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**Committee on the Elimination of  
Discrimination against Women**

**Sixth periodic report submitted by Zimbabwe  
under article 18 of the Convention, due in 2016\***

[Date received: 6 December 2018]

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\* The present document is being issued without formal editing.

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## List of abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ANC	Antenatal Care
ASRH	Adolescent Sexual and Reproductive Health
ATIMC	Anti- Trafficking in Persons Inter-Ministerial Committee.
AU	African Union
AU COMMIT	African Union Commission Initiative against Trafficking
BEAM	Basic Education Assistance Module
CBS	Community Based Shelters
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRPD	United Nations Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organisations
DREAMS	Determined Resilient Empowered AIDS-free Mentored Safe
EU	European Union
FANC	Focused Antenatal Care Protocol
FEMCOM	Federation of National Associations of Women in Business in Eastern and Southern Africa
GBV	Gender Based Violence
GD	Gender Desks
HIV	Human Immuno deficiency Virus
HSCT	Harmonised Cash Transfers
IMC	Inter- Ministerial Committee on Human Rights and Humanitarian Law
JSC	Judicial Service Commission
LAD	Legal Aid Directorate
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
MICS	Multiple Indicator Cluster Survey
MoMIBS	Ministry of Media, Information and Broadcasting Services
MOU	Memorandum of Understanding
MoWAGCD	Ministry of Women Affairs, Gender and Community Development
MWH	Maternity Waiting Homes
MPB	Mathematics, Physics, Biology
MPBC	Mathematics, Physics, Biology, Chemistry
MPC	Mathematics Physics Chemistry
NACHP	National Arts, Culture and Heritage Policy
NAP	National Action Plan for Orphans and Vulnerable Children
NGOs	Non-Governmental Organisations
NGP	National Gender Policy
NPA	National Prosecuting Authority

NPRC	National Peace and Reconciliation Commission
OSC	One Stop Centre
OPC	Office of the President and Cabinet
PEP	Post Exposure Prophylaxis
RBZ	Reserve Bank of Zimbabwe
RNGP	Revised National Gender Policy
RWIMS	Rural WASH Information Management System
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
STEM Initiative	Science Technology Engineering and Mathematics
TIP	Trafficking In Persons
TOTs	Training of Trainers
UN	United Nations
UNCT	United Nations Country Team
VFC	Victim Friendly Courts
VFS	Victim Friendly System
VFU	Victim Friendly Unit
VIAC	Visual Inspection with Acetic Acid
WASH	Water Sanitation and Hygiene
ZDHS	Zimbabwe Demographic Health Survey
ZGC	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZIMASSET	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZIMSTAT	Zimbabwe National Statistics Agency
ZNASP	Zimbabwe National HIV and AIDS Strategic Plan
ZRP	Zimbabwe Republic Police

## Part 1: Introduction

1. The Government of Zimbabwe ratified the Convention on the Elimination of Discrimination against Women (CEDAW) in 1991 and submitted its combined periodic report covering the second, the third, the fourth and the fifth cycles under the CEDAW in 2009. The United Nations Committee on CEDAW (the Committee) considered the Report in February 2012 and submitted a list of concluding observations and recommendations.
2. This Report will address the concerns raised by the Committee in its concluding observations and recommendations and will also provide an update on the implementation of CEDAW in Zimbabwe from February 2012 up to November 2017<sup>1</sup>. The Report further builds on previously reported efforts by Zimbabwe in implementing the CEDAW.
3. This Report contains information reported in the Beijing +20 Report of 2015. Zimbabwe remains guided by the Beijing Declaration and Platform for Action on the progress made in implementing the same.
4. In the reporting period, Zimbabwe has ratified the United Nations Convention on the Rights of Persons with Disabilities, (CRPD) and its Protocol, acceded to and domesticated the Protocol to Prevent, Suppress and Punish Trafficking in Persons and the Southern African Development Community (SADC) Protocol on Gender and Development.
5. Zimbabwe has not yet ratified three core international instruments as well as the Optional Protocol to CEDAW as they are inconsistent with the country's national policies and values. However, Zimbabwe has adequate laws and policies that deal with torture and other cruel, inhuman or degrading treatment or punishment.<sup>2</sup>
6. Zimbabwe is highly committed to ensuring that matters of discrimination against women and other related gender inequalities are addressed in a manner that conforms with international standards and expectations. Accordingly, Government remains guided by international, regional instruments and protocols that the country is party to. To complement these international and regional instruments, Government has enacted laws and developed policies that facilitate, support and strengthen the implementation of CEDAW.
7. In 2013, Zimbabwe adopted a new Constitution which contains an expansive Bill of Rights in which gender related matters and rights for women in particular are clearly elaborated<sup>3</sup>. Accordingly, Government is currently aligning all laws, including laws that speak to gender and rights of women, to the Constitution. Government has also established the Zimbabwe Gender Commission in terms of section 245 of the Constitution. Moreover, the Revised Gender Policy (RGP) was also revised to actualise the provisions of the Constitution and other emerging gender issues.<sup>4</sup> Zimbabwe has also prioritised the implementation of the Sustainable Development Goals (SDGs) within the framework of the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZIMASSET). Goal number 5 on gender equality and women empowerment has been identified as a priority area.<sup>5</sup> Zimbabwe developed a National Action Plan to facilitate the implementation of CEDAW in consultation with relevant stakeholders drawn from all Ministries, Parliament, United Nations Country Team (UNCT) the Judiciary and Civil Society Organisations among others<sup>6</sup>. Government also implemented structured gender programmes that incorporate the dissemination of CEDAW and other related instruments. These range from gender awareness campaigns, commemoration of international calendar events, Gender Based Violence (GBV) awareness campaigns, curriculum development among many other activities.<sup>7</sup>

<sup>1</sup> Response to paragraph 39 of the concluding observations.

<sup>2</sup> Response to paragraph 12 and 42 of the concluding observations.

<sup>3</sup> Refer to annexure 1 – Constitution of Zimbabwe.

<sup>4</sup> Response to paragraph 12 of the concluding observations.

<sup>5</sup> Response to paragraph 40 of the concluding observations.

<sup>6</sup> Response to paragraph 43 of the concluding observations.

<sup>7</sup> Response to paragraph 10, 20 (b), 41 of the concluding observations.

**Report writing process**

8. Government, through its Inter-Ministerial Committee on Human Rights and Humanitarian Law (IMC), initiated a process to compile a draft State Party Report. The IMC conducted two drafting workshops, stakeholder consultative meetings in 6 out of 10 provinces, validation workshop and an editing workshop. Thereafter, the Report was adopted by Heads of Ministries and subsequently submitted to Cabinet for approval. After Cabinet approval, the Report was then submitted to the Committee. The report writing process was conducted in line with the recommendation to ensure wide participation of all ministries, public bodies and other stakeholders including women's and human rights organisations.<sup>8</sup>

**Part 2: Measures undertaken to implement CEDAW and responses to the concluding observations of the combined periodic report covering the 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> cycles****Article 1: The Definition of discrimination against women**

9. Section 56 (4) of the Constitution states that, "a person is treated in a discriminatory manner, for the purpose of sub-section (3), if they are subjected directly or indirectly to a condition, restriction or disability to which other people are not subjected or other people are accorded directly or indirectly, a privilege or advantage which they are not accorded." As highlighted in the mid-term report submitted to the Committee in 2016, Sub section (3) provides an elaborate list of grounds for non-discrimination which includes sex, gender, marital status and pregnancy among others. Section 80 (3) prescribes that all laws, customs, traditions and cultural practices that infringe the rights of women conferred by the Constitution are void to the extent of such infringement. Further, the Constitution has an expansive Bill of Rights in which rights of women are clearly elaborated.<sup>9</sup>

10. Accordingly, Government is in the process of aligning all laws to the Constitution and laws addressing gender and the rights of women have been prioritised.

**Article 2: Legal and administrative measures to eliminate discrimination against women***Constitutional and Legislative Measures*

11. Section 17 of the Constitution enjoins the State to promote full gender balance and participation of women in all spheres of society on the basis of equality with men. It also provides that the State must take all measures needed to ensure that both genders are equally represented in all institutions and agencies of Government at every level, and that women must constitute at least half the membership of all Commissions and other elected and appointed governmental bodies established by the Constitution, or any Act of Parliament. Section 80 also provides that every woman has full and equal dignity of the person with men and this includes equal opportunities in political, economic and social spheres. Also refer to Paragraph 1.9 of this Report for more constitutional and legislative measures that are in place to ensure the elimination of discrimination against women.

*Administrative Measures*

12. Government has established the Zimbabwe Gender Commission (ZGC) in terms of Section 245 of the Constitution with a mandate to, among others, investigate violations of rights relating to gender and to monitor issues concerning gender equality.

13. Regarding the recommendation to expeditiously strengthen the national machinery, namely the Ministry of Women's Affairs, Gender and Community Development, (MoWAGCD) by providing it with adequate human, financial and technical resources to

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<sup>8</sup> Response to paragraph 45 of the concluding observations.

<sup>9</sup> Response to paragraph 14 (a) and (b) of the concluding observations.

coordinate and work effectively for the promotion of gender equality and gender mainstreaming:

- The MoWAGCD has an average of 7 Provincial Officers in each of the 10 administrative provinces, 2 Officers per district in each of the 73 district offices and one officer manning each of the 1 953 wards in the country. The officers are responsible for spearheading gender equality and women empowerment programs at their respective levels among other expectations;
- Government continues to mobilise financial and technical resources in order to support activities of the MoWAGCD by improving its budgetary allocations and continued professional development for its officers. Government has also maintained strategic relations with development partners in order to sustain the provision of financial and technical support to the Ministry.

14. In respect of the recommendation to strengthen impact assessment mechanisms so as to ensure that gender equality policies are properly monitored and evaluated and their implementation assessed:

- Government has established a National Monitoring and Evaluation Department under the Office of the President and Cabinet (OPC) and has adopted a National Monitoring and Evaluation Policy to track and assess progress in the implementation of programmes in various agencies including the MoWAGCD. Gender equality is one of the guiding principles of the National Monitoring and Evaluation Policy. In 2017, Government developed a Monitoring and Evaluation Framework<sup>10</sup> dealing specifically with Gender Equality and Women Empowerment to enable the national gender machinery to monitor and assess implementation of national, regional and international commitments on Gender Equality and Women Empowerment. Government continues to redirect focus to issues of gender equality in the formulation of budgets through Program Based Budgeting;
- The Revised National Gender Policy (RNGP) also provides strategies to implement monitor and evaluate effectiveness of the various actors and policies in addressing gender inequality. This Policy further provides for an institutional framework to monitor and evaluate gender equality and women empowerment issues across all sectors.

15. Concerning the recommendation to enact, without delay, the Zimbabwe Human Rights Commission Bill, in order to ensure the functioning of the Zimbabwe Human Rights Commission in line with the Paris Principles:

- The Zimbabwe Human Rights Commission Act [*Chapter 10:30*] was passed by Parliament in October 2012. The Zimbabwe Human Rights Commission (ZHRC) is now fully functional with a full time Secretariat. Its independence is guaranteed in Section 242 of the Constitution. The ZHRC has a thematic working group on gender and women's rights. It also receives its funding directly from Treasury.

16. Concerning the recommendation to put in place comprehensive measures to prevent and address violence against women and girls, recognizing that such violence is a form of discrimination against women and constitutes a violation of their human rights under the Convention, and ensuring that women and girls who are victims of violence have access to immediate means of redress and protection and that perpetrators are prosecuted and punished, in accordance with the Committee's general recommendation No. 19:

- Sections 52 and 53 of the Constitution prohibit all forms of violence, from public and private sources against all persons and no person should be subjected to physical, psychological torture or to cruel, inhuman or degrading treatment or punishment. The Domestic Violence Act [Chapter 5:16] and the Criminal Law (Codification and Reform) Act [Chapter 9:23] both criminalise GBV. These Acts have ensured that perpetrators of GBV are prosecuted and punished accordingly.

<sup>10</sup> See annexure 2.

Table 1

**Cases of GBV as reported to the Zimbabwe Republic Police (ZRP) and handled by the National Prosecution Authority (NPA)**

<i>Year</i>	<i>Cases lodged with ZRP</i>	<i>Cases handled by NPA</i>	<i>Cases withdrawn at ZRP at the instance of the survivor</i>	<i>Cases tried &amp; completed by NPA</i>	<i>Cases withdrawn at Court at the instance of survivors (NPA)</i>
2012	13 173	7 459	5 714	6 250	1 209
2013	13 149	7 389	5 760	6 019	1 370
2014	15 300	8 342	6 958	7 122	1 220
2015	20 528	9 116	11 412	8 238	878
2016	21 755	11 852	9 903	9 908	1 944

Source: ZRP (Victim Friendly Unit) and NPA.

17. Following the realisation that numbers of cases being withdrawn at ZRP at the instance of the survivors are still unacceptably high, Government has ensured that all GBV cases can only be withdrawn by the State after a consideration by the courts.

18. Government has also adopted several measures to increase awareness of the effects of violence against women which include:

- Public awareness campaigns on GBV focusing on prevention, protection, participation and programming;
- Institutional awareness campaigns;
- Media campaigns;
- Engagement of traditional and religious leaders to change attitudes and norms that perpetuate GBV;
- Formulation of the National Programme on GBV Prevention and Response (2016-2020) aimed at providing policy guidance on addressing GBV in Zimbabwe and complementing provisions of the National Anti-GBV Strategy (2010-2015).

19. These initiatives have brought positive changes in transforming traditional beliefs, attitudes and norms that contribute to the perpetuation of violence against women and girls. There has been a notable shift in the interpretation of violence against women and girls from being treated as a private family matter which should not be disclosed to the public to one that merits the attention and intervention of the nation. As a result of sustained awareness campaigns, an increase in reported cases has been noted as captured in table 1 above and figure 1 and 2 below.

20. Zimbabwe continues to respond to the problem of GBV through a well-co-ordinated multi-sectoral approach. This approach is designed to assist survivors to access a wide range of services from health; psychosocial support; legal aid, protection; safe shelter and economic empowerment. Service providers have been trained on assisting survivors of GBV in line with the Standard Operating Procedures (SOPs). These SOPs are comprised of:

- A Victim Friendly System (VFS) comprising of the Victim Friendly Unit (VFU) under the police and the Victim Friendly Courts (VFC) under the Judicial Service Commission (JSC). These are specialized units that deal with sexual and domestic violence against women and children. There is a VFU at every Police station country-wide, which is manned by officers who are trained to deal with such cases. As a preventive measure, the VFU carries out awareness campaigns within communities and schools. Reported cases are given special attention and offenders are referred to the courts for prosecution promptly;
- Health Services comprising of all local hospitals and clinics offering services to survivors of GBV which have been capacitated to handle rape victims;
- Legal services are offered by the Legal Aid Directorate and women's organisations to indigent persons;

- Psychosocial Services are offered through the Anti-Domestic Violence Counsellors who offer professional counselling and mediation on domestic violence matters.
21. In respect of the recommendation to provide mandatory training for judges and prosecutors on the strict application of legal provisions dealing with violence against women and train police officers on procedures to deal with women victims of violence:
- Government has developed pre-service modules on gender and GBV for integration into the pre-service training of officials within the Judiciary, Police and Health professions;
  - Each and every police station has a VFU which is manned by police officers who have been trained on handling matters of GBV as well as assisting survivors of GBV. Police officers within the VFU continue to receive training on GBV.
22. Concerning the recommendation to encourage women to report incidents of domestic and sexual violence, by de-stigmatizing victims and raising awareness about the criminal nature of such acts:
- Awareness campaigns have been continually conducted in all the 1 953 wards in the country targeting religious groups, people with disabilities, community leaders and schools with information on GBV and incidental laws. These awareness campaigns have bolstered confidence among citizens in making use of VFS. This has resulted in an increase of reported cases as alluded to on paragraph 2.11.
23. On the issue of putting in place measures to prevent and address politically motivated violence against women:
- While those rare cases of politically motivated violence have not been gender specific, Government established institutions that promote, protect, fulfil and respect fundamental freedoms and human rights. These institutions include the Zimbabwe Gender Commission (ZGC), Judicial Service Commission (JSC), National Peace and Reconciliation Commission (NPRC) and the ZHRC. All the Commissions have a special interest in protecting women against all forms of violence including politically motivated violence.
24. With regard to the recommendation to provide adequate assistance and protection to women victims of violence, by strengthening the capacity of existing shelters and establishing more shelters, especially in rural and remote areas, and enhancing cooperation with NGOs providing shelter and rehabilitation to victims:
- Government in collaboration with development partners and Non-Governmental Organisations (NGOs) has established three (3) One Stop Centres (OSCs) for survivors (victims) of GBV. The OSCs provide all key services required by a GBV survivor under one roof namely: health, psychosocial, legal and police services. Eleven (11) Community Based Shelters (CBSs) have also been established to provide temporary safe shelters for survivors of GBV. Government continues to engage development partners in order to establish more OSCs and CBSs across the country;
  - More CBSs for survivors of GBV are managed by women's organisations, religious leaders and traditional leaders at community level. Government has adopted SOPs for safe shelters to ensure that principles of confidentiality, security and rehabilitation amongst others are upheld.
25. In respect of providing effective protection against violence and discrimination against all groups of women, including lesbian, bisexual and transgender women, in particular through the enactment of comprehensive anti-discrimination legislation that includes the prohibition of multiple forms of discrimination and through the launching of a sensitization campaign aimed at the general public, as well as providing appropriate training to law enforcement officials:
- Section 78 (3) of the Constitution of Zimbabwe prohibits same sex marriage. Government has enacted adequate laws that prohibit all forms of violence against everyone from public and private sources which include, the Domestic Violence Act and Criminal Law Codification and Reform Act. Government embarks on

