

EMTHONJENI WOMEN'S FORUM



2019 ANNUAL REPORT



Emthonjeni Women's Forum (EWF) was established in May of 2010 and is registered as a Trust CF54/2010 to assist in preventive and responsive measures to gender based violence and in addressing behaviour change gaps for survivors and perpetrators of domestic violence in Zimbabwe. Emthonjeni Women's Forum was founded specifically to assist women overcome domestic violence and realise their economic potential as well as creating a platform where they can share and exchange information on various issues brought about by inequalities between men and women. EWFs also focuses on women's rights, especially women's participation in governance issues at local level. EWF activities are mainly in the Matabeleland North, South and Bulawayo Provinces.

EWF uses the rights based approach premised on rights holders (women and girls) and their entitlements and corresponding duty bearers (law enforcement agents, government departments, traditional leaders, religious leaders etc) and their obligations. EWF works towards strengthening the capacities of rights holders to make their claims and of duty bearers to meet their obligations.

THE AIM OF THE ORGANISATION IS:

To reduce gender-based violence, specifically domestic violence and dependence of women for economic survival.

THE ORGANISATION'S VISION IS:

To see a society that is Gender Based Violence free, seeks gender justice and equity, offers equal access to positions of responsibility and full participation in economic development.

THE ORGANISATION'S MISSION IS:

To provide an opportunity and platform for targeted communities to challenge the behaviors, beliefs and customs that promote Gender Based Violence, inequity and gender injustices.

THE PASSION:

To offer a holistic package (male involvement and full support for the woman to heal and empower) that will positively impact on both the perpetrator and survivor of Domestic Violence.

VALUES

- | | | | |
|------------------|-------------------|------------------|-------------------|
| ➤ Justice | ➤ Respect | ➤ Passion | ➤ Integrity |
| ➤ Responsibility | ➤ Confidentiality | ➤ Accountability | ➤ Professionalism |



2019, saw Emthonjeni Women's Forum (EWF) launch its new three-year strategic plan that built on close to 10 years of work on preventing violence against women expanding into uncharted territory of women economic empowerment towards women's economic independence. EWF strategic pillars focus on Advocacy, Transforming Gender Norms, psycho social support and economic empowerment. *(see last page for summary of strategy).*

To strengthen our organisational capacity and with support from a funding partner EWF developed an advocacy plan, change management, sustainability and risk management plan.

2019 also ushered in a new board who with support from a partner underwent board orientation including familiarisation of our board charter and policies. We welcome the board members who bring on board a wealth of experience to EWF. The new board is led by human rights lawyer as Chairperson Mrs. Thobekile Matimbe. (See annex for full list of board members.) The board hit the ground running, contributing to the development of our strategic plan, and overseeing the development and implementation of the Security Plan, Procurement Policy and Sexual Harassment Policy.

EWF expanded the SASA! FAITH strategy intervention in to Bulawayo with new consortium members. Working directly with partners in Bulawayo Metropolitan has been both fulfilling and insightful for the organisation. Other partners who came on board in 2019 include Feed the Minds and Heal Zimbabwe Trust with support from TRACE. We cherish the support from both long-standing partners, and new partners.

We have successfully implemented programmes built on women's individual and collective agency, ultimately leading to women demanding for a gender just society with no violence against women and girls and where women freely participate in decision making processes.

2019 has not been without its challenges borne from political and economic environment but EWF weathered the storms. We hope this report will convey the passion and vibrancy of the communities we serve, as well as demonstrating the power women have to be the change they wish to see in their communities.

Last but not least and on my own behalf and that of the board, I would like to extend our great appreciation to our funding partners, networking partners, stakeholders, rights holders and EWF secretariat without whom our work would not have been realised.

