

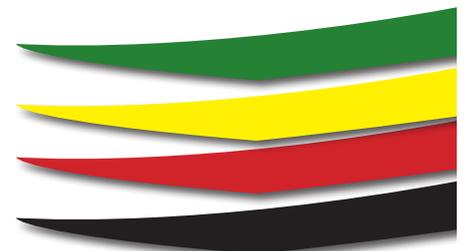


# ZIMBABWE

## HIGH-LEVEL POLITICAL COMPACT ON ENDING GENDER-BASED VIOLENCE AND HARMFUL PRACTICES IN ZIMBABWE 2021-2030



**Spotlight Initiative**  
To eliminate violence against women and girls





## 1.1 Preamble

The President of the Republic and Government of Zimbabwe;

- **Recognising** that Gender-Based Violence and Harmful Practices (GBV/HP) is a fundamental violation of human rights; one of the biggest obstacles to women's participation in decision-making that it severely limits their ability to participate in economic and social activities and constitutes a drawback to the country's development aspirations.
- **Noting** that the country has shown its commitment to the elimination of all forms of GBV/HP through signing, ratifying and domesticating national and international instruments and commitments on the eradication of GBV including: The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW-1979); Beijing Declaration and Platform for Action (1995); Sustainable Development Goals (SDGs) Agenda (2030); African Union (AU) Agenda 2063: the Africa We Want; African Union Solemn Declaration on Gender Equality in Africa (2004); African Charter on Human and People's Rights (1981); the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol 2005); the African Charter on the Rights and Welfare of the Child (1990); the SADC Protocol on Gender and Development (2008); Declaration on the Elimination of Violence Against Women (1993) and the Conventions on the Rights of Persons with Disabilities (CRPD-2006).
- **Recognising** that the country has made significant progress in developing and adopting progressive constitutional, legislative and policy frameworks aimed at ending all forms of GBV/HP, and frameworks explicitly providing for the right to freedom from all forms of violence in both public and private spheres.
- **Acknowledging** the efforts of Government, independent commissions, development partners, UN agencies, donors, Civic Society Organisations (CSOs) and Non-Governmental Organisations (NGOs), academic institutions, Faith-Based Organisations (FBOs), private sector, traditional leaders, communities and other stakeholders in the national response to GBV and Violence Against Women and Girls (VAWG).
- **Concerned** that despite the efforts of stakeholders, the prevalence of GBV and VAWG remains unacceptably high in the country.
- **Noting** that humanitarian crises such as Cyclone Idai and COVID-19, have worsened the vulnerability of women and girls who were already victims of discrimination, violence as well as harmful cultural and religious practices such as early child and forced marriages.<sup>1</sup>



H.E, President E . D . Mnangagwa

- **Acknowledging** that although significant progress has been made in the national GBV response, critical gaps still exist, including the following areas:
  - Inadequate alignment and implementation of existing legal and policy frameworks on Gender Equality, Women's Rights, GBV/HP;
  - Weak accountability mechanisms for duty-bearers to ensure that they comply with Gender Equality and Women's Rights provisions contained in the Constitution;
  - Gaps in the population's knowledge and understanding of their rights under the Constitution and other international and regional Gender Equality and Women's Rights Conventions and Protocols;
  - Inadequate funding of the national GBV response due to low prioritisation of gender issues by stakeholders within Strategic Planning and Budgetary processes;
  - Human and financial resource constraints leading to weak institutions for prevention of GBV, provision of GBV services and coordination of the national GBV response;

<sup>1</sup> MICS 2019: 35% of girls and women aged 15 to 49 years have experienced some form of GBV in their lifetime

- Continued feminisation of poverty and persistence of patriarchal norms and harmful practices, which place women and girls at a higher risk of GBV;
- Lack of data and weak Monitoring and Evaluation systems; and
- Lack of research on GBV issues, including on the socio-economic cost of GBV to the economy.

## 1.2 Vision

A Gender-just society free from all forms of Gender-Based Violence and Harmful Practices, where women and girls fully contribute towards the attainment of an upper middle-income economy by 2030.

## 1.3 Goal

To eradicate all forms of Gender-Based Violence and Harmful Practices by 2030



## 2.0 Declaration by the President of the Republic of Zimbabwe

Recognising the high prevalence of GBV in the country and the gaps in our national GBV response, I, Emmerson Dambudzo Mnangagwa, the President of the Republic of Zimbabwe, hereby declare GBV a national emergency. As I make this declaration, I reaffirm my commitment and that of the Government of Zimbabwe and its partners towards the total eradication of all forms of GBV/HP. I therefore, call upon multisectoral stakeholders to join hands as we pursue our national vision of a GenderBased Violence-free society by 2030.

