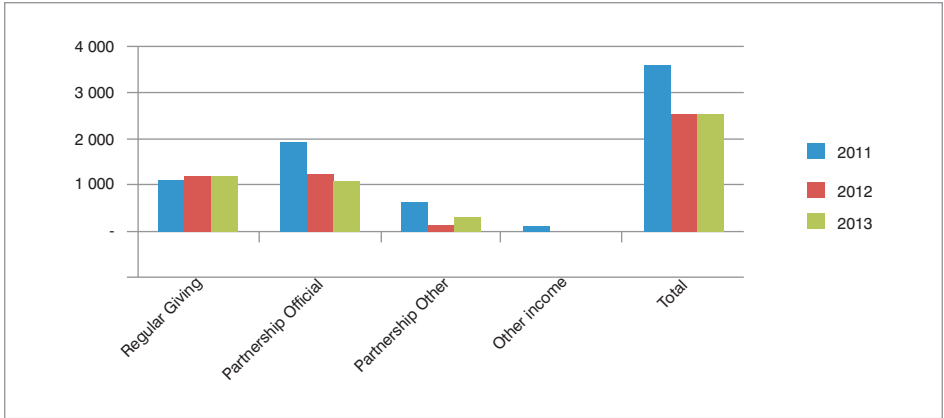
Note: Regular Giving income is net of Transfers Out

**Income by Category**

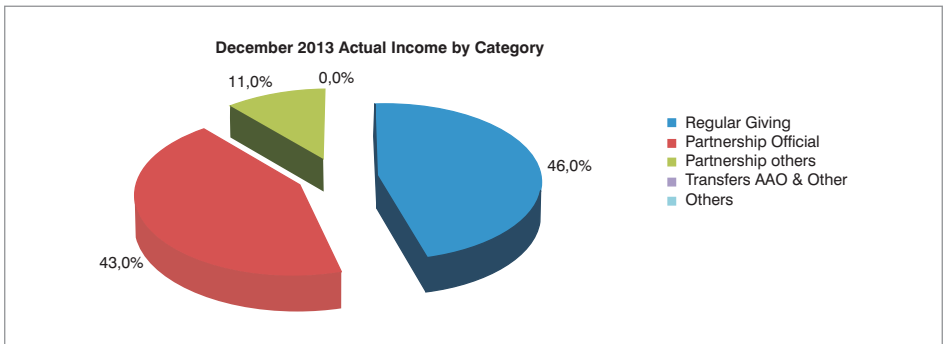
The Regular giving income portion constitutes 46% of CP income and increased by a further 9% from previous year. Total partnership official income constitutes 43% of total income whilst Partnership other income accounts for 11% of the received funds by December 2013. Partnership Income, however, constitutes 54% of CP Income.



**Figure 2: Actual Income by Category Vs Prior Years**



**Figure 2b: % Of Actual Income by Category**



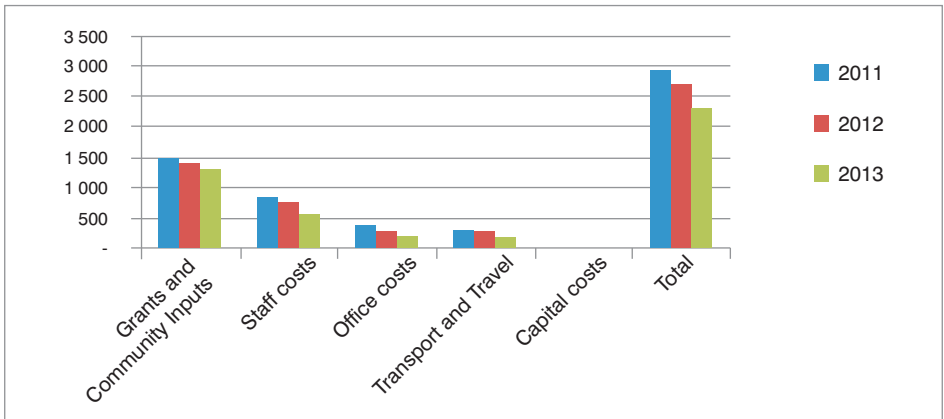
**Movement in Expenditure**

*In terms of expenditure, when compared to the year 2012, expenditure was 14% less. Figure 3 below shows that Grants and community inputs were 7% less than same period in 2012. Travel costs were 35% less than 2012 expenditure. The major reasons for the fall in the two categories are:*

