

SADC GENDER PROTOCOL **2015**

BAROMETER

ZIMBABWE

includes
SADC Gender Protocol
Post 2015



Compiled and written by Patricia A. Made
Edited by Sifisosami Dube and
Danny Glenwright



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The Southern African Gender Protocol Alliance's vision is of a region in which women and men are equal in all spheres. The Alliance promotes and facilitates the creation of gender equity and equality through lobbying and advocacy towards the achievement of the 28 targets of the SADC Protocol on Gender and Development by 2015. Gender Links coordinates the work of the Alliance.

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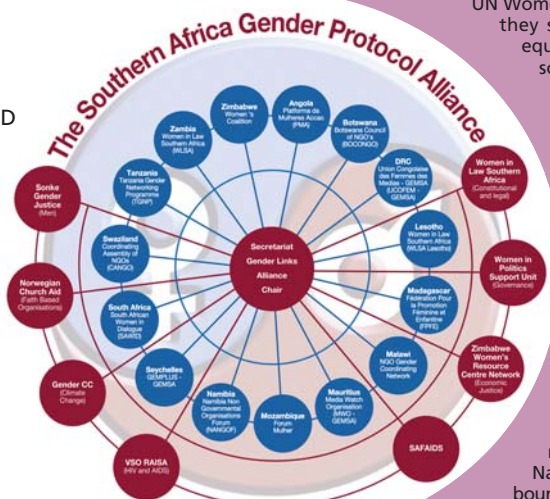
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UN Women supports United Nations member states as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the United Nations system's work in advancing gender equality.

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Acronyms

AU	African Union
ADVC	Anti-Domestic Violence Council
ART	Anti-Retroviral Therapy
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CDU	Curriculum Development Unit
DFID	Department for International Development
DVA	Domestic Violence Act
GBV	Gender-based Violence
GEPMI	Gender-Responsive Economic Planning and Management Initiative
GL	Gender Links
GRB	Gender-Responsive Budget
MISA	Media Institute of Southern Africa
MWAGCD	Ministry of Women Affairs, Gender and Community Development
MTP	Medium-Term Plan
MMPZ	Media Monitoring Project Zimbabwe
NAC	National Aids Council
NGO's	Non-Governmental Organizations
OVC	Orphans and Vulnerable Children
PMTCT	Prevention of Mother to Child Transmission
SADC	African Development Community
SEDCO	Small Enterprises Development Cooperation
SME	to Medium Enterprises
UCAZ	Councils Zimbabwe
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WCoZ	Women's Coalition of Zimbabwe
WILSA	Women in Law Southern Africa
WIPSU	Women in Politics Support Unit
ZDHS	Zimbabwe Demographic and Health Survey
Zim Asset	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZimStat	Zimbabwe National Statistics Agency
ZWLA	Zimbabwe Women Lawyers Association
ZWRCN	Zimbabwe Women's Resource Centre and Network

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Executive summary



Lars Ronnas, the Swedish ambassador to Zimbabwe, speaks about gender equality at the 2014 Zimbabwe National Gender Summit.
Photo: Nhamoyebonde Loverage

The 2015 Zimbabwe SADC Gender Barometer country report reflects on the country's progress towards advancing gender equality, women's rights and women's empowerment. This occurred as Zimbabwean gender activists also took stock of opportunities and challenges around meeting the country's 2015 targets linked to the Southern African Development Community (SADC) Protocol on Gender and Development (SADC Gender Protocol).

This country report also comes as countries undertake the global review of achievements towards implementing the strategies and actions outlined in the 1995 Beijing Platform for Action, which emerged from the Fourth World Conference on Women. The year 2014 marked the 20th anniversary of the Beijing Platform for Action.

Zimbabwean leaders signed the SADC Gender Protocol in 2008 and ratified it in 2009. Zimbabwe was the second country after Namibia to ratify the regional instrument for the advancement of women. The country's 2013 SADC Gender Barometer report marked a significant shift in the country's normative framework, following

the adoption of a new constitution that contains strong gender equality, women's rights and women's empowerment provisions.

While it shifted the legal goalposts significantly for advancing gender equality and women's rights, the new Constitution of Zimbabwe's true test as a foundation for changing the lived realities of women and girls began in 2014. This is when the country's lawmakers began a process to align more than 200 laws, as well as create new laws and review policies to ensure compliance, with the articles and provisions of the Constitution. However, there is no strong guarantee that the alignment process will lead to the domestication of all laws and policies in accordance with the Constitution's gender equality and women's rights provisions.

