



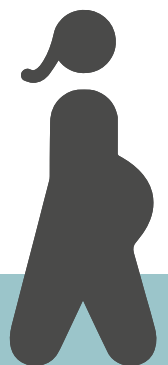
ZIMBABWE ELECTORAL COMMISSION



ZEC GENDER AND INCLUSION POLICY



2020 – 2024





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ACRONYMS

ACHPR	African Charter on Human and People's Rights
AU	African Union
BEAM	Basic Education Assistance Module
BRIDGE	Building Resources in Democracy, Governance and Elections
CBOs	Community Based Organisations
CRPR	Convention on Civil and Political Rights
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisation
DPO	Disabled People's Organisation
GBV	Gender Based Violence
GFP	Gender Focal Person
GoZ	Government of Zimbabwe
EMB	Electoral Management Body
EU	European Union
FBO	Faith-Based Organisation
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
IFES	International Foundation for Electoral Systems
International-IDEA	International Institute for Democracy and Electoral Assistance
IYWD	Institute of Young Women in Development
NAYO	National Association of Youth Organisations
PWDs	Persons with disabilities
RAU	Research and Advocacy Unit
SDGEA	Solemn Declaration on Gender Equality in Africa
SADC	Southern African Development Community
UN	United Nations
UNDP	United Nations Development Programme
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
ZEC	Zimbabwe Electoral Commission
ZESN	Zimbabwe Electoral Support Network
ZGIP	ZEC Gender and Inclusion Policy
ZGC	Zimbabwe Gender Commission

FOREWORD

The Constitution of Zimbabwe, Sections 3(g), 17, 20, 22, 56, 80 & 83 guarantee gender balance, equality, inclusion of all citizens to participate in all activities, be it political, economic, cultural, social etc, as well as guarantees equal rights and opportunities and treatment for all citizens.

Zimbabwe's Electoral Act (Chapter 2:13 Section 5 d[1]), requires the Zimbabwe Electoral Commission (ZEC) to mainstream gender into electoral processes. Since its inception the Commission has endeavoured to mainstream gender in all its activities, including capacity building, research and knowledge management. For example, ZEC selected and trained Gender Focal Persons (GFPs) across the country, in addition to undertaking several capacity building trainings on gender for ZEC staff, as well as facilitating dialogues with disabled people's organisations (DPOs). The Commission also collected a wealth of experience and best practices along the way.

ZEC's Gender and Inclusion Policy (ZGIP) will ensure that the needs of women, men, youth, the elderly, persons with disabilities (PWDs) and other groups are fully taken into consideration during the conduct of the Commission's duties. ZGIP emphasises the multiple and broader roles these actors play, including their roles as electoral stakeholders, citizens, voters, candidates, observers, electoral management body (EMB) personnel and seconded staff. The policy will enhance the representation and participation of women, youth and PWDs in electoral processes, in the Parliament, local authorities and in all electoral activities. Additionally, this policy will enable the Commission to meet its obligations according to the Constitution, as well as regional and international instruments.

ZGIP was developed using the Gender Equality Self-Assessment Methodology, and it seeks to strengthen and accelerate the Commission's contribution towards inclusive and democratic electoral processes. The Policy aims to promote the attainment of gender equality and inclusion in electoral processes in Zimbabwe by addressing existing gender imbalances and exclusionary practices. ZGIP also provides for equal opportunities for women, men, youth, PWDs and other excluded groups to actively participate in electoral processes at all levels.

Recognising that the promotion of gender equality and inclusion require a multi-stakeholder approach, the Commission would like to take this opportunity to acknowledge the contributions made by our stakeholders towards this policy. ZGIP would not have been possible without support from our development partners, namely the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), United Nations Development Programme (UNDP) and the European Union (EU), who provided the financial and technical resources to support the consultations and synthesis of findings of the Policy.

Our partners have consistently shown great enthusiasm in promoting gender equity and equality as part of the broader social and economic development strategy for ZEC. Special mention goes to fellow institutions created under Chapter 12 of the Constitution (Chapter 12 Institutions), Government departments, civil society organisations (CSOs) and political parties, who participated in the consultations which laid the foundation of the ZGIP.

Special thanks go to the ZEC Commissioners, Secretariat and stakeholders, who contributed extensively towards developing, reviewing and finalising the Gender Policy.

Just like in the policy development phase, collaborative and co-ordinated efforts by all stakeholders will be crucial in ensuring that the Policy is fully and effectively implemented. To this end, I would like to urge our partners and stakeholders to support us towards the implementation of this policy.

Hon Justice Priscilla Makanyara Chigumba

Chairperson, Zimbabwe Electoral Commission

EXECUTIVE SUMMARY

ZEC strives to ensure that it effectively develops strategies to advance gender equality, equity and inclusivity in electoral processes. ZGIP seeks to guide the Commission in its efforts to integrate these parts in its organisational procedures, practices as well as in the execution of its mandate and in managing its partnerships. The Policy seeks to ensure that ZEC policies and programmes are aligned with the agenda of promoting free, fair and inclusive elections.

ZGIP is a reflection of the Commission's explicit commitment towards identifying more sustainable and institutionalised ways of encouraging and supporting the participation of women, youth, the elderly, minorities and PWDs in electoral processes. The Policy takes into consideration strategic and practical gendered needs of women, men, youth and PWDs who participate in Zimbabwe's elections.

ZGIP is informed by key developments at international, regional and national levels, which recognise the imperative for gender equality, equity and inclusion in electoral and democratic processes. These include the adoption of Sustainable Development Goals (SDGs) in 2015, the 2005 global review of the Global Platform for Action and the Beijing Declaration – Beijing+10, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the Convention on the Rights of Persons with Disabilities (CRPD), the African Union (AU) Agenda 2063 (adopted in 2013), the African Charter on Human and People's Rights (ACHPR), the Additional Protocol on Women's Rights (2003), the AU Solemn Declaration on Gender Equality in Africa (SDGEA) (2004), the Southern African Development Community (SADC) Protocol on Gender and Development (2008), the Zimbabwe Constitution (2013), Electoral Act (Chapter 2:13), the Referendum Act (1999) and several other acts of Zimbabwe's Parliament which support the participation of women, youth and PWDs in socio-economic development and political processes.

The Policy vision is that of "democratic elections which advance gender equality and inclusion."

The mission of the ZGIP is "to provide a framework which ensures that structures, policies and processes at ZEC promote gender equality, equity and inclusivity in all electoral processes, in accordance with the laws of Zimbabwe."

The policy goal is "to ensure equal, equitable and inclusive participation of all the citizens in democratic elections in Zimbabwe."

