



NEWSLETTER

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Strengthening Technical Excellence to Prevent Violence Against Women and Girls

Emthonjeni Women's Forum (EWF) continues to strengthen its position in Violence Against Women and Girls (VAWG) prevention after staff successfully completed the 18-month Building the Technical Capacity for VAWG Prevention. The certification ceremony celebrated more than the completion of a training course it marked a renewed organisational commitment to delivering evidence-informed, survivor-centred and gender-transformative programming.

Throughout the programme, staff expanded their expertise in feminist leadership, community mobilisation, prevention approaches and accountability, equipping them to design and implement more impactful interventions.

The training reinforces EWF's commitment to delivering outstanding VAWG prevention programmes that challenge harmful social norms, strengthen community systems and promote lasting gender equality. As staff put their new knowledge into practice, communities will continue to benefit from innovative, evidence-based approaches that place women and girls' safety, dignity and rights at the centre of sustainable change.



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Strengthening Workplace Gender Equality Through Dialogue

Emthonjeni Women's Forum (EWF) convened a Worker-Management Meeting in Bulawayo, bringing together employers, workers' committees, and other key stakeholders to reflect on progress and strengthen commitments toward gender equality in the workplace.

The meeting highlighted achievements made during the project implementation period, including the adoption of gender-responsive recruitment practices, strengthened measures to prevent gender-based violence (GBV) and sexual harassment, and improved workplace policies that better support maternity protection and employee wellbeing.

A representative from Zimbabwe Power Company emphasized the value of these policy reforms, saying, *"Reviewing our workplace policies has enabled us to create a more inclusive environment for all employees. Strengthened provisions for special leave, maternity protection, breastfeeding support, and flexible work arrangements demonstrate our commitment to ensuring that every employee can balance work and family responsibilities with dignity."*



The positive impact of these changes was echoed by a representative from the Hamara Farm Workers' Committee, who shared, *"Before these engagements, many casual workers had no access to paid maternity leave, and women returned to work before completing the legally prescribed maternity period because they feared losing their income. Today, all eligible workers, including casual employees, are able to access paid maternity leave, giving mothers the time they need to recover and care for their newborns."*

While participants acknowledged that challenges remain including the underrepresentation of women in leadership and persistent gender stereotypes they reaffirmed their commitment to strengthening collaboration, enforcing workplace policies, and extending protection to informal workers. The meeting concluded with a renewed commitment to creating safer, more inclusive, and equitable workplaces where women can participate, thrive, and lead.



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Changing the Conversation: Men as Partners in Ending GBV



Gender-Based Violence thrives where harmful gender norms go unchallenged. Through the EmpowerHerFaith! Uniting Against GBV project, Emthonjeni Women's Forum (EWF), with support from Trocaire, is engaging men to become champions of equality and non-violence.

Male engagement sessions within the month and Epoch mine and Mahole business centre brought together 150 men to reflect on masculinity, power, and healthy relationships using the SASA! Faith approach. Participants challenged harmful beliefs, embraced shared decision-making, and committed to promoting respect, peaceful conflict resolution, and shared household responsibilities.



"I used to think being the head of the family meant making every decision on my own. I now understand that leadership is about guiding the family together with my wife, not controlling her," shared one participant.

These conversations are creating lasting change, equipping men to challenge harmful norms and model positive masculinity. EWF is strengthening families and communities where respect replaces control, partnership replaces inequality, and homes are free from violence.



Participation in NANGO Expo in Pictures





At Emthonjeni Women's Forum (EWF), we believe that real change happens when awareness is matched with action. Through the We Are One Fund, your support helps us turn knowledge into protection providing legal aid, psychosocial support, and safe spaces for survivors of Gender-Based Violence. Your contribution also amplifies women-led initiatives, strengthening grassroots efforts that challenge harmful norms and advance equality in our communities. As we continue to confront the structural barriers that erode the rights of women and girls, we invite you to stand with us your donation is not just support, it is a lifeline that empowers survivors and fuels lasting change.



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