



Republic of Zimbabwe

THE NATIONAL GENDER POLICY

Produced by the
Gender Department in the
Ministry of Youth Development,
Gender and Employment Creation

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FOREWORD

The quest for social justice, equity and respect for human rights anchored on democratic principles spurred us to fight for our independence. In 1980 we set up a government based on egalitarian ethos with a view to transforming our nation through a policy framework underpinned by the essence of "Growth with Equity".

Our national development plans designed and implemented over the years have sought to redress these social, political and economic inequities inherited at independence.

Our society has been described as highly unequal in terms of race and gender. These two factors impact on income distribution, political participation, power relations, access to, control and ownership of economic and productive resources. This situation continues to haunt our development, especially human development efforts which are aimed at addressing issues of equity, social justice, human rights and democracy by putting value and worth to each person's contribution to society at all levels.

Although efforts have been made to consolidate gains made to attain equality, equity and social justice in all sectors of our society and economy, a lot still remains to be done. Despite the fact that 52 per cent. of our population are women, men continue to have a higher human development index as compared to their female counterparts. Women still lag behind men in political and decision-making positions and in education. They continue to be marginalised in the economy and the enjoyment of legal and human rights. These disparities between women and men cannot be allowed to continue for they pose a serious impediment to sustainable development and the attainment of equality and equity between women and men. Issues of equality and equity are a matter of social justice and good economics. Gender equality is a core development issue; and a development objective in its own right.

Further, Zimbabwe as a member of the regional and international communities has signed, ratified and acceded to several declarations, conventions and protocols aimed at creating an enabling environment for the attainment of equity and equality between women and men thus demonstrating our commitment. These include the Southern African Development Community's Declaration on Gender and Development and its addendum on the Prevention and Eradication of Violence Against Women and Children, Universal Declaration of Human Rights, the Convention on Civil and Political Rights, Convention on the Elimination of All Forms of Discrimination Against Women and the Beijing Declaration and Platform for Action, Convention on Economic, Social and Cultural Rights (ECOSOC), Convention on the Minimum Age for Marriage and Registration of Marriages.

The Government tried to address the gender issues through legislation such as, Minimum Wages Act Regulations, Equal Pay Regulations, Legal Age of Majority Act, Labour Relations Act, Matrimonial Causes Act, Amendment of the Pensions Act, Sexual Discrimination Removal Act, Amendment of the Deeds Registries Act, Amendment of the Administration of Deceased Persons Estates Act, and the Sexual Offences Act.

In an effort to effectively transform the provisions of the national, regional and international legal and human rights instruments to the practical level the Government has drawn up and adopted the National Gender Policy to provide guidelines and the institutional framework to engender all our sectoral policies, programmes, projects and activities at all levels of our society and economy. I therefore call upon all organisations, institutions and groups in the public and private sectors, non-governmental and civil society, individuals, families, churches and religious groups, traditional structures and cultural institutions to mainstream gender in all their policies, strategic and operational plans, programmes and activities.

The Government will through the Department of Gender in the Ministry of Youth Development, Gender and Employment Creation provide resources to ensure the implementation of the National Gender Policy at all levels and in all sectors.

I look forward to a new Zimbabwe in which equity, equality and justice in gender issues shall be taken as a national priority.

I would like to thank all those who have made it possible for the Government to produce this policy especially the United Nations Development Programme (UNDP).

CDE ELLIOT T. MANYIKA (M.P.),
Minister of Youth Development,
Gender and Employment Creation.

ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
CCPR	Convention on Civil and Political Rights
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Central Statistical Office
EPZ	Export Processing Zone
ESAP	Economic Structural Adjustment Programme
GDP	Gross Domestic Product
HDR	Human Development Report
HIV	Human Immuno Virus
ILO	International Labour Organisation
NGO	Non-Governmental Organisation
PHC	Primary Health Care
SADC	Southern African Development Community
UNDP	United Nations Development Programme

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1.0 RATIONALE FOR THE NATIONAL GENDER POLICY

