

CFHD ANNUAL REPORT 2021



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LIST OF ACRONYMS

ARDCZ	Association of Rural District Councils of Zimbabwe
CBOs	Community Based Organizations
CCDS	Centre for Community Development Solutions
CEOs	Chief Executive Officers
CFHD	Civic Forum on Human Development
DAT	District Action Team
DDCs	District Development Coordinators
FACHIG	Farmers Association of Community Self-Help Investment Groups
GALs	Gender Action Learning System
GBV	Gender-Based Violence
HPs	Harmful Practices
IAG	Innovators Against Gender-Based Violence
LGDA	Lower Gुरुve Development Association
NANGO	National Association of Non-Governmental Organizations
NCT	Nyahunhure Community Trust
NDS1	National Development Strategy 1
PDCs	Provincial Development Coordinators
PwD	People with Disabilities
RDCs	Rural District Councils
SGBV	Sexual and Gender-Based Violence
SIDA	Swedish International Development Cooperation Agency
SRHR	Sexual Reproductive and Health Rights
TASA	Taking a Stand Against Gender-Based Violence
V2R	Vulnerability to Resilience
VAWG	Violence Against Women and Girls
WGSN	Women and Girls Support Network

1. CONTEXT ANALYSIS

Zimbabwe, through its Second Republic leadership, has been making tremendous efforts in addressing challenges faced by the generality of the citizens. The Government of Zimbabwe is leading the nation in the implementation of the National Development Strategy 1 (NDS1) 2021-2025 which was launched in 2020 in pursuant to the Transitional Stabilisation Program of 2018-2020. The NDS1 has 14 National Priorities that were identified and these are:



Figure 1: NDS1 National Priorities

Zimbabwe's geo-political, social and economic sphere is also changing in ways that challenge us to continuously complement the efforts that are being made to build resilience amongst communities that we work with and continue to promote human-centered development. CFHD has itself developed through a changing context over the decades since its existence. The work of CFHD in 25 Districts of Zimbabwe has been essential in capacitating its targeted beneficiaries across all levels given the country's development trajectory challenges. Below is the map showing CFHD coverage in Zimbabwe:



2. HOW THE CFHD WORKS

The CFHD model of work is inspired by our partners and the communities we work with. In our work, we aim to create positive, lasting change for people living in conditions characterized by vulnerability and marginalization through providing the skills and tools that offer practical solutions to the problems they face in their daily lives. In its work, CFHD values leadership, learning and innovation. As a human-centred and learning-driven development organization, it has a long-term commitment to test new ideas, engage new partners and challenge approaches that do not contribute to sustainable human development. CFHD has therefore invested in staff and partner capacity building and ensured comprehensive stakeholder engagement and participation in all its work. To achieve an even larger-scale, more inclusive and lasting change, the organization managed to forge strong partnerships with the private sector, government bodies, research institutions, cooperatives and trade unions. The organization believes that growing and deepening its partnerships will enable it to have the best chance of achieving its ultimate goal of empowering institutions and individuals to drive their own development process. The organization has thrived for work that is holistic and flexible as defined by the operational context and situation at hand. Monitoring, evaluation and learning practices improved during the period under review with more room for improvement in defining how the CFHD works. CFHD is a learning organization that facilitates and uses innovation and learning to increase the quality and impact of its work at local, national and regional level. The manner in which the organization works is illustrated in the figure 2 below.

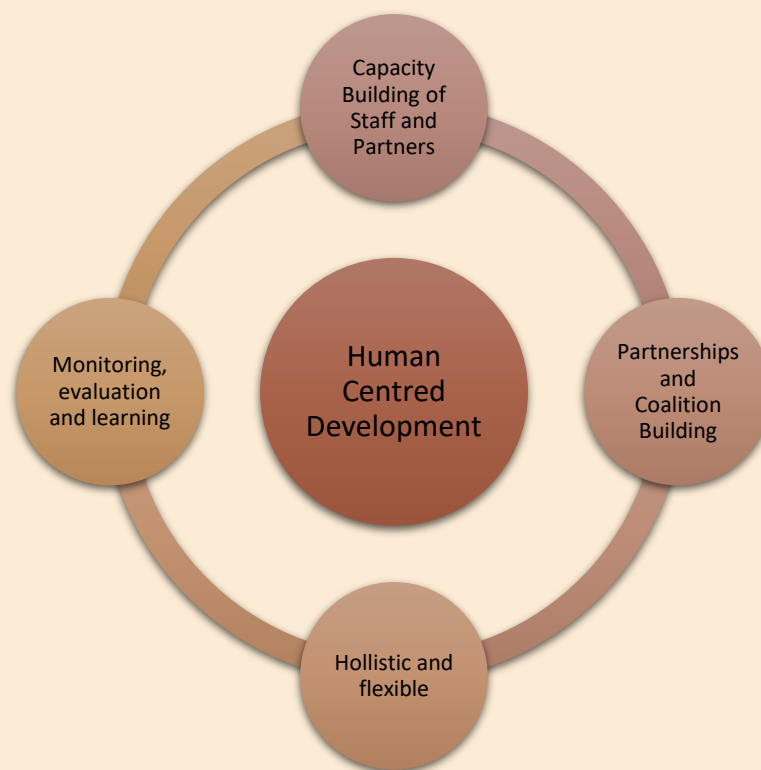


Figure 2: Guiding Principles on How CFHD Works

3. PROGRAMME HIGHLIGHTS

The CFHD has been working on strengthening local economic development, community based natural resources management, sustainable human settlement development, environment management and climate change and energy for human development in collaboration with local, regional and international organizations. Citizen participation and empowerment is at the core of all our programmes. The work of the Forum is spread across the country in partnership with its core members which include civil society organizations, local government associations, research and technical support organizations for balanced programming process and interventions. The main programme pillars of the organization are shown in the figure below:



Figure 3: CFHD Main Programme Pillars

3.1 Local Governance and Social Accountability Programme

The Local Governance and Social Accountability Programme has been the biggest thematic area of the CFHD in terms of funding and outreach. The aim of the programme is to strengthen and support constructive engagement between service providers and communities in planning and decision making processes. During the period under review the Local Governance and Social Accountability Programme has largely been supported by the European Union (EU), Konrad Adenauer Stiftung (KAS) and International Organization for Migration (IOM).

3.1.1 Social Accountability Project

The CFHD in partnership with the Association of Rural District Councils of Zimbabwe (ARDCZ), Centre for Community Development Solutions (CCDS), Lower Guruve Development Association (LGDA) and Nyahunhure Community Trust (NCT) is implementing a four-year EU-funded project titled “Strengthening Civil Society Capacity for Scaling – up Social Accountability in Rural Local Authorities of Zimbabwe”. The project is in its second year of implementation and is being implemented in three Provinces of Mashonaland East: Chikomba, Goromonzi and Murewa RDCs; Mashonaland Central: Guruve, Mbire and Muzarabani RDCs; and Mashonaland West: Chegutu and Makonde RDCs. The aim of the project is to enhance meaningful participation of civil society and community based organizations in operationalizing inclusive, accountable and resilient governance and service delivery in rural local authorities of Zimbabwe. During the second year of implementation of the project, a number of key milestones were achieved which are summarized as follows:



A female participant sharing a point during a CBO learning platform in Murewa District

Snapshots of the Social Accountability Project in 2021

Inclusive and gender-sensitive service delivery needs and priorities

The first area of the project was aimed at supporting inclusive and gender-sensitive service delivery needs and priorities for women, girls, people with disabilities (PWD) and other marginalized groups in planning, decision making processes and resource allocation. Through the Social Accountability Project, local authorities were engaged to deliver inclusive and gender sensitive needs and priorities the following were achieved:

- Participatory development of 196 CBP plans against the planned target of 203 with clearly defined gender-sensitive needs and priorities in the 8 targeted districts.
- 8 targeted local authorities have since committed themselves to adopt mechanisms on participatory approaches and gender mainstreaming based on Community Based Planning (CBP) and Social Accountability principles.



District quarterly planning and review meeting in Makonde District

Stakeholder engagement

The second area was aimed at strengthening linkages and better working relationships with local government, Civil Society Organizations (CSOs) and Community-Based Organizations (CBOs) in each of the 8 local authorities. These were engaged, profiled and capacitated to ensure their specific needs were addressed. In the process, we have learnt that:

- The project has been supporting local CSOs to enable them to become decentralized knowledge and information centres for social accountability and inclusive gender sensitive service delivery at the local level and to develop referral mechanisms for support in the event of specialised services being required by communities.
- Gender sensitivity at grass-roots level is essential. If it is understood at the community level, people will push for gender-sensitive services and be represented appropriately.
- The participation of CBOs/CSOs in local government processes improves and strengthens relationships with local government institutions, paving way for more inclusive and gender sensitive service delivery.



Annual National Reflection Workshop of all targeted districts conducted at Chinhoyi University Hotel

Increased operational space, capacity and voice of CSOs and CBOs in advocating and monitoring delivery of quality services for all citizens (including vulnerable, disabled people).

CBOs focus is to build equality across the community in all streams – health care, environment, education, access to technology, access to space and information for the disabled. CBOs are needed because they work alongside community members and focus on the root of the issues and challenges within the community. They focus on the locally relevant solutions, which helps to eliminate some problems and issues in the community through advocacy and lobby. In 2021 the project strengthened the operational capacity of CBOs and CSOs through the following;

- Creation of improved platforms for engaging the local authority and other duty bearers on service delivery priorities of citizens.
- A total of 133 CSOs and CBOs were imparted with skills in CBP and in social accountability monitoring tools such as Score Card and Service Delivery Charters for use in monitoring and advocating for the implementation of gender-responsive policies, budgets, services by service providers and jointly agreed CBP priorities.
- CBOs, CSOs and SEGs have been capacitated in the basic principles of lobbying and advocacy initiatives. During the CBP and participatory budgetary processes the CBOs and CSOs were able to mobilize for the participation of a wide range of socio-economic groups representing the interests of women,

youths, people with disabilities and assisted in advocating for the inclusion of their needs and priorities of these marginalized groups. CBOs lobbying at ward level were enabled by the 3plus 2 prioritisation process which enabled for the inclusion of the needs and priorities of marginalization groups in local plans.



