



EN

THIS ACTION IS FUNDED BY THE EUROPEAN UNION

ANNEX 4

to the Commission Implementing Decision the financing of the annual action plan in favour of the Republic of Zimbabwe for 2024

Action Document for “Gender Equality and Women’s Economic Empowerment in Zimbabwe”

(ZIM-GEWEE)

ANNUAL ACTION PLAN

This document constitutes the annual work programme within the meaning of Article 110(2) of the Financial Regulation, within the meaning of Article 23 of the NDICI-Global Europe Regulation.

1 SYNOPSIS

1.1 Action Summary Table

1. Title CRIS/OPSYS business reference Basic Act	Gender Equality and Women’s Economic Empowerment in Zimbabwe (ZIM-GEWEE) OPSYS number: ACT-61885 Financed under the Neighbourhood, Development and International Cooperation Instrument (NDICI)-Global Europe
2. Team Europe Initiative	Yes: National TEI Gender Equality and Women’s Empowerment
3. Zone benefiting from the action	The action shall be carried out in Zimbabwe
4. Programming document	European Union Multiannual Indicative Programme (MIP) for Zimbabwe (2021-2027)
5. Link with relevant MIP(s) objectives / expected results	<p>Priority Area 1: Good governance and Citizens’ Rights</p> <p>Specific Objective 1.2: To promote more effective implementation of the Constitution, with a focus on transparency and accountability, public service delivery, gender equality and access to justice.</p> <ul style="list-style-type: none">○ Expected Result 1.2.2 Enhanced functioning of constitutional commissions to promote transparency and accountability in public institutions, entrench human rights, and ensure that injustices are remedied to improve lives of citizens particularly women, youth and other vulnerable groups. <p>Priority Area 2: Green Economic Growth</p> <ul style="list-style-type: none">○ Expected Result 2.2.2 Increased access to and use of locally-available inputs and farm services (mechanisation, financial, insurance) for farmers with adequate support to women and youth○ Expected Result 2.2.4 Increased local processing and manufacturing of local agricultural products into higher value food products with adequate support to women and youth

	Priority Area 3: Social Recovery and Human Development Specific objective 3.3: To increase access and promotion of livelihood diversification and entrepreneurship opportunities, including strengthened participation in digital economies for vulnerable women and youth <ul style="list-style-type: none"> ○ Expected Result 3.3.1: Increased financial literacy and eligibility for economic support for vulnerable women and youth. ○ Expected Result 3.3.2: Enhanced digital literacy, vet, entrepreneurship skills and engagement in entrepreneurship activities by vulnerable women and youth 			
PRIORITY AREAS AND SECTOR INFORMATION				
6. Priority Area(s), sectors	Government and Civil Society – general (151) Conflict Peace and Security (152)			
7. Sustainable Development Goals (SDGs)	Main SDG (1 only): SDG 5 Achieve Gender equality and empower all women and girls Other significant SDGs (up to 9) and where appropriate, targets: SDG 10: Reduced inequalities SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels SDG 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development.			
8 a) DAC code(s)	DAC code 15170 – Women's rights organisations and movements, and government institutions - 40% DAC code 15180 – Ending violence against women and girls – 30% DAC code 25030 – Business development services - 30%			
8 b) Main Delivery Channel	<i>Multilateral organisation - 4000</i> <i>Third country entity - 13000</i>			
9. Targets	<input type="checkbox"/> Migration <input type="checkbox"/> Climate <input checked="" type="checkbox"/> Social inclusion and Human Development <input checked="" type="checkbox"/> Gender <input type="checkbox"/> Biodiversity <input type="checkbox"/> Education <input checked="" type="checkbox"/> Human Rights, Democracy and Governance			
10. Markers (from DAC form)	General policy objective @	Not targeted	Significant objective	Principal objective
	Participation development/good governance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Aid to environment @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gender equality and women's and girl's empowerment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Reproductive, maternal, new-born and child health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Disaster Risk Reduction @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Inclusion of persons with Disabilities @	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Nutrition @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	RIO Convention markers	Not targeted	Significant objective	Principal objective
	Biological diversity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Combat desertification @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change mitigation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change adaptation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Internal markers and Tags:	Policy objectives	Not targeted	Significant objective	Principal objective
	Digitalisation @	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	digital connectivity digital governance digital entrepreneurship digital skills/literacy digital services	YES <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	NO <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
	Connectivity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	digital connectivity energy transport health education and research	YES <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	NO <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	Migration @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduction of Inequalities @	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Covid-19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	BUDGET INFORMATION			
12. Amounts concerned	Budget line: 14.020122 Total estimated cost: EUR 7 200 000 Total amount of EU budget contribution EUR 7 000 000 This action is co-financed in joint co-financing by: - UN for an indicative amount of EUR 200 000			

	This action is part of the Team Europe Initiative (TEI) on Gender Equality and Women's Empowerment which focuses on promoting women's social, political and economic empowerment, with a total estimated budget of 280 000 000 EUR. EU contributes with 110 000 000 EUR Contributions from Member States are as follows: France: 1 400 000 EUR; Ireland: 23 000 000 EUR; Germany: 16 500 000 EUR; Sweden: 107 300 000 EUR; the Netherlands: 4 800 000 EUR and Switzerland: 17 000 000 EUR.
MANAGEMENT AND IMPLEMENTATION	
13. Type of financing¹	<p>Direct management through Grants (section 4.4.1)</p> <p>Indirect management with an entrusted entity that will be selected in accordance with the criteria set out in section 4.4.2.1</p> <p>Indirect management with an entrusted entity that will be selected in accordance with the criteria set out in section 4.4.2.2</p>

1.2 Summary of the Action

Zimbabwe's constitution strongly advocates for gender equality, non-discrimination, and women's rights, mandating equal participation of all women, regardless of age, ethnicity, religion or disability in all societal spheres and equitable representation in Government. Despite these progressive legal foundations, the full realization of women's rights faces obstacles due to challenges in implementation, prevailing societal attitudes towards gender equality, gender and disability stigma, limited funding, and widespread gender-based violence.

This Action is drafted to address these impediments by bolstering the formulation, implementation, and monitoring of gender equality policies by both the government and civil society organizations, in alignment with Zimbabwe's National Development Strategy 12 (NDS-1). NDS-1 underscores the country's commitment to ensuring equal opportunities and enhancing women's participation in the economy and decision-making processes, providing a crucial framework for this initiative.

A central aspect of the Action is its support for the High-Level Political Compact³ (HLPC) on ending Gender-Based Violence (GBV). By backing the HLPC, the Action underscores the EU's dedication to working alongside the Zimbabwean Government to foster gender equality, empower women and girls, and eradicate gender-based violence. This commitment is further strengthened by the synergistic approach of the Team Europe Initiative (TEI) on gender equality and women's empowerment, which exemplifies the EU's collaborative efforts to promote gender equality in Zimbabwe.

The Action also emphasizes economic empowerment for women through engagement with the private sector for skills development of female entrepreneurs and advocacy for better access to finance for women-led MSMEs. This economic focus is intended to complement the societal and legislative efforts, creating a holistic approach to enhancing women's, including women with disabilities' status in Zimbabwe.

Moreover, the initiative aims to empower civil society to hold the government accountable for its gender equality commitments, improve support services for survivors of GBV and strengthen the women's movement. Through these comprehensive strategies, aligned with the EU's global gender equality initiatives, NDS-1 and the objectives of the HLPC, the Action seeks to create a more inclusive and equitable society, addressing the multifaceted challenges faced by women and girls in all their diversity in Zimbabwe.

¹ Art. 27 NDICI

² National Development Strategy -1, "Towards a Prosperous and Empowered Upper Middle Income Society by 2030", January 2021- December 2025 (<https://www.veritaszim.net/node/4583>)

³ A strategy to effectively respond to GBV launched and signed by the President of Zimbabwe in 2021

The implementation of the Action will be done in coordination with the ongoing and planned EU funded programmes in support of Civil Society and human rights and democracy in Zimbabwe as well as the TEI on “Greener and Climate Smart Agriculture” which aims to promote environmentally conscious production. Synergies will be sought with the Women’s Economic Empowerment and Financial Inclusion in Sub-Saharan Africa (WEE-FI Africa) regional programme and the Team Europe Initiative “Investing in Young Business in Africa” (TEI IYBA).

