

ASINATHISANENI

Women realizing their full potential



Economics Justice: Alima takes the wheel!

Emthonjeni Women Forum is carrying out a SASA!FAITH intervention in Insiza, Matabeleland South Province of Zimbabwe titled Taking Action NOW! Reducing GBV in Insiza.

One of our successes is Alima Ndebele, a widow aged 38 from ward 16 village 11 Insiza District. When her husband the sole bread winner passed away, she faced challenges on how to meet her immediate family needs and relied mostly on handouts.

Her children would have one meal a day and she also struggled to pay their school fees. Alima had joined an Internal Savings and Lending s (ISAL) group with 5 other community members in 2015, however the group was not as effective compared to 2017 when they were supported by Emthonjeni Women s Forum under the SASA! Faith project. With the training received in 2017, she gained knowledge on the importance, of ISAL group s management, how to draw up a Constitution, bookkeeping and business management.

After 3 years of ISAL membership she is seeing the positive changes brought about by good ISAL management as she is able not only to put food on the table but has control over her income.



Pictured above are some of the chicks that Alima is raising in order to keep her business going

I was able to buy 5 goats, renovate my home, buy a new plough and all my assets are registered under my name, she stated.



Pictured here is Alima tending to her Broiler Chicken Business

EWf has taught me as a woman that I should be able to not only have access, and control but ownership of assets. I now have a stable thriving chicken broiler business that I started with my sister. I am happy to have been part of the group members that was supported by EWF in ISALs. I am now able to build acquire collateral required to access loans to procure the much needed equipment to expand my broiler business, Said Alima.



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Portia Sibanda showing a reusable sanitary wear that she made herself

Women taking action to improve menstrual hygiene in Insiza.

EWf has identified an urgent need to improve menstrual hygiene management practices in rural Zimbabwe, particularly in Insiza district. Menstruating women are largely excluded from public and family life, and often use harmful materials for menstrual management. A combination of issues has been identified as limiting women and girls' ability to practice safe menstrual hygiene. These include but are not limited to a lack of access to affordable sanitary products and sanitation facilities; Cultural and religious myths and misinformation around menstruation and an absence of menstrual hygiene education which would support safer practices and reduce stigma.

As a response mechanism to the women's plight, EWF took the initiative to capacitate 100 rural based women in Insiza ward 14, 16, 17 & 18 on how to make reusable sanitary wear. One of the training beneficiaries, Portia Sibanda* from ward 17, a mother of four girls, highlighted that the training will go a long way in empowering her family and her community members to run a sustainable income generating activities, producing and selling affordable reusable sanitary pads.

More so, not only will women and girls in the community benefit from accessible and affordable sanitary products and reduced stigma associated with menstruation, it is hoped that Internal Savings and Lending club members will invest in improved sanitation and hygiene at home as well as increased financial security.

The training has also instilled a strong sense of ownership and a drive to make young women empowered. She reiterated that the vulnerability context of her daughters will be reduced and this will contribute positively to their lives.



International Women's Day 2022 Commemoration

In Pictures



*International Women's Day 2022 Commemorations held in Bulawayo
at Impala Events #Gender Equality #Breakthebiase2022*

Emthonjeni Women's Forum assists Insiza Community in Building Resilience, Inclusiveness, Social Cohesion and Healing



The Women as a strategic partners in peace building is a project being implemented in Matabeleland South in Insiza district which cover wards 1 and 2. The intervention focuses on having women playing a pivotal role in peacebuilding in their communities. Women led Peace Committees have been set up in the two wards comprising a total of 120 Peace Committee members

This actions seeks to strengthen resilience, social cohesion and women's security in socio economic and political conflict in insia district as well as strengthened knowledge by local women and traditional leaders on the referral pathway of addressing GBV including strengthened stakeholder coordination in conflict mitigation, transformation and resolution.

Several households in ward 1 have been terrorized by artisanal miners. The Women Peace Committees with support from males in the community effected citizen arrests on artisanal miners realizing that the police station is far away and, in most instances, when the police arrive the perpetrators would have fled.

Community initiatives have led to community women peace committees engaging the police on the conflict generated by the presence of artisanal miners. This engagement has led to the arrests of perpetrators of violence and the Police pledging to set up a police base within the community to provide immediate relief to the community to ensure that peace prevails.

Community Dialogues with young people on Social Cohesion

Leaving no one behind led to EWF holding community dialogues on Social Cohesion with young people between the ages of 18-35. The young people highlighted that the lack of viable employment in the area is one of the causes of idleness which results in some of the young people engaging in violence. Another issue highlighted was the fact that most small-scale miners and people with stamp mills locally do not pay their employees for months on end leading to frustrations and anger that they take out on their partners leading to GBV.

