

Strengthening Women's Agency to Fight GBV and Claim their Rights

[August 2022]



Baseline Survey Report

Emthonjeni Women's Forum (EWF)

Prepared by:

Collen K Zvandasara

Independent Consultant

Principal Consultant- Intelligent Edge Business

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Thank you

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Chapter One: Baseline Introduction

1.0 INTRODUCTION

This baseline report provides findings from the study conducted in Bulawayo, Umzingwane and Insiza districts between July and August 2022. The study was conducted under the *Strengthening Women's Agency to Fight GBV and Claim their Rights* baseline survey on behalf of Emthonjeni Women's Forum. The primary focus aim being to gather and collect perceptions and opinions around the ability of women to deal with gender-based violence related. In doing so, the study adopted a systemic approach using both qualitative and quantitative approaches to collect data. The data was collected from key informants who included police, the Ministry of Health, and Child Care (MoHCC), Ministry of Women Affairs, Community, Small to Medium Enterprises Development, District Development Officers, traditional leaders, and community women in the represented wards. Results obtained show evidence of increased levels of gender awareness, as well as enhanced institutional support to deal with gender-based violence. Results obtained also show lower levels of confidence to assert rights by women in public space, increased shaming of women as well as limited institutional intent by the police to deal with public sexual abuse and violence. Increased levels of sexual abuse evidenced by an alarming number of rape allegations and teen pregnancies present a great opportunity for empowering women so that they can assert their rights, protect themselves and demand justice in the face of violations.

1.1 SCOPE OF WORK

The study was conducted with multiple objectives, that is:

- a. To assess the state of sexual harassment among informal traders in areas of operation
- b. To establish the state of child marriage and child safeguarding mechanisms in areas of operation.
- c. To establish the state of women's representation and influence in traditional courts within the areas of implementation.
- d. To provide a benchmark for measurement of indicators and testing of the project and Organizations theory of change about the three main indicators.

The following formed the key aspects of the baseline study:

- Geographic distribution: the study was conducted in three districts namely Insiza, Bulawayo Urban and Umzingwane. These are the three districts targeted by the project activity.
- The study ensured a thorough review of all project objectives and indicators and was guided by the proposal, log frame and strategic plan.
- Indicator definitions and measurement parameters- the consultants provided definitions of indicators based on key baseline results. It also defined benchmarks that can be used to set up targets on a year or quarterly basis.

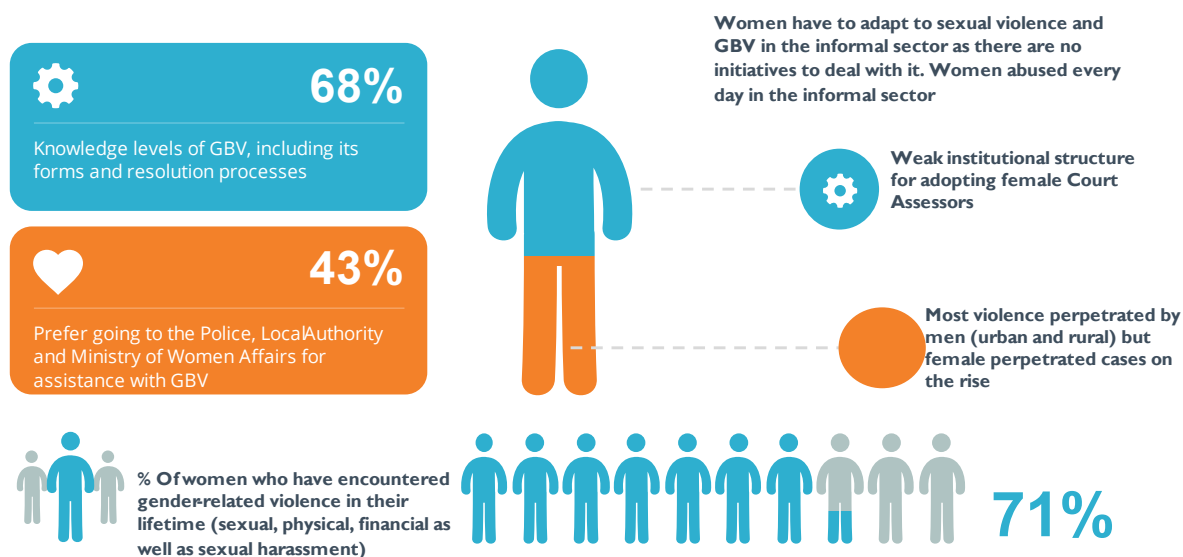
The baseline maps current efforts on the ability and capability of women to fight GBV and assert their rights. The project is contributing to the main EWF strategic goal of promoting gender transformation and economic justice for women toward a gender-based violence-free society. Key among the objectives are the four pillars of the proposed intervention which are:

- To promote and protect women's rights through advocacy. Under this objective the baseline study mapped existing advocacy efforts lobbying and advocating for women's rights towards gender equality and equity.
- Provision of psychosocial support to survivors of gender-based violence towards making informed decisions about their situations. The baseline survey mapped empowerment efforts, and key initiatives for empowering women, it made deliberate attempts to understand the feelings and attitudes of women towards empowerment efforts and provide benchmarks and targets based on current knowledge levels.
- To contribute towards an enhanced culture of GBV intolerance. Under this objective, the study maps the efficacy of GBV prevention models as well as best practices which empowers women to assert their rights.
- To contribute to women thriving in gender-just economic opportunities. The study identified platforms and, spaces that can improve the economic abilities of women and how sexual harassment impacts on their endeavors to be economically independent. Borrowing from the Narayana empowerment model, the study sought to understand the nexus between economic empowerment and reduction in gender-based violence cases.

The study targeted informal spaces where the project aims to initiate behavior transformation actions, additionally the study employed a general approach to mapping out GBV issues across the three districts.

1.2 SUMMARY OF KEY FINDINGS

Snapshot result summary



Results of the study are indicative of three critical study pillars which hover around determining the extent of sexual harassment in the informal sector in particular informal workspaces, extent of child marriages among rural based populations and gender-based violence including the role of traditional leaders in advocating and dealing with GBV and sexual rights at traditional courts.

Results from the study suggest a higher but increasing threshold of sexual violence (including harassment) in the informal sector. These results show the resilience of women in trying to deal with such harassment in the informal sector how such cases are generally ignored and women not committing enough time to react to such violence. Coupled with this is the deliberate attempt to exclude women in some informal vending spaces where the economies of scale are considerably high.

- There's a clear indication that most of the respondents have a general understanding of the term gender abuse, gender-based violence and sexual harassment. In fact, 90% of the women and girls can explain what constitutes these key terms.
- With regards to measuring the perceptions, attitudes, practices, and awareness levels of acts of sexual abuse against women and girls. The study noted that due to the high vulnerability related to women and young girls; most respondents are aware of sexual violence against the girls and women in their communities. 84.9% of the respondents have encountered at least one or more women or

girl(s) who have been abused in the community; this encounter strengthens their perception, attitudes, practices, and awareness towards them. While this is so, the community does not consider this to be associated with any imminent danger and are of the opinion, that this has always been the case.

- The perpetrators of sexual violence against women and girls are usually men within a space of close relationships and within family circles. The analysis of the study findings shows that 51.0% of the perpetrators of these acts of sexual violence against women and girls are usually people familiar to them especially someone from the neighbourhood.
- When looking at the preventive mechanisms and response to sexual violence against women and girls, the study noted that community awareness and support are the key to any preventive and responsive mechanisms towards reducing the prevalence rates of sexual abuse against women and girls. However, provision of such services has been limited and not distributed evenly across the study area.
- Most women and girls mentioned that the lack of adequate accessible educational facilities (schools and vocational institutions) is the biggest cause of their vulnerability to abuse.
- The study also noted that there is a great respect for the institution of traditional leadership among rural based communities. Such institutions are considered key to resolving the GBV issues affecting the community. The role that these institutions play is however limited and mostly restricted to awareness, and to some extent threats. Traditional leaders consider themselves disempowered to effectively deal with GBV cases as they cannot respond to sexual and physical abuse cases at law. While this is so, the study notes that traditional leaders have an important role in mobilizing the community to act as a first line of defence against child marriages and gender-based violence. Additionally, while having female assessors is noted as a good initiative towards addressing GBV issues, it is not however seen as adequate as the institutional barriers to effective community handling of GBV and child marriages will not have been addressed.

1.3. CONTEXT ANALYSIS AND REVIEW OF EXISTING LITERATURE

There has been a rapid increase in the rate of inflation in Zimbabwe over the past year. The rate has been shooting up at a fast-paced interval beginning in the early months of the year 2022. The cost of living has gone up by more than 107% in the year 2022. The majority of the households in Zimbabwe and the three target districts, find themselves struggling to sustain themselves.

The nexus between politics and the economy is felt in the harshest possible way. People are no longer able to properly sustain their families and livelihoods. The cost of basic social service delivery such as maternal health care, psychosocial support and mental rehabilitation is now a privilege of a few. Cases of women dying while giving birth are increasing, pre-and and post-natal healthcare are down almost to none. Such decline bears a strong effect on the ability of women to live a better life and affects their confidence in the public spheres and in demanding their rights.

The economic decline has resulted in most women and young girls resorting to informal trading to raise incomes for their families, and number of women in informal trading have increased. Additionally, the rate of sex work has also increased. The number of formally reported and unreported sexual violence cases continues to increase as the moral fabric of the community continues to decline.

