



2019 ANNUAL REPORT



WE ARE CALLING FOR
ACCOUNTABILITY AND TRANSPARENCY
IN THE GOVERNANCE OF THE OIL AND
GAS SECTORS.

WE ARE ADVOCATING FOR
MINERAL GOVERNANCE
REFORMS

TINOTENDA EU
SUTSISIGIRO TWEVU
SIVABONGA EU
BUSEKELO LIVENU

GOVERNMENT OF ZIMBABWE URGENTLY
ADOPT THE EXTRACTIVE INDUSTRIES TO
TRANSPARENCY ACT (EITF) TO
HELP PROMOTE TRANSPARENCY
AND CORRUPTION IN THE
MINING INDUSTRY

WHO WE ARE



Vision

A just, equitable and sustainable Zimbabwe in which every person enjoys the right to a life of dignity, freedom from poverty and all forms of oppression



Mission

To work with people living in poverty and exclusion in Zimbabwe to achieve social justice, poverty eradication and gender equality.



Core Values

- **Mutual Respect:** requiring us to recognize the innate worth of all people and the value of diversity
- **Equity and Justice:** requiring us to ensure the realization of our vision for everyone, irrespective of gender, sexual orientation and gender identity, race, ethnicity, caste, class, age, HIV status, disability, location and religion
- **Integrity:** requiring us to be honest, transparent and accountable at all levels for the effectiveness of our actions and our use of resources and open in our judgements and communications with others
- **Solidarity with people living in poverty:** lack of power and exclusion will be the only bias in our commitment to the fight against poverty, injustice, and gender inequality
- **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, injustice, and gender inequality
- **Independence:** from any religious or party-political affiliation
- **Humility:** recognizing that we are part of a wider alliance against poverty and injustice.

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ACRONYMS

AAI	ActionAid International
AAZ	ActionAid Zimbabwe
ABS-TCM	African Breeders Services for Total Cattle Management
ACDEG	African Charter for Democracy, Elections and Governance
AIPA	Access to Information and Protection of Privacy Act
ACT	Aids Counselling Trust
ART	Appropriate Rural Technologies
AU	African Union
CDF	Constituency Development Fund
CP	Country Programme
CSO	Civic Society Organisation
CSP	Country Strategy Plan
CMR	Country Model Review
CSR	Corporate Social Responsibility
CBT	Cash-Based Transfer
CLIC	Crop and Livestock Innovation Centre
DANIDA	Danish International Development Agency
DCPCs	District Civil Protection Committees
DFID	Department for International Development
DOMCCP	Diocese of Mutare Community Care Programme
DRR	Disaster Risk Reduction
EC PANAF	European Commission Pan African Programme
EESCR	Economic Environmental Social and Cultural Rights
EHT	Environmental Health Technician
EMA	Environmental Management Agency
EU	European Union
FACE	Family Action for Community Empowerment
FACT	Family AIDS Caring Trust
FAWEZI	Forum for African Women Educationalists Zimbabwean Chapter
FGG	Fair Green and Global
GBAZ	Goat Breeders Association of Zimbabwe
GMB	Grain Marketing Board
RDC	Rural District Council
GBP	Pounds

GC	Guidance and Counselling
GVC	Goat Value Chain
GoZ	Government of Zimbabwe
GRPS	Gender Responsive Public Service
HEFO	Health Education Food Organisation
HIV	Human Immunodeficiency Virus
HRBA	Human Rights Based Approach
JPV	Jekesa Pfungwa Vulingqondo
LCDZ	Leonard Cheshire Disability Zimbabwe
LRP	Local Rights Programme
LSA	Lean Season Assistance
M and E	Monitoring and Evaluation
MEAL	Monitoring, Evaluation, Accountability and Learning
MP	Member of Parliament
MS-TCDC	Ms Training Centre for Development Cooperation
NGO	Non-Governmental Organisation
NPA	National Plan of Action
NPRC	National Peace and reconciliation Commission
NYP	National Youth Policy
POSA	Public Order and Security Act
PPL	Postcode Peoples Lottery
PSA	Partnership for Social Accountability
PVC	Pork Value Chain
RG	Regular Giving
RWA	Rural Women Assembly
RDC	Rural District Council
RTGS	Real Time Gross Settlement
SADC	Southern African Development Committee
SAFAIDS	Southern African AIDS Dissemination Service
SDC	School Development Committee
SDG	Sustainable Development Goal
SAPST	Southern African Parliamentary Trust
SBGV	Sexual Gender -Based Violence
SI	Statutory Instrument
SMS	Short Message Service
SRHR	Sexual Reproductive Health Rights
UCW	Unpaid Care Work
UK	United Kingdom

UMDC	United Movement for Democratic Change
UNDP	United Nations Development Programme
USD	United States Dollars
WASH	Water, Sanitation and Hygiene
WFP	World Food Programme
ZEC	Zimbabwe Electoral Commission
ZAGP	Zimbabwe Agricultural Growth Programme on
ZELA	Zimbabwe Environmental Law Association
ZIMRIGHTS	Zimbabwe Human Rights Association
ZIMSOFF	Zimbabwe Small Organic Farmers Forum
ZIMVAC	Zimbabwe Vulnerability Assessment Committee
ZINASU	Zimbabwe National Association of Students Union
ZHRC	Zimbabwe Human Rights Commission
ZRBF	Zimbabwe Resilience Building Fund
ZRP	Zimbabwe Republic Police
ZVA	Zambezi Valley Alliance

1.0 2019 Message from the Country Director



For ActionAid Zimbabwe (AAZ), 2019 was a mixed bag of threats and opportunities for the country programme. The year started on a sad note with the death of 344 people, over 347 missing and presumed dead, 4500 displaced and over 270000 people affected by the devastating effects of Cyclone Idai. The cyclone hit the communities of Chimanimani and Chipinge in March 2019. AAZ immediately responded with food aid and non-food items such as sanitary wear, towels and pots and pans targeting mostly women and girls who are generally affected the most by emergencies.

AAZ later introduced an Early Recovery Cyclone Idai Response whose focus was to promote communities' resilience in the face of the disaster with interventions on women leadership and protection, water and sanitation and shelter provision

for the displaced. Focusing on women's rights is at the cornerstone of the ActionAid Humanitarian Signature which is concerned with women protection, leadership and accountability to stakeholders. Our implementation of the Women Led Cyclone Idai intervention in Manicaland saw us receiving a Sustainable Development Goals Award due to the impact we made in the communities of Manicaland. This was accorded by the Corporate Social Responsibility (CSR) Network at Manicaland Provincial level and nationally. It was indeed a humbling experience as the CSR Network, working in partnership with the government of Zimbabwe recognized our efforts.



ActionAid and partner staff from Jekesa Pfungwa Vulingqondo with the SDG Award on best NGO to implement Cyclone Idai Response in Manicaland

The year saw us launching our new Country Strategy Plan (CSP) for 2018-2023, entitled, Citizen's Collective Actions for Social Justice, where our emphasis is on promoting social justice, gender equality and poverty reduction. Our efforts in working with citizens started paying off. We joined energies with groups such as Activista Zimbabwe, other civic society organisations and members of the media to lobby our Parliamentarians and relevant government ministries to implement the various processes needed for Zimbabwe to ratify the African Charter on Democracy, Elections and Governance (ACDEG). Following the approval of the Charter by the President of Zimbabwe and the Parliament, what is outstanding now is the transmission and deposition of the document with the African Union

(AU)—thereby symbolising full ratification. ACDEG is an AU instrument that sets the standard and tone for good governance, popular participation, rule of law and human rights in Africa, Zimbabwe included.

Our resources to support our social justice work under the child sponsorship programme continued to go down due to the global financial crisis. However, new opportunities to support our work in women's rights, resilience building, sexual reproductive health rights for women and the youth and inclusion of smallholder women farmers in national programmes, emerged. This was through the Empowered Adolescent Girls for Improved Quality of Life Programme, the Zimbabwe Agricultural Growth Programme (ZAGP), the Zimbabwe Resilience Building Fund (ZRBF) Crisis Modifier and Partnership for Social Accountability Project, which brought new resources to support communities. This boosted institutional funds although fundraising initiatives continued unabated as we thrive to push for social justice.

A major highlight within AAZ was the implementation of the Country Model Review to align our work with the new strategy. While the structural redesign process was rigorous and painful as we said goodbye to some of our most hardworking staff members, it resulted in us coming up with a new structure that is fit for purpose and relevant to an ever-changing global environment. The year therefore ended on a high note with a new lean structure poised to work with people living in poverty and exclusion.

2. Development Context

Following the 2018 general elections, the government of Zimbabwe has been focusing its energies on stabilising the economy. However, over the two-year period (2018-2019), there has been a systematic escalation of human rights violations throughout the country, which have seen a further regression of the economy. This has resulted in millions of Zimbabweans facing starvation with others seeking refuge in neighbouring countries and beyond.

The political and economic crisis was heightened more by the January 2019 fuel price hikes which triggered protests and sporadic violence. Joint police and military contingents conducted crackdowns in the most restive locations.

The volatile situation adversely impacted AAZ programming and activity implementation. In the aftermath, the need for more work to be done in promoting adherence to the rule of law and the observance of human rights was apparent. The call by the government for an inclusive political dialogue is commendable, however, government's desire and political will to make the process inclusive is yet to be realised.



Activista Members during a Creative Activism Training at Global Platform Zambia

Human rights provisions in the 2013 Constitution continued to be ignored. The government did not enact new laws or amend existing legislation to bring them in line with the Constitution and Zimbabwe's international and regional human rights obligations. Repressive laws such as the Access to Information and Protection of Privacy Act (AIPPA), the Public Order and Security Act (POSA), and the Criminal Law (Codification and Reform) Act were neither amended nor repealed in a way that promotes the right to access information and or freedom of expression. These laws were used under the Robert Mugabe rule to severely curtail basic rights. Requests for information were routinely denied and peaceful protests dispersed. It is also during 2019 that the Constitution Amendment Bill was drafted and the process of reviewing the National Youth policy commenced. Consultations for the National Youth Policy were held in every province. However the process did not cater for those living in marginalized areas to also participate as the consultations were centralized at provincial level.

The year 2019 was fraught with administrative interventions that were announced by a rapid and seemingly erratic string of Monetary Policy Statutory Instruments. The knock-on effect on the market triggered speculation, drove up inflation and weakened the country's newly introduced currency. Of particular to note was Statutory Instrument (SI) 142/2019. It had a drastic impact on the majority of suffering citizens who were receiving cash donations in United States Dollars (USD) under an AAZ Lean Season Assistance (LSA) Project supported by the World Food Programme (WFP). Without warning, it upset the multicurrency regime which had been in use for a decade. The WFP had to consider new ways of assisting suffering citizens who lost out some of their entitlements as way forward was being sought.

The year under review was also manifest with serious challenges related to the provision of gender responsive public services (GRPS). Disease outbreaks such as cholera and typhoid were rampant as an outcome of the lack of access to safe and clean water, and sanitary services. In August 2019, the Zimbabwe Vulnerability Assessment Committee (ZIMVAC) rural livelihood assessment estimated 59% (5,5 million people) to be food insecure with limited access to food at the peak hunger period (January- March 2020). Adding salt to this gaping wound, the government of Zimbabwe introduced the SI 145/2019 which sought to regulate the sale of maize, making it more difficult for the underprivileged

to access this basic staple. Meanwhile, in other areas the distribution was reportedly done on partisan basis.