### 2.1 Commitment to Action/Statement of Intent

To achieve the above vision and goal, I, on behalf of the Government of Zimbabwe commit to the following actions:

- **WORKING** closely and collectively within our whole of government approach with independent commissions, donors, development partners, UN agencies, CSOs, FBOs, traditional leaders, CommunityBased Organisations (CBOs), private sector, communities and other stakeholders to pursue the vision and goal of this (HLPC).
- **ACCELERATE** the enactment, alignment and implementation of legislation and policies on gender equality, women's rights, GBV/HP.
- **PRIORITISING** decentralisation of the victim friendly courts and the legal aid directorate to ensure access to justice and speedy resolution of cases and dispensation of justice for survivors of GBV.
- **ESTABLISHING** and strengthening of accountability mechanisms for the implementation of the legal and policy framework for gender equality, women's rights, GBV/HP.
- **CAPACITATING** institutions responsible for the national GBV response such as the Anti-Domestic Violence Council, the Zimbabwe Gender Commission, the National Peace and Reconciliation Commission, Victim Friendly Unit (VFU) and Victim Friendly Courts (VFC), through the provision of adequate funding, human resources and training.
- **STRENGTHENING** the national GBV response during humanitarian /emergency situations such as COVID-19 pandemic and Cyclone Idai.

- **PRIORITISING** and scaling up budget support towards the national GBV response from 10% to at least 90% of the total budgetary requirement for the programme by 2030.
- **STRENGTHENING** the national GBV response coordination mechanism, led by the Ministry of Women's Affairs, Community, Small and Medium Development Enterprises through capacity building and provision of adequate financial, human, material and technical resources.
- **ESCALATING** GBV prevention, through raising awareness of constitutional and international human rights instruments, in order to change patriarchal practices that perpetuate GBV/HP.
- **STRENGTHENING** women's economic empowerment programmes to eradicate poverty, which exposes women and girls to GBV.
- **SUPPORTING** the national GBV research and data management system with adequate human, financial and material resources.
- **ENSURING** compliance with all State party reporting commitments on international and regional instruments and conventions on women's rights.

### 2.2 Guiding Principles

Implementation of the HLPC will be guided by the following principles:

- **Human Rights-Based Approach:** The HLPC will be guided by national, regional and international human rights principles, which identify GBV/HP as a development problem and a violation of human rights. This will be done through addressing unequal power relations and discriminatory gender norms and stereotypes through promotion of gender equality, realisation of human rights, ensuring the full and effective participation of women and girls in all prevention and response interventions.
- **Gender Analysis and Inter-Sectionality of GBV/HP:** The implementation of the HLPC will be based on careful analysis of the root causes of GBV. This will be supported by understanding various forms of GBV/HP influenced by the

overlapping or intersecting social identities and related systems of domination and gender discrimination.

- **Leaving No One Behind:** The HLPC will use appropriate and accessible communication mechanisms to reach and include socially excluded groups and marginalised communities, those living in hard-to-reach areas, persons with disabilities, communities in humanitarian crises and emergencies, as well as individuals of all age-groups.
- **Multi-sectoral and multi-disciplinary approach:** Preventing and responding to GBV will require full cooperation between Government and society's multiple disciplines. These include, the education and health sectors, communities, the police, the justice delivery system, social services, and the finance sector.
- **Direct and meaningful engagement of CSOs:** The HLPC will spotlight the role of civil society community actions in advocating for changes in public sector policies and services, demanding accountability on socio-cultural practices and GBV commitments from Government institutions.
- **Community involvement, ownership and participation:** The HLPC will promote a participatory approach to the GBV response for its success and sustainability.

### 2.3 Key Stakeholders for the successful implementation of the HLPC

- Government Ministries and Departments
- Judiciary
- Legislature
- Independent Commissions
- Media
- Parastatals
- Education Sector
- Political Actors
- Donors
- Development partners
- Civil Society Organisations
- Private sector
- Non-Governmental Organisations
- Community Based Organisations
- Traditional leaders and institutions
- Faith-Based Organisations
- Communities, women, girls, men and boys

- Organisations of and Persons with Disabilities
- Survivors of Gender-Based Violence and Harmful Practices
- Any other relevant stakeholders.

### 2.4 Obligations of Stakeholders

The successful implementation of this HLPC largely depends on stakeholders in the national GBV response mechanism, fulfilling their obligations and mandates in a collaborative and coordinated manner as detailed below:

#### (a) The Government of Zimbabwe

- Prioritise the operationalisation of the constitutional provisions on gender equality and rights of women and girls.
- Formulate and implement policies and legal frameworks that enable effective prevention and response to GBV/HP.
- Accelerate domestication, alignment and implementation of national, regional and international commitments, laws and policies on GBV.
- Increase budget support for the national GBV prevention and response.
- Ensure CSOs, private sector, development partners and donors deliver on their commitments made within the ambit of this Compact through agreed cooperation frameworks.

#### (b) Independent Commissions

- Ensure transparency and accountability by public institutions providing GBV response.
- Complement Government justice delivery system through alternative dispute resolution of GBV cases.
- Monitor the implementation of GBV prevention and response mechanisms.
- Holding Government to account for its GBV obligations and commitments.
- Monitor compliance and timeous reporting to all state party reporting commitments on international and regional instruments and conventions on women's rights.
- Conduct independent research and investigations on the systemic and structural causes of GBV/HP and submit reports to Parliament and other duty bearers for redress.