A notable increase in gender-based violence at the household and community level continues to be felt, some of these have resulted in the death of women. The primary causes of such GBV cases have been a demand for increased income which is not available.

Reports have been made that the e social hardships have an influence in the increase of child marriages particularly in rural communities. At the local level there is an assumption that while culture is a key driver of child marriages, the inability of existing institutions such as health committees and traditional leadership has further exacerbated the challenge.

Gender-based violence (GBV), (key which is sexual harassment, domestic and public abuse, and intimidation) is prevalent as evidenced by results from the study areas. Violence against women and children has contributed to enduring physical and psychological harm, while affecting the ability of survivors, and often their families, to engage in meaningful, productive lives.

Looking at the gender and development context, it is critical to note that finding solutions to reduce and respond to GBV is a critical development imperative, with implications for the productivity, agency and well-being of individuals and communities. The key tasks of identifying and understanding the risk of sexual harassment and GBV to women in general and children, as well as to other vulnerable groups is very challenging but also very critical. Such risk factors have a multifaced spectrum, which are evident at the individual, relationship, community, institutional and policy levels. Addressing such issues will require a comprehensive strategy which targets issues from multiple dimensions form engaging with critical stakeholders, building a community of champions and dealing with the institutional architecture which

enhances and perpetuates gender and sexual violence at local (traditional and normative) as well and national levels. .

1.3.1 Understanding GBV and sexual harassment

The World Bank Good Practice Note provides a comprehensive understanding of the nature and kinds of GBV. The note establishes an approach to identifying risks of GBV, sexual exploitation and abuse and sexual harassment, that can emerge in various sectors and communities. The study sought to understand the key GBV issues in the framework and context provided by the world bank and different other global multilateral institutions.

When looking at the Zimbabwean community, the majority of traders and vendors are predominantly young people, both male and female. Because of the hardships, they act outside their normal spheres of social control, which can lead to a spectrum of unacceptable and illicit behaviours, including sexual exploitation and sextortion.

The lack of women economic empowerment perpetuates unequal power structures within the communities. Women and girls' job opportunities are limited due to a lack of appropriate requisite economic initiatives. When creating job opportunities for women within projects, teams should be aware of what makes women and girls unsafe and plan with gender protection already within their minds.

According to UNICEF (2014), an estimated 700 million people globally were married before attaining the age of 18. Disturbingly it further indicated that about 250 million girls were married before the age of fifteen years. Child marriages is an indication of gender inequality in most African societies. It reflects social and cultural norms that are used to perpetuate gender discrimination in society. The report also indicated that 31 percent of girls in Zimbabwe are married before the age of 18 putting the country among four southern African countries with the highest rates of girl child marriages. Girls living in rural areas are mainly affected by child marriages. Poorest households are more than four times likely to have girls married before the age of 18 than girls from the 20 percent of the richest households (UNICEF, 2016). A UNICEF Report (2015) indicated that in Zimbabwe child marriages in Mashonaland Central province recorded 50 percent, Mashonaland West 42 percent, Mashonaland East 36 percent, Midlands 31 percent, Manicaland 30 percent, and Bulawayo 10 percent.

The United Nations Human Rights Council (UNHRC) in July 2015 unanimously adopted a resolution to 'eliminate child, early and forced marriages. One of the targets (5.3) of the Sustainable Development Goals (SDGs) specifically includes the elimination of child marriage as one of its targets.

There are various international, continental, regional, and domestic legislations that prohibit child marriages. However, despite these legislations, the practice of child marriages is still very rampant especially in rural Zimbabwe. A number of reasons have been given to justify the high rates of child

marriages in rural areas. Some of the reasons relate to high incidences of poverty, protection of girls, fear of loss of virginity before marriage, family honour, provision of stability during unstable social periods, lack of education, and discriminatory customary and religious norms and practices (Mukamana,2020¹). The reasons cited above have a serious impact on women and girls. It is important to examine the framework within which child marriages occur. Understanding the causes and effects of child marriages will help countries in coming up with effective legislation and policies to end the practice

The Zimbabwe demographic health survey conducted in 2015, made findings that one in three women in Zimbabwe has experienced physical violence since the age of 15. This is crucial when triangulating such information for the project areas, and in providing gender specific programming especially in rural areas. The same study conducted in 2020 before the surge in Covid 19 cases that the cases of GBV and domestic violence are decreasing by an average of 7.5% each year from 2014. It however alludes the need for more research to confirm the general cause of such downward trends. Additionally, studies by LRF (Institutional Baseline) have noted the reduction of male influence GBV and a rise in cases where the woman is the perpetrator.

While many initiatives have been implemented in Zimbabwe to address gender-based violence issues, it should be noted that this is work in progress and such of these initiatives are being evaluated on a continuous basis. Key initiatives have been championed at both government level through demographic health survey conducted in partnership with Ministry of Health and Zimstats. Other international efforts include the flagship spotlight initiative (UNESCO, 2021²)

A study by the LRF (2018³), picked up that women need legal and psychosocial services as they face all kinds of violations including domestic violence, sexual abuse, and deprivation of property rights especially around inheritance issues. The study also established that a relatively large number of women are afraid to seek legal redress due to fear of further victimization, lack of support, cultural influence which pre-supposes that it is normal for women to survive in violent households. Majority of women need legal services to address issues of property sharing, child support and protection orders.

The study further notes the need for engaging in discussions to address economic violence issues which are resulting in women being disempowered and vulnerable to other forms of abuse. There has been an increase in the number of women with maintenance claims at the courts. Some women are said to be fighting for custody which they had renounced so that they can claim for maintenance and their upkeep.

¹ Mukamana, J., Machakanja, P. & Adjei, N.K. Trends in prevalence and correlates of intimate partner violence against women in Zimbabwe, 2005–2015. *BMC Int Health Hum Rights* 20, 2 (2020). <https://doi.org/10.1186/s12914-019-0220-8>

² Spotlight Initiative partners with Organisations of Persons with Disabilities to address sexual and gender-based violence, (UNESCO, 2021)

³ Baseline study on Access to Justice and Strengthening Response Mechanisms for Gender-Based Violence in Zimbabwe.

1.4 LEGAL AND POLICY ENVIRONMENT FOR STRENGTHENING WOMEN'S AGENCY TO FIGHT GBV

The study looked at the existing policy frameworks for strengthening women's capacity to fight GBV and assert their rights. These are provided in the table below.

The international legal and policy framework establishes standards for action by countries to meet their legal obligations and policy commitments to address violence against women. Some of the key international instruments⁴ for the protection of women include the following:

Framework	Date	General analysis and review
United Nations General Assembly, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):	18 December 1979	Under CEDAW, States ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination and refrain from engaging in any practice of discrimination against women and ensure that public authorities and institutions shall act in conformity with this obligation.
Fourth World Conference on Women, Beijing Declaration and Platform for Action	Date of adoption: 15 September 1995	The Platform for Action states that 'women may be vulnerable to violence perpetrated by persons in positions of authority in both conflict and non-conflict situations. Training of all officials in humanitarian and human rights law and the punishment of the perpetrators of violent acts against women would help to ensure that such violence does not take place at the hands of the public officials in whom women should be able to place trust, including police and prison officials and the security forces
United Nations Security Council Resolution 1325 on Women, Peace, and Security	31 October 2000	UN SCR 1325 is a key document in influencing police organisations to incorporate gender aspects into the reforms. The resolution calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including measures that ensure the protection of and respect for the human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police, and the judiciary. The Council invites the member states to incorporate the protection, rights, and particular needs of women, as well as the importance of involving women in all peacekeeping and peace-building measures, into their national training

⁴Gender based violence: A guide for capacity building of gender-responsive police service delivery: Institute for Development & Communication / International Development Research Centre

		programmes for military and civilian police personnel in the preparation for deployment.
Domestic violence Act	26 February 2007	The Domestic Violence Act Chapter 5:15 was promulgated as a response to increasing domestic violence cases in Zimbabwe. Of particular importance is the feminist approach it considers as well as the inclusion of terms and provisions on Marital rape.
Marriages Act Chapter 5:17	22 July 2022	The new act introduces a civil partnership and a qualified civil marriage and recognises an unregistered customary law union as a marriage. All marriages are entered into between men and women above 18 years of age. Facilitating the marriage of children under 18 years is now a criminal offence. In this short note, we highlight some of the new provisions and principles sought to be introduced
Sexual Offences Act	2001	The Sexual Offences Act (2001) protects women from sexual abuse and criminalizes marital rape and wilful transmission of HIV and AIDS. The Act also prohibits the trafficking of persons for purposes of prostitution and imposes stiffer penalties for violations.

While such frameworks and other peripheral policy instruments exist, it is important to note that it is the enforcement which is lacking. There is not enough willingness and institutional support to apply the law to ensure gender equity and equality. The arrest of sexual offenders and people harassing women in informal trading spaces has failed to secure any meaningful convictions. Data obtained from the courts suggested that the arrest to prosecution ratio for such offences is extremely low. Data also suggested that prosecution-to-conviction ratios are almost next to zero.