S Matambo

EXECUTIVE SUMMARY

In the year 2019, EWF implemented projects in Beitbridge, Binga, Lupane, Nkayi Insiza, Umzingwane, Mangwe, Tsholotsho, Bulawayo and Gokwe. Five of the projects' thrust has been on our core mandate, reducing gender-based violence, in the process increasing women's individual and collective voice, choice and agency. The holistic approach saw inclusion of males in our programming under male involvement strategy, counselling of survivors and of perpetrators of GBV for our client to heal and empower. Two interventions focused on advocating for women's participation in governance at local level. All our interventions were conducted in line with EWFs organisational goal of 'contributing towards a gender just and gender-based violence intolerant society. Our interventions led to heightened awareness amongst women on GBV, and increased agency in taking action against all forms of violence perpetrated on women. This report gives a synopsis of the successes, challenges and lessons learnt in 2019 in implementing these projects.



Women realising their potential Power

OUR PROGRAMMES

1. HOLISTIC APPROACH TO REDUCING GBV

EMTHONJENI WOMENS FORUM has been using a holistic approach to reduce GBV, in a project titled *“Take Action Now! An Integrated Approach to reducing GBV in Insiza and Umzingwane”*. Emthonjeni Women’s Forum is carrying out interventions on Gender Equality under Diakonia CIVSAM programme, focusing on reducing gender violence through a holistic approach of preventive and responsive measures to GBV. EWF's combination of working with women as primary beneficiaries and men as secondary beneficiaries towards social transformation has influenced and promoted womens' individual and collective agency in taking action against GBV, and encouraged men and traditional leaders to be agents of change towards the reduction of GBV in Insiza and Umzingwane



Fig.2 Ward 14, Umzingwane women celebrating 16 Days of activism against GBV.

districts. EWF has worked with women in increasing knowledge on GBV through information dissemination, trainings and provision of counselling and court support services to survivors of GBV. A total of 5851 were reached through community outreach and education programmes which included couples dialogues. Mobile counselling sessions conducted reached out to a total of 473 clients. Of these 295 were females and 178 were males. The mobile counselling sessions that are conducted by the EWF officer, serve as a means of offering additional assistance and expertise to cases of varying levels of complexities that would have been

handled by the community-based counsellors. A total of 13 mentoring meetings were held for community-based counsellors and 85 community based counsellors benefitted from the meetings.

Domestic violence Counselling:

The mobile counselling sessions that are conducted by the EWF officer, serve as a means of offering additional assistance and expertise to cases of varying levels of complexities that would have been handled by the community-based counsellors. Mentoring meetings were held for community-based counsellors and 85 community based counsellors benefitted from the meetings.

Court support services

Court support services were provided to survivors of gender based violence from the Filabusi and Esigodini Magistrates court. The services included pre court counselling, assistance with filing for protection orders, maintenance. There was a total reach of 343 clients of which 262 were females and 81 were males. Of the 343 clients counselled 24 were assisted during couple counselling, 159 survivors were assisted with Protection order applications and 76 were assisted with maintenance applications as well as counselling. Of the 159 Protection Order applications, 91 were granted at Filabusi and 44 were granted at Esigodini courts. 17 were defaults from Insiza courts and 6 from Esigodini courts. 54 males received rehabilitative counselling and the remaining 15 clients were offered family counselling to resolve family conflicts.

Support groups

A total number of 183 survivors who are members of support groups were supported through group therapy sessions which benefited them in attaining healthy communication skills and to develop self-awareness by listening to shared experience from other members, in both Insiza and Umzingwane districts. *"As uncomfortable as it may sound ,sometimes sharing difficult thoughts and feelings in a group setting can be extremely helpful in facilitating healing"* said Sibongile Nkomo one of the support group members from ward 6 Bekezela Support group.

Male involvement:

The male engagement programme is implemented by two different programmes, through the Trocaire SASA! FAITH and Diakonia funded projects. The aim is to promote men's involvement as equitable non-violent partners. This has been done through the training of male champions of change, male Community Activists, couples dialogues and also engaging men through dialogues to realise the need to stop violence against women (VAW). Traditional leaders who are largely male and are the custodians of culture have also been engaged to promote gender equality and a community free from GBV. This has seen most men who were engaged gaining understanding on the need to stop VAW and also being able to challenge it in their communities.

