



Spotlight Initiative
To eliminate violence against women and girls

Spotlight Initiative

GBV-COVID-19

Brief



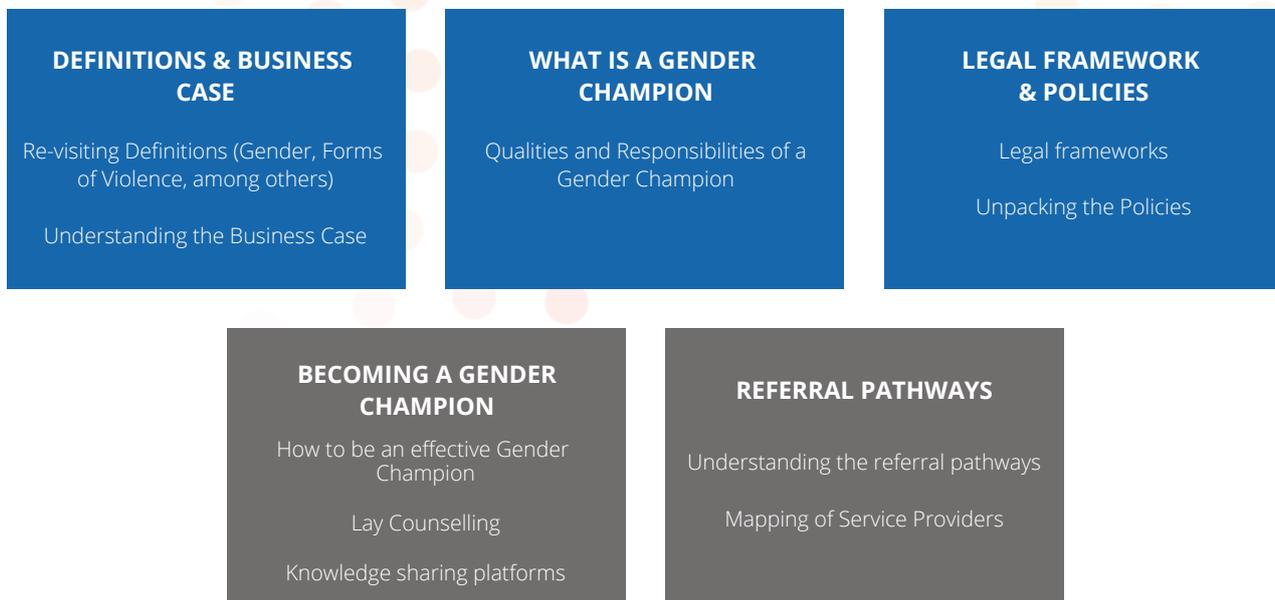
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Gender Champions trained through the Spotlight-supported Model Workplace Programme

The workplace is an environment of people with various professional levels, diverse backgrounds, gender, ethnicity, and culture who interchange ideas to contribute towards the achievement of corporate goals. Violence and Harassment cases in the World of Work are on the rise, adversely affecting staff morale, performance, productivity, and other relations within the workplace and outside.

Under the Spotlight Initiative (SI) Model Workplace Programme, the International Labour Organization (ILO) recently trained 39 (26 females and 13 males) Gender Champions from private and public sector companies in a bid to promote a healthy, productive, and hostile-free work environment that operates under a policy of 'Zero Tolerance to Sexual and Gender-Based Violence & Harassment'.

The six companies that participated included BancABC, Dairibord, Dandemutande, FBC Bank, Minerva, Zimnat. Representatives from the Ministry of Public Service, Labour and Social Welfare (MPSLSW) also attended the training. Champions were identified at the top and middle management levels, as well as the shop floor levels. They will serve as peer educators on a voluntary basis, and this is one of the sustainable modalities for knowledge sharing and peer support. The training content covered the following:



The course unpacked perceived conceptions versus the reality of gender roles and stereotypes; the dynamic fast changing culture; and the generation gaps within the workplace that tend to leave the border line of what constitutes violence and harassment in the workplace. Role-playing and dramatization enabled participants to gain an understanding of the ILO Convention 190 (C-190) and Recommendation 206.

Champions were encouraged to draw on the positive strengths and personality traits from four animals - the owl, lion, monkey, and tortoise. As an example, the tortoise is viewed as diligent, confidential, approachable, diplomatic, and cautious, and therefore would have the ability to meet timelines; strategically advocate for regulations and policies on Sexual and Gender Based Violence and Harassment; and provide for the dissemination of policy and induction.