2. Methodology

2.1 INTRODUCTION

The study adopted a mixed-method research process. This consisted of a review of secondary data as well as the collection and analysis of primary data using field-based data collection processes. Desk reviews of secondary data from different literature, peer-reviewed journal articles and books, and the policy documents of government as well as international development agencies was conducted primarily at the inception stage. Quantitative and qualitative approaches were used in collecting and analysing primary data from the three selected study areas thereafter referred to as districts. Quantitative data was collected through a community survey of samples of household members in the three districts of Umzingwane, Insiza and Bulawayo urban/peri urban. Various qualitative approaches were used to triangulate data from the quantitative survey. Qualitative means included key informant interviews and focus group discussions with different sources who provided authoritative and detailed information on the subject matter.

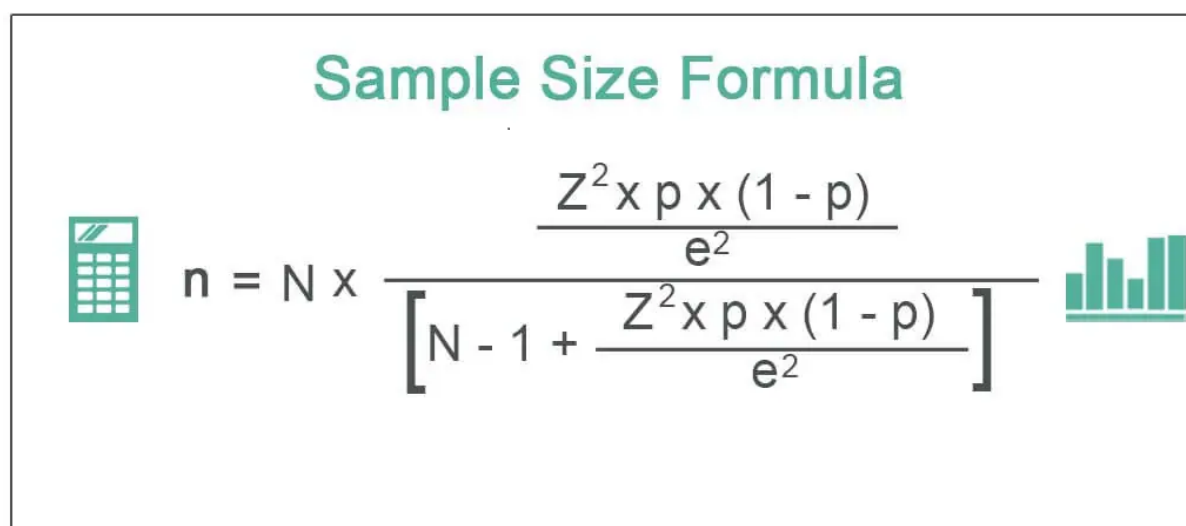
Figure 1 illustrates the baseline study strategy:



Quantitative data was collected using smartphones with Open Data Kit (ODK) survey software. The use of smartphones and electronic questionnaires enhanced data quality and allowed for quick data validation and consistency checks. The Consultant worked with enumerators who already have residence and rapport in the respective target districts.

2.2 SAMPLING

The sample for the study was drawn from the target population of both stakeholders and community level populations. For quantitative data collection, a RAOSOFT sample size calculator was used to draw up a sample from the prospective population. This means the following formula was adopted



The diagram illustrates the Sample Size Formula. It features a green title "Sample Size Formula" at the top center. Below the title, the formula is presented as
$$n = N \times \frac{\frac{Z^2 \times p \times (1 - p)}{e^2}}{\left[N - 1 + \frac{Z^2 \times p \times (1 - p)}{e^2} \right]}$$
. To the left of the formula is a green icon of a calculator, and to the right is a green bar chart icon with four bars of increasing height.

Figure 2: Sample calculation

Where:

- N = Population size,
- Z = Critical value of the normal distribution at the required confidence level,
- p = Sample proportion,
- e = Margin of error

Using a Population of 2000 evenly distributed respondents at an 80% distribution level, a margin of error of 5% and a confidence level of 95%, the study mapped 220 respondents for the survey to qualify the validity and generalization tests.

2.3 DATA ANALYSIS

Data were analysed using a mixed model process. Qualitative data was analysed separately from the quantitative data. Quantitative data was analysed using a python-based Jupiter platform which is data science and statistical software. Variables were developed and pretested. Key output themes from quantitative data were used to develop key nodes and themes for qualitative data analysis. Content analysis was used to analyse the qualitative data to ensure that no specific theme or sub-themes is left out.

2.4 RELIABILITY AND VALIDITY TESTING

To ensure reliability and validity testing of the data, the consultant ensured deliberate target of Key informants, using target sampling procedures. This ensured that people who were engaged and targeted for key informants are all aware of the topical subject matter.

To ensure the reliability and validity of quantitative data, the consultant ensure that there was strict testing of the tools. In addition, skip logic was employed making sure that only questions relevant to a respondent were asked. Additionally, measures were put to ensure that researchers and enumerators employ adequate time for each response. This was through compulsory response marking on the questionnaires as well as putting time markers to test the time taken for each questionnaire, which was then compared against aggregated estimated time frames.

Indicator data was verified and confirmed with the contractor before the final issuance of the report.

Chapter 3: Results and Findings

3.1 INTRODUCTION

This chapter presents findings from the fieldwork conducted in fulfilment of the survey. Results were a product of analysis and interrogation of data obtained by the mixed approach (qualitative and quantitative). Results are presented based on various thematic areas drawn from the four primary objectives of the study as outlined earlier.

3.2 DEMOGRAPHIC PROFILING

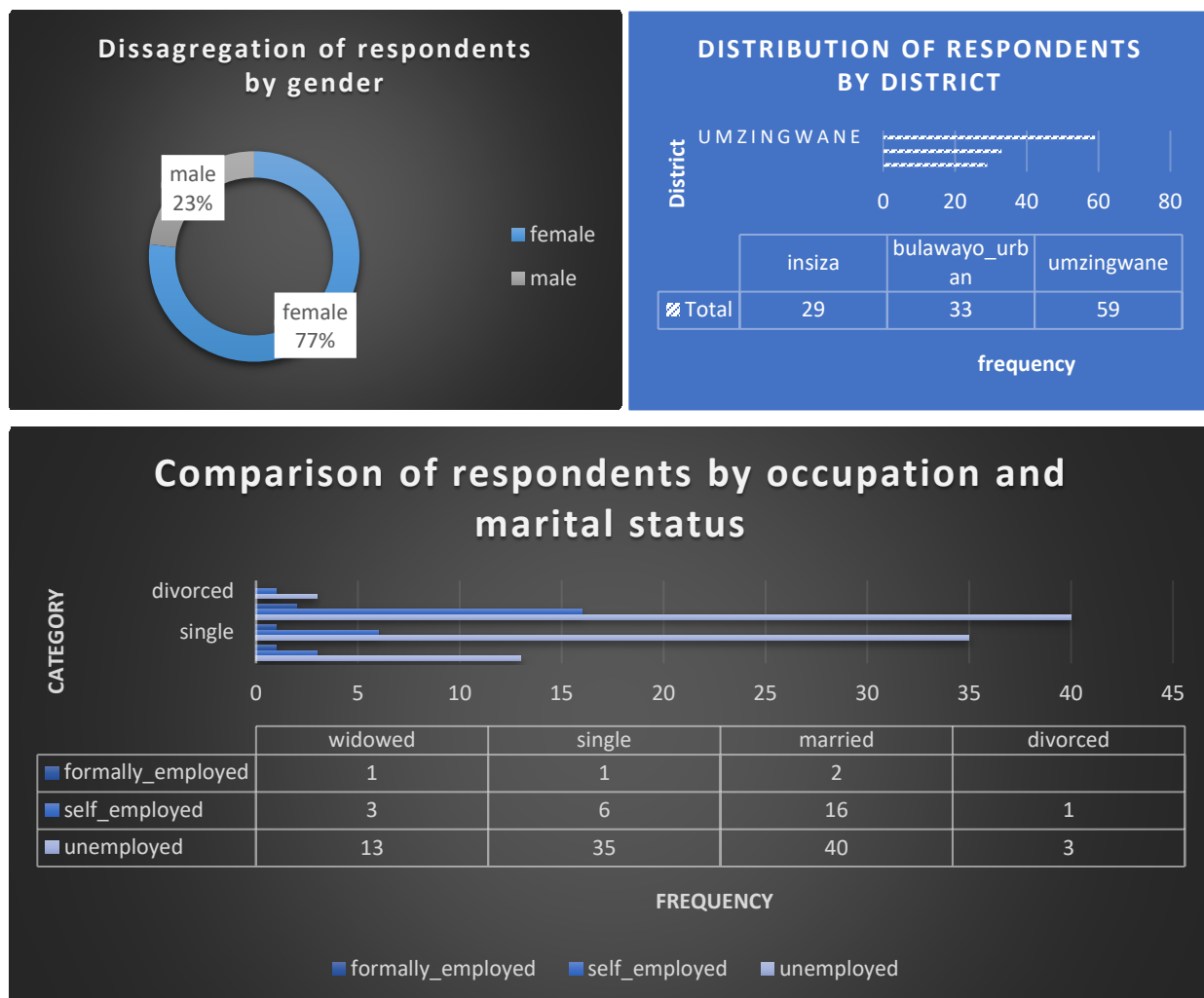


Figure 3: Demographic Data

In terms of the socio-demographic description of respondents in the community survey; A total of 145 people participated in the baseline community survey, 77% of whom were female. The mean age was 31.85 years. Most respondents had received some form of formal education (66.3%). The highest (48%) proportion of respondents was in a marriage (monogamous, dual, and cohabiting) while 41% of respondents were single.