Thus the 2015 Zimbabwe SADC Gender Barometer has two overarching purposes. First it begins the countdown to 2015 and progress towards the 28 targets of the SADC Gender Protocol. It also signposts the start of monitoring the political commitment to building on the foundation prepared by the Constitution for the development of constitutionalism to gender equality and women's rights in Zimbabwe.

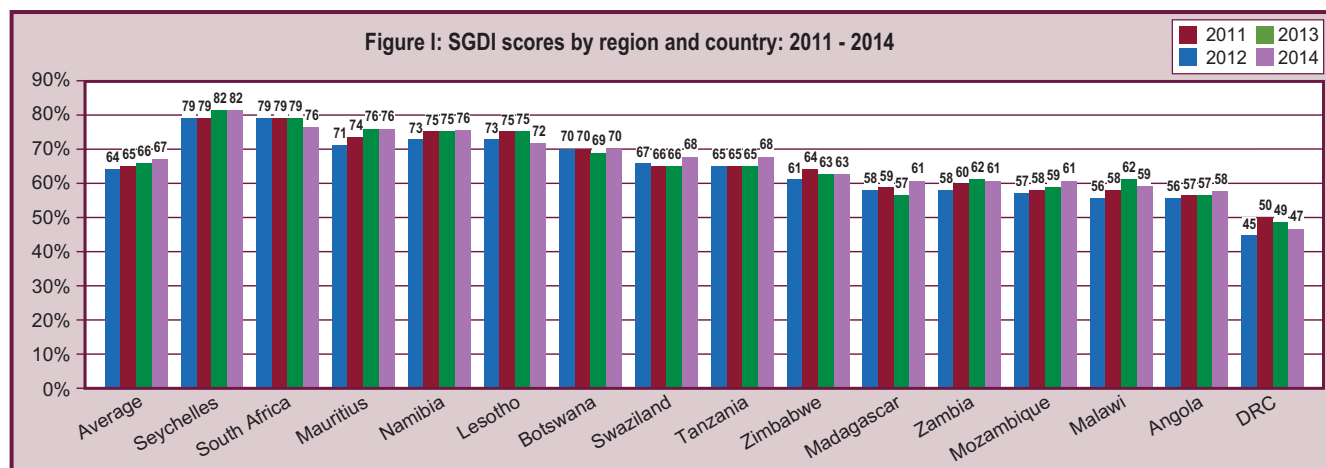
The Southern Africa Gender Protocol Alliance uses two measures to rate each SADC state's performance towards meeting the 28 targets: the SADC Gender and Development Index (SGDI), introduced in the 2011 regional barometer, and the complementary Citizen Score Card (CSC), which the Alliance has been running for three years.

The SGDI is an empirical measure of progress by the 15 countries of SADC, based on 23 indicators for the six sectors that have accurate data (see Annex A for details on the SGDI gender and related indicators). These consist of Governance (three indicators), Education (three indicators), Economy (five indicators), Sexual and Reproductive Health (three indicators), HIV and AIDS (three indicators), and Media (six indicators). To create the composite index, researchers gave each category equal weight by calculating the average score across the indicators in that category. At the end of this executive summary, Table I provides an outline of key indicators for women in SADC. Annex A, at the end of the report, explains how the SGDI works and compares this with other gender-related indicators.

In 2014, for the first time in three years, the SGDI for the 15 countries in SADC increased from 66% to 67%.

The SGDI for six countries (Angola, Botswana, Madagascar, Mozambique, Swaziland and Tanzania) increased, while the SGDI for the Democratic Republic of the Congo (DRC), Lesotho, Malawi, South Africa and