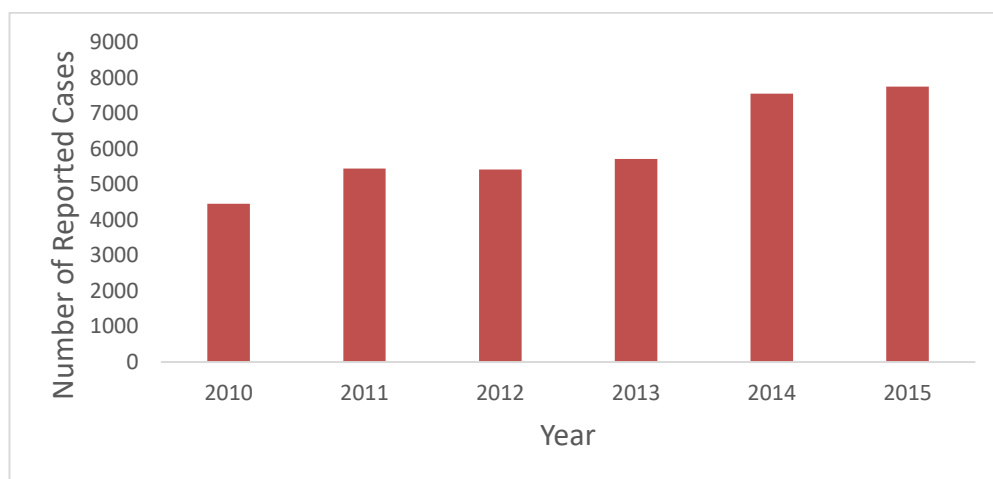
continuous promotion of public awareness of these laws and Constitutional and human rights provisions against violence and impunity of any kind.

26. Concerning the recommendation to collect statistical data on domestic and sexual violence disaggregated by sex, age, nationality and relationship between the victim and perpetrator:

- The Zimbabwe National Statistics Agency (ZIMSTAT) and other government stakeholders collect data on Domestic Violence and Sexual Violence and in the process indicate key variables which include sex, age and relationship between the victim and perpetrator. The data is consolidated to inform programming. Figures 1, 2 3, 4 and 5 exemplify this.

Figure 1

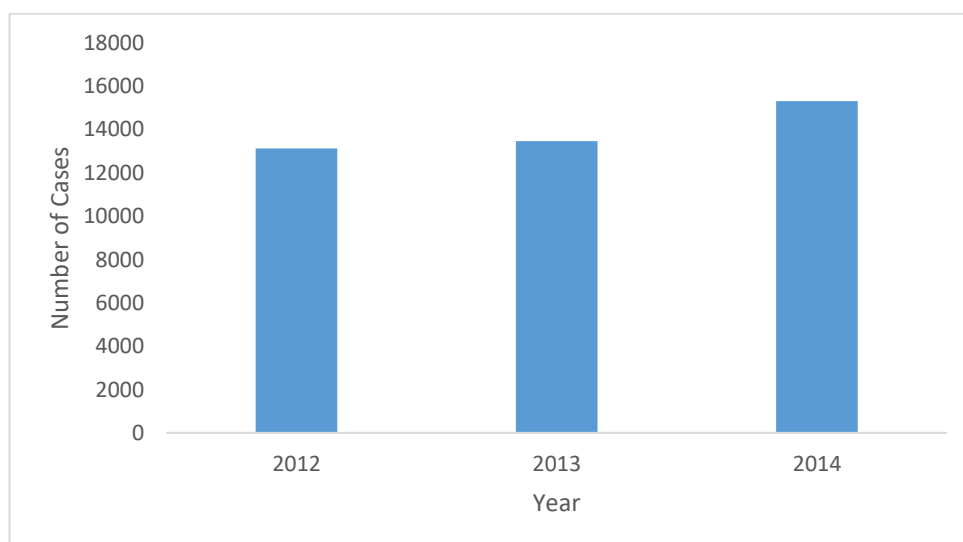
**Number of reported rape cases, 2010-2015**



Source: ZIMSTAT Quarterly Digest of Statistics; 4thQuarter 2015.

Figure 2

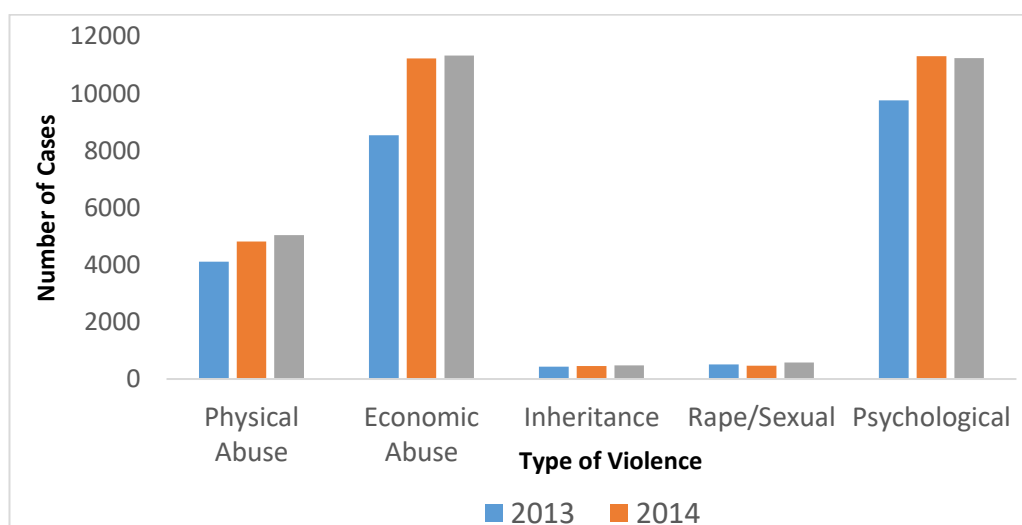
**Number of domestic violence cases reported to the ZRP Victim Friendly Unit, 2012 to 2014**



Source: Zimbabwe Police General Headquarters, Statistics Unit, 2014.

Figure 3

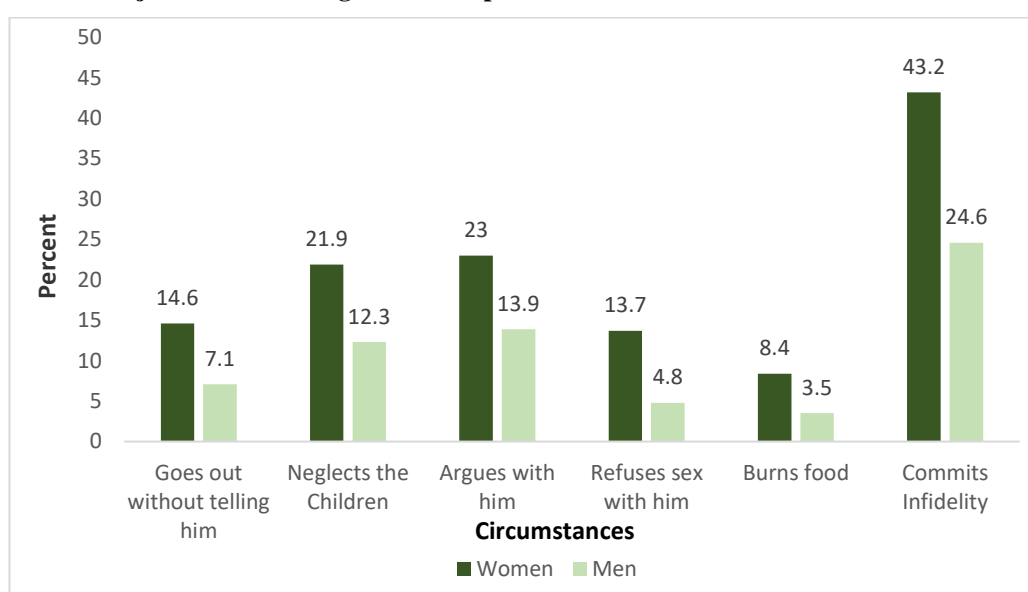
**Distribution of type of violence reported at Musasa Project for the period 2013 to 2015**



Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

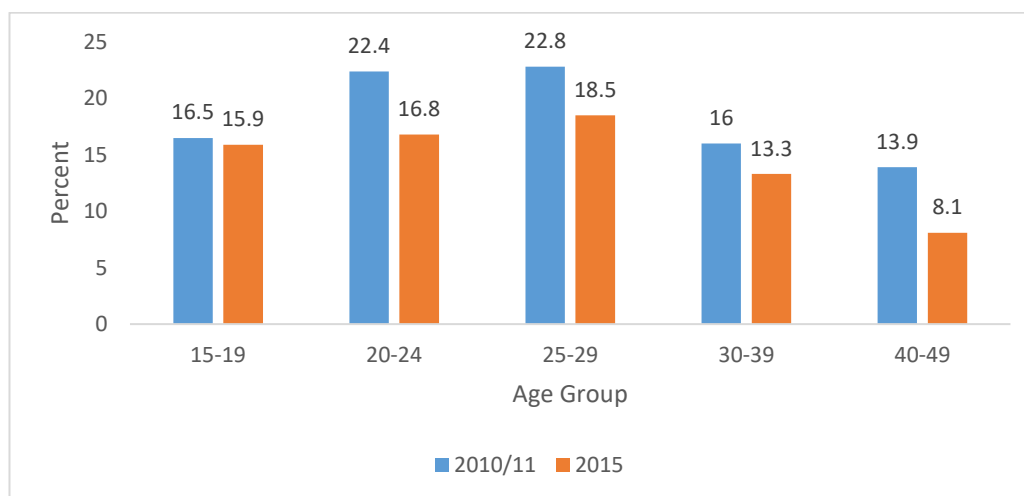
Figure 4

**Distribution of women 15-49 years and men aged 15-54 years who agree that a husband is justified in beating a wife for specific reasons**



Source: ZIMSTAT, 2014 Multiple Indicator Cluster Survey (MICS).

Figure 5

**Distribution of women 15-49 who experienced physical violence in the last 12 months**

Source: ZIMSTAT 2010/11 Zimbabwe Demographic Health Survey (ZDHS) and 2015 ZDHS.

**Article 3: Measures to ensure the development and advancement of women and basic rights and fundamental full freedoms on an equal basis with men**

27. The Committee is referred to discussions under Articles 1, 2, 7, 10, 11 and 12 on the appropriate measures, including legislation taken to ensure the full development and advancement of women and their access to basic human rights on the basis of equality with men.

**Article 4: Temporary measures to accelerate de facto equality between women and men**

*Constitutional and Legislative Measures*

28. Sections 120 and 124 of the Constitution provide for the representation and participation of women in politics through reserved quota for women in the National Assembly and proportional representation in the Senate. The Electoral Act [Chapter 2:13] was amended in 2014 to reflect the provisions of sections 120 and 124 of the Constitution.

29. Furthermore, Section 17 (b) (ii) of the Constitution stipulates that women should constitute at least half the membership of all Commissions and other elective and appointed governmental bodies established by or under it or any Act of Parliament. Section 80 (1) further confers women the right to equal opportunities in political, economic, cultural and social spheres.

30. Government is mandated by Section 7 of the Constitution to promote public awareness on constitutional and human rights provisions and this applies to gender equality and women empowerment issues including temporary special measures.

*Administrative Measures*

31. In respect of the recommendation to set time-bound targets and allocate sufficient resources for the implementation of strategies, such as outreach and support programmes, creation of quotas and other pro-active measures aimed at achieving substantive equality of women and men in all areas, in particular employment, participation in political and public life; and raising awareness among members of Parliament, Government officials, employers and the general public about the necessity of temporary special measures and providing comprehensive information on the use of such measures and their impact in its next periodic report:

- Government continues to carry out campaigns through high level constitutional advocacy meetings, local exhibitions, expos and fairs at national, provincial and district levels to raise awareness on constitutional provisions pertinent to equal representation.

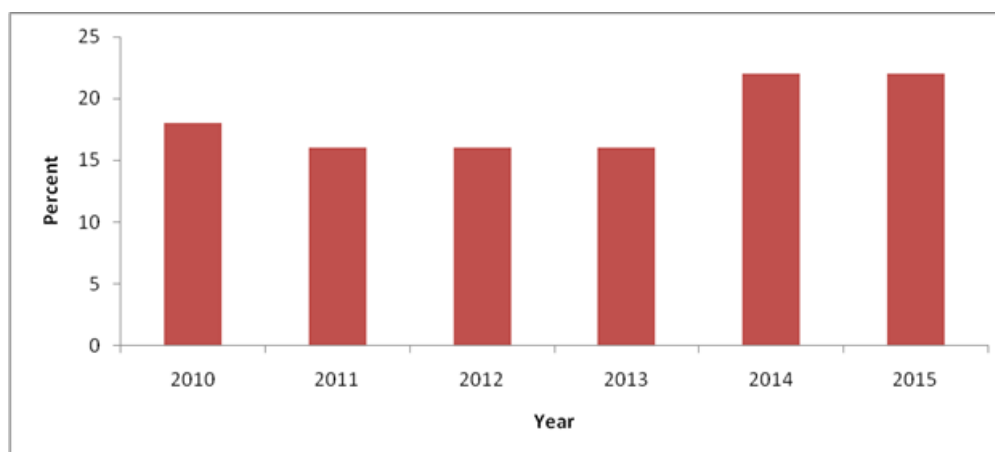
32. Government has also taken the following measures:

- Reviewing enabling legislation that creates Boards, Councils, Authorities and Institutions to ensure 50/50 representation of men and women in all elective and non-elective boards and all government institutions;
- Developed the Women in Politics and Decision Making Strategy. This is an affirmative action framework designed to achieve gender balance in politics and decision making positions. The strategy is in line with the Constitution and provides measures to ensure attainment of a 50/50 representation of men and women in politics and other key decision making positions;
- Capacity building programmes for sitting and aspiring women leaders. These programmes are aimed at enhancing assertiveness and leadership confidence in women to ensure equal participation;
- Temporary special measures with regard to increasing representation of women in both houses of Parliament (Sections 120 (2) and 124 (1) (b) of the Constitution;
- Established ZGC with a mandate to monitor issues concerning gender equality, to ensure gender equality as provided in the constitution, to recommend affirmative action programmes to achieve gender equality and to conduct research into issues relating to gender and social justice, and to recommend changes to laws and practises which lead to discrimination based on gender, among others.

33. As a result of these interventions, Zimbabwe has witnessed an increase in women's participation in decision making as illustrated in Figure 6, Tables 2, 3, 4 and 5 below.

Figure 6

**Proportion of women in Ministerial positions 2010 to 2015**



Source: Parliament of Zimbabwe, 2016.

Table 2

**Representation of women in Zimbabwe's Parliament and Senate**

Year	Parliament			Senate		
	Seats	Women	Percentage of women	Seats	Women	Percentage of women
2012	214	32	15	99	24	24
2013	270	85	31	80	38	48
2014	270	86	32	80	38	48
2015	270	86	32	80	38	48

Source: Parliament of Zimbabwe 2016.

