



**PRESENTER-DOROTHY TUMBO ON BEHALF OF PAMHIDZAI  
THAKA(ECLF-GJSIO)**

**SADC PROTOCOL@WORK SUMMITS 2024**

**CATEGORY-GBV**

**(ZIMBABWE, BULAWAYO)**

**ECONOMIC EMPOWERMENT KEY TO  
ADDRESSING GBV**



initiatives (male education)  
male braai's, sporting activities, mass

Programs (behaviour focused)

Programs for interacting with men and boys in

es and circumcision- Muslim platform to discuss™

tion for men only and International day of women

BL

# GENDER JUSTICE

is transformative  
is intersectional  
is collective  
is powerful  
is a human right



## BACKGROUND

- Title of the project:
- Promoting Gender Responsive Peacebuilding to break the gender trap by challenging patriarchal norms to clear pathways for peaceful co-existence
- Goal- Enhance awareness and understanding of the importance of gender-responsive and inclusive practices in peacebuilding efforts among stakeholders by 31 January 2027
- Goal indicator- Churches and communities adopt absorptive, adaptive, and transformative inclusive approaches to create a gender equal and sensitive environment.
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# Gender responsive peacebuilding

- Transformation of gender norms for positive peace and sustainable development
- **Main objective:** Challenge patriarchal norms, promote gender equality and enhance conflict transformation in Mberengwa and Bulawayo. Picture shows couples attending a workshop in Mberengwa on transformational discussions to address gender related conflicts. Standing is the Assistant DDC of Mberengwa addressing the couples, to be gender responsive



# BACKGROUND

- Brief summary of the project.
- ECLF is carrying out a project entitled Promoting Gender Responsive Peacebuilding to break the gender trap by challenging patriarchal norms to clear pathways for peaceful co-existence in Bulawayo ward 13 Pelandaba- Iminyela, and ward 4 Zvomukonde Mberengwa. The project is running from 2024-2027. "In May 2024, ECLF conducted a baseline survey in Bulawayo (wards 17, 2, Peland- Minyela) and Mberengwa (ward 4). Church and community members including women youth, leaders, and government workers provided insights on gender-responsive peacebuilding through focus groups, surveys, and thematic/SPSS analysis was used to analyse the survey which revealed low awareness of gender- responsive peacebuilding
- Facilitator-P.Thaka explaining perceptions

• Photo



# What is the problem being addressed?

- Most communities in Zimbabwe have deeply entrenched patriarchal norms and traditional gender roles that assign inferior status and limited opportunities to women. This perpetuates gender inequality and restricts women's access to education, employment and decision making positions. On the other hand, men are affected by gender expectations such as that they ought to be strong, independent, and unemotional, which has created unhealthy expectations leading to mental health issues. Furthermore, different cultural and religious beliefs have somewhat been at the centre of creating violence against women through domestic violence, sexual assault, and child marriages, which are on the increase in Bulawayo and Mberengwa, respectively.
- Workshop addressing women participation, through access to education



# Problem continued

- Additionally, issues of unequal power relations promoted by systems of patriarchy continue to be conflict drivers and inhibit gender equality, especially in the form of social progress, education, economic opportunities, and legal policy frameworks. This intervention will therefore seek to challenge and transform harmful gender norms and stereotypes towards achieving gender equality by encouraging inclusive and respectful attitudes for all gender identities. It is envisaged that this intervention will create critical yeast in the communities that will be able to promote peace and development for both men and women.

Photo shows- Attitude in culture, Women sit down , men on chairs.





What is the goal of the project?  
Picture shows girls participating at a women's workshop

- Enhance awareness and understanding of the importance of gender-responsive and inclusive practices in peacebuilding efforts among stakeholders by 31 January 2027

What is the goal of the project?  
Continued-Enhance awareness and understanding in both women , men and boys

Everyone is a stakeholder in peacebuilding



# What strategies are being employed to address the problem?

- **Gender Transformative Approach**
- **Contextual Bible studies**
- **Multi-stakeholder collaboration**
- **Establishing information hubs/GBV networks**
- **Sustainability Strategies:**
- **Information hubs Ecumenical GBV networks**
- **Collaboration with experts/practitioners**
- **Community ownership/leadership**



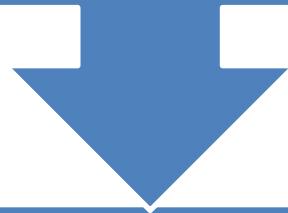
# Why were these strategies chosen?