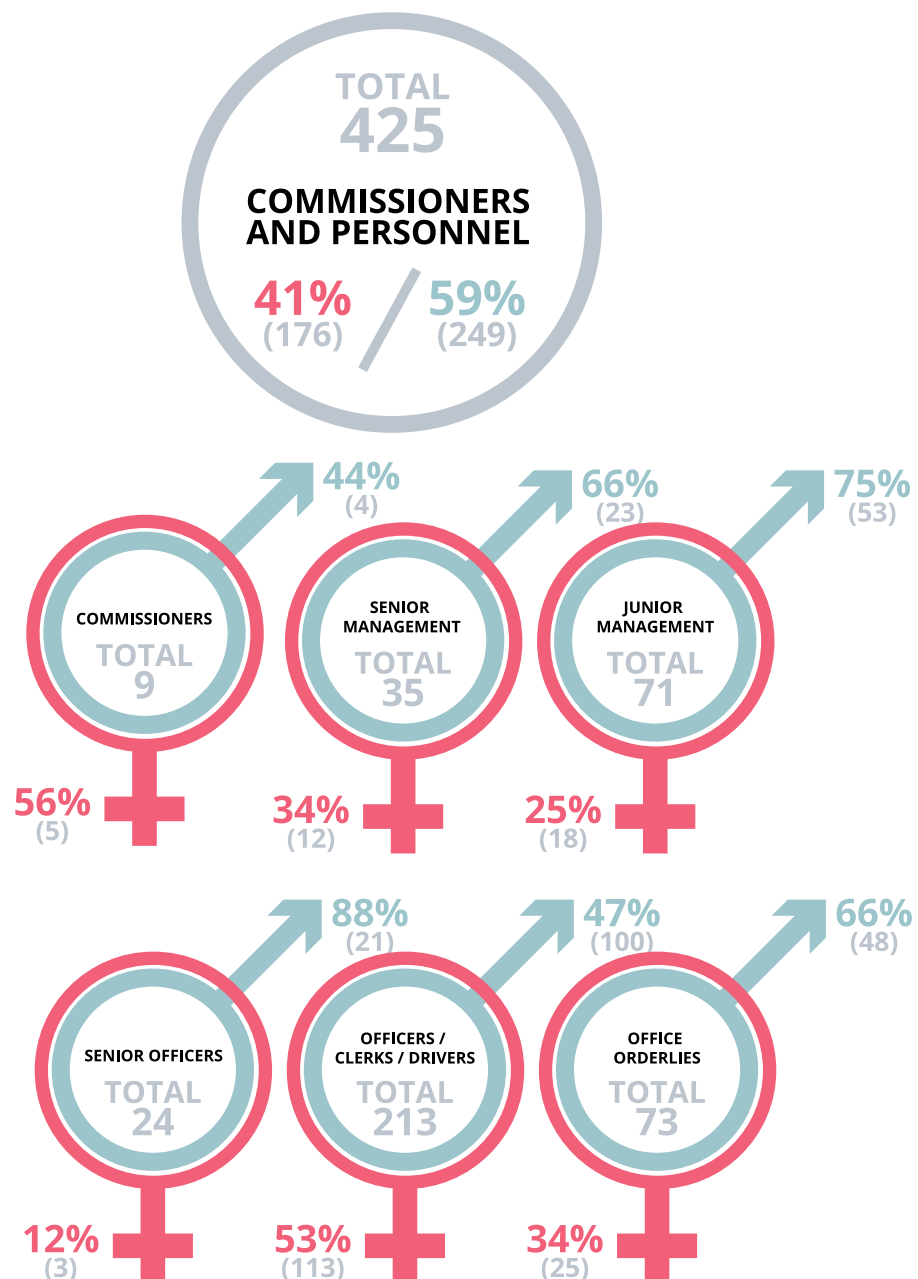
For each objective, this Policy identifies key strategies as well as accompanying activities. ZGIP is underpinned by principles of impartiality, transparency, integrity, collaboration, ubuntu, inclusion, gender justice, equality and affirmative action.

1.0. INTRODUCTION AND BACKGROUND

ZEC is a constitutionally mandated independent commission, established in terms of Section 238 and 239 of the Constitution and it has the mandate to prepare for, conduct and supervise elections and referendums at all levels. The structure of ZEC includes the Commission (Board), which is headed by the Chairperson and the Secretariat which is headed by the Chief Elections Officer.

The Figure below outlines the gendered representation of ZEC (as of June 2019):

FIGURE 1: GENDERED REPRESENTATION OF COMMISSIONERS AND PERSONNEL IN ZEC





At its inception, ZEC developed a gender policy which provided an institutional foundation for mainstreaming of gender in the Commission's functions. With the adoption of the 2013 Constitution and accompanying policies, there was a need to develop a new gender policy.

ZEC has invested in ensuring that elections in Zimbabwe promote gender equality and inclusion. Over the years, ZEC has established GFPs within the organisation, in addition to organising several capacity building programmes in gender mainstreaming for Commissioners and staff.¹ The Commission continues to under-take research which generates gender-disaggregated data on all stages of the elections cycle. For example, in 2018 ZEC produced a Baseline Survey on Gender Equity in Electoral Processes in Zimbabwe.

The Commission has also been undertaking gender mainstreaming interventions in electoral processes, which are anchored on best practises. Examples of measures taken by ZEC include the collection of gender desegregated data at all phases of the electoral cycle. In addition, during elections expectant and nursing mothers, the elderly, and PWDs were given preferential treatment, and where necessary, are assisted to vote. Additionally, ZEC continues to incorporate gender equality and inclusion in its programming, for example by engaging with young people and PWDs to understand and address challenges to their participation in the electoral process. Building on these initiatives, a programme by UNDP and UN Women, titled the Zimbabwe Electoral Commission Capacity Building Project, was launched to provide technical assistance to ZEC in a number of areas, including gender mainstreaming.²

The Policy is informed by the reality that sustainable democracy is about – the fair representation and active participation of all citizens. ZGIP will provide the necessary guiding framework for the integration of gender and inclusion issues at all phases of the electoral cycle. The Commission will use ZGIP to encourage the full and effective participation of women, youth, the elderly, PWDs and other minority groups in electoral processes.

ZGIP details the overarching policy principles, policy objectives, priority thematic areas, and it includes proposals on institutional arrangements for implementation and an implementation matrix for monitoring and evaluating progress and achievements of this policy.

¹ For example, from 1-4 October 2018, ZEC Secretariat staff participated in a BRIDGE (Building Resources in Democracy, Governance and Elections) Training Workshop on Gender and Elections to strengthen their capacity in understanding the role and influence of gender in elections management. The BRIDGE Workshop was followed by a Gender Policy Development Workshop, which was organised from 6-7 October 2018.

² Towards achieving the objective of gender mainstreaming within ZEC, partners such as UNDP and UN Women have been supporting ZEC to realise the goal of inclusive and gender-responsive elections through provision of assistance in areas such as conducting a Gender Baseline Survey for ZEC and providing support towards the development of a gender policy.

2.0 THE LEGAL AND POLICY FRAMEWORK

The Constitution of Zimbabwe Sections 3 (g), 17, 20, 22, 56, 80 & 83 guarantee gender balance, equality, inclusion of all citizens to participate in all activities, be it political, economic, cultural, social etc. It also guarantees equal rights and opportunities and treatment for all citizens. ZGIP is in line with the Constitutional provisions towards gender equality and inclusion. Zimbabwe's legal and policy environment is largely robust and recognizes the disparities that exist between men and women and the exclusion of women and other marginalised populations.

Furthermore, the Constitution underlines that gender equality, gender equity and gender balance are core objectives to guide the state, all institutions and agencies of government. The affirmative action provisions assert the new Constitution's resolve to address gender inequality and exclusion, and further provides a quota of 60 seats for 2 terms starting 2013 to be set aside for women for proportional representation in Parliament, as well as 2 seats set aside in Senate for PWDs.³

The Constitution calls for gender parity and equality in political governance and decision-making processes and in all aspects of Zimbabwean national life. Section 56 (2) of the Constitution provides that; *"women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres."* Section 56 (3) of the Constitution further pronounces that "no individual should be treated unfairly or discriminated against based on political affiliation, sex, gender and age, among others. Section 133 (j and h) of the Constitution disavows election-related violence and intimidation.

Chapter 2, Section 20 of the Zimbabwean Constitution (2013) states that, *"the state and all institutions and agencies of government at every level must take reasonable measures, including affirmative action programmes, to ensure that youth, that is to say people between the ages of 15-35 years have opportunities to associate and to be represented and participate in political, social, economic and other spheres of life."* Section 20 of the Constitution further calls on all institutions to ensure that young people have opportunities to associate and to be represented and participate in political, social, economic and other spheres of life.

Furthermore, Section 22 (1) of the Constitution states that *"the State and all institutions and agencies of government at every level must recognise the rights of persons with physical or mental disabilities, in particular, their right to be treated with respect and dignity."*

Additionally, the Zimbabwe Electoral Act (2018 (Chapter 2: 13) pays special attention to gender and inclusivity issues, and it specifically mandates ZEC and other actors to mainstream gender issues in election processes. Section 3 (b) (i) of the Zimbabwe Electoral Act provides that; *"every citizen has the right to participate in government directly or through freely chosen representatives, and is entitled, without distinction on the ground of race, ethnicity, gender, language, political or religious belief, education, physical appearance or disability or economic or social condition, to stand for office and cast a vote freely."* The Electoral Act Section 5 (d1) also provides for "ensuring that gender is mainstreamed into electoral processes".

The Government of Zimbabwe (GoZ) has several mechanisms to implement gender equality and inclusion agendas. These include the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development, the Ministry of Youth, Sports, Arts and Recreation, the Ministry of Public Service, Labour and Social Welfare and Ministry of Health and Child Care. Additionally, Zimbabwe has gender desks in many government ministries and departments. Furthermore, the Zimbabwe Gender Commission (ZGC) was established as an independent commission as provided in the

³ The women's quota expires before the next election and there are ongoing discussions to have some form of affirmative action in the Constitution.