This also results in the young men engaging in criminal activities to get money to fend for their families. Young people also brought up the issues of teenage pregnancy. This was highlighted as a result of young girls being lured in by young men who are not from the community resulting in high numbers of girls getting pregnant.

Engaging with the young people has led to a resolution that they too should be included in the Peace Committee so that they contribute meaningfully to peace building and social cohesion processes in their communities



Ngingehlisa kanjani ingozi yokuthelelana labanye igcikwane leCOVID-19?

UGatsha IwezeMpilakahle loKondliwa kwaBantwana lusikhuthaza ukuthi senzeni?

- Lukhuthaza uzulu ukuthi angaze abhodisa imibiko engaqondanga ngezindlela zokuxhumana zakulezinsuku elakho ukudala ukwethukalokwesaba ebantwini.
- Ukusebenzelana lezisebenzi zezempilakahle lapho zicinga abantu abangabe behlangane lomuntu obanjwe igcikwane leCOVID-19.
- Ukudinga ulwazi oluqondileyo endaweni eziqotho.
- Ukudlulisela phambili kumbe ukumisa okuhamba okokuya kwamanye amazwe obesekuhleliwe.
- Ukugeza izandla sikhathi sonke





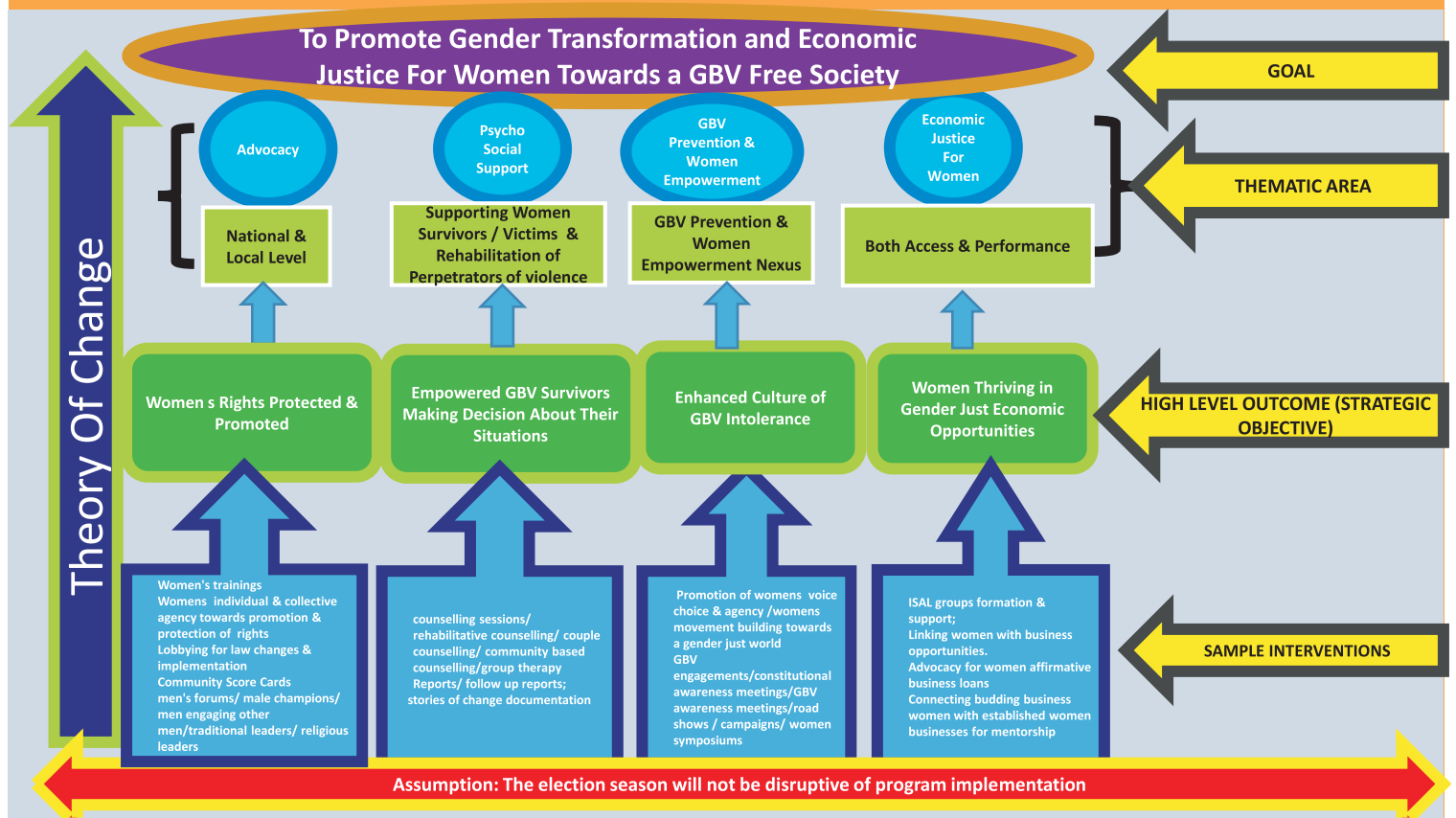
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Emthonjeni Women s Forum Strategic Map