Guruve District community engagement processes

Improved transparency and accountability

In order to enhance effective transparency, accountability in rural local authorities and ensure best performance management systems in the delivery of services, the following were achieved:

- 118 councillors (107 males and 11 females) from Mbire, Muzarabani, Guruve, Chegutu and Makonde RDCs were capacitated during the councillor's capacity building on local governance systems of Zimbabwe that improves execution of their duties being transparent and accountable to their communities.
- The improved understanding of the project by councillors has opened up opportunities for the institutionalization of emerging best practices by the policy makers at local government level.
- The project supported the establishment of a number of citizen monitoring mechanisms which are as follows: i) establishment of Ward Action Teams (WAT) who are responsible for the monitoring and supporting implementation of CBP priorities ii) Each DAT with the support of local CBOs now develops and submits district quarterly and monitoring reports iii) use of social media platforms such as WhatsApp as a recognized platform for issuing service delivery feedbacks.



Councillors Capacity Building Workshop in Guruve District

Resilience-building initiatives within local communities.

Resilience is a demonstrable outcome of a community's capability to cope with uncertainty and change in an often volatile environment. Resilience is therefore a product of a community's capabilities of interacting with its environment. Building resilience in communities is best done at a local level. Significant progress has been in creating an enabling environment and public institutional commitment to disaster risk management on a multi-stakeholder approach while at the same time promoting a systemic vulnerability to resilience approach for putting communities in charge of local resilience efforts. Other lessons emerged towards building resilience are:

- The project has been supporting local CSOs, CBOs and local governance officials in the principles of community-led resilience building processes.
- The process was first initiated through the Community Based Planning (CBP) which sought to promote a bottom-up approach and an inclusive planning process in which communities, especially the vulnerable groups, were equipped with skills and a platform to participate in the planning and implementation process.
- Development of a framework for Vulnerability to Resilience (V2R), which is a framework for analysis and action to reduce vulnerability and strengthen the resilience of individuals, households and communities.
- The framework sets out the key factors that contribute to peoples' vulnerability: exposure to hazards and stresses, fragile livelihoods, future uncertainty and weak governance. It also provides detailed

explanations of the linkages between these factors, as well as ideas for action to strengthen resilience. The V2R framework seeks to enable programme staff to engage more systematically with community-led resilience issues emerging from ward based community planning and profiling of socio-economic groups, CBOs and various CSOs that are active in these communities. It sets out the issues and principles of the community-led resilience process so that CBOs, CSOs, local government officials and other stakeholders can be more meaningfully involved in Community-Led Resilience Building Process.

Increased documentation, learning and dissemination of lessons, experiences and best practices

Since the implementation of the Social Accountability Project, there has been capacity building of CBOs to enhance their capacity in monitoring public resources. Continued lessons and experiences include the following:

- Increased participation of SEGs in planning is critical for strengthening the voice of citizens in service delivery priority setting and enhancing participatory budgeting.
- Gender awareness and sensitization processes need to be conducted during the participatory planning with citizens and stakeholders for effective mainstreaming in the local government planning and service delivery cycle.
- Training of both supply and demand sides in social accountability results in improvement of service delivery methods, amicable relations between local leadership and community members, improves transparency and accountability.
- Informed community members have capacity to demand services that bring about change to their livelihoods.



DDCs and CEOs from targeted Districts attended a policy visioning workshop at Pumpkin Hotel in Mudzi, Mashonaland East Province

3.1.2 Konrad-Adenauer-Stiftung (KAS) Councillors Capacity Building Programme

In response to requests for Councillor capacity development, CFHD engaged KAS for a capacity building programme of elected councillors. A total of 118 councillors (107 males and 11 females) from Mbire, Muzarabani, Guruve, Chegutu and Makonde districts were capacitated in the principles of Social Accountability and inclusive development approaches. The training workshops were guided by the participatory local governance development framework and addressed the following key issues:

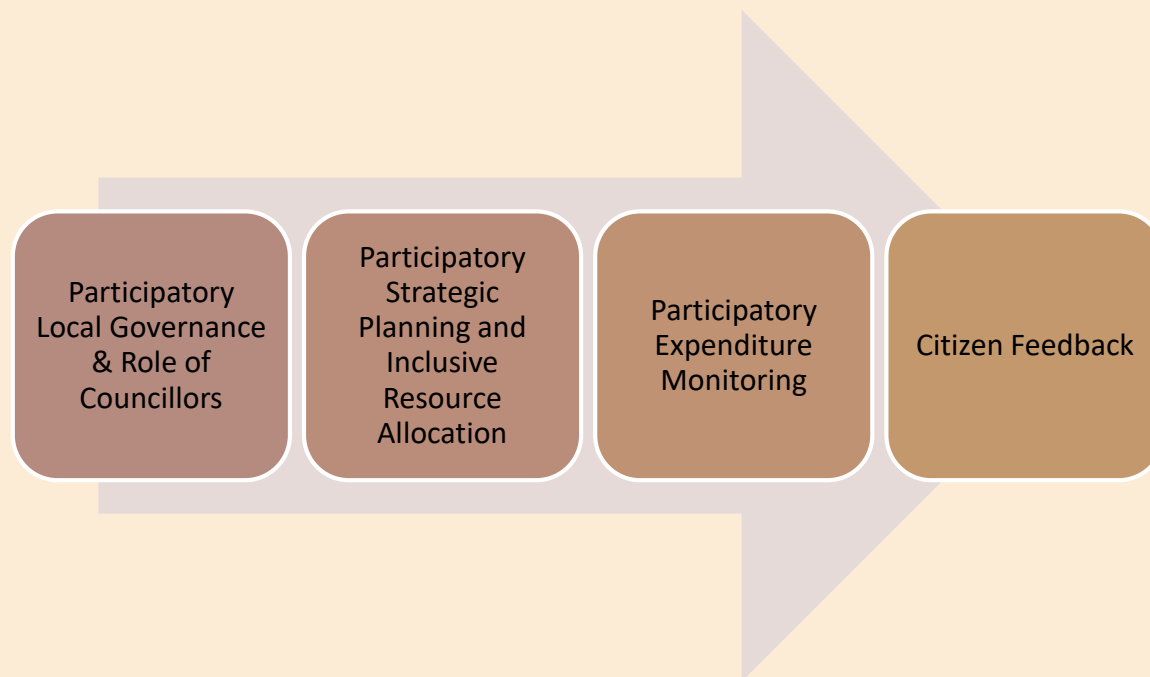


Figure 4: Issues Addressed During Participatory Local Governance Development Workshops