Constitution with the mission to promote and protect gender equality through public education, research, investigations and monitoring

International Conventions and Protocols: In addition to the national legal and policy framework, Zimbabwe is signatory to many global conventions and protocols which promote gender and inclusion. These include CEDAW; the Beijing Declaration; the International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR); and CRPD; among others.

Zimbabwe is also bound by the United Nations (UN) Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, UNSCR 2250 on Youth, Peace and Security the UN General Assembly Resolution on Women's Political Participation, the , and the UN World Programme of Action for Youth. As a member of the UN General Assembly, Zimbabwe is committed to the SDGs, whose achievement is hinged on promoting gender equality, equity, justice, inclusion as well as reducing inequalities and all forms of exclusion.

Continental and Regional Conventions and Protocols: Zimbabwe ratified ACHPR, adopted in 2003, SDGEA, adopted in 2004, and the AU Protocol on the Rights of Women, adopted 2008. Additionally, Zimbabwe has ratified the African Youth Charter, which affirms that *"youth are partners, assets and a prerequisite for sustainable development and for the peace and prosperity of Africa"* (AU, 2006, p. 2).

At the regional level, Zimbabwe ratified the SADC Gender and Development Protocol, which was originally adopted in 1997 (and subsequently revised in 2008 and 2016). The SADC Gender and Development Protocol notes that the promotion of gender equality is central to the achievement of sustainable development and calls for at least 50% representation of women in all areas of political decision by 2015. ⁴

⁴ Zimbabwe Election Support Network, (2013), Report on the 13 July 2013 Harmonised Elections," p. 55 http://www.veritaszim.net/sites/veritas_d/files/ZESN-2013-Advance-Harmonised-Election-Report.pdf

3.0 SITUATIONAL ANALYSIS

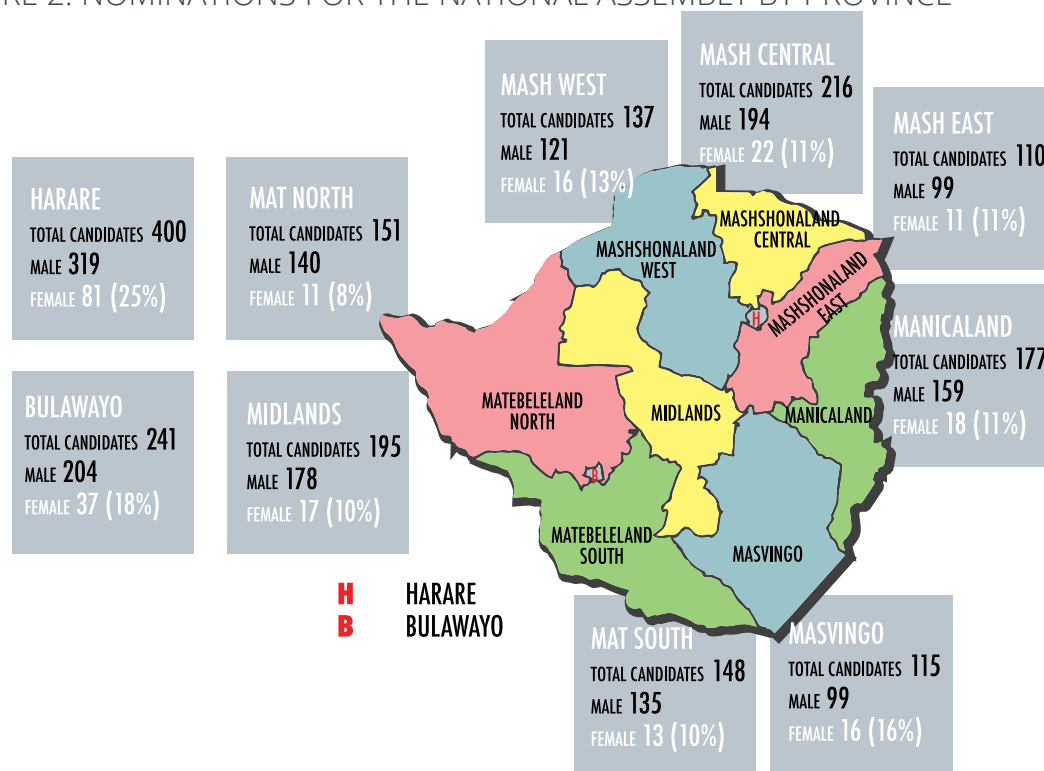
3.1 POLITICAL CONTEXT

Since independence, the Government of Zimbabwe has demonstrated political will towards promoting gender equality and inclusion. Considerable work was undertaken by parliamentarians, women’s organisations and women generally to ensure that gender equality requirements were met in the 2018 elections. Most notable of this work was the launch of the Women’s Manifesto and the 50/50 campaign in March 2018, spearheaded by the Zimbabwe Women’s Parliamentary Caucus. The Manifesto spelt out Zimbabwean women’s demands and calls for the Government’s accountability in advancing gender equality in line with SDG 5 (achieve gender equality for women and girls).

Special courts were established to reduce electoral and political violence. Additionally, during the 2018 elections, ZEC and other stakeholders, such as the ZGC, encouraged the participation of women in electoral processes by engaging with political parties. Engagements such as these have contributed to increased awareness of political parties of the need for promotion of gender equality in their processes.

Despite these efforts, the representation of women in competitive politics has remained marginal. The culture of political violence, misogyny, male chauvinism and intimidation persist in Zimbabwe’s electoral processes. This environment discourages women, youth, PWDs and other under-represented groups from effectively participating in electoral processes. During the 2018 harmonised elections, female candidates were under-represented as candidates on ballot papers.⁵ The table below provides an analysis of the distribution of female candidates for the National Assembly elections during the nomination process:

FIGURE 2: NOMINATIONS FOR THE NATIONAL ASSEMBLY BY PROVINCE



Source: Research and Advocacy Unit (RAU), Institute for Young Women in Development (IWYD) and Hivos (2019)

⁵ According to the ZGC (2018) preliminary election monitoring report on Zimbabwe’s 2018 harmonised elections, although women constituted many voters, their participation as candidates was limited as evidenced by the low number of women who succeeded in the primary elections of different political parties (15% at National Assembly and 17% at local Government). Zimbabwe Gender Commission Preliminary Election Monitoring Report on the 2018 Harmonised Elections, <http://kubatana.net/2018/08/17/zimbabwe-gender-commission-preliminary-election-monitoring-report-2018-harmonised-elections/>

Zimbabwe is ranked number 27 out of 188 countries on the Inter-parliamentary Union's World classification of women in parliament and number 4 among SADC countries. Women's representation in the urban and rural council decreased from 19 percent to 16 percent in 2013. In the July 2018 elections, only 13 percent of local government seats went to women, a drop of three percentage points from 2013.

Although the July 2018 elections witnessed an increase in female presidential candidates, women in their various capacities as voters, candidates and election officials, were however subjected to unfair media and public scrutiny compared to their male counterparts, in addition to being unfairly exposed to hate speech, inflammatory language and cyber bullying.⁶ Furthermore, the exclusion of women from political reporting contributed to the proliferation of repressive false narratives of women, which in turn precluded their access to the political domain.

In addition, due to the expansion of internet penetration in Zimbabwe, the increased use of social media had a doubled-edged impact on gender equality and inclusion in electoral processes. While social media has been is a valuable tool for promoting visibility and raising awareness on electoral and political processes, the challenges of social media were noted when this platform was used to threaten, humiliate and coercively deter Zimbabwean women from taking an active role in politics and civic life.

Furthermore, despite the Constitutional quota which provided for the reservation of 60 seats for women based on a proportional representation system and two senators for PWDs, in practice, most of the political parties in Zimbabwe have continuously excluded women, youth and PWDs from electoral processes. During the 2018 elections, most prominent political parties in Zimbabwe largely ignored a commitment to gender balance, as provided for by the Constitution.⁷ Political parties failed to actively encourage or support women's representation as candidates such that by the time political parties submitted names to the Nomination Court, the pool of candidates was heavily gender-biased in favour of men.

The lack of specific legislation to compel political parties to comply with gender parity constitutional provisions in drawing up party list creates a gap for promotion of equal access to leadership and decision making by women. For example, the Political Parties Finance Act (2001) currently does not have a provision that hinges campaign contribution upon an increase of the participation of women and youth in party politics and elections.⁸ While there are robust constitutional provisions on the promotion of gender equality and inclusion in Zimbabwe, the political climate nonetheless remains constricting for women, youths and PWDs. During the 2018 harmonised elections, incidents of intra-party violence against women tended to be high, thereby discouraging women, youths and PWDs from participating in elections.