On qualitative key informant data, the study managed to reach out to 16 KII respondents (50%) and 45 FGD respondents across 5 FGDs. These are drawn from the Ministry of Women Affairs, the District Development Coordinators, chiefs and headmen, village heads, NGOs, and the Judicial Service Commission. The consultants stopped collecting qualitative data when it reached the point of saturation. It was clear that no new responses would be generated when almost all respondents provided similar responses to the said questions. Data collected is cross tabulated with other data sources such as reports and survey data.

The study facilitated five focus group discussions primarily with women at the ward level. The focus group discussions sought to unearth, and deeply interrogate the issues and seek opinions and quotes that were then triangulated with survey data. As a validation tool, there are notable convergencies between the outcome of the survey and what was said in the focus group discussion. These form key thematic areas for defining and framing indicators for the project.

In terms of occupation, the majority 75.21% considered themselves unemployed, about 21% are self-employed primarily as farmers, and 3.31% are formally employed. Crucially among the 75% unemployed is where those who are involved in the informal sector, particularly vending. This is a perception issue as vending is not strictly accepted as informal employment.

3.3 KNOWLEDGE, ATTITUDES, AND PERCEPTIONS TOWARDS GBV

When respondents were asked to conceptualize GBV using several questions and categories, the physical assault was mentioned by 88%, followed by rape (39%) and other forms of sexual abuse (37%). Denial of resources was also common in GBV definitions (34%) as well as psychological and emotional abuse (28 %). Most (68%) had a moderate level of knowledge about GBV, while the definitions provided by women were slightly better compared to men, although at an insignificant level. The level of knowledge of GBV is significantly better in Bulawayo compared to the two rural areas. When compared against academic levels and occupation, higher academic qualifications, and those formally and self-employed showed better knowledge of defining gender issues based on the criteria that were set. The table below sets out key perspectives and definitions of gender issues as per the data collection processes.

Table 1: GBV Definitions

Key Term	Universal definition	Community understanding and definition
Violence against women and girls (VAWG)	The 1993 UN <i>Declaration on the Elimination of Violence against Women</i> defined violence against women and girls as any act of gender-based violence that results in or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life (Article 1).	<p>How the community understands VAWG:</p> <p>Violence against women and girls shall be understood to encompass, but not be limited to, the following:</p> <p>Physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation, and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.</p> <p>Physical, sexual, and psychological violence occurs within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced sex work.</p> <p>Being a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and the prevention of the full advancement of women.</p>
Gender-based violence	Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual, or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (IASC 2015). Women and girls are disproportionately affected by GBV across the globe.	<p>Idealized from a household set-up where the opinion is that it is mostly perpetrated by men to women and girls. This definition misses the communal role, where the violence is experienced in the streets, and in communal spaces which includes body shaming.</p> <p>Key examples provided are:</p> <ul style="list-style-type: none"> - wife beating - rape - shaming and embarrassment - sexual abuse - emotional torture

Sexual harassment	Unwelcome sexual advances, requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature.	Viewed as abuse of women by touching their body parts, saying shameful things, body shaming, and dressing down women in public spaces.
Child marriage	Child marriage is a formal marriage or informal union before age 18. This has been outlawed in Zimbabwe. As such any marriage of a person below the age of 18 is considered a nullity and non-existent.	The study noted that there is an adequate understanding of what child marriage is (that is to include the use of force, abuse and marrying a child with or without consent). However, there is hesitancy to follow the law to the full extent primarily because culture allows early marriages, in some cases religious practices also do. The provisions and dictates of the law in this regard are not followed through.
Gender Mainstreaming	Inclusion of and ensuring that opportunities and relations between men and women are equal.	The study notes there is no intricate interest in the conceptual definitions of mainstreaming. While at the KII level, definitions are provided related to constitutional fundamentals such as equity and equality. At the household survey level topic mainstreaming issues are viewed as extrinsic, out of value and difficult to achieve. In a rural set up mainstreaming is taken to indicate equal access to food, positions of authority and leadership, and access to healthcare and medication. These normally fall outside the usual domains of defining mainstreaming. Mainstreaming is also considered to include representation of women in the spaces of influence such as traditional courts. While mainstreaming efforts call for increasing the number of female traditional leaders, it also calls for increasing the support mechanism through raising awareness and ensuring that the number of female assessors increase.

The study notes that the key forms (types) of GBV and abuse related to child marriages and rape. While it was noted that the level of community consciousness on GBV remains reasonably moderate, this is not in tandem with response mechanisms to such GBV issues. The majority indicate that there are many programmes raising awareness on the need to stop early child marriages, but the rates are still alarming.

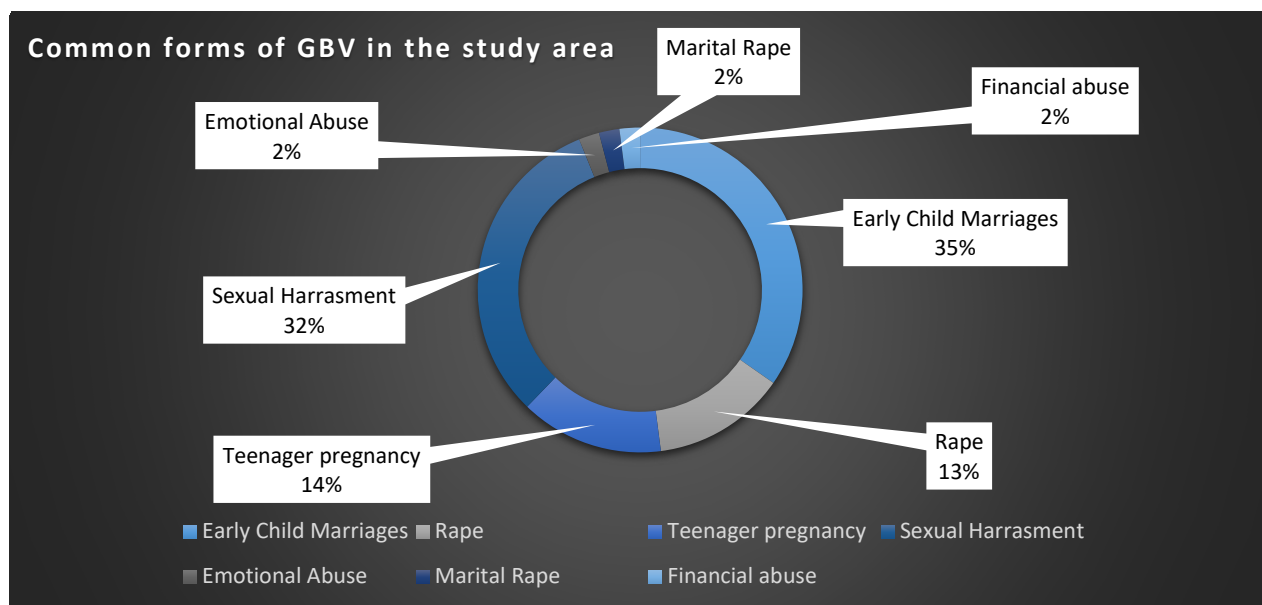


Fig 4: Key forms of GBV

The majority of women and girls continue suffering the brunt of rape, which is going unreported. Cases of marital rape, while still with lower frequencies are on the increase. This is because some respondents could not differentiate between marital and statutory rape definitions. The role of institutions in curbing such an increase is very important.

Key forms of gender-based violence in the study areas

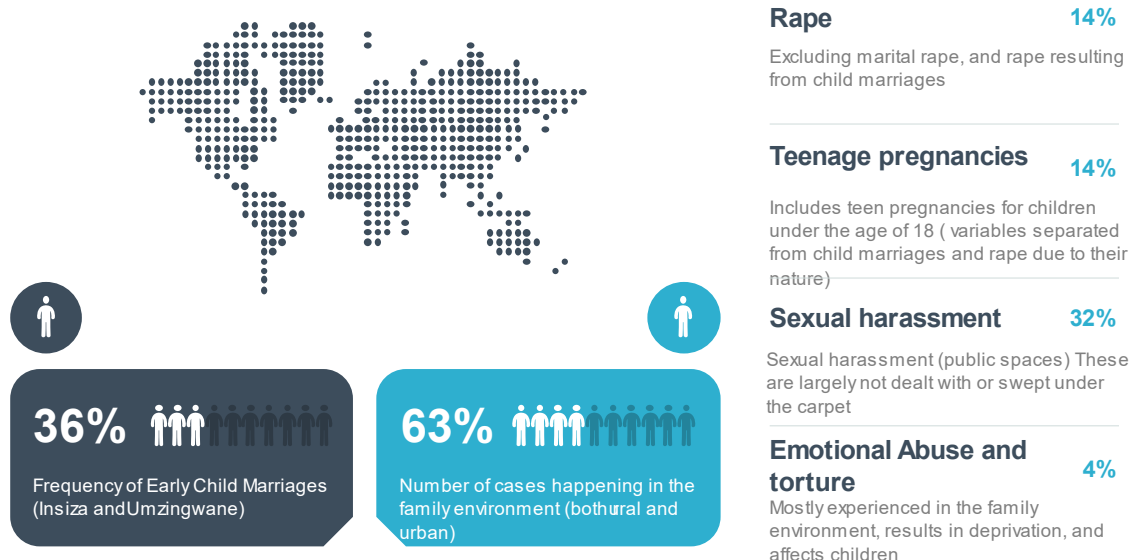


Table 2: Key GBV forms

Other forms of abuse include emotional abuse, sexual harassment, and teenage pregnancies. Notable action may be required to ensure that the response mechanisms target GBV at a comprehensive systemic level.