#### (c) Donors and Development Partners

- Partner government and provide financial and technical support to the national GBV prevention and response priorities.
- Promote transparency and accountability in the utilisation of resources through the creation of a

basket fund coordinated by Treasury.

- Support government to account for its GBV obligations and commitments in line with normative standards.

#### (d) Civil Society Organisations

- Partner and support government in the national GBV response.
- Collaborate with government in implementing community level GBV preventive and response interventions in a transparent and accountable manner.
- Hold government, development partners and other stakeholders to account for their GBV obligations and commitments.
- Adhere to standards and ethics that do no harm to communities being served.

#### (e) Private Sector

- Partner with and support government in the national GBV response.
- Develop and implement policies aimed at ending GBV in the workplace in line with national and international legal and policy frameworks.
- Adhere to standards of ethics that complement government and do no harm to communities.

#### (f) Community Actors

Traditional leaders and institutions, FBOs, CBOs, Organisations of and Persons with disabilities, communities, women, girls, men, boys and survivors and other marginalised groups shall:

- Actively participate in national and community-based GBV response initiatives including changing norms and discouraging harmful practices;
- Establish community-based surveillance and reporting systems for GBV and support with reporting;
- Hold government, CSOs, development partners and donors to account for their GBV obligations and commitments; and

- Adhere to ethical standards and community values.

## 2.5 Conclusion

This HLPC comes at a time when Zimbabwe is implementing the National Development Strategy (NDS1), which is informed by our national vision to attain an upper middle-class society by 2030. Participation of women on the basis of equality with men, without the impediments posed by GBV is central to the achievement of this vision. It is my conviction that accelerated, adaptive and innovative implementation of national, regional and global commitments as outlined in the Action Plan of this HPLC will lead to;

- increased awareness of rights and laws on GBV;
- improved application of laws and policies on GBV;
- changing norms that perpetuate GBV;
- increased access to GBV services by survivors; and
- increased accountability for results.

All these outcomes will result in the reduction of GBV and our ultimate aspiration of a GBV-free society by 2030.

**Recognising the effects of the** above gaps in our national GBV response, I wish to reaffirm my commitment and that of the Government of Zimbabwe towards the total eradication of all forms of GBV and VAWG through pursuing a national vision, national goal and a set of specific actions outlined in this Compact.

**Noting** that the scourge of GBV has a huge potential to derail our national vision of attaining an Upper Middle-Income Society by 2030 and to mitigate the exclusion of women, men, boys and girls in the development of our country, I, in my personal capacity and in my capacity as the Head of State and the Government of the Republic of Zimbabwe, hereby declare our renewed commitment to end all forms of Gender-Based Violence and call upon Government Ministries, Departments and Agencies to join hands in the fight to eradicate all forms of Gender Inequalities and GBV, and in that the same vein, I invite United Nations Agencies, Development Partners, Civil Society Organisations, Religious Organisations and our Traditional Leaders, to join hands with Government in the national Gender-Based Violence Response, through this High-Level Political Compact

**NOW IT IS THEREFORE, DECREED THAT THIS HIGH-LEVEL POLITICAL COMPACT DECLARATION ON ENDING GENDER-BASED VIOLENCE AND HARMFUL PRACTICES, is hereby assented to and signed by the following signatories:**

On behalf of the Government of Zimbabwe:

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His Excellency, President Emmerson Dambudzo Mnangagwa,  
President of the Republic of Zimbabwe

Date: 27 October 2021

On behalf of the United Nations

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Ms Maria Gomes Do Valle Ribeiro  
United Nations Resident Coordinator.

On behalf of the Development Partners

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Ambassador Timo Olkkonen  
Head of Delegation of the European Union to the Republic of  
Zimbabwe

On behalf of Independent Commissions

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Mrs Margaret. Mukahanana – Sangarwe  
Chairperson of the Zimbabwe Gender Commission

On behalf of Traditional leaders:

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Hon. Chief Fortune Charumbira (Senator)  
President of the Chiefs' Council of Zimbabwe

On behalf of Religious Organisations

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His Grace, Dr Nehemiah Mutendi  
Patron of the Zimbabwe Indigenous Interdenominational  
Council of Churches.

On behalf of Civil Society Organisations

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Mrs Ronika Mumbire  
Chairperson of the National Association of Non-Governmental  
Organisations (NANGO)



**"Because i am a man ,i don't beat women."**

# 3. 0 High-Level Political Compact Action Plan

The Roadmap towards ending all forms of GBV/HP is premised on the Theory of Change of the HLPC. The matrix below provides a summary of the HLPC action plan. The action plan is anchored on the implementation of national, regional and international obligations and commitments around seven thematic areas of GBV/HP, namely;

- Prevention;
- Service Delivery;
- Gender-Based Violence and humanitarian settings;
- Resource Mobilisation;
- Research, Knowledge Management Monitoring and Evaluation and Reporting;
- Coordination; and
- Women Empowerment.





