

OUTCOME XM-DAC-41146-ZWE_D_1.1

By 2026, all people in Zimbabwe, especially the most vulnerable and marginalized, benefit from more accountable institutions and systems for rule of law, human rights and access to justice (CF outcome 4, SP outcome 1).

The Government of Zimbabwe has demonstrated its commitment to the participation of Women in peace processes by developing a draft costed National Action Plan (NAP) on UNSCR 1325 on Women, Peace, and Security. This commitment is inviting women to meaningfully participate in the peace processes. If adopted and successfully implemented, the NAP will increase women's access and effective participation in peace mediation and negotiation in the country. The draft NAP was developed through an inclusive process, led by the Government. The development of the draft NAP is an outcome of a long and protracted process where Government buys in, ownership and leadership started as far back as 2016. The challenges of getting the Government to develop the NAP included low understanding of the application of 1325, sensitivities to peace and security issues especially related to political violence in the context of Zimbabwe's political climate. Through targeted advocacy, strategic engagements and research by UN Women, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development and the Ministry of Defence and War Veteran Affairs publicly officially announced their intention to develop the NAP and for the first time, Zimbabwe now has a draft costed NAP on 1325. The ZCO replicated the structures and process learnt in developing the NAP 1325 in the support currently being given to the Ministry of Youth, Sport, Arts and Recreation in developing the NAP on Youth, Peace, and Security. A creative innovation tied to this result was the training of Members of Parliament and the development of a Handbook on the role of Parliament on 1325. This will ensure that Parliament as a separate arm of Government can exercise its oversight role to ensure that the Executive finalises and implements the NAP. This capacitation of Parliamentarians will enable them to exercise their legislative, oversight and representative role on the implementation of 1325 in Zimbabwe once it is adopted.

OUTCOME XM-DAC-41146-ZWE_D_1.2

UN system in Zimbabwe is coherently contributes to progress on gender equality and the empowerment of women and girls

Through UN Women's mandate to coordinate Gender Equality and Women's Empowerment (GEWE) within the UN system, the Gender Technical Working Group (GTWG) advanced and promoted Gender Equality through the development and operationalisation of the Gender Mainstreaming Strategy 2022-2026. This was achieved through: strengthening partnerships between UNCT, Government and Civil Society Organisations (CSOs) on GEWE; effective participation of National Gender Machinery and CSOs in the design, implementation, Monitoring and Evaluation of the United Nations Sustainable Development Cooperation Framework (UNSDCF); enhanced capacities and understanding of more than 100 UN Procurement staff, UN vendors and suppliers on Gender Responsive and Disability Inclusion (Virtual Capacity Building done in October 2022) and; strengthened the communication and advocacy on GEWE within the UN system. UNCT collaboration with Government and CSOs on GEWE was not well coordinated and there was weak participation of the National Gender Machinery, CSOs in the design, implementation, and Monitoring of the UNSDCF. In this regard, the GTWG conducted gender and procurement responsive trainings, conducted national consultations on revitalisation of the National Gender Machinery and created

strong partnership with the UNCT Communications Group to ensure the incorporation of GEWE priorities into its work including commemorative days such as the 16 Days of Activism Against Gender-Based Violence campaign, and International Women's Day.

OUTCOME XM-DAC-41146-ZWE_D_2.1

By 2026, all people in Zimbabwe, especially the most vulnerable and marginalised, benefit from more inclusive and sustainable economic growth with decent employment opportunities

To ensure people of Zimbabwe especially women and girls benefit from more inclusive and sustainable economic growth with decent employment opportunities, the Government of Zimbabwe is embracing strategies to transition from the informal to formal economy. Government is in the process of finalizing the National Formalization Strategy and Implementation Plan which will provide policy guidance to the process of transitioning from informal to formal employment. UN Women contributed to development of the Strategy through providing technical support and the process was led by ILO under Safe Markets project. Further, work on the safe markets project resulted in increased income and economic autonomy for the women who benefitted from the completed safe markets in Epworth and Mbare mass market. Women vendors/marketers were empowered with digital skills in managing their business enterprises as a result of the trainings delivered by partners with the support of UN Women.