The lack of support towards female candidates is a larger reflection of societal attitude towards women in governance, leadership and decision making.⁹ Despite women comprising more than 54% of the registered voters, overall female candidates received only eleven percent of the votes in the 2018 harmonised elections.

6 Several reports, including the SADC Gender Barometer survey (2018), as well as a study by the Research and Advocacy Unit, the Institute for Young Women's Development and Hivos (2018) as well as a study by the International Foundation for Electoral Systems (2018) respectively noted that during Zimbabwe's 2018 harmonised elections were characterised by intimidation and hate speech, and harassment, particularly towards women

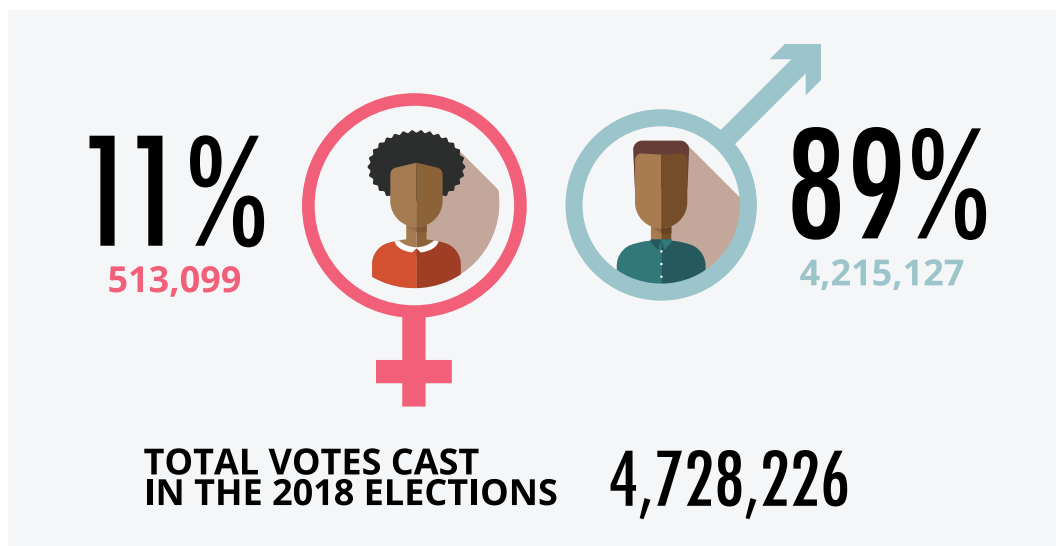
7 These include the major parties, i.e. Zimbabwe National African Union, Patriotic Front (ZANU PF) and the Movement for Democratic Change- Alliance (MDC-A)

8 ZGC (2018)'s preliminary election observation report of the 2018 harmonised election results.

9 Research undertaken by RAU, IYWD and Hivos (2018) revealed that while women make up the larger percentage of the voting population, in general, Zimbabweans are largely hesitant to vote for a female candidate

The figure below shows the number of votes that female candidates in the national assembly elections received from voters:

FIGURE 3: PERCENTAGE OF VOTES IN NATIONAL ASSEMBLY ELECTIONS RECEIVED BY GENDER IN 2018 ELECTIONS



Source: RAU, IWYD and Hivos (2019)

The challenges of being accepted by voters are even more stark for women with disabilities, who face multiple levels of rejection from society. ZGIP provides an opportunity to address inimical social norms and values about women, youth and PWDs. Addressing these diverse but interconnected gender barriers to political participation requires a targeted approach throughout the electoral cycle.

3.2 SOCIO-CULTURAL CONTEXT

Since the attainment of independence in 1980, Zimbabwe has made some notable progress towards advancing the social conditions of women, girls and under-represented groups in development and democratic processes. Chief among this achievement is the country's history of prioritising education, which was evidenced by the adoption of various policies including universal primary education, the Basic Education Achievement Model (BEAM),¹⁰ and the Enhanced Social Protection Programme which targeted orphans and vulnerable children in the light of the HIV/AIDS pandemic.

According to United Nations Girls' Education Initiative (UNGEI) study (2011), the earlier post-independence investments in education succeeded in transforming Zimbabwe's education from a white elitist to a more democratic, inclusive and gender-responsive one.¹¹ This expansion in the number of schools improved safety and security for girls by cutting down the walking distance to and from school.¹² Furthermore, the Government took bold and innovative steps to increase the number of teachers in the education system to match the rapid expansion in enrolment. The outcome of these investments was that women, girls, youth and disadvantaged persons seized the opportunities of relatively affordable education.¹³ Gender parity in education is good for democracy and electoral participation because it promotes informed citizens.

¹⁰ BEAM was designed to "reduce the number of children dropping out, and to reach out to children who have never been to school due to economic hardships, and it underlined that at least 50 percent of those who were to be assisted were supposed to be girls. (GoZ, 2001)

¹¹ The UNGEI Study (2011) notes that in 1980, 63 percent of the adult population in Zimbabwe was either illiterate or semi-literate. Similar findings were noted by Chung (2009), who notes that after independence, access to primary and secondary witnessed a phenomenal expansion, with the number of primary schools doubling, while the secondary schools had increased ten-fold.

¹² By 2007, the furthest walking distance had reduced to less than five kilometres. UNGEI, 2011. Gender Review of Education in Zimbabwe (page 17), <http://www.ungei.org/paris2011/docs/2010%20ZIM%20summary%20report.pdf>

¹³ The Ministry of Primary and Secondary Education and the Zimbabwe Demographic Health Survey (ZDHS) 2010/11 statistics reveal that, overall, 94% of women and 96 % of men are literate with the 15-24 years age group recording 99.6% literacy. Zimbabwe has achieved gender parity at primary and secondary school levels in terms of enrolment and completion rates. There is near parity in the net enrolment ratio (NER) for boys (97.5%) and girls (97.9%) according to 2013 statistics (For details, see the Zimbabwe National Gender Policy 2017-2021). Efforts were also made to promote adult literacy, with the result that by the 1990s, adult literacy reached 85 percent. The gendered impact of investments includes positive scores on the Gender Parity Index (GPI) in education, which has been fluctuating between a GPI of 0.96 and 0.98. Since the 2000s, gender parity at primary has been maintained.



Despite the achievements in the educational sector, there are several social and cultural barriers which limit the participation of women, youth and PWDs in electoral processes. Inimical socio-cultural and religious norms and gender biases still persist in Zimbabwe, and they contribute towards the continuation of gender-based violence (GBV), political violence and discrimination of PWDs

ZEC recognises that GBV and political violence constitute some of the biggest obstacles to women, youth and PWDs' participation in political processes and decision-making. Violence severely limits their ability to participate in electoral processes. However, ZEC also recognises that GoZ has amplified efforts to address GBV and political violence, through a series of measures such as enactment of the Criminal Law Codification and Reform Act (2006); the Domestic Violence Act (2007), the Sexual Offences Act (2001) and the launch of the National Gender Based Violence Strategy (2012-2015).

Additionally, there has been an increase in media coverage and public awareness on GBV and political violence, including more sustained efforts by organisations challenging this violence. Furthermore, both state and non-state actors have increased efforts to track violence and to support victims. This is augmented by stronger efforts at the level of law enforcement and the judiciary, which include stiffer penalties on sexual offences.

However, efforts to reduce GBV are often hampered by inadequate services, weak institutions for addressing these crimes, poor enforcement of laws and inadequate information and communication systems. Additionally, the normalisation of violence as a means of conflict resolution and the enduring nature of patriarchal attitudes collectively inhibit victims from reporting incidences of abuse, thereby promoting a culture of silence and shame. The political arena has often been used as a theatre for the perpetuation of stereotypes and patriarchal attitudes.

In addition, prescribed gender roles for women such as childcare and domestic work, often leaves them with little time to engage in political activities and exercise their rights to civic responsibilities and rights to vote. Gender-inequitable division of labour further limits the participation of women in electoral processes and curtails the representation in public affairs. Constraints emerging from the gender division of labour are particularly more poignant for women with disabilities, as this group faces multiple levels of discrimination and marginalisation.