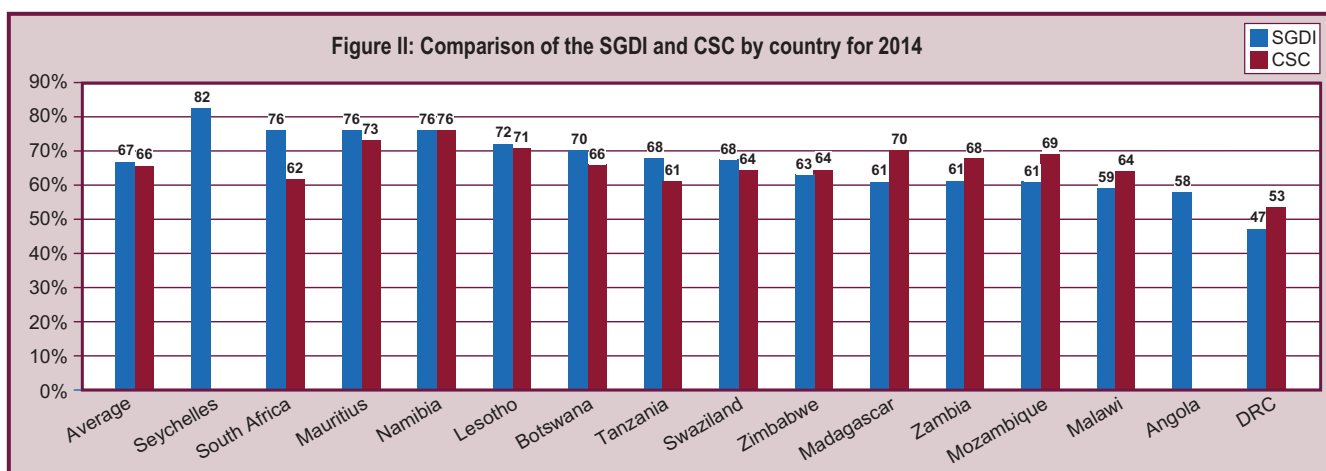
Zambia went down. At 63%, Zimbabwe's SGDI score remained the same as in 2013, and the country ranks number nine out of the 15 SADC countries.



Source: SADC Gender Protocol Barometers, 2011-2014.

Figure I compares the regional SGDI scores from 2011 to 2014. The regional average has gone up by three percentage points since 2011, from 64% to 67%. For Zimbabwe, 2012 saw the highest score at 64%, while the SGDI remained the same in 2014 as in 2013: 63%.

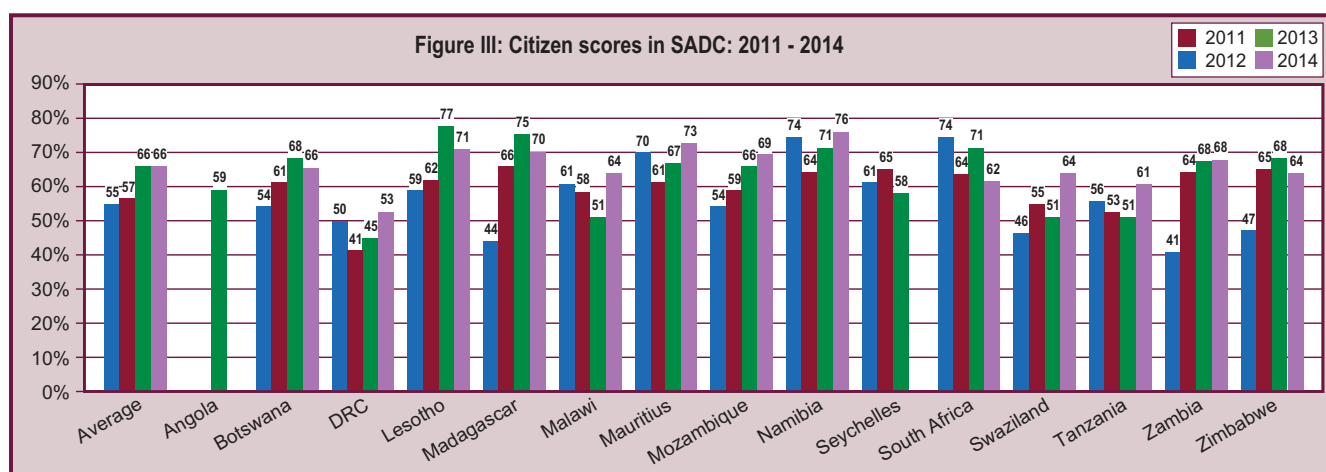
This indicates a need for improvement in gender equality in the country, especially in comparison to other countries in the region such as South Africa, Namibia and Lesotho, which have consistently scored higher than Zimbabwe since researchers first used this index to measure progress.