		Awareness raising and education campaigns on GBV/HP	Design, implement and evaluate targeted, systematic, evidence-based, context specific, culturally sensitive and wide-reaching awareness raising and education campaigns.	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development CSOs
		Carryout multimedia campaigns on ending GBV	Identify and develop appropriate innovative forms of communication and media channels for communicating campaign messages including information, education and communication (IEC) material (flyers, banners, billboards); electronic and print media; digital, and social media; and community dialogue sessions that are also appropriate for people with disability.	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development CSOs
To eliminate harmful social and cultural practices that perpetuate GBV.	Engaging social influencers/change makers	Develop and widely distribute information and advocacy materials, including in the local languages, on the prevalence and types of GBV. Identify and engage social influencers such as cultural, religious and political leaders to serve as champions and role models for gender equality and empowerment of women.	X	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development CSOs Media

		Male engagement	Engage men and boys as collaborative partners and allies for preventing GBV including through the development and implementation of programmes that promote positive masculinities and challenge male sexual entitlement and dominance over women	X	X	X	X	X	X	X	X	X	X	Line Ministries CSOs
		Engage families	Develop and implement programmes for couples, parents, in-laws and other family members, to promote respectful and equal relationships, and non-violent conflict resolution	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development CSOs Chiefs' Council FBOs CSOs
		Media engagement	Develop and ensure gender-responsive regulatory mechanisms, codes of conduct and/or guidelines for the media, journalists, advertising, animation and gaming industries to eliminate the glamorization and normalization of GBV/HP	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development  State Actors CSOs Media
	To economically empower women and girls	Promote establishment of viable women enterprises.	Provide adequate funding for women and girls projects.	X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development  Ministry of Lands, Agriculture, Fisheries, Water and Rural Resettlement  Ministry of Finance and Economic Development
Design programmes to promote access to markets by women			X	X	X	X	X	X	X	X	X	X	X	
Provide workspace for women entrepreneurs.			X	X	X	X	X	X	X	X	X	X	X	

																		Ministry of Environment, Climate Change, Tourism and Hospitality Industry  Ministry of Mines and Mining Development  Ministry of Industry and Commerce.  ZIMTRADE  Reserve Bank of Zimbabwe  CSOs  UN Agencies  Ministry of Local Government and Public Works  Local Authorities
<b>Service Delivery</b>	To establish mechanisms and accessible services for rehabilitation and reparation for survivors of GBV To promote access to justice	Capacity and systems strengthening	Develop and operationalize service delivery protocols/Standard Operating Procedures and guidelines with clear referral pathways, specifying minimum service package for each type of service (legal, health, psycho-social support, security and shelter, economic empowerment, reintegration.		X	X	X	X	X	X	X	X	X	X	X	X	X	State Actors CSOs FBOs

			Promote adoption and implementation of the guidelines at all levels including at community level. Distribute the protocols at all levels including at the community level to enable community members to be aware of their rights to service delivery.		X	X	X	X	X	X	X	X	X	X	State Actors CSOs FBOs
			Train service providers to provide survivor friendly, appropriate, and timely services to survivors of GBV and their families including those living with disabilities		X	X	X	X	X	X	X	X	X	X	State Actors CSOs
			Develop and implement a case management system for GBV/HP		X	X	X	X	X	X	X	X	X	X	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development
<b>Gender-Based Violence and Humanitarian Response</b>	To protect women and girls in emergency/humanitarian situations against all forms of violence, rape and other forms of sexual exploitation	Mainstreaming GBV in humanitarian/disaster responses	Develop guidelines and protocols for mainstreaming GBV during emergency and conflict situations such as the COVID-19 pandemic and ensure that the guidelines are adopted and implemented by State actors and CSOs during emergencies	X	X	X									Ministry of Women's Affairs, Community, Small and Medium Enterprises Development  Humanitarian Actors, CSOs, CBOs
			Ensure that the prevention of all forms of GBV, particularly sexual violence, is incorporated into disaster risk reduction and management protocols and programmes as well as in all humanitarian response assistance		X										

			Raise awareness amongst women and girls about preventing sexual abuse, and exploitation interventions as well as zero tolerance of all, including by humanitarian workers			X	X	X	X	X	X	X	X	State Actors CSOs
	To ensure that women and girls in distress (in their diversity) are fully protected from GBV and have access to GBV services during humanitarian/emergency crises such as the COVID-19 pandemic		Conduct action research and gender analysis on GBV during emergencies	X	X									State Actors CSOs UN Agencies
<b>Resource mobilisation</b>	To provide adequate budgetary and other resources support for the implementation and monitoring of actions aimed at preventing and eradicating GBV/HP	Operationalizing the GRB initiative	Set up specific budget for GBV prevention and response	X	X									Independent Commissions
			Strengthen Gender Responsive Budgeting initiatives	X	X	X								Ministry of Women's Affairs, Community, Small and Medium Enterprises Development
			Launch a campaign on domestic resource mobilisation by Government		X									Ministry of Finance and Economic Development
			Develop evidence-based policy papers articulating the socio-economic and health impacts of GBV and the implications of relying on donor funding and therefore, the need for increased domestic funding for GBV initiatives.	X	X	X								Ministry of Women's Affairs, Community, Small and Medium Enterprises Development Ministry of Finance and Economic Development Independent Commissions UN Agencies CSOs