The above challenges have placed tremendous demand on and escalated the need for AAZ and other civic society organisations (CSOs) to double down their efforts. Women, children and young people bore the brunt of this situation the most.

Zimbabwe was among the Southern African countries hardest hit by the destructive forces of Cyclone Idai. Chimanimani and Chipinge were the most



Devastating effects of Cyclone Idai

ravaged, as livestock, public infrastructure and human life were lost. The scale of devastation drew the attention of the development community, faith-based organisations and government. AAZ intervened in the form of a Cyclone Idai Response, focusing on women protection and leadership. The Cyclone Idai Response Team featured Activista members, who remarkably supported the humanitarian relief effort. Cyclone Idai also exposed budgetary, planning and competence gaps, in the government's capacity and preparedness, when it comes to responding to disasters.



3. Programme Priorities for 2019

In line with the CSP, AAZ implemented programmes as per the following Priority Areas:



Priority 1

Empower women and girls living in poverty and exclusion to challenge the structural causes of violence and secure economic justice.



Priority 2

Ensure increased civic participation and state accountability for the redistribution of resources and delivery of Quality, GRPS, such as accessible public education.



Priority 3

Empower communities and women, targeting young women, living in poverty and exclusion, to secure their rights to land and natural resources for improved livelihoods and sustainable agriculture, as well as advocating for climate justice.



Cross-Cutting Intervention

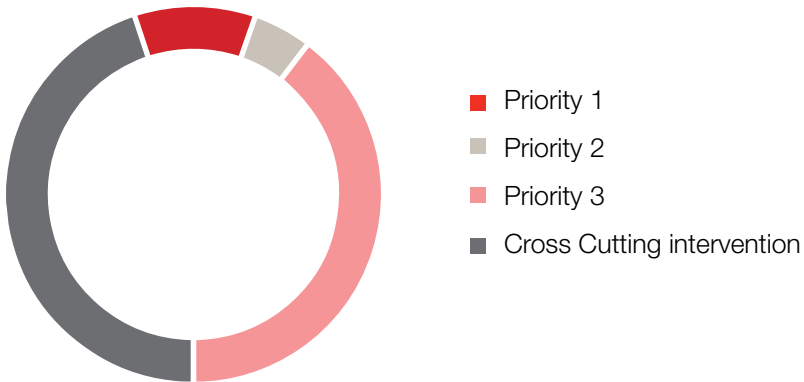
Advance Transformative, Women-Led Emergency Preparedness, Response and Prevention.

3.1 Country Programme Reach

During the year under review, AAZ implemented programmes in Manicaland, Mashonaland Central, Mashonaland West, Mashonaland East, Matabeleland North, Matabeleland South, and Harare. A total of 80005 people (44362 female and 35643 male) were reached by AAZ priority areas and the cross-cutting intervention in these seven provinces. The reach of the CP per priority area is as summarised below:

Priority/Intervention	Female	Male	Total Reach
Priority 1	6335	2273	8608
Priority 2	1047	1182	2229
Priority 3	16409	16337	32746
Cross Cutting Intervention	20571	15851	36422
Totals	44362	35643	80005

Percentage Contribution to Reach by Priority Area



4.0 Priority 1



Empower women and girls living in poverty and exclusion to challenge the structural causes of violence and secure economic justice.

4.1 Key Achievements for Priority 1 in 2019

A total of 8608 people, comprising of 6335 female and 2273 male, were reached by the various Priority 1 interventions as follows:

Intervention	Female	Male	Total Reach
Empowering Girls to Overcome Barriers to Education Programme	2490	884	3374
Adolescent Girls for Improved Quality of Life Programme	3400	1263	4663
Global Campaign	445	126	571
Totals	6335	2273	8608

4.1.1. Global Campaign

During the year under review, AAZ developed a Global Campaign strategy to feed into the federation's campaign on Women's Labour, Decent Work and Public Services. AAZ is focusing on GRPS (water and sanitation) and Unpaid Care Work (UCW) as part of the Global Campaign. At the Local Rights Programme (LRP) level, sensitization trainings on UCW were conducted and they reached 348 women and 85 men. These trainings resulted in improvements in the recognition, reduction and redistribution of UCW for women in Manicaland and Mashonaland East, where the trainings were conducted. For example, men in these areas took it upon themselves to dig wells closer to their homesteads to reduce the time spent by women on fetching water. Some men were even fetching water for household use. Because of climate change, water and firewood especially in the

rural areas is now scarce within the vicinity. This has become a double tragedy particularly to women with disability. Hence, the appropriate rural technologies (ART), such as scotch carts, are now used to fetch water and firewood by men. This lessens the burden of UCW on women. Women are also using these scotch carts and by so doing it reduces the amount of time and labour spent.



ABOVE:
The Global Campaign Launch in Harare with AAI Board Chairperson Nyaradzai Gumbonzvanda and AAI Programmes Director, Everjoyce Win in front from left

LEFT:
Musa Mbiba of Komayanga, Nkayi during the launch on the Global Campaign in Harare

4.1.2. Empowering girls in Zimbabwe to overcome barriers to education

AAZ is implementing the Empowering Girls to Overcome Barriers to Education Programme in Nyanga, in partnership with Family AIDS Caring Trust (FACT), Dioceses of Mutare Community Care Programme (DOMCCP), and Simukai Child Protection Programme. The programme seeks to support in and out of school girls to achieve their right to education and prevent them from any form of abuse. During the year, a total of 132 girls had their school fees paid under this programme. This comprised of 102 girls supported through direct school fees payment and 67 through proceeds from in-school livelihood projects in Nyanga. Girls who had lost hope of finishing their secondary education finally managed to write their 'Ordinary' level examinations, through support from AAZ. Two out of four who wrote passed and proceeded to Advanced level.

Following trainings on children's rights in schools and communities, communities now respect the importance of educating the girl child. A total of 59 trainings were conducted in Nyanga district, 31 of them in schools and 28 in communities. Forty of these trainings were conducted in communities and schools in Nyamaropa, 13 in Nyanga and six in Saunyama, LRPs. For example, Nyajezi Primary School used to have 15 girls dropping out of school each year. In 2019, only one girl dropped out because she had transferred to Harare and it was not clear if she continued going to school. Girls have always been disadvantaged in education as preference is given to the boy child, especially when there are insufficient resources to finance their education at household level. Facilitating girls to go to school helps in shifting power towards the girlchild.

A total of 623 girls were recruited by mentors from the community and educated on their rights and responsibilities. This included topics on sexual and reproductive health and rights (SRHR), child marriages, and referral pathways. These girls now have increased knowledge in these areas and are empowered to demand their rights. Some of the girls now have confidence to speak out on issues affecting them, such as reporting cases of abuse. Six girls from Nyanga were rescued from early marriages after they alerted ActionAid partners and community leaders. In-school children who used to fear teachers are now confident. Children, particularly girls, used to hesitate to report incidents of abuse perpetrated by their teachers due to several reasons including being beaten and

expelled from school. They were also discriminated against by other students especially if sexually abused. Now they are reporting these cases confidently through several reporting mechanisms, like suggestion boxes and the guide and counselling (G and C) teachers.

Information disseminated to various community members during sensitization meetings in Saunyama chieftainship has brought a shift and alertness among community members. Traditional leaders and community members now realize the importance of educating the girl child and some have begun to take steps in interrogating cases of school dropouts. For instance, village leaders and community members from Tendanayi Village nine of Nyatate, Ward 17 in Nyanga, took steps and successfully engaged teachers and the District Education offices to facilitate the re-engagement of a form two girl who had dropped out of school due to lack of school fees. In another example, Chief Hata from Nyanga is now a champion of child protection. He now conducts community sensitisation programmes and organises safe platforms where girls are given opportunity to share their experiences. He has linked abused children to relevant service providers. Chief Hata assisted 12 girls and four of them sought refuge at his homestead while six were referred to the police, and two to the Department of Social Welfare.

In Mapako Ward 18 under Chief Saunyama, the local traditional leader worked with case careworkers, village health workers, community members and the school administration team. They facilitated second chance education for five girls who had dropped out of school due to early and unwanted pregnancies in 2018 and 2019. All the five girls who had dropped out were accepted back into school and they wrote their Ordinary level examinations. Four out of the five girls passed their examinations and proceeded to Advanced level, and of the four, three are now being assisted with school fees by another NGO while the other girl's school fees is being paid by her parents.

Two cases of teenage girl abuses in Saunyama were reported and taken through the channel of justice in the year under review. Both girls went through medical examination processes where it was proved that they were sexually abused. Unfortunately the perpetrators in both these cases were not apprehended because they had already fled the area but the police are continuing to look

out for the perpetrators to ensure there is justice. Part of the interrogation of these cases showed that the girl child is now empowered to report any form of abuse that may be done against her. This is although the time that is taken to report is too long and perpetrators flee before being caught.

Girls with disabilities are now enrolling in school, for example one 12-year old girl was scheduled to enroll at Nyamahumba Primary School in January 2020, which is a first for the school. This was as a result of child protection committees and community sensitisations supported by ActionAid and partners. Children with disabilities were left at home because parents did not value educating a child with disability. The community sensitisation

programmes have helped with changing the perceptions of the parents and are now promoting the education of children with disabilities. Lack of appropriate infrastructure for persons with disabilities also hindered the enrolment of children with disabilities in school.

Girls have through the livelihood projects run at school as part of the Empowering Girls to Overcome Barriers to Education Programme gained entrepreneurship skills which they use when they leave school. This helps delay early girl child marriages.

4.1.3. Empowered Adolescent Girls for Improved Quality of Life

AAZ is working with three partners, namely the Forum for African Women Educationalists Zimbabwe Chapter (FAWEZI), Leonard Cheshire Disability Zimbabwe (LCDZ) and AIDS Counselling Trust (ACT) to implement the Empowered Adolescent Girls for Improved Quality of Life project. The project aims to empower adolescent girls in three areas in Zimbabwe namely,



Maxin from Nyamaropa is one of the girls supported through a piggyery project under the Empowering Girls to Overcome Barriers to Education Programme

Hopely, Shamva and Chitungwiza. The three partners are working with highly marginalised girls and young women, living in poverty, in and out of school and people with disabilities.

A total of 2700 girls were reached by the Empowered Adolescent Girls for Improved Quality of Life Project. Positive outcomes were noticed in schools and on adolescent girls following the implementation of the project. This was achieved through the implementation of Tuseme, a methodology which empowers girls to speak out. One school Head from Wadzanayi High School in Shamva remarked that the Tuseme methodology had brought confidence to the learners in terms of speaking out on Gender Based Violence (GBV). These sentiments were also echoed by other school heads from Shamva and Chitungwiza and these comments were provided during the roll out of Tuseme.



