



UNITED NATIONS
ZIMBABWE



Future Peacebuilding Leaders

2020 Internship Fellowship Programme

Investing Today in Tomorrow's Peace



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Introduction

As Zimbabwe seeks to further consolidate its governance dividends and deepen foundations for social cohesion through inclusive peace processes, healing and reconciliation, it is essential to fully leverage existing national capacities for conflict transformation and nurture a new generation of peace builders. Universities and other tertiary institutions remain one of the logistical repositories of such capacities as incubators for nurturing the new generation of peacebuilding leaders. Towards this end, the Government, through the Office of the Special Advisor to the President on National Peace and Reconciliation, undertook an assessment of ongoing efforts by state and private universities to strengthen peacebuilding capacities through graduate and postgraduate studies. The missions were conducted from 1-18 June 2018. One key finding was, unlike in 2003 when only four (4) universities had integrated Peace and Conflict Studies programmes, to date, close to thirteen (13) state and private universities have developed undergraduate and postgraduate academic courses in this field (including at PhD level). From the

assessment report, an opportunity was presented to explore practical avenues for further positioning the various institutions of higher learning as key pillars of the country's peace and reconciliation architecture while at the same time nurturing future peacebuilding leaders.

This paved way to the piloting of an Innovative Internship Fellowship Programme for Future Peacebuilding Leaders whose main objectives are to build an effective national talent pool of young peacebuilders in Zimbabwe by providing a platform for experiential learning on peace and development issues; to promote collaborative efforts between the Government, Universities, Non-State Actors and the United Nations (UN) System in sustaining peace in the country; to further position universities and institutions of higher learning as agents for advancing the Sustainable Development Goal (SDG)16 agenda, including the promotion of peace and social cohesion in the country; to provide practitioners and policy makers with an opportunity to test and validate innovative peacebuilding initiatives proposed by

university students; and to establish and maintain a repository of documented experiences from the Fellowship programme. The initiative targets selected students (both female and male) in their third year and graduate students sampled from state and private universities in the country.

The first cohort saw a total of twenty-five fellows being part of the programme for the academic year 2018-2019. The successes of the first cohort and the value realised from such a programme led to the continuation of the programme with a second cohort of fifty fellows for the 2019-2020 cycle and

an increased pool of host organisations to place the fellows. This increased interest in the programme was a huge testament to the successes of the programme.

This document hence provides learnings and achievements by the fellows from the second cohort 2019-2020 and we hope that it will serve as an inspiration to the cohorts that are to follow and to partners to continuously nurture future peacebuilding leaders for sustainable peace.

The Partners

UNIVERSITIES

- Bindura University of Science Education
- Africa University
- Women's University in Africa
- Midlands State University
- National University of Science and Technology
- Harare Institute of Technology
- Great Zimbabwe University

HOST ORGANISATIONS

- National Peace and Reconciliation Commission
- American Friends Service Committee
- Zimbabwe Media Monitors
- Institute of Economics and Peace
- Zimbabwe Youth Council
- Ecumenical Church Leaders Forum
- Youth Empowerment Transformation Trust
- Women and Law in Southern Africa

- National Association of NGOs
- Zimbabwe Election Support Network
- Zimbabwe Gender Commission
- Culture Fund of Zimbabwe Trust
- Ministry of Women Affairs
- CAFOD
- Musasa Project
- Centre for Conflict Management and Transformation
- Troicare
- Danish Church Aid
- Catholic Justice and Peace Commission
- Women's Coalition of Zim
- Zimbabwe Women's Bureau
- Deaf Zimbabwe Trust
- Zimbabwe Peace Project
- Tree of Life



Adellah Cindrella Taruvinga

BSc Hons in Social Work, Bindura University

National Peace and Reconciliation Commission (NPRC)

It was an honour and privilege to be given a responsibility to represent Bindura University at the UNDP Internship Fellowship Programme. They say maturity is defined by responsibilities, thus the responsibility of representing my university at the IFP demanded me to be mature enough and I did that. After orientation, I was assigned to work with the National Peace and Reconciliation Commission. An independent Commission that deals with issues of peace building and reconciliation.

I managed to expose myself to issues I never thought in a million years I would get exposed to. I am studying Social Work and I was placed at an institution that deals with issues of peace and reconciliation and I asked myself how I was going to link the two. Thank God, the Commission has a department of Complaints Handling and Investigation department.

A department that investigates human rights violations that result in the creation of conflicts or disputes arising from human right violation. I was exposed to so many issues and for the first time in my life I had to practically apply my theoretical knowledge to counsel and carry out investigations. I was also exposed to victims of different conflicts that happened in Zimbabwe for example Gukurahundi conflict and the 2008 electoral violence. It was an overwhelming experience and I learnt a lot.

The whole of my internship period was amazing and I'm grateful to the Commissioners I worked with who pushed me to be more open minded and acquire the knowledge I needed in so many different ways. Many thanks to the executive secretary and all the NPRC staff for molding me into a responsible and practical young lady I am today.



Ashley Takudzwa Mapfumo

BTech (Hons) in Electronic Commerce, Harare Institute of Technology
National Peace and Reconciliation Commission (NPRC)

The Internship Fellowship Program was a highly

beneficial program for me. The program allowed me to be part of the National Peace and Reconciliation Commission where I worked under the Information Communications and Technology department. Within the ICT department, I worked as a website developer, software programmer and networking intern. The website development role gave me the opportunity to develop and launch the current functional NPRC website. Software programming involved working on building new software which allowed me to work on the Complaints Handling and Investments Case Management System. The networking role involved planning the layout and the installation of fibre network and the extension handsets within the 6th and 7th floors.

These roles and tasks taught me valuable lessons that are relevant within the context of my degree program

through informed transfer of theory into practise. The website and Case Management System development helped me to grasp design concepts, project planning, risk assessment, software testing and how to start and finish a project within a professional setting. The ICT department helped me to learn critical networking lessons which involved cabling, router configurations and network testing. Divorced from the technical learning experiences, I was able to grow as a person through the internship program. The fusion of all activities with peacebuilding helped to look beyond the orientation of prioritising profits as taught in business school and have a holistic world view of sustainability and growth.

I intend to work and use my experiences to innovate and build technologies that help in the achievement of the SDGs, creation of jobs and the sharing of Peacebuilding knowledge I acquired through this program.



Ashley Tanaka Mutenha

Harare Institute of Technology(HIT)

American Friends Service Committee (AFSC)

My placement at American Friends Service Committee

was an opportunity which I will forever cherish for the rest of my life.

Being a student of Software Engineering at Harare Institute of Technology, the opportunity to do my internship with American Friends Service Committee enhanced my skills as I was trained and performed duties of organizational database development and manipulation, hardware maintenance and I also help with software support for the computers that were being used for the daily organizational tasks by my colleagues.

Apart from enhancement of skills in my field of study, I was also introduced to the concept of peace building which is an important concept which we are not taught at our institute. My network boosted as I mingled and exchanged notes with very influential people on various workshops which I believe will be very useful in my carrier.

Colleagues at American Friends Service Committee conducted themselves in high professionalism, from the grooming I received at this organization I am confident that I can now co-exist with other colleagues in any organization that I will be part of in the future in a peaceful manner which is very crucial for accomplishment of organizational goals.