Labour Relations Bill 28:01

Emthonjeni Women s Forum s major success was petitioning Parliament in 2020 to ammend Section 8 of the Labour Act so that it comprehensively addresses sexual harassment within the workplace. The petition led to public hearings and report to Parliament of the findings. This subsequently led to cabinet recommending the amendment of Labour Act so that it comprehensively addresses sexual harassment as well as aligning to ILO Convention 190. Below is an extract of the Amended Labour Bill.

The Bill will amend the Labour Act [Chapter 28:01]. The amendments are being made to align the Labour Act with section 65 of the Constitution of Zimbabwe and the International Labour Organisation (ILO) Conventions.

In order to align with section 65 of the Constitution, this Bill will expound on the rights to fair and safe labour practices and standards.

Part of the ammendments

Section 2 (Interpretation) of the Labour Act [Chapter 28:01] (hereinafter called the principal Act) is amended by insertion of the following definitions--

gender based violence and harassment means violence and harassment directed at persons because of their sex or gender disproportionately, and includes sexual harassment; and harassment in context of section 6(3) and section 8 refers to a range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment;



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5 Amendment of section 6 of Cap. 28.01
Section 6 (Protection of employees' right to fair labour standards) of the principal Act is amended by the insertion after subsection (2) of the following subsections--

(3) No person shall directly or indirectly act in a manner that amounts to violence and harassment towards another person at the workplace including any action in the course of, linked with or arising out of work--

(a) in the workplace, including public and private spaces where they are a place of work;

(b) in places where the worker is paid takes a rest break or a meal, or uses sanitary, washing and changing facilities; (c) during work related trips, travel, training, events or workplace organised social activities;

(d) through work-related communications, including those enabled by information and communication technologies;

(e) in employer provided accommodation; and

(f) when commuting to and from work.

(4) Any person who contravenes subsection (3) shall be guilty of an offense and liable to a fine not exceeding level 12 or to imprisonment for a period not exceeding ten years or to both such fine and such imprisonment.

(5) Notwithstanding anything to the contrary in an employment code or the conditions of service for the employee concerned, any employee who is found after due enquiry by the employer to have engaged on a balance of probabilities in any of the acts for which the employee may be charged for an offence under subsection

(4) shall be justifiable grounds for dismissal for that employee whether that employee has been prosecuted or not.

Read more on our website @
www.emthonjeni.org

Pictured below are the Parliamentary consultations conducted in 2021 on amending the Labour Bill to comprehensively address sexual harassment in the work place



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Training of Community Based Counsellors in Mapulubisi, Tsholotsho

Realising the need to provide counselling to community women in the absence of a professional counsellor from EWF, Emthonjeni Women's Forum trained 54 community-based counsellors in Tsholotsho wards. The three-day training on basic counselling included the following topics:

- § Types of GBV
- § Communication
- § Cycle of violence
- § Defining counselling
- § Benefits of counselling
- § Counselling ethics
- § Importance of listening skills
- § Attributes of a good counsellor
- § Family laws and the referral pathway.
- § Report writing

The community-based counsellors provide basic counselling and psychosocial support in their communities with assistance from the traditional leaders. So far, the community-based counsellors have responded to 24 cases in the months of May and June 2022. Clients have been also referred to other GBV service providers within the district for further case management.





Toll Free (For Netone Users)

080 101 88

ARE YOU A VICTIM OF GENDER BASED VIOLENCE?

**Dont Suffer In Silence. Talk to our
counsellor**

WHAT IS COUNSELLING?

It is the provision of professional assistance and guidance in resolving personal or psychological problems

WHO CAN HELP YOU?

Emthonjeni Women s Forum has a professionally trained counsellor who offers free and confidential counselling sessions in a structured environment, at our offices or via our toll free line from a Netone line 080 101 88

WHY COUNSELLING

It helps gain insight to the real problem.
Counselling helps people to heal emotionally
It improves relationships
It improves confidence and self-esteem..

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