As a signatory to regional and international conventions, protocols and declarations that promote gender equality and equity, Zimbabwe is obliged to come up with policies that promote equality of the sexes. Of importance to note is the fact that Zimbabwe has acceded to and ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Convention on Civil and Political Rights (CCPR), the Equal Remuneration Convention, the Convention on the Elimination of the Worst Forms of Child Labour and Convention on Economic, Social and Cultural Rights (ECOSOC), to mention only a few. In addition Zimbabwe adopted the Dakar Platform for Action and Beijing Declaration in 1995 thereby acknowledging and committing itself to *take strategic action in the twelve (12) critical areas of concern* as detailed in these documents. In 1997, together with other SADC governments, Zimbabwe signed the SADC Declaration on Gender and Development together with its Addendum on the Prevention and Eradication of Violence against Women and Children. Based on these national, regional and international instruments, the National Gender Policy will facilitate the designing and implementation of policies that redress gender imbalances in all spheres and levels of life as part of fulfilling its regional and international commitments.

The Zimbabwe Government being a signatory to the Beijing Declaration and the Platform for Action worked together with the local NGOs and jointly developed the Zimbabwe Plan of Action of 1999. This document seeks to address four critical areas which were prioritised by Zimbabweans as follows:

1. Women in Politics and Decision making
2. Education and Training of Women
3. Institutional Mechanisms for the Advancement of Women
4. Women and the Economy.

Women and Health was later adopted as another critical area of concern due to the HIV/AIDS epidemic.

It should be noted that the 1998 Human Development report on Zimbabwe describes the country as a "highly unequal society" in terms of access, control and ownership of resources. The 1995 Poverty Assessment Study Survey report indicates that 61 per cent. of Zimbabwean households are poor and 31 per cent. of the households headed by females have a greater incidence of poverty than those headed by males. Zimbabwe ranks only 109 in the global gender related development index. This is a reflection of the general low status of women with respect to access, control and ownership of economic resources and positions in decision-making processes. Zimbabwe has one of the highest HIV/AIDS related incidence of illness and death in Sub-Saharan Africa and in the world as a whole. The rate of HIV infection is growing faster among women than men, thus demonstrating unequal power relations between women and men with regard to control of one's sexuality. The National Gender Policy must address this issue as a matter of urgency in order to combat the deadly HIV/AIDS scourge and its effects on women and children.

Literature reviewed indicated that while women constitute over 52 per cent. of the total population of Zimbabwe, their participation in the economy is confined largely to agricultural production for domestic consumption and labour intensive tasks essential for household survival such as child rearing, fetching water and firewood. The National Gender Policy recognises the

fact that women constitute more than 52 per cent. of the population of Zimbabwe. It is therefore important that their representation and participation in the development process should be commensurate with this numerical reality.

However, regarding the law, women do not exercise the rights that laws specifically guarantee them, among other factors, this is due to ignorance of the law and its administration, economic hardships that make it difficult for them to pursue their legal rights, and cumbersome court procedures. This situation is aggravated by the existence of the dual legal system based on Roman Dutch Law. Negative attitudes on the part of law enforcing agents, insufficient information on existing rights, lack of assertiveness and confidence on the part of women, customary laws and fear of breaking valued relations with family kin are other contributing factors.

1.1 POLICY PRINCIPLES

Based on the national ethos of democracy, unity, equity, development and self-sufficiency, and in line with the need for economic growth, sustainable development, social justice and recognition and respect of human rights, the Government sets out to enhance equal participation of women and men in national development. However it is critical to recognise that gender discrimination has its basis on cultural values, beliefs and practices.

In this regard, the National Gender Policy is premised on the following principles:

- A recognition that issues of development, human development in particular are concerned with equity, equality, participation, association, social justice and human rights.
- Gender discrimination is a serious impediment to development that affects the whole country and thus needs to be eliminated through appropriate individual and collective strategies.
- The prevalence and demonstration of political will and commitment to foster growth and enhance equity is a prerequisite to ensure the successful implementation of the National Gender Policy.
- A participatory approach that entails broad consultation and involvement of both women and men in all spheres of development guarantees success of the transformation of society to promote democracy, equality and equity between women and men.
- All Government policies must acknowledge women and men as equal and important human resources for development. This equality and equity of women and men is anchored on the protection and respect of the rights of the individual.
- All Government policies, the private sector, parastatals, non-governmental organisations, traditional structures and practices must recognise that women and men are guaranteed equality before the law and protected from discrimination through the Constitution.
- There is need to promote and support equal and equitable access, control and ownership of resources, information, opportunities and decision-making positions for women and men. In this regard it is imperative to address the imbalances with respect to women's access, control and ownership of resources and decision-making positions.