Bazel Coster Chinyonga

BSc Hons in Peace and Governance, Bindura University of Science Education
Zimbabwe Women's Bureau (ZWB)

The United Nations Internship Fellowship Program gave me

an amazing opportunity to work with Zimbabwe Women's Bureau as a communications intern. ZWB is a private voluntary organization that was formed with the main goal of promoting, facilitating and supporting the achievement of socio-economic rights of women in Zimbabwe.

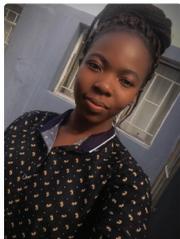
My primary duties as an intern included writing content for the organization, managing its social media accounts and generating ideas for new content. The internship was instrumental in mentoring me to become a strong advocate for women's socio-economic rights.

During the internship period I learned how to develop effective communication strategies and to incorporate gender mainstreaming into

communications activities. Additionally, I also learned to write, edit, and distribute content including press releases, social media content, and other marketing material that communicated the organization's activities and services.

The Fellowship (IFP) gave me the opportunity to learn and gain experience in a new area of advocating for women's empowerment by harnessing the power of media as a communication tool.

Moreover, through the IFP I have gained insight on how women can contribute to sustainable peace and development and how I can make everyone acknowledge their contribution on SDGs. I hope to continue utilizing the skills I have acquired in becoming a leader that raises his voice for women's empowerment.



Blessing Tendayi Mugugu

BSc Hons in Electronic Commerce, Harare Institute of Technology University
Media Monitors

I will not forget my internship at Media Monitors. The

first days were a bit tough. I was placed under the Archiving department.

Coming from a technological institution the company had high expectations that I would fix any technological problem. It was tough for me when I was told to create a word search software which will help the research and monitoring department when looking up for stories in multiple PDFs newspapers. A web crawling software which will crawl for hate speech words on different urls for the Hatespeech Facebook project the company was conducting.

Furthermore I was also tasked to create a Media Vantage page for the company website. And also in the process I created a Twitter sentimental analysis for hashtags on twitter.

Eventually after overcoming several challenges I managed to complete the Media vantage page and web crawling software. I learnt to be humble, passionate, dedicated to all my work challenges. Things were not easy along the way. I remember when I was tasked to check some machines and gadgets which was not my field as I knew a lot about software knowledge and lacked hardware knowledge.

I managed to grasp a lot of knowledge on how to fix internet problems and also familiarized myself with new programming languages and also different OS such as Linux.

This internship program came with its benefits and was selected to be part of a team that organized radio programmes that were hosted by media Monitors.



Brendon Arnold Malaba

BSc Hon in Journalism and Media Studies, National University of Science and Technology (NUST)

Media Monitors

I was attached at
Media Monitors a Non-

Governmental Organization that deals with monitoring the media, from the first day I came to realize that the organization was research and facts based and that really had a huge impact on me on how I had previously viewed the NGO sector.

Before I went for attachment, research was not a strong suite for me, I did not understand it even anything about it, I actually was not happy about it at first because it was out of my comfort zone but I got to learn to love it hence the saying “with time you learn to love what you thought you could not love” in this instance I learnt that your comfort zone will always limit what you can achieve.

I was placed under the Research and Monitoring Department led by Mr. Prisiel Samu which conducted research and produced reports for its clients. In as much as this was out of my comfort zone, it was a challenge which was very exciting, so I need to conquer it in order to have peace in my life.

I am very grateful that I got to be attached at Media Monitors because I got to learn a lot, I got to learn the art of research and got to experience something I had always wished for plus now I love doing research and I have already begun my research career under a Trust called UNIZIM TRUST. I am a proud peacebuilder.



Cathrine Bangura

Bsc Honors In Peace Studies, Midlands State University

Institute For Economics and Peace

It was an exciting experience for me to merge theoretical learning with practical concepts experienced in the real working environment. Through the IFP program I gained valuable experience in working with other individuals to promote peace. It also provided a great environment for me to meet professionals in the career field I want to pursue as well as other interns will have similar interests.

I learned that for work to be easier it is feasible to work together rather than as an individual as it helps with problem identification and troubleshooting thus saving time. The IFP program moulded me to have the capability to act without fear and doubt when performing tasks or engaging with both internal and external stakeholders.

I gained skills in reporting which include the ability to present information in a manner that is understood by the third party. I learned that good reporting skills does not only reduce workload but also help to solve problems earlier. I made sure that I presented all the documents in a logical manner that can be understood by the end user.

During the course of placement, I was taught to be responsible and to account for all the actions and decisions made whether wrong or right. This was a key development as it helped me make better decisions knowing that one would have to defend them. Good ethical practices taught me to be fair and just so as to maintain harmony in the workplace.



Chipo Gabriel Manyama

Great Zimbabwe University

Catholic Organisation for Overseas Development CAFOD

I was placed in Governance,
Justice and Peace

Department where i automatically became a team
player for the very department.

I provided support for numerous duties including
but not limited to analysing partners reports, filing
information, institutional fund work and projects,
promoting and supporting partner adherence to
jointly agreed accountability, gender, safeguarding
and supply chain management, development of
partner capacity, financial management, researching,
representing the organisation at High Profile Meeting
with the Partners just to mention.

My first Week at Catholic Agency for Overseas
Development I was given a task by my Supervisor
of uploading the reports a from the partners on the
organisation website hub called WEBPROMISE.

My supervisor just told me to upload the documents
before he enlightened me on how to upload them
and then I said what? And he repeated what he had
just said.

At first, I thought It was a joke but later I noticed
that my supervisor was meaning what he was
saying. I then quickly WhatsApp Dorcus Chishumba
my precursor asking her to tell me how to upload
documents on the Web Promise and What is a Web
Promise?

The First response that I got from Dorcus Vimbai
Chishumba was a 'kkkkkkkkkk' and that's the Day
when she came for hand over and take over session
and she clearly taught me practically how to upload
documents on the Web Promise .



Clementine Takudzwa Murombo

BSc Hons in Peace and Governance, Bindura University Of Science Education
Zimbabwe Youth Council (ZYC)

Despite having been attached elsewhere before, still the Internship Fellowship Programme at a youth serving organization was one of my best experiences as it highlighted how different organizations are and sometimes you have to accept the status quo with hope of a better future ahead.

There was no substantive Research and Compliance officer and as the sole intern in that department from the very first week I was already involved in High level meetings and at some point I would be asked to make instant decisions on behalf of the organization and the superiors applauding the courage displayed and thereby upholding the decisions which I would have made in their absence something that could lift my spirits and self-actualize.

Another exciting part of the placement is that I would spend very little time on station as my duties would

require me to travel a lot doing research, profiling and representing the organization at different platforms both in and outside the country and that would give me the opportunity to network with different stakeholders in youth programming and also tourism opportunities as I had the opportunity to reach out to some places far that I would only see on the map.

The experience at ZYC enhanced my leadership skills as usually led youth delegations to various events and summits and you know youth being a sophisticated group but I improved very well in the area of responsibility and safeguarding. I had the opportunity to head a delegation of youths to two important International summits and being in charge and taking care of some prominent future leaders including the Child President was a pleasure and a rare opportunity.



Convenience Tinash Chibatamoto

B.Tech. Software Engineering, Harare Institute of Technology.
Ecumenical Church Leaders Forum (ECLF)

My placement at ECLF was quite an eye-opener. First, I had never been to Bulawayo before, and second – I had previously never seriously contemplated the nexus between peacebuilding and technology, or even really considered such a condition to be possible.