Wendy Muzite, a community volunteer with some of the girls who are using Tuseme Methodology

The Empowered Adolescent Girls for Improved Quality of Life project has facilitated an improved relationship between teachers, heads, learners and parents due to the interactive nature of the model. The learners indicated that they were happy because the programme brought school heads, teachers, parents and other stakeholders into an open discussion with them. The children are now able to discuss issues that were affecting them without fear. Priscilla, a club chairperson from Wadzanayi High School in Shamva said:

“Tuseme has helped us to initiate conversations with our teachers even on topics that we were scared to talk about as learners. In class the teachers are now friendly and balancing the participation between boys and girls.”

Progressive actions were taken by school management after receiving requests from Tuseme club members. The School Development Committee (SDC) at Chaminuka Primary School in Shamva bought a water tank after the learners performed theatre on their experiences on failure to use the toilet as a basic right as part of Tuseme approach. They were facing challenges using the toilet as the general hand worker locked the toilets because of water challenges. Learners at Seke 5 High School acted out how they were affected by the practise of announcing the lowest performing pupils. The school abolished this policy thereafter. The school head apologized to the learners indicating that she was not aware that it affected them as it demoralized and discouraged the affected pupils from working hard.

The Council Chairperson at Madziwa Mine Primary School in Shamva indicated that he was going to engage the Constituency Development Fund (CDF) committee for the school to be assisted with water pipes to connect clean water to the school. The Zimbabwe National Water Authority (ZINWA) will be engaged to provide water to the school. This development was after Tuseme club members brought up the issue of water poisoning by cyanide into a school water source by a Bindura nickel company. This had left them with no access to safe water. In another issue, the school head for Madziwa Mine Secondary School highlighted that he was going to have an emergency meeting with the teachers after the learners had acted out a performance which showed that some students walked 12km to and from school. The pupils were punished for coming late to school after travelling the 12km distance.



Patience Muronzi, one of the young women community volunteers training community members to mainstream disability issues when they look at children's rights

Nineteen (nine boys and ten girls) children with hearing impairments had their ears cleaned and their hearing tested in Harare as part of the Empowered Adolescent Girls for Improved Quality of Life project. In addition, the 19 would have hearing aids fitted onto them following the testing.

4.2 Lessons Learnt and Recommendations for Priority 1

- There is need to equip women and girls by implementing livelihood programmes with more skills, techniques and recent information. This enables them to adjust to the prevailing economic situation where saving in local currency is becoming problematic in Zimbabwe.
- There is need to actively involve young women in research. This will help to identify the challenges that hinder women participation in community development.
- Income savings and lending schemes (ISALS) work better in rural areas than in urban communities. People in rural areas know each other very well including their socio-economic status and trust each other better as they are less mobile than in urban set ups.
- Stakeholder analysis is very critical and should be done right from the start of a project to avoid disturbances during project implementation. Stakeholder analysis helps to understand each stakeholder's priorities.
- Having perpetrators of violence against women and girls return to the communities after reports are made to the police, puts survivors at risk. There is need to engage with prosecutors to find best ways of protecting the survivors.
- Safeguarding mechanisms should be put in place at project design stage and implemented throughout the duration of the project. This is to ensure that everyone supported is safe from sexual exploitation, harassment and abuse. This requires raising awareness in communities and putting measures in place for prevention supported by robust response mechanisms.

4.3 Priority 1 Impact Story for 2019

4.3.1. Girl rescued from child marriages through a campaign on empowering girls

By Lazarus Chipere, AAZ Project Officer

Maria Rembo (not her real name), aged 17 years, is one of the six girls from Nyanga District, Manicaland Province, to be freed from the clutches of forced marriage. Thanks to AAZ partners, the Department of Social Welfare, and community child protection watchdogs, who are implementing the Empowering Girls to Overcome Barriers to Education Programme in this district.

Maria was forcibly stopped from going to school by her grandmother to marry a “well off bachelor” as a means of survival for the family amid her form 4 studies. Her parents are separated and had left her in the care of the grandmother who was responsible for paying her school fees.

Seeing the grandmother’s challenges in paying for Maria’s fees in 2017, AAZ and partners picked Maria up as one of the girls to have thier school fees paid under the Empowering Girls to Overcome Barriers to Education Programme. Despite the school fees being paid by AAZ, the grandmother, with the influence of an aunt, in 2019 decided to marry Maria off.

Maria refused to be married which saw her into being emotionally abused by her grandmother and aunt.

“I suffered verbal, neglect and emotional abuses from my grandmother and aunt who hid my school shoes and socked my uniforms in water when I insisted on wanting to go out to school. They shouted at me for being arrogant and for disrespecting my grandmother’s directive,” said Maria.

Seeing she could not stand the heat, Maria ran away from home and sought refuge at a local chief’s place. The progressive chief acted immediately and referred her to an ActionAid partner, Family Aids Caring Trust (FACT). FACT teamed up with the Department of Social Welfare and rescued Maria. She was then placed at a local safe house where she lived and continued with her education freely. FACT

paid up Maria's school fees for 2019 and examination fees for seven subjects at ZW\$100 per term and ZW\$15 per subject respectively. As luck would have it, she passed all the seven subjects.

Maria is so empowered to an extent that she embarked on a hunger strike when there were delays in paying her school fees after she had been rescued. The delays which were linked to changes in monetary policies in Zimbabwe, were rectified by FACT and she continued with her education.

Maria said her dream is to be a teacher when she finishes school. Trainings on child rights and protection done by FACT, community members and traditional leaders have helped save Maria and six other girls from child marriages in this community. Some chiefs and other local religious leaders who are the custodians of harmful cultural practices which promote child marriages. Thanks to the Empowering Girls to Overcome Barriers to Education Programme. This project has facilitated visible and hidden power shifts within the local chiefs who have started campaigning against child marriages, some of whom endorsed them before. In addition, there has been a power shift from just supporting the rights of the boy child to girls like Maria herself whose future could have been ruined should she have continued in the forced early marriage.

The girls rescued from child marriages are some of the 119 girls being assisted with school fees payments, while 67 other girls are being supported through in-school livelihood projects, supported by the Empowering Girls to Overcome Barriers to Education Programme. The livelihood programmes are a sustainable means of supporting the girls and give schools control over their resources as opposed to waiting for donor funds.

The Empowering Girls to Overcome Barriers to Education Programme is reaching 3 000 girls, in and out of school in Nyanga through various interventions. These include direct school fees payment, payment of school fees through livelihoods projects, training on girls' rights and protection, and provision of dignity kits such as sanitary wear and under garments. This programme is part of the AAZ Priority 1 which emphasizes on empowering women and girls living in poverty and exclusion to challenge the structural causes of violence and secure economic justice.

5. Priority 2



Ensure Increased Civic Participation and State Accountability for the Redistribution of Resources and Delivery of Quality, Gender-Responsive Public Services such as accessible public education

5.1. Key Achievements for Priority 2 in 2019

A total of 2229 people, comprising of 1047 female and 1182 male, were reached by the various Priority 2 interventions as follows:

Intervention	Female	Male	Total Reach
Strategic Partnership for Accountability	320	280	600
Partnership for Social Accountability	17	15	32
Fair Global Green	584	783	1367
African Charter on Democracy and Governance	126	104	230
Totals	1047	1182	2229

5.1.1. Strategic Partnership for Agreement



Young women from AAZ and Activista Zimbabwe during Feminist Leadership Training in Zambia in 2019 from left Farisai Madhaka, Sarah, Chido Kapanda and Juliana Makonise



AAZ and Activista teams soon after the launch of the Youth Hub



AAZ and Activista teams at launch of Youth Hub



LEFT: Takaitiei Bote and Kundai Chikoko AAZ Communications Person and Governance Officer from left respectively displaying some of the information education materials used as advocacy tools for the implementation and ratification of ACDEG

The launch of the Youth Hub which took place on the 1st of October 2019 was a significant step in the strengthening of youth programming. A total of 17 young people with 10 being female and eight male participated at the launch. This gave a meaningful AAZ connection with communities as it advocates for social justice work that AAZ is spearheading. The Youth Hub is a physical safe space for young people to meet, share and learn taking into cognisance that civil society space is critical to promote democracy. The Youth Hub presents the opportunity to strengthen youth participation through capacity building programmes and creating a safe space where youth can meet, network, share and learn, in a country where civic space is continuously shrinking. It is envisioned that in 2020, the Youth Hub will see exciting activities being carried out, for and by young people, such as Creative Thursdays, meet your leader dialogues, as well as online debates for strengthening youth participation in decision making.

AAZ supported young people to participate in five trainings, namely; social media and opinion making, feminist leadership, creative activism, lobbying and advocacy and leadership. These were attended by 32 female and 32 male youths. These trainings resulted in a notable increase in the trained youths acting

on common causes and issues affecting them. Youths are actively taking part in initiatives such as, A Beer with Nkosilathi and some online podcast shows as they engage duty bearers on issues affecting them.

5.1.2. Partnership for Social Accountability



AAZ started implementing the Partnership for Social Accountability (PSA) project in September 2019. The project seeks to improve accountability and gender-responsiveness in public resources management. This is particularly in the areas of HIV/SRH services for adolescents and youth, and agriculture services for small holder farmers. The project is contributing to the realization of selected Southern African Development Community (SADC) regional commitments across five countries; namely Malawi, Mozambique, Tanzania, Zambia and Zimbabwe. It will run for four years starting from 2019.

The inception meeting for the PSA was conducted in December 2019 with 32 participants (17 female and 15 male) involving consortium members such as, Southern African AIDS Dissemination Service (SAFAIDS), Zimbabwe Smallholder Organic Farmers Forum (ZIMSOFF) and Southern African Parliamentary Trust (SAPST). Other stakeholders namely, Basilizwi Trust, Parliament of Zimbabwe, Agricultural Extension Services (Agritex), organic farmers and young people from

Activista Zimbabwe were also in attendance. Some of the issues highlighted at the PSA inception included the need to amplify youth voices towards addressing reproductive health rights challenges such as, teenage pregnancies and illegal abortions which strain the health sector's service delivery. Agriculture related issues of concern are on how government programmes such as agricultural inputs distribution and budgets are inclusive as women and youths were being left out. Government is also being challenged to put resources towards climate change, targeting smallholder farmers, and ensuring they are resilient in the face of climate change.

5.1.3. Fair Global Green (FGG) initiative

The FGG project reached a total of 1367 with 584 being females and 783 males in 2019. The year saw mobile human rights clinics organized by AAZ partner, the Zimbabwe Environmental Law Association (ZELA) together with Zimbabwe Human Rights Commission (ZHRC), being held. The clinics reached places where the ZHRC has not been able to reach, including hard to penetrate areas like Chiadzwa mining. The mobile human rights clinics are meant to build the capacity of mining communities on their economic, environmental, social and cultural rights (EESCR). The clinics train community monitors and provide residents in mining communities with legal support in defending their EESCR where mining is taking place. The community monitors also play as a link of communities with the ZHRC.

A total of 101 participants (39 female and 62 male) attended ZHRC mobile human rights clinic trainings in Chiadzwa, Mutare. The same training was conducted for selected human rights defenders, eight being female and 10 male, from Vimba, Chimanimani. These had their first contact with the ZHRC on human rights issues in the extractives sector. A total of 18 participants (8 female and 10 male) were trained in Hot Springs in Chimanimani as part of the mobile human rights clinics.