It is imperative for all policies to recognise women's multiple roles with respect to production and reproduction as they impact on their capacity to participate effectively in national development.

2.0 VISION OF THE NATIONAL GENDER POLICY

The vision of this policy is to have a society in Zimbabwe where there is economic, political, religious and social equality and equity among women and men in all spheres of life and at all levels. This is anchored on the protection and respect of the rights of the individual.

3.0 GOALS OF THE POLICY

- 2.1 To eliminate all negative economic, social and political policies, cultural and religious practices that impede equality and equity of the sexes.
- 2.2 To mainstream gender in all aspect of the development process.
- 2.3 To ensure sustainable equity, equality and empowerment of women and men in Zimbabwe in all spheres of life.

4.0 OBJECTIVES OF THE NATIONAL GENDER POLICY

The main objectives of this policy are to:

- 3.1 Mainstream gender issues into all sectors in order to eliminate all negative economic, social and cultural practices that impede equality and equity of the sexes.
- 3.2 Strengthen links between Government, non-governmental organisations and the private sector in mainstreaming of gender in the respective sectors.
- 3.3 Develop, maintain and provide gender sensitive information and gender disaggregated data for use in planning and project implementation at all levels and in all sectors.
- 3.4 Promote equal and equitable access, control and ownership of resources in order to address gender inequalities.
- 3.5 Promote equal advancement of women and men in all sectors.
- 3.6 Create equal opportunities for women and men in decision making in all areas and at all levels.
- 3.7 Promote the projection of both women and men's efforts and contributions in national development.
- 3.8 Establish the institutional framework to ensure implementation of the Gender Policy as well as the monitoring and evaluation of its impact.
- 3.9 Strengthen the institutional and legal capacity to deal with gender violence, inheritance and land property rights.

5.0 GENERAL STRATEGIES

The National Gender Policy and the concomitant sectoral policies, programmes and projects aim to enhance equality and equity in all spheres of life. Specific sectoral strategies are to be put in place to address the gender disparities in all sectors of the economy and society in general.

The strategies contained in this policy and any subsequent sectoral policies must identify national and sectoral benchmarks to be used for the assessment of the impact of the implementation of the National Gender Policy. Specific and clear indicators for monitoring the implementation of the Gender Policy in all sectors of the economy and other aspects of society must be developed.

The broad strategies are to:

- Strengthen the national machinery to enable it to implement the National Gender Policy, monitor and review its progress.
- Carry out gender impact analysis/assessment of policies, programmes, projects and strategies.
- Reform constitutional and legal provisions in order to enhance gender equality and equity.
- Redress imbalances through affirmative action.
- Mainstream gender in all public and private sector departments, civil society organisations, programmes, projects and activities.
- Use gender analysis to ensure that factors of class, race, ethnicity and others, which interact with gender to produce discriminatory results are taken into account and dealt with.
- Incorporate international and regional provisions of human rights instruments into national legislation and practices.
- Engender budgets at all levels and in all sectors.
- Create awareness and carry out educational campaigns on gender issues at all levels and in all sectors.
- Carry out gender responsive and gender sensitive research and ensure its use in planning and project implementation at all levels.
- Develop, maintain, update and provide gender disaggregated data at all levels.
- Address the issue of the equality of opportunity and treatment in employment.

6.0 **SECTORAL POLICIES**

The National Gender Policy addresses two broad sectors namely: *the economic and social sectors*.

Certain sectors deserve higher priority in terms of attention for the following reasons:

- The acuteness of gender disparities in those sectors as compared to others.
- The practical economic realities of Zimbabwe and hence the sectors' strategic significance to the country's national development.
- The strategic importance and utility of the sectors in implementing and administering the policy itself.

Specific strategies will be designed to address sector peculiarities in order to provide guidance for the implementation of the Gender Policy. The Strategies will, among others, serve as indicators and benchmarks of levels of achievement in the promotion and realisation of gender equality and equity among women and men.

The strategies are intended to ensure that:

- Specific and sectoral policies are gender sensitive and plans take into account women's contribution to sustainable development.
- National legislation, tradition and practices are reformed to ensure equality and equity among women and men.
- Gender analysis and impact assessment and research are undertaken in all sectors and at all levels.

