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**ACTIONAID ZIMBABWE
ABRIDGED COUNTRY STRATEGY
2026-2029**

ACTION FOR JUSTICE, EQUALITY
AND SYSTEMIC CHANGE



OUR IDENTITY

ActionAid Zimbabwe (AAZ) is a member of the ActionAid International Federation, a global movement working for social justice, gender equality, and poverty eradication. ActionAid began its operations in Zimbabwe in 1999 and was formally registered as an International Non-Governmental Organization (INGO) in 2003 under the Private Voluntary Organizations (PVO) Act, transitioning into a full Country Programme in 2006. Since then, AAZ has evolved from a service delivery organisation into a catalyst for systemic change, working with people living in poverty and exclusion to claim their rights and transform the structures of injustice that perpetuate inequality and vulnerability. Our work is grounded in the Human Rights-Based Approach (HRBA), underpinned by a Feminist Leadership Framework that centers the voices, agency, and power of women, youth, and marginalised communities. We believe that poverty and injustice are not accidental but the result of unequal power relations at individual, community, institutional, and structural levels.

Our identity is therefore defined by our commitment to shifting power: from elites to citizens, from men to women, from the privileged to the excluded, and from top-down development models to community-led action. We are a justice-oriented, values-driven organisation that stands in solidarity with movements and communities challenging inequality in all its forms. Our work promotes transformative resilience, inclusive governance, and climate justice, advancing the rights of women, young people, informal workers, smallholder farmers, and communities in both rural and urban settings. Through partnerships with community-based organisations, social movements, alliances, and progressive state and non-state actors, we strive to amplify citizens' voices in decision-making processes and hold duty bearers and other institutional actors accountable. As part of the ActionAid International Federation, our identity is also global: rooted in local realities yet connected to international struggles for economic justice, climate action,

gender equality, and human rights. We leverage this global solidarity to strengthen local action, policy influence, and movement building within Zimbabwe and globally. In all that we do, we seek to be reflective, accountable, and transformative: modeling the change we wish to see, nurturing a culture of care and inclusion, and ensuring that our work contributes to a just, resilient, and sustainable Zimbabwe.



OUR 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.



OUR MISSION

To work with people living in poverty, exclusion, and marginalisation in Zimbabwe to advance social justice, eradicate poverty, and promote gender equality.

OUR CORE VALUES



Mutual Respect



Equity and Justice



Integrity



Solidarity with People Living in Poverty



Courage of Conviction



Independence



Humility

THEORY OF CHANGE

RESPONDING
Response to crises with humanitarian efforts to help people prepare for & prevent future crises

Priority 1 Women and Girls Rights	Priority 2 Resilient Livelihoods and Environmental Sustainability	Priority 3 Civil Liberties and Accountability	Priority 4 Humanitarian Relief and Disaster Management	Organizational Development & Mandate Delivery
Output 1.1 Safe lives, greater gender equality and accessible GBV services and SRH services Output 1.2 Safe lives in poverty-experiencing communities and life choices freely along with dignity Output 1.3 Gender responsive budgeting and public policies for equitable access to fiscal resources	Output 2.1 Strengthened resilience, food security and sustainable green value chains Output 2.2 Increased access to a control of green jobs and sustainable value chains Output 2.3 Strengthened inclusive systems for natural resource governance	Output 3.1 Right holders, movements and civil society groups are empowered for inclusive & transparency governance Output 3.2 Right bearers & key actors are empowered for responsiveness, transparency & accountability Output 3.3 Civil engagement improving public service delivery & community resilience	Outcome 4.1 Women & youth-led organizations and preparedness and response mechanisms in place Output 4.2 Women & Youth-led organizations and community based preparedness and response mechanisms that prevent & manage GBV & A&P Output 4.3 Revised national DRR policy framework in place	Organizational Staff Outputs Ensuring an aligned people, systems, & culture, vision, and mission; Human resources, financial and operational management; Information management; Quality, safety, security, timely, and impact focused

Organizational Development & Mandate Delivery

Organizational Shift Outputs
Ensuring an aligned people, systems, & resources on a coherent, feminist, and decolonial Human Rights-Based Approach (HBRBA) that is locally led, movement-driven, and impact-oriented

- Fit for Purpose Country Programmes
- Strengthened Programme Quality and M&A
- Transformed communications
- Building a One-world Resourcing Model
- Technology, Innovation and Digital Transformation
- People and Culture
- Finance and Audit - Enabling Resilient, Transparent, and Strategic Resource Management
- Risk, Accountability, Compliance, and INEA (Global Transparency, Expatriation and Abuse) and Subgrouping