The ZHRC mobile human rights clinics in Mutoko empowered environmental monitors to advocate for proper environmental rehabilitation policies and respect for community members' environmental rights. They advocated their Member of Parliament (MP) and the Environmental Management Agency (EMA). This was after Illford Mining Company had decommissioned a mining site without properly rehabilitating the mining site which impacted the surrounding communities



Unidentified members of Iyasa Theater Group with placards representing issues affecting mining communities on the sidelines of the Zimbabwe Alternative Mining Indaba in 2019

negatively. The community monitors trained raised the alarm which prompted the MP of Mutoko to investigate the issue. Meetings with the community members, EMA, the MP, Rural District Council (RDC) and the company were convened by ZELA leading to EMA issuing an order to the company, to carry out the rehabilitation work.

5.1.4. African Charter on Democracy and Governance

There were various review meetings on ACDEG. These involved MPs, relevant ministries, NGOs, ZEC, youth leaders and the media. The ACDEG National Stakeholders review meeting with Parliamentarians and other key stakeholders above totaled 46 delegates being 15 female and 31 male. This came at the backdrop of three other meetings with the media, CSOs and a launch of the ACDEG legal comparative analysis. The National Review meeting held in Kariba in August 2019 provided a platform for stakeholders ranging from MPs, relevant ministries, Civic Society Organisations (CSOs), ZEC youth leaders and media practitioners to share experiences on their advocacy and lobby efforts on ACDEG. Young people made up most of the delegates. The young people were Activista members that led the process of translating the charter into three local languages being Shona, Ndebele and Tonga. The translation of the charter into local languages will increase the uptake of the charter by general citizens,

especially those that do not have a strong appreciation of the English language. This also helps in pushing for ratification and implementation. The Parliament and the Senate subsequently approved ACDEG through trainings and various advocacy efforts with various stakeholders under the “Africa We Want” banner. It now awaits full ratification and domestication.



Activista Zimbabwe members with officials from ZEC and Zimbabwe Human Rights NGO Forum during the Annual Review of ACDEG Implementation in Kariba August 2019

There has been increased coverage of ACDEG by local media following the training of journalists. At least 17 stories were posted online in 2019 compared to seven in 2018. This number excludes stories that have been featured in newspapers, radio and television.

The legal analysis of the Zimbabwean legal system viz a vis ACDEG done in 2019 led to several conclusions. ACDEG, underpinned by three pillars namely; democracy, elections and governance, is a collection of principles and commitments State Parties should subscribe to under other mechanisms of the African Union (AU) which cover human rights. Zimbabwe has signed the charter but still needs to ratify it in order to be legally bound by its provisions. National constitutional processes by The Parliament of Zimbabwe have already been done to pave way for the ratification of the charter. The government is showing commitment to have the charter ratified although progress is snail paced.

Law reform may be necessary to achieve full implementation of ACDEG with regards to commitments and principles enshrined in the charter. Non-state actors such as CSOs now have a clear point of intervention in terms of influencing ratification of the charter, law reform to bring national laws in conformity with ACDEG provisions and dissemination of the charter in Zimbabwe, among other interventions.



Honourable Misheck Mataranyika, one of the members of Parliament in the Parliament Portfolio Committee for Justice during the National Review Meeting on ACDEG in Kariba in August 2019

The legal analysis of ACDEG implementation in Zimbabwe successfully proffered broad recommendations which include the following:

- Government of Zimbabwe (GoZ) must accelerate efforts to achieve full ratification of ACDEG as national processes have already been satisfied.
- CSOs and other stakeholders should monitor progress being made by the GoZ in the area of governance and in achieving full ratification status.
- GoZ must commence the process of law reform in order to conform national laws to the charter's commitments and principles before ratification to avoid unnecessary delays in the implementation of the charter.
- CSOs and other stakeholders in the governance sector should collaborate and carry out related activities such as awareness campaigns, public interest litigation and dialogues/ seminars/ roundtables with GoZ.

- GoZ, in collaboration with CSOs and other stakeholders, should begin the process of devising strategies to implement the provisions of the charter. This includes sector by sector, including adopting a National Plan of Action (NPA) that maps the role of different stakeholders in implementing the charter.
- Stakeholders in the governance sector should develop a framework tool or template to be used for objective and periodic assessment of GoZ's performance in fulfilling the charter's commitments and principles.

5.2. Lessons Learnt and Recommendations for Priority 2

- Being a numerical majority in the country, young people provide a fertile audience to popularize the ACDEG which may be viewed as an instrument to improve their future.
- There is need to improve the quality of media reports on ACDEG. Most stories tend to give exclusive focus to the aspect of elections, yet the instrument contains 11 chapters that touch on equally important issues besides the electoral cycle.
- We learnt from the Activista initiative of translating the charter into three local languages that informed and empowered citizens can propel their issues well once they possess the requisite knowledge and capacity for action.
- There is need to demystify the charter beyond the academia, lawyers and other professionals by simplifying the charter and making it more user-friendly for the generality of the populace. Journalists, who are a major mouthpiece in the proliferation of the document, need to be trained to further accelerate dissemination.
- A baseline survey commissioned for the PSA project in November 2019 highlighted among other findings that, civic participation throughout all the processes of public resource management is crucial towards ensuring communities are effective in demanding for gender responsive public service delivery.
- If the communities are empowered through training on their rights, remedies to violations are achieved quicker for those living in marginalized areas and are impacted directly.

5.3. Priority 2 Impact Story for 2019

5.3.1. Young people taking lead in issues affecting them at local and national levels

By Alfred Towo, Digital Inspirator, AAZ

AAZ availed training opportunities to the youth through the Activista movement and partner organisations. This is being done to ensure and strengthen increased civic participation and state accountability. The Activista member trainings were on feminist leadership, leaders in residence creative activism, lobbying and advocacy and shrinking political space. Each of the trainings were targeting 15 female and 15 male youths.

The Activista Zimbabwe movement is leaving no stone unturned with regards to advocacy work to impact communities around issues affecting women and young people. The Activista trainings have resulted in a notable increase in the number of young people taking meaningful civic participation actions in the processes of state accountability in public resource management. This is crucial in ensuring that communities are effective in demanding for gender responsive public service delivery. Young people are taking actions on common issues at local, provincial and national levels through self-organising and taking initiative joint actions towards policy influencing. Their embracement of innovation and new media technologies in their advocacy work has led to the rejuvenation of the Activista Zimbabwe movement.

Ellaine Manyere, an Activista member has been instrumental in Constitutional affairs information dissemination using technology and media to reach out to women living in poverty and marginalized communities. This was after attending a two week in residence Social Media and Opinion Maker Training held at the Global Platform Zambia. Ellaine is holding community podcast dialogue sessions with young women in Sanyati on the devolution implementation process and its importance towards demanding for gender responsive public service delivery. This is no doubt benefitting young women at a local level to take into cognizance their contextual realities especially the need to reduce the burden of unpaid care work on women and girls.

Ellaine said: “I felt the urge to create an inclusive platform for women and youth to talk about national issues. I want to cultivate a system of knowledge generation and sharing in our communities. No one should be left behind in the digital revolution. Awareness is crucial and we should embrace new media communication tools and platforms for awareness raising”.



Ellaine Manyere, during the launch of the Youth Hub

The initiative by Ellaine is helping in raising young people’s awareness on issues affecting them and tracking duty bearers to demonstrate greater accountability and take steps for ensuring young people’s rights. The trainings have helped strengthen youth participation and advocacy at both local and national levels.

The trainings of Activista members have helped strengthen youth participation. This has in turn made Activista Zimbabwe a strong and vibrant youth movement advocates for the expansion of civic and democratic spaces to influence the enactment and implementation of policies and laws.

“So far, I have reached about 300 young women and girls. I want to ensure the promotion of gender balance and equality in the development processes,” said Ellaine.

Nkosilathi Emmanuel Moyo, another Activista Zimbabwe member, is the host and founder of a programme called “A beer with Nkosi” that is broadcast live on Facebook. In Bulawayo, Brighton Ncube, an Activista Zimbabwe member, is also hosting “Know Your Right with Brighton Ncube” that is focusing on proposed constitutional amendments. These initiatives are helping to promote accountability in communities where duty bearers are put to task and where young women and men are at the centre of social justice action.

Notable young people from Activista Zimbabwe who are now occupying strategic decision-making offices include Emmanuel Manyati who was elected the Provincial Deputy Commissioner for the Mashonaland East National Peace and Reconciliation Commission (NPRC).

Emmanuel Manyati said: “We must ensure that we claim effectively all the spaces where we can participate and make sure our voices are loud and clear. Our leadership should set good models for others to appreciate and follow. We must create new spaces for youth leadership and this is where youth inclusion, participation and activism are key”.

Nancy Njenge, a student at the National University of Technology was elected to the position of Gender Representative for the Zimbabwe National Association of Students Union (ZINASU) after undergoing a Feminist Leadership training organized by AAZ. Donald Marevanhema, another Activista member was also elected as the Spokesperson for ZINASU.



6. Priority 3



Empower communities and women, targeting young women, living in poverty and exclusion to secure their rights to land and natural resources for improved livelihoods and sustainable agriculture, as well as advocating for climate justice

6.1 Key Achievements for Priority 3 in 2019

A total of 32746 people, comprising 16409 females and 16337 males, were reached by Priority three activities as follows:

Intervention	Female	Male	Total Reach
Zimbabwe Resilience Building Fund	9953	11092	21045
Zimbabwe Agricultural Growth Programme	5058	4264	9322
LRP Resilience Building	1272	877	2149
African Charter on Democracy and Governance	126	104	230
Totals	16409	16337	32746

The implementation of activities under Priority three spread over three programmes namely AAZ LRPs, Zimbabwe Agricultural Growth Program (ZAGP) and Zimbabwe Resilience Building Fund (ZRBF). The ZRBF project is covering 54 wards in Mbire, Binga and Kariba districts. This covers 17, 25 and 12 wards respectively in each of the districts.

AAZ is leading the Zimbabwe Resilience Building Fund (ZRBF) consortium which includes three other partners namely, ZELA, Afrosoft Holdings Private Limited and African Breeders Services Total Cattle Management Private Limited (ABS TCM) to implement the Zambezi Valley Alliance for Building Community Resilience. The project is jointly funded by the EU, Department for International Development (DFID), the Embassy of Sweden, and the United Nations Development Programme (UNDP) under ZRBF.

AAZ is also implementing resilience building programmes in four LRPs namely Makoni, Chiendambuya, Nyazura and Nkayi. AAZ began implementing the

ZAGP which is being implemented in 20 districts in partnership with COSV, Mercy Corps and private sector livestock players. These include Shamiso and Bradford farms in the pork value chain and Michview and Zvikomborero farms in the goat value chain. The above three programmes under Priority 3 resulted in the following notable changes:

The three programmes promoted goat breed improvement using imported purebred goats (Boer and the Kalahari Red). The distribution of the goats was supported with trainings in livestock husbandry and management as well as market linkages to commercialize the value chain. Other activities implemented included small grains promotion, fodder production, poultry and pig improvement using cross breeds with high hybrid vigour. These also included pen fattening, setting up of early warning systems through information communication technologies and policy work around environmental management and formulation of by-laws. The aim of the above projects is to improve the capacity of smallholder farmers, especially women and youths, to improve their goat and pig breeds increase and production. The project also focuses on promoting farmers' access to viable markets, improve organisational efficiencies, protection of farmers' development gains and the improvement of their well being in the face of shocks and stresses such as drought.