Zimbabwe has several stakeholders who offer legal, medical, security and psychosocial support to survivors of SGBV and Harassment. A multi-disciplinary approach has resulted in improved service delivery. However, there is still a need to integrate services so that survivors do not spend too much time processing paperwork, filing cases, and seeking counsel from one referral pathway to another, which can discourage or deter survivors from reporting.

The Gender Champion training will continue with other companies in the Spotlight-supported Workplace Programme which includes SGBV and Harassment in the Workplace dialogue sessions, which have increased awareness, promoted policy development, and built the momentum for the training of Gender Champions.



Gender Champions training, Harare, Zimbabwe

Spotlight Partners meet to develop framework for a National Social Accountability Strategy

UN Women, under the Spotlight Initiative (SI), convened a two-day virtual National Social Accountability Strategy meeting on the 16th and 17th of June 2021, which was attended by Government officials, Civil Society Organizations (CSOs) and SI Implementing Partners (IPs).

Some 37 people (22 females and 15 males) participated in the meeting to consolidate ideas and strategies from provincial consultations to produce a National Social Accountability Strategy and Action Plan on Ending Violence against Women and Girls (EVAWG) in Zimbabwe.

Prior to the national meeting, UN Women convened sub-national consultations in the SI Provinces of Manicaland, Matabeleland South, Harare, Mashonaland Central and Mashonaland West. Some 121 (56 females and 65 males) attended the sub-national meetings which contributed to building a Spotlight-supported national conversation on EVAWG, Sexual and Reproductive Health Rights and Harmful Practices.

The national Social Accountability meeting identified strategies in the areas of law and policy making, access to justice, resource mobilization, and increased allocation of resources to critical coordination mechanisms such as the Victim Friendly System (VFS) and to the Ministry of Women Affairs, Community, Small and Medium Enterprises Development.

At community level, participants noted that resources are needed to provide support to Gender-Based Violence (GBV) survivors to receive quality essential services, including recovery packages, to enable them to economically and socially survive after they have received assistance in the referral pathway.

All recommendations from the national and provincial workshops will be used to develop a National Social Accountability Strategy and Action Plan that will be implemented in the second phase of Zimbabwe's SI.

The Spotlight Initiative is a global partnership between the European Union and United Nations to eliminate all forms of violence against women and girls. In Zimbabwe, Gender Based Violence and Harmful Practices are seen as major barriers to the advancement of gender equality and women's empowerment.

Spotlight Consultation Series: Sexual Harassment Bill, Gender Equality Bill and HLPC

The Ministry of Women Affairs, Community, Small and Medium Enterprises Development, and the Zimbabwe Gender Commission (ZGC) with technical support from UNDP under the ambit of the Spotlight Initiative, conducted a series of physical, and virtual consultations on the Draft Principles of the Sexual Harassment and Gender Equality Bills, and on the Spotlight High-Level Political Compact (HLPC) on Ending Violence against Women and Girls.

During May, physical and virtual meetings were held in the provinces of Bulawayo (Bulawayo), Matabeleland South (Gwanda), Matabeleland North (Hwange), Masvingo (Masvingo) and Manicaland (Mutare). Attended by representatives from Government, Members of Parliament, Independent Commissions, Civil Society Organizations, local leaders, and representatives from tertiary institutions and the legal profession, the meetings gathered the views and inputs from the participants on these key documents for strengthening and giving impetus to the advancement of gender equality and women's rights in Zimbabwe.

In her opening remarks during the consultation in Bulawayo, the Director for Gender programming in the Ministry, Julia Mapungwana noted that the Ministry has the mandate to develop, coordinate and monitor policy on violence against women, gender equality and equity, and the process of developing the principles for the two bills and the HLPC framework is evidence of the ministry's commitment to operationalise and fulfill its mandate.

The Director for the Legal Department in the Ministry, Fungai Chiware, emphasized that the process of developing the two proposed bills also is a commitment to end all forms of Gender-Based Violence (GBV) and to eliminate all forms of discrimination against women as enshrined in international and regional gender equality instruments.

In June, these critical consultations were held using radio and television to gather views from the wider population. While different views emerged during the consultations on the enactment of two standalone bills, the Gender Equality and the Sexual Harassment Bills, there was a shared understanding that the current legislative and institutional framework has gaps, inconsistencies and challenges which have inhibited an effective response to sexual harassment, GBV and gender inequalities.