Key Learnings:

- Engaging men provides an opportunity for community men to open up on the factors that fuel GBV within homes and also identify possible solutions to the prevention of GBV.
- Addressing patriarchy and negative cultural norms as underlying causes of GBV is critical towards creating a conducive atmosphere for the respect of womens' rights.
- Bringing couples together to discuss GBV is an effective strategy in enabling both partners to converse peacefully on GBV issues and anger management strategies.
- There is need to focus on engaging young boys and young men on gender and ending GBV.
- Sexual and reproductive health issues are hardly discussed at family and community level. This results in most of the contestations in the home being related to troubled sexual relations.

2. PROMOTING ACCESS TO INCLUSIVE SRHR AND SGBV INFORMATION AND SERVICES IN ZIMBABWE

The project seeks to increase communities' responsiveness to SGBV needs, skills, referral pathways and knowledge management. It also aims at strengthening community-based structures and community networks to support adolescents' access to SRHR information and services and prevent SGBV as well as teenage pregnancies. EWFs role in this consortium is focused on outcome 4 which responds to facilitate norms and values that support nonviolent and positive gender equitable relationships that are adopted by using the SASA! Faith model to engage religious and community leaders to transform harmful religious and cultural practices that perpetuate the abuse and subjugation of women, girls and adolescents as well as people living with disability. The SASA! Faith project is therefore actively engaging in promoting gender just, peaceful and dignified societies, through implementing various activities which include SASA! Faith team planning, religious leaders' seminar, media sensitisation to create synergies with media houses and raise awareness on the SASA! Faith approach on how it seeks to address GBV within faith spaces.

The start phase

The start phase is the initial stage of the project. The start phase focused on ensuring that communities realise their power within to denounce VAW. As such, a total number of 114 beneficiaries consisting of 62 females and 52 males were reached during this meeting and it also created a platform for various stakeholders in the ward to gain knowledge on the project. Community Asset Mapping was carried out so as to identify strengths and abilities of faith communities to deal with GBV and also engage faith community members to reflect on their faith communities and see how SASA! Faith can contribute towards ending GBV. This activity managed to reach 55 people (33F 22M). It was from such meetings where it was noted that in terms of knowledge on GBV, people in the communities are well knowledgeable but are unable to take action towards ending violence. The project uses an all-inclusive approach to programming and thus identified and trained 57 (45F 12M) duty bearers to form Community Action Group from community structures such as the Case Care Workers (CCW), Child Protection Committees (CPCs), Bulawayo Progressive Residents Association (BUPRA), Bulawayo Residents Association (BURA), Women of Zimbabwe Arise (WOZA), human rights activists and community peace committees. This was done so as to ensure that all spheres of influence in the ecological model are reached to with SASA! Faith principles. During the course of the year the project managed to transition from the start to the awareness phase.

The awareness phase

The month of August saw the transition of the project to the awareness phase. The awareness phase focuses on raising awareness on the power imbalance relations between men and women as the root cause of VAW. This phase has seen the engagement of the faith communities to realise the need for promoting gender norms that encourage non-violence in communities. Another tenet of the

awareness phase has been the emphasis on the need for survivors and victims of GBV to break the silence and speak out about gender-based violence and VAW. This has been achieved through CAs engaging their fellow congregants on VAW and its effects, engaging various media houses to raise awareness on VAW and also holding speak out campaigns to denounce VAW.

The two phases were able to achieve the following:

- Communities with a sudden need to challenge norms and values that promote GBV and VAW.
- Amplified voice, choice and agency of women within the faith spaces.
- An improvement in male engagement within the project.
- Communities making use of the referral systems.

Key learnings

- Constant engagement with the religious stakeholders necessitates the easy flow of GBV awareness messages within faith spaces.
- A lot of Faith communities were silent about GBV and VAW, however the project has facilitated speaking out on such issues.
- Religion plays a significant role in influencing behaviour change hence it is appropriate to raise awareness within the faith space.
- Male engagement needs to be increased to allow same level of awareness in GBV issues.