Gender and unpaid care work were mainstreamed with the support of Ministry of Women Affairs, Gender and Community Development in training activities above. The trained people played a major role in the formation of reflection circles at ward level. This is done to capacitate women on different issues with a bearing on their welfare.

The LRPs reached a total of 2149 (1272 female and 877 male). Smallholder farmers that adopted techniques in agroecology realised better yields in the face of erratic droughts and increased farmer independence and freedom to make decisions within the food production system. The communities depended less on external inputs such as fertiliser, other chemicals and seed for food production. This was a demonstration of alternative methods to traditional conventional agriculture in the face of different shocks and stresses. The promotion of small



Agro-ecology techniques promoted in AAZ supported LRPs

livestock led to a greater impact and helped build capacity of local communities to minimize the effects of the drought.

The ZRBF has reached 43601 households since 2016. It supported 21045 households in 2019 to cope with the effects of climate change. A total of 811 households had access to safe drinking water and basic sanitation with support from the ZRBF. A total of 8829 households benefitted through the activation of the ZRBF Crisis Modifier mechanism. The goat value chain promoted more women participation and the use of proceeds from goat sales into ISALs. A total of 1010 kids were dropped across the districts giving a cumulative total of 8789 kids. Goat breeding continues to provide a cushion for farmers in the

face of harsh economic and drought conditions. A total of 128 households sold a total of 143 improved Matabele and 62 Boer off springs and realised an income of 38750RTGS (US\$1761). The proceeds were used to buy household consumables.



Mrs. S Gondwe of Ziyapota Goat Breeding Group Zyakamana Village, Ward 21 of Binga District supported under the ZRBF programme

The ZRBF supported the Mbire District Expo with a reach out of 108 youth, 61 being female and 47 male, at Mahuwe Crop and Livestock Innovation Centre. The Expo served as a link between the youth and key financial service providers such as Agribank, First Bank Corporation (FBC), Microplan and Empower Bank as they came to advertise their financial products tailor made for micro and small businesses suitable for youths who are getting started in business.

A total of 631 anchor farmers, 347 being female and 284 male were trained out of a target of 1000 farmers under ZAGP. The trainings equipped goat farmers with hands on skills on goat production that will be measured based on production. A total of 75 anchor and champion famers (15 champions and 60 anchors) were trained on good animal husbandry practices in pig production. A total of 3352 small to medium scale farmers (1932 female and 1420 male) were trained on animal husbandry and financial literacy. This was against a target of 900 in the goat value chain. A total of 285 small to medium.scale farmers, 103 being female and 182 male trained on good animal husbandry in the pork value chain.

The ZAGP project facilitated two consultative meetings, one for the Pork Value Chain (PVC) and one for the Goat Value Chain (GVC). The meetings discussed key upgrading strategies recommended by the scoping study and discussions were anchored on the following themes: input supply, production, marketing, policy and regulatory framework, and finance. The meeting formed a base on which key policy issues were streamlined for the advocacy agenda.

The GVC symposium brought together 30 anchor farmers and Agritex officials at the Goat Breeders' Association of Zimbabwe's (GBAZ) inaugural Goat indaba held on 19 September 2019 at Henderson Research Institute in Mazowe. The indaba sought to bring together key value chain actors to participate in discussions on ways of improving breeds and addressing bottlenecks that have hampered commercialisation of small and medium scale goat producers. In addition, the indaba interrogated other topics namely the importance of indigenous breeds in domestic goat value chain development and productivity improvement in the face of climate change, value chain development and trade opportunities. Participants got the opportunity to interact with other value chain actors and were exposed to a diversity of products on offer from private sector players



One of the project anchor farmers
Setukile Moyo of Ward 1 Dongamuzi in
Lupane district



Letwinner Nyagano of Ward 1 in Chegutu district
aspires to be one of the leading women pig producers
in the district

such as Capital Foods, Feed Mix, Profeeds, Fivet, Agrifoods and Coopers, who interacted with farmers on possible partnerships with their associations.

6.2. Lessons Learnt and Recommendations for Priority 3

- Farmers need to be more organised in order to buy input in bulk as a collective force and market their produce as groups to benefit from economies of scale.
- Farmers' collective action is critical to lobby for a favourable business environment such as access to subsidised grain and preferential treatment when purchasing grain from the Grain Marketing Board (GMB).
- Farmers' capacity building should be prioritised to establish strong producer groups that have a business approach to ensure a win-win interaction with other value chain actors in Zimbabwe and in the region.
- More financial resources are required at LRP level to influence the agenda and conversation (discussions around climate smart agriculture and climate change). Working through consortiums that have complex relationships can have challenges that affect programme delivery for example Makoni Resilience Project Funds were unavailable for almost half of the project's duration.

- The government grants being provided to RDCs through ZRBF should also focus on building the capacity of District Civil Protection Committees (DCPCs) on fundraising and resource mobilization. This is so because they continuously rely on stakeholders for material support to respond to disasters. In relation to this area, ongoing sustainability planning should be more pronounced at the stakeholder level with support from the project while it is still running.
- Lack of coordination between resilience and humanitarian interventions can affect resilience outcomes and throw communities into the dependency syndrome. The stakeholders should make deliberate efforts to create a coordinating forum at donor, implementation as well as stakeholder levels that will agree on a selection criterion to balance the intersection between resilience work and humanitarian assistance.
- Events such as the Youth Expo should be regular on any resilience building calendar to provide a platform for youths to learn about activities they can pursue for their own personal development and the development of the community. The Zambezi Valley Alliance (ZVA) did this once and it proved to be a working solution to enhance youth participation in the project.

6.3. Priority 3 Impact Story for 2019

6.3.1. Unlocking value of goats through quality improvements brings joy to Mbire women

By Ramnosy Mbayimbayi, Livestock Officer, Zimbabwe Resilience Building Fund, Mbire

Catherine Chingore is a 44-year-old woman and goat farmer from Nyakatondo Village in Ward 9, of Mbire District. Her household, which consists of five members, depended on crop production as a means of survival and income generation. Following the fall of international cotton prices, the family started to bear the brunt of low producer prices as it became extremely difficult to meet the daily needs of the family. On the other hand, livestock production, especially Goat projects at household level used to be an ordinary venture and was not treated as a business.

Faced with these challenges, Catherine began seeking alternative ways of generating income to sustain her family. “I started trading in wild fruits (masawu) and opened a market stall where I would sell second hand clothing merchandise. Later, I started trading goats through buying and selling. All these activities provided for the family but the income generated would from time to time fall short.” She attributes the low income generated to several factors including lack of technical skills to increase production and lack of access to viable markets to sell her products at competitive prices.

“I was invited to a ZVA training supported by ZRBF at Mushumbi Crop and Livestock Centre (CLIC) on goat breeding in 2017. The training quickly filled the missing link as it provided the technical knowledge I did not have.”

AAZ is the lead organization in the ZVA consortium which is funded by the ZRBF. Catherine took an extra step, went on to mobilize three income savings and lending scheme groups in her village. She invited members of the ZVA and the Ministry of Women Affairs Community and the Small and Medium Enterprise district coordinator to undertake a capacity building workshop to her members so that they could be at the same level with her. The training workshop was a huge success and all her peers were eager to learn. Satisfied by the commitment exhibited by Catherine and her group, ZRBF provided them with a Kalahari red breeding buck goat. Prior to receiving the buck, their group had already been accessing the breeding service at the CLIC, with Boer bucks supplied by the project.

“It took me about five months before one of my goats had given birth to three kids after I had bred my goats at the CLIC. I couldn’t believe my eyes when I saw the progeny from a Boer buck. The offsprings from the Boer buck have become a center of attraction in the village as more people are becoming convinced that goat production using superior breeds is the way to go. With these kids, I can now start to count that I have three goats,” she confidently explained.

To Catherine, goat production using superior breeds is the way to go given the unpredictable climatic conditions. “Livestock production offers a better hedge against adverse events. This is my greatest take from the resilience concept introduced to us. I believe from now on I will have the necessary knowledge

and access to superior goat breeds which will enable me to generate a stable income. It also helps us women to be significant contributors to income earned in a household,” explained Catherine.

As she expressed her joy as an early adopter whose situation has changed for the better, she is joined by fellow income savings and lending scheme group members who took the goat breeding opportunity and are now realizing births of more kids. To date the group has a total of 15 kids born with more being expected.

It is a first for Catherine and the other women to own and control goats in Mbire, which is traditionally a patriarchal community where men own and control livestock such as goats and cattle. This is a shift in power in favor of women.



Catherine Chingore taking care of her goat kids born out of a Boer Buck. She is seen here with Wisdom, a neighbour's child who loves goats

7. Cross-Cutting Intervention



Advance Transformative, Women-Led Emergency Preparedness, Response and Prevention

7.1 Key Achievements for Cross Cutting Intervention for 2019

A total of 36422 people, comprising of 20571 females and 15851 males, were reached by the Cross-Cutting Intervention activities as follows:

Intervention	Female	Male	Total Reach
Lean Season Assistance	10370	9573	19943
Cyclone Idai Response	6019	700	6719
LRP Emergency Response	4056	5474	9530
African Charter on Democracy and Governance	126	104	230
Totals	20571	15851	36422

7.1.1. The Lean Season Assistance Programme

The Nyanga LSA programme, with support from the WFP, targeted the four worst drought-stricken wards (1,2,3,4,5) that were identified by the Nyanga District Drought Relief Committee as guided by the results of the ZIMVAC assessments conducted in the 2018/2019 agricultural season. The most food insecure households were targeted for cash transfers. A total of 19943 people received assistance in the form of cash to buy food. This translated to a monthly injection of US\$179487 into the Nyanga North rural economy for June 2019. It also translated to US\$897435 for five months and RTGS1196580 for June 2019 (one month)

The cash-based transfer (CBT) modality was used and preferred by the rural communities mainly because it empowered people to buy the food commodities of their choice. This furthers their dignity and increases diversity of food consumption thereby stimulating local markets. However, in the middle of giving out cash, which was US\$9 per person per month, the programme encountered

some challenges after the government, through the SI 420, declared that all transactions were to be in Zimbabwean dollars (RTGS). This was although there was no local currency money in the banks. The US\$ was paid up to May 2019 and in June 2019 communities received the cash in ZWL, which was RTGS60 per person per month. To augment the cash, communities were supported through implementation of complementary activities e.g. training on ISALs, water and sanitation (WASH), livestock management and good farming methods or practices.

Number of people assisted by gender under LSA Programme

Ward	Capital Injection (US\$)	Capital Injection (RTGS)	People Assisted		Total
			Female	Male	
1	215280	287040	2487	2 297	4784
2	211590	282120	2445	2 257	4702
3	229230	305640	2649	2 445	5094
5	241335	321780	2789	2 574	5363
Total	897435	1196580	10370	9 573	19943

The LSA programme has made considerable impact. The assisted people's health status and self-esteem improved due to the food they ate over the five months period. They also dropped some of the damaging coping mechanisms of skipping meals, selling of small livestock, eating wild fruits and tubers and prostitution. The LSA saved 19943 lives at a critical moment of food shortages and cases of severe malnutrition among 2455 children decreased. Cases of diarrheal diseases at rural health centres decreased during the five months period. The school children who had dropped out of school due to hunger went back to school and enrolment in schools increased. Some children paid school levies from the savings of the family entitlements.