OUTCOME XM-DAC-41146-ZWE_D_3.1

By 2026, all people in Zimbabwe, especially women and girls and those in the most vulnerable and marginalised communities, benefit from equitable and quality social services and protection. (UNSCDF Outcome 1)

To ensure that women and girls survivors of Gender Based Violence have access to quality essential services, the CO popularised the referral pathways in communities through its consortiums working in 5 Spotlight Initiative provinces. The consortiums are using the social accountability mechanisms such as the Scorecard and they are demanding quality services from service providers operating in their provinces. To date, Implementing partners including Community Based organisations trained on Social Accountability met with the duty bearers and service providers within their areas and demanded change of attitude by service providers to clients especially by health personnel. Some participated in local districts budgeting processes.

OUTCOME XM-DAC-41146-ZWE_O_1

UN-Women is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations

During the reporting period, UN Women ensured implementation of recommendations from audit and complied with Business continuity plans. Further, the CO submitted all financial donor reports on time, implemented all regular resources and 91% of other resources due to some partner advances that were not yet acquitted.

OUTCOME XM-DAC-41146-ZWE_O_2

UN-Women effectively leverages and expands its partnerships, communications, and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.

During the reporting period, UN Women ensured implementation of recommendations from audit and complied with Business continuity plans. Further, the CO submitted all financial donor reports on time, implemented all regular resources and 91% of other resources due to some partner advances that were not yet acquitted. Through hosting Press visits to project sites, Joint Media Workshops with United Nations Communications Group (UNCG) on development reporting and CO trainings on development and gender sensitive reporting, the number of journalists reporting on Gender Equality and Women Empowerment (GEWE) issues increased leading to increased mentions on mainstream media and surpassing the set target.

OUTCOME XM-DAC-41146-ZWE_O_3

UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture

The CO invested in a culture of learning from UN Women Regional Office and HQ through participating in learning platforms and engaged RO staff to offer technical capacity building to staff and partners. In 2022, UN Women and partners knowledge was increased through the Regional Office's visit to exchange and impart knowledge to the CO and its partners. The RO provided technical backstopping to the CO operations team. Further, the CO was supported by the Regional Office M&E Specialist and Evaluation Specialist to deliver a 5 day training for staff and partners in septer 2022. The training was attended by representatives of all UN Women Implementing Partners and staff and covered RBM and Evaluation aspects which the trainees would use in their on-going work. The Regional Director also visited the CO to promote innovative ways of working and increased the visibility of UN Women to its stakeholders.

OUTCOME XM-DAC-41146-ZWE_O_4

With its unique and inclusive culture, UN-Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.

To ensure UN Women staff highly performs, UN Women capacitated its staff and All staff have completed their PMDs and SC/UNV evaluations for 2022 and all contract extensions were done. Key Result indicators and individual workplans have been completed for 2023 (offline for those experiencing challenges in accessing online portals). Majority of the staff have completed their mandatory course with some staff at various levels of completion. Staff are constantly reminded to complete their courses within the first 90 - 100 days of onboarding. A compliance status report to be circulated for staff to check if all course certificates that have been completed are uploaded and reflecting.

OUTCOME XM-DAC-41146-ZWE_O_5

UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate at HQ, Regional and Country levels, including through shared services.

To advance integrated delivery of UN Women's mandate, UN Women completed 3 evaluations in 2022 which are the Country Portfolio Evaluation, midterm evaluation on Engendering Governance to promote Peace and security in Zimbabwe and Final evaluation on MPTF COVID 19 Safe markets projects. Two evaluations were reviewed and ratings and the ratings were provided. To ensure use of the evaluation findings, the CO developed management responses to the evaluations recommendations with key actions that will be tracked and reported on a quarterly basis.