Source: SADC Gender Protocol Barometer 2014.

Figure II shows that while Zimbabwe ranks at 63% for the SADC Gender and Development Index (SGDI) score, citizens scored the country slightly higher at 64%. The CSC, which researchers base on perceptions, captures nuances that do not appear in the empirical data. It

remained unchanged from 2013 for the average of the 15 SADC countries, at 66%. Citizens in Namibia (76%), Mauritius (73%) and Lesotho scored their countries highest, while DRC ranked lowest using this measure, at just 53%.



Source: SADC Gender Protocol Barometers, 2011-2014.

Figure III shows that in Zimbabwe, however, citizens gave their country a reduced score in 2014 - down to 64% from 68% in 2013. In Zimbabwe, 1014 citizens (945 women and 69 men) scored the government using the CSC in 2014.¹ Sectors covered by the CSC include constitutional and legal rights; governance; education; economy, productive resources and employment; gender-based violence; health; peace building and conflict resolution; media, information and communication; and implementation of the SADC Gender Protocol.

Zimbabwe's lower CSC in 2014 may be an indication that, while women perceived the new constitution and its provisions as a positive turning point in the advancement of gender equality, there may also be a perception that implementation is slow and the country has returned to business as usual.

Accountability, gender-responsive governance and strong gender management and monitoring mechanisms must become the driving forces of Zimbabwe's development agenda in order to ensure sustainable development and transformation. The issues highlighted in this report point to the need for vigilance, as well as for both choice-based (supply) and voice-based (demand) approaches.² These must become integral components of policies and frameworks to achieve gender equality, women's empowerment and the full recognition and protection of women's rights moving forward.

Key findings

The following is a summary of the key findings of the 2014 Zimbabwe SADC Gender Protocol Barometer.

Political accountability to gender equality and women's human rights

- The low political, economic and social status of the majority of women in the country is one of the country's major post-2015 development challenges. If policymakers do not put gender equality and women's empowerment at the centre of the country's new development agenda, the aspirations and ambitions of Zimbabwean women to become co-drivers of the country's transformation will not become a reality.
- Entrenched patriarchal attitudes and a backlash to the strong gender equality and women's rights provisions in the new constitution may affect the achievement of gender balance in institutions in the public and private spheres.



Pamela Mhlanga of Zimbabwe's Women Resource Network contributes to a discussion during a Gender Commission meeting in Harare.

Photo: UN Women

¹ SADC Gender Protocol Regional Barometer 2014, Gender Links.

² Who Answers to Women, Progress of the World Women 2008/09 Report, UNIFEM/UN Women.

- In the majority of line ministries in government, including the Ministry of Women Affairs, Gender and Community Development, women comprise 30% or less of senior managers. Moreover, many of the affirmative action measures created in policies following the adoption of the Constitution set gender targets of just 30%.
- The paucity of financial resources to gender equality and women's empowerment initiatives remains a strong indicator that there is a gap between words, policies and action. Stakeholders have not financed many of the women's empowerment frameworks, and the national gender machinery remains poorly resourced.
- One year after the adoption of the Constitution and four years before the next general elections, women's representation in elected positions at the national and local levels is not secure. Zimbabwe's politicians have failed to create special measures to increase women's representation in local authorities, or to secure women's representation at 35% or more in parliament.

Alignment of laws and policies to gender equality and women's empowerment

- Several of the key economic sectors - agriculture, mining, trade and tourism - have developed new policy frameworks that include strategies to increase women's participation and access to resources within the sectors.
- The women's movement is strengthening its technical capacity and adopting a collective action approach to engage in the process to align laws and create new laws in compliance with the articles and provisions of the Constitution.
- However, women's and other citizens' meaningful participation in the alignment process is constrained by limited knowledge of, and information about, the laws to be aligned to the Constitution and the entry points for public engagement.
- There remains a need for widespread constitutional literacy. Building a common knowledge and understanding of the articles and provisions in the Constitution

is essential for breaking down the legal, administrative and other barriers to citizens' claiming the rights and entitlements enshrined in the supreme law.

