

TOWARDS GENDER EQUALITY

WOMEN REALIZING THEIR POTENTIAL POWER



VOLUME 3

Towards women economic empowerment through establishing nutrition gardens.

In line with EWFs strategic pillar of Economic Justice whose objective is to contribute to women thriving in Gender Just economies and having opportunities, a borehole has been drilled in Mahole ward 1, Insiza district as a first step towards establishing a nutrition garden.

The main objective of this endeavour is to provide economic empowerment to women Peace Committees under the 'Women as strategic peacebuilders project'. The new borehole, strategically placed in Ward 1, will not only enable a nutrition garden for the PCs but will also provide safe portable water to the community members.

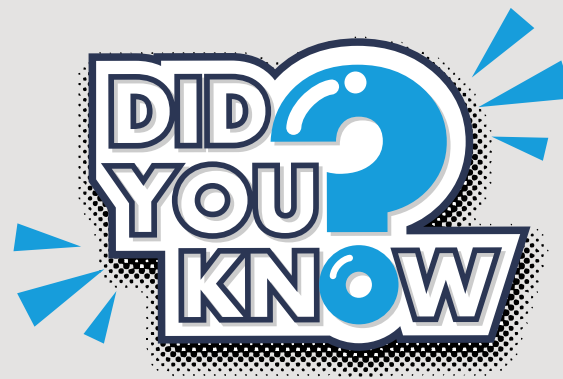
In attendance during the drilling was the District Development Fund (DDF) representative,

EWF Peace Committees, and the Village Head.

With the new borehole and expected nutrition garden PCs will have a meeting point to farm and to meet and discuss peacebuilding and conflict issues affecting the community as well as coming up with strategies to either avert potential conflict and or respond to conflict in their communities. This will go a long way in mitigating and reducing conflict, especially GBV related conflict.

- The Peace Committees expressed their enthusiasm about the borehole's potential to foster community garden projects. Thenjiwe Malunga, a passionate member of the Peace Committee, expressed her vision for the future, stating, "With the borehole's presence, we now have an opportunity to establish community gardens, providing not only food security but also a platform for women to showcase their farming skills and enhance their economic independence. This will further strengthen the unity and peace within our community

“GBV doesn't just hurt the woman on the receiving end. It hurts the children in that household who witness it, the families torn apart and our society as a whole. It hurts our future. It hurts us ALL. That's why it is OUR responsibility to STOP IT”
Nadine Levinson, Mediamark



- Gender-based violence encompasses various forms, including physical, sexual, emotional, and economic abuse. It affects people regardless of their age, gender identity, sexual orientation, or socioeconomic status.
- Online GBV: The digital realm is not exempt from GBV. Cyberbullying, harassment, and the non-consensual sharing of explicit content are all forms of online gender-based violence.
- Child Marriage: Child marriage is a form of gender-based violence, affecting millions of young girls globally. It denies them education and opportunities while subjecting them to early pregnancy and health risks.



Labour Amendment Bill signed into Law! Emthonjeni Women's Forum's petition to Parliament answered as Section 8 is aligned to ILO Convention 190.

Sexual harassment, a pervasive issue affecting workplaces and various spheres, ignited a determined advocacy journey by Emthonjeni Women's Forum. In 2020 Emthonjeni Women's Forum petitioned the Zimbabwe Parliamentary Portfolio Committee on Public Service, Labour, Social Welfare. The petition implored Parliament to comprehensively address sexual harassment within the Labour Act as well as align the Labour Act to International Labour Organization Convention 190.

The acknowledgement of EWFs petition led to a series of public consultative hearings conducted from May 31 to June 4, 2021, across all ten provinces. These consultative meetings united a cross-section of society, bridging workers' unions, university students, women's organisations and civil society organizations at large.

The Labour Amendment Act of 2023 was assented to by the President on 14 July 2023.



IN BRIEF THE LABOUR AMENDMENT ACT:

- Defines violence and sexual harassment to encompass a wider range of behaviours and make the workplace safe for all employees.
- Acknowledges the broader impact of sexual harassment on victims.
- Introduces provisions for compensating victims of sexual harassment.
- Recognizes the need for remedies beyond financial compensation.
- Emphasizes access to rehabilitative services to address psychological effects.
- Strengthens provisions for promoting gender equality in workplaces.
- Enforces non-discrimination in hiring, promotion, and work-related opportunities.
- Enables measures to address pay disparities and ensure equitable treatment.
- Women employees have the right to fully paid maternity leave without qualifying periods, or prescribed intervals.

Find the Labour Amendment Act on our website <https://emthonjeniwf.org/publications/>

