



International
Labour
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**CONCEPT NOTE FOR THE REVIEW OF THE BROAD BASED WOMEN
ECONOMIC EMPOWERMENT FRAMEWORK**

January 2023

1. Background

The Government of Zimbabwe (GoZ) has received a grant, an amount of UA 2.5 million, from the African Development Fund (ADF) to finance the Sustainable Enterprise Development for Women and Youth (SEDWY). The Sustainable Enterprise Development for Women and Youth Project aims to economically empower youth and women in agricultural and small-scale mining sectors from situations of economic vulnerability. The project seeks to harness the potential of youth and women by addressing their capacity gaps and enabling environment to stimulate value addition and beneficiation along the target value chains to improve decent job creation for the skilled and semi-skilled youth and women. The project also aims at contributing to the reduction of youth unemployment and gender inequality, through entrepreneurship and sustainable enterprises development interventions; gender capacity development; reduction of imbalances and addressing shortage of skills, among women and youth through interventions that will build technical and business skills related to targeted subsectors.

The Government of Zimbabwe through the Ministry of Women Affairs, Community Small and Medium Enterprises Development is committed to the economic empowerment of women and marginalised communities. The new economic recovery spelt out in the National Development Strategy 1 (NDS1) provides impetus for the Ministry to find practical solutions to meaningfully empower women across all sectors. The Ministry began an earnest programme, in the new economic dispensation, to ensure that women's economic empowerment is achieved.

In 2010, with technical support from the World Bank and other partners, the Ministry commissioned four studies. Three studies were conducted in the Mining, Agriculture and Tourism sectors, and explored the options for economic empowerment in the three sectors focussing on key entry points for women. The fourth study identified opportunities for mainstreaming and enhancing livelihoods and women economic empowerment in national and community peace-building efforts. One of the key recommendations that came through was the need for a framework for implementing

the recommended actions for women's economic empowerment. The Broad Based Women Economic Empowerment Framework (BBWEEF) was therefore a follow up to the four sector studies and the subsequent International Women's Conference that proffered a set of recommendations for women's economic empowerment. The Framework was developed in 2016 and was supposed to be implemented for 5 years before review. However after the initial 5 years it was decided that the Framework in its current state then was still relevant and there was no need to review it since most of the targets were not met. The Ministry would like to review the BBWEEF now in line with the current national development strategies (NDS1 and Vision 2030).

2. Objective of the Review

The objectives of the review will be to:

- Align the Framework with the NDS1 and Vision 2030 and other national policy initiative.
- Align the Framework with current national, regional and International standards on women empowerment and gender equality.
- Set the basis for women's economic empowerment emphasising on employment, participation in key economic decision, informal, formal and business ownership.
- Come up with a five year frame with short term, medium term and long term activities
- Highlight the achievements and shortfalls of the Framework to date.


3. Expected Outcome

- A framework to guide women empowerment activities in line with the National Development Strategies.
- Adequate competencies (capability, skills, aptitude, proficiency, knowledge and experience) for women and institutions to take on business opportunities; and
- Partnerships, Coalitions, Institutions and Structures that economically propel women.

- Come up with the National Action Plan for the implementation of the BBWEEF

4. Key Activities

- Approval of the concept note.
- Development of Terms of References.
- Submitting the approved concept note and the Terms of References to ILO.
- Recruitment of a consultant.
- Facilitating engagements with stakeholders for the consultant.
- Validation of the draft Framework.
- Dissemination of the Framework.

Recommended/Not Recommended ~~-----~~  Date 11/01/2023

Chief Director L Takaendesa Matsike

~~**Approval/Not Approved**~~ ~~-----~~  Date 11/1/23

Permanent Secretary M. Mhike