Deep accountability, fundamental organizational renewal, solidarity with people living in poverty and exclusion

CROSS-CUTTING PRIORITIES: Feminist, Intersectional, and Rights-Based Approach, Women's Rights Gender Equality, Economic Justice, Climate Justice, Humanitarian Action, Feminist Just Transition

COUNTRY PROGRAMME PRIORITIES

Our programme priorities will promote integrated and cross-cutting solutions across women's rights, economic justice, climate justice, and humanitarian action. Our programming will be structured around four interconnected pillars: Rights, Redistribution, Resilience, and Responding — each reinforcing the other to drive systemic change. Through these pillars, we will support people to claim their rights, redistribute resources and power, and strengthen community resilience. By advancing rights, promoting equity, building resilience, and responding to crises, we aim to dismantle entrenched structures of visible, hidden, and invisible power. Central to this effort is advancing a feminist just transition that links women's rights, economic and climate justice, and humanitarian transformation for the benefit of both people and planet.



STRATEGIC PRIORITY 1: WOMEN AND GIRLS' RIGHTS



This priority area adopts a feminist, intersectional, and rights-based approach; anchored in community-driven protection systems, transformative social norm change, and institutional accountability. It positions women and girls not as beneficiaries but as agents of change, leading efforts to dismantle patriarchal structures, claim bodily autonomy, and reshape governance systems toward equity and justice.

Outcome 1.1:

By 2029, women and girls will experience safer lives and greater bodily autonomy, with accessible, survivor-centred GBV services and adolescent-friendly SRHR integrated across schools, health facilities, and humanitarian programmes.

Strategic Interventions

- Strengthening GBV Prevention, Response and Accountability Systems
- Expanding Access to Comprehensive SRHR for Women and Adolescents
- Empowering Women and Girls to Exercise Bodily Autonomy
- Transforming Harmful Social Norms and Power Relations
- Strengthening Coordination and Multi-Sectoral Integration to coordinate GBV response and advocacy at district and at national level.



Outcome 1.2:

By 2029, women and girls, particularly those living in poverty and marginalisation, will exercise agency, make life choices freely, and live with dignity.

Strategic Interventions

- Strengthening Women's Voice, Agency, and Leadership
- Advancing Economic Justice and women's access to productive resources, financial services, and value chains to enhance economic independence and decision-making power.
- Strengthening Policy Influencing, Accountability, and Cross-sector alliances linking women's rights to economic, climate, and social justice movements for collective influence and systemic change.
- Supporting feminist research, data generation, and storytelling that amplify women's lived experiences and strengthen intergenerational learning, innovation, and social norm change.



Outcome 1.3:

By 2029, national and local governments will implement gender-responsive budgeting and progressive fiscal policies that expand public investment in childcare, clean energy, and water services, thereby reducing women's unpaid care burden and ensuring equitable access to quality public services.

Strategic Interventions

- Advocating for the national and local government institutions to integrate gender-responsive budgeting (GRB) into planning, budgeting, and monitoring frameworks.
- Advocating for increased public funding for childcare facilities, community ECD centres, and caregiver support programmes to reduce women's unpaid care burden.
- Advocating for Fair and Progressive Domestic Resource Mobilisation
- Shifting Social Norms Around Unpaid Care and Domestic Work

STRATEGIC PRIORITY 2:

RESILIENT LIVELIHOODS AND ENVIRONMENTAL SUSTAINABILITY



The Resilient Livelihoods and Environmental Sustainability pillar integrates Climate-Resilient Agroecology and Food Sovereignty; Youth Employment and Green Value Chains; Natural Resource Governance and Climate Justice, Debt, and Advocacy

Outcome 2.1:

By 2029, communities, especially women smallholder farmers, have strengthened their resilience and food sovereignty through the adoption of agroecology and have successfully influenced local and national policies to support sustainable food systems for a feminist green just transition.

Strategic Interventions

- Promoting Agroecological Practices and Climate-Resilient Farming
- Strengthening Food Sovereignty and Local Markets
- Policy Advocacy for Sustainable and Equitable Food Systems

Outcome 2.2:

Young people, especially young women, have increased access to and control over decent, dignified green jobs and have established sustainable green value chains that challenge exploitative economic practices.