Technology as I knew it was, chiefly, software – and peacebuilding was, well, I was about to find out. One of the key roles I was assigned, among other things, was developing an e-learning course that aimed at educating infants on peaceful conflict resolution and basic computer skills.

The program had to be designed so that the end-users would learn about these two simultaneously, and with set prerequisites all the way to the end.

Though I'd worked on several projects before and seen them through to deployment, this was the first of its kind and I was happy to give it my best. And I'm glad I did.

Aside from this, I was fortunate enough to attend some of the workshops ECLF was running. From these, I drew invaluable knowledge on soft skills, peacebuilding and gender equality, which goes beyond the general scope of what I study at school. In a nutshell, I'm grateful for the experience that this program (IFP) and the host organization (ECLF) have together contributed and worked together to provide me with the knowledge I didn't have before. I believe beyond a shadow of doubt that I'd never had learned any of these in any other way.



Hudson Pikira

Bsc Honours in Social Work. University: Women's University in Africa.
National Association of Non-Governmental Organisations (NANGO)

Working at NANGO gave me an insider's view on how

CSOs operate and are coordinated in Zimbabwe. The fellow was much involved in Child Rights and Governance issues.

Other roles included liaising with NANGO regional coordinators, scouting for funding opportunities while working under the NANGO fundraising committee, research and day to day administrative work.

My tenure at NANGO made me realize that civic space is fast shrinking in Zimbabwe. The fellow also learnt that there is need for most civil society

organisations to implement peace building related programs.

There are United Nations Security Council Resolutions which seek to foster youth and women's participation in peace building initiatives which need to be prioritised in order to harness effective participation.

The fellow intends to put what he absorbed during the course of the internship by engaging in lobbying and advocacy initiatives especially on matters to do with youth participation in peace building issues and gender inclusion.



Kudzai Gwavava

BSc Honours In Community Development, Womens University In Africa
National Peace and Reconciliation Commission (NPRC)

During my internship programme with NPRC, I was involved in facilitating workshops on Victim Support, Gender diversity. I was as well involved in outreach programmes for safe spaces for women in Matabeleland focusing on Gukurahundi as well as rape and gender based violence victims.

I was able to hear the victims first hand experiences and emotions on the traumas they experienced at the hands of their aggressors. After these outreach programmes, I then consolidated the information gathered and made some recommendations on effective ways of bringing closure and supporting the victims.

On most of the cases I dealt with, I did some follow ups on the effectiveness of safe spaces and in most of the cases, there was positive feedback. During my interactions with the victims, I realised that

most victims are reluctant to seek professional help and assistance when they have been subjected to violent circumstances. This is partly because of our patriarchal social construction. They are not aware that they are equal humans with their male counterparts and that they deserve to be heard and respected. In that regard, it is of utmost importance that the Government departments and Commissions responsible, in conjunction with Human rights Organisations, continuously conscientise the society on the need to uphold human rights and report any cases of human rights abuses.

To conclusively deal with issues of violence against women, it is important to be proactive rather than being reactive because we will now be trying to deal with damage that would already have been done. There is also absolute need to engage the aggressors as well because it takes a combined effort to conquer GBV.



Kumbirai Lorraine Kuimba

Master in Human Rights, Peace and Development. Africa University.

Women and Law in Southern Africa (WLSA)

At the inception phase, I remember the First Cohort Fellows advising me to develop stamina. If anything, it made me more anxious than excited for the journey I was to begin as what I never thought would be a life changing experience.

Women and Law in Southern Africa being set to empower women, did not only empower the communities it works with, but myself as well. At some point, I felt there were too many responsibilities placed on my shoulders with legal proceedings to participate in, many reports to submit, meetings I had to represent my organization at, presentations to prepare, trainings to conduct, article write-ups for the research department of the organization and being entrusted to co-lead a

project. However, the more the responsibilities were placed on me, the more I learnt to believe in myself and aspire more to influence peace and development for every woman.

Although the program has come to an end, I have the greatest takeaways I believe will apply for a lifetime. I am now set in knowing the kind of work I am passionate about which entails assisting marginalized women by advocating for their legal rights using a human rights based approach. I was also equipped to expand my network and grow the different organizations and entities I am a part of.

This was the best foundation that could have ever been laid for me to be an African leader tomorrow.



Kundai Hillary Makaza

Bachelor of Technology in Software Engineering. Harare Institute of Technology.
Culture Fund Trust of Zimbabwe (CF)

Culture Fund was established and registered as a Trust in 2006 to contribute to the growth and development of the culture sector in Zimbabwe through provision of financial and technical support to cultural practitioners, institutions and activities.

The warmth of the staff at the Culture Fund made me feel welcomed and gave me confidence from the very first day. Being a HIT student, I was more exposed to the state-of-art technology as compared to the social and softer skills that I got to learn from CF. I faced a few challenges mainly because there was no expert in Software Engineering or IT. Because of this I had to go an extra mile to self-tutor and research. With support from the staff I

was encouraged to build a system that would help the organization and also to create and maintain a database. I was given different tasks some of which I had no idea where to start but I kept my head high and adapted to every situation. The UNDP bi-monthly meetings always served as a ray of sunlight for me to give me hope and share my experiences and advice with the other fellows. I got to learn more than I thought I needed to learn through different experiences and activities.

I greatly appreciate the opportunity to be part of this experiment. I gained a lot of experience and was involved with a lot of high profile partners. I was privileged to be part of this and I am truly grateful.



Kundai Manjonjo

BSc (Hons) in Community Development, Women's University in Africa.
Ministry of Women's Affairs, Community, Small and Medium Development Enterprises (MoWACSMED)

Being part of the 2nd Cohort of the Internship

Fellowship Programme became a reality when a lot of hidden doors opened unexpectedly, and one of them grabbed me the opportunity to represent Zimbabwe at a Global Peace Summit, as a Global Peace Ambassador amongst 100+ nations, engaging in peace dialogues and addressing issues faced by youths.

I had always been a firm believer of absolute community development through women's emancipation, and, working at my host organisation was living proof that young people, women, and girls, the most overlooked in society could be the panacea to macroeconomic development.

My role as a peacebuilder in this institution recognised the need to include young people, women, and girls in sustainable projects especially when faced by crises especially during this pandemic

as they are greatly affected. I realised that some initiatives that may seem simple on paper, take willpower, drive and of course economic stability to implement successful projects.

My experience in this programme pushed me, and indeed resulted in an opportunity to be part of projects that change lives, which is what I intend on doing here onwards.

Teamwork, not only internally, but with various stakeholders is paramount and the following interns should cease opportunities during networking. One of the greatest lessons learnt was, no matter how small or insignificant you may feel, there is always a part for you to play which may have a ripple effect with a greater outcome than anticipated, hence no role is too small, and one should always be at their best because you will never know the type of prospects waiting for you.



Lisa Mushanya

Bachelor of Commerce Honors Degree in Business Management. National University of Science and Technology

National Peace and Reconciliation Commission (NPRC)

Being part of IFP came as a blessing to me and I will never

forget the day I received that call informing me that I am one of the few selected fellows to be part of the IFP family.