A pre and post survey was conducted to measure the impact of the training workshops which revealed improved levels of knowledge and awareness by the councillors on their roles and responsibilities. In addition, councillors also reported increased capacity to mainstream gender issues, green solutions and climate change in local economic development and service delivery. Capacitation of councillors enabled inclusiveness of sub-district structures that now recognize the participation of CBOs and grassroots groups in all their activities.

The programme further supported Provincial Policy Visioning workshops in Mashonaland East, West and Central Provinces. The workshops targeted the Provincial Development Coordinators (PDCs), District Development Coordinators (DDCs), Chief Executive Officers (CEOs), Council Chairmen, Social Services Officers, Civil Society Organizations (CSOs), Community Based Organizations (CBOs) and traditional leadership. The target groups are mandated with various statutes to drive development in Zimbabwe, the need to have a

shared vision and to walk their talk toward achievement of the Sustainable Development Goals (SDGs) and Vision 2030. During the workshops, each CEO made a PowerPoint presentation on the district Strategic Plan and its linkages with the National Development Strategy 1 (NDS1) as well as other national policy priorities emerging from policies such as the Zimbabwe National Human Settlement Policy, National Climate Change Policy, Renewable Energy Policy and Devolution. The presentations highlighted the challenges being experienced and opportunities for the integration and harmonization of these policies at local level for improved wellbeing of citizens. A total of 40 people (8women, 32 men) participated during the workshops. The follow up steps on the training of councillors and the visioning workshops. It has been recommended by the participating RDCs to integrate training of councillors with training of local leaders at local level.

3.2 Local Institutions Development Programme

3.2.1 Supporting a local approach to human rights through community networks

The CFHD implemented a project on human rights targeting community based networks in three provincial corridors of CFHD work in collaboration with IOM with funding from Swedish International Development Cooperation Agency (SIDA). The project involved working with local CBOs and CSOs in addressing their networking, information, capacity building, case management and referral needs in a holistic and integrated manner. It also involved dialogue with policy makers, local governance structures including traditional leadership structures and strengthened information flow through multiple interactive platforms and learning forums.

The project led to the development of two key network building and GBV learning papers with the purpose of providing an amalgamation of emerging lessons, experiences and opportunities from the networking building initiative on promoting human rights awareness in the country. The emerging issues were gathered from key informants, human rights practitioners, diverse organisational experiences and community feedback. The development of the learning papers was based on elements which ensure continuity with the work done by CSOs and CBOs and other stakeholders and innovations aimed at strengthening human rights monitoring and protection. The learning papers were designed to illustrate key processes, steps, approaches and tools that strengthen participatory civil society constructive engagement and collaboration with the central government, local government and service providers in responding to human rights protection and monitoring based on practical lessons and experiences in the field.

The key results were:

- The development a network building culture among CSOs and CBOs for better linkages and coordinated dialogue with duty bearers and policy makers on issues affecting citizens and development of consensus building mechanisms for addressing them.
- The CBOs were trained on mainstreaming human rights using do no harm approaches and in a peaceful manner.

- In Mashonaland East, through coordination of Nyahunure Community Trust (NCT), the CSOs network building approach has created locally driven platforms to coordinate programs, activities and resources of multiple groups and organizations to achieve shared policy or program goals.
- CBOs now have some form of legitimacy with the district authorities and are providing effective input in promoting local level innovations and solutions at local level. As a result, there is increased collaboration and engagement with local authorities and service providers in planning and coordinating local development initiatives beyond human rights in 25 local authorities.
- In Mashonaland Central, it was noted that network building approach has the potential for establishing jointly-governed bodies for managing coordinated human rights mainstreaming programmes implementation, monitoring and evaluation. Such a body can be created through continued support from the CFHD to the established local network.
- Strengthening human rights monitoring and protection initiatives to End Violence Against Women and Girls requires multiple stakeholders to come together and share experiences for coordinated responses to GBV issues at local level.

3.2.2 Support to Displaced People

CFHD has been working with different marginalized groups in recognizing their basic human rights and this includes internally displaced people. The CFHD, in partnership with the IOM, supported Mbire RDC with over 213 agricultural packs which included a hoe, a rack, a shovel, a garden fork, a seed pack and 2kg fertilizer to Mbire Rural District to distribute to identified beneficiaries to help them rebuild their livelihoods through farming and better utilization of their land.



The agricultural equipment getting loaded from IOM offices for distribution in Mbire RDC

The kits were targeted at benefiting returnees in Mbire District after the district was identified as the most vulnerable district with the most returnees from Zambia, Botswana and Mozambique due to the effects of the COVID-19 pandemic. The agricultural inputs were handed over to Mbire RDC and they would be distributed accordingly to the beneficiaries. The RDC officials were also empowered to oversee the distribution of the agricultural inputs and to ensure that these inputs were distributed directly to the beneficiaries.