			Promote the application of these successful interventions and experiences through media and capacity building activities		X	X	X	X	X	X	X	X	X	
		Strengthening data systems	Develop data collection guidelines on GBV with agreed indicators		X	X				X				CSOs and Ministry of Women's Affairs, Community, Small and Medium Enterprises Development OPC-the Whole of Government Performance Management System (WoGPMS) Zimstat
		Evaluation	Conduct periodic evaluations assessing the impact of the HIPC,				X				X		X	Independent Commissions  Ministry of Women's Affairs, Community, Small and Medium Enterprises Development
<b>Coordination</b>	To Improve coordination of the national Gender-Based Violence response	Capacity building of the GBV coordination structures at national and sub-national levels	Improve financial and human resource allocation and communication infrastructure towards GBV interventions for the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development and the Anti-Domestic Violence Council at national and sub-national levels		X	X	X	X	X	X	X	X	X	Ministry of Finance and Economic Development

			Strengthen coordination framework for service delivery that enhances the creation of synergies, linkages and learnings of good practices across programmes, provinces, districts, and communities at all levels		X	X	X	X						Ministry of Women's Affairs, Community, Small and Medium Enterprises Development
			Develop codes of conduct and provide training for service providers and law enforcement officers to prevent GBV and abuse by both state and non-state actors		X	X	X	X	X	X	X			Ministry of Finance and Economic Development  State Actors  CSOs  UN Agencies



**Monitoring and Evaluation Framework**

The Monitoring and Evaluation framework for this 10-year HLPC, measures progress by

- a) monitoring key actions taken in implementation of commitments on Violence Against Women and Girls (VAWG); and
- b) measuring specific indicators to monitor progress in achieving the expected outcomes. Together, these two monitoring systems will show progress towards achieving the goal and vision of the HLPC on VAWG.

**Below is the M&E framework for the HLPC**

Monitoring and Evaluation Framework												
Goal: Elimination of all forms of Violence Against Women and Girls by 2030												
Thematic Area	Objectives	Strategy/Activities	Output indicators	Outcome indicators	Baseline Value	Target 2025	Target 2030	Data Source	Frequency	Responsible Institution	Means of Verification	Assumptions
Prevention	ACCELERATED enactment, alignment and implementation of gender equality, women's rights, GBV/HP legislation and policies.	<b>H LPC:</b> Convene an H LPC conference for government renewed commitment on review, adoption and implementation of laws and policies on VAWG	No. of H LPC conferences convened	Declaration of renewed commitment by the President for accelerated enactment & implementation of VAWG laws & policies	0	1		H LPC Launch and document	1	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development	Review of H LPC launch documents	The President and Government demonstrate political will for renewed commitment for the accelerated enactment and implementation of laws and policies on VAWG
		<b>Capacity Strengthening:</b> Develop tools, handbooks and guidelines that build on national and international good practices to guide the accelerated review, harmonisation, adoption, and implementation of laws and policies on VAWG	Tools, handbooks and guidelines for accelerated implementation of laws and policies on VAWG developed	Number of state and non-state GENDER BASED VIOLENCE actors adopting and utilising tools and guidelines for accelerated implementation of laws and policies on VAWG	TBD	At least 60% state & non-state Actors using tools and guidelines for accelerated implementation of laws and policies on VAWG	All (100%) state & non-state Actors using tools and guidelines for accelerated implementation of laws and policies on VAWG	State Party reports on VAWG CSO shadow reports	Once every 2 years	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development State Actors CSOs	Review of State Party and shadow Reports on VAWG	
		<b>Capacity Strengthening:</b> Develop reporting & accountability mechanisms for the adoption and accelerated implementation of laws and policies on VAWG	Accountability & reporting mechanism in place	No. of state and non-state GENDER BASED VIOLENCE actors adopting and reporting on progress in implementation of laws and policies on VAWG	TBD	At least 60% of state and non-state GENDER BASED VIOLENCE actors	All (100%) of state and non-state actors	State Party reports on VAWG CSO shadow reports	Once every 2 years	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development State Actors CSOs	Review of State Party and CSO shadow Reports on VAWG	
		<b>Capacity Strengthening:</b> Conduct capacity strengthening training of state actors and non-state actors to effectively review, adopt and implement laws and policies on VAWG	Number of state and non-state GENDER BASED VIOLENCE actors trained	No. of laws and policies reviewed and effectively implemented by GENDER BASED VIOLENCE actors	TBD	At least 60% of GENDER BASED VIOLENCE laws and policies reviewed and effectively implemented	All GENDER BASED VIOLENCE laws and policies reviewed and effectively implemented	Law Review Reports CSO shadow reports	Annually	Ministry of Justice, Legal and Parliamentary Affairs CSOs	Review of Law Review Reports Review of CSO shadow reports	
		Conduct capacity strengthening training for non-state actors so that they are able to hold state actors to account on the implementation of VAWG policies and legislation	No. of non-state actors and CSOs trained on holding the state to account	No. of GENDER BASED VIOLENCE policy and legal commitments on which the state is effectively held to account by non-state actors and CSOs	TBD	State held to account on at least 50% of its GENDER BASED VIOLENCE policy and legal commitments	State held to account on all of its GENDER BASED VIOLENCE policy and legal commitments	CSO capacity building reports CSO Shadow and Advocacy reports	Annually	Civil Society Reference Group (CSRG) CSOs	Review of CSO shadow reports	
		Establish Specialised GENDER BASED VIOLENCE Fast Track Courts	No. of specialised Fast Track Courts established	Timely and efficient conclusion of GENDER BASED VIOLENCE cases before the courts	TBD	At least 5 pilot GENDER BASED VIOLENCE Fast Track Courts Established in the country	GENDER BASED VIOLENCE Fast Track Courts established as part of the judicial system	Ministry of Justice, Legal and Parliamentary Reports	Annually	Ministry of Justice, Legal and Parliamentary Affairs	Review of GENDER BASED VIOLENCE Fast Track Courts Reports	

