



Activists rooted in communities can transform patriarchal socialisations and societies.



Project Title: Gender justice and women's rights in Zimbabwe: activism and strengthening a community of practice of community-based activist organisations		Project Report 2022
Implementing Organisations	<ul style="list-style-type: none"> ▪ fepa, Basel, Switzerland ▪ at least 11 organisations in Zimbabwe 	✓ fepa & 16 grassroots organisations in Zimbabwe; plus Youth Empowerment and Transformation Trust, Harare
Targets and Target Groups	<ul style="list-style-type: none"> ▪ Girls and women increasingly enjoy their rights. ▪ Actors in communities strengthen access to these rights and make society and communities more gender equitable. 	✓ yes ✓ yes
Methods	<ul style="list-style-type: none"> ▪ Collaboration of a community of practice with a broad toolbox for awareness raising, dialogue, consultation, participation and empowerment. ▪ Promoting shared learning in the community of practice 	✓ yes ✓ yes
Budget for project phase 2022	CHF 147'900	Effective expenditure: 120'920

5 Activities and Impact 2022– Review

5.1 Highlights

- ✓ Essentially, the highlights of 2021 were repeated in 2022:
- ✓ 16 (in 2021: 15) grassroots organisations were involved with their own activities, some of which were carried out with their own resources.¹ 5 Other organisations and various civil society activists were involved in exchange processes, trainings and workshops.
- ✓ Overall, as in 2021, we believe the central, impact-oriented outputs and outcomes to have been achieved. In 2022, significantly more young people (2022: 250; 2021: 100) were equipped with transformative skills. Overall, young women are clearly in the majority among those reached (although there are differences depending on the type of activity).
- ✓ A gender impact evaluation undertaken as a case study in a rural context clearly shows positive impact: empowered activists, sensitised community, decrease in harmful cultural practices and gender-based/specific violence, strengthened position of women in public life. An in-depth analysis of the leadership concepts and their usability in practice showed that the content is relevant and applied.
- ✓ The activities have a high organic traction in the communities. In most cases, the organisations have succeeded in integrating gatekeepers and duty bearers into the activities. Reports from the local activities show great respect and recognition from local authorities and communities for the work and commitment of the mostly young activists.
- ✓ Functioning tools for joint work at CoP level have been successfully developed in an agile way. For 2022, we have continued all existing tools² and added new ones: Steering Group; peer evaluation through exchange visit; peer evaluation through "performance show with rating"; nationally coordinated local activities on one day (international girls' day); common hashtags for social media.
- ✓ Main resource is not fepa's input, but the own resources of the active people: (hyper)active people with diverse skillsets at the basis; noticeable strong dynamics, high motivation in which they reinforce each other. The diversity of forms of action is stimulating. The work at the grassroots level is mainly done on a voluntary basis.
- ✓ Learning and networking opportunities are valued: individuals and organisations see the benefits generated. Innovation is also working: the context-specific solutions implemented by grassroots organisations are generating great interest and connectable 'copies'. The 2021 plans to undertake joint activities were strengthened by the Steering Group and put into action especially on the International Girls' Day.

¹ For an insight into concrete activities, view the annex

² In 2021 established tools: Zoom workshops & debates, workshops World Café Style, Trainings with Young Experts, WhatsApp group for information exchange, documentation of activism and successes, feedback and support, exchange visits to other partners and joint activities, feedback process for each event

- ✓ 2021 fepa had observed that decision-making processes kept falling back to our Swiss office. In 2022, we consciously addressed our role as allies, strengthened the Steering Group and defined and delegated administrative and communication tasks with a written service agreement with YETT. Maintaining agility in project management is costly, but the members of the Steering Group find it rewarding (contribution to the learning process, promotion of innovation, high orientation towards needs and requirements, opportunities for co-design and high level of cooperation).

5.2 Output and outcome details (comparison with plan)

Results 2022 (new for this report)

Enabling practical community activism

- ✓ 16 activities also financially supported by CoP, 5 others participated in trainings etc.
- ✓ 250 activists were supported.
- ✓ see reports at <https://fepafrika.ch/cop-materialien>
- ✓ total people involved: 4,000, over 50,000 reached with awareness-raising messages
- ✓ All organisations are able to act and defend rights, they are contact points and role models
- ✓ The international girls' day was the cooperative highlight
- ✓ Steering Group works for agile governance through grassroots

Capacity Building Women: Women as leaders

- ✓ 16+5 grassroots organisations, 2/3 of them women-led
- ✓ 30 young women in the Young Women Rise and Excel programs; more than 30 in two partner meetings and other joint forums
- ✓ 200 in various one-day or multi-day workshops (indirectly in partner activities with various target groups)

Institution building: Growing organisations to engage for womens rights and in gender-transformative work

- ✓ 2 presence events carried out
- 4 Zoom workshops
- ✓ Much advice and guidance from YETT, Steering Group
- ✓ Exchange platform (and learning platform) on WhatsApp
- ✓ All 16 grassroots organisations have living structures
- ✓ 4 organisations have received structural contributions
- ✓ structural support for the costs of access to digital tools and internet for 10 organisations

From stumbling block to opportunity: Women livelihoods – develop trainings, women rights & economy and in microfinance

- Shanda Ugute's project evaluated together with the women. Strengthened positions in family and community ("we are business women now") and increased resilience thanks to steady cash flow/liquidity.
- ✓ "Clean Girl" project has been very successful, which, as a social enterprise, generates sufficient profit for the young women involved through production and marketing (approx. 50 USD per month) with which they can return to school or otherwise gain independence. The girls' clubs are active weekly.
- Further development of business management training to "entrepreneurship training" at the KSTC decided in October 2022, implementation in 2023.