- The Gender Transformative Approach(GTA) as the theoretical framework to inform its practice in terms of the project design and implementation
- Contextual bible studies as a theological reflection that guides the project intervention, and a nexus approach through multistakeholder processes to enhance joint problem solving.
- It is crucial to reflect on and approach conflict theologically because religion and sacred texts are often used to fuel conflicts in communities

# Why were these strategies chosen?cont

ECLF's information hubs-  
information dissemination all the  
time



Ecumenical GBV networks provide  
safe spaces to assist, support,  
monitor and mitigate issues of  
GBV since a lot of cases go  
unreported.





# Why were these strategies chosen? Cont

- These structures will be linked to the existing community structures, such as the village and ward development committees, child protection committees, neighborhood watch committees, resident associations, etc., so that they are not a parallel structure but a complementary one.



# Why were these strategies chosen?cont

- Triangulation of strategies will help address the particular needs and concerns of different genders in conflict-affected areas, transform the underlying causes of gender inequality, and provide a platform for individuals and communities to share their experiences and find common ground and foster sustainability-Clr ward 4 Mberengwa in a dialogue with the youth

# OBJECTIVES

1. To strengthen the capacities of church and community leadership in gender responsive peace building, so that they have community engagements that support churches and communities in building sustainable peace
2. Increase awareness and understanding of the impact of patriarchal gender norms on gender-related conflicts among target participants
3. People in target communities have access to income and livelihood opportunities

- Photo



# TARGET GROUPS

## Target group

Women, men, youth  
church and community  
leaders, stakeholders

- Why did you select this group? Men and women affected differently by conflict, thus break cycle of violence



# Describe the project activities and approach to achieve the desired results

GRCPMRTH with ADR engaging men, women, youth and couples,

train of trainers to produce community facilitators

Mobile campaigns, establishment of information hubs and GBV networks

male transformative engagement in ward 13 Byo





# STRATEGIES EMPLOYED BY THE PROJECT

- What strategies were employed by the project? Engaging men, women, youth separately, couples meeting too .
- How successful were these? Created safe space for groups to discuss ,but cultural sensitivity was a barrier for active participation, resistance to change in some men and women

# PARTNERS

- Did you work with any partners in the implementation of this programme? MWACSME D (Lady behind msn standing (Councilor))
- What was their role? mobilisation
- Will you continue engaging partners-Yes

- Photo



# BUDGET

	<b>Amount in \$</b>
Gender specific allocation	US\$96000.00
Gender in mainstream projects (please specify)	
Amount contributed in cash or in kind by partner organisations (please specify)	
Other sources (please specify)	
<b>Total</b>	US\$96000.00

# PARTICIPANTS

<b>Category</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>% Women</b>
Direct participants	<b>900</b>	<b>1800</b>	<b>2700</b>	<b>33.3%</b>
Indirect participants (e.g. through other networks)	<b>6000</b>	<b>4000</b>	<b>10000</b>	<b>60%</b>
Online participants (e.g. website access, mailing lists, scholarly articles)	<b>600</b>	<b>400</b>	<b>1000</b>	<b>60%</b>
<b>Total</b>	<b>7500</b>	<b>6200</b>	<b>13700</b>	

# CHALLENGES

1. A volatile political environment in Zimbabwe, and the nation will be coming off elections, the operating space is threatened by electoral violence. Also, stakeholders may shun attending project activities, fearing to be branded as opposition supporters.
  - To mitigate this, ECLF made sure it has working Memorandum of Understanding (MoU) in the operational districts and ensure that they are in good working relations with security agencies and line ministries.

# CHALLENGES cont

2. Economic challenges in Zimbabwe that affects the budget.
  - Mitigation -To reduce the risk, ECLF ensures that there is strong coordination of project activities. Also, to curb price instability, ECLF will use a least cost procurement model while ensuring high quality in project delivery. Alternatively, ECLF will apply for additional funding for the activity if need arises. If additional funds are not available, ECLF might reduce the number of participants or reduce time and try to negotiate with participants on allocation of time. Also, ECLF will intensify fundraising capacities.
3. Poor Road infrastructure that may impede travel:
  - Mitigation - Gender department to be serviced with its own vehicle that can be friendly to rural setup.