	Changing norms to eliminate harmful social and cultural practices that perpetuate VAWG through public awareness education, information, formal and informal education, outreach programmes and communication strategies	Awareness raising and education campaigns on VAWG	Total population reached with awareness messages and information on VAWG	Increased awareness of laws, harmful practices and GENDER BASED VIOLENCE services by the targeted communities	TBD	At least 50% increase in the number of targeted people reporting increased awareness of VAWG laws, policies and services	At least 80% increase in the number of targeted people reporting increased awareness of VAWG laws, policies and services	M&E Reports CSO Reports National Population Based Studies (e.g ZDHS, MICS)	Yearly	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development Private sector	Review of M&E reports and CSO reports	State Actors and CSOs have adequate capacity and funding to conduct awareness programmes
<b>Service delivery</b>	Establish mechanisms for effective delivery of GENDER BASED VIOLENCE services for survivors	Capacity strengthening training of service providers	No. GENDER BASED VIOLENCE service providers trained on effective service delivery	No. of service providers effectively: -Adopting national SOPs and guidelines on GENDER BASED VIOLENCE service delivery with minimum packages -effectively coordinating in the provision of GENDER BASED VIOLENCE services	TBD	At least 60% GENDER BASED VIOLENCE service providers have effective GENDER BASED VIOLENCE service delivery mechanisms in line with the national SOPs and guidelines	At least 80% of GENDER BASED VIOLENCE service providers have effective GENDER BASED VIOLENCE service delivery mechanisms in line with the national SOPs and guidelines	M&E Reports  CSO Reports	Yearly	GENDER BASED VIOLENCE State Actors  Private sector	Review of M&E reports and CSO reports	
<b>VAWG in humanitarian, emergency and conflict situations</b>	Ensure that women and girls in distress (in their diversity) are fully protected from VAWG and have access to GENDER BASED VIOLENCE services during humanitarian/emergency situation including the Covid-19 pandemic	Capacity building training of service providers on Mainstreaming VAWG in humanitarian/disaster responses	Number of humanitarian response actors trained in mainstreaming VAWG in humanitarian/disaster responses	No. of humanitarian actors: -who have adopted and are implementing guidelines and protocols for protection of women and girls from GENDER BASED VIOLENCE during emergency or conflict situations -who have comprehensive GENDER BASED VIOLENCE services for women and girls who survive GENDER BASED VIOLENCE in humanitarian and conflict situations	TBD	At least 60% of humanitarian actors have adopted and are implementing guidelines and protocols for protection of women and girls from GENDER BASED VIOLENCE during emergency or conflict situations and have comprehensive GENDER BASED VIOLENCE services for survivors	At least 80% of humanitarian actors have adopted and are implementing guidelines and protocols for protection of women and girls from GENDER BASED VIOLENCE during emergency or conflict situations and have comprehensive GENDER BASED VIOLENCE services for survivors	Humanitarian M&E Reports  CSO Reports	Yearly	Humanitarian State Actors  Ministry of Women's Affairs, Community, Small and Medium Enterprises Development  Humanitarian CSO actors	Review of M&E reports and CSO reports	
<b>Resource Mobilisation</b>	Provide adequate budgetary and other resources for the implementation and monitoring of actions aimed at preventing and eradicating violence against women	Advocate for the state to commit a specific proportion of the national budget to support VAWG national responses	No. of lobbying and advocacy activities	Increase in financial and human resources committed for VAWG initiatives	TBD	At least 1-2% of national budget allocated for the national GENDER BASED VIOLENCE response	At least 5% of national budget allocated for the national GENDER BASED VIOLENCE response	National budget statements and documents	Yearly	Ministry of Finance and Economic Development	Review of budget statements and CSO reports	Government has political will and commitment to increasing resources for fighting VAWG