<p>Inclusion</p> <ul style="list-style-type: none"> ○ There is a broad awareness of the issue of inclusion: many organisations are discussing inclusion, including the choice of images for campaigns, etc., and some have expressed an interest in including inclusion as a transversal theme in their activities.
<p>«Men Engage»</p> <ul style="list-style-type: none"> ✓ Numerous organisations have consistently stressed the need for men's participation to be essential. Almost all of them address men as gender champions in one form or another. There were various activities that were deliberately not only aimed at girls/young women. Some organisations have deliberately promoted such gender champions.
<p>Policy advocacy and link to ministries and parliament</p> <ul style="list-style-type: none"> ✓ All organisations have very actively involved duty bearers and policy makers. Public officials, councillors, parliamentarians, judges, church representatives were informed about each project/activity and were almost always present at a deliberately planned point in the process.
<p>overhead in Zimbabwe</p> <ul style="list-style-type: none"> ✓ Financial systems are in order. Audits/controls partly by YETT or fepa. Organisations with budgets over 10,000 USD were audited externally.
<p>Fepa direct project support expenditure</p> <ul style="list-style-type: none"> ✓ Shifting decisions and responsibilities to the grassroots organisations. ✓ Deployment of an intern and a volunteer (doctoral student in psychology) for a 3-week project visit with a focus on a total of 4 organisations, participation in the physical meeting of the CoP. ✓ FHNW thesis on the practical relevance and effectiveness of "transformative leadership" training in the YWRE. ✓ Project visit in October, 7 full days of visits for COP. ✓ Effort of the Executive Director for CoP in 2022 according to the hourly control a total of 285 hours.

ANNEX:

Highlight: International Day of the Girl Child

On 11.10.2022, 13 organisations in 10 locations (in all 10 provinces) of the country conducted activities with a total of around 500 girls. At each location, the girls created banners from various materials and photographic documentation of their demands. The nationwide presence and the use of common hashtags also gave the participants a much bigger picture of the relevance of their rights and concerns. The activities enabled the girls to experience themselves as actors and were highly appreciated by them.

For the CoP, this activity was a highlight because a form of activity was decided together, then local forms of implementation were designed and (with one exception) carried out on the same day, and this then formed the basis for a joint review (on 17.10.2023 in Harare). The review discussed experiences in implementation, what the girls' demands had in common in terms of content and how they were most effectively brought to bear. The coordinated action brought more visibility and a good dynamic thanks to a sense of community and competition for the most effective activity.

fepa CEO Marcel Dreier was at the Girls' Day in Manicaland Province (held in Checheche) on 11.10.2022, where about 35 girls from 3 middle schools came together. They discussed their concerns, then prepared a fabric banner and some paper posters and presented them in a spontaneous march through the streets of Checheche. Back in the meeting room, they were greeted by representatives of schools, police and administration, to whom the girls could once again present and discuss their demands.



Insight into continuous or longer-lasting local activities of participating organisations

- ✓ PYCD with its 25 gender activists had an average of about 400 participants per month. Over the year, 169 activities were recorded. The main thrust of this organisation, which is active in rural areas, is to promote a more gender-equitable Ndau culture through a lot of community dialogue, as well as counselling, youth clubs and much more.
- ✓ GWEN has been working mainly alongside girls in the context of family to create an enabling environment in the large satellite town of Chitungwiza and the surrounding rural area. More than 1000 people were involved in over 40 activities.
- ✓ WAP produced and sold liquid soap through a club system, which in 2022 brought a good income of around 50 USD per month to the girls and young women involved. Weekly club meetings in 5 districts are the cornerstone of this project.
- ✓ Shanda Ugute has followed up on his poultry project, which is about economic empowerment in a group of women who have lost access to land. Here, mainly older women are involved - but the project remains relevant as a practical example.
- ✓ YETT empowered 30 young women as transformative leaders through the Young Women Rise and Excel Camp and follow-up.
- ✓ RiseNShine in Matabeleland Province anchored "global competencies" with 299 participants and 37 participants in 4 activities between May to September 2022. This is about the understanding and self-understanding of the young person into a world bigger than the patriarchal family. Previously, the same organisation had conducted a two-day art project with 100 girls. They designed a big tree and talked about conflict resolution strategies and how they can stand up for their rights and needs.

- ✓ Vision Africa involved 200 people in a pop-up cinema and creative café to raise young women's self-esteem and invested heavily in information dissemination through posters and short videos. According to Vision Africa, this reached 20,000 people.
- ✓ Yield hosted a communication and media training to teach young women how to be content producers in the so-called nanao media, and how to disseminate women's concerns and content on social media. The applied training culminated in a media campaign called "Sheroes" in which 20 young women participated and which reached more than 4,000 people.
- ✓ During the 16 days from 25 November to 10 December, the CoP posted daily messages and information about activities of the participating organisations.

This list is not conclusive.

Responsible for project and reporting: Dr. Marcel Dreier, Executive Director

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