Education and training

- Gender disparities remain evident at secondary and tertiary education levels. Stakeholders in this sector need to take action on several points, including affirmative action, combined with scholarships, funding and programmes to increase enrolment and retention of girls at these levels.
- Early pregnancy and marriage continues to be a factor that contributes to girls leaving school. More young women (24.5%) aged 15-19 years, compared to 1.7% of young men in the same age group, are currently married or in a relationship. In addition, 22.4% of young women aged 20-24 years have had at least one child before age 18.³

Economic empowerment and access to productive resources

- Accelerated implementation of economic frameworks, policies and programmes to empower women economically is imperative for women to be able to participate in, and benefit from, the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZimAsset).



Zimbabwean women write their "I" Stories during a workshop in Rusape. Making every voice count is critical for peace building.
Photo: Shaudzirayi Mudekunye

³ Preliminary Findings, 2014 Multiple Indicators Cluster Survey, UNICEF and Government of Zimbabwe.

- Women's participation in the formal economy remains low. Only 14% of women work in paid employment, compared to 31% men, and women comprise less than 1% of employed managers.⁴
- Women comprise 54% of those in unskilled jobs, while men hold 59% of professional positions.⁵
- Administrative practices that reinforce gender inequalities and disparities continue to affect women's, especially young women's, uptake of funds for women's economic empowerment.
- Gender-responsive budgeting (GRB) is not an essential feature of the national budget despite more than six years of training of policymakers in this sector and the issuing of GRB circulars to line ministries by the Ministry of Finance.
- Women's access to, and ownership of, property and other productive resources is still very low. More than six out of 10 women do not own a house (63%) or land (64%).

Gender-based violence

- Women and girls continue to experience high levels of physical and sexual violence. Violence remains one of the most pervasive women's rights violations and men use it to keep women in subordinate roles. All forms of gender-based violence (GBV) negatively affect the political, economic and social empowerment of women and girls.
- Government continues to strengthen the legal and policy framework to prevent and respond to all forms of GBV. In June 2014, the Ministry of Women Affairs, Gender and Community Development launched the National Action Plan against Rape and Sexual Violence.
- However, the law has anomalies, such as the provision in the Criminal Code section 70 that puts the age for consent to sex at 16 years. This specific provision has skewed justice unfairly in favour of the perpetrators of sexual violence against girls. Activists have lobbied lawmakers to change it during the constitutional alignment process.
- Stakeholders have reached more than 13 districts with awareness-raising interventions on GBV prevention, child protection and HIV and AIDS, but ingrained beliefs and attitudes that sustain violence against women remain. The 2014 Multiple Indicators Cluster Survey findings show that a higher proportion of women (37%) between the ages of 15-49, compared to 23.7% of men, believe that a man is justified in hitting or beating his wife in certain circumstances.
- Currently, the development of monitoring and evaluation frameworks and action plans to address the CEDAW Committee's Concluding Observations to Zimbabwe on GBV have been strengthening GBV structures at district level.

Health, HIV, and AIDS

- The Maternal Mortality Rate (MMR) is beginning to decrease, but it remains high. MMR now stands at 614 deaths per 100 000 live births for the seven years preceding the 2014 Multiple Indicators Cluster Survey (MICS) and 581 deaths per 100 000 live births for the five years preceding the MICS. The government, in collaboration with development partners, has focused on reducing the factors - user fees, lack of accessible health services and low numbers of trained mid-wives and birth attendant, among others - that contribute to maternal deaths.
- The country has reduced the overall HIV prevalence to 15% and is working towards reducing the prevalence to single digits.
- The gender dimensions of HIV remain evident, with women comprising more than 50% of those living with HIV and young women three times more likely to have HIV. Women continue to shoulder the burden of care.
- The Ministry of Health allocated US\$500 000 in its 2014 national budget for cancer advocacy in recognition of the increasing prevalence of cervical and breast cancer among women.

Peace building and conflict resolution

- Zimbabwe's security service legislation contains no special provisions for gender equality or the use of affirmative action for the recruitment of women, and women's representation in the security sector remains less than 30%.
- Of the SADC countries, Zimbabwe contributed the highest number of women (35%) to UN peacekeeping missions in 2013.
- Women comprise 20% of the Zimbabwe Defence Forces and 25% of those in police services.
- Women activists have begun to engage in the gender and security sector reform discourse and frameworks.
- Women at the community level have long been involved in peace-building initiatives

Media, information and communication

- Media exposure remains low in Zimbabwe: Only 8% of female respondents and 17% of male respondents in the 2010-2011 Zimbabwe Demographic and Health Survey had exposure to newspapers, television and radio at least once a week.
- The citizen score for MICs at 68 % is much higher than the SGDI at just 51 %
- Media practitioners have been slowly incorporating issues of gender equality and women's empowerment into the sector's news agenda, and there is a slight increase in women's access to freedom of expression in and through the media. In 2010, the *Gender and*

⁴ Zimbabwe 2011 Labour Force Survey, ZimStat.