Key discussion points that emerged on the proposed Sexual Harassment Bill included: the need for the law to regulate social conduct with regards to sexual harassment; the enactment of an act that deals with sexual harassment or alternatively amendment of existing legislation is paramount; a definition of sexual harassment that is clearly articulated in the law is needed;

awareness-raising on sexual harassment is needed in all communities; some regulation of social media is required to ensure that these spaces are safe from sexual harassment; and special attention also must be afforded to women and girls with disabilities and marginalized groups to participate in the formulation and development of the Bill.

"If you look at our Constitution it speaks strongly on the issue of equality. Our Constitution provides a strong framework for the protection and promotion of the rights of women, girls and boys in Zimbabwe. It recognizes the equality of all persons and goes further to explicitly outlaw discrimination on the grounds of sex or gender. However, in practice women are still discriminated against across sectors, hence we need a standalone Bill which will affect and set forth the provisions enshrined in the Constitution," a working group noted during the Mutare consultation.

Another group in Hwange noted that "the existence of inequalities between men and women in our country gives a solid reason or basis to show that the law has been inadequate to regulate the effects between men and women. The fact that power is concentrated in male hands, shows that there is need for the law to remedy the situation, and this is only possible by putting in place an enabling legislative framework."

Stakeholders in all the consultations on the High-Level Political Compact, initiated by the Spotlight Initiative and led by the Ministry responsible for Women Affairs, agreed that there is a need for a Compact in the country to advance an effective response to all forms of GBV and Harmful Practices (HP) through high-level political commitment and leadership.

The HLPC is expected to complement the country's progressive legal, policy and institutional framework and ensure a comprehensive response to GBV, HP and the promotion and protection of Sexual and Reproductive Health Rights (SRHR). The consulted stakeholders also noted the importance of having an action-oriented Compact that is informed by and embraces principles of inclusivity, leaving no one behind, and accountability to removing a culture of silence and impunity.

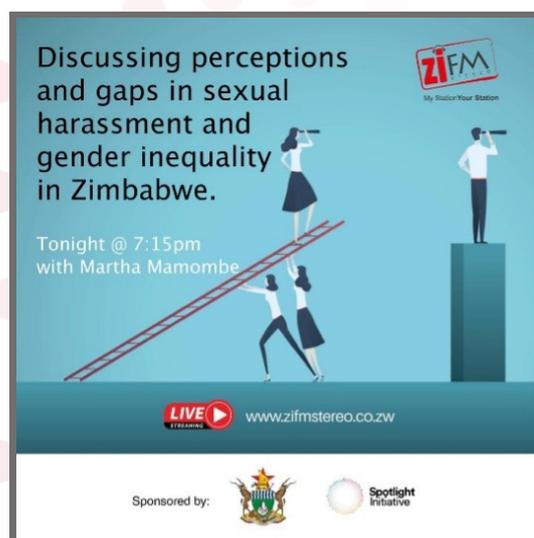


A stakeholder consultation on the HLPC in session

The overall recommendation from the consultations was that the Compact should be operationalized with a special focus on the coordination of the GBV response, strengthening institutions that handle GBV cases, and on providing alternative national financing options for GBV programming.

The radio and tv consultations were aired from the 22nd to the 29th of June 2021 on Capitalk, ZIFM, ZBC TV and Radio Zimbabwe. These shows enabled the Ministry to further inform the public and to gather views and feedback.

The findings and recommendations from the provincial consultations and the radio/TV programmes will be used to inform the development of the principles for the two bills and the HLPC frameworks.



Strengthening Sexuality Education and GBV prevention in schools

Comprehensive Sexuality Education (CSE), an integral part of Zimbabwe's Guidance and Counselling curriculum, covers the teaching of cognitive, emotional, physical, and social aspects of sexuality. It enables children and young people to make informed decisions and to protect their health, well-being, rights and dignity. Prevention of GBV is an important component in the curriculum and children, especially girls, learn that they can say no to harmful practices such as forced early marriage.

"Most of the learners do not know when their rights are being violated and when they experience Gender Based Violence (GBV). If children and young people are educated, they will be able to recognize abuse, seek help and they will not adopt this harmful culture when they are older," explains one of the participants attending a three-day day teacher's training in Makonde on Guidance and Counselling which took place under the Spotlight Initiative and with support of UNFPA.

Some 592 teachers and school heads were trained on CSE within the broader Guidance and Counselling package in June in the Spotlight districts of Makonde, Mutasa, Muzarabani and Umzingwane.

"This high number of teachers being trained is great. It means that I am not alone anymore in my school trying to implement Guidance and Counselling, but I have colleagues and my headmaster who are also trained and can support me. Together we can do staff development at our schools and share the learnings and materials from this important training" says one of the secondary school teachers.