- a) **Low budget utilization** - Low absorption on grants and community inputs mainly due to delays in implementation of programme activities due to the harmonized elections and recovery of 2011 and 2012 unutilized funds on some partners in quarterly disbursements for 2013.
- b) **Projects in Phased Out** - One major project (HRP), was phased out hence there was a low level of programme activities as focus was more on winding up and exiting.

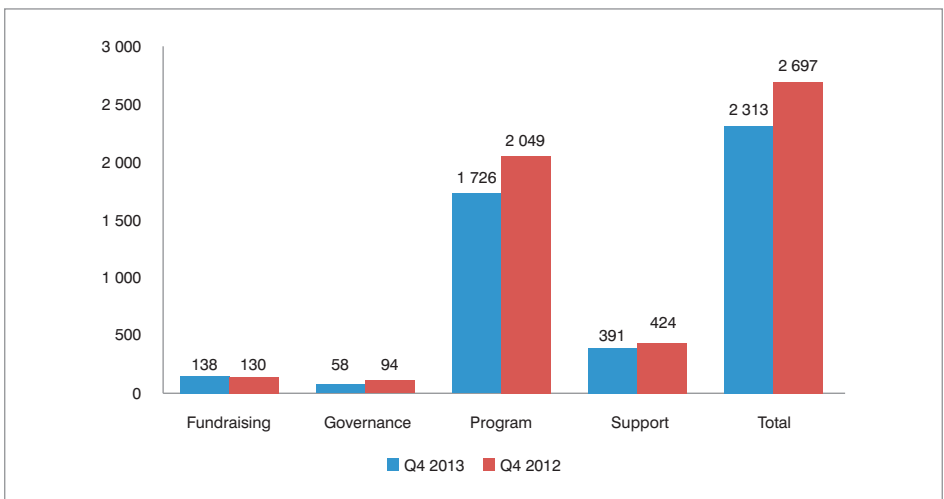
- c) **Staff costs** went down due to reduction of staff following restructuring and non-renewal of some Staff Contracts at the end of 2012.

**Figure 3: 2013 Actual Expenditure Vs. Prior Years by Natural Classification**



Comparison of statutory costs classification with the year 2012 reflects that all costs decreased by 14% in 2013. In Figure 4, Program costs decreased by 16%. Governance costs decreased by 38% in 2013. Fundraising costs increased by 6% due to increase in the number of sponsors and LRPs requiring services and the need to do more fundraising in view of diminished Regular funding. Two of the LRPs are still new, namely Saunyama and Nyamaropa. Support costs decreased by 8%.

**Figure 4: Q4 2013 Actual Expenditure Vs. Q4 2012 by Statutory Classification**



## 5. HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT REPORT FOR 2013

The CP selected as its human resources theme HARAMBE, meaning let's pull together in Swahili. We chose this theme in the light of anticipated challenges of high work load as a result of a much smaller staff complement of 24 in 2013 compared to 40 in January 2012. Despite the reduced staff numbers, the Harambe theme sought to foster improved staff collaboration. Everyone was already aware that there was a highly ambitious strategy for 2014-2018 in the pipeline, therefore this required a recommitment of staff to the organisation vision of a *"Zimbabwe without poverty and injustice"*. This recommitment meant we needed to come up with various staff motivational initiatives.