3. The 'Taking action now! Reducing GBV in Insiza district' programme

The program is being implemented in the 4 wards of Insiza district which 14, 16, 17 and 18. The project seeks to reduce gender based violence through psychologically and economically empowering women and also promotes transforming gender norms at community level that perpetuate violence against women. The project focuses on the individual, relationship and community levels of the ecological model using the life-skills training, economic strengthening through, Internal Savings and Lending (ISALs) and Income-Generating Activities (IGAs) and SASA! Faith approaches to transform gender norms through faith structures in the communities. During 2019, the project managed to collaborate with Musasa and the Zimbabwe Lawyers for Human Rights in conducting advocacy efforts to promote the rights of women in the targeted communities. Activities that were conducted include Community Activist (CAs) Practice session using the power posters, support to CAs to ensure that they adhere to the principles of SASA! Faith, religious leader's engagement meeting to promote their buy in into the project, community action groups (CAGs) engagement meeting to update the traditional leaders on the program, monitoring of ISALs to ensure that the women are engaging in viable businesses, SASA! Faith team planning meeting to plan for the quarterly activities and stakeholders annual review meeting to sensitize stakeholders on the project achievements.



Insiza Community Activists being trained on SASA! Faith support phase

Describe change

Change in the community has been gradual as community members learn to live according to the SASA! Faith values of justice, peace and dignity. The sessions conducted by the CAs has contributed to women breaking the silence of GBV. The communities have taken action to assist couples living in violence by using the referral pathway. Couples are referred to religious leaders, community based

EWf counsellors, the police or legal entities for assistance. As a result, there has been reduced number of GBV cases. Also, communities have embraced change through the realization of their power within evidenced by their ability to speak against VAW and agreeing to most of the SASA FAITH ideas. The



outcome monitoring sessions conducted with the faith communities proved that the communities have gained knowledge on GBV and power balance has contributed to change in attitudes which are key in SASA! Faith.

The economic emancipation of women also led to reduced abuse of women as they are now able to contribute to the family's monthly income and also make informed decisions about their lives as they are now economically independent. Women's voices within the family were also strengthened as they are also contributing to the monthly family income and

they have been able to purchase basic commodities and livestock like cattle, goats and chickens. Women's agency has been realised through meaningfully contributing to the welfare of their children which included paying fees and increasing the number of meals per day.

How results were achieved

Continuous engagement contributed to the realization of intended goals using SASA! Faith materials. Community Activists spearheaded the achievement of results through conducting sessions on awareness and support phases using the power posters. The transitioning of the project from the awareness phase to the Support phase played a pivotal role in ensuring that women faced with violence are supported and men who have previously been abusive are supported to change their behaviors and attitude. The role modelling approach was also utilized to achieve change where religious and traditional leaders who are the custodians of Christian teachings, culture and norms within the society were at the forefront in denouncing violence against women through their actions. The ongoing quarterly engagements with the religious and traditional leaders is a powerful strategy towards realising set goals. This assisted the communities to live according to the values of SASA! Faith which are justice, peace and dignity.

Key learnings so far

- Innovation during economic crisis times is key to ensuring sustainability of the women's businesses.
- Religious and traditional leaders are very key towards the success of the project as they are the custodians of faith teachings, culture, social norms and values.
- There is need to strategically target men in the communities as their involvement would go a long way in reducing VAW.

4. Women Demanding Accountable Governance'

The advocacy project is being conducted in 6 wards of Tsholotsho district, targeting women as primary beneficiaries, men and solution providers as secondary beneficiaries. The project seeks to equip women with advocacy skills and to create a platform for women to engage in dialogue with state actors so that they provide rights aligned services to the communities. 6 trainings on local government planning processes reaching to 478 women were conducted in Tsholotsho to strengthen the knowledge of women on local government planning processes, their roles and responsibilities in planning processes. In addition, 447 women were reached through conducting 6 pre-budget consultative meetings with the aim of influencing budgeting processes and identify and develop new priorities. 6 Gender responsive budgeting and planning workshops were also implemented in the same wards with the aim of developing and strengthening the capacity of women with the requisite skill to participate in local council planning, budgeting, expenditure tracking and financial oversight. 330 women were able to participate in these workshops. 3 Constitutional awareness meetings were also conducted, one of these was through community outreach in ward 22, reaching to 65 women while the other 2 meetings were conducted through radio (SKYZ METRO FM), reaching to over 1000 citizens. In an effort to commemorate human rights days, the organisation was able to conduct one Human Rights Day Commemoration in ward 13, which saw 115 community members gracing the event.