NPRC came as a blessing in my life. Meeting all the Commissioners and having the privilege of working hand in hand with them was surreal for me. I will always cherish this experience. However I must say that I was hesitant about being attached at the Commission because at first I felt like since I am studying a degree in Business Management then I wouldn't be able to contribute much if not nothing at all as I did not have the expertise needed in that field of peace building and development in Zimbabwe. It took me time to adjust and when I finally adjusted I actually found it a great opportunity to be attached

at NPRC. I got to experience peacebuilding from a whole different level and the experience I gained is something I'll cherish for a very long time.

Being in the Human Resources and Administration departments my roles were mainly office related therefore one would think that I was always in the office doing office work but no. I was permitted to go out with other people in the programs departments to workshops thereby being groomed into a young peacebuilder myself. I got to interact with people from all walks of life and this helped better my communication skills plus my self-confidence and these are very important attributes to have. I learnt that some opportunities that may seem as if they are not for you may turn out to be the greatest opportunities of your life. For this I'm extremely grateful.



Margret Chirairo

BSc Honours Degree in Community Development. Women's University in Africa.
Ministry of Women Affairs, Community, Small and Medium Enterprise Development

I was chosen to work as an intern in the Permanent

Secretary, Ambassador Chitiga's office. My duties included handling all communication in the Permanent Secretary's Office. The Permanent Secretary's office is one of the highest offices in any Government Ministry. This therefore means that the office has a lot of responsibilities which need a lot of research, determination, hard work, effective communication, being able to work under pressure with minimum supervision and understanding the essence of being time conscious.

I had to research on upcoming international conferences for the Permanent Secretary, summarise documents as well as writing talking notes. I was also a part of the media team assigned to review the Ministry's website, update the Ministry's social media platforms, attend meetings, conferences and workshops. Working in a Government Ministry has

made me realise that there is a strong nexus between the country's vision 2030 of Transforming Zimbabwe into an upper middle-income economy and the Ministry's mission.

Another impressive experience I had during my internship was to be a Rapporteur (of 2 side events) at the 6th Session of the Africa Regional Forum on Sustainable Development (ARFSD) in February 2020.

I am proud to say that, the duties I was assigned made me an improved person who now understands the importance of effective communication, feedback, team work, hard work, self-possession and the value of time. All these traits helped me to understand my peace building mission and improve my peace promotion skills. I will work to promote peace in Zimbabwe using the experience I acquired during my Internship.



Melissa T. Sivare

BSc honors degree in Peace and Governance. Bindura University of Science Education.

Tree of Life (ToL)

I was attached at Tree of Life, an organization which focuses on mental health issues, conflict transformation and trauma healing. I worked closely with the Knowledge Management Department and the programs team. My roles were mainly data capturing in field visits, preparing follow up visits for the programs team and data entry and analysis for monitoring and evaluation.

During my internship at Tree of Life I learnt that mental health is one aspect of health that is being overlooked yet contributing greatly to most life claims. I learnt that self-care is a very important tool which needs to be taught to as many people so as to reduce cases of mental illness. From the knowledge

that I gained from my internship, I would like to implement support groups which help youth with mental health issues on how they can heal and also to impart them with surviving skills such as self-help projects so that they keep themselves busy- a way of keeping a healthy mind so as to avoid stress and depression.

I also learnt that the community lacks education on conflict transformation and how it affects mental health and to curb this, I have already started writing publications on the importance of conflict transformation and conflict resolution in communities as well as outlining their effects on mental health.



Melody Chaibva

Bachelor of Science (Honours) Journalism and Media Studies. University of Science and Technology.

Musasa

I had an incredible experience working as an intern at

Musasa, an organisation that advocates for women and girl's rights. I remember on my first day I was nervous, didn't know what to expect and how to address people in a working environment but the Musasa staff welcomed me warmly which made me to conquer my fears since it was my first time in Harare. My internship was rewarding because I acquired new skill in terms of peace building and applying skills I learned at school during over the past two years. One of my favorite moments was attending the National Summits on Critical reflection to end rape and sexual violence on women and girls as I was in charge of taking photos and videos during the summit, updating them on Musasa social media platform. This was a great experience for me as it

motivated me work harder in giving the voice to the voiceless and made me to get to know more about the creative side of journalism. I was excited about being able to see my posts go up on Musasa social media platforms which had a huge reach. Being part of the Musasa Advocacy and communication department made me realize e the importance of team work and effective communication as the department is in control of what the general public's opinion about the organisation.

At Musasa I was also able to create documentaries, newsletters and newspaper articles. I also updated the organization's social media platforms that is Facebook, Twitter, website and Instagram, shooting pictures during workshops, on roadshows and creating passport size photo.



Motion Mirirai Mabvira

Bsc Peace Studies Honours Degree. Midlands State University.

National Peace and Reconciliation Commission (NPRC)

As a peace studies student I was fortunate enough to be selected to be part of the second cohort of the UNDP Internship Fellowship Programme. My placement with the National Peace and Reconciliation Commission (NPRC) was a success although there were some challenges which I managed to deal with.

I gained experience through interaction with experienced personnel such as Ministers and Professors in the Provincial Peace Committees conducted by the NPRC. I will not forget the exposure that I got from NPRC from attending the meetings with Swedish Ambassador. I also had an opportunity to work and report directly to the Commissioners of the Commission although I had my supervisor who is a general manager.

I was also tasked to write the functions of the NPRC in an easy way so that they can be put in a braille format and to have a sign language of the functions.

In addition, as an intern I was also tasked to write the reports of the department that is workshop reports and monthly reports of the department. I also had an experience of writing a concept paper of Social Cohesion Index(SCORE) and this concept paper helped the participants to understand what SCORE is about, purpose, creating an index and the challenges of it.

As an intern at NPRC I also faced some challenges such as given some tasks that are not relevant to my degree programme and another challenge was office resources to use such as computers and furniture to use.

I have learnt that in life a person who never made a mistake never tried anything new hence the challenges were not a stumbling block to my internship but they were trials for gaining experience, developing skills and building self confidence.



Nyaradzo Chikomo

BSc Peace Studies Honours Degree. Midlands State University.
Institute For Economics And Peace (IEP)

Being part of the UNDP Internship Fellowship

Programme is a very good opportunity every student wish to have and I feel privileged to be part of it. As part of the Institute for Economics and Peace Team, my placement was filled with responsibilities and opportunities through out.

Every day I had to send a report to my supervisor of the work done during the day. This pushed me to do more and produce more quality work. During my placement year I learnt and experienced a vast amount of things ranging from working autonomously, taking responsibility and opportunities, analyzing data and attending big events. I also got an opportunity to be part of meetings with strategic partners of Institute for Economics and Peace. This gave me an opportunity

to network with different people sharing different views and perspectives on how we can prove the world that peace is a positive, tangible and achievable measure of human well-being and development. I was also involved in Positive Peace Training Workshops that were conducted by Institute for Economics and Peace.

Doing an internship exposed me to many different aspects in my field of study. It helped me realize the areas I excelled at and those I needed to develop more. I was able to try out new tools, learn new skills along the way and leverage my mistakes to motivate me to improve. I look forward to continue offering positive peace training even at the smallest level. I have learnt that making a positive impression while interning, you are building your own brand, and people will remember the kind of person you are.