# CHALLENGES cont

4. Participants travel long distances which also compromise on starting time and ending time in Mberengwa. In Bulawayo, being urban participants also compromise on starting and finishing times as they want to fend for their families. Catching youth is usually a problem as they always think the programs are for the elderly. Change in mobilisation strategies were employed including door to door mobilisation in urban. Poverty and hunger, and water challenges due to El Nino induced drought- affecting attendance as some participants said they will be washing once water is opened, and in rural they cited long que at the borehole.

Mitigation- Facilitators have always accommodated excuses from such challenges and do recaps of content learnt

# RESULTS

## ***How is the project responding to:***

Any other changes e.g.

- Stakeholder engagements with transformative discussions that are gender and conflict sensitive

- Include evidence here – photos/clippings



Changes in gender attitudes at individual and community level, first workshops were held separately and now they are combined with a positive mind set.

e.g. couples meeting in Zvomukonde – men attending also freely





Capacity building of communities  
and are able to dialogue on their  
own issues

# Public participation-ward meeting



# Women's participation



# Media coverage

## Why gender matters in peacebuilding?

- Making the case for integrating gender into peacebuilding

1. Kofi Annan said "We can no longer afford to minimize or ignore the contributions of women and girls to all stages of conflict resolution, peacemaking, peacebuilding, peacekeeping and reconstruction processes. Sustainable peace will not be achieved without the full and equal participation of women and men."

2. The importance of bringing gender into peacebuilding is not confined to redressing the violations of the human rights of women or addressing women's economic, social, or justice needs. Instead, for many, a gendered perspective represents peacebuilding as a process of inclusion.

### Contact

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The diagram illustrates the relationship between toxic masculinity and positive masculinity. It features a large red circle with a diagonal slash over the words 'TOXIC MASCULINITY'. Below this, a large orange box contains the text 'What is Transforming Masculinities?' and 'Why Transformative Masculinities?'. To the right, a white box with an orange border contains the text 'GENDER' and 'Positive Masculinity'. A yellow box below it contains 'PROMOTING GENDER RESPONSIVE PEACEBUILDING'. A white box at the bottom contains 'Why Gender responsive peacebuilding?'. A large orange arrow points from the 'GENDER' box to the 'Positive Masculinity' box. A smaller orange arrow points from the 'Positive Masculinity' box to the 'Why Gender responsive peacebuilding?' box. The 'Positive Masculinity' box also has a small 'E.C.L.F.' logo with the text 'Member of actalliance'.

# What are the short-term impacts of the project?

- Short-term results
- Increased awareness about gender equality and peace (80% of participants).
- Appreciation of gender concepts and how they fuel conflicts Improved knowledge on conflict transformation (90% of participants).
- Increased knowledge on gender responsive peacebuilding
- Trained about 500 men and women in conflict resolution.

**Positive Masculinity**

PROMOTING GENDER RESPONSIVE PEACEBUILDING

**What is Transforming Masculinities?**

- Transforming Masculinities is an approach that promotes positive masculinities and gender equality as a complementary approach to addressing sexual and gender-based violence effectively within a faith-based context. Its making and remaking are a political process affecting the balance of interests in society and the direction of social change- Connell RW (1995 and 2005)
- It seeks to challenge boys and men to contribute towards progressive, safe and non-toxic narrative about what it means to be men. To attain a safe, productive and just society for women, it becomes imperative for men to be empowered and dissociated from oppressive notions of being a man.

**Why Transformative Masculinities?**

E.C.L.F  
Ecclesial Council for Justice and Peace  
Member of actalliance



## Short term impacts cont

- Reduced GBV cases as per councilors report and local leadership, ZRP and Ministry of Women Affairs reporting Men now reporting abuses in the homes and community Increased women's participation in decision-making for example accepting positions in local committees
- Improved relationships between men and women (60% of participants).
- Reduced conflict-related harm (25% decrease, through transformative discussions

# Long-term impact

Reduced conflict-related harm.

Increased economic opportunities for both women and men

Enhanced community cohesion





## What are the key lessons from this project/practice

Involving

Involving community members in project planning and implementation ensures ownership and sustainability.

Addressing

Addressing specific gender needs and concerns enhances peacebuilding effectiveness.



