

# TOWARDS GENDER EQUALITY

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trengthening  
communication  
through Couples  
Dialogue in St.  
Peters.

EWF hosted 13 young couples, in St. Peters, Khami District, Bulawayo, in a couples dialogue. This couples dialogue session sought to interrogate the causes of conflicts between partners, explore effective strategies to mitigate such conflicts, and emphasize the crucial role of open communication, mutual respect and trust in fostering healthy relationships.



Larry Chuma\*, a participant deeply committed to nurturing strong and loving partnerships, shared insights into the causes of conflicts. "Misunderstandings often arise due to a lack of effective communication," Tshuma revealed. "As couples we need to prioritize active listening and express ourselves clearly to avoid misunderstandings that can escalate into conflicts."

Clarah Ndhlovu\*, another participant, highlighted the significance of finding constructive ways to resolve conflicts. "Conflict is inevitable in relationships, but how we handle it determines the course of our journey together." Ndlovu affirmed, "By actively seeking compromise, understanding each other's perspectives, and embracing empathy, we can navigate conflicts and emerge stronger as a couple."

Zandile Mlambo\*, emphasized the essential foundation of good communication and respect. "Open and honest communication is the key to resolving conflicts and building a strong bond," Matutu stressed. "

Moreover, respecting each other's boundaries, opinions, and individuality fosters an environment of mutual understanding and trust."

Throughout the Couples Dialogue, participants engaged in candid discussions and shared personal experiences, shedding light on the diverse challenges faced in relationships that inevitably lead to gender based violence. Together, they explored practical strategies to mitigate conflicts and create a nurturing environment devoid of gender based violence. The key mitigating takeaways include:

- commitment to fostering healthy, thriving relationships.
- embracing effective communication
- practicing active listening,
- nurturing mutual respect,

The couples dialogue sessions in St. Peters instilled hope and empowered couples to embark on a non-violent journey.

*\*Pseudo names*







## Empowering Women farmers through operationalisation of Gender Policy Spurs Change in Umguza District



Emthonjeni Women's Forum has been working with women farm workers on gender equality in the work space. Women farmers from Hamara Farm in Umguza District advocated for equal opportunities, safer working environments, and involvement in decision-making processes, availability of personal protective clothing, and the crucial need for separate restrooms.

Violet Moyo\*, a fervent advocate for gender equality and participant at the meeting, emphasized the importance of separate restrooms. "We cannot underestimate the significance of having separate restrooms for women in the workplace that caters for menstrual hygiene. It's about dignity, privacy, and creating a safe environment that values and respects women's needs," she declared.

The women's demands included:

- Allocation of decision making roles
- Safety in the workplace and they stressed the need for robust safety protocols and policies that prioritize their well-being and protect them from any form of gender-based violence
- Implementation of sexual harassment and gender policies.
- Provision of appropriate PPE that caters to the unique needs and safety requirements of women.

They emphasized that such provision not only enhances productivity but also fosters a sense of equality and respect within the workplace.

One of the female farm workers, Pamela Dube\*, firmly expressed, "It is high time we break free from the chains of gender-based discrimination. Women possess the skills, knowledge, and passion to excel in any role. We demand equal opportunities and a fair chance to prove ourselves in positions of leadership."

The Gender Policy sessions stand as a testament to the relentless pursuit of a more inclusive and equitable work environment. Emthonjeni Women's Forum remains steadfast in its mission to empower women and dismantle gender-based barriers.