⁵ Zimbabwe 2011 Labour Force Survey, ZimStat.

Media Progress Study showed that women make up only 17% of those sources speaking in the Zimbabwean media, while spot monitoring exercises in 2013 and 2014 showed women as sources had moved slightly to 22%.

- The adoption of gender-responsive editorial and employment policies is an important step towards changing the gender biases, stereotypes and sexism that permeates media content and newsrooms. Only two media houses, however, have been participating in the Centres of Excellence for Gender Mainstreaming in the Media process.
- The sector needs a stronger gender and media lobby to serve as an external monitoring mechanism focused on the development of a media in Zimbabwe that is accountable to the public's interests in all of its diversity.
- Media associations such as the Federation of African Media Women Zimbabwe and the Zimbabwe Union of Journalists continue to strengthen their programmes of work on gender and the media.
- Media and communication must be framed as women's human rights issues and should be firmly placed on the women's movement gender equality agenda.

Implementation

- Zimbabwe must develop a gender-responsive monitoring and evaluation system, and strengthen the capacity of the national machinery to monitor

gender mainstreaming in the public sector. The lack of sex-disaggregated data in line ministries remains a challenge to monitoring progress of women's representation and their participation in line ministries' programmes.

- The effectiveness of the country's first Gender Commission will depend on the adoption of a bill that guarantees its independence in compliance with the Constitution.
- The country's gender management systems, including the Ministry of Women Affairs, Gender and Community Development, gender focal persons in line ministries, Zimbabwe Women's Parliamentary Caucus, and the women's movement, requires technical and financial support. This will strengthen the system so that it can play a more coordinated role in oversight of gender mainstreaming within ministry programmes and policies and in ensuring government's compliance to the gender equality and women's rights instruments that lawmakers have signed and ratified.
- Financing for gender equality (from the government and development partners) continues to be low and is one of the major factors contributing to slow implementation of gender equality and women's empowerment programmes.
- The advancement of gender equality and women's empowerment within the country's private sector remains an area requiring further study.