Challenges of exclusion from political processes also affect young people. Despite the fact that young people comprise more than 67 percent of the population, their lives are often shaped by multiple forms of social exclusion and inequality which affects how they engage with policy-making and electoral processes. Young people in Zimbabwe face challenges such as unemployment, unaffordable education, excessive poverty, forced migration due to limited opportunities, as well as under-representation in governance and decision-making processes.¹⁴ Youth with disabilities face multiple forms of discrimination, and they often have to deal with several challenges such as limited access to public places, lack of financial support and exposure to stigma.

¹⁴ Both the Youth Situation Analysis conducted by the Ministry of Youth, Indigenisation and Economic Empowerment, the Zimbabwe Youth Council (ZYC) in 2015, and a survey conducted by Zimbabwe Youth Task Force and the National Association of Youth Organisations (NAYO) in 2017 and came to the same conclusion about the marginalisation of young people in civic, political and electoral processes.

Although Zimbabwe has ratified disability-focused legislation and has adopted national legislation that promotes equal opportunities to PWDs, there are many barriers that inhibit their participation in electoral processes. PWDs are often erroneously perceived as socio-economically unproductive, and are therefore regarded as a “burden” to society. Furthermore, policy responses on issues raised by PWDs have tended to subsume this group into a broader category of “marginalised and vulnerable groups.” This results in programmes that fail to acknowledge the specific needs of PWDs.

It is because of the reasons above that ZEC has been engaging DPOs during voter registration, education and outreach processes. For example, ZEC commemorated the International Day of Disabled persons on December 03, 2018 with a Post-Election review Dialogue with DPOs. In addition, ZEC continuously collects disability-disaggregated and specific data during the BVR exercises for 2018 harmonised elections.

However, much still needs to be done to ensure that elections are more inclusive as many PWDs remain disenfranchised in the electoral process. During the 2018 harmonised elections, only 29,803¹⁵ PWDs were registered to vote. This calls for sustained outreach to encourage PWDs to participate in electoral processes, as well as special provisions for PWDs, such as ramps for wheel chairs, sun cream for persons affected by albinism, sign language specialists, and voting material in braille.¹⁶ Voter education and awareness programmes should also have special focus on family members and caregivers of PWDs.

3.3 ECONOMIC CONTEXT

Since the turn of the millenium, Zimbabwe has experienced macro-economic challenges which have contributed to increased poverty rates, especially the feminisation of poverty and socio-economic exclusion of youths.¹⁷ Although the Government has attempted to cushion women and youths from macro-economic challenges, for example through the establishment of the Zimbabwe Women’s Microfinance Bank and Empower Bank, women and youth remain relatively more economically vulnerable as they often do not have collateral to access loans.

High rates of poverty have been blamed for increases in voter apathy, vote buying and vote selling as the electorate prioritise survival over voting. Limited control over economic assets also impacts women’s ability to run for office as they often have fewer resources to spend on a campaign than men. In Zimbabwe, the majority of women, youth and PWDs do not have access to electoral finance and campaign funds. Political campaigns and other legal processes require a significant amount of resources, including finances. Poverty and rampant economic exclusion among women and traditionally excluded populations therefore acts as a barrier to their full and effective participation in electoral processes.

Furthermore, the economic challenges have inhibited the efficiency of ZEC’s operations. In a volatile economic environment, resources to support the implementation of legal and policy actions are often compromised and limited.

15 It is estimated that 7% of the population in Zimbabwe has some form of disability. <https://www.unicef.org/zimbabwe/disabilities>

16 The World Health Organisation (WHO) estimates that around 15 percent of the world’s population has some form of disability. According to the Ministry of Health and UNICEF estimates Zimbabwe has a prevalence of 7% PWDs in the population, though some studies also identify this at 15%. Based on an estimated total population of 13 million this 7% estimate translates to over 900,000 individuals with at least 450,000 eligible voters (Living conditions among disabled people, a study by M/O Health and UNICEF in 2013).

17 A survey by the International Labour Organisation (ILO) has revealed that youths in Zimbabwe are among the world’s poorest, as they are living in an extremely difficult environment. For details, see: ILO (2016). World Employment and Social Outlook 2016: Trends for Youth,”

4.0. VISION, GOAL, OBJECTIVES AND GUIDING PRINCIPLES

4.1. VISION

To ensure democratic elections which advance gender equality and inclusion.

4.2 MISSION

To provide a framework which ensures that structures and processes at ZEC promote gender equality, equity and inclusivity in all electoral processes.

4.3 GOAL

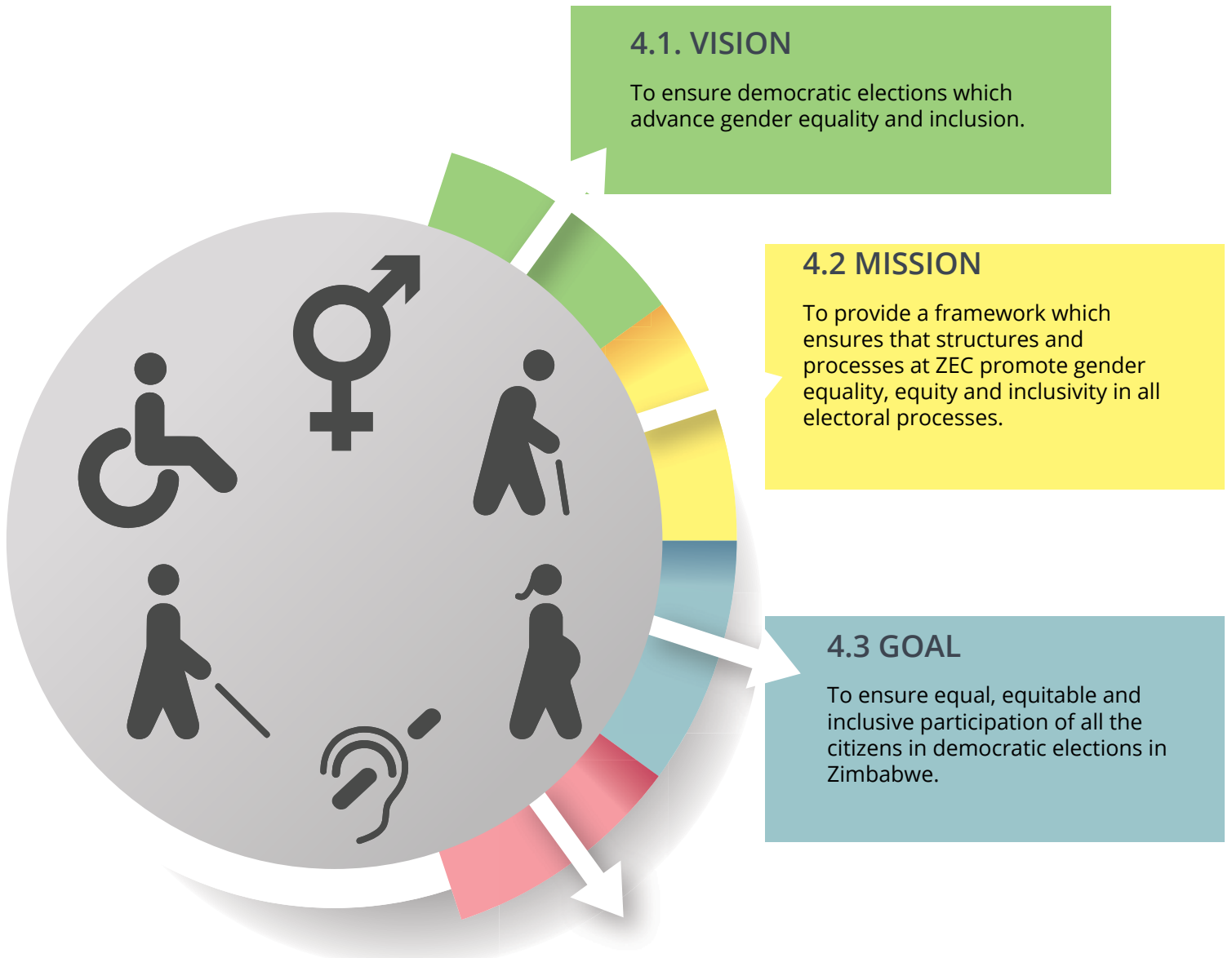
To ensure equal, equitable and inclusive participation of all the citizens in democratic elections in Zimbabwe.

4.4 POLICY OBJECTIVES

To fulfil this goal the following objectives have been outlined:

Objective 1: To lead in constitutionalism and democracy as a gender-sensitive and inclusive institution;

Objective 2: To promote gender equality and inclusivity in electoral processes.