The Action will contribute to the fulfilment of the EU Gender Action Plan 2021-2025 GAP III, in particular to its thematic areas of engagement “Promoting economic and social rights and empowering girls and women” and ‘Ensuring freedom from all forms of gender-based violence’.

1.3 Zone benefitting from the Action

This action shall be carried out in Zimbabwe, which is included in the list of ODA recipients.

2 RATIONALE

2.1 Context

Zimbabwe's potential for growth, underpinned by its considerable natural resources, stands in stark contrast to the persistent social, political, and economic challenges it faces, which disproportionately impact and discriminate marginalized women and girls (such as indigenous women, women with disabilities, migrant women, and women and girls living in rural areas). These challenges, deepened by a patriarchal society, assign women additional burdens, from financial provision for their families to enduring multiple forms of discrimination and violence, despite their critical role in the economy and society.

The World Economic Forum (2022) Global Gender Gap Index ranks Zimbabwe 50th out of 146 countries – eighth in sub-Saharan Africa – in gender parity, suggesting both progress and remaining challenges on the country’s path toward gender equality. As of January 2024, 30.35% of National Assembly seats and 44% of Senate seats were held by women. One-third of women aged 20–24 were married or in union before age 18 (UN Women, 2022). Access to financial services is uneven, and just 16% of firms have women in top management positions (World Economic Forum, 2022). Only two-thirds of legal frameworks considered necessary to promote, enforce, and monitor gender equality under SDG indicators are in place (UN Women, 2022). While data on women and girls with disabilities in Zimbabwe is scarce, a UNESCO study in 2020, shows that women with disabilities are increasingly organising themselves but continue to face stigma and discrimination in their communities. Due to that, some women with disabilities cannot engage in agricultural work, they are perceived as a burden in their communities, including by their families, in-laws or spouses. Many girls with disabilities lack birth certificates because of their fathers having abandoned their mothers. In the same study, more than 80% of women with disabilities had no jobs or livelihood income and women with disabilities were employed at a significantly lower rate than men with disabilities^{4, 5}

Zimbabwe’s engagement with the international community, including the EU, through a reengagement policy for arrears clearance and debt resolution, signifies its ambition to become an upper middle-income country by 2030. This ambition is anchored in the National Development Strategy 1 (NDS-1), where gender equality and women’s empowerment are integrated as key drivers for achieving this vision.

Efforts to secure equal rights for Zimbabwean women are grounded in the 2013 Constitution, which provides for equality among all citizens, and the National Gender Policy of 2013 (revised in 2017; a second revision ongoing). Zimbabwe's commitment to gender equality is evident in its adherence to international and regional frameworks

⁴ UNESCO (2020). Amplifying the voices of women and girls with disabilities in Zimbabwe: a comprehensive study. <https://unesdoc.unesco.org/ark:/48223/pf0000374388>

⁵ UNRPD (2021). Situation analysis of persons with disabilities Zimbabwe. Country report 2021. https://unrpd.org/situational_analysis/?wpv-country=zimbabwe&wpv_aux_current_post_id=1274&wpv_aux_parent_post_id=1274&wpv_view_count=1277

and the implementation of significant legal and policy measures. Nonetheless, the path to gender equality is fraught with challenges:

1. **Human Development Inequality:** High maternal mortality rates, gender gaps in education, and lower female representation in STEM fields.
2. **Economic Opportunity Inequality:** Lower employment rates and wages for women, including women with disabilities, dominance in the informal economy, and limited access to productive resources.
3. **Asset Ownership and Control Inequality:** Discrimination in access to land and property, challenges with financial inclusion, including limited access to high-value finance due to a lack of collateral and limited earnings.
4. **Inequalities in Voice and Agency:** High prevalence of GBV, lower levels of participation and representation of women in government and key leadership positions, and marginalization in decision-making.
5. **Cultural, Social, and Economic Challenges:** Persistent socio-cultural norms leading to gender disparities and disability related stigma, significant gender and disability digital divide, and vulnerability to climate change impacts.

To address these challenges, Zimbabwe and the EU have established a shared commitment to gender equality and women's empowerment, launching a policy dialogue to ensure gender is considered a crosscutting issue across all sectors. This collaboration is part of a broader donor coordination effort facilitated through the Team Europe Initiative (TEI) on “Gender Equality and Women’s Empowerment”. Donor coordination is structured through regular meetings of EU Gender focal points and the wider Gender and Women’s Rights group, encompassing participation from EU and other non-EU development partners. This coordination aims to transform policy dialogues into more formal sector policy dialogues with the government, building on established practices around inter-ministerial committee meetings. The EU will continue to advocate for increased access to finance opportunities for women-led MSMEs, including through EIB intermediate lending or opportunities under EFSD+ and will monitor that the skills development programme is responsive to the needs and requirements for bankability under these financial institutions.

Furthermore, the EU-funded Spotlight Initiative has made significant contributions towards addressing GBV and supporting women's economic empowerment and the empowerment of women and girls with disabilities. As this program concludes, the objective of the proposed Action is to sustain its gains, focusing on implementing the High-Level Political Compact on Ending GBV & Harmful Practices.

2.2 Problem Analysis

Zimbabwe has witnessed significant advancements in gender equality and women's empowerment across various sectors, including education, health, governance, and agriculture. Yet, despite these strides, women in all their diversity and across ages in Zimbabwe continue to face substantial challenges across empowerment indicators. Deep-rooted social norms, religious beliefs, gender and disability stigma, and traditional values restrict women's and girls' rights, contributing to a landscape where voice, choice, and agency are often limited. This setting is further complicated by the feminization of poverty, a high prevalence of HIV among women, and widespread acceptance of sexual and gender-based violence (SGBV), all of which point to persistent and unequal gender power relations and discrimination.

According to the National Strategy to Prevent and Address Gender based Violence 2023-2030, despite having a progressive legal and policy framework and concerted efforts of government, development partners, Civil Society Organisations (CSOs) and communities, the prevalence of Gender Based Violence (GBV) in Zimbabwe remains high. The Multiple Indicator Cluster Survey (MICS 2019) shows that close to 40 percent of women and girls in Zimbabwe experience physical violence in their lifetime and 12 percent experience sexual violence. Prevalence of physical GBV among women and girls in Zimbabwe is 10 percent higher than the average global prevalence rate of 30%. The 2017 Zimbabwe Young Adult Survey, a Violence Against Children Survey (VACS), shows that about one in ten females ages 18–24 experienced sexual violence during childhood, and the prevalence of overall childhood sexual violence is significantly higher for females (9.1 percent) compared with males (1.1 percent). Key drivers of GBV include harmful cultural practices; entrenched patriarchal norms, values, and practices;

feminisation of poverty and lack of economic security among women; and insufficient implementation of GBV laws and policies among other factors.⁶

The legal and policy framework supporting gender equality and women's rights in Zimbabwe is robust, yet the mechanisms necessary to bring about real change are lacking. Key challenges include:

1. **Inadequate knowledge and understanding among responsible duty-bearers** of how to effectively implement gender equality policies within their spheres of work.
2. **Lack of accountability measures:** The absence of specific performance indicators and audits for gender equality undermines accountability. This includes also lack of data disaggregated by women and girls with disabilities
3. **Patriarchal governance structures:** A significant underrepresentation of women in power and leadership positions perpetuates patriarchal decision-making processes.
4. **Under-financing:** Critical institutions tasked with advancing the gender equality agenda receive insufficient funding, as illustrated by the consistently low budget allocations to the Ministry of Women Affairs, Community, Small and Medium Enterprise Development and the Ministry of Public Service, Labour and Social Development (where the Department of Disability Affairs sits).
5. **Capacity gaps:** There are notable deficiencies in gender mainstreaming, gender-responsive budgeting, and understanding intersectionality, leading to approaches that overlook gender, disability, urban/rural divide, ethnicity considerations.
6. **Data unavailability:** The scarcity of public and accessible data on gender inequalities and violations of women's rights, including on intersectional discriminations, hampers efforts towards national development.