Mr. Chayikosa from the CFHD hands over the agricultural equipment to Mbire DDC

3.3 Women, Youths and Girls Support Programme

The women, girls and youths support programme is the 3rd thematic area within CFHD programming. The programme is aimed at promoting the empowerment of young women and men for the pursuit of productive, inclusive and sustainable socio-economic growth opportunities in Zimbabwe. Over the years the thematic area has been supported by the IOM and UN Women.

3.3.1 Spotlight Initiative

The period under review marked the end of the 1st phase of the Spotlight Initiative that the CFHD has been implementing in the Mashonaland Central Province. Lower Guruve Development Association (LGDA), in partnership with Farmers Association of Community Self-Help Investment Groups (FACHIG) and CFHD, are implementing an action titled “Strengthening Movement Building to End Violence Against Women and Girls in the Mashonaland Central Province”. The action is being implemented in 16 wards identified as hot spots in the 4 districts of Mbire, Guruve, Rushinga and Muzarabani. The objective of the action is to contribute to the elimination of all forms of sexual and gender-based violence (SGBV) through supporting gender social movement approaches that empower women and girls to end, avoid and escape from violence and violent situations.

The project came about as a result of an expressed demand for an innovative programme that addresses Gender-Based Violence (GBV) that has continued to cause socio-economic challenges in Mashonaland Central Province. Over the years, Mashonaland Central Province has continued to be the epicenter of GBV in Zimbabwe encompassing a wide range of abuses that range from sexual threats, exploitation, humiliation, assaults, domestic violence, incest, prostitution and rape. Sexual and Gender-based Violence (SGBV) cases were and are still a cause for concern.

The project is a result of shared learning and reflection with consortium members and various stakeholders in the province on the need for a strategic approach that strengthens the role of local Civil Society Organizations (CSOs) and Community Based Organizations (CBOs) in accelerating processes and initiatives that reinforce and promote equal participation of men and women in all the spheres of their civil, social, political, cultural and economic rights systematically.

The existence of the consortium in the province has enabled members to build a better understanding of the prevalent forms, pervasiveness and the effects of GBV and its relationship to development in the province. The consortium aims to build on its strong track record in employing strategies aimed at curbing gender-based violence through the establishment of a vibrant social movement and strategic interventions on prevention, awareness-raising and citizen participation in contributing towards the elimination of GBV.

Project initiatives:

- ***Innovators Against Gender-Based Violence (IAGs):*** The project has the participation of IAGs who are involved in experiential learning, including sharing of knowledge and experiences on gender equality, ending violence against women and girls (EVAWG) and movement building. The IAGs have been responsible for the designing and development of innovative solutions, with support from the consortium, in strengthening the consortium response to violence against women and girls. The IAGs formed part of the technical support to organisations and community groups working on women's rights, disability, children's rights, Human Immunodeficiency Virus (HIV), masculinities, Sexual Reproductive and Health Rights (SRHR) and key populations. The IAGs contributed towards the building of a strong and viable social movement against SGBV and Harmful Practices (HPs). The social movement is inclusive of women and men from all sectors; those in positions of power and formal authority; boys and girls in communities. It also includes the voices and perspectives of women and girls who are most marginalized by the intersecting forms of discrimination. The IAGs have been responsible for introducing interesting innovations under the project such as the Men-Enough Initiative; Catch them Young Initiative and Taking a Stand Against Gender-Based Violence (TASA) which are all discussed in detail in other sections of this report.
- ***Capacity building initiatives:*** The project conducted a wide range of training and capacity building activities across the 4 targeted districts. A total of 361 (196 females and 165 males) gender champions and 16 focal persons were capacitated on the basic principles of Gender Action Learning System (GALS), social accountability, gender-sensitive service delivery and CSOs and CBOs institutional capacity building.
- ***Gender Action Learning System:*** GALS is a community-led household methodology that aims to give women and men more control over their personal, household, community and organizational development. GALS is a key methodology employed to challenge and address gender inequalities in households and communities to change power relations between communities and service providers, religious and traditional authorities, private sector and Government actors working at the community level. The methodology uses visual diagramming tools enabling people at different levels in the

community to plan for livelihood improvements in ways which give the most benefits to women and men; establish multi-stakeholder consensus on imperatives of promoting gender justice; mutually develop a collective vision with immediate and long-term strategies and plan for change. The approach has a series of tools that can be used in resolving gender-based conflicts at the household and community level.

- ***Social Accountability and Gender-Sensitive Service Delivery:*** The participants were trained on the Social Accountability approach aimed at strengthening the capacities of women groups and CBOs to work together with local authorities to enhance the quality of public services available to women and girls. The training workshops illustrated some of the tools and approaches that can be used to give voice to the needs and concerns of all women and girls in demanding the provision of quality gender-sensitive service delivery.
- ***CSOs and CBOs institutional building:*** A total of 17 CBOs operating from the targeted districts received institutional capacity building especially in the principles of corporate governance, resource mobilization, project management, financial management, monitoring and evaluation. Capacity building of CBOs is key to the project as it will enable these groups to fight against GBV beyond the technical and financial support from UN-Women.

