Workshop on: Strengthening the development results and impacts of the *Paris Declaration on aid effectiveness* through work on gender equality, social exclusion and human rights

London, United Kingdom • 12-13 March 2008

Gender Work in Zimbabwe
Zimbabwe Context

- **Protracted and deteriorating humanitarian crisis**
- **Difficult aid environment**
  - Zimbabwe not a signatory to Paris Declaration
  - Challenging policy environment
  - Aid focused on humanitarian assistance to Zimbabwe’s people via UN and civil society
- **Gender issues**
  - Zimbabwe still very patriarchal society
  - Constitutional preference for customary law, despite domestic & international legislation
  - HIV & AIDS highly gendered
Gender Sector 2006

- Funding decline from early 1990s, short term & small grants;
- Gender and social exclusion overshadowed by humanitarian aid focus;
- Women’s Coalition – coordinating umbrella organisation
- No consensus on the extent to which organisations should work with GoZ
- Organisations weakened by brain drain, competition for limited & short term funding
- Limited donor coordination
- UNIFEM country office established 2006
- DFID Country Assistance Plan (2006-9) puts greater emphasis on gender & social exclusion and supports multi-year funding
Gender Scoping Study (GSS)

- Initially DFID and UNIFEM initiative and EC, CIDA, Sida, USAID major buy in.
- Donor demand for more cohesive, coordinated gender agenda;
- GSS Objectives
  - Identify strategic gender issues in Zimbabwe
  - Map the key players and networks working to achieve gender equality
  - Identify and map donor support and funding channels
  - Identify key gaps and improved ways of working for a more effective response to gender inequality.
GSS Process

Start Date
13 February 2007

Inception Report

Collection and Review of Relevant Gender Documents

Development of Data Collection Tools

Database/Data Entry platform
Development, Data Entry, Coding, Cleaning and Analysis

Validation meeting and Discussion of the report outline with Donors

Stakeholder workshops in Bulawayo (37 orgs), Harare (32 orgs), and Mutare (10 orgs)

Questionnaire Administration to 79 NGOs

22 Key Informant Interviews with Donors, Government, Civil Society and UN Agencies

Data Collection

Presentation of the Final Report at the Stakeholders Workshop (24 April 2007)

Presentation of the Zero Draft to the Joint Donor Steering Group

Report Writing
GSS Findings

• No clear gender equality sector
• No clear strategic approach
• Limited coordination
• Limited ownership of the National Gender Policy

Issues for donors:
• Donor focus on gender mainstreaming limiting flow of funds to women’s organizations;
• Donor requirements too complicated and demanding for many small grassroots organizations;
• Urban-based organizations mainly benefiting;
• Some programmes donor driven;
• Focus on annual funding undermining efforts at capacity building
GSS Findings 2

Issues for Civil Society
• Weak conceptual understanding of gender theory & practice
• Poor monitoring and evaluation
• Issues of representativeness – urban & Harare bias, women with disability largely excluded,
• Need for more coordination: not all organisations support Women’s Coalition
• Need for capacity building & better succession planning

Recommendations
• Increased and more coordinated funding (possibly basket funding)
• Multi-year funding if possible to build capacity
• Non-traditional entry points (Churches, youth etc)
• Greater focus on women’s economic empowerment
• Establishment of a clear & owned national agenda & strategy
GSS Strengths & Weaknesses

**Weaknesses**
- Formative stages donor driven & excluded civil society so created mistrust
- Limited participation by mainstream INGOs
- Time constraints

**Strengths**
- Greatly invigorated dialogue on gender and amongst sector
- Reinvigorated donor interest in gender issues
- Established donor coordination mechanisms
- Overall good participation including excluded groups
• ‘This is one of a very few occasions that I as a disabled person have been able to discuss about issues that concern me as a person with disabilities and as woman in a mainstream discussion’

• ‘First, there was mainstreaming, then there was gender and now there is gender mainstreaming and we don’t even know what these words mean for programming’

• ‘It is nice to be asked what I think about gaps by the donor, normally I look at their policies to see what they fund’

• ‘Is there a cause that people feel women need to be coordinated, for what would a women’s organization from Nkayi have in common with a women’s organization in Harare’
The Next Steps: Gender Inception Phase

Objectives

• Ensure that the sector has clear strategic plans in priority areas ready to be funded when European Commission (EC) funding money comes on stream.
• Maintain momentum for greater coordination and cooperation within the sector generated by EC and the Scoping Study
• Facilitate and enhance the impact of women’s empowerment and gender equality programming on the ground
• Test UNIFEM's capacity to act as Fund manager and catalyzer for the sector

Outcomes

• Partner organizations have reviewed sectors and developed sector strategic plans
• Structures and processes for managing basket funds are developed:
• External and internal communication strategy for the group (PR and advocacy tool)
Inception Phase: Process so far

- UNIFEM & Women’s Coalition working closely together
- Wide consultation with Coalition Members
- Development of TORs and selection of consultant
- Work will start in earnest after the election

BUT

- Commitment to real ownership and participation has been time-consuming
- Pressure from donors for quick results needs to be resisted
- Establishing good, open and effective communication between all stakeholders has been challenging
Roles of Stakeholders

UNIFEM plays a coordinating and brokering role:

– Convenes, coordinates donor meetings & provides secretariat support
– Information sharing to civil society groups, the United Nations Country Team, national machinery for women’s advancement
– Provides technical and logistical support for GSS, Fund management for Inception Phase
– Keeps strategic focus on agenda setting based on national gender policy strategy and work plan

Women’s Coalition
- Coordination within civil society
- facilitate wide consultation

Donor Steering Group
- Provide resources
- Oversee process
- Ensure linkages with wider programming they are supporting
Lessons Learned

Ownership
• Ownership is much more than participation
• Need to recognise different perspectives – whose ownership?
• Ownership by donors doesn’t equal ownership by civil society
• Raises issues of representativeness
• Good & regular communication amongst all stakeholders vital

Alignment
• Important to build on existing structures
• Developing a national agenda for gender through Inception Phase will be a process of alignment
• Seize opportunities where they arise (Eg: DFID’s new interest in gender issues and more flexible funding)
Lessons learned cont.

Harmonisation
• Need to recognise that while harmonisation may be attractive to donors it can be threatening to civil society
• Donor & NGO fears of losing established relationships through basket funding
• Smaller NGOs fear of domination by larger umbrella groups
• Concerns that more harmonised approaches will see the empowering of UNIFEM at the expense of Women’s Coalition and LNGOs

Results & Mutual Accountability
• GSS highlighted need for greater emphasis on impact & monitoring
• GSS findings and process highlighted the roles of different actors (Donors, UNIFEM, Women’s Coalition, CSOs) and Inception phase should clarify roles, building mutual responsibility & accountability