Mothers with children under five years received messages on health and nutrition from the community-based health coordinators in collaboration with the environmental health technicians (EHTs) during the five months of the LSA programme. This covered information on health and nutrition, exclusive breastfeeding, hygiene promotion, infant young child feeding practices and cholera prevention. The programme enabled breast feeding mothers to meet the four minimum nutritious meals per day for their children, and to observe the five



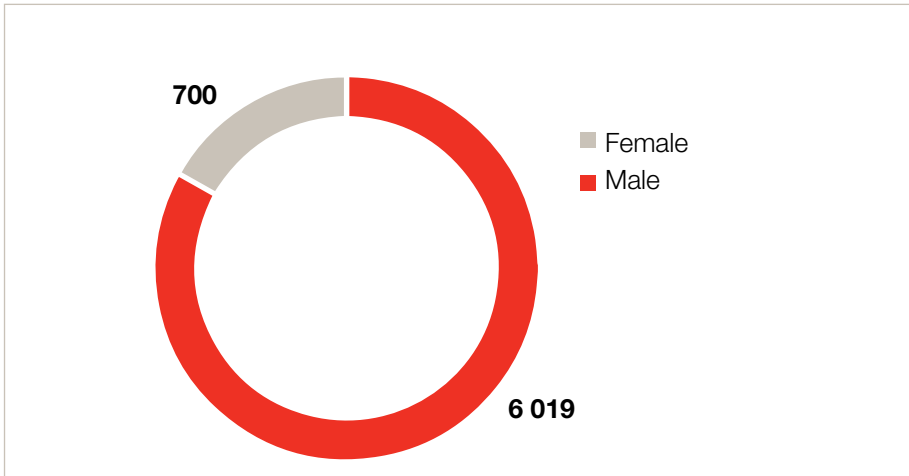
Women and children from Nyazura, Makoni District soon after receiving food as part of the LSA programme

critical moments for handwashing to prevent food contamination and diseases. There was improved health and hygiene in the four wards as communities used their toilets and hand washing facilities. The communities can now prepare a balanced diet from the locally available food as they now know their nutritional values. Mothers also practised exclusive breastfeeding for their children below six months.

7.1.2. Cyclone Idai Response

AAZ responded to restore lives by giving women dignity through protecting women and girls from sexual gender-based violence and facilitating water provision after Cyclone Idai struck in March 2019. This was through various activities around five sectors, namely protection, health, shelter, education, water and sanitation. AAZ worked in partnership with local partners, namely Simukai Child Protection and Jekesa Pfungwa Vulingqondo (JPV), as part of shifting power to implement the Cyclone Idai activities. The six month project mainly focused on psycho-social support and protection, livelihood support, education support, and WASH.

No of people assisted by gender under Cyclone Idai Response



Cyclone Idai Response Programme Impact

- Five safe spaces for women were established in Chimanimani.
- Dignity kits were distributed to 520 women and girls.
- A total of 1991 individuals received food hampers.
- SRHR awareness raising meetings were conducted.
- Case management and referral pathway trainings were done for 250 women and community leadership. These women became the community champions of GBV prevention in their communities, further cascading down the training to other women in their areas. To date, a total of 324 women have been trained as part of the cascading.
- A total of 20 wooden shelters were built and benefitted 20 families.
- Five accountability boards and suggestion boxes were established in all the five wards and where communities can access information regarding the response. This includes information such as how many people are reached by the programme, safeguarding issues and the response budget so that communities can track its usage and hold AAZ to account.
- Embracing technology by having the short message service (SMS) platform for community feedback; where AAZ disseminates information on feedback mechanisms as well as receiving feedback through this platform.

- A total of 20 lockable toilets constructed and handed over to 20 families.
- Four ablution blocks constructed at four schools, benefiting a total of 1595 children.
- Four classroom blocks rehabilitated at four schools, benefiting 240 children.
- Eight boreholes rehabilitated.
- One water storage facility constructed at a clinic in ward 16 of Chimanimani District.

7.1.3. Local Rights Programme Emergency Response

All the nine LRPs supported by AAZ were allocated with a 20% contingency fund (from the regular giving resources). The resources were used for a school feeding programme and house construction for those whose houses were burnt by fire or lightning in Nyanga.

Various feedback mechanisms were used which include help desks, suggestion boxes, a toll-free number, an SMS platform, use of a complaint register, and even one on one discussions. This was done to enhance accountability under the Cross-Cutting Intervention. The helpdesk is also managed by women to cater for women issues or concerns and this worked well during the year.

No of people assisted by gender under LRP Response

The following is the breakdown of the reach in LRPs:

Name of LRP	Interventions	Female	Male	Total
Makoni	School supplementary feeding	2065	2950	5015
Nyanga	Nyamugafata Village Inferno response and construction of Nyajezi Primary School toilet	230	360	590
Nkayi	School supplementary feeding	1505	1982	3 487
Nyamaropa	Support to victims of lightning and veld fire	209	149	358
Saunyama	Nyutare footbridge construction (had become a hazard to school children)	47	33	80
TOTAL		4056	5474	9530

7.2 Lessons Learnt and Recommendations for Cross Cutting Intervention

- Implementation of Disaster Risk Reduction (DRR) programmes in schools is very important as it helps school authorities to reflect and make safe learning spaces conducive for children and it links well with the Child Sponsorship work.
- Schools are also used as safe havens for communities during emergencies hence it is important for schools authorities to be aware and be trained on DRR so that they will be able to prevent and respond to emergencies.
- Disasters seem to be on an increase in Southern Africa hence the need to prioritize disaster response funding and increase the resilience work in order to safeguard the gains obtained under the long-term development programmes.
- Food distribution complements well HRBA and has made AAZ programming more visible and responsive to the needs of people living in poverty and exclusion. Food distribution has been used to enhance accountability.
- Stakeholder engagement and coordination is key in achieving LRP work and emergency response emergency response to communities promoting ownership.

7.3 Cross-Cutting Intervention Impact Story for 2019

7.3.1. Ensuring women's protection, restoration and dignity through Cyclone Idai Response

There were reports of women being sexually abused in Chimanimani following the displacement of thousands of people caused by the Cyclone Idai devastation in March 2019. The displacement of the people saw some living in open spaces, with relatives, or in tents, provided by well-wishers. Gender based violence increased due to skyrocketed levels of poverty caused by Cyclone Idai, which affected people's livelihoods, such as the destruction of their houses and banana fields. The introduction of food relief programmes by various players also made women more vulnerable with reports of "food for sex".

Cyclone Idai was one of the worst natural disasters in recent years to hit Zimbabwe, Mozambique and Malawi. In Zimbabwe, Cyclone Idai resulted in the death of 344 people, 347 missing and presumed dead and at least 4500 people displaced. A total of 270000 people were in need of humanitarian assistance, with women and children affected the most.

Alice Kumbura, a woman from Chimanimani had this to say prior to the AAZ Cyclone Idai Response: “I do not feel safe at all where I am staying. My house door does not have a lock and does not close properly. One day I heard someone knock on my door asking for directions in the middle of the night soon after Cyclone Idai struck our area. I did not open the door as I feared it was someone who wanted to hurt me my children and I”.

AAZ, in partnership with JPV facilitated the construction of wooden cabins for women headed households, lockable blair toilets and women groups safe houses to ensure the safety and protection of women in Chimanimani and Chipinge communities. Women leaders based in Chimanimani and Chipinge have also been trained to monitor GBV and assist the affected to ensure women protection.

The two organisations have facilitated the construction of semi-permanent two roomed houses made of wood, which are lockable, providing protection, dignity and privacy to the women, as compared to staying in tents which made them vulnerable to sexual gender-based violence (SGBV).

One of the women assisted, Eve Tekeza (64), said: “We now sleep in a clean and dry place after the construction of the wooden house. We used to be bitten by insects after our houses were flooded by Cyclone Idai. I also feel safe.”

An extra 30 wooden houses will be constructed in 2020 to reach out to more homeless women.

ActionAid and partners have facilitated the construction of 20 lockable toilets and bathrooms at household level to ensure their privacy and reduce potential incidences of women and girls experiencing SGBV.

The focus on women protection has also included the creation of safe spaces for women and girls, which have facilitated the provision of information on SGBV to these groups. This is so that they know where to report SGBV and obtain legal support on GBV related issues. A total of five safe houses were constructed in Chimanimani

and Chipinge as part of the Early Recovery Cyclone Idai Response, with about 500 women accessing them.

Learnmore Ndarera (40), a leader of a safe space in Chimanimani said: “The safe house has been a place for the women to feel secure in their neighborhood and learn new livelihood skills such as income savings and lending schemes after most of the community members’ bananas were destroyed by Cyclone Idai”.

15 women from Chimanimani and Chipinge between the ages of 23 and 62 attended Women Led community Based protection Trainings facilitated by ActionAid as part of the protection objective. These women are leading the Cyclone Idai Response at community level. They have facilitated the setting up of safe spaces and reached out to 1899 women trained so far on Women Led Community based Protection through training of trainers.

The Cyclone Idai Early Recovery Programme has provided restoration to about 5046 people reached through various interventions. These include women leadership in community-based trainings, psychosocial support, shelter and lockable toilet provision, construction of safe houses for women groups, provision of livelihood programmes such as seed distribution for planting. In addition support has been on providing learning materials for pupils and construction and rehabilitation of toilets in affected community schools. The implementation of the programme emphasized on the ActionAid humanitarian signature of promoting women’s leadership, protection and accountability during emergencies and focusing on the full participation of women in all processes, including, amplifying their voices as they are affected by disasters more than other groups.



Eve Tekeza, assisted with shelter under the Cyclone Idai Response



8. Human Resources and Organisational Development Report 2019

AAZ went through a structural redesign process as part of the implementation of the 2018-2023 CSP. The rationale for the redesign process was:

- To reduce AAZ reliance on restricted funds to promote financial sustainability.
- Align to AAI Country Model Review (CMR) from full to light presence Country Programme (CP).
- Align to the AAZ Theory of change and the AAI family new ways of working.
- To come up with a structure that is fit for purpose in line with the CP CSP with a view to remain relevant to a continually changing global context.

Much of the time during the year under review was spent on discussing human resource systems, policies, procedures and structure through external and peer review exercises on the redesign process. The involvement of external consultants and peers from other country programmes within the AAI family facilitated opportunities for an objective review and reflection of our work. The time devoted to the external reviews was very productive in outlining key areas of human resources practices that the CP needed to address in order to align the human resource capital of the organization to deliver on the CSP.