Another positive development is that Guidance and Counselling is now an examinable subject at Grade 7. This will be useful as the Grade 7 timetable is quite full and schools in the past prioritized academic skills only, neglecting the much-needed lifesaving soft skills taught in Guidance and Counselling.

The COVID-19 pandemic has increased the risk associated with GBV as children were not attending school for most of 2020 while remote learning was minimal for many of Zimbabwe's school children. This resulted in an increase in teenage pregnancies, early marriages, Gender-Based Violence (GBV) and child labour.

Following the review of the school curriculum, the Guidance and Counselling syllabus has been updated to strengthen Life Skills, Comprehensive Sexuality, HIV/AIDS and GBV education in the Curriculum Framework 2015-2022. Guidance and Counselling is included in the curriculum to be taught from Infant to the Secondary Education level. Guidance and Counselling also is implemented as a programme and a counselling service.

Underpinned by the pan-African philosophy of Unhu/Ubuntu, the Guidance and Counselling curriculum also encompasses lessons on other life-skills such as environmental protection as well as educational and career guidance to equip the learners to become responsible, empowered, and successful young adults once they leave the protected school environment. These skills also are enhanced during individual guidance and counselling sessions provided by teachers, empowering learners to be able to face and solve their own challenges through critical thinking, assertiveness, and to make good and informed choices in an ever-changing environment, including during challenging times such as the COVID-19 pandemic.

While the Guidance and Counselling as a learning area has been actively promoted since the early 2000s as part of the fight against HIV/AIDS, in reality, full implementation at every school is still affected by a number of challenges. Some teachers still find it hard to talk to students about sensitive topics such as sexuality or menstrual hygiene.

The teachers in Makonde admit that the attitudes of guardians and even students are sometimes a challenge to successfully providing Guidance and Counselling. Based on cultural and religious beliefs, some guardians and teachers think that teaching CSE could lead to early sexual debuts and promiscuity among children and young people. However, many studies on CSE show that young people are more likely to have later sexual debuts and engage in safer sex, if they are well informed about sexuality and consent.

Chief Director for Learner Welfare, Psychological Services and Special Needs Education, Kwadzanai R.L. Nyanungo looks optimistically to the future and says that, "this is an exciting time in the evolution of the primary and secondary education sector as the Guidance and Counselling -Lifeskills Programme has been further strengthened through competence-based curriculum 2015-2022, the Zimbabwe School Health Policy, and the Education Amendment Act of 2020.

"Through such training opportunities for our teachers, we can see great potential for the empowerment of all learners by ensuring that they acquire age-appropriate knowledge, attitudes, practices and skills and tools for real-life application of these learnings. The 21st century education focus is on ensuring that learners are fully prepared for survival and resilience to manage the many challenges life might bring to the learners, including gender-based violence, under-aged marriages, teen parenting and poverty."



Teachers engaged in Guidance and Counselling training

Peace Hut Model helps male participant to find a new role

Mr. Tsuro (*not his real name*) lives in Ward 20, Mutasa district in Manicaland Province. Admitting that he was a perpetrator of Gender-Based Violence (GBV) in his home and known in his area for reckless behavior, he is now a Gender Champion within the Spotlight Initiative in his community. Tsuro says he was influenced to change his behavior through the *Peace Hut Model*.

The Spotlight Innovators Against Gender-based Violence (IAGs) working with the Women's Action Group (WAG) in Manicaland Province are implementing the Peace Hut Model as part of their *#Peace Begins at Home Campaign*. The IAGs and WAG are supported by UN Women.

A Peace Hut is a village meeting place where community members discuss issues such as GBV, negative masculinities, Harmful Practices, such as forced early marriages, and Sexual and Reproductive Health Rights (SRHR).

The Peace Hut model also helps community members to resolve conflicts that have a potential impact on the well-being of women and girls. In the Shona and Ndaou cultures of Zimbabwe, a Hut resembles a home, and this idea inspires community members in Manicaland to address GBV issues in harmony as if they are one family. Coordination of the Peace Hut meeting (*dare*) is based on a multi-stakeholder approach as it involves Community-Based Organizations, Village Development Committees, Faith Based Organizations, traditional leaders and other partners.

The Peace Hut meetings also are essential for the dissemination of information on gender equality and women's empowerment. In Manicaland Province, the Village Head (*Mutape*) is the primary convener of Peace Hut meetings, and he works closely with Gender Champions that are trained on referral pathways and gender awareness.