In conducting the above activities, EWF collaborated with partners such as Rural Community Empowerment Trust (RUCET), Zimbabwe Coalition on Debt and Development (ZIMCDD), Zimbabwe Lawyers for Human Rights (ZLHR), Bulawayo Progressive Residents Association (BPRA) and the Ministry of Women Affairs, Community Development, Small to Medium Enterprises Development.

Describing change

Women in the Tsholotsho have played a pivotal role in claiming their Constitutional rights by advocating for better social service delivery. This change is evidenced by the public interface meetings that were conducted and convened by women seeking accountability and transparency from relevant state actors on issues affecting them. Women were able through collective agency to self-mobilize, demand accountability, and speak out on issues concerning their well-being. Through the trainings on local government processes and gender budgeting, women are now actively involved in community development structures such as School Development Committees (SDCs), Village Development Committees (VIDCOS). Women are also actively ensuring the success of their advocacy initiatives such as ensuring that communities have access to safe and portable water as well as accessibility to health services. The intervention, has been instrumental in bringing change in both men and women's attitudes towards the women empowerment especially their participation in community development

Key learnings

- Women are instrumental in development initiatives and should be encouraged to take a leading role as their input is not only gender sensitive but benefits the whole community.



Adobe Stock

5. The Improving Gender Attitudes Transition and Education Outcomes (IGATE-T)

The programme is currently being implemented by EWF in partnership with World Vision and other partner organisations in 9 districts of the project which include Beitbridge, Binga, Chivi, Gokwe South, Insiza, Lupane, Mangwe, Mberengwa and Nkayi districts respectively and is in its last year of implementation for EWF. The focus has been on strengthening community action in child safeguarding as well as strengthening the sustainability of the IGATE-T project through ensuring community and stakeholder actions towards child protection. The trainings focused on Strengthening Child Protection structures and this was implemented in partnerships with the Department of Social Welfare. The trainings reached a total of 552 women and 365 men totalling 917 people in child protection structures reached with 56 school communities covered. The organisations also implemented community Indaba meetings that covered 18 school communities reaching a total of 940 people with women constituting 543 of the participants and men 397. The indaba meetings sought to raise the awareness of communities on issues of child protection and to create a platform where communities can interrogate social and cultural norms that perpetuate child abuse. The year also saw the organisation supporting child protection structures that had previously been trained but also moving to support communities where score carding had been done. This was to increase knowledge of child protection structures on child protection, mentor the CPCs that had received training. The year under review also saw the mentoring of child protection structures through Cluster level support to CPCs. A total of 881 people with 298 being male and 583 being female with 61 school communities covered.

“The year also saw the organisation supporting child protection structures that had previously been trained...”

Describe change:

There was a relative increase in community action towards responding to issues of child protection. This was evidenced by the increase in cases of child abuse that were reported directly to the police and anonymously. Cases specifically in Insiza and Mangwe district that were reported to the district team were addressed. Through the CPC support meetings, some of the CPCs were able to give feedback on cases that were previously addressed by the IGATE -T team hence strengthening citizen confidence towards reporting and responding to cases of child protection. The District Victim Friendly Unit and the Department of Social Welfare in districts such Binga, Nkayi, Mangwe, Insiza, Chivi, Beitbridge as well as Gokwe South have become more accountable to issues pertaining to child protection and are willing to engage and share information on progress made in addressing shared cases.