# KEY LESSONS LEARNT CONT

- Collaborating with local organizations and stakeholders leverages resources and expertise.
- Training and mentorship empower leaders to sustain peacebuilding efforts.
- Understanding local dynamics, culture and history ensures context-specific interventions.



# KEY LESSONS LEARNT CONT

- Sustainable peace requires ongoing engagement and support.
- Understanding and addressing underlying issues prevents conflict recurrence.
- Involving diverse stakeholders ensures representative peacebuilding –Mberengwa stakeholders
- Addressing economic needs enhances peacebuilding sustainability.



## KEY LESSONS LEARNT CONT

- Gender equality is fundamental to peacebuilding:
- Promoting gender equality reduces conflict and enhances peace.
- Community-led peacebuilding initiatives persist beyond project lifespan.
- Multiple funding sources reduce financial dependence. Integrating peacebuilding into existing structures ensures continuity

# KEY LESSONS LEARNT CONT



- Regular assessments inform adaptive management, Assistant DDC Mberengwa and Councilor ward 4 involved in the trainings in Zvomukonde
- Flexibility and adaptability are vital: Responding to changing contexts ensures peacebuilding relevance.
- Replicability requires standardized models: Documenting and sharing effective peacebuilding models enables scaling. Strategic partnerships



# KEY LESSONS LEARNT CONT

- Collaborating with influencers and organizations expands reach
- Technology can enhance peacebuilding reach: Leveraging digital platforms increases accessibility.
- Policy influence supports systemic change: Advocating for policy reforms institutionalizes peacebuilding. Documenting lessons learned enhances future peacebuilding.
- Enhancing leadership capacity sustains peacebuilding.
- Tailoring training to local needs ensures effectiveness.
- Ongoing training and support maintain peacebuilding momentum

# MONITORING AND EVALUATION

How do you monitor the success of the project?

The project will use both a formative and summative approach to monitor and evaluate project progress.

Mixed method approach will be used, which will utilize activity reports, attendance registers, pre and post training tests and distribution forms to gather monitoring data.

Activity reports will gather indigenous knowledge systems on conflict resolution and how they address gender issues, as well as stories of change from participants.

# monitoring and evaluation methods used to measure impact

Project collected the following information;

- demographic information about the participants,
- stories of change, and what works and what doesn't work for the communities in order to adaptively adapt the programming of the project.
- The project also collected the perceptions of the target communities and the indigenous patriarchal beliefs, norms, and how they are perceived in communities. 1. Changes in knowledge, attitudes, behaviors, and practices in line with gender responsive peacebuilding (to be done using a KABP assessment tool designed for this purpose). A KAPB survey .

# monitoring and evaluation methods used to measure impact cont

- 2. Documentation of stories of change
- 3. Household Decision Making Index by collecting data through face-to-face individual interviews with married women every year.
- 4. Tracking and documentation of engendered conflicts/disputes managed and resolved by church and community leaders will be collected as they emerge.
- 5. Inclusive strategies learnt from Indigenous knowledge systems. 6. Number of church and community initiatives implemented that promote peace and social inclusion.
- 7. Number of gender related GBV cases reported before and during project implementation

# Tools used to measure impact

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Logical  
Framework  
Approach (LFA)

Theory of  
Change (ToC)

Outcome  
Mapping (OM)

Most  
Significant  
Change (MSC)

Participatory  
Rural Appraisal  
(PRA)

Surveys  
(online/offline)

Focus Group  
Discussions  
(FGDs)

Key Informant  
Interviews  
(KIIs)

Observational  
studies

Case studies

# SUSTAINABILITY AND REPLICATION

How can the work be sustained/kept going?

## Sustainability Strategies:

Establish local ownership and leadership.

Build partnerships with community organizations.

Develop community-based structures (e.g., GBV networks).

Train local trainers and champions.

Secure funding from diverse sources.

Monitor, evaluate and adapt.

Foster collaborative relationships with stakeholders.

Document and share best practices.