4.5 POLICY VALUES AND GUIDING PRINCIPLES

In addition to ZGIP being guided by the national and international legal instruments that promote inclusion, respect for human rights and human-centred development, the Policy document reaffirms its adherence and commitment to the overall guiding principles of ZEC. The ZGIP makes a long-term commitment for gender mainstreaming and inclusion in activities at all levels of the organisation and in all sectors of the Zimbabwean society.

Furthermore, the Policy seeks to highlight the following specific values and principles which will be crucial towards the attainment of a culture of gender equality, equity and inclusion in the management of electoral processes:

- **Independence:** ZGIP is premised on the firm belief that ZEC is an honest broker in the role of facilitating democratic and inclusive elections.
- **Impartiality:** ZGIP is based on the importance of ZEC exercising its functions without fear or favour.
- **Integrity:** ZGIP is derived from socially and politically sound processes of consultation and feedback, which have been taken into account by ZEC.
- **Inclusivity:** This principle recognises and appreciates all forms of social, economic and political differences, (age, religion, disability, cultural, educational, language, economic, geographical etc). Through ZGIP, the Commission will engage stakeholders from different sectors, including political parties, CSOs, think tanks, research institutes, faith-based organisations (FBOs), traditional leaders, the private sector, and development partners to ensure that the planning, conduct and supervision of elections in Zimbabwe benefits men, women, youth, PWDs and other marginalised groups.
- **Equality:** ZGIP recognises that equality is critical, i.e. men, women, youth, elderly and PWDs should be able to enjoy the same rights, resources and opportunities without discrimination. In order to advance the goal of equality, there is need for equal access to socially valued goods, opportunities, resources and rewards. ZGIP advances equal opportunities in all spheres of life for all citizens.
- **Equity:** ZGIP recognises the importance of equity, given that historically groups in society have not been on the same levels. The Policy recognises that to achieve a gender-just society, the fundamental prerequisite is the fair treatment of groups in society (men, women, youth, the elderly and PWDs). The Policy is premised on the need for fair treatment of groups, while considering their respective needs. This might include equal treatment, or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.
- **Gender Justice:** ZGIP will employ human rights-based approaches where all citizens (men, women, youth and PWDs) shall enjoy equal rights defined in the declaration of rights. This Policy will seek to address gender, age and other social disparities by seeking to address structural, institutional and other drivers of inequality.
- **Collaboration:** ZGIP recognises that the achievement of gender equality, equity and inclusion in electoral processes requires collaboration with other stakeholders. To this end, the implementation of this Policy underlines the importance of coherence and coordination, as well as engagement with other stakeholders.
- **Unhu/ Ubuntu:** ZGIP is hinged upon the concepts of human-centredness, collective social responsibility, mutual assistance, trust, sharing and caring. In striving for gender equality, equity and inclusion in electoral process, ZEC seeks to guarantee that the virtues of Unhu/Ubuntu ensure that no-one is left behind in political processes, governance and decision-making.
- **Transparency:** ZGIP is based on a transparent process which acknowledges that the promotion of gender equality and inclusion should be executed in a transparent and accountable manner, whilst also ensuring that the processes are accessible to everyone.

4.6 POLICY STRATEGIES

The policy objectives will be pursued through a range of strategies, which are outlined under the following specific objectives:

OBJECTIVE 1: TO LEAD IN CONSTITUTIONALISM AND DEMOCRACY AS A GENDER-SENSITIVE AND INCLUSIVE INSTITUTION

To ensure that ZEC leads as a gender-sensitive and inclusive institution, ZEC will raise awareness and promote gender equality, equity and inclusion in its own organisational processes, procedures, policies and programmes. ZEC will ensure a work environment free of gender and social discrimination and will establish an institutional structure that effectively addresses discrimination. The following strategies will be applied under the selected thematic areas:

1 Developing a Workplace Code of Conduct

- Developing a Code of Conduct which takes strong measures against workplace bullying, intimidation, sexual harassment, use of discriminatory, humiliating or derogatory language;
- Undertaking education and awareness raising to support the promotion of a healthy and inclusive work-place, which encourages respectful behaviour towards all, including women, PWDs, and other marginalised groups.

2 Equal Opportunities for Employment

- Updating ZEC recruitment policies to ensure that they provide for equal opportunity for employment to all;
- Developing human resources guidelines which specify that everyone is considered for job opportunities at ZEC, regardless of their gender, age, creed, class, political background and religious affiliation, among others.

3 Promoting Equal and Equitable Staff Development and Advancement

- Providing ZEC employees with equal opportunities to participate in further training, staff development and advancement in their areas of expertise;
- Identifying areas that require affirmative action to achieve gender equality and develop an organisational affirmative action plan to promote gender equality and equity.

4 Training on Gender and Inclusion

- Mainstreaming gender and inclusion in ZEC's annual plans and programme activities;
- Providing opportunities for personal and professional capacity development on gender equality and inclusion issues to ensure that ZEC Commissioners and staff effectively implement the policy;
- Supporting the participation of all ZEC employees in capacity building programmes so that ZEC employees can better understand gender and inclusion in the work place as well as in the conduct of the EMB's functions.

- Ensuring equity and equality in the selection of participants and beneficiaries of ZEC internal staff development courses;
- Raising awareness among ZEC staff and seconded personnel on the importance of being inclusive in electoral processes;
- Conducting training and orientation for ZEC staff and seconded personnel so that they are aware of the rights and needs of PWDs;
- Mainstreaming disability considerations in ZEC's overall induction, orientation and capacity building programme by educating employees on the rights of PWDs.

5 Mainstreaming Gender and Inclusion in Performance Review

- Including gender-mainstreaming and gender-responsive behaviour as important indicators of employees' work performance reviews.

6 Gender and Inclusion Budgeting

- Providing training in gender equality and inclusion consideration in budgeting and resource allocations, for staff in administration, finance and programmes;
- Fostering the practice of gender and inclusion budgeting by using gender and inclusion analysis tools to examine the execution, implementation, monitoring and evaluation of ZEC budgets.

7 Gender Responsive and Inclusion-centred Monitoring and Evaluation

- Developing and implementing a gender equality result-oriented tracking system across all sectors;
- Training ZEC staff and seconded personnel on gender-responsive monitoring and evaluation of programmes and activities;
- Conducting a gender audit of all existing laws to identify challenges that curtail the achievement of gender equality and inclusion in electoral processes;
- Developing a monitoring and evaluation framework which will enable the EMB to conduct gender audits on representation and participation of men, women, youth and PWDs in politics and decision-making positions;
- Identifying areas that require intervention, including affirmative action measures, to achieve gender balance and equality;
- Conducting research and consultations to identify legal and policy gaps, in addition to recommending areas for review or enactment of new instruments.

8 Space and Infrastructure

- Ensuring that ZEC office spaces promote accessibility of women, men, youth, elderly and PWDs;
- Allocating the required financial and material resources towards improvement and enhancement of infrastructure for the organisation so that these are inclusive and disability-friendly;
- Conduct regular audits of the spaces and infrastructure within the EMB and in voting spaces to ensure that such spaces consider the needs of women, men, youth, the elderly and PWDs.

9 Research and Knowledge Production

- Collecting and analysing disaggregated data of voter registration, voter turnout and voting preferences for men, women, youth and PWDs;
- Conducting research on gender and inclusion in electoral and political processes to get a more in-depth understanding of the issues faced by women, youth, and PWDs in their roles as candidates, voters, election personnel, seconded staff, party agents and election campaigners;
- Identifying and reporting on practices that impede the gender equality, equity and inclusion objectives in electoral processes;
- Regularly updating gender-disaggregated data of PWDs with a view to examine and monitor their participation in electoral processes and soliciting their feedback;
- Conducting gender and inclusion analysis of electoral processes (focusing on all stages of the electoral cycle) to identify where actions are needed to address any gaps.

10 Institutional strengthening

- Establishing internal coordinating and advisory institutional mechanisms to enable ZEC's delivery on gender equality, equity and inclusion in electoral processes;
- Supporting and resourcing the GFPs to enable them to implement their mandate;
- Working closely with key stakeholders (e.g. Chapter 12 Institutions, political parties, think tanks, CSOs, FBOs, CBOs, traditional leaders, and DPOs) to ensure that the equality, equity and inclusion provisions provided in the Constitution are implemented in electoral processes.