How results were achieved:

The engagement of children strengthened issues of case identification as well as the reporting

pathway. The sensitisation and strengthening of Child protection Committees as well as stakeholders in the community about the referral pathway, case identification, case reporting and case management resulted in cases being taken up and reported. The safe space provided children with opportunity to open up about child abuse cases. In other instances the engagement of community structures such as the CPCs resulted in the follow up of children who had dropped out of school. The sharing of the EWF safeguarding contacts also allowed community structures to continue to report cases through EWF in instances where they felt unsafe to report directly to duty bearers in their communities. Towards fostering sustainability, EWF engaged the Department of Social Welfare and the Victim Friendly Unit who in turn were responsive in addressing child protection concerns and to a larger extent became accountable in cases that were shared. A case in point is that of Mangwe district where the VFU was willing to share progress made in addressing abuse cases. There was also strengthened collaboration between the community and in school CPCs towards responding to child protection concerns.

Analysing change:

There was a positive transition from the culture of silence to the reporting of cases in some instances. This led to the positive response to child safeguarding by various stakeholders in child protection. The inclusion of village heads in the child protection committees added value to child safeguarding and the demystifying of some harmful cultural norms. The engagement and responsiveness of stakeholders plays a central role in the sustainability of the project and effective case management systems. The accountability by duty bearers also revealed the need for constant engagement by non-state actors and citizens towards ensuring that issues of child safeguarding are adequately addressed.

Key learnings

- The engagement of stakeholders is pertinent towards addressing child protection issues, hence their engagement is key towards the achievement of child safeguarding
- The creation of safe spaces in addressing child protection issues is pertinent towards ensuring that child open up and report abuse cases.
- Strengthening community awareness on abuse and the referral pathway of reporting abuse is pertinent towards the increased reporting of child abuse cases.
- Raising awareness on the role of child protection structures is critical towards activating critical actions towards child safeguarding and the promotion of retention.
- Safe reporting mechanisms are essential towards increased reporting of cases as well as the realisation that citizens can take action in responding to child protection concerns.
- The economic situation has adverse effects on child protection issues as observed through the mushrooming of child headed households, teen pregnancies, child labour issues as well as children forced into marriage

Figure 3 Participants at Keme Primary school in Mangwe District /during a CPC strengthening meeting



6. Enhancing Women`s Knowledge on their Constitutional Rights in Insiza District.

Emthonjeni Women`s Forum got into a partnership with “Feed the Minds” to provide a multi sectoral approach towards raising awareness and providing services on women rights in two wards of Insiza. The intervention focused on conducting women human rights clinics with various stakeholders providing the much needed services in the hard to reach areas of Insiza. This was augmented by awareness raising that focused on the Bill of Rights as enshrined in the Constitution. A total of 164 women were reached through awareness raising meetings and 120 women were reached through human rights clinic. The meetings culminated in young women realising the need to actively participate in budget formulation to ensure the inclusion of SRHR (Sexual Reproductive Health Rights) needs.



Figure 4 Participants during a Human Rights clinic in ward 3 of Insiza District



Figure 5 Constitutional Awareness Raising in ward 3 of Insiza District

7. Strengthening Women's Voices in Accountable Local Governance

EWF in partnership with Heal Zimbabwe is conducting a new program in ward 6 Tsholotsho district on Strengthening Women's Voices in Accountable Local Governance. The project focuses on how women are actively involved in the utilization of their natural resources and how they are benefiting from the CAMPFIRE funds. The project purposes to equip women with knowledge on local resource management holding local level duty bearers to account and women having voice, choice and agency in advocating for their rights in decision-making processes at local governance level.

Realising that ward 6 Tsholotsho is well endowed with natural resources, the program was developed



Women following proceedings during the community sensitisation meeting aimed at raising awareness on women's rights and resource management held at Tshino Primary School.

around that concept to further sensitise women on how tenders are issued and how communities can benefit from their natural resources. EWF conducted two activities namely Community Leadership Inception and Community Sensitization meeting. A one-day community inception meeting 47 community women, local leaders from different structures, traditional leaders, the local councillor, religious leaders and the CAMPFIRE committee was conducted. The meeting sought to sensitise communities on the project at the same time building the necessary

community awareness on public resource management under the CAMPFIRE program. The intervention managed to build momentum towards advocacy on the use of proceeds from natural resources harvested from the targeted community. The sensitization meeting was also conducted with 126 women. The same activity was conducted in two points targeting 100 women in each point. The aim of the meeting was to address issues of community women's participation in decision-making processes at local level as well as natural resources management. The sensitization meeting sought to promote community leadership buy in and ensure women participation.