Table 3

**Personnel in decision making positions in the Zimbabwe Prisons and Correctional Services by rank and sex; 2013, 2014 and 2015**

<i>Designation</i>	<i>2013</i>			<i>2014</i>			<i>2015</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Commissioner-General of Prisons	0	1	1	0	1	1	0	1	1
Deputy Commissioner General of Prisons	1	2	3	1	3	4	1	3	4
Commissioner of Prisons	0	0	0	2	4	6	2	3	5
Senior Assistant Commissioner	2	5	7	0	0	0	5	8	13
Assistant Commissioner	5	11	16	5	8	13	4	27	31
Chief Superintendent	5	38	43	5	39	44	13	32	45
Superintendent	25	104	129	33	121	154	27	114	141
Chief Prison Officer	57	202	259	60	221	281	63	240	303
Principal Prison Officer	157	369	526	173	398	571	161	403	564
Senior Prison Officer	310	1 057	1 367	381	1 229	1 610	461	1 402	1 863
<b>Total</b>	<b>562</b>	<b>1 789</b>	<b>2 351</b>	<b>660</b>	<b>2 024</b>	<b>2 684</b>	<b>737</b>	<b>2 233</b>	<b>2 970</b>

Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

Table 4

**Distribution of positions in the judiciary by sex, 2013-2015**

<i>Position</i>		<i>2013</i>		<i>2014</i>		<i>2015</i>	
		<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Supreme Court	Chief Justice	0	1	0	1	0	1
	Deputy Chief Justice	0	1	0	1	0	1
	Judges	5	3	5	3	6	5
High Court	Judge President	0	1	0	1	0	1
	Judges	11	18	11	18	13	18
Labour Court	Senior Judge	1	0	1	0	1	0
	Judges	10	5	10	4	10	4
Chief Magistrate's Dept.	Magistrates	92	115	92	115	98	112

Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

Table 5  
**Women in leadership in the Public Service, 2017**

<i>Position</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>	<i>%</i>
Heads of Ministries (Permanent Secretaries)	11	26	<b>37</b>	29.7%
Principal Directors	12	46	<b>58</b>	20.6%
Directors	72	190	<b>262</b>	27.4%
Deputy Directors	151	442	<b>593</b>	25.4%
Councillors (in local authorities)	313	1 649	<b>1 962</b>	15.9%
Boards of Parastatals/State Enterprises	29	71	<b>100</b>	29%
Chief Executive Officers of Parastatals/State Enterprises	23	77	<b>100</b>	23%
Vice Chancellors-State Universities	3	8	<b>11</b>	27%
Principals of State owned Teachers Colleges	8	6	<b>14</b>	57%
Principals of State owned Agricultural Colleges	2	6	<b>8</b>	25%
Principals of State owned Poly-Technical Colleges	2	6	<b>8</b>	25%
Heads of Government Primary Schools	776	2 168	<b>2 944</b>	26%
Heads of Government Secondary Schools	416	1 940	<b>2 356</b>	17.6%
Ambassadors	10	36	<b>46</b>	21.7%
Commissioners in the Public Service	26	34	<b>60</b>	43.3%

*Source:* Zimbabwe Public Service Commission, 2017.

#### **Article 5: Social and cultural patterns that lead to discrimination and stereotyped roles for women**

##### *Constitutional and Legislative Measures*

34. Section 25 of the Constitution mandates the State and all institutions and agencies of Government at every level to protect and foster the institution of the family and to adopt measures for the provision of care and assistance to mothers, fathers and other family members who have charge of children within the limits of the resources available to them.

35. Section 80 of the Constitution mandates the Government to ensure that every woman has full and equal dignity of the person with men and this includes equal opportunities in political, economic and social activities. It also prohibits cultural practices, laws, traditions and customs that infringe the rights of women.

36. Sections 19 and 81 (2) of the Constitution also state that a child's best interests are paramount in every matter concerning the child. Section 26 further enjoins the State, to take appropriate measures to ensure that in the event of dissolution of a marriage, provision is made for the necessary protection of any children. The Children's Act is being amended to harmonise all laws regarding children in Zimbabwe and its primary focus will be on the best interests of the child.

37. Furthermore, Section 3(1)(i) of the Domestic Violence Act provides for the elimination of harmful practices against women and girls which include, amongst others forced virginity testing; female genital mutilation; pledging of women or girls for purposes of appeasing spirits; forced marriage; child marriage; forced wife inheritance; sexual intercourse between father-in-law and newly married daughter-in-law.

##### *Administrative Measures*

38. Regarding the recommendation to put in place, without delay, a comprehensive strategy to modify or eliminate patriarchal attitudes and stereotypes that discriminate women, in conformity with the provisions of the Convention as well as measures, in collaboration with civil society, the community and religious leaders, to educate and raise awareness of this subject, targeting women and men at all levels of society and to vigorously address harmful practices by expanding public education programmes and by effectively enforcing the prohibition of such practices, in particular in rural areas:

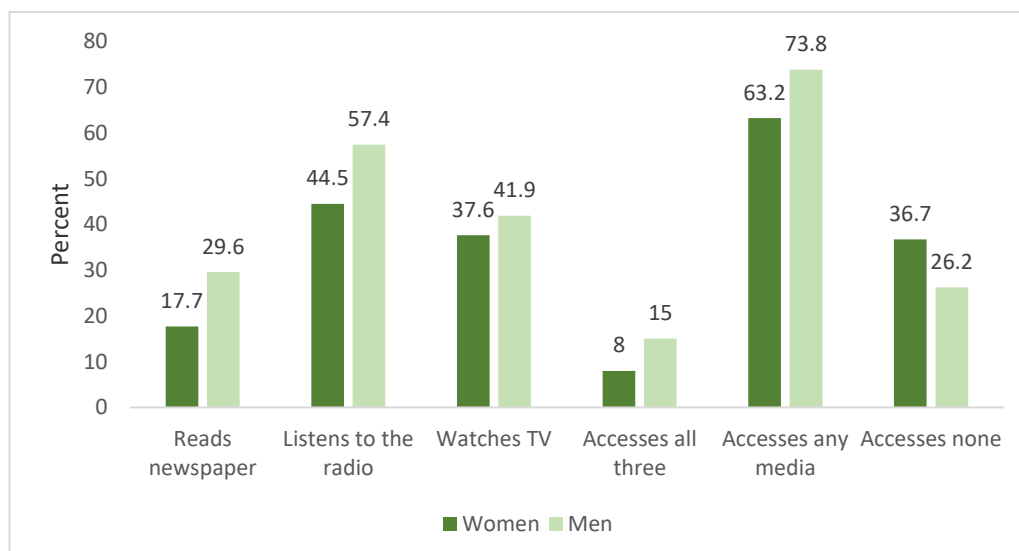
- The RNGP provides for strategies to address harmful norms, practices and traditions, patriarchal attitudes and deep-rooted stereotypes regarding the roles, responsibilities and identities of women and men in all spheres of life. Zimbabwe is rolling out awareness raising programmes to build the capacity and awareness among communities to enable men and women, boys and girls to identify and question cultural and religious values and practices that deny them the right to self-dignity and equal treatment;
- The National Arts, Culture and Heritage Policy (NACHP) is tailored to mainstream gender issues in communities through engaging local leadership with a view to eliminate negative patriarchal attitudes and stereotypes that discriminate against women. Under NACHP, Government continues to roll out awareness programmes in which communities are encouraged to uphold the principle and practice of equality and equity between men and women;
- Government collaborates with CSOs and development partners to raise awareness on the need to eliminate patriarchal attitudes and stereotypes against women, through building capacity of traditional, religious and other opinion leaders. This collaboration has entrenched active male participation in gender equality programmes through the “He-for-She Campaign.”

39. With regard to the recommendation to use innovative measures targeting the media to strengthen understanding of the equality of women and men, and through the educational system to enhance a positive and non-stereotypical portrayal of women:

- Government revised the National Gender Policy to provide for media strategies to mainstream gender and eliminate negative portrayal of women. The RNGP also encourages women to own media houses and to take up of leadership positions in the media sector. In partnership with CSOs, Government continues to encourage non-stereotypical portrayal of women in the media through training of journalists and editors. There is an increase in women’s access to the media by women including among women living in the rural areas as indicated on figure 7 below.

Figure 7

**Exposure to mass media by women aged 15-49 and men aged 15-54 years**



Source: ZIMSTAT, MICS, 2014.

40. Gender Desks has been created in the Ministry of Information, Media and Broadcasting Services to spearhead gender mainstreaming in the media sector and as a result a steady increase in the number of women working in the media sector has been witnessed as indicated on table 6 below.

Table 6  
**Zimpapers editorial employees by designation and sex, 2013, 2014 and 2015**

<i>Designation</i>	<i>2013</i>		<i>2014</i>		<i>2015</i>	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Group Editor- in Chief	0	1	0	1	0	1
Editor	1	10	1	11	1	11
Deputy Editor	0	4	0	5	0	5
Senior Assistant Editor	0	2	0	1	0	1
Assistant Editor	1	3	1	3	1	3
Executive Editor	0	1	0	1	0	1
News Editor	1	7	1	9	1	9
Deputy News Editor	1	1	1	1	1	1
Bureau Chief	0	4	0	4	0	4
Leisure Editor	0	0	0	0	0	0
Political Editor	0	1	0	2	0	2
Sports Editor	0	4	0	4	0	4
Entertainment Editor	2	2	2	2	2	2
Business Editor	1	3	1	3	1	3
Deputy Business Editor	0	2	0	2	0	2
Deputy Sports Editor	0	2	0	2	0	2
<b>Total</b>	<b>7</b>	<b>47</b>	<b>7</b>	<b>51</b>	<b>7</b>	<b>51</b>

Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

Table 7  
**Zimbabwe broadcasting holdings personnel by selected designations and sex as at 31 December 2015**

<i>Designation</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Group Chief Executive Officer	-	1	1
Heads of Departments	2	4	6
Manager	1	14	15
Assignments Editor	0	1	1
Bureau Chief	3	4	7
Chief Correspondent	1	0	1
Chief Picture Editor	0	1	1
Chief Producer	1	4	5
Editor	3	7	10
Executive Producer	5	11	16
Producer/Presenter	35	59	94
Programme Compiler	0	2	2
Programme Previewer	1	1	2
Reporter	5	13	18
Researcher	1	0	1
Senior Cameraperson	1	8	9
Video Editor	1	1	2
Picture Editor	3	3	6
<b>Total</b>	<b>63</b>	<b>134</b>	<b>197</b>

Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

41. Furthermore, the revised curriculum for primary and secondary education embeds gender issues for teaching from early childhood education to upper secondary level. Institutions of higher learning are now offering courses on gender and development. All the twelve (12) state universities in the country now offer gender studies as a module. In some Universities the course has been made compulsory across all disciplines.

## **Article 6: Suppression of trafficking in and exploitation of the prostitution of women**

### *Constitutional and Legislative Measures*

42. Sections 51 to 55 of the Constitution provide for the right to human dignity, personal security, freedom from torture or cruel, inhuman or degrading treatment or punishment, freedom from slavery or servitude and freedom from forced or compulsory labour. Government enacted the Trafficking in Persons Act [Chapter 9:25] in 2014. The Act provides for the prohibition, prevention and prosecution for the crime for trafficking in person as well as protection of victims of trafficking in persons. In addition, Section 83 of the Criminal Law (Codification and Reform) Act [Chapter 9:23] also prohibits trafficking in persons.

### *Administrative Measures*

43. Regarding addressing root causes of trafficking and prostitution, including poverty, in order to eliminate vulnerability of girls and women to sexual exploitation and trafficking, and undertaking efforts for the recovery and social integration of the victims:

- Zimbabwe ratified the United Nations Convention against Transnational Organised Crimes on the 12<sup>th</sup> of December 2007 and on the 13<sup>th</sup> of December 2013, acceded to the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. An Inter-Ministerial Committee on Trafficking in Persons was also established at national and provincial level to implement the Trafficking In Persons Act [Chapter 9:25];
- In July 2016, Government launched the National Plan of Action against Trafficking in Persons anchored on four pillars of Prevention, Protection, prosecution and partnerships. This plan of action is designed to coordinate Government efforts towards the fight against trafficking in persons;
- The Protection pillar provides Standard Operating Procedures (SOPs) for the provision of assistance to survivors of trafficking in persons. In line with the SOPs, Government provides a starter pack for the survivors to enable them to integrate into their communities. Household and risk assessments are also conducted to determine the individual needs of the survivors. Government collaborates with development partners in the provision of reintegration support through various sector programmes;
- Zimbabwe also commemorates the World Day against Trafficking in Persons on the 30<sup>th</sup> of July of every year. Government takes advantage of such commemorations to consolidate public awareness on trafficking in persons;
- In December 2016 Government launched the National Social Protection Policy Framework (NSPPF) which seeks to strengthen mechanisms for reducing poverty and vulnerability by improving the coverage and effectiveness of the various social protection programmes in place;
- Government in partnership with development partners launched the third phase of the National Action Plan for Orphans and Vulnerable Children (NAP3) in December 2016. At the heart of the NAP3 is the Harmonised Social Cash Transfer (HSCT) which is aimed at reducing extreme poverty in the most vulnerable households, thereby reducing poverty related abuse, neglect and violence against children;
- For other measures to address the root causes of poverty among women the committee is referred to article 13.

44. In respect of the recommendation to provide training on how to identify and deal with victims of trafficking and on the provisions of the anti-trafficking legislation to the

judiciary, law enforcement officials, border guards and social workers in all parts of the country, especially in rural and remote areas:

- ZRP continues to train its officers throughout the entire police force with a thrust to capacitate officers in identifying and dealing with victims of Trafficking In Person (TIP). The Department of Immigration has institutionalized TIP in their training curriculum which is rolled out to all new staff members in the department. Government has also trained law enforcement agents and border guards in the border areas with the highest migrant figures. The Anti-Trafficking in persons Inter-Ministerial Committee (ATIMC) was also trained;
- Government continuously conducts public awareness campaigns on trafficking in persons and training workshops for law enforcement agencies and social workers.

45. In respect of the recommendation to ensure a systematic monitoring and periodic evaluation, including the collection and analysis of data on trafficking and exploitation of women in prostitution, and to include such data in its next periodic report:

- The ATIMC continuously collects data on trafficking and exploitation of women. Government with assistance from SADC established a data base of TIP which is updated on a regular basis. In 2016, Government facilitated the repatriation of 133 female survivors of trafficking from Kuwait;
- Zimbabwe and Kuwait later bilaterally agreed to stop issuance of VISA Article 20 (for semi-skilled workers).

46. On the issue of increasing efforts for international, regional and bilateral cooperation with countries of origin, transit and destination in order to prevent trafficking through information exchange and to harmonize legal procedures aiming at the prosecution of traffickers:

- Zimbabwe ratified the United Nations Convention against Transnational Organised Crime (UNTOC) (2000) and has acceded to the Palermo Protocol. Zimbabwe is cooperating with other countries in the SADC region to address trafficking in persons and/or associated criminal activities through the implementation of the following instruments:
  - SADC 10 year Strategic Plan of Action on Combating Trafficking In Persons, Especially Women and Children;
  - SADC Protocol on Gender and Development;
  - SADC Strategic Indicative Plan for the Organ on Politics, Defence and Security Cooperation (SIPO);
  - SADC Protocol on Mutual Legal Assistance in Criminal Matters (2002);
  - SADC Protocol on Extradition (2002);
  - SADC Code of Conduct on Child Labour (2000);
  - Protocol on Combating Illicit Drug Trafficking in SADC (1996).
- Zimbabwe is also party to:
  - The African Charter on the Rights and Welfare of the Child (1990);
  - The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003);
  - The African Youth Charter (2006);
  - The Ouagadougou Action Plan to Combat Trafficking in Human Beings, especially Women and Children in 2006;
  - AU Commission Initiative against Trafficking (AU COMMIT).

47. Zimbabwe adopted new immigration procedures with South Africa and Botswana for minors travelling between the countries in an effort to combat TIP. Minors unaccompanied by parents require a full birth certificate and a certified affidavit from the parents. The same rules apply when the minor is travelling with one parent.

48. With regard to taking necessary steps to ensure that trafficked women and girls have access to quality medical care, counselling, financial support, adequate housing and training opportunities, as well as access to free legal services:

- Government established Reception, Holding and Support Centres for survivors of Trafficking in Persons in most border towns where survivors of trafficking are offered various services ranging from free psychosocial support, quality medical, counselling, legal services, and shelter. Upon arrival all the survivors are referred to various support services depending on their needs. Government also makes arrangements and pays for the repatriation of victims of trafficking back to Zimbabwe.

49. With regard to ratifying the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime:

- As alluded to under paragraph 2.39, Zimbabwe has acceded to and domesticated the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.

#### **Article 7: Elimination of discrimination against women in political and public life**

50. In respect of the recommendation to adopt quotas for women throughout the State Party's public service, with a view to accelerating the equal representation of women in all areas of public and professional life, especially in decision-making positions and local administration:

- The Committee is referred to discussions under article 4 which also details Constitutional Legislative and Administrative measures put in place to implement this article as interventions are the same. Under this article, the Report will only highlight progress made in implementing concluding observations by the Committee.

51. In respect of the CEDAW Committee recommendation for the State to allocate adequate funds for women candidates to elections and in the public funding of election campaigns:

- The Political Parties Finance Act Chap 2 :11, Section 3 provides for funding for political parties represented in Parliament which would have received at least five per cent of the total number of votes cast in the most recent general election. Political parties are also encouraged to promote the active participation of women in politics by taking up elective positions. Moreover, the introduction of a quota system in Parliament through proportional representation encourages political parties to be conscious of the need to promote the participation of women in politics.