Cases of teenage pregnancies and rape are often swept under the carpet. Engaged respondents prefer having such issues dealt with communally using elders and traditional leaders. Traditional leaders highlighted that they are conflicted between upholding the community values of restitution and civility and reporting cases as criminals. This is so as traditional leaders are not allowed by law to handle any cases with a perceived criminal element and GBV and child marriages all have criminal elements in them. The Traditional Leaders Act only empowers them to report such cases to the police. This affects the rate at which abuse cases are handled and ultimately increases in cases as there are no effective local solutions.

3.3.1 Key platforms for resolution of GBV cases

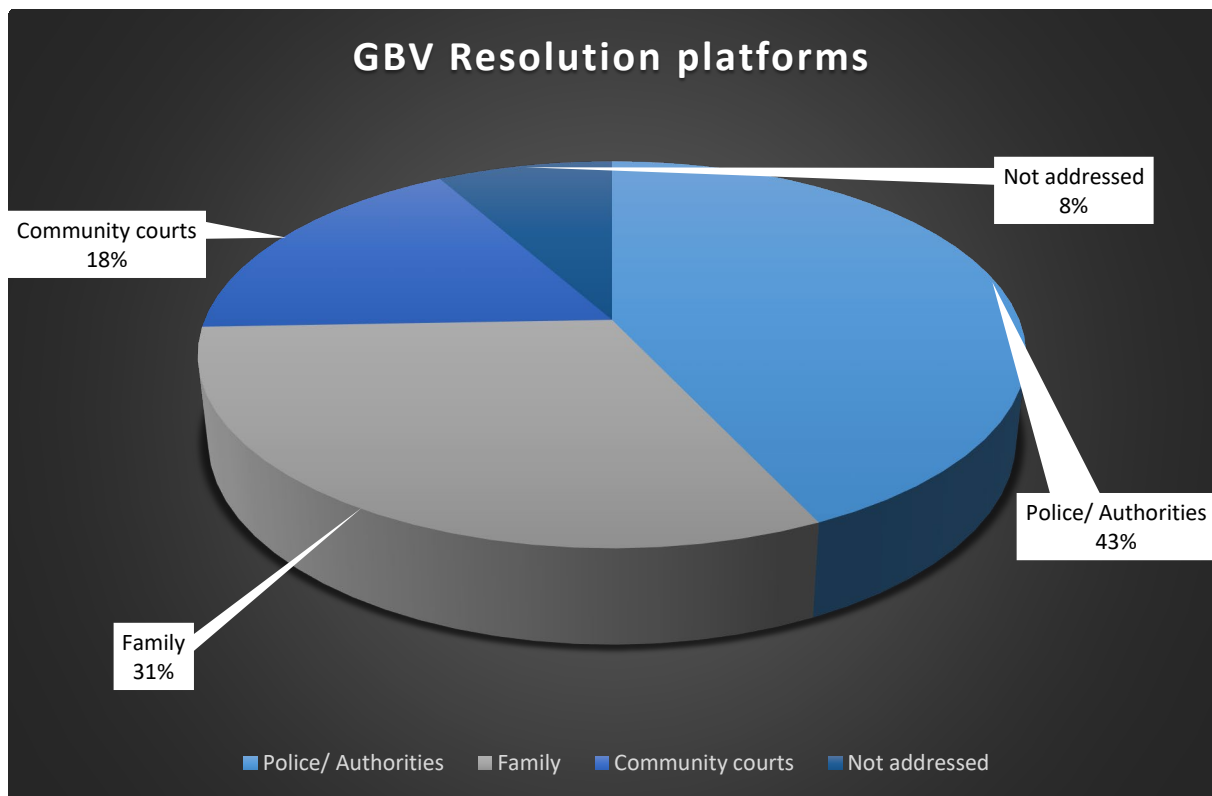


Figure 4: Key GBV resolution platforms

The institution of traditional leadership plays a key role in resolving GBV and rights abuse cases at the community level (18%). This is primary in Umzingwane and Insiza. While police/authorities form the highest referral for resolution of GBV issues and reporting GBV abuse cases, the level of success and confidence is considered somewhat low. This is primarily so because of the nature of their obligations and responsibilities. At the police level, the VFU handles GBV and sexual abuse cases, while the Ministry of Women Affairs and Council's Social Services department are also responsible for providing referral pathways for key GBV violations. The family role in handling GBV violations is also very pronounced with 31% of the respondents utilizing that. Majority if not all the urban respondents use police and authorities, while a few referred to the family. Significantly for this study, 8% of the cases go unaddressed. This is high if generalized for a particular segment of the ward or district.

3.4 COMMON PERCEPTIONS OF WOMEN'S CAPABILITIES, AGENCY, AND ATTITUDES TOWARDS FULFILLING THEIR RIGHTS.

Perceived Prevalence of early child marriage

In terms of attitudes towards GBV, a set of statements were read out to respondents which they responded to using a Likert scale. Results obtained show that in most cases more women than men agreed/strongly agreed that it was acceptable for a man to beat his wife in a variety of circumstances. According to respondents, neglecting children appears to be a greater justification for GBV than refusing to have sex or confrontations with the husband.

3.4.1 Respondents' knowledge level and attitudes

More females than males demonstrated correct knowledge, this may be so, considering men are often perceived as perpetrators. Insiza had the highest proportion of people who demonstrated low levels of GBV knowledge while Bulawayo (Urban and peri-urban) had a relatively high proportion who demonstrated correct knowledge. When knowledge level was cross tabulated with respondents' location, a slightly higher proportion from rural areas demonstrated low knowledge level (43.8%) than those from urban areas (31.7%). Interestingly, there was no variation by education level and occupation meaning GBV issues are primarily matters of attitude and behaviour rather than influenced by academic progression. When measuring knowledge (correctness of perceptions and understanding of the legal precepts), the study noted on average people with the mean age of 35 have better understanding of GBV issues compared to other age groups of the respondents. An independent t-test was used to test for differences in knowledge levels by age group. Using the T-Testing and ratio analysis, results indicate that the younger the respondents the lower their knowledge of GBV issues. More effort is thus needed to conscientizing the young populations on their abilities and capacity to deal with gender and sexual violence.

The prevalence and experience of GBV cuts across all income groups (employed, self-employed and unemployed). The study identified multiple risk factors based on individual experiences, relationships, community, institutional as well as policy levels. Some of the key risk areas include male-dominated household decision-making roles, income sourcing and thresholds, national and local level laws and policies which discriminates against women, cultural values, and norms which weaken institutional and family response mechanisms to GBV issues as well as the absence of early conflict response mechanisms. Dealing with this may mean the organization (EWF) conducting a proper gender risk assessment to identify the key drivers of disempowerment and GBV in the identified areas in particular the informal spaces occupied by vendors. This was not possible considering the nature and scope of this study.

3.4.2 The extent of violence against women

The study sought to understand experiences with violence across the districts. Results show that most of the respondents have encountered violence either as directly involved or tried to resolve it.

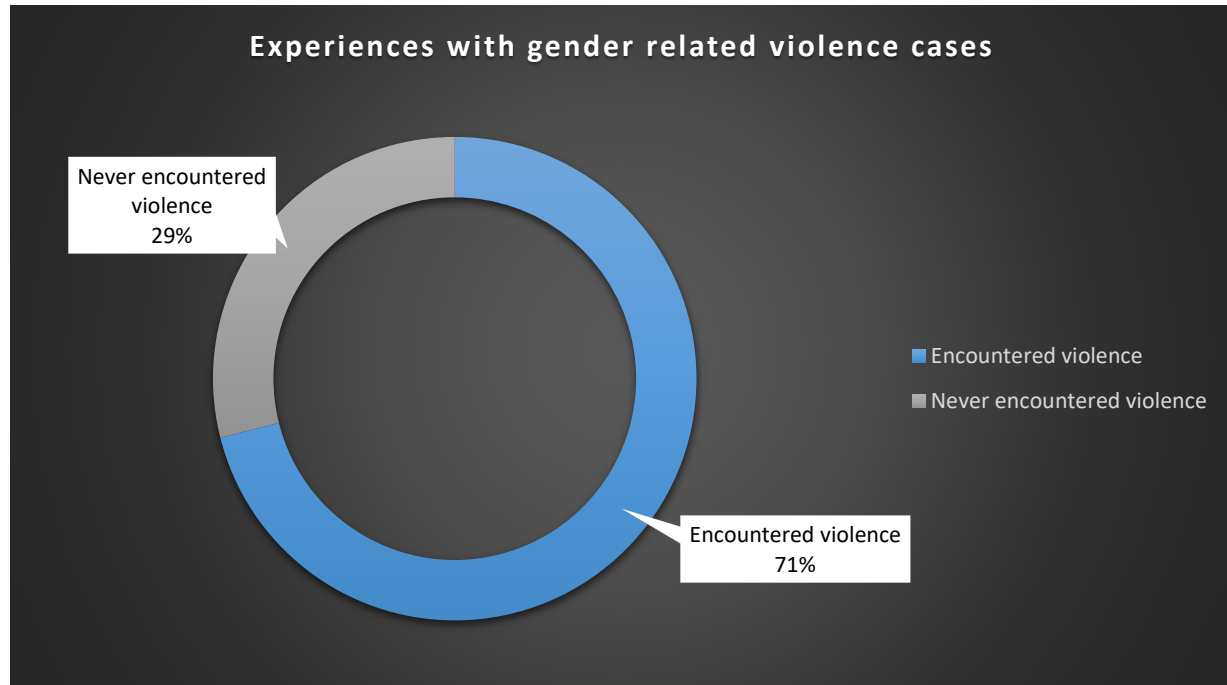


Figure 5: Community experiences with GVB cases

The study noted that the probability of a woman encountering GBV is high in rural compared to urban areas. This is also attributed to the level of consciousness. Interestingly a larger number of people in rural are likely to take action to deal with a GBV case than in urban areas. Even in informal vending spaces targeted by the study, it is eminent that GBV cases are common but go on unreported. Some FGD respondents indicate triviality and lack of consciousness about such cases as many of the people would ignore issues such as body shaming and undressing. In most cases, the victim is left to deal with the perpetrator in public. Enlightenment and public awareness are crucial if women are to feel empowered to deal with GBV issues in public spaces.