For 2013 the Senior Management Team of ActionAid Zimbabwe made a strategic decision to focus on strengthening teamworking skills in the organization to prepare the Country Programme to embark on the highly ambitious new Country Strategy Paper (2014 - 2018) which was to be launched later on in the year (November 2013). Management's decision to focus on building a strong team followed the acknowledgement that, deepening the impact of AA Zimbabwe work, in the fight against poverty and in a context of reduced



A team building exercise for AA Zimbabwe staff in December 2013

donor funding and a small core staff complement there was need to motivate staff to recommit themselves to the organization's vision and mission. This management set out to achieve with the cooperation of staff through the following interventions rolled out across the year:

In January 2014, AA Zimbabwe engaged in a team building retreat held at Chengeta Lodge over a two day period. The programme for this retreat was designed around demonstrating in practical games and exercises the theme of "the whole being greater than the sum of its parts". This highly interactive, fun and relaxing two days where staff could de-roll and share fears, concerns and hopes in a "safe space", positioned the organization to move forward as a cohesive team committed to the achievement of the Country Programme Plans for the year.

This activity was followed by the introduction of graduate and undergraduate volunteers to the ActionAid team. In retrospect, this initiative served to act as the single most effective innovation in building a more conducive working environment in the organization. The introduction of exposed, well-educated, energetic and innovative volunteers who work hand in hand with experienced staff has added great value to the work environment. These young team members have assisted existing staff to question the efficiency and



Ebenezer Tombo (squatting) and Joyce Mapfumo play hide and find game at Chengeta Lodge during a team building exercise as part of demonstrating the importance of listening.

effectiveness of processes and procedures based on new technological initiatives, methodologies and ways of working. This has resulted in faster turn-around times for routine processes, reduction in unnecessary bureaucracy, and motivation of existing staff as tangible results were witnessed and shared quarterly in all staff meetings.

This drive towards a more productive working environment was further enhanced by introducing ten minute time slots each Friday to celebrate the unique qualities of each staff member by enlisting participating staff to note on coloured paper placed above the working station of the celebrated staff member, positive qualities appreciated by co-workers. Furthermore, a floating trophy, awarded quarterly to the unit demonstrating most compliance with organizational initiatives such as holding of weekly departmental meetings, timely completion of performance management appraisals and outstanding achievements in either fundraising, innovation or modelling of organizational values was awarded at all staff meetings. Staff interaction was further encouraged by monthly celebration of staff birthdays with cake and tea being served. On the 6th of November AA Zimbabwe launched its Country Strategy Paper (2014 - 2018) entitled Strengthening Citizens' Actions Against Poverty. This highly publicized and well attended strategy launch held at Phandari Lodge, paid tribute to the effective team working efforts of staff across the country programme.

In December 2013, the team came together once in Nyanga again to celebrate achievements for the year in a team building initiative held at Far and Wide. The exacting physical exercises, fun treasure hunts and evening bonfires allowed colleagues to rub shoulders in new and fun ways, for hidden talents to emerge and new friendships to be fostered and celebrated.

Therefore the low staff turnover rate for 2013 and effective programme implementation are a result of these initiatives.

**6. AA ZIMBABWE PARTNERS**

**Project Partners**

Basilwizi Trust  
ZELA  
Habakkuk Trust  
MURRA  
YAT  
LGDA  
WIPSU  
The Women Trust  
E Africa  
NYDT  
ZIMRIGHTS  
CCMT  
Musasa

ZYWNP  
ZWLA  
CHRA

**LDP Partners**

FACT Rusape  
FACT Nyanga  
HEFO  
Batsiranayi Programme  
FCTZ  
SRHBC  
SCPP  
DOMCCP