OBJECTIVE 2: TO PROMOTE GENDER EQUALITY AND INCLUSIVITY IN ELECTORAL PROCESSES.

1 Capacity-Building and Leadership Development

- Developing and implementing capacity building programmes to support women, youth and PWDs in politics;
- Mobilising resources to support the participation of women, youth and PWDs in politics and other governance structure;
- Investing in programmes that work with educational and training institutions to ensure that girls and boys are exposed to leadership development at an early age;
- Collaborating with schools, tertiary institutions and Junior Parliament to ensure that future voters have an appreciation of gender equality, equity and inclusion;
- Working with gender machineries in Zimbabwe to identify and utilise options of including affirmative action in the Constitution and other legal instruments to ensure 50:50 representation.

2 Gender Mainstreaming in Stakeholder Engagement

- Mainstreaming gender and inclusion in ZEC programmes, mainly during the stakeholder consultation forums organised with political parties, CSOs, FBOs, media etc;
- Collaborating with stakeholders. e.g. CSOs, religious groups, traditional leaders to support their outreach processes which target women, youth, PWDs, disadvantaged groups, rural women, and vulnerable groups to encourage them to participate in electoral processes;
- Adopting a pro-active communication strategy which engages stakeholders at every relevant stage of the electoral cycle with a view to building confidence, promoting ownership and raising awareness on the importance of gender equality, equity and inclusion;
- Collaborating with stakeholders to ensure alignment and harmonisation of electoral laws with the Constitution.

3 Mainstreaming gender equality and inclusion in Voter Education

- Strengthening the public's understanding and awareness of electoral processes through ongoing voter education and outreach activities informed by election analyses;
- Developing gender-responsive, youth-centred, PWD-inclusive voter registration materials and processes that are simple, clear, transparent and accurate;
- Ensuring that voter education materials produced by ZEC will not indirectly disadvantage and disenfranchise anyone or any group;
- Developing an inclusive voter registration programme to encourage the participation of women, youth, PWDs, under-represented groups, and socio- economically disadvantaged communities and groups;
- Simplifying the Constitution, the Electoral Act, ZEC's Strategic Plan, and other relevant policies and legal provisions and translating them in all national languages to outline key messages on gender equality, equity and inclusion in electoral processes;

- Developing and employing culturally sensitive and context-responsive media and methodologies to reach different target groups of women and youth, including rural people, PWDs and minority groups;
- Distributing gender- and culturally sensitive voter education messages through electronic print and social media;
- Developing outreach materials that positively depict women, youth and PWDs in leading roles (as election officials, observers, candidates, educators, etc.);
- Identifying, addressing and transforming inimical attitudes and behaviors that discourage women, youth and PWDs from participating in electoral processes;
- Providing voter registration and education materials in languages of the target groups, including braille for the visually impaired;
- Developing ZEC's sign language capacity to ensure that persons with hearing impairments will have access to information on elections and voting.

4 Campaign Regulations

- Liaising with relevant stakeholders to develop clear and comprehensive electoral campaign regulations and codes of conduct with specific provisions relating to gender equality and inclusion;
- Undertaking outreach activities on the provisions of the Constitution and the Electoral Act to ensure women are protected from harassment and intimidation;
- Providing stakeholders such as CSOs, political parties and candidates with information on electoral operations, regulations and electoral codes of conduct.

5 Collaboration with the Media

- Collaborating with media oversight entities such as the Broadcasting Authority of Zimbabwe and the Zimbabwe Media Commission to strengthen their role in monitoring the media's gender-sensitivity and inclusion;
- Collaborating with public and private media to encourage a more active role of the media in the promotion of gender equality, equity and inclusion in electoral processes;
- Engaging in education, outreach and awareness-raising efforts targeting media personnel to encourage reporting on best practices on gender equality and inclusion and to spotlight success stories of women, youth, PWDs and under-represented groups in electoral processes;
- Engaging media stakeholders to foster a more gender-sensitive and inclusive media environment which emphasises equal representation and participation of women, youth and PWDs in decision-making structures of media houses;
- Conducting capacity building and awareness-raising programmes for media personnel to promote responsible, inclusive, gender-responsive and conflict-sensitive reporting;
- Conducting outreach and capacity-building programmes for media personnel on fair reporting of electoral processes, consistent with protecting the safety and human dignity of women, youth and PWDs.

6 Engagement with Political Parties

- Engaging with political parties to encourage them to adopt gender-responsiveness and inclusivity in the conduct of their duties;
- Liaising with political parties at all phases of the electoral cycle to build mutual understanding and foster a peaceful and fair campaign environment, one in which men, women, youth, elderly and PWDs are treated equally and with dignity;
- Engaging with political parties to identify their needs and support their initiatives seeking to promote gender-responsiveness, inclusivity and accountability in electoral processes;
- Liaising with Parliament and the Executive to lobby for legal and policy provisions that incentivise gender-parity and inclusiveness in political party electoral processes;
- Engaging political parties, Parliament and the Executive to advocate for the promotion of gender-sensitive campaign finance regulations.

7 Collaboration with PWDs and DPOs

- Conducting awareness-raising campaigns to encourage women, youth, PWDs and other marginalised groups to participate in electoral processes as voters and candidates;
- Developing voter education messages which underline women, youth and PWDs' right to vote, including specific measures that will be aimed at facilitating their participation;
- Designing educational materials which emphasise the importance of women, youth, and PWDs' participation in political processes as voters and candidates, as well as staff and seconded personnel of the EMB;
- Supporting DPOs and PWDs in designing, implementing and monitoring gender mainstreaming and inclusion programmes for electoral processes;
- Developing training, education, outreach and awareness-raising programmes on electoral processes for PWDs and DPOs;
- Involving PWDs and DPOs as partners in planning, executing and reviewing electoral processes, including development of voter registration, voter education and outreach materials;
- Ensuring that PWDs and DPOs are not just considered as mere beneficiaries of electoral programmes and reforms, but that they actively lead these processes;
- Integrating the needs, insights, experiences and concerns of PWDs and DPOs in the design of ZEC policies, programmes and activities;
- Supporting programmes and initiatives that enhance equal representation and participation of men and women, and boys and girls with disability in political processes;
- Promoting the use of information, education and communication technologies that seek to strengthen greater independence of PWDs and enhance their access to such technologies.

8 Awareness-raising and outreach with different sectors of society

- Engaging with key stakeholders to promote an environment in which PWDs and DPOs can fully and equally participate in public affairs and in organisations concerned with public and political life at various levels;

- Undertaking, outreach and awareness-raising campaigns to popularise the constitutional provisions on the rights of the PWDs in electoral and political processes;
- Raising awareness to identify, interrogate and counteract cultural and religious values and practices that deny PWDs the right to self-dignity and equal treatment;
- Raising awareness on the vulnerability of women and youth with disability to ensure that PWDs are protected from gender-based violence, sexual abuse and political violence;

9 Engaging with traditional and religious leaders

- Collaborating with traditional and religious leaders to address cultural perceptions that perpetuate GBV, intimidation, marginalisation and exclusion of women, youth and PWDs in electoral processes;
- Engaging traditional and religious leaders to preserve values, beliefs and practices within their communities that uphold the principles and practice of gender equality, equity and inclusion;
- Designing and implementing programmes to strengthen the role of traditional and religious leaders in protecting women, girls, the elderly and PWDs against abuse;
- Identifying and challenging social systems and institutions that discriminate against PWDs to influence positive transformation of social norms;
- Conducting outreach processes in support of the role of women, youth and PWDs in politics and decision making;

10 Enhancing Access

- Increasing access to voter registration and polling centers for women, youth, the elderly and PWDs;
- Ensuring that registration and polling centers are easily and safely accessible for women, the elderly, youth and PWDs;
- Providing adequate and sufficient polling stations to reduce time spent travelling to polling stations or in queues.

11 Provision of security

- Collaborating with political parties, CSOs, FBOs and other Chapter 12 Institutions to prevent and address politically-motivated violence targetting women, youth and PWDs;
- Coordinating with security forces and law enforcement agencies to ensure adequate security provision for registrants, voters, EMB staff, polling agents and seconded personnel;
- Coordinating with security forces to ensure that women and youth are included as part of the security personnel;
- Providing the necessary support to polling staff, ensuring that their personal safety is protected.