Nyengetero Faith Mandikonza

Bachelor of Technology (Hons) in Software Engineering. Harare Institute of Technology (HIT)

Institute For Economics And Peace (IEP)

I was fortunate to be part of the Internship Fellowship

Programme. My placement with IEP was a success. Coming from a technical institution, I found the organisation having high expectations of me since I was their first software engineering intern thus help them build the IT department from scratch. The first days were a bit tough. I was quite unfamiliar with peace building and the tasks that come with it. As the year progressed, I was equipped with new skills apart from my area of speciality. I was tasked to develop a Grants Monitoring System which centralises all the available grants for Sub-Saharan Africa. The development came in with a few challenges which include learning new development skills on my own. With the lack of ICT infrastructure for development and a senior developer who could assist me, deadlines were pushed over and over again but I managed to finish the product with

help from my colleagues from H.I.T and online consultative forums.

My responsibilities increased and was tasked to attend meetings with high profile partners representing the organisation. I never doubted my capabilities because of the training I received from my supervisor. I also learnt to write reports, concept notes, MoUs to scheduling meetings with different government ministries. This was no easy walk as most of them had tight schedules ending up rescheduling the meetings.

This was a useful experience. I have gained new knowledge, skills and learnt different facets of working within an NGO. I can finally take pride in the person I have become using technology at the service of peace.



Otis Razemba

Master in Peace, Leadership and Governance. Africa University.
National Peace and Reconciliation Commission (NPRC)

The main objective of the internship is to get hands

on experience of the real world of work. The Internship was completed with the aim of getting practical experience in the Complaints Handling and Investigations department of the NPRC.

I worked with the General Manager, completing many different tasks from time to time. It was a privilege to intern at the NPRC because i was born and raised in Zimbabwe where conflict is part of everyday life. I'm the Complaints Handling and Investigations department i performed different tasks such as recording of different complaints.

I also participated in in the carrying out of investigations in different parts of the country. I learnt that something has to be done because there

is an urgent need for healing and reconciliation for this great nation known as “Dzimba dzeMabwe”.

I was glad to be part of the Peace building efforts. This opportunity helped to nurture and prepare myself for future endeavors.

Ultimately, I want to become a Peace practitioner and my internship experience has absolutely solidified that passion to become one. One of my first assignments at the Commission was recording of complaints which intensified my knowledge on complaints handling.

I also assisted in the compilation of reports from time to time.. I carried out several eye opening visits for instance to the Zimbabwe Human Rights Commission for stakeholder consultation.



Peace Taonga Gudo

Hons Degree in Peace, Conflict and Governance. Great Zimbabwe University.
National Association of Non-Governmental Organisations (NANGO)

The Internship Fellowship Programme (IFP) was a big

stepping stone that helped me in fulfilling my career interests, professional development and marry theoretical knowledge with practical hands on experience. At NANGO, I performed several tasks from the Programs office, Communications and Visibility department, up to the Director's office. NANGO was a very good choice for me as it exposed me on how every program, project among other interventions work in the field and the importance of Civil Societies for the country's community livelihoods, peace building and sustainable economic development.

Taking responsibility, roles and tasks as an intern at NANGO was of value addition. I managed to acquire a wide-range of requisite skills and knowledge which were paramount in relation to Peace studies. NANGO

due to its community developmental activities, I immensely gained and accumulated the much needed skills which amongst the accumulated skills was the capacity to be able to train communities on conflict-related issues.

I have gained skills to work with communities in the field, to interact with intellectuals during workshops and meetings. I also managed to develop confidence in writing and making presentations. On the whole, I am now proficient in writing reports, keeping deadlines, interpersonal goal setting and working under pressure with little or no supervision which is of utmost importance to professional development.

Considering all these, I would like to regard this work-related learning as an opportunity that will further help me in professional career development.



Phillip Kasikako

Bsc.Hons Peace Studies, Midlands State University
Centre for Conflict Management and Transformation (CCMT)

First and foremost, I would like to thank the United

Nations Development Programme (UNDP) team together with our respective Lecturers for choosing me and other students from various Zimbabwean universities to take part in the UNDP Internship Fellowship Programme (IFP).

My placement with Centre for Conflict Management and Transformation (CCMT) was so fruitful. At first with CCMT the journey was not that easy. I worked as a project intern, responsible for documenting field work. I had challenges at first in documenting field work and managing the work.

As a student I was not used to work under supervision and lacked knowhow on projects. I am glad I gained experience on how field work is programmed, coordinated and implemented. Given the busy schedules, I learned to prioritize assigned

work as an intern, to accept positive criticism, to learn as you work.

With the knowledge and experience from various projects implemented by CCMT I discovered that it is because of our ideas, feelings and actions, as well as how we live and how we relate with others that contributes to positive peace. I also intend to be part of/work with various stakeholders that promote peace building so as to initiate sustainable programmes or projects that empower marginalized or disadvantaged groups like the youth and women to promote peace.

If I were to go by what I was told by fellow youths whom we worked with in communities, most of the youths are not catered for in Zimbabwe. I believe there is a need to equip disadvantaged groups so that they may carry out sustainable achievements.



Princess Chishato

Bachelor of Science Hons Degree in Community Development studies. Women's University in Africa.

Zimbabwe Gender Commission (ZGC)

My attachment experience is one of the story that I am

proud to tell and share, as it was an eye opener for me. Coming from a background with less knowledge about women empowerment and belonging to one conflicting group, John the fifth Apostolic church (Masowe echishanu), I learnt that there is room for every women out there to be heard and realize their dreams. This really paved way for me to stand my ground and other young women and girls.

As a community development studies student, I was where I really needed to be and doing the work I love. My confidence grew due to the safety provided by the commission to work in a conducive environment. My interest in gender equality issues grew as I also learnt to appreciate the importance

of women rights in peace. After being exposed to some scary realities from victims of violence, I saw that the gap in gender parity is still much bigger and there is a need for a comprehensive, reorientation of attitudes, re-socialization and education to support popular misconceptions regarding gender parity, new laws to ensure implementation. With the aid of the sexual harassment lectures my department was doing and which I attended really empowered me as a young women.

Some of my roles include writing monthly gender media reports, attending meeting and taking minutes, managing social media platforms and receptionist. Even with the end of this Fellowship Programme this is just the beginning of an endless journey.



Providence Chigwededza

Masters In Human Rights, Peace And Development. Africa University.
National Peace and Reconciliation Commission (NPRC)

I will not be able to forget the experience that I gained

during my internship at Trocaire organisation. Working with friendly people enables me to learn more things without any fear. I managed to attend many workshops and training which helped me to boost my confidence and understand more work around human rights protection and promotion.

Trocaire works with many different partners and I was fortunate to network, interact and visit most of them during my internship period and I get to understand their work around human rights protection and peace building. I was very happy to find out that many communities are now aware of their rights, reporting procedures and whom to conduct in case of human rights violations.

I learnt lots of valuable lessons from Trocaire. I gained experience in writing concept notes, field reports, reviewing proposals and participating in proposal

development meetings, writing minutes for the meetings. I also participated in the development of the compendium on human rights violations where I summarised anti impunity and constitutional cases.

Moreover, I also learnt how to prepare grant agreements for partners, preparing payments request for disbursement of funds, preparing payments request for consultancy, preparing request for field trips and clearance forms, communicating with partners and request for their transport and Per diem money for workshops.

In summation my period of internship was the best experience ever. Through team building outings, I learnt the importance of working as a team to achieve your goals. Thanks to the almighty God for allowing me to be part of such an interesting organisation with good people and understanding people.