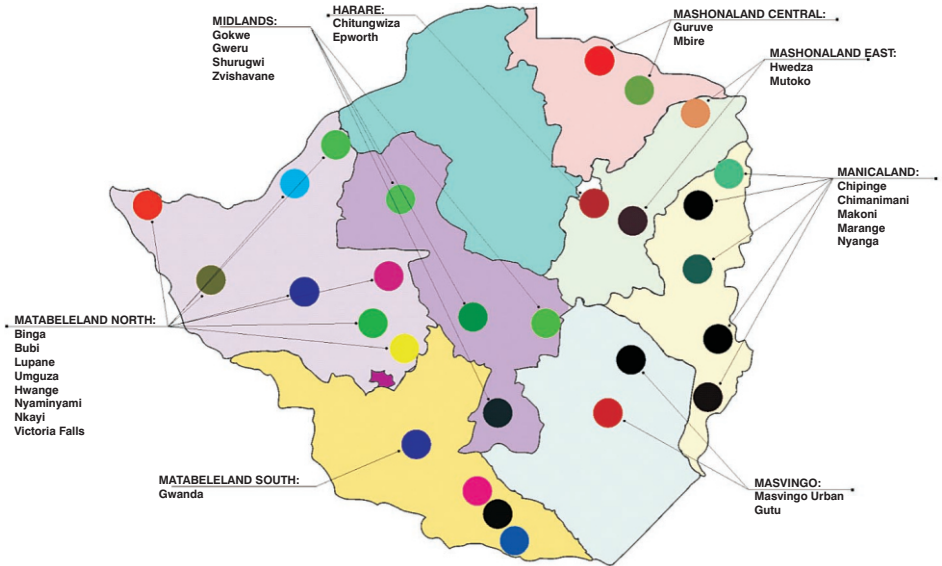


Steaming off after a team building work out at Far and Wide and breaking off organogram barriers. Left to right: Tinashe Tshuma (PQE Intern), Ronnie Murungu (Country Director), Precious Gombera (Programme Officer Governance) and Evans Gomera (Accountant).

## 7. GEOGRAPHIC SPREAD OF AA ZIMBABWE ACTIVITIES

- Manicaland Province (Chiendambuya, Makoni, Nyanga, Chipinge, Marange)
- Mashonaland East Province (Hwedza, Mutoko)
- Mashonaland West Province (Chinhoyi, Makonde, Kariba)
- Masvingo Province ( Masvingo urban, Gutu)
- Midlands Province (Gweru, Gokwe, Zvishavane,Shurugwi)
- Bulawayo Province
- Matabeleland North a (Bubi, Umguza, Nkayi, Hwange, Binga, Victoria Falls, Nyaminyami)
- Matabeleland South Province- Gwanda
- Harare- Epworth, Chitungwiza, Dzivarasekwa

### ACTIONAID ZIMBABWE OPERATIONAL DISTRICTS



**8. AA ZIMBABWE STAFF 2013**

<b>No</b>	<b>Employee</b>	<b>Position</b>
1	Augustine Elvis	Grad Trainee - Sponsorship
2	Bore Tsuru	Child Sponsorship Manager
3	Bote Takaitei	Communications Officer
4	Chidawaywa Tinashe	Graduate Trainee - Finance and Admin
5	Chinenere Tanatswa R	Graduate Trainee - Admin
6	Gambura Diana F. I.	Graduate Trainee - HROD
7	Gombera Precious	Program & Policy Officer - Governance
8	Gomera Evans	Accountant
9	Gumbu Farirayi	Child Sponsorship Officer
10	Jazi Philemon M.	Head of Programs & Policy
11	Jonga Beauty K	Internal Auditor
12	Kanengoni Nigel M	IT Coordinator
13	Madyira Gracious	P4C Logistics & Admin Officer
14	Makovere Paddington	Finance Officer
15	Makuku Mary	Admin Assistant
16	Mandide Godfrey	Head of Finance
17	Manuel Adele	Head of HROD
18	Mapfumo Joyce	Office Orderly
19	Maruza Chipu Gladys	Child Sponsorship Officer
20	Matimati Peter Clever	LDP Manager
21	Matsika Lillian	Program & Policy Manager - Governance
22	Motsi Linda Nyasha	Graduate Trainee - Fin & Admin
23	Mukonde Ellen	Graduate Trainee - Sponsorship
24	Murungu Ronnie J K	Country Director
25	Mushunje Esau	Office Orderly
26	Muzaka Enock	Driver/External Liaison



27	Nharingo Garisai F	Graduate Trainee - IT
28	Pasirayi Selina C	Program & Policy Manager - Sust. Agriculture
29	Sinosi Isobel	HROD Officer
30	Sithole Betty	Program & Policy Manager - Women's Rights
31	Tombo Ebenezer	PQE Manager
32	Kandishaya Miriam	Volunteer - Communications
33	Mudzongo Wadzanai	Volunteer - Sust. Agric
34	Muyambo Blessing	Volunteer - Women's Rights
35	Tshuma Tinashe M	Volunteer - PQE



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