Emerging Approaches and Best Practices

- ***Men-Enough Initiative:*** The consortium established the men-based forum network (Men Enough Initiative) in all the 4 targeted districts. The establishment of the men-based forum ensured an intergenerational approach which is inclusive of both sexes and age groups to the programming of the consortium through ensuring the participation of the elderly, youths and children which also feeds into the United Nations' (UN) Sustainable Development Goals (SDGs) mantra of leaving no one behind. A total of 16 men's chapters based at ward level were established. The chapters constituted of highly motivated men who are ambassadors in ending GBV, Violence Against Women and Girls (VAWG) and early child marriages and also promoting SRHR issues. The campaign was aimed at empowering men to be role models in their patriarchal communities by shunning all cultural entities and practices that perpetuate all forms of VAWG and HPs. The campaign has capacitated men to facilitate dialogues in particularly male-dominated spaces of their communities on a scheduled basis and discuss several SGBV, SRHR, GBV and HPs affecting their localities and be in a position to control, give a remedy and map the way forward in their communities. The establishment of the Men Enough Initiative / Gender Giants was established through the support of CBOs working with the consortium such as Chisungu Men's Network, PLACE and the Provincial Development Officer from the Ministry of Women Affairs, Community, Small and Medium Enterprises Development engaged by the project as resource persons. A total of 134 participants (37 females and 97 males) are now actively participating in the men enough initiative in Rushinga, Mbire, Muzarabani and Guruve districts. The consortium facilitated the process of establishing Men Enough committees / Gender Giants at ward and village levels of the targeted 16 wards in the 4 districts.

- **Catch them young:** The Spotlight project initiated the "Catch Them Young" campaign which was aimed at fostering the inclusion of children in GBV awareness programmes in all the targeted districts. The initiative is one of the innovations introduced by the IAGs who contributed towards building a network of Gender Champions who mentor community children both in and out of school, between the ages of 5 to 17 years. The initiative used edutainment as a tool to form the backbone of the Catch Them Young model which gained momentum through child-friendly awareness-building strategies like poetry, drama and music. Gender Champions are the driving force in educating children on the forms of Violence Against Women and Girls (VAWG), Gender-Based Violence (GBV), Harmful Practices (HPs), Sexual Reproductive Health Rights (SRHR) issues and then facilitate the formation of drama groups. Edutainment activities under the project have managed to comprehensively teach children on VAWG, GBV, HPs, SRHR and child marriages as well as raising awareness in the community. Edutainment as an awareness tool appeals to all, regardless of age, literacy, sex, disability and socio-economic standing. A video showcasing the Catch Them Young campaign can be accessed on <https://www.youtube.com/watch?v=xS2YWp1nibI>.
- **Taking a Stand Against Gender Based Violence:** The consortium utilized the digital space to take a stand against gender-based violence in the 4 target districts that were established. The group has generated a lot of interest as evidenced by the participation and presence of members based in other districts not targeted by the project such as Shamva and Bindura. This has been conducted through the piloting of a WhatsApp Group Initiative titled TAKING A STAND AGAINST GENDER-BASED VIOLENCE (TASA) MASHONALAND CENTRAL PROVINCE. The innovation has been a direct response to the COVID-19 induced lockdown and restricted movement, which has resulted in the rise of violence. However, the worst-case scenario was that cases were not being reported to assist survivors who usually live with their perpetrators. TASA is a WhatsApp Group that acts as a reporting and case identification tool for SGBV and other HPs survivors in the province. The idea is to foster concerted efforts and rapid response to identified cases in the 4 targeted districts of Mashonaland Central province.
 - TASA is open all the time. The platform recognizes, tolerates and respects diversity in opinions as long as these do not conflict with the principles of saving humanity, promotion and preservation of women and girls' rights.
 - The group is a network and comprises of various individuals with a wide range of skills and expertise on gender issues that include; women groups, CBOs, local government actors such as Village Heads, council members, District Development Coordinators (DDCs) and line ministry representatives.
 - The group also has members from the academic, legal and religious fraternities including university lecturers, religious leaders and community members. Selected and identified SGBV and HPs related issues are deliberated on through open discussions.
 - Video posts, reviewed journal articles, legal instruments such as the Domestic Violence Act (DVA), and other information, education, and communication (IEC) materials are shared to probe discussions and to provide advice on emerging issues. Referrals on emerging and identified issues are made during the discussions.

- ***Youths Engagement and Voice Amplification Platforms:*** The project established 4 platforms for youth's engagement and voice amplification. The purpose of the activity was to promote positive approaches to sexual and reproductive behaviour and achieve comprehensive sexual and reproductive education and behaviour for young women and girls in the province. This was achieved through the support of an enabling environment and safe spaces for dialogue and engagement involving the youths and other relevant stakeholders. Participants included youths in and out of school, Community Care Workers (CCWs), Village Health Workers (VHWs) and school teachers from surrounding villages. The main facilitators of the activity were experts in the topics of discussion from the Ministry of Women Affairs, Community, Small and Medium Enterprises Development, Ministry of Health and Child Care, PLACE and Chisungu Men's Network. A total of 1302 participants (774 females and 528 males) attended the workshop (Muzarabani 93 females, Rushinga 124 (52 males and 72 females); Mbire 64 (27 males and 37 females) and Guruve 1021 (572 females, 449 males and 13 people with disabilities). In Guruve, the reached beneficiaries include participants who were engaged at the ward level. Limited access to sanitary wear by the girl child in rural areas of Zimbabwe remained a topical issue of discussion during the implementation of the activity.