Tsuro was invited to attend the Chishava Chevarume Peace Hut session to discuss the family's situation and the impact of his behavior on the community. He began to receive counselling from the Peace Hut Committee. Tsuro said he continued to go to the meetings and slowly began to understand that men have a role to play in creating peace and in stopping violence in their homes. He has now become one of the Male Gender Champions and says he will continue to advocate for peace and harmony in his community and home, and for the end of violence against women and girls.

Spotlight Initiative Inter-Ministerial Joint Field Monitoring Mission

As an integral part of ensuring success and creating learning opportunities for future programming and in the spirit of "Monitoring as One, the Spotlight Initiative (SI) conducted a Joint Inter-Ministerial field mission in June 2021. Supported by UNICEF as the Spotlight Coordination M&E lead, the mission covered the five (5) Spotlight Provinces (Harare, Mashonaland West, Mashonaland Central, Manicaland and Matabeleland South). Participants in the mission included representation from all Spotlight UN Agencies, Government Ministries participating in the SI from Head office, provincial, and district levels, and Implementing Partners (IP).

The mission included a one-day workshop in each province where all IPs had an opportunity to share their experiences. As the host Government Ministry for Spotlight, the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development's Provincial and District Officials had the opportunity to provide a holistic overview on the progress of SI in their respective districts highlighting areas that are progressing well, what needs to be upscaled, recommendations, and they identified current activities for sustainability beyond SI funding.

One key recommendation as the programme moves to Phase 2 was for the SI to coordinate Joint Inter-Ministerial field missions at least twice a year to facilitate joint monitoring and learning for the SI Recipient UN Organizations (RUNOs) and Government ministries.

IPs also echoed similar sentiments and recommended the convening of quarterly coordination and collaboration review meetings, especially at district level, so that they can provide comprehensive services to communities and project delivery with an effective layering of services.



Manicaland Provincial Development Officer addressing GBV Peace Huts members



Provincial level workshop with SI RUNOs, Government, provincial and district representatives and CSOs

One Government Representative from Head Office had this to say on the joint field mission: "The experiences which I gained through the workshop with Implementing Partners followed by the field visits to project sites has enlightened my knowledge and appreciation of results of the SI programme in the communities and organizations including different government departments like the Victim Friendly Unit. I am now in a better position to comprehend SI reports which we receive at Head Office".



Debriefing at Umzingwane GBV Shelter

Data Update: COVID-19 GBV/SGBV services

| GBV/SGBV Service | Beneficiaries Reached |
|--|--|
| <p>4 new lines to the National GBV Hotline</p> | <p>141 calls received between the 13th of June to 26th of June on Spotlight supported lines:</p> <ul style="list-style-type: none"> • 1,330 calls received January 1 to June 12th, • 4,991 calls received on Spotlight supported lines since 1 April 2020 |
| <p>Hotline for Key Populations</p> | <ul style="list-style-type: none"> • 4,797 total beneficiaries to date; • 433 beneficiaries accessed the hotline in the last two weeks |
| <p>Shuttle Service (Musasa) for GBV/SGBV survivors</p> | <ul style="list-style-type: none"> • 106 survivors (including 3 with disabilities) used the service from 13th to 26th of June • 3,397 (total survivors who have benefitted from the service since May 2020) |
| <p>Transport facility for survivors provided by MWACSMED</p> | <ul style="list-style-type: none"> • 14 survivors (13 females and 1 male) have been assisted between the 13th to the 26th of June |
| <p>Static One Stop Centers in Epworth (Harare) and Bindura (Mash Central)</p> | <ul style="list-style-type: none"> • 626 survivors have accessed the static OSCs since they became operational in mid-January 2021. • From the 13th to the 26th of June, 56 survivors accessed the OSCs - 23 at Bindura and 33 at Epworth. |
| <p>Behaviour Change Facilitators (BCF) GBV community surveillance</p> | <p>BCFs GBV community surveillance reach continues. Between the 13th to the 26th of June, 83,991 persons were reached with GBV surveillance and COVID-19 sensitization:</p> <ul style="list-style-type: none"> • 10,575 young men below 18 years • 15,138 young women below 18 years • 24,186 men over 18 years • 34,092 women over 18 years <p>In addition, 785 persons with disabilities were reached:</p> <ul style="list-style-type: none"> • 133 men with disabilities under 18 years • 157 women with disabilities under 18 years • 244 men with disabilities over 18 years • 251 women with disabilities over 18 years <p>Cumulatively since 2020, 2,446,102 persons (including 29,928 with disabilities) have been reached.</p> |