GBV Incidences by Districts				
		Encountered GBV		Total
		no	yes	
District	Bulawayo Peri/urban	18	15	33
	Insiza	5	24	29
	Umzingwane	12	47	59

Total		35	86	121
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Table 3: GBV Incidences

Domestic violence is one of the most pervasive forms of violence against women and girls. Reflected through cases reported and handled by organizations such as WILSA, and LRF and handled by the courts, indicates that most cases have a component of cruelty by husbands or relatives. According to court documents obtained, 35% of civil cases and small-scale civil cases reported are GBV cases. While this is a significant decline, it should be noted that the cases remain reasonably high. Statistical documents indicate that for cases in the study areas, about 5% of women have been abused at least once when they are pregnant. Additionally, results indicate that more widows, divorced and separated women have faced more GBV compared to those single and in marriage, more so during their pregnancy. Ultimately this concludes that GBV (including sexual harassment) experiences are high among women who are widowed, divorced, separated, or deserted. Such violence is mostly perpetrated by men in the community as the women are considered weak and vulnerable and lack protection. This is 5% more likely than women in any other group to have experienced violence during pregnancy. The prevalence of spousal violence is lower among women with a higher academic background (mostly urban) compared to those with lower.

3.5 CONFIDENCE TO ASSERT RIGHTS AND DEAL WITH GBV ISSUES

The study mapped the confidence and capacity of the respondents to handle and deal with GBV issues. To achieve these, questions were asked about whether they have encountered GBV, how they managed to deal with the incidences as well as whether they feel it is within their power to deal with GBV issues. Indicative results show that 28% of all respondents are confident they have the power and strength to deal with GBV issues, while 36% were not comfortable providing a proper response. In sum, 44% of all respondents lack the confidence to deal with GBV issues and thus assert their rights (add 8% who indicated not within their power).

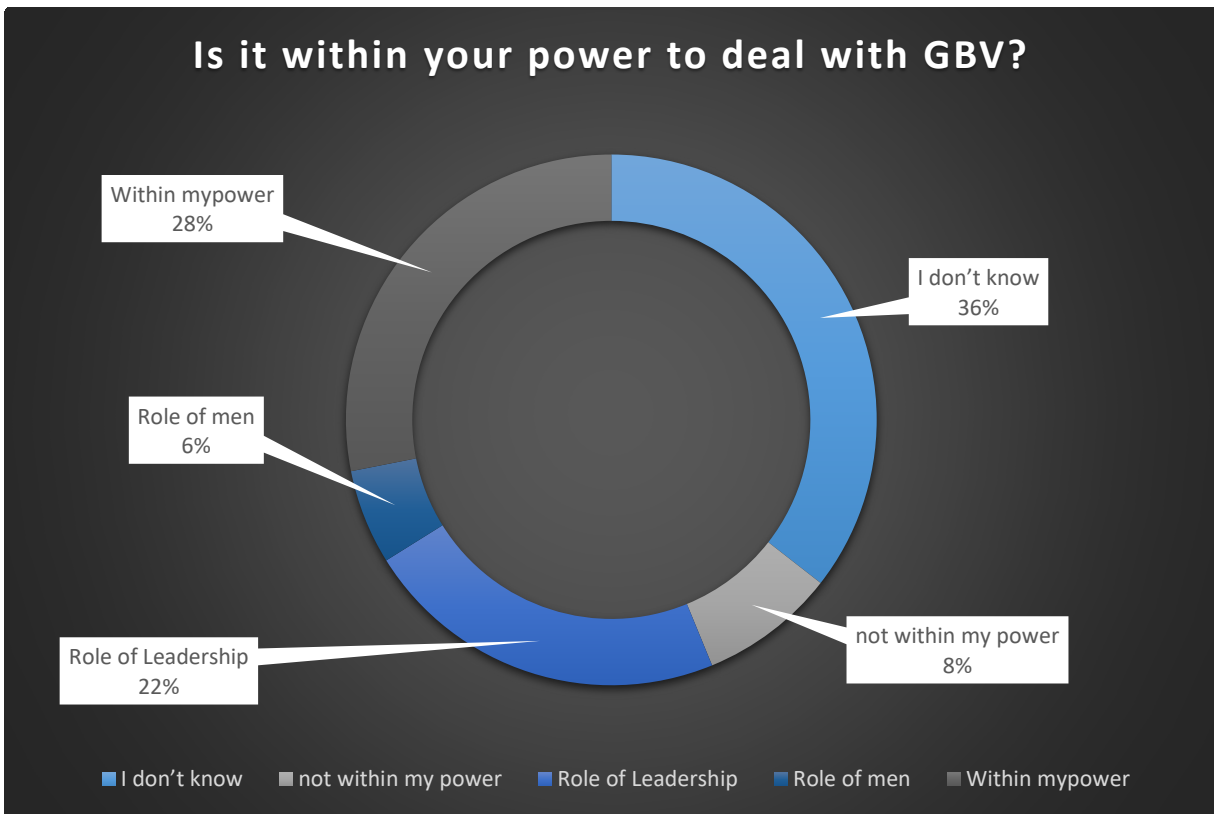


Figure 6: Capacity to deal with GBV

Aggregating it by marital status, indications show that more people in marriage or who are single are confident of fighting GBV. Additionally, more married women feel that it is the role of leadership to deal with GBV issues. The role of traditional leaders, (Chiefs, Headmen and Village heads therefore become widespread at this point. The lack of confidence among women who have been divorced or widowed, triangulated with their experience in GBV encounters suggests that programming should be accompanied by some psycho-social support mechanisms to deal with those who have faced trauma because of GBV. Respondents from FGDs and KIIs have suggested that most people are comfortable opening to talk about their experiences, but only when they are out of danger. While there exists many referral pathways at community level, these are not being sufficiently utilized. More often this has been said to be a result of lack of confidence, insufficiency of the service offered and sometimes confidentiality and privacy issues around getting GBV specific advice.

Is it within your power to deal with GBV							Total
		I don't know	Not within my power	Role of leadership	Role of men	Within my power	
Marital Status	Divorced	1	0	0	1	2	4
	Married	16	4	17	3	18	58
	Single	23	2	6	2	9	42
	Widowed	3	4	4	1	5	17
Total		43	10	27	7	34	121

Table 4: Capacity to deal with GBV

3.5.1 Type of Violence

While a few women who have experienced physical or sexual violence have suffered injuries because of the violence, indications are that the level of hurt exceeds physical scars but emotional trauma and stress. Most women report that they have been slapped, pushed, shaken, or having something thrown at them; some report having their arm twisted or hair pulled; being punched; being kicked, dragged, beaten up; shamed, or having their body touched in public. A few have reported being choked or burnt on purpose, while a marginally lower number reported that they have been forced to have sex when they did not want to do it. (Statutory rape)

When talking about the empowerment of women to demand their rights, one important indicator is their ability to challenge social norms that result in disempowerment and reinforce gender inequality. Critical is the understanding of what actions and steps need to be taken. Using several questions such as how women see their roles, the extent of violence and whether men are justified to beat them when they are wrong. The study notes a higher level of awareness (95%) where women agree that certain cultural and traditional norms are wrong and lead to the suppression of women⁵. Cross related with their ability to demand their rights; the study concludes that action-oriented programming is what is critical at this point. 84% of respondents indicated having either been assisted or educated on gender issues by organizations such as World Vision, EWF, Plan, LRF, and Musasa. The level of GBV literacy is reasonably high, however, the ability to assert the rights using imparted knowledge is very low.

Across all districts, almost all women believe it is not justifiable for a husband to beat his wife under any circumstances. The findings indicated, however, that women are most likely to believe that wife beating is justified if a woman shows disrespect for her in-laws and if she neglects the house or children. They however

⁵ Such cultures include acceptance of child marriages, cultural rituals on marriage as well as religious values on purity which more often results in men looking for young girls.

believe there is no justification for beating a wife when arguing with him or if there are suspicions of cheating. Men believe domestic violence is justifiable when the wife is unfaithful, or disrespectful. This shows a different understanding of dealing with GBV issues between men and women. With regards to sexual violence, there is a strong inclination majority of the victims do not dress properly in front of men thereby tempting them and that it is forgivable for a man who commits such a violation.