3.3.2 International Women's Day

The 8th of March each year is globally the International Women's Day. The CFHD commemorated the 2021 International Women's Day under the theme "Amplifying Women and Girls' Voices and Leadership Capacity for Enhanced Social Accountability". The organization supported a Road Show and Learning Platform at community level in Guruve, in collaboration with Lower Guruve Development Association (LGDA). This event was supported by the CFHD's Centre for Women and Girls Support Network (WGSN) in Zimbabwe which promotes evidence-based learning and responsive support services to affected community members and citizens. The participants were all gifted purple t-shirts, purple signifying justice and dignity for the women in these communities.



Women participants during the commemorations in Guruve

The commemoration enabled was an opportunity for reflection on success stories, milestones and challenges faced by women and girls in accessing services, leadership roles and protection. CBOS, local government and other relevant stakeholder were also enabled with a platform to share their views on women participation in development. It was highlighted by the local leadership during the commemorations that rural women in Mashonaland Central Province are now participating in influential position starting from the Village Development Committee, Ward Development Committee, School District Committees and provincial leadership positions which was evidenced by the representatives from all invited stakeholders who were mainly women.

Through the technical support of CFHD and LGDA, women are now the focal persons spearheading women empowerment issues, raising awareness on gender-based violence and referring GBV cases to local referral institutions. The women-led CBOs are also conducting human rights awareness programmes within schools and educating children on human rights issues and the existing referral pathways in place within the province. The event was attended by women and girls from all walks of life who were able to freely share their experiences and views. Major take-always from the event included:

- The teaching of little children on GBV and human rights issues was pivotal in changing the societal beliefs as young girls now have big dreams and look forward to having promising careers.
- The presence of more women in the delegation tent and representation from the office of the Provincial District Coordinator, police, health and education was encouraging to see as more women are now taking up leadership roles in society which was emulated by the little girl's present

- There was inclusion of all vulnerable groups in society including those living with disabilities, the pregnant mothers as well as all age groups that were invited to attend the commemorations



Girls also participated during the commemorations in Guruve

The main issues that were raised were as follows:

- Lack of confidentiality when one goes to report a rape or child abuse case at police stations discouraged victims from following up on their cases.
- Fear of victimization of family members by family and the community at large
- Local leaders were cited as some of the perpetrators in child marriages
- Women and children in some areas were still forced to provide labour for the fields and this led to some children missing school during the farming season. But when it was time to collect the money from the harvest, they were left out.
- There were several cases when victims changed their story once the issue had gone to law enforcers. This made it difficult to arrest perpetrators for lack of witness or evidence.



Women took it to the dance floor during the commemorations

The following were also agreed on during the commemorations:

- Community Case Workers (CCW) need training on GBV and work ethics as there is now less confidentiality to GBV issues.
- There is need to come up with GBV action teams that ensure that all the reported cases are attended to and reported to relevant institutions.
- Chiefs and Headmen who are involved in child marriages need to be brought to justice.
- Need to strengthen local referral pathways that functional and accessible at the community level.

3.3.3 Prevention of Sexual Exploitation and Abuse (PSEA) and Gender-Based Violence (GBV) training workshop

IOM conducted a Capacity Building on Prevention of Sexual Exploitation and Abuse (PSEA) and Gender-Based Violence (GBV) training workshop on the 12th of October 2021 in partnership with CFHD and Nyahunure Community Trust (NCT) in Mutoko District. The purpose of the workshop was to capacitate implementing partners, local leaders and human rights monitors on PSEA & GBV to enhance reporting, access to emergency services and strengthening of referral services, accountability, feedback mechanisms, awareness-raising, accountability, feedback mechanisms, reporting, coordination and monitoring of human rights in Zimbabwe.



PSEA training underway in Mutoko at Nyamakwere Hotel

Key highlights from the workshop

- There is a misinterpretation of gender and communities are mainly portraying it as women based theme.
- The workshop identified a gap and the limited space for men when it comes to Gender-Based Violence.
- Men are facing abuse challenges but due to masculinity they prefer not to report the cases to the police and the relevant institutions.
- Communities are vulnerable to GBV from the project implementers.

Lessons

- There is still a lack of knowledge on GBV between the partners and beneficiaries so the community needs to be trained on the available referral pathways
- Social and gender norms influence and reinforce the practice of multiple forms of violence against women and human rights violations in rural communities.

3.4 Access to Basic Services and Energy Programme

The organization has been supporting the government on the NDS 1 Pillar on Environmental Protection, Climate Resilience and Natural Resource Management through the Renewable Energy Awareness Programme (REAP). The CFHD developed manuals on the Renewable Energy Policy, Climate Change Policy and Green Economy in response to the lessons learnt during implementation of the REAP in Manicaland Province. The manuals have been vital in raising awareness amongst councillors and traditional leaders so that there is transformation mainly in rural areas through guided planning and uptake of renewable energy technologies. With the understanding that communities are facing several climate and environment shocks, CFHD has been capacitating communities in building community resilience so that there are reduced negative impacts of the unforeseen and predicted shocks.