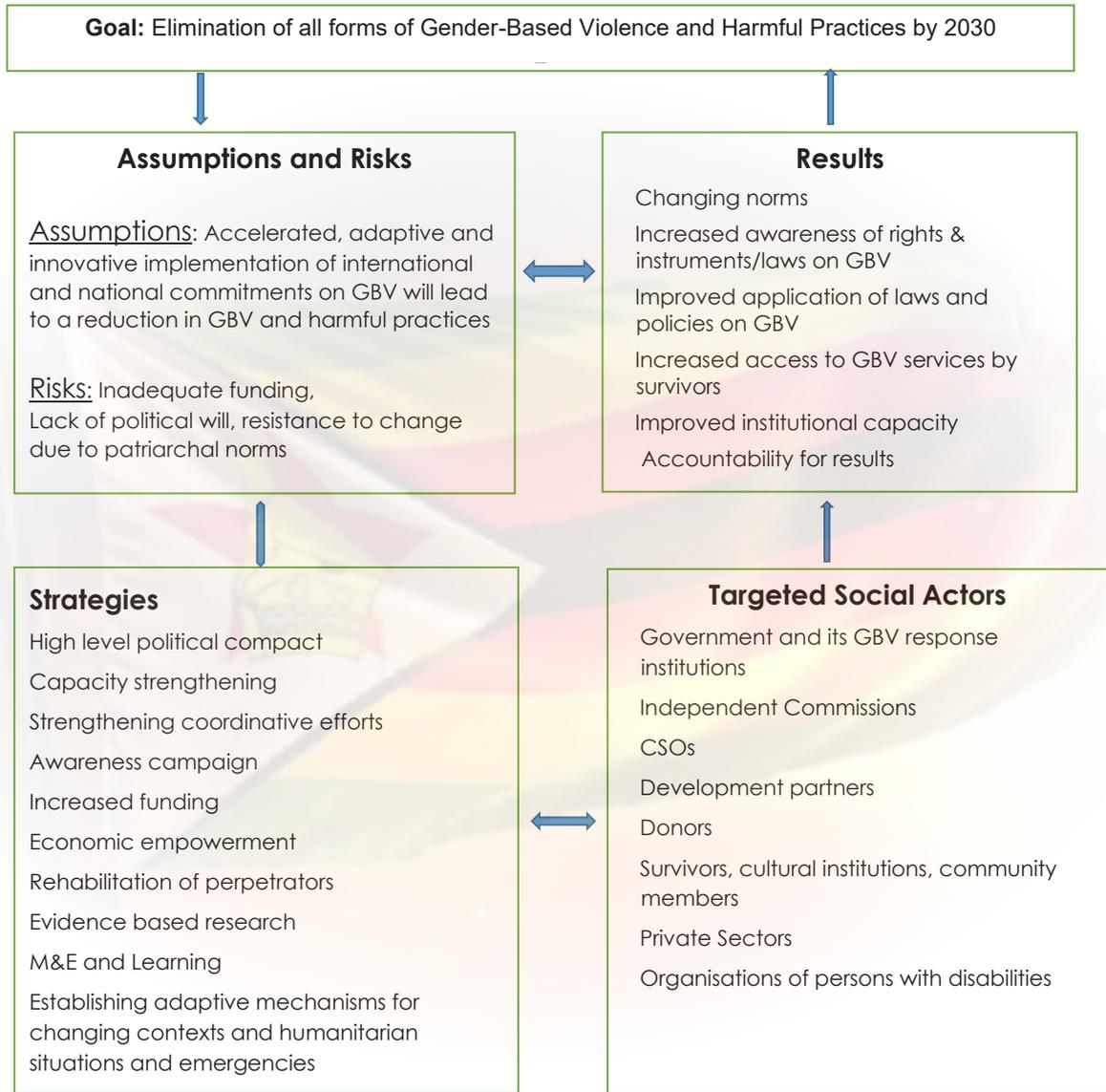
		Engage the private sector	Number of initiatives to engage the private sector to participate in the national GENDER BASED VIOLENCE response	No. of corporates funding and participating in VAWG initiatives	TBD	At least 50% increase in private sector funding and participation in VAWG initiatives	At least 80% increase in private sector funding and participation in VAWG initiatives	M&E Reports Resource mobilisation reports	Yearly	Ministry of Finance and Economic Development Ministry of Women's Affairs, Community, Small and Medium Enterprises Development	Review of M&E and Resource mobilisation reports	Private sector acknowledge and appreciate the business case for participating and funding of VAWG initiatives
		Engage donors	Number of donors engaged	Increase in the level of funding and number of donors funding VAWG initiatives	TBD	At least a 20% increase in funding levels from donors for the GENDER BASED VIOLENCE national response	At least a 40% increase in funding levels from donors for the GENDER BASED VIOLENCE national response	Resource mobilisation reports	Yearly	Donor funding reports Ministry of Finance Ministry of Women's Affairs, Community, Small and Medium Enterprises Development CSOs	Review of resource mobilisation reports	Donors are willing to fund the renewed drive to accelerate implementation of VAWG commitments
<b>Research, knowledge management and M&amp;E and reporting</b>	Identify the causes and consequences of violence against women and take appropriate measures to prevent and eliminate such violence	Action research	No. of researches conducted on GENDER BASED VIOLENCE, including on the socio-economic cost on the national economy	No. of actions taken in response to findings and recommendations of research undertaken on VAWG	TBD	At least one major national research on GENDER BASED VIOLENCE conducted	TBD	Research reports M&E reports	As need arises	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development State Actors Donors CSOs	Review of research reports and M&E reports	There is enough funding to conduct action research and to support M&E activities
		Create a platform for sharing research results, data and good and promising practices	Platform for sharing information and good practices	Number of information sharing sessions/meetings	TBD	Quarterly information sharing meetings convened at all levels	Quarterly information sharing meetings convened at all levels	Minutes of information sharing meetings	Quarterly	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development	Review of minutes of meetings	
		Develop data collection and reporting guidelines	Data collection and reporting guidelines	No. of state and non-state GENDER BASED VIOLENCE actors utilising data collection and reporting guidelines	TBD	At least 50% of state and non-state GENDER BASED VIOLENCE actors using data collection and reporting guidelines	At least 80% of state and non-state GENDER BASED VIOLENCE actors using data collection and reporting guidelines	M&E reports	Annually	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development State Actors CSOs	Review of M&E reports	
		Conduct periodic evaluations on the implementation impact of the HLPC	No. of M&E reports produced	Number of actions taken at all levels informed by M&E reports	TBD	<ul style="list-style-type: none"> <li>Monitoring done on a yearly basis</li> <li>Evaluation done after every 3 years</li> </ul>	M&E reports	Monitoring: Yearly Evaluation: once in 3 years	Ministry of Women's Affairs, Community, Small and Medium Enterprises Development State Actors CSOs	Review of M&E reports		