The sectors are broadly categories as follows-

6.1 The Economic Sector which comprises the following subsectors:

- Land, Agriculture and Resettlement
- Industry, Commerce and Employment
- Mining, Energy, Environment and Tourism
- Water.

6.2 The social sector, which comprises the following:

- Education and Training
- Health
- Democracy, Justice Delivery and Human Rights
- Information and Media.

6.1.1 LAND, AGRICULTURE AND RESETTLEMENT

Land has long been acknowledged to be the most fundamental issue surrounding Zimbabwe's politics, society and economy. The struggle for access to land has been the basis of many conflicts that have been witnessed in the history of this country.

Access to productive land separated the rich from the poor in the traditional society and continues to define the economic status of people in both rural and urban areas.

In modern Zimbabwe, 86 per cent. of women live in rural areas and are dependent on land for their livelihood. The group includes single headed households. Women also continue to constitute 70 per cent. of all agricultural labour. While in traditional society women owned land and its produce in their own right; changes in the social structure brought about by colonisation eroded women's rights along with their status in general.

In 1998 Government committed itself to having equity as a key principle in the land reform process. However the need to address issues of gender, including issues of women's rights to land as well as the benefits of the land, and the implementation mechanisms remain inadequately covered and therefore critical.

Strategies:

1. Carry out awareness campaigns on land rights for all target groups in order to address discrimination in the land redistribution exercise.
2. Ensure that access to, ownership and control of land is gender sensitive and equitable.
3. Repackage and disseminate information on all aspects relating to land in all languages.
4. Increase women's participation in all organisational structures and institutions created under the Draft National Land Policy, including National Land Board to at least 50 per cent.
5. Train and increase the capacity of women to be able to compete for land resources as well as finance and other inputs.
6. Facilitate rationalism and unification of the various pieces of legislation referring to immovable property especially land, that these fall under one ministry/department to enhance equality, equity and participation.
7. Develop gender sensitive policies to guide accessing peri-urban and urban land and its various uses with a bias towards development of agro-based industries.
8. Ensure food security at household and national levels.
9. Incorporate gender issues including land and agricultural issues in all school curricula and make the subject examinable.
10. Establish gender sensitive research and revision of existing data collection methods to ensure gender disaggregated data on land and agriculture.

6.1.2 WATER

In recognition of the fact that water is cross cutting and that it impacts on all sectors of society and the economy and the current inequitable distribution and access to this important resource, the Government of Zimbabwe has initiated a water sector reform programme whose main aims are to ensure:

- Fair access to water by all Zimbabweans
- Improvement of the management of water resources
- Better protection of the environment
- Improved administration of the Water Act.

Strategies:

1. Create awareness of the importance of water in sustainable development in a gender sensitive manner.
2. Gender sensitise water users in the planning and management of water resources.
3. Granting of water rights and entitlements must be gender sensitive.

4. Appointments to the Zimbabwe National Water Authority and Catchment Councils should be gender sensitive.
5. Ensure that water provided for domestic consumption is safe in terms of health.
6. Promote micro catchment and harvesting strategies and technologies that are gender sensitive.
7. Provision of water for domestic use must be gender sensitive and readily accessible to reduce women's work load.
8. Train all personnel in the water sector in public and private sectors on gender issues.

6.1.3 HOUSING

Housing remains a critical area in Zimbabwe. Ownership of immovable property by women is still yet to be realised.

It should be noted that the revised Inheritance Act of 1997 allows widows to be the heirs of their deceased husbands' estates. Previously when elder sons were heirs most of them were disadvantaging their other siblings and mothers by selling the houses without their consent leaving them destitute or excluding them from the property.

The Government's efforts to assist disadvantaged groups including single women heads of households (most of whom are either single with their own children, separated or widowed with limited income) have not been sustainable.

Strategies:

1. Establish cost effective housing schemes in both rural and urban areas catering for the needs of different groups namely: the married, singles, widowed, divorced, youths, orphans and the disabled.
2. Promote gender awareness programmes on housing at all levels of society.
3. Advocate for the re-registration of properties to include both spouses.
4. Ensure that finances allocated for housing development reach the intended beneficiaries equally and equitably.
5. Eliminate cultural practices that disadvantage women in accessing and retaining houses at death and divorce.
6. Create an awareness of the rights to housing of women and children at death and divorce.