4. ORGANIZATIONAL DEVELOPMENT AND STRATEGY IMPLEMENTATION

We push for scaling-up of human centred approaches in Southern and Eastern Africa

We have been evolving into a human-centred organization over the years to respond to calls for improving the human condition using sustainable human development approaches across the African Region. We believe in the power of networks in generating adaptable and innovative solutions across local, national, regional and international boundaries to deliver impact at scale. Our strategy hinges on our distinctive competences and achievements:

- We have achieved recognized impact at community, district and provincial level working through our “corridors of influence” approach creating opportunities for holistic and integrated programming.
- We have created solid relationships with local and national governance systems creating an enabling environment for direct interventions at community, institutional and policy level and to apply our management for impact approach to development.
- We are well positioned in our “corridors of influence” nationally and regionally to elevate the human centred development approach to new levels generating hope for global uptake of our approaches to sustainable human development.
- We are a powerful convener of policy dialogue processes in the areas of human settlements, participatory urban development, inclusive and gender-sensitive service delivery, participatory community development approaches, renewable energy and the green economy, human rights dialogue platforms, local governance and local economic development.
- We have invested in creating powerful movements of social change in the areas of human rights, governance of local resources and advocacy for access to just and equitable services through empowerment for civil society, socio-economic interest groups and creation of demand structures for building a culture of democracy, participation, social accountability and human rights.

- We have established working systems of collaboration with communities, CBOs, CSOs, local government structures, government, regional networks, research and academic institutions and the donor community.
- We have become a recognized centre of excellence in human centred development approaches, CBP and social accountability, training for transformation, social cohesion and conflict transformation in the region and resource platforms on various themes both physical and virtual have been created for wider sharing and learning.
- We are in the process of establishing a “Human Development Training and Resources Centre” in partnership with Goromonzi RDC for provision of training services for community and institutional capacity building.
- We understand how to transform systems and processes that contribute positively to human development based on respect for people’s participation, human rights, local aspirations, empowerment and service delivery needs and responsible policies. For example, since 2009, we have been able to work on both demand and supply side of local governance and to engage central government in Zimbabwe on human development centred policies and programmes in various sectors creating living examples of our work at local level.
- We have influenced national policies and frameworks on gender-sensitive services and policies, access and benefit sharing of natural resources, equitable access to human settlements and promotion of gender-sensitive technologies in provision of water and sanitation and we are in the process of exploring ways of influencing implementation of the devolution agenda in Zimbabwe. For instance, in 2019/21 we engaged the Ministry of Local Government on the formulation of a stakeholder driven human settlement policy. We have also spearheaded greater public awareness on renewable energy policy and facilitated formulation of District Renewable Action Plans at district level.
- We have created powerful change coalitions on human settlements, local governance and human rights, transforming urban food systems, environment and climate change to influence policy and practice. Our community based planning and participatory budgeting work has contributed to gender-sensitive budgetary resource allocation to be in favour of women, youth and marginalized groups through the 3 plus 2 approach.
- We have achieved impact at scale. Over the past five years, we have reached over 820,000 people with participatory planning and local empowerment processes, 177 CBOs and CSOs have trained in the use of Human Centred Development (HCD) approaches, 160 DAT members and other district stakeholders are now proven experts and advocates in rolling out the use of the approaches in district-wide processes of development. Three policy visioning workshops involving 40 stakeholder representatives were also facilitated in Mashonaland East, Mashonaland Central and Mashonaland West Provinces. We therefore, build on these successes in our 2020-2024 Strategy.
- We have connected with regional partners in Southern and Eastern Africa as pilot regions for scaling our work at regional level, in particular, Baidoa Municipality in Somalia.

5. OUR FUTURE FOCUS

Our bold, new strategic direction is driven by the need to see the sustainable scaling-up of human centred development as a foundation for achieving the SDGs. We bring a human-centred development approach which is uniquely positioned to achieve impact through working from the community to the policy level using collaboration tools and methods that are appropriate. Institutionally, we will put in place the partnerships and mechanisms to enable us to operate long-term despite durations of funding. We will evolve into an agile, adaptable and resilient organization, that continues to deliver results despite changes and dynamics in our environment. Our long-term vision is inclusive, just and resilient communities where the basic rights of citizens are recognized and local institutions are empowered to drive their own development.

Our mission is to transform all systems and processes that contribute positively to human development based on respect for people's participation, human rights, local aspirations, empowerment and service delivery needs and policies. Our core objectives guiding the development and growth of the organization will be:

- To foster the development of inclusive, transparent and gender-sensitive local government development systems that promote citizen participation and equitable development at all levels.
- To promote the social and economic rights of citizens in demanding effective service delivery and social accountability and fulfilment of their human rights.
- To strengthen access to basic services for citizens and marginalized groups including energy services.
- To strengthen the empowerment of civil society organizations to provide agency and support for human centred development and human rights protection and promotion at all levels.

6. FINANCE REPORT

Financial Statements for the year ended 31 December 2021

Statement of Income and Expenditure	USD
Grants Income	
- European Union	336,219
- International Organization for Migration	64,950
- Lower Gurube Development Association	22,380
Other Income	<u>23,023</u>

	446,572
Expenditure	
Depreciation for the year	31,558
Fuel	4,712
Monitoring and Evaluation	19,012
Motor Vehicle Service	10,793
Office Supplies	2,665
Other Expenses	10,612
Personnel Expenses	154,090
Project Costs	36,706
Rent and Rates	16,357
Telephones and Internet	5,227
Travelling and Subsistence	11,120
Workshops and Training Expenses	<u>118,924</u>
	<u>421,776</u>
(Deficit)/Surplus for the Year	<u><u>24,795</u></u>

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