Ronald S Hwandi

Software Engineering, Harare Institute of Technology

Catholic Commission for Justice and Peace in Zimbabwe

During the internship fellowship programme I

learnt many things. I was placed at the Catholic commission of justice and in Zimbabwe(CCJPZ), a faith based organisation that is under the Zimbabwe Catholic Bishops' Conference(ZCBC). The organisation didn't have an IT department so I had to be the IT expert for the whole ZCBC. During the orientation week, I discovered that the machines and their operating system were outdated so I recommended new machines and installed the latest operating systems on all machines.

Everyone who had problems with their devices be it a phone, computer, scanner etc brought it to me expecting it to be solved straight away. This challenge made me to research about different gadget problems and how to solve them. My supervisor tasked me to design posters and fliers for various events. It was my first time to engage

into graphic designing and it turned out a success, another skill acquired. After holding dialogues, I would capture the data of all participants. I designed databases to store the information of all participants and analysed the participant distribution of each dialogue and represented it graphically. Sometimes the HR would task to perform data entry using PASTEL software.

The internship programme helped me realise that there are many opportunities for a person who is into technological development. At ZCBC I had the opportunity to meet many great leaders who are in authority. Also the social teachings of the church taught me to care for the our common home(earth) and also moulded me into the person I am today. My soft skills were greatly improved. I also learnt how to write a project proposal, present minutes from a meeting and how to chair meetings.



Ronald Manwere

My placement at the National Peace and Reconciliation

Commission (NPRC) was a great opportunity for me as a student to be in a position to augment my theoretical knowledge that I had coming in for my placement about various aspects of business management with discovering how business management as a field of study can be related to peacebuilding operations in an organisation such as the NPRC.

Given my background as a business management studies, being placed at an organisation that majors mostly in peacebuilding initiatives I was unsure at first if I would really fit into the dynamics of the operations of the organisation.

Surely with time, I got to understand better that it was not as different as it would have been in a traditional organisation to apply my knowledge that

I had and at the same time being able to integrate peace building functions into management functions.

I also had the opportunity to work and to interact with the Commissioners of the NPRC who chair internal committees and departments of the Commission which was a privilege to me because it is one thing to work among high ranking profiles, let alone to be directly interacting with them especially when I was in the Administration department. As a result, I have managed to acquire both human and technological skills which are principal in career development in business management integrated with peace building and conflict mitigation.

I also faced challenges during my placement. Most notable challenge that I experienced was that the organisation was still primarily in its workplace setting up phase hence there was not enough resources such as office furniture and equipment.



Ropafadzo Goso

Bsc Hons Peace, Conflict and Governance. Great Zimbabwe University.

Women and law in Southern Africa (WLSA)

My placement at WLSA was a great opportunity as I gained a lot of exposure. I was tasked to participate in the Transitional Stabilization Program (TSP) which I was exposed to various activities like coordinating meetings, preparing concepts, presenting and teaching communities about TSP. At WLSA I was not limited to peace building only, I managed to learn about legal matters as I was also involved in conducting mobile legal aid clinics with other colleagues.

One of the highlights of this Internship program was attending the African Regional Forum on Sustainable Development Goals in Victoria Falls. It was a dream come true for me to be in the same room and interacting with other youths from around Africa. I also learnt about issues affecting peace building in Africa and how we can continue to support SDGs.

Working at WLSA was not a walk in the park as I also faced challenges since it was my first time working in an NGO sector. I remember being tasked to prepare a concept note and I had no idea. However I did not give up and asked other colleagues as I had learned during the induction phase that if you do not know something learn to ask because no one knows everything.

Finally as the placement period comes to an end, I am thankful for the opportunity I had to work at WLSA and the IFP for the opportunity to meet with different vibrant young people from different universities. For the upcoming fellows I recommend you to develop stamina, ask if you do not know something and interact with other fellows which I also learnt during induction from the first cohort and it has helped me during placement.



Rufaro Andrew Hozheri

Bachelor of Commerce, Honours Degree in Finance. National University of Science and Technology (NUST)

Ecumenical Church Leaders Forum (ECLF)

Being a fellow didn't just assist me professionally but in addition at individual level in aiding mould myself as a person. Truth be told, before the fellowship program, I was just keen on investigating and examining about things in my field that is monetary business sectors, however now I'm a peacebuilder and I'm worried about a wide assortment of things from peacebuilding to youth support in country building. I'm positive that I'll represent the fellowship when I return to school and would be able to impact emphatically my partners.

I was placed at Ecumenical Church Leaders Forum under their Finance division where I got huge loads of involvement. I also advocated for a green environment by using electronic vouchers and receipts rather than paper. ECLF is a one glad family

and besides office work, which was my centre business, I additionally got the advantage of going to a lot of workshops. These workshops had a significant impact in changing my entire perspective on things particularly on gender mainstreaming and peacebuilding.

The bi-monthly meetings additionally assisted me with various delicate aptitudes which incorporates oral presentations and keeping a helpful work environment among others. As an individual who had migrated I initially was confronted with some underlying difficulties, however what's more significant is that I didn't let the difficulties characterize me, rather I searched for certain approaches to manage them. More or less my IFP experience was an extraordinary one and I'm so pleased with it.



Runyaradzo Joseline Manyuchi

Bsc Hons Sociology, Great Zimbabwe University

Women's Coalition of Zimbabwe (WCOZ)

I thank God for the Internship Fellowship Programme

by United Nations for it changed my life for the best. Being chosen to be part of the Fellowship Programme was a giant step in the right direction. I was very excited to be part of something greater than my wildest imagination and this became a turning point in my life. Little did I know; I would soon view the world in a different light.

Life is what you make it. This statement stands true in defining my working experience at the Women's Coalition of Zimbabwe (WCOZ). My inception phase in the Organization was not an easy one. This is mainly because I lacked a proper induction as I joined the Organization at a time were most of the staff members were engaged in Field work. However, those who remained in office were very friendly and made me feel comfortable besides their

busy schedule. I made good friends with everyone and would ask to help them in whatever they were working on and as a result I became acquainted with working in different departments.

Being the only student at an Organization is a good thing, but it also comes with its disadvantages. Initially, I was handled with care by my superiors, being assigned to do easy tasks only and exempted from meetings and events deemed sensitive. This however changed with time as I developed an urge to be more involved in the Organization's programs. I then started requesting to be included in some projects and also volunteered to engage in Field work. These efforts were not in vain as I later found myself representing WCOZ in several important meetings where I was the youngest person in attendance.



Ruth Nedziwe

Master in International Relations and Diplomacy. Africa University.
Zimbabwe Women's Bureau

Turns out the 1 week intense and comprehensive induction was not the best part of my fellowship, as the most memorable and concrete foundation and growth of my professional being began the day I started my practical internship at Zimbabwe Women's Bureau.

Within the first week of my placement, I got to attend eye opening and educational workshops. This contributed immensely to my inner development and personal growth. Within a month I was cleared for field activities, report writing, representing the organization at dialogues and other official meetings. As time passed, I got to take up more and more challenging tasks which included partaking in the

project proposal writing, report writing, designing monitoring tools, data collection and the overall evaluation of the organization's projects. All these duties and tasks helped to build me professionally and made me realise that comfort zone was a glass ceiling that I needed to step out of in order to be an exceptional career diplomat that I am aspiring to be.