52. With regard to the recommendation for the State to promote women's participation in civil society organizations, political parties, trade unions and other associations, including in leadership positions:

- Zimbabwe has an adequate constitutional and legislative framework that promotes the participation of women in civil society organisations, political parties, trade unions and other organisations. Sections 62 (2) and 80 (1) affords every Zimbabwean the right to form, join and participate in the activities of a political party or any other organisation of their choice. Furthermore, in terms of Section 65 (2) every person has the right to form and join trade unions and employee or employers' organisations of their choice.

53. In respect of the recommendation to ensure that women have adequate opportunities to participate and have a vote in the planning, implementation, monitoring and evaluation of development policies and community projects:

- The development planning process in Zimbabwe takes a participatory bottom-up approach which involves communities, through the community development committees, planning and prioritising community projects. These plans are submitted to the next higher level which is the ward development committee for

further transmission to district, province and national levels. At all these stages, there is active participation of women.

54. With regard to the recommendation for the State to provide training on gender equality to politicians, journalists, teachers, and traditional and religious leaders, especially men, to enhance the understanding that full, equal, free and democratic participation of women and men in political and public life is a requirement for the full implementation of the Convention:

- Government continues to train parliamentarians, traditional and religious leaders while the curricula for teachers and journalists include gender studies. Government has also run specific gender sensitisation programmes for traditional and religious leaders.

#### **Article 8: Equal opportunities with men to serve as representatives of Government at international level and as participants in the work of International Organisations**

##### *Constitutional and Legislative measures*

55. Section 80 (1) of the Constitution confers women with full and equal dignity of the person with men and this includes equal opportunities in political, economic and social activities.

##### *Administrative measures*

56. The Committee is referred to on table 5 above where 27% of ambassadors are female. Government adheres to the principles of according women equal opportunities with men to participate in the work of international organisations.

57. Table 8 and 9 below show Zimbabwean women participating in United Nations peacekeeping missions.

Table 8

##### **Zimbabwe National Army (ZNA) Officers deployed in UN Missions**

<i>Rank</i>	<i>Female</i>	<i>Male</i>
Lieutenant General	0	1
Major General	0	1
Brigadier General	0	7
Colonel	3	20
Lieutenant Colonel	12	51
Major	22	37

Source: Zimbabwe National Army, 2016.

Table 9

##### **Deployment of female police officers in peace keeping missions**

<i>Year</i>	<i>Percentage</i>
2011	31%
2012	42%
2013	37%
2014	41%
2015	28%
2016	46.7%

Source: ZRP, 2016.

**Article 9: Equal rights to acquire, change or retain nationality***Constitutional and Legislative Measures*

58. Sections 38, 39 (2) (a), 40, 42 (b) (e) and 80 (2) of the Constitution confer women equal rights with men to acquire, change or retain their nationality and the nationality of their children.

**Article 10: Elimination of discrimination against women in the field of education***Constitutional and Legislative Measures*

59. Sections 27, 56, 75 and 81 (1) (f) of the Constitution confer a right to education including adult education and further education to all persons including women on an equal basis with men. Furthermore, Section 5 of the Education Act [Chapter 25:04] provides for compulsory education for every child of school going age.

*Administrative Measures*

60. Concerning the recommendation to address barriers to women's and girls' education, such as negative cultural attitudes, early marriage, excessive domestic duties, and taking steps to retain girls in schools, as well as strengthen the implementation of re-entry policies enabling young women to return to school after pregnancy:

- Government is committed to ensuring gender equality in schools and has taken measures to ensure that negative cultural attitudes about girls attending school are eliminated. Statutory Instrument 362 of 1998 provides for girls who fall pregnant to return to school. Awareness raising campaigns are conducted in schools to emphasise the importance of education to both girl and boy learners;
- The Non-Formal Education Policy launched in 2014 provides an avenue where learners who drop out of school can benefit from education through attending lessons in the afternoon or evening at any school of their choice. In 2017, a total of 137 784 learners, (58 388 males and 79 396 females), were enrolled in Non- Formal Education as shown in Tables 13 below.

Table 10  
**Non-formal education enrolment, 2017**

<i>Provinces</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Bulawayo	2 669	3 916	6 585
Harare	20 696	21 219	41 915
Manicaland	5 802	9 173	14 975
Mash. Central	3 860	4 781	8 641
Mash. West	3 160	4 114	7 274
Mash. East	4 369	5 890	10 259
Masvingo	4 312	5 091	9 403
Mat. North	3 464	4 981	8 445
Mat. South	1 803	3 675	5 478
Midlands	8 253	16 456	24 708
<b>Total (national)</b>	<b>58 388</b>	<b>79 396</b>	<b>137 784</b>

Source: Ministry of Primary and Secondary Education, 2017.

61. Government launched the African Union Campaign to End Child Marriages on 31 July 2015. The Constitutional Court delivered a landmark ruling which outlawed child marriages in January 2016. Government is in the process of amending the marriage laws so that they conform to the provisions of Section 78 of the Constitution. Government also developed and is implementing the National Action Plan and Communication Strategy on ending child marriages.

62. Government also initiated a Life Skills, Sexuality, HIV and AIDS Education Strategy to address issues of girls dropping out of school due to early marriages. This strategy seeks to empower learners to make informed choices through dissemination of accurate knowledge, development of positive life skills and attitudes to prevent negative reproductive health outcomes.

63. On the issue of implementing measures to eliminate traditional stereotypes and structural barriers that might deter the enrolment of girls in science and mathematics at the secondary and tertiary levels of the education system:

- Government has promoted the uptake of science education by female students under the Science, Technology, Engineering and Mathematics (STEM) 263 Initiative by providing equal enrolment opportunities. The STEM 263 Initiative seeks to demystify stereotypes against the girl child in the fields of Maths, Sciences and Technical/Vocational subjects.

Table 11  
Upper 6 enrolments under STEM 263 Initiative (2017)

Province	No. of schools	Sex		Subject-combinations					Total
		Male	Female	Total	MPC	MBC	MPB	MPBC	
Bulawayo	27	310	169	<b>479</b>	273	158	29	19	<b>479</b>
Harare	41	585	321	<b>906</b>	568	313	10	15	<b>906</b>
Mash Central	16	189	67	<b>256</b>	153	96	6	1	<b>256</b>
Mash East	32	408	250	<b>658</b>	373	272	4	9	<b>658</b>
Mash West	16	206	91	<b>297</b>	173	122	2	0	<b>297</b>
Mat North	13	88	58	<b>146</b>	69	49	8	20	<b>146</b>
Mat South	15	166	115	<b>281</b>	139	88	16	38	<b>281</b>
Midlands	39	523	242	<b>765</b>	553	186	6	20	<b>765</b>
Manicaland	36	473	248	<b>721</b>	436	270	3	12	<b>721</b>
Masvingo	26	369	186	<b>555</b>	384	148	9	14	<b>555</b>
<b>Total</b>	<b>261</b>	<b>3 317</b>	<b>1 747</b>	<b>5 064</b>	<b>3 121</b>	<b>1 702</b>	<b>93</b>	<b>148</b>	<b>5 064</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2017.

Table 12  
Lower 6 enrolment under the STEM Initiative (2017)

Province	No. of schools	Sex		Subject-combinations				Total
		Male	Female	MPC	MBC	MPB	MPBC	
Bulawayo	27	296	237	224	271	14	24	<b>533</b>
Harare	40	527	310	604	205	10	18	<b>837</b>
Mash Central	12	149	97	175	56	13	2	<b>246</b>
Mash East	29	348	235	550	20	12	1	<b>583</b>
Mash West	17	201	77	191	63	20	4	<b>278</b>
Mat North	13	113	69	112	35	16	19	<b>182</b>
Mat South	16	173	168	239	80	22	0	<b>341</b>
Midlands	39	530	316	502	291	40	13	<b>846</b>
Manicaland	38	550	336	420	391	70	5	<b>886</b>
Masvingo	29	430	269	312	330	54	3	<b>699</b>
<b>Total</b>	<b>260</b>	<b>3 317</b>	<b>2 114</b>	<b>3 329</b>	<b>1 742</b>	<b>271</b>	<b>89</b>	<b>5 431</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2017.

Key of table 11 and 12:     MPC – Maths, Physics, Chemistry  
                                       MBC – Maths, Biology, Chemistry  
                                       MPB – Maths, Physics, Biology  
                                       MPBC – Maths, Physics Biology, Chemistry

64. The new curriculum emphasises the teaching of Science and Maths subjects for all learners from Infant Education level. Girl learners are being encouraged to pursue the fields traditionally taken by their male counterparts which include among others, Mathematics, the Sciences and Technical/Vocational subjects.

65. To promote uptake of Science and Mathematics among girls, Government continues to run Mathematics, Science and Technical/Vocational subjects Camps for girls during the April and August school holidays. The camps are run and supervised by female teachers who also serve as role models for girl empowerment.

66. Tables 13 to 20 below illustrate the enrolment trends of the girl child in Technical and Vocational Education, Training in Polytechnics and enrolment at Universities.

Table 13

**Enrolment at Gweru Poly-Technical College by field of study, 2011 to 2014**

Division/Department	Percentage share of women						
	2012	2013	2014	2011	2012	2013	2014
Clothing	58	58	45	100.0	98.3	94.8	100.0
Hairdressing/Cosmetology	15	9	6	100.0	100.0	100.0	100.0
Business Studies	204	186	183	57.5	57.8	61.3	68.9
Management Studies	411	438	277	56.3	57.2	60.3	60.3
Secretarial Studies	75	34	78	94.9	94.7	97.1	94.9
Records/Library	209	214	98	74.6	76.1	73.4	70.4
Information Technology	97	87	90	34.4	40.2	36.8	34.4
Education	93	139	50	44.0	30.1	58.3	44.0
Building	14	13	2	33.3	21.4	23.1	0.0
Automotive Engineering	197	196	90	2.5	2.0	2.6	5.6
Electrical Engineering	112	141	177	20.7	19.6	17.7	18.1
Mechanical Engineering	146	139	121	9.9	6.8	7.9	9.9
<b>Total</b>	<b>1 631</b>	<b>1 654</b>	<b>1 217</b>	<b>47.7</b>	<b>46.7</b>	<b>47.7</b>	<b>48.4</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

Table 14  
**Enrolment at Harare Poly-Technical College by field of study, 2011 to 2013**

<i>Division/Department</i>	<i>Percentage share of women</i>				
	<i>2012</i>	<i>2013</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
Applied Art	51	112	23.3	96.1	91.1
Automotive	553	299	2.9	23.3	5.0
Construction	11	27	63.3	27.3	14.8
Commerce	725	1 370	60.3	60.3	62.2
Information Technology	224	223	35.7	35.7	34.1
Civil Engineering	232	437	22.6	20.3	22.4
Electrical Engineering	494	926	16.2	16.2	18.6
Hospitality	174	211	75.8	76.4	79.1
Library & Information	156	287	68.6	68.6	68.6
Mass Communication	n/a	89	45.9	n/a	49.4
Mechanical Engineering	329	517	4.9	4.9	3.1
Printing & Graphic Arts	78	95	30.9	34.6	25.3
Science Technology	692	672	42.0	42.3	46.3
<b>Total</b>	<b>3 719</b>	<b>5 265</b>	<b>35.2</b>	<b>37.7</b>	<b>39.5</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2013.

Table 15  
**Enrolment at Mutare Poly-Technical College by field of study, 2011 and 2014**

<i>Division/Department</i>	<i>Total enrolment</i>		<i>% Share of women</i>	
	<i>2011</i>	<i>2014</i>	<i>2011</i>	<i>2014</i>
Applied Arts	76	69	94.7	71.0
Applied Science	159	159	40.9	40.9
Automotive	200	166	3.0	4.8
Business Studies	226	221	50.9	57.0
Civil Engineering	103	179	15.5	10.6
Construction Engineering	36	88	2.8	3.4
Computer Studies (ICT)	77	132	46.8	37.9
Wood Technology	24	21	4.2	0.0
Electrical Engineering	171	279	15.2	11.8
Management	286	241	49.7	50.2
Mechanical	141	272	5.0	3.7
Research Education And Enterprise Development	22	53	63.6	45.3
Office Management Studies	82	53	90.2	92.5
Tourism And Hospitality	95	57	73.7	73.7
<b>Total</b>	<b>1 706</b>	<b>1 990</b>	<b>38.0</b>	<b>30.1</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

Table 16  
**Enrolment at Masvingo Poly-Technical College by field of study, 2011 to 2013**

<i>Division/Department</i>	<i>Total enrolment</i>		<i>% Share of women</i>	
	<i>2012</i>	<i>2013</i>	<i>2012</i>	<i>2013</i>
Applied Art & Design	24	20	41.7	55.0
Chemical Engineering	21	69	14.3	24.6
Automotive	188	240	3.2	2.9
Accountancy	197	186	60.9	59.7
Civil Eng. & Construction	59	74	8.5	8.1
Clothing Dept.	68	60	98.5	96.7
Information Technology	193	131	57.0	51.1
Cosmetology	37	8	94.6	100.0
Electrical Engineering	173	172	15.6	13.4
Environmental Health	103	135	40.8	43.7
Food Science	29	62	48.3	51.6
Horticulture	98	79	54.1	51.9
Management	477	448	55.6	64.3
Mechanical	194	235	5.7	7.7
Education & Training	34	44	79.4	54.5
Secretarial	91	80	100.0	100.0
Hospitality & Tourism	55	35	70.9	77.1
Records Mgmt. & Inform	29	27	37.9	51.9
<b>Total</b>	<b>2 070</b>	<b>2 105</b>	<b>45.2</b>	<b>42.3</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2013.

Table 17  
**Enrolment at the University of Zimbabwe by field of study, 2011 and 2012**

<i>Faculty/School</i>	<i>Total enrolment</i>		<i>% Share of women</i>	
	<i>2011</i>	<i>2012</i>	<i>2011</i>	<i>2012</i>
Agriculture	378	479	29.1	31.1
Arts	1 457	1 790	53.3	56.0
Commerce	1 404	2 324	33.3	33.7
College Of Health Sciences	1 144	2 017	40.1	43.0
Education	173	452	55.5	56.9
Engineering	411	549	10.7	13.3
Law	469	508	51.4	54.3
Science	484	806	34.1	34.1
Social Studies	2 255	2 878	46.7	48.3
Veterinary Science	135	172	36.3	39.5
<b>Total</b>	<b>8 310</b>	<b>11 975</b>	<b>41.7</b>	<b>42.9</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

Table 18  
**Enrolment at the National University of Science and Technology by field of study 2012 and 2014**

<i>Faculty/School</i>	<i>Total enrolment</i>		<i>% Share of women</i>	
	<i>2012</i>	<i>2014</i>	<i>2012</i>	<i>2014</i>
Applied Sciences	828	1 405	43.4	43.8
Built Environment	258	151	19.0	15.9
Commerce	775	2 559	36.5	46.6
Communication & Information Science	150	553	56.7	64.6
Industrial Technology	220	237	69.1	48.5
Medicine	831	1 071	23.5	23.2
	25	68	52.0	47.1
<b>Total</b>	<b>3 087</b>	<b>6 185</b>	<b>36.8</b>	<b>42.5</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

Table 19  
**Enrolment at the Bindura University of Science Education by field of study, 2012 to 2014**

<i>Faculty/School</i>	<i>Total enrolment</i>			<i>% Share of women</i>		
	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>
Agriculture & Environmental Science	996	897	526	50.3	45.0	46.2
Science	2 702	2 171	2 533	48.3	43.8	43.2
Commerce	1 034	786	1 335	28.0	31.3	29.7
<b>Total</b>	<b>4 732</b>	<b>3 854</b>	<b>4 394</b>	<b>44.3</b>	<b>41.5</b>	<b>39.4</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

Table 20  
**Enrolment at the Midlands State University by field of study, 2011 to 2014**

<i>Faculty</i>	<i>Total enrolment</i>			<i>% Share of women</i>		
	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>
Agriculture	n/a	966	459	n/a	31.8	32.5
Arts	2 502	3 157	1 812	52.0	53.6	55.8
Commerce	5 535	5 716	3 371	42.3	41.8	39.8
Education	1 646	1 461	714	56.1	53.9	53.6
Law	139	147	172	46.8	49.7	33.7
Social Science	3 573	4 001	2 111	51.1	50.7	53.0
Science & Technology	1 520	1 711	1 619	35.2	31.9	33.3
<b>Total</b>	<b>14 915</b>	<b>17 159</b>	<b>10 258</b>	<b>46.9</b>	<b>45.6</b>	<b>44.8</b>

Source: Ministry of Higher and Tertiary Education, Science and Technology Development, 2014.

67. With regard to the recommendation to increase efforts to provide career counselling for girls that expose them to options related to non-traditional career paths:

- Career Guidance and Counselling has been strengthened and is one of the subject areas emphasized in the new curriculum. All educational institutions hold career days in which pupils are exposed to different professional paths. Government focuses on quality education and ensures that both boys and girls are afforded the

same opportunities at all levels. The new curriculum empowers all learners to strive to excel in line with their capabilities.