Key Learnings

- Constant engagement with the community leaders to take initiative towards addressing their development needs by managing their resources in a good way is essential in ensuring that their rights are fulfilled.
- The engagement of relevant stakeholders to participate in social accountability forums is essential, as they are able to proffer better solutions and give explanations as to why communities are not benefiting much from their natural resources.

- Constant engagement of youth and communities on issues such as demanding strengthening participants in local decision making processes of natural resource management will assist in the fulfilment of their constitutional rights.

ORGANISATIONAL CAPACITY DEVELOPMENT

Institutional Strengthening Plan Activities

True to Julia Gillards' quote that *'our future growth relies on competitiveness and innovation, skills and productivity.... and these in turn rely on education of our people'* EWF has been fortunate to have undergone various trainings with support from our partners, contributing towards a strengthened institution. To build a formidable team, a two day team building retreat was held at Antelope Park in Gweru.



With support from PACT EWF developed a Media & Advocacy Plan, to redefine EWF's understanding of advocacy and use of communication to increase our visibility. The training was held over two days at Cresta Hotel. With support from PACT, EWF developed a Change Management Plan, Risk Plan and Sustainability Plan. The purpose of the workshop was to collectively reflect on and develop EWF's Change Management, Risk Management and Sustainability Plans.



Mr. Bheki Khanye, one of the Development Consultants facilitating on the process of change during the workshop held at Impala Boutique Hotel. The workshop was part of the 3 planned workshops that are meant to strengthen EWF as an institution.



Training on Complaints and Response Mechanism

One of our Officers attended a training on complaints and response mechanism (CRM) that was organized by Act Alliance, a Diakonia partner. The training focused on understanding key principles of the Core Humanitarian Standard (CHS) and how complaints handling relates to overall accountability, quality management and human resource management of organisations. The officer on returning from the training, further cascaded learnt information through a staff development exercise to all EWF personnel.

Staff capacity building SASA! Faith Support Phase Training

Three EWF officers attended a support phase training which was held at Great Zimbabwe hotel in Masvingo. The training aimed at stimulating and enhancing participants' understanding on 'joining power with' others to prevent VAW and HIV and strengthen participants skills to support survivors of VAW and faith community members who are making positive changes in their relationships.

Digital data collection the CommCare way

2 EWF Staff members were trained together with other Trocaire partners on using digital software to collect data. This was in addition to use of digital surveys including practical sessions. The training was further cascaded to 11 more EWF officers.

Value for Money, Safeguarding, Duty of care and Fraud Awareness Training.

The meeting aimed at strengthening EWFs capacity on value for money (VFM). Emphasis was on the need to uphold three principles of value for money which are effectiveness, efficiency and economy.

International Conference on Population and Development (ICPD)

The Director attended the International Conference on Population and Development (ICPD) in Kenya with support from Diakonia from the 12th to the 15th of November 2019 in Nairobi, Kenya. The delegation comprised Lillian Matsika, Diakonia Programme Officer and Nyasha from Musasa. The commitment on the elimination of gender based violence focused on 'scaling up prevention and response efforts to eliminate harmful practices against women and girls, including child marriage, female genital mutilation and son preference, within the global gender equality agenda. It was a learning platform where ideas were shared information exchanged and resolutions and commitments made.



NETWORKING PARTNERS

EWF continued strengthening relationships with old partners and continue to seek opportunities for new partners.