Women's economic empowerment is critically undermined by their marginalization in the economy, particularly through dominance in the informal sector, limited financial inclusion, lower educational enrolment of girls with disabilities, and restricted access to critical economic resources and decision-making spaces. The business environment lacks provisions that specifically recognize or support small, medium, or women-owned businesses, placing an undue burden on these enterprises.

The FinScope Survey of 2022 highlights that while women constitute 54% of the population and own 60% of MSMEs, they are predominantly involved in micro enterprises. The sectors most impacted include agriculture, retail, and services. Moreover, the recently approved National Financial Inclusion Strategy II (NFIS II) by the Reserve Bank of Zimbabwe (RBZ) acknowledges the disproportionate exclusion of women from quality financial services. It sets a commitment to gender-inclusive financing, recognizing that while barriers to financial services may be universal, their impact is more severe on women, particularly women with disabilities, due to socio-cultural biases.

Barriers to financial inclusion for women include low financial literacy, particularly digital literacy, affordability, accessibility and cost of financial products, credit barriers such as lack of history and collateral, and general high levels of poverty. Without access to credit, women often remain trapped in low-income generating activities within the informal economy, which are characterized by easy entry requirements but limited growth potential.

A strategic focus on skills development is identified as crucial for empowering women economically. Enhancing women's skills increases their productivity, employability, and income, necessitating a comprehensive approach that includes both technical and soft skills training.

Women's rights organisations, including organisations working on disability rights, in the country lack the capacity and adequate financial resources to carry forward their mandate. The provision of GBV services relies heavily on CSOs due to inadequate financing by the State budget.

⁶ [zimbabwe national gbv strategy 2023 to 2030.pdf \(unfpa.org\)](https://unfpa.org/sites/default/files/pubdocs/zimbabwe-national-gbv-strategy-2023-to-2030.pdf)

This analysis identifies key stakeholders, including government ministries, commissions, the police, statistical agencies, UN agencies, industry organizations, women's business associations, traditional leaders, and CSOs, highlighting their roles and capacities in addressing gender inequalities and empowering women.

Identification of main stakeholders and corresponding institutional and/or organisational issues (mandates, potential roles, and capacities) to be covered by the action:

1. **Ministry of Women Affairs, Community, Small and Medium Enterprise Development (MWACSMED):** This Ministry leads the National Gender Machinery, comprising Gender Focal Points in all government departments and parastatals, with representation at provincial and district levels. It coordinates, promotes, and leads gender equality and women's empowerment initiatives within the National Gender Policy framework.
2. **Other Government Ministries:** Director-level Gender Focal Persons are appointed across all ministries to mainstream gender in sector plans, policies, programmes, and budgets, and to collect, analyze, and implement gender-relevant data and action plans.
3. **Office of the President and Cabinet (OPC), Ministry of Finance, Ministry of Home Affairs, Ministry of Public Service, Labour, and Social Welfare** (including the Department of Disability Affairs) : These key governmental bodies play critical roles in governance, financing, and social welfare, and rights of persons with disabilities, impacting gender policies and programs.
4. **Zimbabwe Gender Commission (ZGC):** Established by the Constitution, the ZGC monitors gender equality, investigates violations of gender rights, conducts research, and recommends legal and policy changes to promote gender equality.
5. **Other Independent Commissions (ZHRC and NPRC):** These commissions support human rights and democracy, transparency, accountability, and justice, collaborating under a Memorandum of Understanding to address constitutional provisions related to gender.
6. **The National Disability Board (NDB):** Serves as the watchdog for disability issues and makes action recommendations to the DDA, in liaison with all concerned line ministries
7. **Parliament Committees and the Women's Parliamentary Caucus:** Responsible for law-making and protecting the Constitution, these bodies, especially relevant Portfolio Committees, play vital roles in legislating for gender equality.
8. **Zimbabwe Republic Police:** Integral to addressing GBV through case handling and forensic evidence collection, the police are key stakeholders in the legal process related to gender-based offenses.
9. **Zimbabwe National Statistics Agency (ZIMSTAT):** ZIMSTAT is crucial for collecting, analyzing, and disseminating data on gender inequalities, disability, and informing policy and program development.
10. **Public Service Commission:** Manages Public Service administration and conditions, impacting gender equality within public sector employment.
11. **United Nations Agencies:** Involved in implementing the Spotlight Initiative, promoting multilateralism and supporting gender equality and disability inclusion initiatives in Zimbabwe.
12. **Confederation of Zimbabwean Industries (CZI) and ZIMTRADE:** CZI, including the Women in Industry Network, and ZIMTRADE focus on promoting women-led enterprises, facilitating exports, and lobbying for an enabling business environment.
13. **Women Business Associations:** These associations provide leadership, business skills training, mentorship, and networking opportunities to women entrepreneurs.
14. **Zimbabwe Women's Microfinance Bank (ZWMB)** aims at economically empowering women, particularly in rural areas, by providing low-interest loans and flexible collateral terms.
15. **Empretec:** promotes SME support for innovative and competitive enterprises.
16. **Traditional Leaders:** Chiefs and headmen play a significant role in rural justice and governance, influencing gender norms and practices within communities.
17. **Civil Society Organisations (CSOs):** Including NGOs, FBOs, CBOs, women's rights, organisations of persons with disabilities (including women led organisations) and youth organizations, CSOs are pivotal in policy dialogue, advocacy, service delivery, legal assistance, and monitoring state delivery of justice related to gender equality.

18. **Citizens of Zimbabwe:** Particularly focusing on women in all their diversity as the rights holders and final beneficiaries, their participation in dialogues, monitoring, evaluation, and accountability processes is essential for the success of gender equality actions.

3 DESCRIPTION OF THE ACTION

3.1 Objectives and Expected Outputs

The **Overall Objective** of this action is: To improve women's socioeconomic empowerment and reduce GBV in Zimbabwe

The **Specific Objectives** of this action are to:

Specific Objective 1: Enhance the capacity of key duty bearers to foster an enabling and accessible environment for gender equality and women's empowerment (GEWE) in Zimbabwe

Specific Objective 2: Increase the economic empowerment and financial inclusion of women, including women with disabilities, in Zimbabwe

Specific Objective 3: Enhance civil society's watchdog role in the implementation of national and international commitments on GEWE and GBV

The **Outputs** to be delivered by this action contributing to the corresponding Specific Objectives are:

Contributing to SO1:

- 1.1. Strengthened capacities of key duty bearers in Government and institutions to develop and deliver evidence-based gender responsive programmes.
- 1.2. Strengthened capacities of government and other relevant institutions⁷ to effectively coordinate and implement gender equality and women's rights accountability mechanisms.
- 1.3. Strengthened capacities of government and other relevant institutions⁸ to operationalise the integrated GEWE and GBV information system, including relevant data disaggregation.

Contributing to SO2:

- 2.1. Enhanced capacity of women, including most marginalised groups, such as indigenous women, women with disabilities, migrant women, and women living in rural areas, to participate in business activities at the national, regional and international level.
- 2.2. Enhanced business environment for women's entrepreneurship, economic participation and leadership.

Contributing to SO3:

- 3.1. Enhanced capacity and engagement of diverse women's rights organisations to influence and monitor gender equality policies and hold government to account.
- 3.2. Enhanced response to GBV by women's rights organisations and by organisations of persons with disabilities.

3.2 Indicative Activities

Activities relating to Output 1.1: Strengthened capacities of key duty bearers in Government and institutions (improved knowledge, skills, tools and resources) to develop and deliver evidence-based gender responsive programmes

⁷ Zimbabwe Gender Commission, Zimbabwe Republic Police, Parliament,

⁸ National Statistics Agency, Zimbabwe Republic Police, Zimbabwe Gender Commission

- Revitalisation of the National Gender Machinery (NGM)⁹, including development of the NGM's programme of action and supporting the MWACSMED to lead the NGM in regular policy dialogue.
- Provide technical assistance, training and mentoring to the NGM (including at province and district level) and other relevant institutions (for ex the Attorney General office) on gender mainstreaming, gender analysis, Gender Responsive Budgeting, gender statistics and indicators, gender and disability related discrimination, GBV prevention and gender equality audit and evaluation.
- Technical support to the relevant institutions for the passage of the Gender Equality Act, including advocacy and awareness-raising campaigns.
- Strengthen the gender equality coordination mandate of the Ministry to fight GBV through the following specific actions: support the convening and development of a programme of action for the High Level Political Compact against GBV (HLPC) Inter – Ministerial Task Force.
- Strengthen the skills and knowledge of the newly appointed Directors for Gender mainstreaming, inclusivity and wellness in the 21 line ministries through training focusing on disability inclusion, Gender Responsive Budgeting, sexual harassment.
- Strengthening capacities of the Parliamentary thematic committees, particularly the new Parliamentary Disability Caucus to advocate for the implementation of the HLPC.