68. In respect of the recommendation to provide a safe educational environment, free from discrimination and violence, as well as institute measures to protect girls from sexual harassment and violence on their way to and from schools, in particular in rural areas:

- Government has put measures in place to reduce walking distances to schools by increasing the number of schools, ensuring that there is a secondary school for every three primary schools. Government in partnership with development partners continue to construct schools in order to ensure that no primary school child walks more than 5km and no secondary school child walks more than 10km to get to school and that double sessions are eradicated;
- Government is implementing the Child Friendly Schools concept which focuses on the creation of a healthy, safe, friendly and protective learning environment for all children regardless of sex. This entails among others, protecting all children from harm, neglect, abuse, violence or exploitation.

69. With regard to strengthening awareness-raising and training for school officials and students and sensitization of children through the media, and establishing reporting and accountability mechanisms to ensure that perpetrators of sexual abuse and harassment in schools are prosecuted and punished:

- Government has demonstrated commitment towards the welfare of the child and recognizes the importance of prevention in the campaign against sexual abuse and harassment. In this regard, advocacy activities to raise awareness of this undesirable phenomenon and to empower learners to report abuse have been actively promoted in schools through collaboration with the stakeholders of the VFS;
- Government prefers criminal charges and disciplinary action against anyone, including teachers who torture or abuse children. Cabinet has also approved minimum mandatory sentencing for rape and sexual abuse. In addition, Child Protection Committees have been established in schools to handle cases of child abuse and provide learners with information on the channels for reporting abuse. Furthermore, child rights and responsibilities are incorporated in the Guidance and Counselling syllabus for learners;
- Government has also put in place teams of educational psychologists who offer psycho-educational counselling to affected learners in order to minimize the trauma of abuse and its effect on the learning process;
- Government continues to work with all media houses to ensure that each has a child desk. So far, the public media, both print and broadcast, have done considerably well as evidenced by various sensitisation programmes carried by the national broadcaster – Zimbabwe Broadcasting Corporation – which include, Young Gifted and Talented; CHIPAWO; Junior Club and Quiz Time among others.

## **Article 11: Elimination of discrimination against women in the field of employment**

### *Constitutional and Legislative Measures*

70. Sections 24 and 64 of the Constitution state that Government should create a conducive environment in which every person has a right to choose and carry on any profession, trade or occupation. Section 65 of the Constitution provides for fair and safe labour practices and standards and for a fair, reasonable and equal remuneration for both men and women for similar work. On matters pertaining to the right to social security. Further, Section 30 makes it imperative for the State to take all practical measures to provide social security and social care to those who are in need. Section 56 of the Constitution also prohibits discrimination on the basis of marital status, pregnancy, disability or economic status among other factors.

### *Administrative Measures*

71. In respect of the recommendation for the State to adopt legislation guaranteeing equal pay for work of equal value in order to narrow and close the wage gap between

women and men, in accordance with ILO Equal Remuneration Convention, 1951 (No. 100):

- The Committee is informed that the Labour Act [28:01] and the Public Service Act [16:04] guarantee the same rights of equal pay for work of equal value. Government and the social partners (representatives of employers and workers) are currently engaged in a labour law reform exercise which seeks among other issues, to provide a comprehensive provision on equal pay for work of equal value. This is in response to observations made by the International Labour Organisation (ILO) Committee of Experts on the Application of Conventions and Recommendations;
- It is also imperative to note that Zimbabwe has no recorded cases of remunerations varying on the basis of gender.

72. Concerning the recommendation to provide a regulatory framework for the informal sector, with a view to providing women working in this sector with access to social security and other benefits:

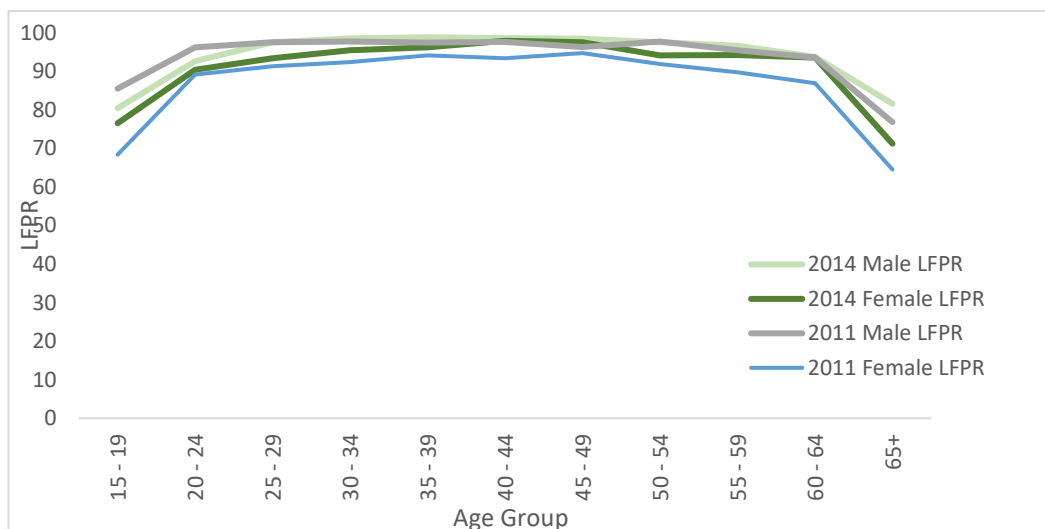
- Government adopted and accepted the ILO recommendation 204 on the transition from the informal to the formal economy. To this end, government is working on a policy for affordable social security, tax benefits, infrastructure, finance, healthcare, pension, housing and maternity cover for the Small to Medium Enterprises and Cooperatives of whom the majority are women.

73. In respect of the recommendation for the State to adopt temporary special measures, such as quotas, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, aimed at achieving de facto equal opportunities for men and women in the labour market:

- Zimbabwe does not have specific temporary special measures or quotas in the labour market at the moment. However, the Constitution enjoins Government to promote equal representation of men and women in all institutions and agencies of Government at every level (section 17(1) (b) (i)) and full participation of women in all other spheres of life on the basis of equality with men;
- Despite the absence of specific quotas in the labour market, the Country is experiencing an increase in women Labour Force Participation Rate (LFPR) across all age groups. Gender gap in labour force participation rate was narrow in 2014 compared to 2011, indicating an increase in participation in the labour market by women as indicated in figure 8 below.

Figure 8

**LFPR by age group and sex, 2011 and 2014 Labour Force LFS**



Source: ZIMSTAT, 2011 and 2014 Labour Force Surveys (LFS).

74. Table 21 below also shows women's participation in the labour force in different industrial sectors as of 2014.

Table 21

**Percent distribution of currently employed population aged 15 years and above by industrial sector and sex**

<i>Industrial sector</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	
			<i>Percent</i>	<i>Number</i>
Agriculture, forestry and fishing	46.0	54.0	100	4 212 822
Mining and quarrying	89.2	10.8	100	92 305
Manufacturing	77.5	22.5	100	252 475
Electricity, gas, steam and air conditioning supply	95.2	4.8	100	8 896
Water supply; sewerage, waste management and remediation	97.0	3.0	100	8 130
Construction	96.5	3.5	100	98 985
Wholesale and retail trade; repair of motor vehicles	37.9	62.1	100	681 019
Transportation and storage	91.2	8.8	100	106 735
Accommodation and food service activities	51.7	48.3	100	32 938
Information and communication	84.4	15.6	100	25 620
Financial and insurance activities	65.0	35.0	100	20 147
Real estate activities	82.3	17.7	100	22 745
Professional, scientific and technical activities	73.3	26.7	100	26 045
Administrative and support service activities	83.4	16.6	100	57 198
Public administration and defence; compulsory social security	73.6	26.4	100	100 169
Education	43.0	57.0	100	178 585
Human health and social work activities	35.8	64.2	100	47 916
Arts, entertainment and recreation	84.7	15.3	100	28 785
Other service activities	42.4	57.6	100	100 500
Activities of households as employers undifferentiated goods	20.5	79.5	100	160 416
Activities of extraterritorial organizations and bodies	45.9	54.1	100	2 238
Not stated	41.1	59.0	100	1 199
<b>Total</b>	<b>49.3</b>	<b>50.7</b>	<b>100</b>	<b>6 265 869</b>

Source: ZIMSTAT, 2014 LFS.

Table 22

**Percentage distribution of share of women in wage (paid) employment in the non-agriculture sector by industry**

<i>Industrial sector</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	
			<i>Percent</i>	<i>Number</i>
Mining and quarrying	93.7	6.3	100	46 998
Manufacturing	84.7	15.3	100	134 540
Electricity, gas, steam and air conditioning supply	94.5	5.5	100	7 856
Water supply; sewerage, waste management and	96.2	3.8	100	6 519
Construction	95.0	5.0	100	47 328
Wholesale and retail trade; repair of motor vehicles	60.1	39.9	100	130 658
Transportation and storage	92.6	7.4	100	77 765
Accommodation and food service activities	55.7	44.3	100	26 435
Information and communication	81.1	18.9	100	19 129
Financial and insurance activities	60.7	39.3	100	17 958
Real estate activities	81.9	18.1	100	20 729

Professional, scientific and technical activities	71.8	28.2	100	23 726
Administrative and support service activities	83.9	16.1	100	52 705
Public administration and defence; compulsory social	73.3	26.7	100	98 743
Education	43.0	57.0	100	172 204
Human health and social work activities	36.4	63.6	100	47 151
Arts, entertainment and recreation	75.4	24.6	100	16 540
Other service activities	65.9	34.1	100	27 930
Activities of households as employers undifferentiated	20.8	79.2	100	148 299
Activities of extraterritorial organizations and bodies	45.9	54.1	100	2 238
Not stated	0.0	100.0	100	707
<b>Total</b>	<b>63.3</b>	<b>36.7</b>	<b>100</b>	<b>1 126 158</b>

Source: ZIMSTAT, 2014 Labour Force Surveys (LFS).

Table 23

**Percent distribution of employed persons in the agricultural sector aged 15 years and above by status in employment and sex**

<i>Status in Employment</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Paid employee-permanent	81.7	18.3	100.0
Paid employee-Casual/ temporary/ contract/seasonal.	60.3	39.7	100.0
Employer	69.6	30.4	100.0
Own account worker (communal, resettlement & peri-urban farmer)	43.1	56.9	100.0
Own account worker (other)	55.5	44.5	100.0
Unpaid contributing family worker	42.9	57.1	100.0
Member of producer cooperative	31.9	68.1	100.0
Not stated	28.9	71.1	100.0
<b>Total</b>	<b>46.0</b>	<b>54.0</b>	<b>100.0</b>

Source: Agriculture and Livestock Survey, 2014.

## **Article 12: Equality in access to health facilities**

### *Constitutional and Legislative Measures*

75. Sections 29 and 76 of the Constitution direct Government to strengthen initiatives to promote and protect women's rights to health. The Public Health Act and the Medical Services Act, mandate Government to provide every citizen and permanent resident of Zimbabwe the right to have access to basic health care services including reproductive health care services.

### *Administrative Measures*

76. Concerning the recommendation to take all necessary measures to improve women's access to health care and health-related services, within the framework of the Committee's general recommendation No. 24 and with regard to the committee's recommendation to strengthen efforts to reduce the incidence of maternal mortality and to raise awareness of, and increase, women's access to health-care facilities and medical assistance by trained personnel, especially in rural and remote areas:

- Government continues to build and rehabilitate clinics and other health facilities in line with national health standards and requirements which stipulate that a health facility must be located within eight kilometres of a human settlement. In this regard, Government has prioritised rural areas in order to decrease the distance travelled by patients to access health services;

- Table 24 below shows four categories of health services and facilities as follows:
  - Primary level –clinics and rural health centres;
  - First referral level –district, mission and rural hospitals;
  - Second referral level-provincial hospitals;
  - Third Referral –central hospitals and infectious diseases hospitals.

Table 24

**Distribution of health facilities by level and Province: 2014**

<i>Provinces</i>	<i>Primary Level</i>	<i>First Referral Level</i>	<i>Second Referral Level</i>	<i>Third referral level</i>	<i>Total</i>
Harare	77	0	0	8	85
Manicaland	245	31	1	0	277
Mashonaland Central	142	12	1	0	155
Mashonaland East	194	21	1	0	216
Mash West	170	18	1	0	189
Mat North	140	17	0	0	157
Mat South	115	17	1	0	133
Midlands	241	12	1	0	254
Masvingo	188	19	1	1	208
Bulawayo	37	0	0	8	45
<b>Total</b>	<b>1 549</b>	<b>147</b>	<b>7</b>	<b>17</b>	<b>1 719</b>

Source: ZIMSTAT, 2014.

77. To fulfil the country's commitments to boost all aspects of maternal health, Government has embarked on the construction of new and refurbishment of existing Maternity Waiting Homes (MWH), for close observation of pregnant women with complications and for those residing far from the health centers. The major objective of MWH is to increase institutional delivery as well as increase skilled attendance at birth, thereby reducing maternal morbidity and mortality. To further compliment this initiative, Government is currently running 15 midwifery training schools.

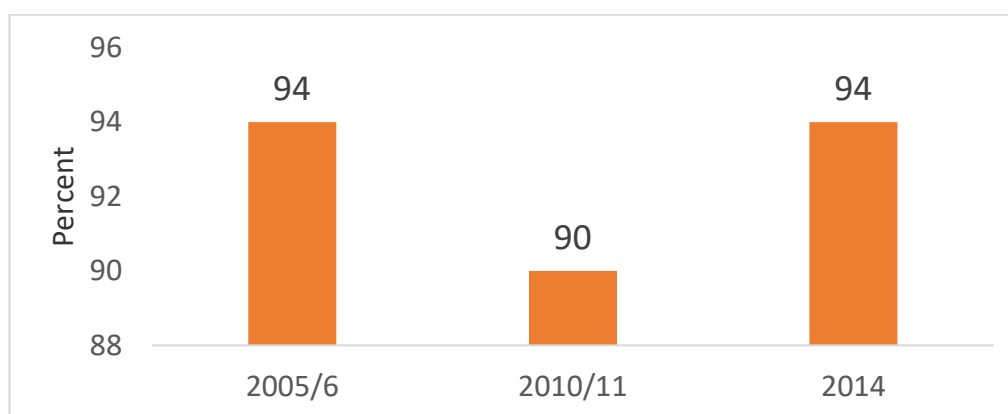
78. Government has put in place the Focused Antenatal Care (FANC) Protocol to guide the National post-natal care and to identify essential care which every woman and her baby should receive during the first six weeks after birth. FANC provides for observation of at least four (4) antenatal care visits for uncomplicated pregnancies. It also recommends that pregnant women should book early, within twelve (12) weeks of gestation. Accordingly, the proportion of women who received the recommended four or more FANC visits has increased from 65 percent (2010-11 ZDHS) to 76 percent (2015 ZDHS). The percentage of mothers with a first post-natal care visit within forty-eight (48) hours of delivery has also increased from 28 percent (2010-11 ZDHS) to 57 percent (2015 ZDHS ).

79. Figure 9 shows the trends in the proportion of pregnant women who received antenatal care at least once from a trained provider.<sup>11</sup>

<sup>11</sup> A trained service provider is either a nurse, nurse midwife or a doctor.

Figure 9

**Pregnant women, 15-49 years who received and from a trained provider**

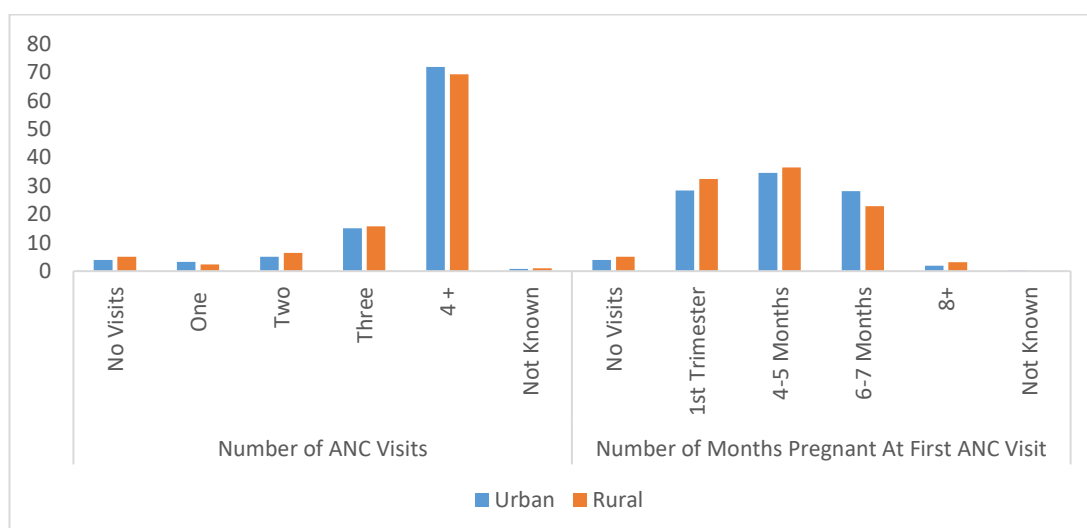


Source: ZIMSTAT, 2005/6, 2010/11 and 2014 MICS.