Zimbabwe Lawyers for Human Rights (ZLHR), Zimbabwe Women Lawyers Association (ZWLA), Musasa, Basilizwi, Centre for Innovation and Technology (CITE), Masakhaneni Trust, Ukuthula Trust Zimbabwe Evaluation Association (ZEA), Civic Forum for Human Rights, Hope for a Child in Christ, Bulawayo Progressive Residents Association, Women`s Coalition of Zimbabwe, Habakkuk Trust, Sivio Institute, Zimbabwe Coalition in Debt and Development, Zimbabwe Council of Churches, Women and Law in Southern Africa Research and Education Trust, CYDT, RUCET, Zimbabwe Institute, NANGO, Ministry of Women Affairs, Community Development and small to medium enterprise, Local government, Judiciary Services Commission.

FUNDING PARTNERS

Diakonia, Pact, Trocaire, TRACE- HZT, World Vision (DFIF) and Feed the Minds.

OUR STRATEGIC GOAL & THEMATIC AREAS

GOAL

To contribute towards a gender just and Gender Based Violence Intolerant Society

THEMATIC AREAS

Advocacy
Transforming gender Norms
Economic Empowerment
Counselling

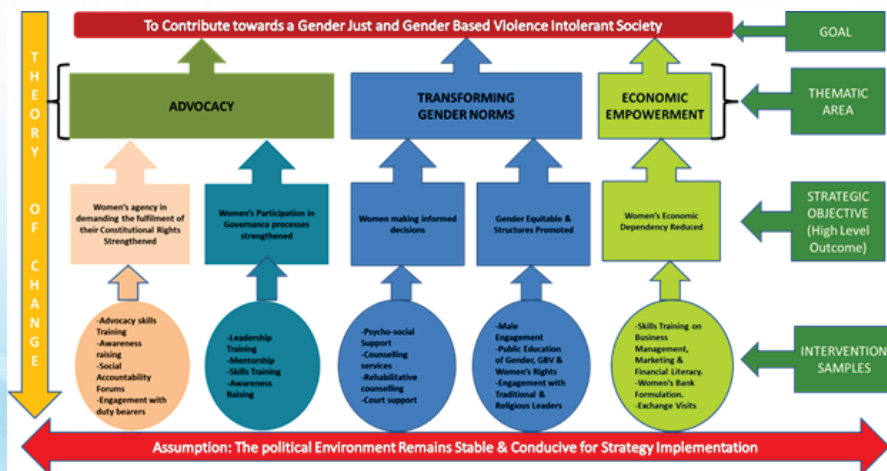
STRATEGIC OBJECTIVES

- ADVOCACY:**
1. To strengthen women's agency in demanding the fulfilment of their Constitutional rights.
 2. To strengthen women's participation in governance processes.

TRANSFORMING GENDER NORMS: To promote gender equitable systems and structures.

ECONOMIC EMPOWERMENT: To reduce women's economic dependence.

COUNSELLING: To heal and empower survivors of gender based violence



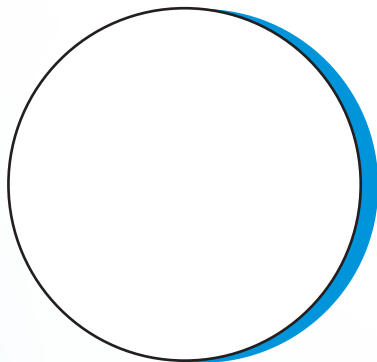
OUR BOARD MEMBERS



BOARD CHAIRPERSON
THOBEKILE MATIMBE



VICE BOARD CHAIRPERSON
NKOSILATHI NCUBE



BOARD TREASURER
GIVEN MULEYA



BOARD SECRETARY
SICHASISILE NDLOVU



BOARD MEMBER RESPONSIBLE
FOR PROGRAMMES
SIPHATHISIWE NGWENYA



BOARD MEMBER RESPONSIBLE
FOR SAFEGUARDING
NOMALANGA ZULU NKALA

2019 EMTHONJENI WOMEN'S FORUM STAFF





32A George Silundika Street, Between 1st/2nd
Avenue. Bulawayo.



emthonjeniwf@gmail.com



(0292) 882429 / 0785 651 529



Emthonjeni Women's Forum



www.emthonjeniwf.org.zw



@Emthonjeni Women



08010188