Strategic Interventions

- Expanding Green Skills Development and Employment Opportunities
- Supporting Green Enterprises and Sustainable Value Chains
- Promoting Economic Justice and Fair Work
- Fostering Innovation, Knowledge, and Networking (e.g., supporting youth innovation hubs, incubators, and digital platforms for ideation, prototyping, and scaling green solutions.)

Outcome 2.3:

Natural resource governance systems are strengthened, human rights-based, inclusive, accountable, transparent, equitable, and aligned with Environmental Social Governance standards.

Strategic Interventions

- Strengthening Legal and Policy Frameworks for Natural Resource Governance
- Building Institutional Capacity and Accountability of government agencies, local authorities, private companies and community trusts to manage natural resources effectively and transparently.
- Promoting Community Participation and Inclusion
- Enhancing transparency and public access to information on resource use, revenue allocation, and environmental compliance.
- Evidence gathering and Policy Influencing



Outcome 2.4:

By 2029, ActionAid and partners contribute meaningfully to national, regional, and global advocacy on climate justice, debt justice, and reparative financing, ensuring that frontline and marginalised voices shape global climate and ecological responses.

Strategic Interventions

- Amplifying Frontline and Marginalised Voices to engage in national, regional, and global advocacy on climate justice, debt justice, and ecological reparations.
- Advancing National and Regional Climate and Debt Justice
- Influencing Global Climate and Ecological Governance (e.g. by participating in COPs, UNFCCC processes, and other multilateral for a) to promote climate justice, reparative financing, and just transition agendas.
- Building Advocacy Capacity and Leadership

STRATEGIC PRIORITY 3:

CIVIC ENGAGEMENT AND ACCOUNTABILITY



The Civic Engagement and Accountability pillar adopts a multi-dimensional, outcomes-focused approach which seeks to empower rights-holders and civic actors to enhance critical consciousness, rights awareness, and inclusive leadership, particularly among women, youth, and marginalized groups; strengthen duty-bearer responsiveness by

promoting transparent, participatory, and accountable governance practices across public institutions and private sector actors; and link civic engagement to tangible outcomes by ensuring that collective action contributes to improvements in public services, policy, livelihoods, and climate and social resilience. By integrating citizen empowerment, inclusive networks, and accountable governance, this pillar aims to create an enabling environment where civic engagement drives equitable, sustainable, and rights-based development.

Outcome 3.1:

Rights-holders, civic actors and movements are empowered, organised, and effective in advancing inclusive and accountable governance

Strategic Interventions

- Increasing civic knowledge, rights awareness, and critical consciousness among women, youth, and marginalised groups
- Strengthening community-level organising and inclusive, feminist leadership
- Expanding and connecting civic networks and alliances to foster collaboration and solidarity across actors linking local, national, urban-rural, and intergenerational movements to enhance coordination, knowledge-sharing, and collective influence for accountability and participatory governance.

Outcome 3.2:

Duty-bearers and other key actors, including private sector, demonstrate increased responsiveness, transparency, and accountability to citizen priorities.

Strategic Interventions:

- Conducting evidence-based advocacy and policy dialogues with public and private actors to ensure citizen priorities inform decisions and service delivery.
- Supporting participatory planning and decision-making platforms that include marginalized groups, ensuring transparency, inclusivity and citizen oversight.
- Facilitating training and capacity-building for institutions on social accountability, citizen feedback mechanisms, and rights-based approaches.
- Organizing and strengthening accessible, regular engagement forums between citizens, civic actors, and institutions to monitor policy implementation and service delivery.



Outcome 3.2:

Outcome 3.3: Civic engagement contributes to tangible and equitable improvements in public services, policy, and community resilience, promoting social, economic, and climate justice.

Strategic Interventions

- Mobilising and supporting collective action by communities and grassroots movements to secure improvements in public services, livelihoods, and climate resilience.
- Leading sustained campaigns and policy engagement to influence legal, institutional, and practice shifts in priority sectors including public services, land, climate, and economic justice.
- Promoting the integration of rightsbased and accountability approaches across thematic sectors, ensuring these frameworks shape programme design and policy dialogues.
- Facilitating communityled monitoring and learning to document demonstrable changes, inform scaling of peopleled solutions, and strengthen movement narratives for justice.

STRATEGIC PRIORITY 4:

HUMANITARIAN ACTION AND DISASTER MANAGEMENT



The HADM pillar seeks to strengthen anticipatory mechanisms at community and district levels to enable predictable, inclusive, and timely responses to hazards; build the capacity of marginalized groups to lead disaster preparedness and protection initiatives; and support the revision and operationalization of national and sub-national DRR policies and legislation to align with international best practices, gender- and youth-inclusive approaches, and climate-smart planning.