80. Figure 10 shows the number of months pregnant at first ANC visit and number of visits made by pregnant women in urban and rural areas as at 2014.

Figure 10

**Number of ANC visits and number of months pregnant at first ANC visit**

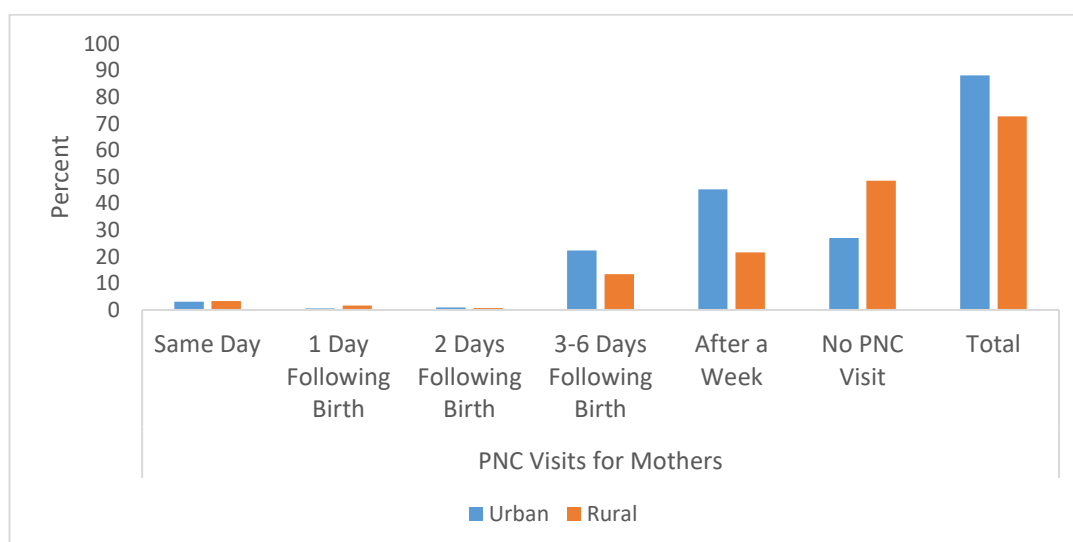


Source: ZIMSTAT, 2014 MICS.

81. There is not much difference in ANC coverage between rural and urban women. In urban areas, 72% of the expectant women had the recommended four ANC visits compared to 69% in rural areas. A higher proportion (32.2 percent) of women in rural areas made their first ANC visit during the first three months of pregnancy (first trimester) than those residing in urban areas (28.2 percent).

82. Figure 11 shows the timing of the first PNC visit by mothers who had live birth between 2012 and 2014. 77% of mothers received PNC within the recommended two days after delivery.

Figure 11  
**Women Aged 15-49 years by timing of first PNC visit**



Source: ZIMSTAT, 2014 MICS.

83. Births delivered at a health facility increased from 72.2 per cent in 1999 to 79.6 per cent in 2014, with a higher proportion in urban areas, at 92.7 per cent than in rural areas at 74.2 per cent (ZIMSTAT, 2015). Home deliveries in rural areas declined from 41 per cent in 2005/06 to 22 per cent in 2014. In urban areas, they were at 6.3 per cent.

84. All these positive developments contributed to the improvement in maternal mortality as indicated by tables and figure below.

Table 25  
**Maternal mortality ratio 2012 to 2015**

Year	%	
2012	525	ZIMSTAT Census 2012
2014	614	ZIMSTAT MICS 2014
2015	651	ZIMSTAT 2015 DHS

Source: ZIMSTAT, 2015.

85. The proportion of births attended by skilled health personnel increased as indicated on table 26 and figure 13 below.

Table 26  
**Skilled birth attendance 2012-2015**

Year	%	
2010-2011	66.2	ZIMSTAT ZDHS 2010-11
2014	80.6	ZIMSTAT MICS 2014
2015	78.1	ZIMSTAT ZDHS 2015

Source: ZIMSTAT, 2015.

86. Concerning the recommendation to strengthen and expand efforts to increase knowledge of and access to affordable contraceptive methods throughout the country, and ensure that women in rural and remote areas do not face barriers in accessing family-planning information and services:

- Radio, television, newspapers and/or magazines, mobile phones, and pamphlets and/or posters are the major sources of information about family planning. According to the 2015 ZDHS, women in rural areas are more likely than those in urban areas to be exposed to family planning messages (62.6 percent in rural areas

and 34.2 percent in urban areas. From the 2010-11 ZDHS, the respective proportions were 74 percent and 52 percent respectively.

87. In respect of the recommendation to widely promote education on sexual and reproductive health targeting adolescent girls and boys, with special attention to early pregnancy and the control of STIs, including HIV/AIDS:

- Government expanded the Zimbabwe National HIV and AIDS Strategic Plan for 2015-2020 (ZNASP III) to ensure that every person in need, particularly women and children and young people effectively and timely benefit from the relevant interventions and services on HIV and AIDS. ZNASP III represents a key entry point for programming to address issues affecting women and girls, and gender inequality more broadly;
- Government also developed the National Gender and HIV Implementation Plan (2017-2020) which operationalizes the ZNASP 111 principle on Gender Sensitivity and Responsiveness and seeks to buttress the effectiveness of the national and multi-sectoral response to HIV and AIDS. The key challenges being addressed in this implementation plan include: violence against women, failure of women to negotiate safe sex, failure to disclose HIV status, limited access to HIV services for adolescent and young people especially young girls, limited, early marriages, male domination in sexual relationships, transactional sex and high inconsistent and incorrect use of condoms;
- The implementation plan is aimed at engaging existing and identifying additional key stakeholders and partners involved in programming on gender and HIV as well as identify and explore key issues affecting women and girls in the context of HIV, SRHR including violence against women, barriers to services and related policy gaps and priorities;
- The implementation of the National Gender and HIV Implementation Plan is building on the positive responses with an emphasis on the meaningful engagement of women living with HIV and other affected women as well as strengthening capacity to engage men and boys in the HIV and AIDS responses;
- A National Adolescent and Youth Sexual and Reproductive Health (ASRH) Strategy II(2016-2020) was put in place to address Sexual and Reproductive Health (SRH) challenges among adolescents and young between ages of 10-24 years in Zimbabwe. The strategy incorporates lessons learned in implementing the first generation ASRH Strategy for Zimbabwe (2010-2015) and changes in the national and global context with regard to ASRH by expanding the scale and reach of the interventions to ensure that adolescent and young people in need of the service have equitable access and services are available.

88. Zimbabwe launched the Start Free, Stay Free, and Aids Free Framework in November 2016. Government also initiated the Start Free, Stay Free, and Aids Free Framework which is a super fast-track program designed to end new HIV/Aids transmissions and infections among children, adolescents and young women by 2020. The provisions of the framework centre on the following:

- START FREE- Every pregnant woman who is HIV positive should have access to drugs that will ensure that her child is born free and will remain free of HIV/Aids;
- STAY FREE-Every adolescent and young woman should be able to protect themselves from HIV infection and live without fear of sexual violence, abuse or exploitation;
- AIDS FREE-Every child and adolescent living with HIV should have access to quality treatment, care and support and realize their full potential without stigma and discrimination.

89. Government also developed the Life Skills, Sexuality, HIV and AIDS Education Strategy to empower learners for informed, wise decision making through dissemination of accurate knowledge, development of positive life skills and attitudes to prevent negative reproductive health outcomes. In implementing this Strategy the following has been prioritised:

- Comprehensive sexuality education, which is culturally sensitive and context appropriate;
- Strengthening decentralized coordination structures and systems necessary to mobilize an effective HIV and AIDS response. The focus is on taking the response to the grass-root and communities with emphasis on the most high risk populations, geographical location and hotspots;
- Implementation of Life Skills, Sexuality, HIV and AIDS Education in the Guidance and Counselling Programme in schools. With the Zimbabwe epidemic highly feminised, the programme is aimed at equipping learners with the knowledge and skills to make responsible choices about sexuality, relationships, HIV and AIDS, career path as well as other life empowerment skills;
- In 2016 a total of 1,352,527 were reached with the programme;
- Awareness campaigns are also been undertaken to raise awareness on non-communicable diseases such as cancer. This has also seen the introduction of the HPV vaccine for young girls aimed at reducing the incidences of cervical cancer;
- Additional responses include the introduction of the free Visual Inspection with Acetic Acid [VIAC] Programme for Cervical Cancer;
- The introduction of VIAC has also enhanced follow up to women's health at the local level, as the VIAC is available at government hospitals that are accessible to the majority of women.

90. Government is progressively establishing Youth Friendly Corners in health facilities which offer services that include Sexually Transmitted Infections and HIV testing, counselling and treatment, lessons on HIV prevention, behaviour change and information on voluntary male medical circumcision and condom use.

91. Government, in line with the Treat-All Approach, has introduced Free Antiretroviral Therapy (ART) to every person living with HIV in all public health institutions. In this regard, health institutions providing ART have increased from 530 in 2010 to 1,566 in 2016. Overall ART coverage by December 2016 was 68.3%, with 83% ART coverage among children (0-14) while adult ART coverage was at 66%, based on the total number of people living with HIV. By end of 2016 the total number of clients on ART was 975,667 comprising 66,159 children and 908,508 adults. Zimbabwe has targeted to achieve ART coverage of 90% by 2020. This scenario is modelled to avert an additional 540,000 AIDS-related deaths over a 10-year period.

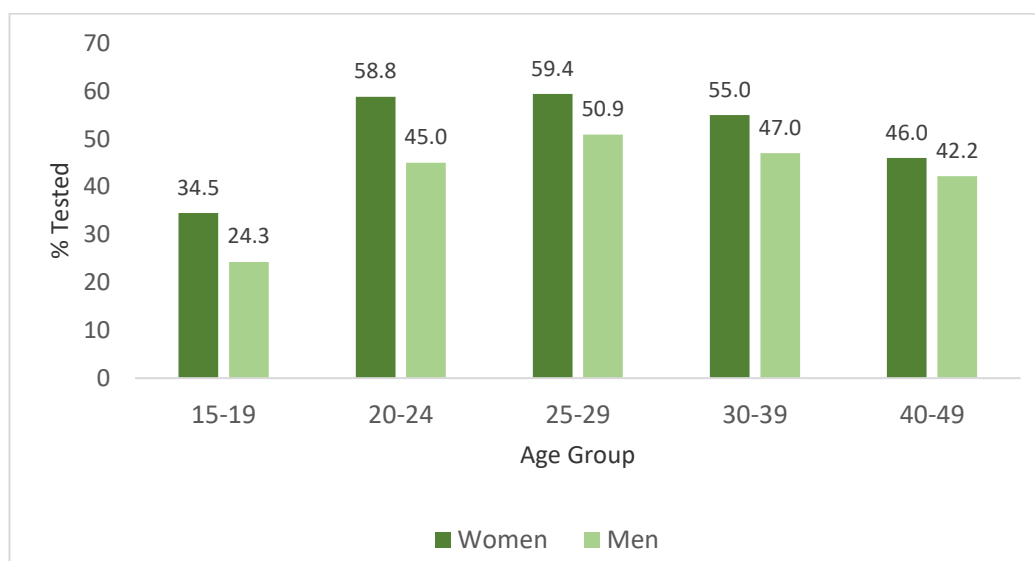
92. Networks of women living with HIV have been involved at all levels of the HIV /AIDS national response including representation in the National Gender and HIV Technical working group and coordination structures such as HIV and AIDS Country Coordination Mechanism, Global Fund, as well as participation in national and international conferences.

93. Government in conjunction with development partners continue to rollout programs such as the Determined Resilient Empowered AIDS-free Mentored Safe (DREAMS) which targets districts with bad records in terms of HIV and AIDS infections in an effort to empower young women to make informed sexual reproductive decisions. Interventions under the DREAMS programme focus on family planning, post-exposure prophylaxis (PEP), HIV testing and counselling services, GBV response, and education support among others. In 2016 DREAMS programme reached out to 109 800 adolescents through various interventions.

94. A larger proportion of females than males aged 15-49 years were tested in the last 12 months preceding the Zimbabwe 2014 MICS and knew the result of the test.

Figure 12

**Proportions of women and men age 15-19 years who were tested in the last 12 months preceding the survey and knew the result of the test**



Source: ZIMSTAT, 2014 MICS.

95. With regard to providing women with access to quality services for the management of complications arising from unsafe abortions so as to reduce maternal mortality rate, as well as to consider reviewing the law relating to abortion with a view to removing punitive provisions imposed on women who undergo abortion for unwanted pregnancies, in line with the Committee's general recommendations No. 24 on women and health, and review of the procedures for the exceptions that are allowed by law:

- In terms of the Termination of Pregnancy Act [Chapter 15:10], no person can terminate a pregnancy, with the exception of, among others that the pregnancy endangers the health of the mother, or in the case of rape or incest. However, this does not preclude all other persons from accessing services post abortion. Government has an active Post Abortal Policy which is in place to ensure that post abortion services are available.

### **Article 13: Elimination of discrimination against women in other areas of economic and social life; right to participate in recreational activities, sports and all aspects of cultural life**

#### *Constitutional Measures*

96. The committee is referred to Paragraph 2.1 of this Report for constitutional and legislative measures that are in place to ensure the elimination of discrimination against women in economic and social life.

97. Sections 13 (c ) and 14 (1) of the Constitution respectively mandate the State to foster the development of industrial and commercial enterprises in order to empower Zimbabwean citizens, and to facilitate and take measures to empower, through appropriate, transparent, fair and just affirmative action, all marginalised persons, groups and communities in Zimbabwe including women.

98. Section 32 of the Constitution also enjoins the State to take all practical measures to encourage sporting and recreational activities, including the provision of sporting and recreational facilities for all people.

#### *Administrative measures*

99. Government continues to take deliberate and bold measures to strengthen the participation of women in the entire value chains of the key sectors of the Zimbabwean economy namely agriculture, mining, tourism and trade.

100. The RNGP under the thematic area on Gender and Economic Empowerment provides strategies to strengthen women's access to economic opportunities and to the benefits derived from the economic development of the country. The policy targets key economic sectors and potential sources of economic growth particularly in mining, agriculture, tourism and trade. The policy also proposes affirmative action measures to address economic empowerment imbalances in areas where sharp disparities exist.

101. Government continues to promote the participation of women in the total value chain of the mining sector. 50 000 women are now involved in artisanal gold mining and 20% of the available claims are now owned by women.

102. In a bid, to address women's limited access to appropriate mining technology, the Government has established a pilot Women in Mining Service Centre in one of the major mining province of the Country. The Centre is a gold processing plant meant to help women miners to realise more outcomes from their gold mining activities. The Centre is benefiting 50 000 women who are currently involved in artisanal gold mining from Matabeleland South Province. One more centre is currently undergoing establishment and the target is to have one women in Mining Service Centre in all the mining districts of the Country.

103. In the agricultural sector, the Government is implementing the Command Agriculture programme, contract farming, promoting value addition and ccultivation of small grains to ensure food security during drought times by women farmers.

104. To enhance the participation of women in drought prone areas, the Government supported Horticultural Pilot Projects in five drought prone districts of the country. The projects are meant to ensure household and community food security. The projects are also a platform to enhance women's entrepreneurial skills as women are also trained in agro-processing and marketing. The projects help to build positive relationships between men and women as they are trained on issues relating to gender and women's rights during the periodic gatherings. The programme has 800 direct women beneficiaries who have been assisted in setting up irrigation facilities for their horticultural projects. More than 10 000 people benefit from the projects in food and nutrition security, employment creation and reduced gender based violence incidences.

105. To strengthen value addition by women, Government established fruit and vegetable processing and canning factories for women in 4 districts. 5 000 women are benefiting from the project. Further having realised that a larger proportion of women in Beitbridge (one of the drought prone areas) are involved in Mopani worm production, Government initiated the establishment of a Mopani worm processing plant in the district. 1500 women are expected to benefit from the project.

106. In Zimbabwe 6 027 women are heavily involved in Bee keeping and the processing of Honey products in all parts of Zimbabwe.

107. In the tourism sector women are doing value addition of arts and crafts using the locally available resources.

108. Government is linking women producers and manufacturers in all the above highlighted economic sectors to markets through facilitating women's participation at National, Regional and International Trade Fairs.

109. Several Memorandum of Understanding (MOUs) have been signed with several countries in the Region to facilitate trade cooperation between Zimbabwean women and potential markets and investors.