3.5.2 Child Marriages

Despite the existence of several laws to prevent child marriage, the practice remains in place and is continuously widespread in Insiza and Umzingwane. The Constitutional Court in the *Mudzuru and another v Minister of Justice* ruled that marriages under the age of 18 are unconstitutional. The study sought to understand whether there is knowledge with regards to that ruling and any follow-up provision, and indeed the level of knowledge and awareness of the ruling. However, people continue to disregard such provisions, primary reasons proffered include the absence of strict monitoring at the village level, non-exemplary leadership which has also been marrying young children, traditional and religious encouragement, and protection of perpetrators as well as a declining economic environment which has rendered some girls drop of school while some are lured using money. National statistics show however there is a decline in the rate of child marriages which is a critical indicator of societal understanding of child abuse.

3.5.3 Referral pathways for GBV

Most of the respondents prefer using traditional and family mechanisms for dealing with GBV and sexual abuse. This includes a range of government departments such as health, social welfare, police (through the Victim Friendly Unit), local council and traditional leaders. These institutions are critical to effectively dealing with GBV. In the Insiza district, this networking and referral appeared to be effective. In Bulawayo this was not the case, one respondent felt that the hospitals delay referrals and treatment. GBV initiatives such as the spotlight initiatives were commended for involving the community and traditional leaders, and thus become critical to dealing with GBV issues in the district.

3.5.4 Prevalence and change in the incidences of GBV/child marriages?

Most of the respondents (41%) felt that GBV was declining, while others (38%) either said it had not changed or they did not know. When asked whether GBV was common in their community, about half of all respondents (40%) said it was. There were slight differences across districts with Umzingwane recording the lowest proportion of respondents (35%) who felt that GBV was increasing and Bulawayo urban recording the highest (54%). Reasons cited included the lack of recourse and that both formal (police) and informal (headman/chief) structures were unable to control it; that children are abusing the knowledge they have gained about their rights and misbehaving, which also led to GBV as they ignore advice from

elderly persons. The lack of leadership exemplary exhibition also catalyses GBV as some respondents indicated that seeing friends and (often older) family members committing GBV perpetuates it.

3.5.3 GBV survivor and perpetrator profiling

According to FGDs, most perpetrators are male, and the majority were married to their victims. In at least three FGDs it was pointed out that both men and women contribute to child marriages. commit GBV, but that men are reluctant to report it because of feelings of shame and humiliation and more generally an undermining of their masculinity. While there was a general sentiment that men of any age could commit GBV, it was also pointed out by FGD respondents that most perpetrators were older than the survivor, for instance, that there was an intergenerational dynamic. GBV survivors are usually women and are often younger than the perpetrator. These are often thought to be less educated and poorer, although schoolgirls are also reported to experience GBV especially children with disabilities. While there were indications that people with abilities suffer from gender-based violence, the study could not obtain enough statistics and qualitative responses to form an opinion.

3.6 ACCESS TO AND THE EXISTENCE OF GBV SERVICES AND INFORMATION

The most frequently mentioned sources of information on preventing GBV according to respondents from the study are TV, radio, friends and peer education. A range of sources of information was mentioned by FGD respondents including the clinic, hospital, school, community meetings, chiefs, police stations, courts, headmen, VFUs, teachers, radio, TV and NGOs/researchers. According to key informant interviews, there are two main channels for reporting GBV incidents: the service provider, with the main entry point being the police and the VFU and the community or primary response level with the headman, chief, and to a lesser extent neighbourhood watch groups, being the entry points. The most reported way of engaging communities in GBV interventions was through traditional structures such as the headmen and chiefs. Other mechanisms included local radio, schools and churches and the gender-based violence committee.

3.8 TRADITIONAL COURT STRUCTURE AND CAPACITY TO PROPERLY DEAL WITH AND HANDLE GBV ISSUES

Traditional leaders play a very important role in rural communities in fighting gender-based violence. As already indicated, traditional structures are embedded within the family support mechanisms making it easier for people to prefer them as resolution systems. Most people refer to a village head more than they are likely to go to the police or any other GBV-friendly institution for support. More people also refer to village heads than they are likely to visit headmen and chiefs. At the local level, Headmen and Chief courts

enforce sentences on those charged with violations. The cost of accessing these courts is considered unreasonable, as such people focus on the village courts.

Regardless of this, chiefs, and headmen and to some extent village heads use traditional courts to deal with GBV issues. While more men (76%) and likely to visit traditional court resolution structures than women (56%), there is still greater interest in utilizing the institutions.

The courts are considerably gendered none of the courts in the two districts and survey wards has fixed assessors acting on a full-time basis to provide advice to the presiding traditional leaders. In some cases, elderly women are asked to assist in adjudication, but it is not done consistently, some of the assessors are the matriarchs, who are believed to play an active role in protecting patriarchal values in society.

In engaging with the JSC and DDCs, it was highlighted that while a noble idea, there is no policy framework mandating traditional leaders to have female assessors in their courts serve for the Constitution of Zimbabwe Section 17 that speaks to gender balance and 56 that speaks to Equality and non-discrimination. Provisions within the law suggest that traditional leaders are guided by customary and cultural values of their community when adjudicating at community courts. Gender neutrality and equality are usually absent value in cultural practices. Achieving this requires action at both structural level (policy change) and community levels (behavioural and attitude change by traditional leaders)

4 Recommendations

4.0 INTRODUCTION

This section presents key recommendations based on the results of the study. In coming up with the recommendations, the consultant was guided by key project indicators and activities. The recommendations were aligned to ensure that they can be implemented or considered within the period of performance.

4.1 CAPACITY BUILDING

There's a need for investing in capacity-building forums such as community dialogue platforms. This will go a long way towards streamlining information flow on the overall understanding of the role of traditional courts in dealing with assisting with the resolution of GBV and serving as a platform for the empowerment of women. Dialogue is important on issues of behaviour change. Community dialogue platforms will result in engagement with traditional leaders, men and women on different issues affecting them and creating locally led and community driven solutions. Additionally, more effort is needed towards enriching the knowledge, attitudes, and practices of the community, especially the law enforcement agents. This is driven by the fact most law enforcement agents, health care professionals and other members have no understanding of how they can work together, support and supplement traditional court capacities to handle GBV issues. While this recommendation works for both urban and rural populations, it should be borne in mind that organizing rural populations is somewhat less complicated due to their community organization and settlement models. However, this does not dismiss their success at urban level as evidence from initiatives such as the Spotlight initiatives and peace garden models points out that when structured well, community dialogues are effective platforms for reducing GBV and similar ills.

4.2 STRENGTHENING COMMUNITY RIGHTS ACTIVISM

It is necessary to hold frequent community forums with strategic community members for total ownership and increased community activism towards ensuring appropriate preventive and responsive strategies in mitigating the prevalence of sexual violence against women and girls. This is important for both rural and urban program. Such activism may also mean creation and empowering community champions who act as a first line of defence against GBV, Child marriages and sexual harassment. While implementation of this recommendation may be expensive, it should be considered as a long term alternative capable of bringing attitude change over sustainable periods.

4.3 STRENGTHENING THE FAMILY SUPPORT MECHANISM

It is important to proactively bring on board the entire family members including the men (fathers, uncles, brothers, and cousins) in the overall rights empowerment and GBV preventive and responsive measures to GBV. This will ensure total ownership of the preventive and mitigative responses toward sexual violence against women and girls. To overcome the obstacles to justice, there's a need to build the capacities of the entire family on owning up to their relatives in case they have committed such heinous acts especially the involvement of men will be crucial since most of the perpetrators in this study are men (fathers, uncles, cousins, neighbours). This will inspire all the men to voluntarily give support and evidence as witnesses of these heinous acts in court.

4.4 ACCESS TO LEGAL INFORMATION AND JUSTICE:

Due to poor access to IEC materials including the Sexual Offences Act, Domestic Violence Act, The Marriages Act 5:17 and related legal provisions, there's a need for more civic education forums to disseminate information on the same to parents, siblings and the very women and girls with intellectual disabilities. While notable organizations were mentioned to be supporting the work in the study areas, more needs to be done, to tailor the approaches with rights empowerment and social inclusion initiatives. While the focus of the study was not of women and girls with intellectual disabilities, the study noted this as a cross cutting issue that needs to be handled as it was referred to be an issue. More often than not handicapped girls are left at the mercy of their protectors who in some cases take advantage to abuse them.

Through increasing community activism, there will be a need to diversify mechanisms to protect evidential materials and sustain witnesses in pursuit of justice related to sexual violence against women and girls with intellectual disabilities. Most cases are dropped due to a lack of supporting evidential materials and as well as maintaining the key witnesses all through to the conclusion of the case

4.5 TIMELY MEDICAL INTERVENTION AND PSYCHOSOCIAL SUPPORT FOR SURVIVORS OF SEXUAL VIOLENCE.

Victims of GBV need various support initiatives especially when they are faced with situations like sexual violence. Accessible, appropriate, and timely medical intervention should be available to offer post-exposure interventions as well as offer evidential support in pursuit of justice for the victims. Focusing on rights empowerment without integrating rehabilitation, medical and psychosocial support initiatives will be less empowering due to a lack of confidence building.