Activities relating to Output 1.2: Strengthened capacities of government and other relevant institutions to effectively develop, coordinate and implement gender equality and women's rights accountability mechanisms:

- Strengthen the MWACSMED's gender coordination mandate at national, provincial and district level, inclusive of relevant equipment, including coordination with Ministry of Public Service, Labour, and Social Welfare and the Department of Disability Affairs.
- Support the MWACSMED to develop and operationalise a National Gender Monitoring System, and an M & E Strategy, plan and tools for monitoring the implementation of the HLPC.
- Support the development of an M & E Strategy, plan and tools for monitoring the implementation of the HLPC.
- Strengthen the disciplinary framework and systems to address cases of sexual harassment in the public service.
- Strengthen the relevant Parliamentary Portfolio Committees.
- Strengthen the capacity of the Office of the Auditor General to undertake gender equality performance audits.
- Strengthen the capacity of the Zimbabwe Gender Commission to effectively implement its mandate.

Activities related to Output 1.3: Strengthened capacities of government and other relevant institutions to operationalise the integrated GEWE and GBV information system (collect, analyse and use sex disaggregated data for evidence-based planning, budgeting, monitoring and evaluation):

- Build a consortium between the Ministry responsible for Women's Affairs, the Ministry responsible for the rights of persons (women) with disabilities, and other relevant institutions to establish the integrated GBV IMS system.
- Review and operationalise the integrated GEWE and GBV IMS system, including providing technical support and equipment.
- Capacity development on collection, analysis and use of sex, age and disability disaggregated data.

Activities relating to Output 2.1: Enhanced capacity of women including most marginalised groups, such as indigenous women, women with disabilities, migrant women, and women living in rural areas, to participate in business activities at the national, regional and international level:

⁹ The NGM is made up of government institutions, independent Commissions and Civil Society Organisations. Its main function is to support government-wide mainstreaming of gender-equality perspectives in all policy areas as well as monitor and ensure the implementation of gender equality commitments undertaken by the State in a co-ordinated manner. In Zimbabwe, these are the OPC, Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), Gender Focal persons (Directors for Gender mainstreaming, inclusivity and Wellness in all Ministries), the Zimbabwe Gender Commission, the Zimbabwe Women's Parliamentary Caucus and Civil Society organisations. It is headed by the MWACSMED. Although this mechanism is already in place, it is in need of a dedicated focus in terms of coordination, technical and financial support. In particular the Ministry's coordination role needs to be strengthened.

- Design and delivery of relevant needs based training programmes on business development, diversification of supply chains, procurement processes, and financial management to support women-led businesses. Promote a digital transition of women's businesses (taking into account accessibility requirements)
- Support women businesses by sponsoring skilled workforce during their scale up phase to address the constraint of inability to employ competent staff particularly in specialized areas.
- Technical assistance to the Zimbabwe Women's Microfinance Bank
- Promote a platform for coordination and collaboration for women led business associations across demographic, groups (such as disabled women), sector and business size
- Strengthen the local and regional entrepreneurial ecosystem for women entrepreneurs by supporting entrepreneurship actors, including ZimTrade, in better serving women entrepreneurs, including incubation, acceleration, growth and expansion, in complementarity to the TEI on "Greener and Climate Smart Agriculture".

Activities relating to Output 2.2: Enhanced business environment for women's entrepreneurship, economic participation and leadership:

- Strengthen policy dialogue on GEWE between the public and private sector (Ministry of Finance, MWACSMED and the Reserve Bank of Zimbabwe, among others)
- Strengthen private sector involvement in financing gender equality (including through enhancement of corporate social responsibility)
- Technical assistance to the Confederation of Zimbabwe Industries to engage and promote a public-private dialogue to strengthen an enabling environment for women led enterprises.
- Development and enhanced use of sex-and disability disaggregated data and gender statistics on Women's Economic Empowerment (WEE) and trade.
- Support the simplification and dissemination of the revised Broad-based Women's Economic Empowerment framework.

Activities relating to Output 3.1: Enhanced capacity and engagement of the diverse women's rights organisations to influence and monitor gender equality policies and hold government to account.

- Capacity building and training for women's and girls' rights organisations, including those working for women with disabilities, to better engage government institutions
- Capacity strengthening on social accountability monitoring, including development of inclusive monitoring tools and mechanisms for tracking and reporting legal and policy reform processes and implementation including court actions that seek to advance GEWE and tackle GBV.
- Provide technical assistance to CSOs (Women's rights, human rights and disability) to develop, produce and publish an annual Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Barometer as an accountability measure to begin to track the implementation of CEDAW. This information can also be used to produce a shadow report on women with disabilities rights for the Convention on the Rights of Persons with Disabilities.
- Strengthen public consultation mechanism and community engagement on gender equality and women and girls' empowerment
- Improved networking and coordination, including joint actions, at local and national levels
- Strengthen movement building on GEWE and GBV, including with the disability movement
- Strengthen research, learning, documentation and data collection and disaggregation
- Strengthen capacity for public interest litigation

Activities relating to Output 3.2: Enhanced response to GBV by women's rights organisations and by organisations of persons with disabilities

- Provision of comprehensive and fully accessible services to GBV survivors
- Empowerment and more effective engagement of women, girls, men and boys on GBV
- Strengthen community based systems for GBV prevention and response, including support to women's rights activists and women human rights defenders as well as female disability rights defenders and activists.

The commitment of the EU's contribution to the Team Europe Initiative to which this action refers, will be complemented by other contributions from Team Europe members. It is subject to the formal confirmation of each respective member's meaningful contribution as early as possible. In the event that the TEIs and/or these contributions do not materialise, the EU action may continue outside a TEI framework.

3.3 Mainstreaming

Outcomes of the SEA screening (relevant for budget support and strategic level interventions)

The Strategic Environmental Assessment (SEA) screening concluded that no further action was required.

Outcomes of the EIA (Environmental Impact Assessment) screening (relevant for projects and/or specific interventions within a project)

The EIA (Environment Impact Assessment) screening classified the action as Category C (no need for further assessment)

Outcome of the CRA (Climate Risk Assessment) screening (relevant for projects and/or specific interventions within a project)

The Climate Risk Assessment (CRA) screening concluded that this action is no or low risk (no need for further assessment)

Gender equality and empowerment of women and girls

As per OECD Gender DAC codes identified in section 1.1, this action is labelled as G2. This implies that the action will address gender equality and girls and women's empowerment in all outcomes in line with SDG 5 on gender equality and SDG 10 on reduced inequality. SDG 16 to strengthen institutions will be specifically addressed in outcome 1 which aims to strengthen the multisectoral response and coordination on GEWE and eliminating GBV. The action was informed by the NDS 1, the national gender policy 2013-2017 and the 2023 country gender profiles (AfDB and World Bank). Gender equality and women's empowerment and GBV prevention are mainstreamed in all the proposed interventions, resulting in gender mainstreaming and GBV being put on the agenda of all the relevant ministries ensuring that they are addressed. The main targets of the Action are institutions responsible for gender equality and women's empowerment, and women and girls including those in vulnerable situations such as those living with disabilities and those living in rural areas in order to leave no one behind. The action will contribute to the TEI on gender equality and women's empowerment by improving capacity for mainstreaming which will result in enhanced implementation of laws and policies and greater accountability to GEWE. Women and girls' access to economic opportunities and resources will also be enhanced leading to increased income and greater independence.