The year 2019 was very instrumental in highlighting the importance of getting the people aspect of the organization right in order to deliver on the organization's mandate. There was a lot of energy spent in communication, negotiation, discussing lessons learnt, determining more effective ways of motivating staff, and creation of platforms for free exchange of information, both from staff and management of AAZ. The platforms included quarterly all staff meetings, Friday sharing corners, weekly e-mail updates on redesign process and engagement of an external counselling organisation to provide psycho-social support to staff on effects of the strategy realignment process. The Human Resources and Organisational Development (HROD) unit also had an opportunity to invite consultants to train staff on financial investment.

All jobs on the new structure were evaluated and the new organogram was staffed and rolled out. The core staff compliment (those paid by regular giving resources) moved from 28 to 20 as a result of the redesign process. It was also a very sad year as contracts for 22 staff members came to an end and staff competed for limited new positions. At the end of year 2019 all positions were filled. Further discussions around having a competitive remuneration structure were still on going. The CP

managed to come up with a flexible size of core staff to enhance organizational effectiveness and efficiency with clear roles and accountabilities.

Staff in Pictures



Abel Emily



Augustine Elvis



Bhebhe Esther



Blessing Mutanga



Bote Takaitei



Chakanetsa Ruramayi



Chakanetsa Succeed



Chari Fadzai



Chari Newton



Chibvura Happymore



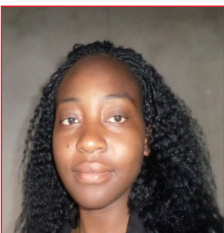
Chidarara Darlington



Chidembo Nyasha



Chikanyambidze Gertrude



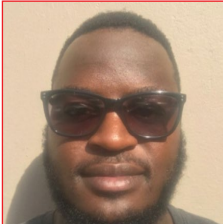
Chikarara Xanthe



Chikowero Robinson



Chikowore Andrew



Chinenero Tanatswa



Chipere Lazarus



Chitiro Emily



Dhaudha Memory



Dhliwayo Emmanuel



Dube Admore



Dyrakumunda Linda



Dzvifu Angeline



Ebenezer Tombo



Gambiza Chioniso



Gavera Ropafadzo



Gombera Precious



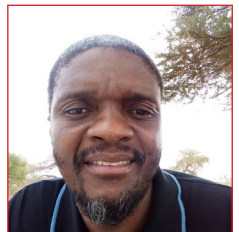
Gomera Evans



Gumbu Farirayi



Halimani Barnabas



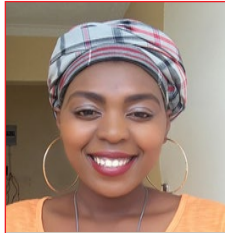
Hungwe Edmore



Jonga Beauty



Kamonere David



Kaponda Yeukai



Karamagi Andrew



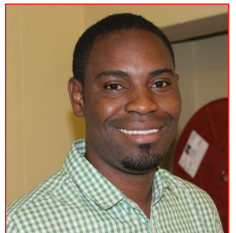
Katsumbe Nomsa



Mabenge Joy



Madhaka Farisai



Maenzanise Kevin



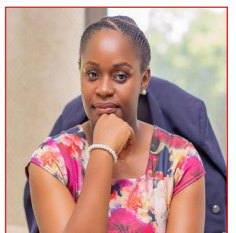
Mafuku Crescencia



Magachika Leonard



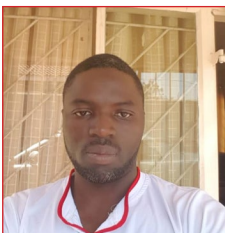
Makandigona Adliade



Makoni Rumbidzayi



Makuku Mary



Mamire George



Mandimutsira Tanyaradzwa



Marondo John



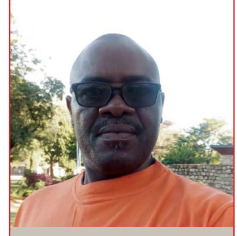
Maroso Daniel



Matengu Tariro



Matimati Peter.C



Mbonjani Onesimo



Mhlanga Moreblessings



Moyo Delight



Muchazondida Pepukai



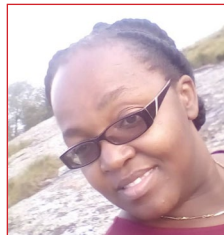
Muchetu Nhamoyatanga



Mukonde Ellen



Munyama Charlene



Muranda Anna



Musada Wonder



Muswibe Ropafazo



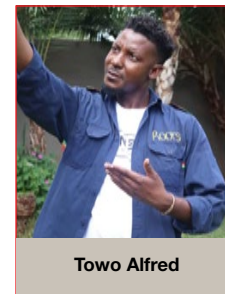
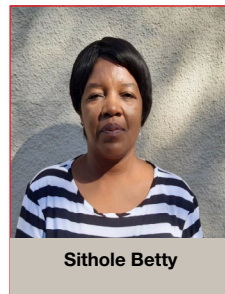
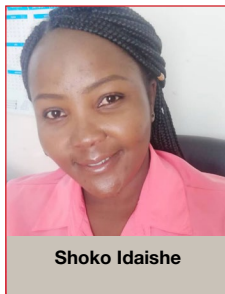
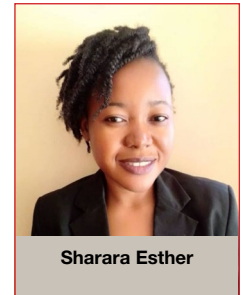
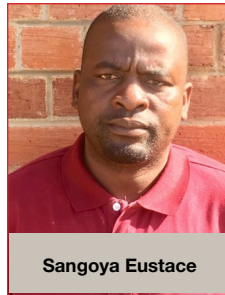
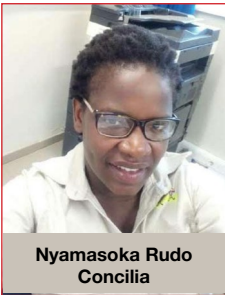
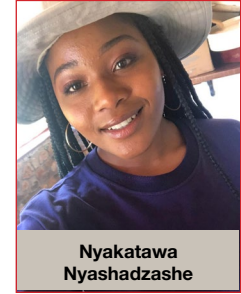
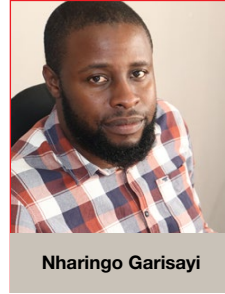
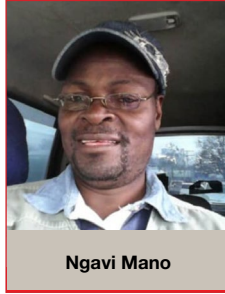
Mutemachimwe Fadzai



Mutimbanyoka Caroline



Mutimukhulu Felistus

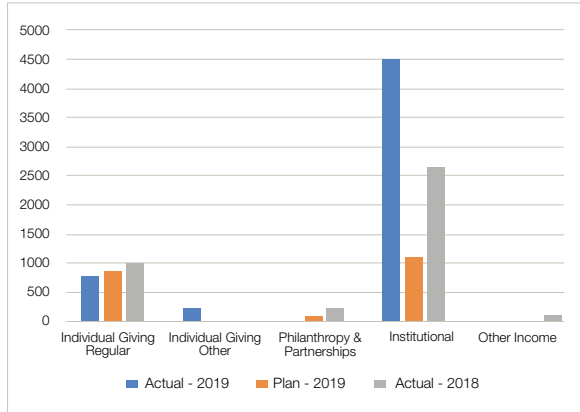


AAZ continued to demonstrate its commitment to staff development by facilitating the participation of team members at international and regional trainings and meetings which addressed finance, human resources, programmes and sponsoring capacity building needs. In addition, most staff members participated in the participatory, review and reflection processes (PRRP) and the annual planning and budgeting exercise held during the year under review. This helped in promoting ownership of the CP activities by all. This joint approach to planning and CP programme processes fostered not only a spirit of team building but also a shared sense of responsibility and accountability for achievement of the organization's intended objectives going forward. It was a very exciting year from the point of envisioning new developments to propel the organization forward in its fight against poverty.

9.0 Financial Report 2019

9.1 Income Performance

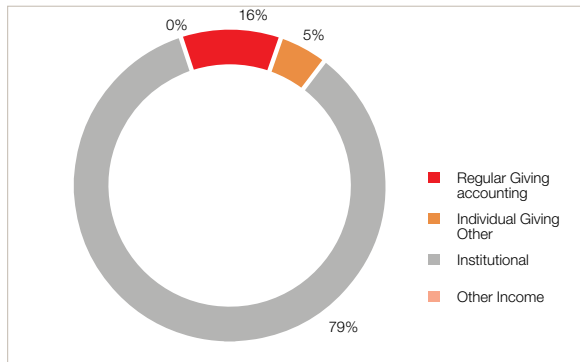
The total income for the year increased by 70% as compared to 2018 from GBP3387000 to GBP5743000. New projects that came on board namely ZAGP, Postcode Peoples Lottery (PPL), and PSA, gave rise to this huge increase in income.



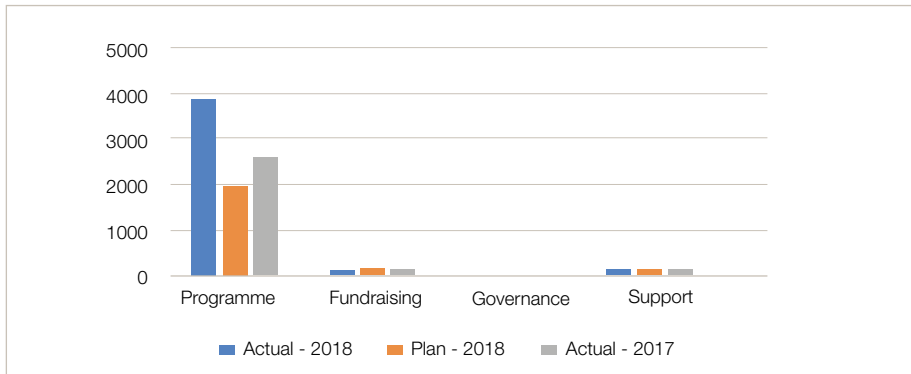
Regular Giving income received was GBP900000, slightly less than plan and prior year income of GBP956000 and GBP1009000, respectively. Current year regular giving income was less than 2018 income due to the general decline in regular giving income being faced by the federation.

Institutional income was more than plan and prior year by 272% and 113%, respectively. The increase was due to income from the new projects mentioned above. The CP received emergency income meant to respond to Cyclone Idai amounting to GBP313000.

In terms of Income by category, Institutional Income accounts of 79% of CP Income for the year with Regular Giving accounting for 16% and Other Individual Giving contributing 5% of total income received.



9.2 Expenditure Performance



The CP utilized GBP4109000 which was 79% and 41% more than plan and prior year respectively during the year. The increase in expenditure as compared to plan and prior year is due to new projects that came on board namely ZAGP, PPL and PSA.

In 2019 programme costs are 99% more than plan and 49% more than prior year. This is due to the reasons highlighted above.

Fundraising costs for 2019 are less than plan by 52% and 44% when compared to prior year expenditure. The decline is mainly due to the redesign process conducted last year and the late recruitment of the Fundraising and Compliance Officer.

Governance costs are more than plan by 12% and less than prior year by 4%. Audit costs increased this year as compared to last year.