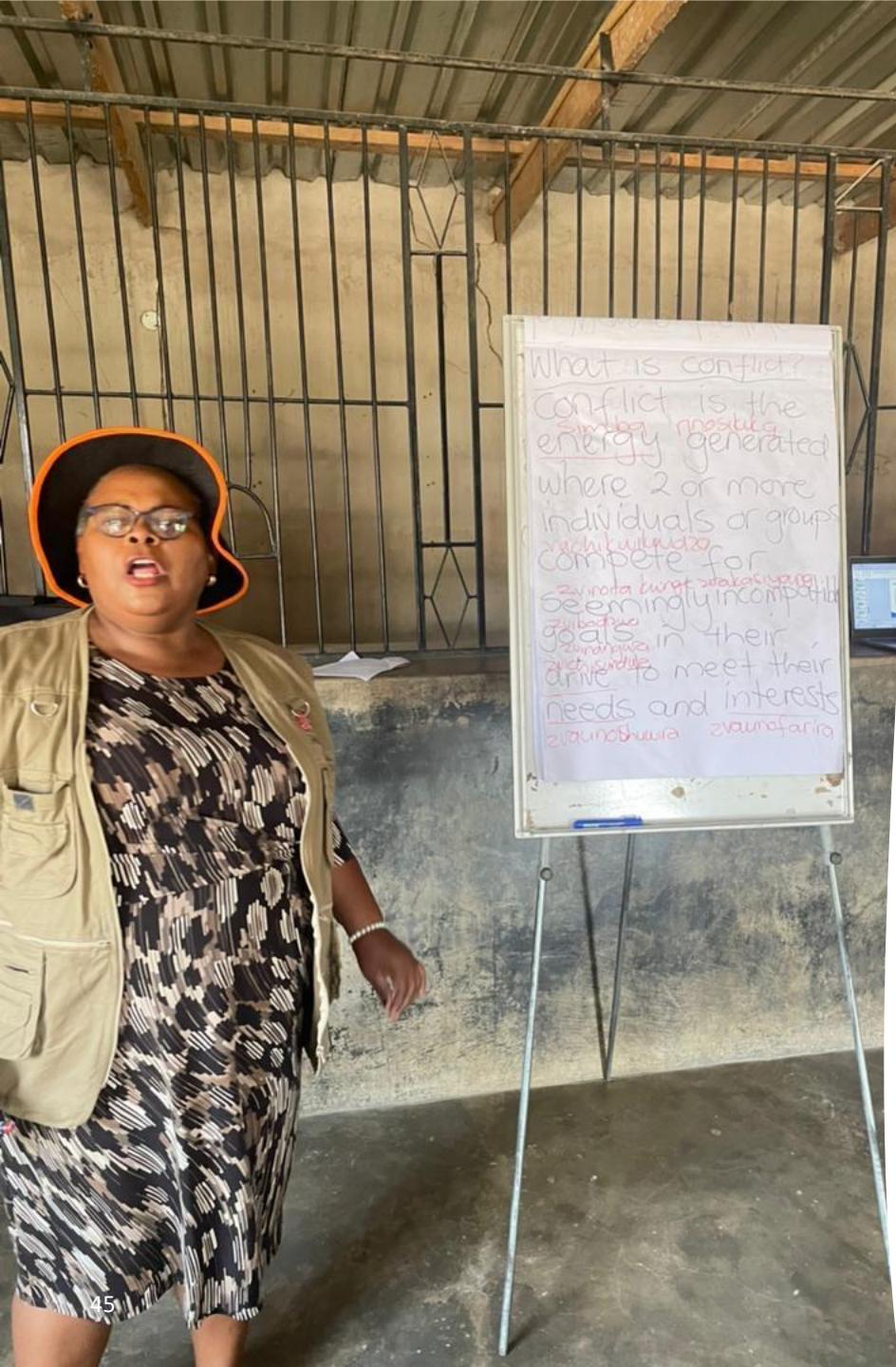
# NEXT STEPS

What are the key priorities going forward?

Engage in more regional and international forums e.g Actalliance Africa Gender Justice Community of practice

- Include evidence here – photos/clippings





## Next steps cont

- Institutionalize peacebuilding practices.
- Integrate peacebuilding into government policies.
- Strategic Partnerships with government agencies, more International organizations, Local NGOs/CBOs, Private sector companies, Academic/research institutions.
- More Capacity Building Training for community leaders, mentorship programs
- Online courses.
- Study tours/exchange programs.
- Resource Mobilization
- Corporate sponsorships.
- Fundraising events.
- Social media campaigns



Strategic partnerships in Addis Ababa, Ethiopia, May 2024



ECLF SAYS NO TO ANY FORM OF VIOLENCE