Human Rights

The action will ensure the implementation of the Human Rights Based Approach: respecting all rights, no discrimination, transparency, participation and accountability. Interventions will be designed to leave no one behind ensuring that the most vulnerable and most marginalised groups have access to relevant information and benefit from positive attitude and behaviour change towards GEWE and GBV. The action targets both women, men, girls and boys, including those with disabilities or from other marginalised groups, as rights holders to claim their rights to services (if laws and policies are implemented) and information, and Government ministries and institutions as duty bearers that will be capacitated to implement their mandates effectively. The action will reinforce the capacities of the duty bearers to effectively coordinate around GBV, implement plans to address GBV and ensure availability of funding for GBV. The Action will support CSOs to work collaboratively to monitor implementation of laws and policies and to hold government accountable and to empower citizens with information on their rights.

Women's human rights are guaranteed in Sections 17, 56 and 80 of the Constitution and Zimbabwe has signed and ratified the international and regional gender and women's rights instruments such as the Convention on the Elimination of all Forms of Discrimination against Women, the SADC Gender Protocol, the Maputo Protocol, among others. Zimbabwe has also ratified the Convention on the Rights of Persons with Disabilities which provides for obligations on the rights of women with disabilities. The implementation of the provisions in these instruments, as well as reporting on the State's compliance, will be strengthened.

Disability

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D1. This implies that disability is targeted in line with SDG 5 to promote gender equality, SDG 10 to end inequalities and SDG 16, target 7 “to ensure responsive, inclusive, participatory and representative decision-making at all levels” and B “promote and enforce non-discriminatory laws and policies for sustainable development. Persons with disabilities, particularly women and girls, continue to face intersecting forms of discrimination due to their disability and encounter innumerable challenges when it comes to access to services and information. In accordance with the Leave No One Behind (LNOB) principle and recognizing the intersecting forms of sex discrimination which leads to groupings of women being more vulnerable to rights violations, this proposed programme has a strong focus on disability inclusion. The programme builds on the gains of the Spotlight Initiative in strengthening key institutions to ensure that they are gender-responsive and that the voices and perspectives of women and girls with disabilities inform these institutions policies and programmes. The Action will ensure that persons with disabilities, and especially women and girls, are not left behind and have equitable access to services and information and that Organisations of persons with disabilities are part of the CSOs that will monitor implementation and demand accountability. Support will also be provided to ensure that women with disabilities are supported to voice their needs among women's organisations as well as among often male-dominated organisations of persons with disabilities.

Reduction of inequalities

This Action will be marked as an I-2 against the Inequality Marker. Zimbabwe has a Gender Inequality Index value of 0.519, ranking it 132 out of 166 countries in 2022. The action will address inequalities by addressing discriminatory laws and policies and promoting gender equality and the rights of women and other groups in vulnerable situation such as girls, young women and men, including those with disabilities. Geographical inequalities between urban and rural women has been noted in surveys by ZimStat which show that rural women and other marginalised groups experience more challenges in accessing basic services such as health, family planning, education and some means of production unlike those who reside in urban areas. This will be addressed under the economic empowerment objective.

Democracy

Conflict sensitivity, peace and resilience

In line with SDG 16 target 1 “significantly reduce all forms of violence and related death rates everywhere” the action will contribute to the elimination of GBV, particularly for the most vulnerable. Women, men, girls and boys will be engaged in activities, such as sustained social dialogue that enhance social cohesion and trust building and address negative social and cultural norms. According to the recent Conflict Analysis Screening (CAS) report for Zimbabwe, EU programmes must be designed on the basis of the “Do no harm” and conflict sensitivity principles (limiting any risk of negative impact on political and conflict dynamics in the country) while aiming to maximise the programmes’ potential for contributing to peace and stability in Zimbabwe. The EU and implementing partners will monitor the risk that the programmes might generate. A major new risk is the pending PVO Bill which, if passed into law, may significantly alter the operating environment for CSOs by criminalising some of their activities and some organisations. The development and possible impacts will be monitored continuously in order to adapt programmes whenever necessary.

Disaster Risk Reduction

This action has no or little impact on disaster risk reduction. It may, however, contribute to the development of gender responsive and disability inclusive disaster risk reduction strategies and plans at the community level.

3.4 Risks and Lessons Learnt

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
Risks related to external environment	Risk 1	M	M	Continue EU-GoZ political and policy dialogue

	Unstable political environment			Flexible implementation Continuous scanning and monitoring of the environment and respond accordingly to the changes
Risk related to external environment	Risk 2 Shrinking Civil Society space	M	M	Continue EU-GoZ political and policy dialogue Support trust building processes and activities Support CSO advocacy interventions Engage Parliamentarians and independent Commissions
	Risk 3 Limited willingness by Government to engage on policy issues	M	M	Identify champions and influencers for GEWE and engage them in dialogue Continue EU-GoZ political and policy dialogue
Contextual	Risk 4 Duty-bearers' commitment to gender equality and women's empowerment remains a low priority	M	H	Continue EU-GoZ political and policy dialogue Establishment of the National Gender Machinery and a multi-sectoral Gender Cluster Strengthening key institutions with the mandate for gender equality and the monitoring of women's rights violations to effectively play their roles Strengthening the accountability role of civil society to elevate CEDAW to the national agenda
	Risk 4 Slow implementation of the programme due to low engagement by targeted institutions and stakeholders	L	M	Programme builds on the partnership, ownership and commitment by targeted stakeholders developed during Spotlight Initiative Implementation of the Commitments in the High-Level Political Compact provides strong entry point for the actions proposed in the joint programme
Lessons Learnt: <ul style="list-style-type: none"> A coordinated all-of-government approach is essential for creating ownership of a programme to address gender equality, women's rights in the relevant Government institutions and entities. The Government has developed a strong commitment to the Spotlight Initiative and has embedded in different plans of actions, 				

such as the Action Plan of the High-Level Political Compact, among others, to continue the interventions implemented through the Spotlight. This proposed programme will build on this lesson and partnerships created.

- There is a false assumption that resources will always be available to support the advancement of gender equality and the eradication of GBV initiatives. Therefore, Domestic Revenue Mobilization and sustainability are key elements.
- A coordinated approach within the UN agencies and with the Implementing Partners (IPs), Government, Independent Commissions, Private Sector and CSOs led to the achievements and success of the SI in Zimbabwe. All partners worked together towards the intended results, and in this process, also were strengthened as individual entities.
- In order to make a lasting impact on the lives of all women and girls, there is need to target both the supply and demand sides of the equation. This action is doing so through institutional strengthening and supporting accountability mechanisms on one hand and supporting civil society to hold the government accountable and provide fully accessible essential services to GBV survivors on the other.
- The Zimbabwe Resilience Building Fund (ZRBF) experience shows that women's economic empowerment can be a catalyst for gender equality and women's empowerment including reduction of GBV.
- Distribution of information is gendered as women access information differently from men. The growth of ICTs within the country can be used as a platform for innovative measures to disseminate information to women. This is also an opportunity to promote accessibility standards for all information, including ICT.
- There is a shift in the context is the shrinking space for civil society organizations, especially as the 2021 Zimbabwe Private Voluntary Organization Amendment Bill, which seeks to regulate the registration and operations of Non-Government Organizations (NGOs) will be re-introduced to Parliament in 2024. If approved, the Bill will curtail NGOs' operations, specifically those deemed to be involved in political activism. The host Government Ministry which will play a leading role in this Action, MWACSMED, worked with the Spotlight Initiative to ensure that civil society partners were able to conduct their activities at the provincial, district and community levels throughout 2022 through communications with the Ministry's sub-national structures and this action will leverage on this political will to work with CSOs. In addition, upon her appointment, the new Minister immediately organised a meeting with civil society and assured them of her willingness to engage and collaborate with them freely.

3.5 The Intervention Logic

The underlying intervention logic for this action is that

SO1

IF key duty-bearers are capacitated with the relevant knowledge, skills, tools and resources to develop evidenced-based inclusive gender-responsive accountability mechanisms and tools, leading to enhanced co-ordination and implementation of gender equality laws and policies and improved availability of data, and

IF the institutions internalise the knowledge and are committed to using it to push forward the gender agenda

THEN they will be able to implement their gender equality and women's empowerment mandate effectively, be more accountable and transparent and contribute to Zimbabwe becoming a more gender just society free from all forms of Gender Based Violence and Harmful Practices. This is because the Government has committed to GEWE at the highest level through adoption of various laws and policies and now needs a push to put it into practice and make it a reality for women and girls in all their diversity.