<b>Coordination</b>	Improved coordination of the national GENDER BASED VIOLENCE response	Capacity strengthening of the Ministry of Women Affairs and Anti-Domestic Violence Council through increased financial and human resources and adequate ICT communication infrastructure	Increase in financial and human resources allocated to the coordination institutions  ICT infrastructure upgraded for more efficient communication	Increased capacity to coordinate the national GENDER BASED VIOLENCE response at both national and sub-national levels	TBD	At least 20% increase in budgetary and human resource allocation to the Ministry of Women's Affairs, Community, Small and Medium Enterprises Development and ADVC	At least 50% increase in budgetary and human resource allocation to the Ministry of Women Affairs and ADVC	National Budget Allocations Reports	Yearly	Ministry of Finance and Economic Development	Review of National Budget Allocations Reports	
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# THEORY OF CHANGE

The achievement of the HLPC Vision and Goal is premised on the following Theory of Change (ToC)

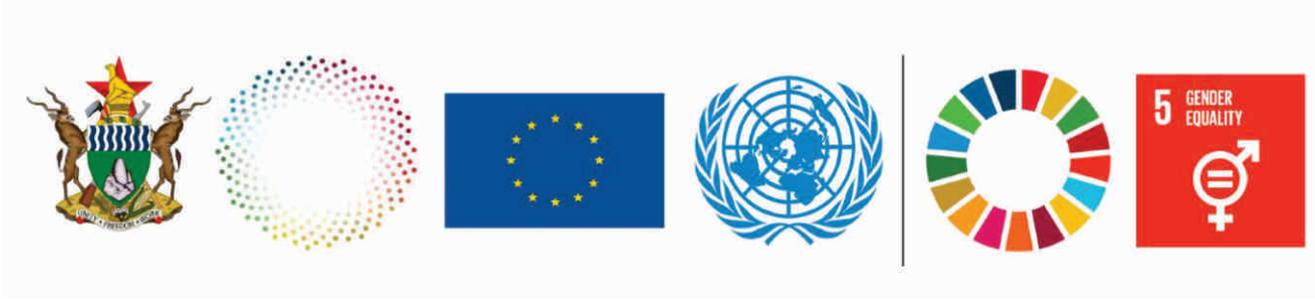


# LIST OF ACRONYMS

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<b>ADVC</b>	Anti Domestic Violence Council
<b>CBOs</b>	Community-Based Organisations
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CSOs</b>	Civic Society Organisations
<b>FBOs</b>	Faith-Based Organisations
<b>GBV</b>	Gender-Based Violence
<b>GBV/HP</b>	Gender-Based Violence and Harmful Practices
<b>HLPC</b>	High-Level Political Compact
<b>M &amp; E</b>	Monitoring and Evaluation
<b>NGOs</b>	Non-Governmental Organisations
<b>OPC</b>	Office of the President and Cabinet
<b>SDGs</b>	Sustainable Development Goals
<b>UN</b>	United Nations
<b>VAWG</b>	Violence Against Women and Girls
<b>VFU</b>	Victim Friendly Unit
<b>VFC</b>	Victim Friendly Courts
<b>WoGPMS</b>	Whole of Government Performance Management System
<b>Zimstat</b>	Zimbabwe National Statistics Agency





## About the HLPC:

The High-Level Political Compact (HLPC) was developed under the Zimbabwe Spotlight Initiative Country Programme as a strategic initiative for an effective response by the Government of Zimbabwe towards the elimination of all forms of violence against women and girls (VAWG) and Harmful Practices (HPs) at the national and subnational levels. The main aim of the Compact is to promote continued political commitment and engagement of leaders at the highest level in a comprehensive response to VAWG.

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