110. To strengthen women's trading activities in the COMESA region, in 2016, the Government reconstituted the Federation of National Associations of Women in Business in Eastern and Southern Africa (FEMCOM). Zimbabwe FEMCOM Chapter which is responsible for promoting programmes that integrate women into trade and development activities in Eastern and Southern Africa now consists of a membership of 2 million women who are in the sectors of; Agriculture, Fisheries, Industry, Energy, Tourism, and Mining, Natural Resources and Transport and Communication. Trainings in value addition and Inter Regional trade business acumenship are periodically held for all the Zimbabwe FEMCOM members. Further, Government continues to facilitate financial support of the Zimbabwe FEMCOM business women from COMESA and other development partners.

111. To strengthen access to finance by disadvantaged women in various economic sectors and by (replace grass root with disadvantaged) women, Government continues to implement the Women's development fund. The Women's Development Fund is a credit facility for marginalised women particularly those who live in the rural areas<sup>12</sup>. To date \$3 014 734.68 has been disbursed to 2 145 women's groups and 9 048 women have benefited.

112. In addition 50% of loans targeted at the Small to Medium Enterprises Development Cooperation are disbursed to women.

113. In 2016 the Reserve Bank of Zimbabwe (RBZ) developed the Financial Inclusion Strategy and has put in place the following facilities targeted at improving women's access to capital, means of production and employment opportunities:

- \$15 million Women Empowerment Fund;
- \$10 million Horticulture Facility;
- \$40 million Gold Mobilisation Facility;
- \$50 million Export Facility;
- \$10 million Business Linkage Facility;
- \$15 million Cross Border Facility.

114. These facilities are accessed through Microfinance Institutions, Deposit Taking Microfinance Institutions and Commercial Banks. Banking institutions are charging an all-inclusive interest rate not exceeding 10% per annum, while microfinance institutions are charging a maximum of 2% per month. A quota of all the above highlighted facilities is reserved for rural women while the \$15 million Women Empowerment Fund is solely for women.

115. In line with this strategy the Reserve Bank of Zimbabwe mandates that each bank should:

- Have a special window for women and enhance women's access to finance;
- Have a women's desk to deal with women targeted loan applications;
- Mandatorily submit sex disaggregated data of loan beneficiaries to monitor compliance with the women finance empowerment targets.

116. To strengthen monitoring and evaluation mechanisms the Reserve Bank of Zimbabwe has also put in place a Financial Inclusion Strategy Implementation Committee with different committees targeted at different areas. MoWAGCD is part of the Financial Inclusion Strategy Implementation Committee and it co-chairs the National Thematic Working Group on Women, Finance and Development.

117. Additionally, to further strengthen women's access to finance, the Government established a Micro-Finance Bank for women. The objectives of the Women's Micro-Finance Bank are to:

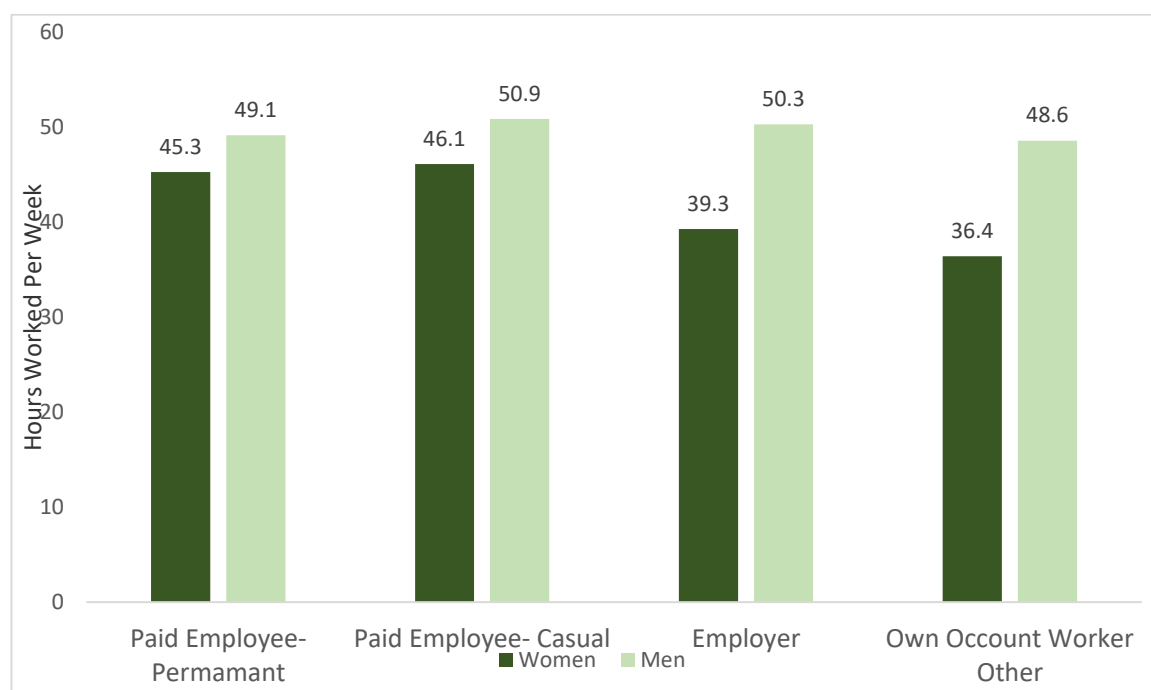
- Improve access to affordable capital and operational finance by women;
- Facilitate financial inclusion by decentralising the banking system so that it becomes accessible to the majority of women who reside in the rural or remote areas.

118. As a result of the above highlighted initiatives and other initiatives a considerable number of women are now engaged different fields of economic activities as indicated on figure 16 below.

<sup>12</sup> Response to paragraph 36 (a) of the concluding observations.

Figure 13

Average time spent (in hours) per week in economic activities by women and men



Source: ZIMSTAT, 2014 LFS.

119. Further, the Government continues to promote women's ownership of companies and cooperatives even in previously male dominated field as indicated on table 27 below.

Table 27

**Distribution of establishments by majority share ownership and type of ownership as at 30 June 2014**

Type of ownership	Majority Share Ownership				Total % female-owned	
	Male-owned	Female-owned	Equally-owned	Not known		
Sole Proprietor	16 221	4 786	1 284	362	22 653	21.1
Private Limited Company	4 040	729	2 256	1 053	8 078	9.0
Partnership	475	124	1 304	30	1 933	6.4
Cooperatives	603	147	101	17	868	16.9
<b>Total</b>	<b>21 339</b>	<b>5 786</b>	<b>4 945</b>	<b>1 462</b>	<b>33 532</b>	<b>17.3</b>

Source: ZIMSTAT, Zimbabwe Women and Men Report, 2016.

#### Article 14: Rural women

##### *Constitutional and Legislative Measures*

120. Section 17 of the Constitution calls upon Government to ensure full gender balance and to take measures to promote the full participation of women in all spheres, including land on the basis of equality with men. In line with the above constitutional provisions it is now mandatory that registration of land for spouses be done jointly.

121. Statutory Instrument 53 of 2014 Agricultural Settlement (Permit, terms and conditions) provides for the rights of wives and daughters to inherit land from their deceased husbands and fathers. In addition, the law provides for the acquisition of property by women in the same circumstances as those afforded to their male counter parts.<sup>13</sup>

<sup>13</sup> Response to paragraph 36 (b) of the concluding observations.

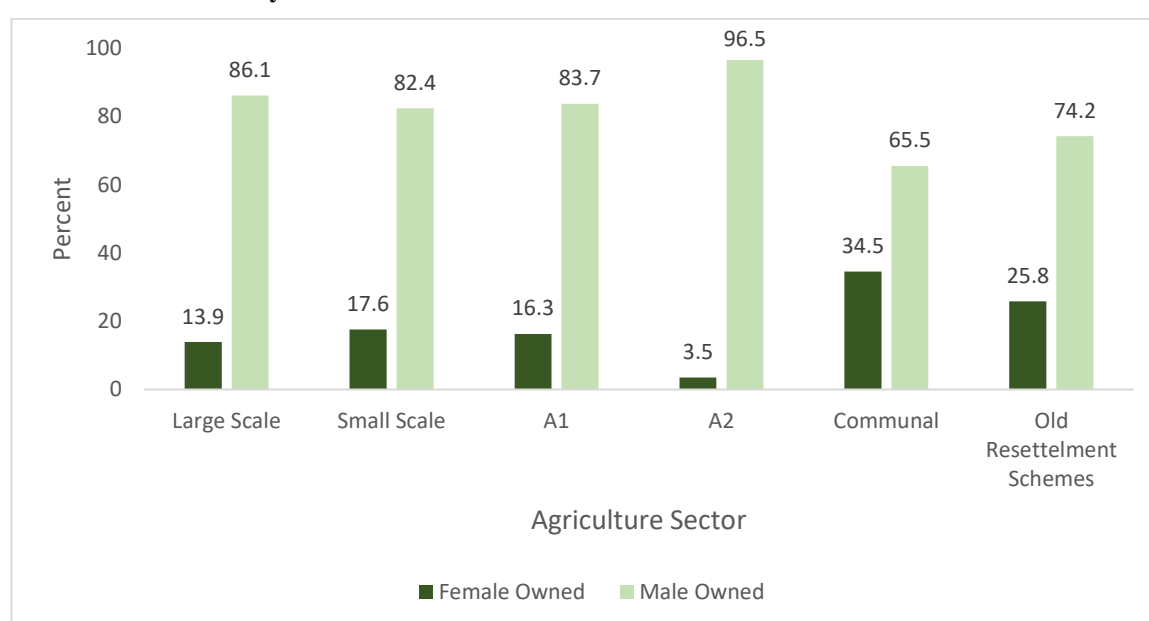
### Administrative Measures

122. On the issue of addressing negative customs and traditional practices, especially in rural areas, which affect full enjoyment of the right to property by women:

- As alluded to in article 13, Government continues to promote women's equal and full access to economic resources, including the right to ownership of land, property and credit. Furthermore, agriculture is the backbone of the Zimbabwean economy and the majority of the Zimbabwean population living in the rural areas are engaged in the agriculture sector. 68% of Zimbabwean women reside in rural areas and 60% of people who produce agricultural commodities are women living in the rural areas. Accordingly, their ownership to agricultural resources is key in enhancing their rights to property. Figure 17 and tables 32 to 39 below shows the differentials between women and men in accessing productive resources in the agricultural sector.

Figure 14

### Distribution of cattle by sex of farm owner/head of household



Source: Agriculture and Livestock Survey, 2014.

Table 27

### Ownership of agricultural land by sex of land owner

Agricultural land	Sex of land owner		Total
	Male	Female	
Large Scale	638	118	756
Small Scale	16 431	2 722	19 153
A1	104 247	27 650	131 897
A2	16 380	1 874	18 254
Communal	593 907	435 025	1 028 932
Old Resettlement Farms	67 070	31 839	98 909
<b>Total</b>	<b>798 673</b>	<b>499 228</b>	<b>1 297 901</b>

Source: Agriculture and Livestock Survey, 2014.

Table 28

**Ownership of agricultural vehicles by type of vehicle and sex of owner among large scale commercial farmers**

<i>Type of Machinery/Equipment</i>	<i>Sex of farmer</i>	
	<i>Male</i>	<i>Female</i>
Working Tractors	1 407	201
Trucks, Lorries, Vans and other goods carrying vehicles	1 713	231
Combine Harvesters	69	0
Tractor Drawn Equipment	4 411	447
Animal Drawn Equipment	1 777	369

Source: Agriculture and Livestock Survey, 2014.

Table 29

**Number of livestock in large scale commercial farms by sex of farm owner**

<i>Sex of owner</i>	<i>Livestock</i>							
	<i>Donkeys</i>	<i>Sheep</i>	<i>Goats</i>	<i>Pigs</i>	<i>Hybrid broilers</i>	<i>Layers</i>	<i>Indigenous chickens</i>	<i>Turkeys</i>
Male	673	13 409	8 459	8 994	14 006	1 326 555	19 038	1 366
Female	119	49	557	160	906	29 513	2 665	81
<b>Total</b>	<b>792</b>	<b>13 458</b>	<b>9 016</b>	<b>9 153</b>	<b>14 912</b>	<b>1 356 068</b>	<b>21 704</b>	<b>1 446</b>

Source: Agriculture and Livestock Survey, 2014.

Table 30

**Number of livestock in small scale commercial farms by sex of farm owner**

<i>Sex of farm owner</i>	<i>Livestock</i>								
	<i>Donkeys</i>	<i>Sheep</i>	<i>Goats</i>	<i>Pigs</i>	<i>Rabbits</i>	<i>Hybrid broilers</i>	<i>Layers</i>	<i>Indigenous chickens</i>	<i>Turkeys and geese</i>
Male	23 412	57 988	333 968	426 379	6 388	1 249 764	46 781	584 449	13 102
Female	2 303	9 505	61 322	11 612	3 299	327 690	21 801	110 549	3 118
<b>Total</b>	<b>25 715</b>	<b>67 493</b>	<b>395 290</b>	<b>437 992</b>	<b>9 687</b>	<b>1 577 454</b>	<b>68 583</b>	<b>694 998</b>	<b>16 221</b>

Source: Agriculture and Livestock Survey, 2014.

Table 31

**Number of livestock in all farms by sex of farm owner**

<i>Sex of farm owner</i>	<i>Livestock</i>								
	<i>Donkeys</i>	<i>Sheep</i>	<i>Goats</i>	<i>Pigs</i>	<i>Hybrid broilers</i>	<i>Layers</i>	<i>Indigenous chickens</i>	<i>Rabbits</i>	<i>Turkeys</i>
Male	48 479	31 087	340 530	15 534	73 269	40 816	1 164 649	6 380	45 530
Female	5 605	3 038	84 920	5 692	33 202	N/A	273 057	1 763	3 788
<b>Total</b>	<b>54 083</b>	<b>34 125</b>	<b>425 450</b>	<b>21 226</b>	<b>106 470</b>	<b>40 816</b>	<b>1 437 706</b>	<b>8 143</b>	<b>49 317</b>

Source: Agriculture and Livestock Survey, 2014.

Table 32  
Number of livestock in A2 farms by sex of farm owner

Sex of farm owner	Livestock							
	Donkeys	Sheep	Goats	Pigs	Broiler	Layers	Indigenous chickens	Rabbits
Male	4 203	31 509	139 969	6 283	195 065	15 732	257 927	7 896
Female	170	924	9 112	7 927	515	12 929	30 551	741
<b>Total</b>	<b>4 373</b>	<b>32 433</b>	<b>149 081</b>	<b>14 210</b>	<b>195 580</b>	<b>28 661</b>	<b>288 478</b>	<b>8 637</b>

Source: Agriculture and Livestock Survey, 2014.

Table 33  
Number of livestock in communal farming areas by sex of head of household

Sex of head of household	Livestock								
	Donkeys	Sheep	Goats	Pigs	Hybrid broilers	Layers	Indigenous chickens	Rabbits	Turkeys
Male	261 917	141 215	1 885 077	133 986	157 845	38 709	4 532 383	72 991	280 166
Female	151 303	70 407	1 375 146	32 794	118 941	14 881	2 787 869	19 205	129 109
<b>Total</b>	<b>413 220</b>	<b>211 622</b>	<b>3 260 223</b>	<b>166 780</b>	<b>276 786</b>	<b>53 589</b>	<b>7 320 252</b>	<b>92 196</b>	<b>409 276</b>

Source: Agriculture and Livestock Survey, 2014.

Table 34

Sex of potholder	Livestock								
	Donkeys	Sheep	Goats	Pigs	Broilers	Layers	Indigenous chickens	Rabbits	Turkeys/ Geese
Male	18 854	8 369	270 806	17 605	393 724	5 300	714 871	12 439	43 914
Female	5 189	1 940	68 113	2 023	24 359	1 517	252 038	764	5 255
<b>Total</b>	<b>24 043</b>	<b>10 308</b>	<b>338 919</b>	<b>19 628</b>	<b>418 083</b>	<b>6 816</b>	<b>966 909</b>	<b>13 203</b>	<b>49 168</b>

Source: Agriculture and Livestock Survey, 2014.

123. Concerning the recommendation to monitor the implementation of the Land Reform Programme to ensure that quotas for women are achieved:

- Government established the Zimbabwe Land Commission (ZLC) to ensure accountability, fairness and transparency in the administration of agricultural land that is vested in the State and to conduct periodic audits. The ZGC is also critical in the monitoring of issues concerning gender equality and issues relating to gender and social justice including women's rights to land;
- The ZLC has just been operationalised and has a full-time secretariat decentralised to all the 8 farming provinces where most rural women reside. While the Secretariat of the ZLC has just been recruited in 2017, the Commission has already started to execute its constitutionally conferred mandate of auditing state land for agricultural purposes in order to ascertain the patterns of land allocation including women's quotas and to ensure equality and elimination of gender discrimination in the administration and allocation of land in terms of Section 297 (1) (c) (ii) (A) of the Constitution;
- Furthermore, Section 297 (1) (d) empowers the ZLC to investigate and determine complaints and disputes regarding the supervision, administration and allocation of agricultural land, which disputes also include sharing of state land and use after divorce and inheritance by women or after death of parents. So far, the ZLC has solved 120 in the 12 months of its operationalisation and projects to solve at least 300 disputes by December 2017.