5.0 INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTING THE POLICY

ZEC has the overall responsibility towards implementing this policy. Nonetheless, ZGIP implementation strategies cut across all sectors; hence the need for multi sectoral collaboration. This policy and its provisions do not replace institutional policies or strategies within other institutions that contribute to gender justice, equality, equity and inclusion. ZGIP provides a comprehensive framework for action and seeks to enhance value and effectiveness of the various actors in addressing gender inequality.

5.1 IMPLEMENTATION MODALITIES

To effectively implement ZGIP, ZEC commits towards the following:

- Development of an Action Plan for the implementation of the Policy, including establishing the necessary structures and mechanisms for execution;
- Development of a monitoring and evaluation system for implementation of the Policy;
- Implementation of gender and inclusion budgeting to ensure that resources are allocated towards the implementation of the Policy;
- Conducting an annual Gender and Inclusion Audit;
- Conducting gender-sensitive and inclusiveness-oriented review of all elections; with a view to developing best practices and documenting lessons learned for subsequent elections.

To ensure effective implementation of provisions stipulated in this policy, ZEC will establish the relevant structures and mechanisms. The institutional framework below outlines the key implementation entities, as well as a description of their roles and responsibilities in implementing of the Policy.

5.1.1 THE COMMISSION AND ITS PERSONNEL

ZEC and its related offices are very important institutional structures for mainstreaming gender and inclusion. All levels of ZEC, including Commissioners and Secretariat staff, will be responsible for the implementation of the Policy.

5.1.2 GENDER FOCAL PERSONS:

ZEC has GFPs at head-office and Provincial Levels since before. The ZEC GFPs are tasked with coordinating the technical aspects of gender mainstreaming at all levels within the organisations as well as between the EMB and its stakeholders.

5.1.3 GENDER AND INCLUSION UNIT

A Gender and Inclusion Unit will be established in the ZEC Department of Research and Development. The Unit will undertake a series of activities to champion and advance gender equality and inclusion within the Commission and in electoral processes. In addition to coordinating the internal capacity building and awareness training processes on gender mainstreaming and inclusion, the Gender and Inclusion Unit will also engage in research, knowledge management and periodic sharing of gender and inclusion-related insights emerging from the field as well as from ZEC employees.

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GLOSSARY OF TERMS

Affirmative Action: A strategy or an action that seeks to address sharp disparities or conspicuous imbalances between groups, in this case between men and women or boys and girls. It is often designed to meet set parity or representation targets bound in time.

Election: A formal group decision-making process by which a population chooses an individual to hold public office.

Elections Management Body (EMB): An organisation or body that has the sole purpose of, and is legally responsible for, managing elements that are essential for the conduct of elections, and referendums. In fulfilling their mandate, EMBs engage in activities such as voter registration, boundary delimitation, voter education and information, media monitoring and electoral dispute resolution.

Electoral Violence: Any harm or threat of harm to persons or property involved in the electoral process, or the process itself. Electoral violence includes physical and psychological harm, property damage, as well as threats of coercion, intimidation, or physical harm. Election violence arises in the context of electoral competition, and it is designed to affect either the entire electoral process, an impending electoral contest or an announced electoral result.

Empowerment: The process of change that gives individuals greater freedom of choice and action. The outcome of the process is an enhanced ability of an individual or community to make strategic life choices in a context that was previously denied, enhance conscientisation, analytical skills and self-confidence.

Gender: The attributes and opportunities associated with being male and female, and the socio-cultural relationships between women and men, and girls and boys, as well as the relations between different groups of women and different groups of men. These attributes, opportunities and relationships are socially constructed and learned through socialisation processes.

Gender Analysis: A systematic gathering and examination of information on gender differences and social relations, designed to identify, understand and redress inequities based on gender. Gender analysis involves the application of a gender perspective to the development issue which is being addressed. It requires: an analysis of the gender division of labour, the identification of the needs and priorities of women and men, the identification of existing opportunities and constraints to the achievement of development objectives, and the choice of an intervention strategy to address these.

Gender Awareness: Recognition of the differences in the interests, experiences, needs and roles of women and men in society and acknowledgment of how these result in differences in power, status and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequality and discrimination.

Gender Blindness/Gender Neutrality: The inability to perceive that there are different gender roles and responsibilities and, consequently, the failure to realize that policies, programmes and projects may have different impact on women and men.

Gender-based violence: Any physical, mental, emotional, social or economic abuse against a person because of that person's gender and includes sexual or psychological harm or suffering to the person, threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

Gender Budgeting: A system of allocating material and financial resources to change patterns of inequality in a way that promotes a more gender equal society. Gender budgeting involves taking into consideration gender perspectives in planning and resource allocation for programmes and activities.

Gender Gap: Disparities between men and women in terms of their levels of participation, access to resources, rights, remunerations, benefits etc.

Gender Issue: Arises in instances of gender inequality. The fact that women have a higher rate of illiteracy than men is a gender concern and would need to be considered in a project that requires literacy skills.

Gender Discrimination: Providing differential treatment to individuals on the grounds of their sex. This involves systemic and structural discrimination against women or men in the distribution of income, access to resources, and participation in decision making.

Gender Division of Labour: An overall societal pattern where women are allotted one set of gender roles and men allotted another. This division is not based on skills but on sex.

Gender Equality: Equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Achieving gender equality requires changes in the institutional practices and social relations through which disparities are reinforced and sustained.

Gender Equity: A just distribution of benefits and rewards between men and women. Gender equity is about fairness in the treatment of men and women according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Gender Mainstreaming: A process that seeks to ensure that women, men, girls and boys benefit equally from the development process by highlighting the impacts of policies, programmes and laws on the real situation of women, men, girls and boys.

Gender Justice: The fair and just distribution of all means of opportunities and resources between men and women. Gender justice is about removing barriers creating a society in which individuals are not held back by implicit bias, stereotypes, or prejudice and can reach their full potential, whether at school, in the workplace, or in the community.

Gender Planning: The formulation of specific strategies, which aim to provide equal opportunities and benefits for both women and men.

Gender Relations: The social relationship between men and women. Gender relations are concerned with how power is distributed between sexes. They vary according to time and place, and between different groups of people.

Gender Role Stereotyping: The constant portrayal (in media and other social institutions such as religion, education and politics) of women and men occupying certain roles according to the socially constructed gender division of labour and expectations of behaviour.

Gender Roles: The functional responsibilities which we are assigned by society. They are influenced by cultural, political, religious or economic situation vary from region to region, within cultures and change over time.

Gender-sensitive: Consider the impact of policies, projects and programmes on men, women, boys and girls and trying to mitigate the negative consequences thereof.

Inclusion: The thinking that every citizen, regardless of class, age, gender, sexual orientation, ability, group, culture and ethnic or religious background, should have an equal right and opportunity to engage with and contribute to the functioning of these institutions and processes.

Practical Gender Needs: Needs of women or men that relate to responsibilities and tasks associated with their traditional gender roles or to immediate perceived necessity. Practical needs are those that, if met, help women in current activities. Although they arise out of gender divisions of labor and women's subordinate position in society, meeting practical gender needs does not challenge the status quo nor does it change gender roles.

Strategic Gender needs: Needs that describe what women or men require to improve their position or status regarding each other by placing them in greater control of themselves instead of limiting them to the restrictions imposed by socially defined roles. Strategic needs are needs, that if met, can transform the balance of power between men and women.

Sex: The biological or physiological characteristics which define humans as female or male based on their reproductive make-up.

Sex Roles: These are roles which females and males perform based on their physiological or biological makeup.

Socialisation: This is the process through which a person learns all things that she or he needs to know to function as a member of a specific society.

Triple Roles: These are the three categories of work that both women and men do to maintain households and communities.

- **Productive work** involves the production of goods and services for consumption and trade (farming, fishing, employment and self-employment).
- **Reproductive work** involves the care and maintenance of the household and its members including bearing and caring for children, food preparation, water and fuel collection, shopping, housekeeping and family health care.
- **Community work** involves the collective organisation of social events and services: ceremonies and celebrations, community improvement activities, participation in groups and organisations, local political activities, and so on. This type of work is seldom considered in economic analyses of communities.

Voter education: The information, materials and programmes that are used to inform voters about the voting process for a specific election, including details on, for example, voter eligibility, voter registration, the candidates, how and where to vote, and what to do in the event of a complaint or electoral dispute.





ZIMBABWE ELECTORAL COMMISSION