As this fellowship is coming to an end, the greatest lesson I take with me is the power of teamwork, and that no one knows everything, hence if you don't know something ask you learn more from it. The overall experience as a fellow has been amazing and it sets me on a path that will make me stand out as I move to the next chapter and its new challenges.



Samson Tanaka Mawere

Honors Degree Peace Studies, Midlands State University.

Deaf Zimbabwe Trust (DZT)

The Internship Fellowship Programme (IFP) has prepared

me to go out into the world and become a global citizen. I am inspired by all my IFP colleagues on how each and every one of them is pushing to be of service to peacebuilding for our families, country, continent and the world.

One quote that has inspired me by James Baldwin is, “not everything that is faced can be changed, but nothing can be changed until it’s faced”. This quote has provoked thoughts that make me realize that together we can make a big difference, and what has been our normal way of living has taken a turn to become one of the most extraordinary and unprecedented events of the 2020 pandemic (Covid-19).

Altogether my internship experience and exposure provided great opportunities to network, share

vibrant ideas with other IFP fellows. I am proud and honored to be a part of the IFP 2nd Cohort.

During my time at Deaf Zimbabwe Trust (DZT) it has brought upon a moment of reflection and acknowledgement that within me resides power. Power that has nothing to do with where I come from but it has everything to do with where I want to be, power to create destiny. I have learnt a lot at DZT, during meetings I would introspect and provide feedback as to what is the strategic importance of these initiatives.

Therefore after much consideration it is very important that as an organization we get on board with such initiatives. At a personal level I understood that one must be very strategic not manipulative. In essence a life without a vision is a life without boundaries.



Sandra Ruvimbo Kaseke

Bachelor of Commerce (Hons) in Management. National University of Science and Technology

Zimbabwe Peace Project (ZPP)

I vividly remember I was late for the first day of the

meeting. Even though I was late, people whom I did not even know hugged me welcoming me as part of the family.

My first day at Zimbabwe Peace Project was not different at all. I was nervous I could not breathe but they made me feel at home even if they were strangers, they acted as if they knew me.

At ZPP I learnt a lot of things in relation to my programme. I learnt more about my own confidence and how to boost it. I even learnt how to use Pastel, how to do reconciliations and also ways of handling petty cash and I was even given the responsibility of taking care of fuel inventory and also procedures to be taken before each and every transaction is processed. This only proved to me that they were

able to give me room to show them what I could do.

I even got more knowledge about how to process payroll and how to use Belina. I even got better at reading people's emotion and also I became someone whom they could confide in and they knew I could take their grievances seriously and take action.

Of course people have their bad days where they just bring their problems from home at work and sometimes just lash at you, I learn to always look to the brighter side and not let that ruin my days. Moreover I learnt more about the importance of human rights defender because even if sometimes it seem as if they are doing less, they are actually doing more because they are the voices of those who are afraid to speak. I learnt quite a lot and I would never trade this experience for anything else.



Tafadzwa Tinashe William

BSc Hons in Peace and Governance, Bindura University of Science Education.

Zimbabwe Gender Commission (ZGC)

I was a programming and research fellow. I

acquired skills in gathering relevant information for organizational programming and did research on gender gaps, became proactive in writing organizational reports, policy briefs, concept notes, assessment forms, letters and departmental memos.

I had the roles of researching and programming, but the Commission groomed me to explore the gender legal and investigations department where I attended some workshops and training sessions which equipped me with laws relating to gender, privacy and confidentiality ethics and referral pathways. I also boosted my eloquence, public speaking skills, and confidence as I was given the opportunity to represent the Commission in meetings, seminars, training workshops, consultative dialogues and many other platforms.

The fellowship was platform for me to network with so many civil society organizations, government institutions and specific individuals who make efforts to create a just society that enjoys gender equality. I was able to visit all provinces in Zimbabwe during consultative dialogues, conferences and during the rapid assessment of gender responsiveness of COVID-19 quarantine centres. I was able to explore the country, learn and appreciate diverse cultures and local languages, and spread the gender equality message to diverse groups.

I am already using the advocacy and research skills I acquired from the fellowship in my organization (Millennial Youth Transformative Hub). I wish to make use of the acquired good communication skills, proficiency and networks to engage as many partners in pursuit of my peacebuilding agenda, make the Zimbabwe, Africa and continent we want.



Takudzwa Derek Bvunzawabaya

Masters in Leadership Governance and Peace. Africa University .
Deaf Zimbabwe Trust (DZT)

The Internship Fellowship Program gave me the opportunity to gain practical approaches to peace building. The inception period of the 2nd cohort gave me the understanding of the mission that was dawned on us as interns. The mission was self-discovery in peace building in line with the Sustainable Development Goals. The program gave me an opportunity to be part of a fraternity of ideas and personal relationships that will be pinnacle in my future endeavors. My host organization Deaf Zimbabwe Trust gave me a practical lesson in what it means to be a peace practitioner in the field of disability.

Deaf Zimbabwe Trust (DZT)) made me understand that peace can only be achieved through the inclusion of persons with disability within society. Equality and equity terms that were hammered into my system at each workshop, interviews, hearings

and psychosocial support meetings. Disability is not a peripheral sector in our society but a cornerstone in peace building and development. DZT gave me the opportunity to understand this self-conceived notion through interviews and interactions of persons with disability.

Through mistakes and successes DZT and its staff gave me a platform of expression as a fellow. The organization gave me the time to learn and understand persons with disability with basic sign language lessons being one of the greatest gifts. As an Intern I was able to bring together two organizations to work together and learn from the leaders at DZT and persons with disability. DZT gave me the opportunity to act and explore my ideas. Moving forward I will use these planning, evaluation, monitoring and negotiation skills I learnt in my professional career.



Talent Fungai Musungate

BSc Honors Degree in Peace Studies, Midlands State University.

Ecumenical Church Leaders Forum (ECLF)

Working at Ecumenical Church Leaders Forum for

a year was one of the most fascinating experience I have ever had. The internship exposed me to different aspects in my field of study and helped me connect theoretical knowledge with real life experience. I was attached to programmes department where the implementation of the Strategic Plan with core functions of planning, organizing, leading, and coordinating were conducted. My responsibilities within the department was to attend meetings with various stakeholders and report back to the supervisor and writing reports for every workshop attended. I assisted in the drafting of concept notes, proposals and conduct research under thematic areas so as to inform interventions. Research conducted were under the topics Peace Education and Human Security, Dialogue and Mediation. I did not only familiarize with programmes department but I also

got the chance to be exposed to other departments like gender desk, youths desk, monitoring and evaluation personnel and Information Technology department where I also gained various skills and learn new things like how media plays an important role in promoting peace or fuelling conflict.

Also my internship period allowed me to grow personally, appreciate the diversity of life and gain new skills in peacebuilding. Most importantly, I gained a new sense of professionalism and a clearer view of what it meant to be in the professional world.

With the skills and knowledge I acquired from the internship I aspire to transform, enhance and help build a global community of peacebuilders and in doing so I hope to create spaces for community members to connect, share ideas, take collaborative action and support one another.



Tatenda Chiyaka

Bsc Honours in Social Work. Women's University in Africa.

National Association of Non-Governmental Organisations

Working at NANGO gave me an insider's view on how

NGOS operate and are coordinated in Zimbabwe. The fellow was much involved in Child Rights and Gender mainstreaming issues. Other roles included liaising with NANGO regional coordinators, drafting a child sensitive guide for NGOs, research and day to day administrative work.