SO2

IF the private sector is brought on board to support women's economic empowerment and female entrepreneurs are capacitated to participate in diverse business activities at the national, regional and international levels and

IF they use the knowledge acquired to develop bankable projects which will expand their businesses and enable them to participate in decision-making, and

IF the legislative and policy environment is supportive of MSME operations and responsive to their needs,

THEN more female entrepreneurs will have improved access to finance and meaningfully contribute to economic growth and development. This is because empowering women with access to finance enables them to grow and sustain their businesses and have a say in economic development.

SO3

IF CSOs are capacitated with knowledge to improve their advocacy, influencing and monitoring skills and raise community awareness on GBV and gender equality policies, and Government's responsibilities and obligations, and

IF the operating environment continues to be conducive for CSOs to do their work

THEN they will be able to implement their mandate effectively, monitor and track implementation of laws and policies, effectively act as watchdogs and hold government institutions to account for GEWE, as well as provide GBV response services. This is because CSOs are intermediaries between citizens and government and development actors in their own right and have the ability to influence positive change.

3.6 Logical Framework Matrix

This indicative logframe constitutes the basis for the monitoring, reporting and evaluation of the intervention.

On the basis of this logframe matrix, a more detailed logframe (or several) may be developed at contracting stage. In case baselines and targets are not available for the action, they should be informed for each indicator at signature of the contract(s) linked to this AD, or in the first progress report at the latest. New columns may be added to set intermediary targets (milestones) for the Output and Outcome indicators whenever it is relevant.

- At inception, the first progress report should include the complete logframe (e.g. including baselines/targets).
- Progress reports should provide an updated logframe with current values for each indicator.
- The final report should enclose the logframe with baseline and final values for each indicator.

The indicative logical framework matrix may evolve during the lifetime of the action depending on the different implementation modalities of this action.

The activities, the expected Outputs and related indicators, targets and baselines included in the logframe matrix may be updated during the implementation of the action, no amendment being required to the Financing Decision.

Results	Results chain (a): Main expected results (maximum 10)	Indicators (a): (at least one indicator per expected result)	Baselines (values and years)	Targets (values and years)	Sources of data	Assumptions
Impact	To improve gender equality and women's socioeconomic empowerment and reduce gender based violence in Zimbabwe	1. Global Gender Gap index 2. Percentage of women experiencing GBV (gender-based violence) (disaggregated by age, disability and type of violence) 3. Proportion of women in managerial positions in state and private institutions (SDG 5.5.2) disaggregated by income status, age and disability where feasible	1. 0.75 (2023) 2. 44% (2019) 3. TBD (to be determined) at the inception phase (2024)	1. 0.78 (202X) 2. TBD (202X) 3. TBD (202X)	1. Global Gender Gap Index 2. Multi-indicator Cluster survey 3. Global SDG Indicators Database https://unstats.un.org/sdgs/indicators/database	Not applicable
Outcome 1	Enhanced capacity of key duty bearers to foster an enabling and accessible environment for gender equality and women's empowerment (GEWE) in Zimbabwe	1.1 Number of functional gender co-ordination mechanisms at national and local levels 1.2 % of budget allocated for gender equality and GBV response. 1.3 Extent to which the gender equality and women's empowerment monitoring framework is implemented by the Government	1.1 3 (2024) 1.2 TBD (2024) 1.3 Gender equality and women's empowerment monitoring framework is partially implemented (2024)	1.1 5 (202X) 1.2 TBD (202X) 1.3 Gender equality and women's empowerment monitoring framework is implemented (202X)	1.1 MWACSMED reports 1.2 Government registers/websites, policy documents 1.3 Government reports, policy document	That the Government's commitment to GEWE remains high

Outcome 2	Increased economic empowerment and financial inclusion of women, including women with disabilities in Zimbabwe	2.1 Number of practices aimed at removing barriers which prevent women from market access, investment and business development (FPI RF indicator), disaggregated by income status.	2.1 TBA (2024)	2.1 TBD (202X)	2.1 Government reports/statistics	
		2.2 % of women nominated to senior level positions in private sector (e.g. investment boards / fund management teams, corporate boards, CEOs, business associations, chambers of commerce, cooperative boards, professional bodies, etc.) (Key OPSYS indicator)	2.2 TBA (2024)	2.2 TBD (202X)	2.2 Baseline and endline surveys conducted and budgeted by the EU-funded intervention	
		2.3 Number of women beneficiaries of business development services who registered their own business, including social enterprises (disaggregated by disability, location, income)	2.3 TBA (2024)	2.3 TBD (202X)	2.3 Baseline and endline surveys conducted and budgeted by the EU-funded intervention	
		2.4 Number of beneficiaries with access to financing facilities following the support received from the EU-funded intervention disaggregated by sex, income and disability	2.4 0 (2024)	2.4 TBD (202X)	2.4 Registers/statistics of EIB and ZWMB	
Outcome 3	Enhanced Civil Society's watchdog role in the	3.1 Percentage of recommendations on laws	3.1 TBD	3.1 30% (2027)	Government gazette	

	implementation of national and international commitments on GEWE and GBV	<p>and policies made by CSOs that are taken on board by government.3.2 Extent to which the CSO monitoring mechanism is developed and used for tracking of progress in implementation of gender equality policies and commitments</p> <p>3.3 Number of individuals benefitting from EU-funded programmes to counter sexual and GBV (EU-RF) disaggregated by sex, income, age and disability</p> <p>3.4 % of women's rights organisations that are providing services to address sexual and gender-based violence that have appropriate state funding following EU support (GAP III)</p>	<p>3.2 Not developed</p> <p>3.3 TBD</p> <p>3.4 TBD</p>	<p>3.2 Monitoring mechanism in pace and implemented</p> <p>3.3. TBD</p> <p>3.4 TBD</p>	<p>ZGC reports</p> <p>CSO reports</p> <p>Media reports</p>	
Output 1 relating to Outcome 1	1.1 Strengthened capacities of key duty bearers in Government and institutions to develop and deliver evidence-based gender responsive programmes	1.1.1. Level of functionality of the Line Ministry Gender Focal Point mechanisms and the National Gender Working Group.	1.1.1 The Line Ministry Gender Focal Point mechanisms and the National Gender Working Group are not functional (2023)	1.1.1 The Line Ministry Gender Focal Point mechanisms and the National Gender Working Group are in place (202X)	1.1.1 Progress reports of EU-funded intervention	<p>Duty bearers demonstrate commitment and willingness to mainstream gender and also apply the skills and knowledge gained.</p> <p>The governmental officials/key duly trained by the project continue to work for the institutions</p>

						involved and there is no significant turnover
Output 2 relating to Outcome 1	1.2 Strengthened capacities of government and other relevant institutions to effectively coordinate and implement gender equality and women's rights accountability mechanisms	<p>1.2.1 Level of functionality of the NGM coordination and policy dialogue platform</p> <p>1.2.2 Number of officials from government with strengthened capacities on monitoring the implementation of the High Level Political Compact with the support of the EU-funded intervention (disaggregated by institution and sex)</p> <p>1.2.3 Status of development of M&E strategy</p>	<p>1.2.1 The NGM coordination and policy dialogue platform is not in place (2023)</p> <p>1.2.2 0 (2023)</p> <p>1.2.3 A M&E Strategy does not exist (2023)</p>	<p>1.2.1 The NGM coordination and policy dialogue platform is created (202X)</p> <p>1.2.2 TBD (202X)</p> <p>1.2.3 A M&E strategy is developed and declined into plans (202X)</p>	<p>1.2.1 Progress reports of EU-funded intervention</p> <p>1.2.2 Pre-post training tests reports</p> <p>1.2.3 Progress reports of EU-funded intervention, M&E Strategy</p>	
Output 3 relating to outcome 1	1.3 Strengthened capacity of government and other relevant institutions to operationalise the integrated GEWE (gender equality and women empowerment) and GBV (gender-based violence) information system, including relevant data disaggregation	<p>1.3.1 Status of the GEWE/GBV IMS system</p> <p>1.3.2 Level of availability of sex and disability disaggregated data/statistics on GBV and women's economic empowerment</p>	<p>1.3.1 GEWE/GBV IMS system does not exist (2023)</p> <p>1.3.2 Sex disaggregated data/statistics on GBV and women's economic empowerment are not available (2023)</p>	<p>1.3.1 GEWE/GBV IMS system is put in place and operational (202X)</p> <p>1.3.2 A system for the collection of sex disaggregated data/statistics on GBV and women's economic empowerment is put in place (202X) (202X)</p>	<p>1.3.1 Progress reports of EU-funded intervention</p> <p>1.3.2 Progress reports of EU-funded intervention</p>	