Table I: KEY INDICATORS OF THE STATUS OF WOMEN IN SADC COUNTRIES

% WOMEN	ANGOLA	BOTSWANA	DRC	LESOTHO	MADAGASCAR	MALAWI	MAURITIUS	MOZAMBIQUE	NAMIBIA	SEYCHELLES	SOUTH AFRICA	SWAZILAND	TANZANIA	ZAMBIA	ZIMBABWE
GOVERNANCE															
Parliament	33	8	10	27	23	17	19	39	25	44	40	18	36	12	35 ⁶
Local government	n/a	19	6	46	6	11	26	36	42	n/a	38	22	34	6	16
Cabinet	29	17	14	37	19	15	8	28	23	27	41	25	28	11	11.5 ⁷
EDUCATION															
Primary School	46	50	46	49	50	50	49	47	49	50	50	48	52	49	49.8 ⁸
Secondary School	44	52	36	57	50	45	52	44	53	50	55	50	46	45	49.5 ⁹
Tertiary level	40	53	32	61	48	40	61	38	53	n/a	58	51	40	52	42.1 ¹⁰
ECONOMY															
Economic decision-making	29	29	21	21	17	27	33	25	25	33	23	30	28	23	23
Labour force participation - Women	64	75	70	60	62	85	48	87	61	68	47	55	90	74	85.1 ¹¹
Labour force participation - Men	78	83	72	75	65	80	81	83	72	79	63	59	91	86	89.9 ¹²
Unemployment - Women	n/a	20	36	28	4	10	12	1	43	5	28	46	6	11	14.5 ¹³
Unemployment - Men	n/a	15	n/a	23	2	5	5	3	33	4	22	34	3	14	6.6 ¹⁴
Women in non-agricultural paid labour (% of labour force)	24	43	26	63	38	11	38	11	41	54	45	30	43	22	12 ¹⁵
Length of maternity leave (weeks)	12	12	12	12	14	8	12	12	12	14	16	12	12	12	14
Maternity leave benefits (% of wages paid)	100	50	67	0	100	100	100	100	100	100	60	16	100	100	100
SEXUAL AND REPRODUCTIVE HEALTH															
Maternal mortality rate (out of 100,000)	450	160	549	620	240	460	37	490	200	0	145	320	440	440	914 ¹⁶
Using contraception	6	53	18	47	40	46	76	12	55	41	60	65	34	41	59
Births attended by skilled personnel	49	99	74	62	44	71	100	54	81	99	90	82	49	47	66
HIV and AIDS															
Comprehensive knowledge on HIV and AIDS women	25	40	15	39	23	42	80	36	65	67	20	58	44	38	52
Living with HIV as proportion of total	59	55	59	59	46	59	28	58	60	42	60	58	61	52	52 ¹⁷
HIV positive pregnant women receiving PMTCT	14	95	6	62	3	73	96	51	85	95	95	95	77	86	82 ¹⁸
MEDIA															
Overall	n/a	46	22	73	33	23	33	27	40	n/a	50	40	36	33	13
Board of directors	n/a	24	18	47	10	27	36	25	39	n/a	38	33	22	27	38
Management	n/a	37	10	52	19	24	23	32	37	na	34	29	27	28	11
Female staff in institutions of higher learning	n/a	37	18	67	44	29	79	28	47	n/a	50	33	28	29	25
Proportion of students in institutions of higher learning	n/a	54	77	73	71	50	82	26	60	n/a	64	37	60	61	57
News sources	n/a	18	17	20	46	15	15	45	20	31	23	24	19	18	22

Source: Zimbabwe 2010-2011 Demographic and Health Survey; Zimbabwe 2012 MDG Progress Report; Women and Men in Zimbabwe Report 2012, Zimbabwe National Statistics Agency (ZimStat); Zimbabwe 2011 Labour Force Survey; UN AIDS.

⁶ Government Gazette of 9 August 2013.

⁷ There are three women ministers in the 26-member Cabinet.

⁸ Enrolment in Primary Education, 2010 First Term Statistics, Ministry of Education, Sports, Arts and Culture, in Women and Men in Zimbabwe Report 2012, ZimStats, April 2013.

⁹ Enrolment in Secondary Education, 2010 First Term Statistics; Ministry of Education.

¹⁰ University Enrolments by Faculty and Sex, 2009 and 2010, Statistics Unit, Ministry of Higher and Tertiary Education, in Women and Men in Zimbabwe Report 2012, ZimStats, April 2013.

¹¹ 2011 Labour Force Survey, ZimStats.

¹² 2011 Labour Force Survey, ZimStats.

¹³ 2011 Labour Force Survey, ZimStats.

¹⁴ 2011 Labour Force Survey, ZimStats.

¹⁵ 2011 Labour Force Survey, ZimStats.

¹⁶ 2014 Multiple Indicators Cluster Survey.

¹⁷ % women living with HIV at end of 2010, Zimbabwe 2012, MDG Progress Report.

¹⁸ 2013 National Estimates, AIDS and TB Unit, Ministry of Health and Child Care. The change in guidelines and indicator definition may explain the decline in 2012 and 2013 estimates.

Country context



The year 2014 was a transition year for Zimbabwe. The July 2013 general elections ushered in a new government and 2014 marked the first year of the country's process to align laws and policies to the country's new constitution.

As the country moves forward under a new political and constitutional dispensation, the themes of economic growth and empowerment continue to drive the focus of policy planning and programming in 2015 and beyond.

In October 2013 the government unveiled a new economic blueprint for the country: the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (Zim Asset). It guides the country's economic development over five years (2013-2018), and in many respects sets the framework for Zimbabwe's post-2015 development agenda. The country's development challenges remain enormous.

Closing the inequality gaps in health; education; social welfare; access to, control and ownership of resources and in employment opportunities; among others, is central to the success of Zim Asset, and to ensuring that the Constitution brings about a change in the lived realities of the majority of the people.

Zimbabwe still ranks very low, 156 out of 187 countries, on the 2014 Human Development Index (HDI). The country's HDI value for 2013 is 0.492, which is within the category of low human development.¹⁹ One reason for this ranking is the persistent inequalities between women and men.