Support costs decreased by 14% when compared to plan and by 13% when compared to prior year. Support costs are lower than plan and prior year due to improved cost recovery and close monitoring of support costs by management and effects of the redesign process.

10. AAZ Funding Sources, Donors and partners

10.1. Sponsorship Income

Child sponsorship contributed 16% of the total income for the CP. Sponsorship funds are raised through linking children in LRPs with sponsors in the northern countries. The CP funding affiliates under sponsorship income are as follows:

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

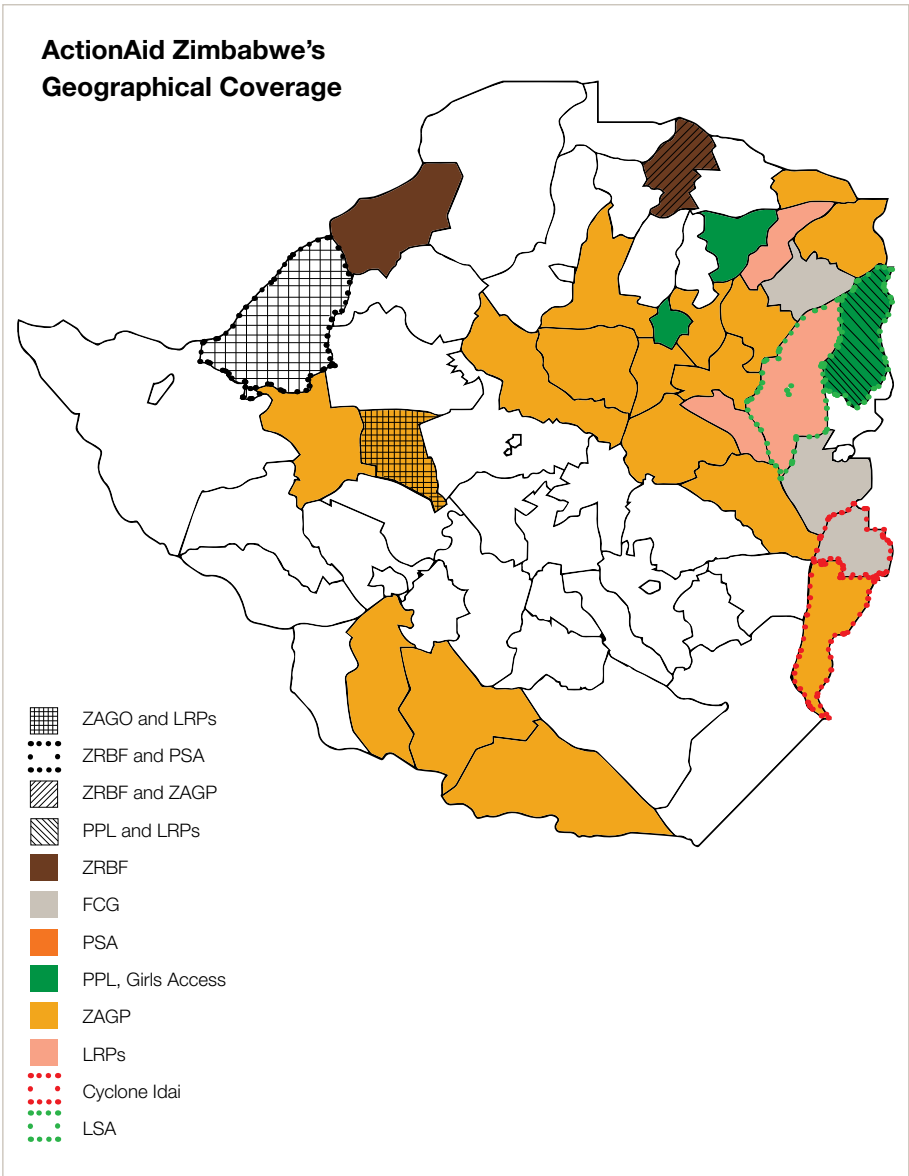
About 84% of AAZ resources are derived from institutional and high value donors, individuals, trustees and foundations as follows:

- European Commission (EC)
- ActionAid Netherlands
- Danish International Development Agency (DANIDA)
- Danish Television
- Department for International Development (DFID)
- Swiss Agency for Development and Cooperation
- United Nations World Food Programme (WFP)
- United Nations Development Programme (UNDP)
- ActionAid Italy
- TX Foundation
- ActionAid UK
- ActionAid International

10.2. AAZ Partners

- African Breeders Services Total Cattle Management (ABS TCM) Private Limited
- Afrosoft Holdings
- Basilwizi Trust
- Batsiranai Programme
- Diocese of Mutare Community Care Project (DOMCCP)
- Family Action for Community Empowermen Zimbabwe (FACE)
- Family AIDS Caring Trust (FACT)
- Health and Food Organisation (HEFO)
- Simukai Child Protection
- United Methodist Committee on Relief (UMCOR)
- Zimbabwe Environmental Law Association (ZELA)
- Zimbabwean Human Rights Association (ZIMRIGHTS)
- Leonard Cheshire Disability Zimbabwe (LCDZ)
- Aids Counselling Trust (ACT)
- Forum for African Women Educationalist Zimbabwe (FAWEZI)
- Southern African AIDS Dissemination Service
- Zimbabwe Small Holder Organic Farmers' Forum (ZIMSOFF)
- Southern Africa Parliamentary Support Trust (SAPST)
- Zimbabwe Coalition on Debt and Development (ZIMCODD)
- National Association for Youth Organisations (NAYO)
- Zimbabwe Women Resource Centre Network (ZWRCN)
- Zvikomborero Farm
- Michview Enterprises (Pvt) Ltd
- Shamiso Farm/SASH Holdings
- Bradford Farming
- COSV Development Cooperation (COSV)
- Mercy Corps
- Jekesa Pfungwa

11. Geographical Spread of AAZ activities by project



12. AAZ 2019 Staff

NUMBER	SURNAME	FIRST NAME	POSITION
1	Augustine	Elvis	LRP and Sponsorship Officer, Chiendambuya
2	Bhebe	Ester	Disaster Risk Management Specialist ZRBF
3	Bote	Takaitei	Communications Officer
4	Chari	Fadzai	Business Development Officer ZRBF
5	Chari	Newton	Team Leader ZAGP
6	Chibvura	Happymore	Youth Hub Coordinator, SPA Project
7	Chidarara	Darlington	Project Coordinator (Civic Participation and Accountability)
8	Chidawadaya	Tinashé	Finance Assistant
9	Chakanetsa	Succeed	Field Monitor LSA Makoni
10	Chikarara	Xanthe	Human Resources Assistant
11	Chikoko	Kundai	Projects Officer
12	Chikowero	Robinson	Research ,Monitoring and Evaluation Manager
13	Chikowore	Andrew	Head of programs and Resource Mobilization
14	Chinere	Tanatswa	Procurement Assistant ZAGP
15	Chipere	Lazarus	Programme Assistant, Empowered Adolescent Girls Programme
16	Chitoro	Emily	MEAL Officer ZRBF Binga
17	Chitumba	Isiah	Driver LSA Makoni
18	Dube	Admore	Field Officer Crisis Modifier Binga
19	Dudzayi	Daina	Accountant
20	Dhliwayo	Emmanuel	MEAL Officer ZRBF Mbire
21	Dyirakumunda	Linda	Field Officer ZRBF Crisis Modifier Mbire
22	Gombera	Precious	Learning, Knowledge Sharing Advisor
23	Gomera	Evans	Finance Manager
24	Gumbu	Farirayi	LRP and Sponsorship Officer, Hwedza
25	Halimani	Barnabus	M and E Assistant ,LSA Makoni
26	Hove	Tinomuonga	Agronomy Field Officer ZRBF Kariba
27	Hungwe	Edmore	District Manager ZRBF Mbire
28	Jonga	Beauty	Internal Auditor
29	Kamonere	David	Caretaker ,Harare
30	Kaponda	Yeukai	Communications Intern
31	Karamagi	Andrew	Youth Advisor ,AAZ and ActionAid Zambia
32	Mabenge	Joy	Country Director
33	Mbayimbayi	Ramnosy	Livestock Officer , ZRBF Mbire
34	Mbonjani	Onesimo	Driver LSA Makoni
35	Madhaka	Farisayi	Gender and Advocacy Officer ZRBF
36	Maenzanise	Kevin	Communications and Policy Officer ,ZAGP

NUMBER	SURNAME	FIRST NAME	POSITION
37	Mhlanga	Moreblessings	District Manager ZRBF Binga
38	Magachike	Leonard	Field Monitor LSA Makoni
39	Makandigona	Adliade	Field Monitor LSA Makoni
40	Makoni	Rumbidzayi	Women Rights and Economic Justice Programme & Projects Manager
41	Makuku	Mary	Admin and Logistic Officer
42	Mandimutsira	Tanyaradzwa	Project Officer, Cyclone Idai Response
43	Mashanda	Promise	District Manager ZRBF Kariba
44	Matengu	Tariro	Field Monitor ,LSA Makoni
45	Matimati	Peter Clever	LRP &Partnership Manager
46	Mativenga	Ivainashe	Finance and Admin Assistant
47	Matonhodze	George	National Project Coordinator ,Crisis Modifier ZRBF
48	Maraze	Simon	Field Monitor LSA Makoni
49	Marondo	John	Programme Quality, Learning and Impact Coordinator, AAI
50	Mazheve	Sermon	Finance and Admin Assistant
51	Moyo	Delight	National Project Manager, PSA Project
52	Muchazondida	Pepukai	Value Chain and Business Development Specialist, ZAGP
53	Muchetu	Nhamoyatanga	Agronomy Field Officer ZRBF Binga
54	Mudimba	Killion	Livestock Officer, ZRBF Binga
55	Mudimba	Thomas	Field Officer Crisis Modifier Kariba
56	Mudzamiri	Blessing	Finance and Admin Manager, ZAGP
57	Mukonde	Ellen	LRP and Sponsorship Officer, Nyazura
58	Munyama	Charlen	Field Monitor LSA Makoni
59	Musada	Wonder	Data Capture LSA Makoni
60	Mushunje	Esau	Caretaker, Rusape LRP office
61	Muswibe	Ropafadzo	Finance Intern
62	Mutanga	Blessing	Administration Intern
63	Mutara	Newton	M and E Manager ZAGP
64	Mutemachimwe	Fadzai	Field Monitor LSA Makoni
65	Muzaka	Enock	Driver/External Liaison
66	Ngavi	Mano	District Coordinator LSA Makoni
67	Nharingo	Garisai	Information Technology Officer
68	Nyamukungwa	Liberty	Field Monitor LSA Makoni
69	Shoko	Idaishe	Database Assistant ZRBF
70	Sithole	Betty	Project Manager, Empowered Adolescent Girls for Improved Quality of Life (PPL) Project
71	Takakombwa	Jasmine	Agronomy Field Officer ZRBF Mbire
72	Tapfuma	Sylus	Livestock Officer, ZRBF Kariba
73	Tombo	Ebenezer	Team Leader ,ZRBF
74	Towo	Alfred	Digital Programming Inspirator



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-  ActionAid Zimbabwe

Main cover picture credit:

Mavis Chuma of Binga admiring the millet crop which thrives better in drought produced by her community supported by the ZRBF.