Output 1 relating to Outcome 2	2.1 Enhanced capacity of women, including most marginalised groups, such as indigenous women, women with disabilities, migrant women, and women living in rural areas, to participate in business activities at the national, regional and international level	2.1.1 Number of beneficiaries that have completed entrepreneurial support programmes with the support of the EU-funded intervention (disaggregated by age, income status, and disability) 2.1.2 Number of beneficiaries with access to financial services with EU support: people (all financial services (GERF 2.1 7, b) disaggregated by sex, income status, and disability)	2.1.1 TBD (2023) 2.1.2 TBD (2023)	2.1.1 TBD (202X) 2.1.2 TBD (202X)	2.1.1 Progress reports of EU-funded intervention 2.1.2 Database of beneficiaries/participants	Women and other vulnerable groups are willing to participate in project activities and are not hindered by cultural norms and barriers. Men and local leaders do not feel threatened by or hinder the active participation of women
Output 2 Relating to Outcome 2	2.2 Enhanced business environment for women's entrepreneurship, economic participation and leadership	2.2.1 Number of business reforms in support of GEWE approved 2.2.2 Percentage of private sector budget allocated to Corporate Social Responsibility actions which are gender responsive 2.2.3 Number of Private-Public Policy dialogues held	2.2.1 Nil 2.2.2 TBD 2.2.3 TBD	2.2.1 2(2027) 2.2.2 30%(2027) 2.2.3 TBD	2.2.1 Government policy documents 2.2.2 Private sector reports and financial statements 2.2.3 media reports; Government reports; private sector reports	
Output 1 Relating to Outcome 3	3.1 Enhanced capacity and engagement of diverse Women's Rights Organisations (WROs) to influence and monitor gender equality policies and hold government to account	3.1.1 Number of CSOs trained in social accountability monitoring and reporting on GEWE, disaggregated by type of organisations 3.1.2 Number of monitoring reports	3.1.1 Nil 3.1.2 Nil	3.1.1 TBD 3.1.2 4	3.1.1 CSO reports 3.1.2 CSO reports; Government reports; media reports 3.1.3 CSO reports; Government reports	

		<p>produced and shared with the relevant authorities</p> <p>3.1.3 Number of position papers influencing drafting of policies and legislation on GEWE submitted to policy makers</p>	3.1.3 TBD	3.1.3 TBD		
<p>Output 2</p> <p>Relating to Outcome 3</p>	3.2 Enhanced response to GBV by women's rights organisations and by organisations of persons with disabilities	<p>3.2.1 Number of victims/survivors of GBV who access integrated GBV services disaggregated by sex, age and disability</p> <p>3.2.2% of GBV cases reported to the police that are brought to court per year, disaggregated by sex, age and disability</p> <p>3.2.3 Number of awareness raising campaigns on ending GBV</p> <p>3.2.4 Extent to which community based systems for GBV prevention and monitoring are able to produce usable data</p>	<p>3.2.1 TBD</p> <p>3.2.2 TBD</p> <p>3.2.3 Nil</p> <p>3.2.4 Community data is not being fed into the national data system</p>	<p>3.2.1 TBD</p> <p>3.2.2 TBD</p> <p>3.2.3 4 per year</p> <p>3.2.4 Community data collected, collated and fed into the new IMS</p>	<p>3.2.1 CSO reports</p> <p>3.2.2 Court records</p> <p>3.2.3 CSO reports; Media reports</p> <p>3.2.4 Government reports; CSO reports; Media reports</p>	

4 IMPLEMENTATION ARRANGEMENTS

4.1 Financing Agreement

In order to implement this action, it is envisaged to conclude a Financing Agreement with the Government of Zimbabwe.

4.2 Indicative Implementation Period

The indicative operational implementation period of this action, during which the activities described in section 3 will be carried out and the corresponding contracts and agreements implemented, is **60 months** from the date of entry into force of the Financing Agreement.

Extensions of the implementation period may be agreed by the Commission's responsible authorising officer by amending this Financing Decision and the relevant contracts and agreements.

4.3 Implementation of the Budget Support component

N/A

4.4 Implementation Modalities

The Commission will ensure that the EU appropriate rules and procedures for providing financing to third parties are respected, including review procedures, where appropriate, and compliance of the action with EU restrictive measures¹⁰.

4.4.1. Direct Management (Grants)

Grants: (direct management)

(a) Purpose of the grants

The grants will contribute to achieving:

Specific objective 3: Enhance civil society's watchdog role in the implementation of national and international commitments on GEWE and GBV

(b) Type of applicants targeted

The potential applicants for funding shall be non-profit making legal entities, Non-Governmental Organisations (NGOs) or Civil Society Organisations

¹⁰ www.sanctionsmap.eu. Please note that the sanctions map is an IT tool for identifying the sanctions regimes. The source of the sanctions stems from legal acts published in the Official Journal (OJ). In case of discrepancy between the published legal acts and the updates on the website it is the OJ version that prevails.

4.4.2. Indirect Management with an entrusted entity

4.4.2.1 Indirect management with an entrusted entity

A part of this action may be implemented locally in indirect management with an entrusted entity, to implement **Specific Objective 1** to enhance the capacity of key duty bearers to foster an enabling and accessible environment for gender equality and women's empowerment (GEWE) in Zimbabwe, which has been selected by the Commission's services using the following criteria:

Nature of the action: This component involves institutional capacity development of key institutions within the government which are responsible for gender mainstreaming, alignment, implementation, monitoring and accountability for the State's commitments to GEWE. This requires an entity with:

- Relevant skills set and experience in managing the partnership with Government
- A good understanding and appreciation of the political and economic context
- Requisite technical capacity and influence to engage with government institutions on sensitive issues, including at the highest level.

4.4.2.2 Indirect Management with an entrusted entity

A part of this action may be implemented in indirect management with an entrusted entity, to implement **Specific Objective 2** to increase the economic empowerment and financial inclusion of women in Zimbabwe, which has been selected by the Commission's services using the following criteria:

Nature of the action: This component involves business skills development in close collaboration with women entrepreneurs and the private sector. This requires an entity with:

- Pertinent experience in implementing similar actions of similar magnitude;
- Experience in building partnerships to support entrepreneurship initiatives;
- Ability to increase aid effectiveness.

4.4.3. Changes from indirect to direct management mode (and vice versa) due to exceptional circumstances

If negotiations with the above-mentioned entities (4.4.2.1 and 4.4.2.2) fail, that part of this action may be implemented in direct management in accordance with the implementation modalities below:

Direct management - procurement of technical assistance to implement Specific Objective 1. Enhance the capacity of key duty bearers to foster an enabling and accessible environment for gender equality and women's empowerment (GEWE) in Zimbabwe, and Specific Objective 2. To increase the economic empowerment and financial inclusion of women in Zimbabwe.

If section 4.4.1 (Direct management – grants) cannot be implemented with this preferred modality due to circumstances outside of the Commission's control, that part of this action may be implemented in indirect management with an entrusted entity, to implement Specific Objective 3 to enhance response to GBV by women's rights organisations and by organisations of persons with disabilities.

Nature of the action: This component involves institutional capacity development of civil society organisations to enhance response to GBV.

This requires an entity with:

- Pertinent experience in implementing similar actions of similar magnitude;
- Experience in building partnerships to enhance response to GBV by civil society organisations;

4.5. Scope of geographical eligibility for procurement and grants

The geographical eligibility in terms of place of establishment for participating in procurement and grant award procedures and in terms of origin of supplies purchased as established in the basic act and set out in the relevant contractual documents shall apply.

The Commission's authorising officer responsible may extend the geographical eligibility on the basis of urgency or of unavailability of services in the markets of the countries or territories concerned, or in other duly substantiated cases where application of the eligibility rules would make the realisation of this action impossible or exceedingly difficult (Article 28(10) NDICI-Global Europe Regulation).