Zimbabwe's 2103 Gender Inequality Index (GII) value is 0.516, ranking the country 110 out of 149 countries measured. The GII reflects gender-based inequalities in the areas of reproductive health (maternal mortality and adolescent birth rates); empowerment (share of parliamentary seats held by women and attainment in secondary and higher education by each gender; and economic activity (labour force participation rate for women and men).

While the country has achieved 35% women in parliamentary seats thanks to a special measure in the new Constitution, in other areas in which measures, policies and programmes have not been backed by financing and concerted action, the gaps between women and men, girls and boys remain wide. For example, only 48.8% of adult women have reached at least secondary level of education compared to 62% of adult men. Meanwhile, maternal mortality has seen a positive decline from 960 per 100 000 births as reported in the 2010-2011 Zimbabwe Demographic and Health Survey (ZDHS) to 570 per 100 000 live births; and, the adolescent birth rate, which measures births by women aged 15-19, is estimated at 60.3 per 1000 live births.

Closing the gender gaps to bring about gender equality in Zimbabwe requires a far stronger match between words and actions. A strong gender equality and women's rights normative framework is reflected in the Constitution and in many policies and laws that have been adopted to empower women and girls.

The country has prioritised women's economic empowerment. In 2013 and 2014, stakeholders in many of the country's key economic sectors - including agriculture, mining and tourism - developed gender policies for the sector or policy frameworks that include a specific section on women's empowerment.

Women's economic empowerment also features in the 2015 National Budget Statement, Towards an Empowered Society and Inclusive Economic Growth.

¹⁹ 2014 Human Development Report, Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience, UNDP.

The statement speaks to entrepreneurship training for women and the need for interventions to increase access to markets of women's products. It also calls for initiatives for capacity building, value addition and beneficiation by women in agriculture, mining, tourism and trade. But financing for implementation of these actions is missing in most cases.

Zimbabwe's Beijing+20 national report, which forms part of the continent-wide and 2015 global review of the implementation of the 12 Critical Areas of Concern in the Beijing Platform for Action, highlights three major challenges to the advance of gender equality and women's empowerment in Zimbabwe. These are: (1) inadequate implementation of laws and policies due to continued negative norms, attitudes and values; and due to the fact that a majority of women have no knowledge of these laws and policies; (2) financing for gender equality and women's empowerment is not forthcoming, both from government and development partners; and (3) women's socio-economic rights remain largely unfulfilled.

Zimbabwe, like a large majority of countries in the region and in Africa, cannot continue to extend the deadline for gender equality and women's rights. The country achieved very few of the 28 targets in the SADC Gender Protocol, which countries needed to reach by 2015. As this 2014 Zimbabwe SADC Gender Protocol Barometer shows, the targets achieved fell primarily in the area of constitutional and legal rights. In the areas of governance, education and training, productive resources and employment, economic empowerment, gender-based violence, health, peace building and conflict resolution, media, information and

communication, Zimbabwe is far short of where it should be.

The recognition of women's rights as human rights also remains a fundamental challenge. Advancing gender equality and women's rights in Zimbabwe requires a concerted effort by government to ensure that women and girls can exercise their political, civil, and socio-economic rights. In addition, government must take all steps necessary for women and girls to have access to justice when these rights get violated. As citizens, women and girls are also entitled to education and skills training at all levels, and access to affordable and quality health care. They should feel safe and secure in the public and private spheres and have a voice in all decisions that affect their lives.

There are strong inter-linkages between education, health, access to affordable and quality social services, and access to economic opportunities, voice and agency. All of these aspects should be seen as critical components of a development agenda that is focused on growth and inclusiveness.

Strengthening the country's gender management system and ensuring that well-resourced and independent accountability mechanisms exist at national, local and community levels also must be among the priority measures for building gender-responsive governance. The country's post-2015 agenda must be focused on the acceleration of the advancement of gender equality and women's rights. Sustainable development and inclusive growth will not be achieved in Zimbabwe without the full participation of women as co-drivers of all national, local and community processes.



Oppah Muchinguri, the former minister of women, gender and community development, launches the SADC Gender Protocol Barometer in Harare in 2014.
Photo: Tapiwa Zvaraya