6.1.4 INDUSTRY, COMMERCE AND EMPLOYMENT

In Zimbabwe, industry and commerce is the domain of men who own most businesses in all sectors. The levels of women's participation in industry and commerce and business entrepreneurship continues to be low. Due to the traditional bread-winning status accredited to men, when it comes to access to employment, women and men usually do not operate on an equal footing. Although more

Zimbabwean women are joining the labour force, they are found in a limited range of occupations in low paying, and low productivity jobs mostly in the informal sector. Inequalities in access to education and training, inequalities in access to productive resources, reproductive responsibilities and stereotyping of gender roles also foster occupational segregation between women and men. Some legislative instruments, though seemingly neutral, actually inhibit the attainment of gender equality. In this sector, the National Gender Policy therefore seeks to address the issue of equality of opportunity and treatment in employment.

Strategies:

1. Promote equitable access to, control and ownership of productive resources to reduce the level of poverty, especially among women.
2. Legislate for affirmative action to give equal employment and business opportunities to both women and men at all levels in the sector.
3. Create and support gender sensitive financial schemes to assist disadvantaged groups to start and develop businesses.
4. Mobilise and educate women on their rights to own means of production and businesses.
5. Introduce special rewards such as tax incentives to financial institutions that have special programmes to support disadvantaged groups especially women in business.
6. Legislate, enforce and educate all employees and employers against all forms of sexual harassment and unfair labour practices at work and in business.
7. Establish programmes to enhance the informal sector and maintain gender disaggregated data on the sector.
8. Co-ordinate and monitor all financial schemes to ensure gender equity and equality in their distribution.
9. Lobby for constitutional reforms, which capture labour rights such as maternity and paternity rights, the right to equal pay of equal value.
10. Revise the Labour Relations and the Manpower Development Acts to include the key gender related sections which have been excluded.
11. Engender the Export Processing Zones employment policies.
12. Address the gaps in recording labour force participation which are due to inadequacies of the present statistical system used to measure women's participation.

6.1.5 MINING, ENERGY, ENVIRONMENT AND TOURISM

The participation of women as big players in the mining sector is still very low because of occupational segregation and the costly capital equipment required that a few can afford. The participation of women in the environment and tourism sectors is also hampered by their failure to raise the necessary financial resources.

The provision of energy is not self-sufficient therefore it allows for gender inequity. The National Gender Policy therefore aims to formulate participation of women and men in this sector; eradicate occupational segregation as well as make the provision of energy resources gender sensitive.

Strategies:

1. Demystify mining to encourage the participation of women.
2. Formulate, develop and adopt gender sensitive policies that enhance equitable and equal participation of women and men in mining, energy, tourism and environment.
3. Remove the gender imbalances in the male dominated technical careers such as mining engineering, geology and mineral dressing.
4. Encourage girls to undertake mining related studies to enhance their professional participation in the industry.
5. Develop an energy policy that is gender sensitive.
6. Disseminate gender friendly and appropriate technologies for use at all levels of energy consumption.
7. Promote gender sensitive and balanced energy management.
8. Enhance rural development through provision of adequate gender sensitive forms of energy.

6.2.1 EDUCATION AND TRAINING

Zimbabwe's adult literacy rate of 86 per cent. makes it the second highest in the region. However, women constitute 60 per cent. of the illiterate adult population and the school drop out rate, particularly among female students, still remains high. Enrolment at secondary school level, universities and vocational training institutions is also significantly lower for females than for males.

The education and training sector poses a big challenge to the eradication of gender imbalances and inequality since it is the foundation of economic and social development.

Strategies:

1. Amend all relevant education and legal instruments to promote gender equality and equity.
2. Incorporate gender issues in all curricula at all levels of education.
3. Provide equal and equitable educational resources to women and men at all levels.
4. Appoint more competent women at decision-making levels in the education sector to create equitable representation of the sexes.
5. Educate and encourage parents to treat boys and girls equally.