4.6 REGULAR AND CONTINUOUS PROVISION AND GENERATION OF DATA FOR DECISION MAKING

There is a need to regularly capture information data on women and girls who are reporting cases and who have been affected. The project creates a documentation process which can be crucial to aid policymakers

in decision making Key data include the number of GBV-related cases that are passing through the community courts, how each case is being handled, as well as additional, follow-up processes on satisfaction levels.

This data can be used to advocate for the inclusion of female court assessors at a policy level as currently there are no regulatory provisions providing for their inclusion. now such is left at the discretion of the Traditional leaders and advocacy efforts may include Provincial and National Assembly of Chiefs and Portfolio Committees on Local Government and Rural Development as well as the department of Traditional Affairs at Ministry of Local Government level. It will be interesting to note with time, whether there are any developments on including women as assessors in the courts.

4.7 ENHANCING NETWORKING AND COLLABORATION AND COORDINATION

There is a need to enhance interaction among the different stakeholders to ensure greater responsibility and initiative. While CSO can play an important role in civic awareness, it is important to ensure that those with the legal responsibility to do so, take up their tasks and initiatives. Community members feel more empowered if they know that critical stakeholders such as traditional leaders, DDC, councillors and police are working together to prevent and respond to GBV. During the study, it was observed that although the stakeholders are involved, they are not thoroughly committed, and in most cases, they are operating within their individual spaces.

4.8 INTEGRATING HEALTH WITH LEGAL AID AND SUPPORT SERVICES

This will ensure that interventions for people who have been abused are tackled seriously it is commendable that at the police level a domestic violence report cannot be withdrawn, however, such cases should be supported effectively with health aspects to ensure that all victims are treated well ahead of time. This approach will ensure that the target group in this planned intervention better understand and claim their human rights as well as improve their access to quality/timely health care and justice when faced with sexual abuse incidences. This is recommendation goes in tandem with provided by the Zimbabwe Demographic Health survey which suggested that GBV services must also be integrated into the health sector “including through pre-service and on-the job training of health care providers, as they are in a unique position to address the health and psychosocial needs of women who have experienced violence. healthcare settings” should be used as an entry point to provide women with the support they need.

4.9 LEGAL AND POLICY REFORM ON STRUCTURE AND COMPOSITION OF COMMUNITY COURTS.

While the Traditional Leader’s Act (9J) provides for the role of traditional leaders in administering the community courts, Section 12 of the Customary Law and Local Courts Act provides for the role of assessors in the community courts, however there are no specific provisions on its composition, and this is left to the

discretion of the traditional leader. Just like any other court, the law is gender neutral, it is a good opinion that there be initiative at the policy level to ensure that at least one of the assessors is a woman. In the absence of such policy buy-in, it may be crucial to ensure that there is a willingness by traditional leaders to select female assessors. This is however dependent on cultural appreciation as well as the levels of gender awareness among the traditional leaders. While the study noted that there, deliberate action is needed to ensure that there is mainstreaming. As it stands there are no documentation initiatives as traditional leaders are only required to choose from a list of persons, and the list of persons is not a strict requirement. It is left open for anyone from the community to request their addition. Simply put, as it stands there exists no mechanisms for ensuring gender mainstreaming at customary courts exact reaching out to the traditional leaders to use their discretion wisely.

4.10 DEVELOPMENT OF A LOCAL-LED GBV ACTION PLAN DETAILING PREVENTION AND RESPONSE MECHANISMS.

Such an action plan will outline the key measures for prevention, mitigation and response for:

- i. The potential GBV risks to women and adolescent girls (from adjoining communities) because of the influx of migrant labour and,
- ii. Community GBV reporting structures
- iii. Health access to psychosocial support services available
- iv. Mapping of identified GBV district Hot Spots, and close monitoring of these areas throughout the project cycle.
- v. Mapping of GBV service providers including an assessment of the capabilities of the service providers to provide survivor-centred services. This should incorporate an assessment of the capabilities of the service providers to provide quality victim-oriented services like GBV case management, survivor advocacy, and referral services to link to other services not provided by the project itself.
- vi. Identifying active community champions, developing strategies to engage in continuous dialogue and consultations with the community, and reporting any incidents of GBV in their respective areas
- vii. Formation of GBV committees at ward and village levels
- viii. Stakeholder guidance to identify existing and potential local GBV risks and on potential interventions and risk mitigation measures.
- ix. Inclusion of GBV reporting in the different project monitoring tools and used at different reporting intervals.
- x. Strengthen institutional linkages with other departments and response actors for GBV risk mitigation and response.

CONCLUSION

This study provided a deep analysis on the issues of gender-based violence, sexual harassment, and child marriages, it adopted mixed methodologies in mapping out the key perception and opinions both formed by literature from what has been the practice at institutional level as well as by different initiatives champion reduction of such ills in the society. Critical are the recommendations provided which include a high focus on advocacy on the role of court assessors to bring about a government backed position for their deliberate inclusion, embedding health and other institutional support mechanisms to provide a comprehensive support system for GBV survivors as well as working with policy in raising awareness and monitoring child marriages. The study noted the willingness as court structures to provide added support in cases of violations, however awareness raising programs are crucial to ensure that victims are willing to tap in and seek the best reprieve for such challenges they face.

5 Indicator Matrix

This section measures indicators based on data obtained in the baseline study.

	Project summary	Indicators	Baseline value	Definition and means of measurement
Goal	To promote gender transformation and economic justice for Women towards a GBV free Society.”			
Outcomes	<i>Women protected from GBV</i>	# Duty bearers responding to GBV issues highlighted by women.	Zero Actual numbers cannot be aggregated by baseline.	Count #: The proportion of duty bearers in the district against those responding # Of platforms where the issues highlighted are being addressed Duty bearer means government agencies and their representatives. This includes the MWA, DDC, RDC, Traditional Leaders
		% Women actively engaged in demanding the fulfilment of their rights.	28% This is the fraction of women who have taken steps to demand fulfilment of their rights	Calculate % =fraction of total number of women engaged Rights mean one or more assertions
		% Of GBV issues addressed by the GBV management Committee.	41% The definition of a GBV management committee will need to be defined. Baseline aggregated any committee at village, ward level where GBV issues are being dealt with, this includes community courts.	Calculate % -Fraction of the total number of issues raised that are resolved by the GBV management committees -Count# number of issues taken to GBV management committees
		% Traditional courts include at least 1 female assessor.	Zero No court exists with a full-time female court	Count # number of courts with at least 1 assessor Count the number of assessors as fraction of total

			assessor, those that allow court assessor to do it at the irregular level. No formalization	
		Number of traditional leaders acting on child marriages.	Value not established (Number to be established at output level)	Count # of traditional leaders engaged Count fraction of TL acting out of all engaged
		#GBV policies enacted and promoted at the local and national level.	4 (Domestic violence act Marriages Act Sexual offences Act) Criminal Law, Codification and Reform Act	Count number of policy promotions Policy promotion mean, policy submissions, policy issues raised, National level dialogues convened
	<i>Internal controls and systems strengthened.</i>	Internal policies strengthened	Zero	Count # of new of existing policy additions
		# Of capacity building platforms convened	Zero	Count # number of platforms
	<i>. GBV survivors making informed decisions about their situations</i>	Teen mother receiving quality SRHR information and services.	31%	Count # number of teen mothers disaggregated by age Type of information provided (survey)
		#Of teen mothers reporting confidence and seeking SRHR services.	28%	Survey= fraction of those receiving services v those satisfied
		GBV survivors reporting improved wellbeing.	Zero (This is a direct project result)	Survey= fraction of those receiving services v those satisfied
		% Of informal traders reporting cases of Sexual Harassment and SGBV.	13% Value-based on data obtained	Count number Data obtained from establishing the GBV platform
		# Of GBV survivors seeking Psychosocial support services.	42%	Survey= fraction of those receiving services v those satisfied Value aggregated from survey numbers

		#Of accessing pre-and post-court counselling services.	Zero	Count number Data obtained from establishing GBV platforms and court records
	<i>Culture of GBV intolerance enhanced and promoted in Insiza, Umzingwane and Bulawayo</i>	% Women with disability reporting cases of Abuse.	Zero No deliberate documentation yet	Count number of people with disabilities Count number of cases reported by women with disabilities (Indicator may be difficult to measure unless a database of people with disabilities in a particular area is obtained- Suggested change- Convert to the frequency
		#Of informal traders holding duty bearers accountable on SGBV issues they encounter.	Zero Existing platforms not for SGBV issue inclusive: 50 women	Count number of duty bearer rights holder platforms discussing SGBV issues Count Number of Informal traders raising/escalating issues
		Women informal traders reporting cases of abuse.	33%	Count # of women reporting case by occupation
		# Of front-line workers/groups addressing GBV issues at the community level.	33% of issues addressed by frontline workers	Counting issues addressed by VFU, Clinic personnel, Min of WA
	Men including traditional and religious leaders actively engaged in reducing GBV	# Of young male champions taking action against GBV	Actual # not obtainable by baseline However, there exists male champions in the respective areas	Count # of young men acting Young men=Youth (35 years and below)
		Traditional leaders responding to issues of child marriage in their communities.	All traditional leaders addressing issues, magnitude is low	Count number of traditional leaders championing GBV and reducing child marriage -Number of cases handled at traditional courts -Number of reversals made -Number of platforms hosted by traditional leaders where awareness on child marriages was made