4.6. Indicative Budget

Indicative Budget components	EU contribution (amount in EUR)	Third-party contribution, in currency identified EUR
Implementation modalities – cf. section 4.4.		
Specific Objective 1 composed of		
Indirect management with an entrusted entity - cf. section 4.4.2.1	2 000 000	200 000
Specific Objective 2 composed of		
Indirect management with an entrusted entity – cf. section 4.4.2.2	2 850 000	
Specific Objective 3 composed of		
Grants – cf. section 4.4.1	2 000 000	
<i>Grants – total envelope under cf. section 4.4.1</i>	<i>2 000 000</i>	
Evaluation – cf. section 5.2	100 000	N.A.
Audit – cf. section 5.3		
Contingencies	50 000	N.A.
Totals	7 000 000	200 000

4.7 Organisational Set-up and Responsibilities

A Steering Committee will be set up to ensure strategic overview of the intervention, oversee and validate the overall direction and policy of the project. The Steering Committee will be composed of the MWACSMED and other participating Ministries, Ministry of Finance, OPC, the EU, CZI, UN Women and Civil Society. A civil society reference Group similar to that set up during the implementation of the SI will be established to provide input and to strengthen accountability. The Steering Committee will be co-chaired by the Ambassador and the Minister of Women Affairs.

The Steering Committee will be established with support from the implementing partners who will also provide secretarial services to the Steering Committee. It shall meet on a quarterly basis. The Steering Committee will approve workplans and budgets as well as monitor achievement of the indicators in the logframe. Where relevant the Steering Committee will be able to invite other institutions or implementing partners to participate in their Committee for information, clarification of certain issues and to strengthen collaboration.

Implementing partners will set up, at project level, three Technical Committees (one per SO) that will support the discussion of technical issues between the EU, implementing partners and benefitting institutions per Objective. These will meet on a quarterly basis, prior to the Steering Committee, or as often as required and shall discuss workplans, budgets and monitor the operating environment.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the action and may sign or enter into joint declarations or statements, for the purpose of enhancing the visibility of the EU and its contribution to this action and ensuring effective coordination.

5. PERFORMANCE MEASUREMENT

5.1. Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this action will be a continuous process, and part of the implementing partner's responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of implementation of the action, difficulties encountered, changes introduced, as well as the degree of achievement of its results (Outputs and direct Outcomes) as measured by corresponding indicators, using as reference the logframe matrix (for project modality).

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Roles and responsibilities for data collection, analysis and monitoring: each implementing partner will be responsible for monitoring and reporting based on the individual project's logframe that will be linked to the indicators in the Programme –level Logframe. Indicators and targets will be agreed at the project design stage. These will be reported on annually by the implementing partner.

The Commission will undertake a study to specify baseline and targets to be defined in the logical framework- this will be informed by ongoing Gender analysis by other partners (namely the World Bank and AFD) and through a specific study on the investment climate enabling environment (ICR Facility) and further technical assistance, as appropriate, to be funded from the ongoing Technical Cooperation Facility (during Q4 2023).

All monitoring and reporting shall assess how the action is considering the principle of gender equality, human rights-based approach, and rights of persons with disabilities including inclusion and diversity. Indicators shall be disaggregated at least by sex and preferably also by age and disability.

Indicators shall be disaggregated at least by income. All monitoring and reporting shall assess how the action is taking into account inequality reduction. The Distributional Impact Assessment tool (DIA) will be applied, as a data source whenever other sources (national, regional, local data) are not available to monitor whether expected outputs have, to a large extent, benefited socio-economically disadvantaged groups, households and individuals. The DIA can also be performed at the start of the implementation phase to a) locate where the most vulnerable live and target them geographically; b) identify main drivers of inequalities (e.g. reasons for not accessing some services) c) unveil intersectionalities (e.g. bottom 40 income who are women, children etc.)

5.2. Evaluation

Having regard to the nature of the action, mid-term and final evaluations may be carried out for this action or its components via independent consultants contracted by the Commission.

The mid-term evaluation will be carried out for problem solving and learning purposes, in particular with respect to progress on capacity building and linkages and complementarities between the various stakeholders involved as well as inform a second phase of the action.

The final evaluation will be carried out for accountability and learning purposes at various levels (including for policy revision), taking into account in particular the fact that this is the first time that the Delegation is implementing a gender specific project with the private sector and exploring linkages with financing institutions

The evaluation reports may be shared with the partners and other key stakeholders following the best practice of evaluation dissemination. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, apply the necessary adjustments.

Evaluation services may be contracted under a framework contract.

In addition, all evaluations shall assess to what extent the action is taking into account the human rights-based approach as well as how it contributes to gender equality and women's empowerment and disability inclusion. Expertise on human rights, disability and gender equality will be ensured in the evaluation teams.

The evaluation plan (or component in the foreseen evaluation) should assess the distributional impact of activities undertaken on the socio-economically disadvantaged individuals, households or groups. This can be done through the Distributional Impact Assessment tool (DIA). The DIA analysis looks at the effective targeting of beneficiaries of development interventions, identifying if more than 40 per cent of beneficiaries are at the bottom two quintiles of the income or wealth distribution. It also allows to evaluate whether effective targeting has been done towards women, children and youth or other disadvantaged groups (e.g. ethnic minorities) or at territorial level. Expertise on inequality reduction will be ensured in the evaluation teams.

5.3. Audit and Verifications

Without prejudice to the obligations applicable to contracts concluded for the implementation of this action, the Commission may, on the basis of a risk assessment, contract independent audit or verification assignments for one or several contracts or agreements.

6. STRATEGIC COMMUNICATION AND PUBLIC DIPLOMACY

The 2021-2027 programming cycle will adopt a new approach to pooling, programming and deploying strategic communication and public diplomacy resources.

In line with the 2022 “[Communicating and Raising EU Visibility: Guidance for External Actions](#)”, it will remain a contractual obligation for all entities implementing EU-funded external actions to inform the relevant audiences of the Union's support for their work by displaying the EU emblem and a short funding statement as appropriate on all communication materials related to the actions concerned. This obligation will continue to apply equally, regardless of whether the actions concerned are implemented by the Commission, partner countries, service providers, grant beneficiaries or entrusted or delegated entities such as UN agencies, international financial institutions and agencies of EU member states.

However, action documents for specific sector programmes are in principle no longer required to include a provision for communication and visibility actions promoting the programmes concerned. These resources will instead be consolidated in Cooperation Facilities established by support measure action documents, allowing Delegations to plan and execute multiannual strategic communication and public diplomacy actions with sufficient critical mass to be effective on a national scale.

Appendix 1 REPORTING IN OPSYS

A Primary Intervention (project/programme) is a coherent set of activities and results structured in a logical framework aiming at delivering development change or progress. Identifying the level of the primary intervention will allow for:

Articulating Actions or Contracts according to an expected chain of results and therefore allowing them to ensure efficient monitoring and reporting of performance;

Differentiating these Actions or Contracts from those that do not produce direct reportable development results, defined as support entities (i.e. audits, evaluations);

Having a complete and exhaustive mapping of all results-bearing Actions and Contracts.

Primary Interventions are identified during the design of each action by the responsible service (Delegation or Headquarters operational Unit).

The level of the Primary Intervention chosen can be modified (directly in OPSYS) and the modification does not constitute an amendment of the action document.

The intervention level for the present Action identifies as (tick one of the 4 following options):

Action level (i.e. Budget Support, blending)		
<input type="checkbox"/>	Single action	
Group of actions level (i.e. top-up cases, different phases of a single programme)		
<input type="checkbox"/>	Group of actions	
Contract level		
<input checked="" type="checkbox"/>	Single Contract	Enhanced enabling environment for GEWE
<input checked="" type="checkbox"/>	Single Contract	Increased Economic empowerment and financial inclusion
<input checked="" type="checkbox"/>	Single Contract	Enhanced capacity and engagement of women's rights organisations
<input checked="" type="checkbox"/>	Three contracts	Enhanced response to GBV by women's rights organisations
Group of contracts level (i.e. series of programme estimates, cases in which an Action includes for example four contracts and two of them, a technical assistance contract and a contribution agreement, aim at the same objectives and complement each other)		
<input type="checkbox"/>	Group of contracts	