6. Introduce measures which abolish or discourage the traditional harmful practices which affect the health and even the future of the children, especially girls.
7. Eliminate all forms of discrimination against boys and girls in education and skills training which includes science and technology.
8. Enact statutes to punish perpetrators of child abuse including teacher/student lover affairs.
9. Provide facilities and a policy framework to enable girls who fall pregnant to continue with their education.
10. Provide information on alternative career paths especially for women.
11. Support gender studies and research activities that will provide disaggregated data for planning purposes.
12. Provide greater support and encouragement to women, girls and the disabled to participate in sport and culture.
13. Promote and encourage girls to take on science, mathematics and technology at all levels of education.
14. Introduce gender awareness programmes to pre- and post-training teacher courses.

6.2.2 HEALTH

The issue of gender in the health sector is not adequately addressed. Women are very visible as care givers and clients in the maternal and reproductive health spheres but they tend to neglect their individual health needs outside their roles as mothers and wives. This is also true with the HIV/AIDS pandemic where women are again the backbone of home based care but tend to neglect their individual needs. The National Gender Policy has thus placed gender and health as a priority area in its bid to redress gender inequality and inequity. Primary Health Care (PHC) should be given more impetus.

Strategies:

1. Promote communication, mutual understanding and respect between women and men in matters of sexual and reproduction health.
2. Develop gender sensitive multi-sectoral programmes for empowerment of women and girls and to enable men to assume their responsibilities in prevention of HIV/AIDS.
3. Lobby Government to take charge of its responsibility to mobilise and augment resources for programmes in this sector.
4. Integrate gender into the health training curricula.
5. Promote gender sensitive health research by revision of existing data collection methods and ensuring that both women and men are included as subjects in the research and that they are also utilised as researchers.
6. Introduce measures to counter the exposure of women and men including youths to HIV/AIDS through traditional and religious beliefs and practices.

6.2.3 DEMOCRACY, JUSTICE DELIVERY AND HUMAN RIGHTS

Strategies:

1. Enshrine women's rights in the Constitution.
2. Redress the numerical gender imbalances in decision making and politics by increasing the numerical representation of women to 52 per cent.
3. Facilitate the establishment of gender focal points at provincial and local authority levels.
4. Engender central and local authority budgets.
5. Develop monitoring and evaluation instructions for the Gender Policy.
6. Educate and inform people of the provisions of existing legal, constitutional and international human rights instruments.
7. Lobby for
 - * Promotion of equal and equitable participation of women and men in decision-making positions.
 - ◆ The Government to continue to ratify and accede to regional and international human rights instruments that promote the equality of sexes.
8. Legislate
 - * Against discriminatory practices, beliefs and traditions that hinder the advancement of women and men especially the girl child.
 - ◆ Prohibition of gender violence in general but more specifically violence against women and children.
9. Train law enforcement agents to administer justice in a gender sensitive manner.
10. Incorporate the provisions for international human rights instruments into domestic law; e.g. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

6.2.4 INFORMATION AND MEDIA

Access to information is critical to enable individuals and communities to make decisions about their lives. The media continues to portray women negatively and it can continue to perpetuate cultural, social, political and economic stereotypes, attitudes and practices. Whilst efforts have been made to promote women in various levels of decision making in the media, a lot still remains to be done.

Strategies:

1. Transform the media to make it gender sensitive in all media output both print and electronic through
 - * Training media persons to be gender sensitive.
 - ◆ Ensuring the inclusion of a gender media module at media training institutions.

- ◆ Facilitating positive portrayal of women by the media
 - ◆ Allocating a quota system in frequencies for production of women's information and use it for the dissemination of the National Gender Policy.
2. Come up with affirmative action for the advancement of female media practitioners.
 3. Fight negative cultural practices and traditions in order to enhance equality among women and men.

7.0 INSTITUTIONAL MECHANISM

The strategies set out in the different sectors require that there be a mechanism for implementing them. As a prerequisite, Government should, through legislation, strengthen the Gender Department in the Ministry of Youth Development, Gender and Employment Creation to address gender and development issues.

There are gender focal points to be transformed into gender desks in all ministries that have been trained in gender awareness, gender sensitisation and analysis. The training equipped them to monitor the progress being made in improving the status of women in the public sector.