My tenure at NANGO made me realize that civic space is fast shrinking in Zimbabwe. The fellow also learnt that there is need for most civil society organisations to implement peace building related

programs.

The fellow learnt about United Nations Security Council Resolutions which seek to foster youth and women's participation in peace building initiatives which need to be prioritised in order to harness effective participation.

The fellow intends to put what he absorbed during the course of the internship by engaging in lobbying and advocacy initiatives especially on matters to do with youth participation in peace building issues and gender inclusion.



Thenjiwe Sonia Chigiya

BSc Hons Peace, Conflict and Governance (Great Zimbabwe University)
National Peace and Reconciliation Commission (NPRC)

Exposure to a certain reality, leaves one with just about

the right amount of passion and dedication required to carry out Peace Building work, which exemplifies the front row experience the International Fellowship Programme offered me, to develop in my field of study and get a head start on my career choice. I was attached at the National Peace and Reconciliation Commission (NPRC) under the Conflict Prevention, Management, Resolution and Transformation (CPMRT) thematic area where I learnt the importance of Peace writ large on today's society.

I was tasked with the development, preparations and facilitation of conflict resolution workshops and awareness programmes, followed thereafter by report writing. Most memorable was the learning experience I had planning for the International

Day of Peace and the Conflict Early Warning, Early Response mechanism training workshop. The work exposed me to various communities and conflicts, facing up to these realities made me realise how much more work needed to be put in African communities in order to foster development and Peace Building.

It is from these experiences that my passion for prevalent Peace and security in Africa was developed and natured. It would give me great pleasure to use the knowledge I attained to foster for the involvement of women in Peace and security in Africa as I have come to realise how peace building would fail as a one man endeavour, but instead requires collective efforts from individuals and organisations that have dedicated their lives towards peace and the promotion of human rights.



Tinashe Victor Gurupira

Bindura University Of Science Education

Catholic Commission For Justice And Peace In Zimbabwe

I was attached to the Zimbabwe Catholics Bishop Conference- Catholic Commission for Justice and Peace as Research, Documentation and advocacy intern. It is in all ten provinces of Zimbabwe. In the Roman Catholic Church the provinces are divided into Dioceses and there are eight dioceses in Zimbabwe. The catholic Commission for Justice and peace is focused on conflict prevention and management while following the Social Teachings of the Church.

At Catholic Commission for Justice and Peace there stands one of the unforgettable moments where I attend the opening of the 9th session of the opening of Parliament of Zimbabwe. Getting the opportunity to interact with the legislators at the parliament building was an exhilarating experience.

The challenges I encountered at CCJPZ provided

me with the opportunities to learn and gain experience in my area of study. I also attended the Talitha Kum workshop at Wadzanai Training centre where my perspectives on human trafficking changes due to the knowledge we shared during the workshop. This also led to Talitha Kum movement to organise another workshop where different actors like religious bodies, government agencies, and representatives from other countries were invited to act on this matter, although the event was a success some actors failed to attend because of the emergence of Covid -19 pandemic.

In Zimbabwe many students are failing to find organisations to do their third year/ internship due to the economic hardships, other permanent workers are even losing their jobs. I owe my gratitude to the United Nations family, the IFP programme and CCJPZ for making it easier for me to do my third year.



Tinaye Ellen Muchena

Btech. Hons Electronic Commerce, Harare Institute of Technology
National Association of Non-Governmental Organisations (NANGO)

As an Electronic commerce student, the internship

fellowship program was the best thing that has ever happened to me. Being assigned under the NANGO for the duration of the industrial attachment I exalted enlightening work ethics, experience coupled with basic expertise on the nature of program to the business management platform.

I was placed at an organisation I never imagined working for and the sector as well. I managed to gain a lot of information about the work of civil societies, development partners and the UN at large. I also learnt so much about peace building and how we can link it with technology. I learnt that everyone has a role in promoting peace all over the world.

The industrial attachment was a fruitful and eye opening experience as i managed to gain on the ground expertise and have proper appreciation of the working industry's merits and demerits, in return

I managed to bridge the gap between theoretical and technological frameworks taught at university and applying it on the practical field in line with tackling organisational (NANGO) challenges or problems into practical solutions.

I worked under the Programs Department and worked as a key enabler also for the communications division, I was given the chance to impart my knowledge of E-Commerce and in essence monitoring, evaluating and updating key platforms of communication of NANGO to enable brand visibility and projects at hand. In-house policies of NANGO which also dictate that all interns should not be confined to one specific area of work, was a key enabler as I managed to explore other hidden talents the organisation later relied on, such as Graphics designing of fliers, in-house magazines and pamphlets, posters, cards, reports, training manuals and so on.



Tinotenda S Kasvosve

Bsc Hons Peace Conflict and Governance. Great Zimbabwe University.
Zimbabwe Election Support Network (ZESN)

The Internship Programme was a dream come true to me.

The programme gave me a chance to develop my skills and also to develop more knowledge in the field of peace studies. During my work related learning at ZESN I performed several duties as I also rotated in all disciplines that are at ZESN.

I performed task in Monitoring and Evaluation, Media, Civic and Voters Education. At ZESN I was given the opportunity to set up meetings with different stakeholders which also boosted my communication skills. I was also responsible in taking minutes during meeting times.

During my time at ZESN I had an opportunity to take part in electoral activities where at some point I was trained as an election observer where I went

to observe some by –elections which took place in Glen View in Harare. This was quite an experience for me for I manage to apply my academic knowledge I learnt at school whilst I was doing a module called Election Management.

One of the biggest experience I had at ZESN was being part of the team which went to celebrate or commemorate World Global Election Day held in Kuwadzana in Harare. In light with this event I managed to exchange ideas with some delegates from different organizations who also attended the event. On this day I also managed to educate residents in Kuwadzana who thronged the ZESN stand for exhibition where I was telling and educating them the importance of election and how to exercise one's vote. This boosted me confidentially for I was able to educate people of different political interests.



Yvette Matsiwe

Bsc. Hons in Peace and Governance, Bindura University of Science Education
 Ministry of Women Affairs, Community, Small and Medium Enterprises
 Development (MWACSMED)

My internship was an invaluable learning experience

where I was able to get exposure to many interesting projects and to work alongside many talented gender officers.

I realized that there is need to shun gender stereotypes and other socio-cultural initiatives that tend to demean the rights of women in a bid to promote sustainable peace. The internship program gave me an eye opening opportunity to work on meaningful and relevant tasks in an intense yet supportive environment in the Anti-Domestic Violence Council (ADVC) towards attaining Sustainable Goal 5 on gender equality.

I grew to feel empowered as I gained many relevant corporate and communication skills through carrying out different tasks and duties that were assigned to me. It was very exciting to be involved in progressive engagements which sought to promote

social justice and gender equality in different communities through awareness campaigns that were conducted by the ministry and other stakeholders throughout the country.

During the first days of internship at my host organization, encountered a few challenges such as being allotted menial tasks or sometimes I was not assigned any work to do. Therefore, I had to ask the employees if I could help with their projects, but sometimes it was disheartening repeatedly admitting that I had nothing to do. From my experience at my host organization, I learnt that some challenges may seem unachievable but we should always try to rise above them. What I appreciate most and treasure are the many friends I have made through the internship programme.

The substantive duties I performed included assisting with planning for the convening of quarterly district and Provincial GBV coordination meetings.