Outcome 4.1:

By 2029, women- and youth-led preparedness and anticipatory action mechanisms in target districts are in place to build resilience and enable faster, predictable responses to common hazards—saving lives, reducing suffering, maintaining human dignity, and supporting recovery and “build-back-better” efforts.

Strategic Interventions

- Strengthening Community-Based Early Warning and Anticipatory Action Systems
- Empowering Women and Youth in Disaster Preparedness and Response Leadership
- Strengthening Local Institutional Capacity and Coordination
- Establishing community contingency funds and strengthen access to forecast-based financing to enable timely pre-disaster actions.
- Promoting Inclusive Knowledge, Innovation, and Learning
- Supporting the integration of anticipatory livelihood protection measures into local DRM systems.

Outcome 4.2:

By 2029, women and youth in high-risk Zimbabwean districts (drought/cholera hotspots, informal settlements, and mining-affected wards) lead inclusive community-based protection mechanisms that prevent and respond to GBV/ SEA/SH, reduce protection risks in public services and aid delivery, and inform conflict-sensitive, do-no-harm programming across sectors.

Strategic Interventions

- Establishing and Strengthen Community-Based Protection Mechanisms
- Training frontline workers, community leaders, and service providers on safeguarding, survivor-centred case management, and ethical reporting.
- Mainstreaming Protection and Safeguarding Across Sectors
- Empowering Women and Youth as Protection Leaders
- Strengthening Coordination, Accountability, and Learning

Outcome 4.2:

By 2029, the revised national disaster risk reduction policy framework is in place, comprising the Disaster Risk Management Act, National Disaster Management Policy, and National Disaster Management Strategy.

Strategic Interventions

- Supporting Legislative and Policy Reform
- Advocating for Multi-Stakeholder Policy Development, Inclusive Consultations and harmonization of national DRM policy with regional frameworks (SADC, Sendai Framework) and international standards.
- Strengthening institutional capacities of national and district DRM authorities to operationalize the DRM framework.

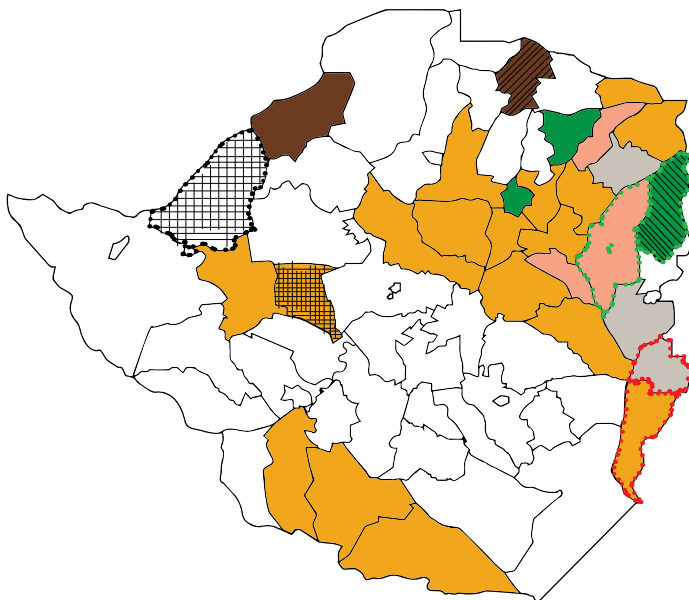
A group of young women are gathered outdoors, wearing bright orange hoodies with the word 'UNITE!' printed in white. Some hoodies also have the text 'End Digital Violence against all Women and Girls'. They are holding up pink signs; one visible sign says '#ENDDIGITAL VIOLENCE'. The women are looking towards the camera with various expressions, some smiling and others serious. The background is slightly blurred, showing more people and greenery.

WHO WE WILL WORK WITH

PARTNER/ ACTOR

- Communities and Local Structures
- Civil Society, Social Movements and NGOs
- Government Institutions and Local Authorities
- Traditional and Faith Based Leaders
- Donors and Development Partners
- Academic and Research Institutions
- Private Sector and Market Actors
- Media and Communications Actors
- Youth-Led and Student Organisations
- Professional and Sectoral Associations
- Regional and International Networks

OUR GEOGRAPHICAL FOOTPRINT (2026–2029)







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