124. Concerning the recommendation to pay special attention to the needs of rural women to ensure that they have access to health, education, clean water and sanitation services, fertile land and income-generation projects:

- On the right to health, the Committee is referred to discussions in Article 12;
- On the right to land, the Committee is referred to paragraphs 2.137., 2.138., 2.140., 2.41 and 2.1.42 above.

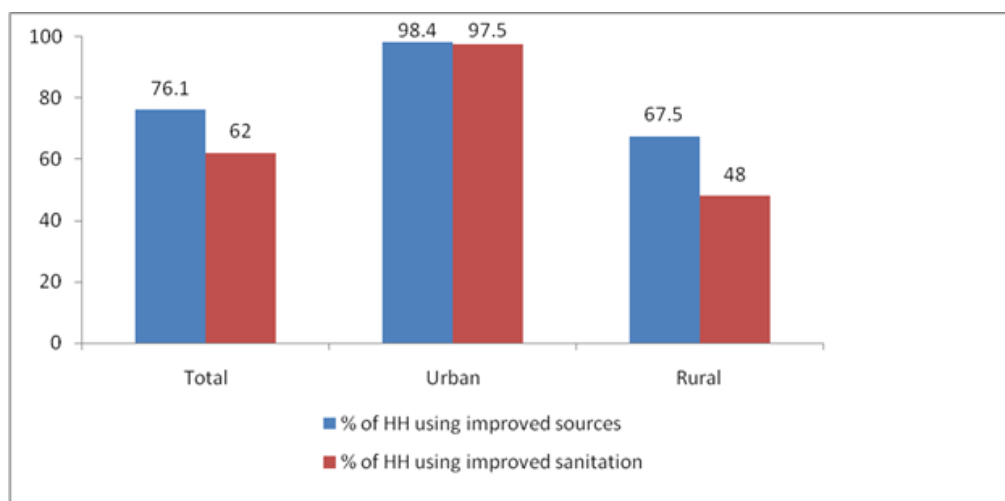
125. Concerning recommendation to pay special attention to the needs of rural women to ensure their access to education, the Committee is referred to discussions under Article 10 and table 40 below which also shows that the country also has high literacy rates among women living in the rural areas.

126. On the right to clean water and sanitation services, Government launched the National Water Policy in 2013 which is designed to guide activities aimed at providing communities with adequate clean water and sanitation. The policy has a special interest in the provision of clean water to rural areas.

127. Seventy six per cent of all households in Zimbabwe are using improved sources of drinking water (piped water, tube well or borehole, protected well, protected spring). Nearly all households (98.4 per cent) in urban areas and 67.5 per cent in rural areas use improved water source. See figure 18 below.

Figure 15

**Percentage of Zimbabwe households using improved sources of drinking water**

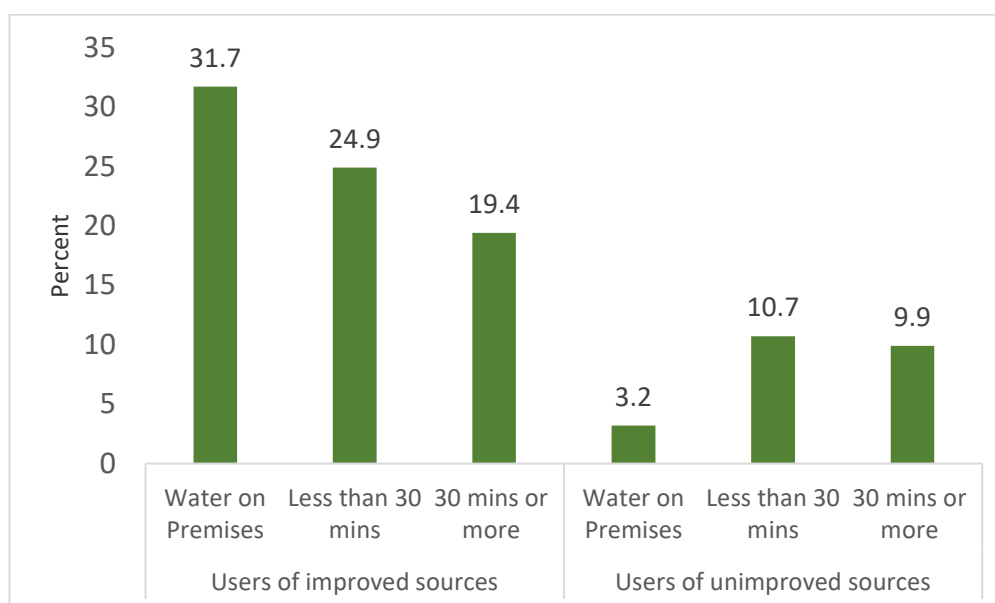


Source: ZIMSTATS, 2015.

128. Zimbabwe however noted with concern that women still bear the responsibility of collecting water among household members that do not have water on premises as shown in Figure 19 below.

129. The situation highlighted on reduces their time spent on paid work as shown on figure 16 below.

Figure 16  
Time taken to fetch drinking water



Source: ZIMSTAT, 2014 MICS.

130. To address the situation expounded on paragraph 1.149., figure 19 and 20, government intensified the rollout the Rural, Water, Sanitation and Hygiene (WASH) program since 2015.

131. Government established the National Action Committee (NAC) for WASH which encompasses technical expertise from various line Ministries and related Government departments to coordinate and manage the WASH projects. NAC is also mandated to provide a holistic national WASH policy direction and guidance, to monitor and supervise all WASH projects as well as to mobilise resources for specific WASH programs in Zimbabwe.

132. The Government employed a multi-sectoral approach in integrating the components of water, sanitation and hygiene. Under the rural WASH multi-sectoral approach there are four thematic areas which include the following listed with their related achievements:

133. Rehabilitation and new WASH infrastructure:

- A total of 1 629 new boreholes with head pumps were drilled. See table 41 below with a sex disaggregated analysis of beneficiaries;
- 10 408 out of 8 200 targeted water points were rehabilitated;
- 32 out of 32 piped water schemes were rehabilitated;
- 1659 out of 1 660 schools have been provided with complete multi-compartment latrines;
- Demand-Led Sanitation and hygiene promotion in schools and communities;
- 113 049 households out of the targeted 197 265 have constructed households latrines;
- Public Private Partnership for sustainable WASH facilities;
- 10 035 out of the targeted 10 030 water points management committees have been trained;
- 2 513 out of the targeted 2 242 village pump mechanic have been trained and equipped;
- WASH sector governance.

134. A mobile and web-based rural WASH information management system (RWIMS) has been established in six out of the targeted eight provinces.

Table 41  
**Gender disaggregated beneficiaries as of 31<sup>st</sup> of October 2016**

<i>District</i>	<i>No of New Boreholes</i>	<i>Total Beneficiary</i>	<i>Children</i>	<i>Women</i>
Bikita	57	17 819	9 858	4 295
Mhondoro-Ngezi	45	17 082	6 833	5 637
Gokwe South	90	96 787	17 422	46 032
Gokwe North	75	49 348	21 247	15 198
Gweru	30	9 543	4 199	3 149
Kariba	30	7 010	3 363	1 896
Zvishavane	30	6 937	3 361	2 081
Umguza	35	8 750	2 098	3 408
Kwekwe	43	23 755	6 000	9 688
Mwenezi	70	42 786	9 231	16 030
Tsholotsho	28	13 262	3 965	5 075
Insiza	45	22 756	7 345	7 406
Lupane	35	14 785	7 376	4 001
Nkayi	50	12 876	4 787	4 300
Matobo	40	11 566	5 642	3 720
Gwanda	40	9 340	5 125	2 346
Binga	61	26 406	18 542	4 368
Chegutu	50	17 328	8 794	4 544
Hwange	40	5 228	2 301	1 590
Sanyati	30	11 723	6 174	2 571
Bulilima	42	6 000	2 400	2 160
Mangwe	40	9 900	6 126	2 340
Beitbridge	50	8 412	4 227	2 095
Bubi	30	9 444	4 104	2 796
Chiredzi	57	16 564	9 050	4 101
Umzingwane	30	8 674	3 896	2 594
Gutu	80	25 110	10 639	8 086
Masvingo	59	38 806	15 910	12 030
Mberengwa	55	21 352	8 221	7 320
Zaka	56	13 730	5 767	4 256
Hurungwe	80	49 490	12 254	18 214
Makonde	70	27 450	17 015	5 371
Zvimba	30	9 750	5 216	2 414

#### **Article 15: Equality before the law**

##### *Constitutional and Legislative Measures*

135. Sections 26 and 56 of the Constitution provide that all persons are equal before the law and have the right to equal protection and benefit of the law including equality of rights and obligations of spouses during marriage and at its dissolution. In order to ensure equality before the law and access to justice by all, section 31 of the Constitution mandates Government to provide legal representation in civil and criminal cases for people who need it and are unable to afford legal practitioners of their choice. Section 66 of the Constitution provides for the right to freedom of movement and residence for every Zimbabwean citizen and everyone else who is legally in Zimbabwe. Section 71 of the Constitution also provides that every person has the right in any part of Zimbabwe to acquire, hold, occupy, use, transfer, hypothecate, lease or dispose of all forms of property either individually or in association with others.

*Administrative measures*

136. In order to enhance access to legal services for indigent persons, Government has decentralised the operations of the Legal Aid Directorate (LAD) to 10 out of 10 provinces.

**Article 16: Equality in marriage and family law***Constitutional and Legislative Measures*

137. Section 56 of the Constitution prohibits discrimination on a number of grounds including sex, marital status, pregnancy, gender, whether one was born in or out of wedlock and physical disability, all of which impact directly on the rights of women relating to family, marriage and divorce. Furthermore, section 80 (2) of the same Constitution confers the same rights to women as men regarding the custody and guardianship of children. Sections 25, 26 and 78 provide for the protection of the family, marriage and marriage rights respectively emphasising that there should be equality of rights and obligations of spouses during marriage and at its dissolution and that marriage should be entered into with the free and full consent of the intending spouses.<sup>14</sup>

138. Zimbabwe is currently reviewing all Acts of Parliament in order to ensure their conformity to the Constitution. This exercise will also assist in the identification of discrepancies in various pieces of legislation. The matrimonial laws are being reviewed with the view to come up with a comprehensive and consolidated piece of legislation that addresses all matrimonial issues.

*Judicial Measures*

139. In the case of *Mudzuru and Tsopodzo v Minister of Justice, Legal and Parliamentary Affairs and Others CCZ 2016*, the Constitutional Court outlawed marriage entered into before one or both parties attains the age of 18. This ruling clarified on other matrimonial legal issues relating to child marriages in Zimbabwe within the scope and content of the 2013 Constitution and International Conventions dealing with the same.

*Administrative Measures*

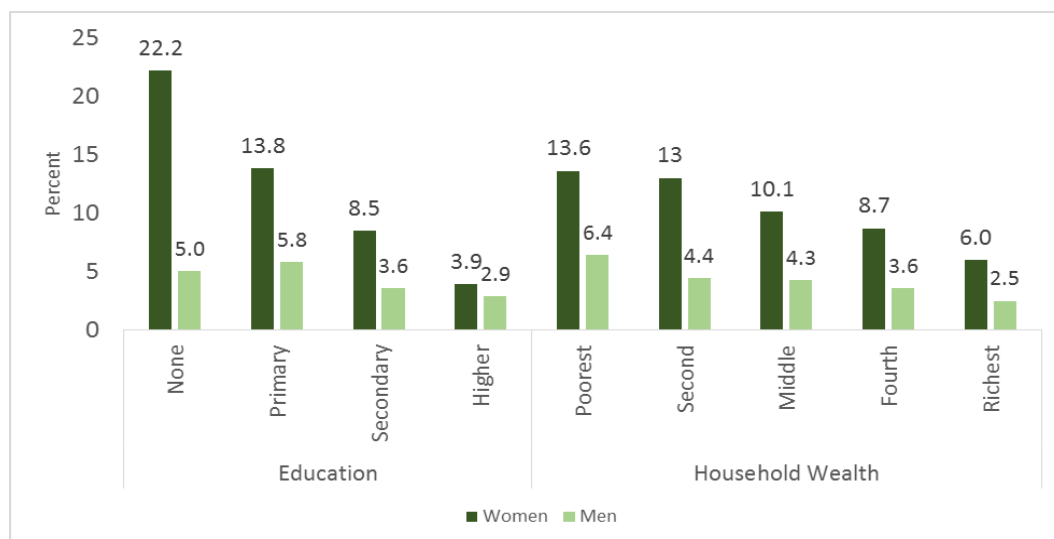
140. With regard to the recommendation to prohibit polygamy, in accordance with the Committee's general recommendation:

- The following three types of marriages are recognized in Zimbabwe; Marriage Act *Chapter 5:11*, Customary Marriages Act *Chapter 5:07* and unregistered customary law unions. Polygamous marriages are provided for under customary law, however are prohibited under Marriages Act Chapter 5:11;
- The types of marriages entered into are largely left to choices of individuals; however women of Zimbabwe through awareness programmes by MoWAGCD, are encouraged to get married under Marriages Act Chapter 5:11 which prohibits polygamy. Furthermore, information on polygamy was sought during the 2014 MICS. See Figure 21 below. The research explored the determinants of polygamous unions to inform appropriate policy interventions.

<sup>14</sup> Response to paragraph 38 (a) of the Concluding Observations.

Figure 17

**Distribution of women and men aged 15 to 49 years in polygamous unions by level of education and household wealth**



Source: ZIMSTATS, 2014 MICS.

141. With regard to the Committee's recommendation to consider developing and adopting a unified family code in conformity with the Convention, in which equal inheritance, property and land rights are addressed and polygamy is prohibited:

- Zimbabwe does not have a unified family code at the moment. But however, the country has adequate pieces of legislation to deal with all matter relating to the family;
- On matters of Inheritance, property and land rights, the Committee is referred to Article 14;
- In respect to the prohibition of polygamy, reference is made to the response in paragraph 2 158 above.

### **Part 3: Challenges faced by Zimbabwe with regard to implementation of the Convention**

142. Zimbabwe faces economic challenges due to the continued imposition of illegal economic sanctions by some Western countries, which has hampered the implementation and realisation of women's rights. The absence of balance of payment support from the international financial institutions has forced Government to largely depend on resources mobilised from the domestic market.

143. Limited fiscal space has affected Government's efforts to capacitate the Zimbabwe Gender Commission and other agencies and institutions of Government that are critical in the implementation of interventions to achieve gender equality and women empowerment. The resource constraints have also greatly hampered the effective participation of women in key economic sectors.

144. Resource constraints have limited Government's ability to effectively rehabilitate and expand the capacity of infrastructure in areas that include health, education, water and sanitation services, power generation and the road network. Thus Government has been constrained with regard to the following services:

- Provision of education to the under-privileged. For example, Government has struggled to fully fund the Basic Education Assistance Module (BEAM);
- Provision of health care, especially for the vulnerable groups. Noble Government initiatives relating to the provision of health services continue to struggle;
- Decentralising the Legal Aid Directorate to districts in order to further enhance access to justice.

145. The effects of climate change continue to impact negatively on the livelihoods of women particularly those in marginalized areas by imposing a huge burden on women's access to water, arable land, energy and food.

## **Way forward**

146. Zimbabwe continues to enjoy cordial relations with development partners and collaborates on various programmes where financial and technical support is needed to implement gender equality and women empowerment programming.

147. Government remains committed to the process of aligning all laws to the Constitution as well as formulating and reviewing policies that promote gender equality and women empowerment.

148. Government continues to strengthen linkages between its ministries and departments particularly through gender focal persons and committees, and with stakeholders to provide a platform for Government to consult and cooperate with relevant stakeholders in the implementation of interventions and capacitation of institutions that promote gender equality and women empowerment.

149. Government continues to commit itself to set the economy on a sustainable growth trajectory to revive and grow the economy through the implementation of its macro-economic development plan to economically empower its citizens and in the process empowers women and reduces poverty.

150. Government continues to adopt temporary special measures in areas where there are inequalities between men and women, particularly in areas of participation in politics, decision making and the key economic sectors.

151. Government will continue to promote women's rights through public awareness of the laws, Constitution, and the Convention.

## **Conclusion**

152. Matters concerning women's rights and gender equality are a priority for Zimbabwe. Accordingly, the country remains committed to implementing provisions of the Convention on the Elimination of all forms of Discrimination against Women and will continue to engage the international community and development partners.

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