As an Institutional Mechanism the Gender Department in the Ministry of Youth Development, Gender and Employment Creation will:

1. Review the present position and chart the way forward on gender issues in consultation with all stakeholders.
2. Initiate, formulate and develop a plan of action to ensure the implementation of the policy including mainstreaming of gender.
3. Provide direction, guidance, and co-ordination to agencies involved in gender issues as well as facilitate the development of gender sensitivity amongst all sectors.
4. Promote gender sensitivity amongst all stakeholders.
5. Collect and disseminate information on gender issues.
6. Ensure the implementation of gender related conventions and agreements Zimbabwe accedes to.
7. Facilitate research on pertinent gender issues that have a bearing on the continued marginalisation of women and disaggregation of data.
8. Ensure continuation and strengthening of gender focal point persons in the multi-sectoral disciplines.
9. Promote and ensure that Government structures have gender desks to facilitate and co-ordinate the implementation of the gender policy at all levels.
10. Monitor the appointment of qualified and capable women into key decision-making positions using a specific quota.
11. Train and offer refresher courses on gender to staff and all gender desks.

12. Ensure the achievement of the goals and objectives of the Gender Policy.

The monitoring and evaluation of the implementation of the Gender Policy should

- * Define and evaluate plans covering all programmes/projects.
- ◆ Define jointly with the sector units the key performance indicators to be used to assess progress and these should be defined at the design stage of the new programmes as well as on-going projects.
- ◆ Establish feedback processes to the Gender Department to ensure the use of evaluation results in the Gender Department, within ministries and all other sectors.
- ◆ Set up an all stakeholders evaluation review committee at national level to review evaluation reports and performance information.
- ◆ Develop the framework and institutional setting for monitoring and evaluation activities.
- ◆ Develop monitoring gender indicators for each programme and project.

8.0 FINANCIAL AND HUMAN RESOURCES

Adequate financial and human resources should be allocated to the National Gender machinery. The Government also has to provide adequate funding to ministries which will have to ensure that they include a budgetary item to cover activities of the gender desks as gender issues require a multi-sectoral approach.

GLOSSARY

It is important to create a common understanding of key concepts in order to enhance appreciation of the central issues pertaining to the Gender Policy. Core concepts in this document are:

Sex	refers to biological differences on the basis of which people are categorised as male or female at birth.
Gender	on the other hand refers to classification of socially, politically, culturally and religiously constructed identities of women and men that are not necessarily static. They react to social environmental changes; therefore women and men's roles and responsibilities change in response to social environmental changes.
Practical Gender Interests	are those that women or men may develop by virtue of their social positioning and gender attributes.
Gender Bias	results when social-cultural beliefs and structural arrangements favour one sex over another.
Gender Analysis involves	looking at the sexual division of labour, the access and control women and men have over inputs required for their labour, and the inputs (benefits of their labour). It also refers to a systematic way of looking at the different impacts of development on women and men. Gender analysis takes into account how factors of race, class, ethnicity or other factors interact with gender to produce discriminatory results.

Gender Perspective (Gender Responsive)	implies analysis of the socio-economic, political, legal, cultural and psychological levels of issues to understand how the differences between the sexes affect and are effected by policies and practices. It analyses how these factors relate to discrimination based on sex, and how they may impose obstacles to a person's opportunities and self-development.
Empowerment	refers to the creation and expansion of one's knowledge, skills, decision making and other power bases giving them the capacity and capability to exercise influence and leadership on their own.
Mainstreaming Gender	<p>has several meanings depending on the focus:</p> <ul style="list-style-type: none"> • To integrate gender dimensions (women's and men's concerns) into development programming and planning, development models. • To get every department and division to use gender analysis in their work. • To develop the responsibility of ensuring gender awareness in all sections and staff of an agency. • To ensure that all programmes serve to promote equality. • To ensure that issues of women are incorporated into policy making machinery. • To make it impossible for people or agencies to ignore, forget, overlook or fail to take account of women's and men's issues.
Equity	Proportionate access and control over power, resources and benefits between women and men.
Equality	The legal, social and political capacity of women and men to mobilise and manage resources at household, community, national, regional and international levels on an equal basis.
Control	refers to the capacity to check and regulate on the basis of authority to make decisions vested in the individual (man and woman).
Ownership	refers to possession of power and resources in order to exercise control and rights over them. In the context of gender and development this calls for equitable and equal access, control and ownership of power and resources.
Transparency	the openness of management processes and procedures, through which public decisions and ownership of power and authority are made and used.