

Mapping Peace Initiatives in Zimbabwe

By Centre for Conflict Management & Transformation



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The photo is of two school girls from different schools, sharing an umbrella and walking together across a bridge in Buhera District of Manicaland Province.

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*The Centre for Conflict Management and Transformation (CCMT) is a Zimbabwean Non-Governmental Organisation working in the field of peace and conflict transformation. CCMT has a vision of a Zimbabwe that enjoys peace and harmony created through cooperation and sustainable conflict management and transformation in society. To that end, it sees its mission as helping to build a culture of non-violence and peaceful resolution of all forms of conflict in Zimbabwe and the SADC region by enhancing the capacity of individuals, organisations and communities to effectively manage and transform their conflicts.

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Abbreviations and Acronyms

A	Advanced Level Education
ART	Antiretroviral Treatment
BSAC	British South African Company
CBO	Community Based Organisation
CCMT	Centre for Conflict Management and Transformation
CID	Criminal Investigation Department
CIO	Central Intelligence Organisation
COPAC	Constitution Select Committee
CSO	Civil Society Organisation
DA	District Administrator
EMA	Environmental Management Agency
GBV	Gender Based Violence
GPA	Global Political Agreement
GNU	Government of National Unity
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
IEC	Information and Education Communication
JOMIC	Joint Monitoring and Implementation Committee
M&E	Monitoring and Evaluation
MCP	Multiple Concurrent Partnerships
MDC	Movement for Democratic Change
MDC-T	Movement for Democratic Change – Tsvangirai
MoU	Memorandum of Understanding
MP	Member of Parliament
NANGO	National Association of Non-Governmental Organisations
NGO	Non-Governmental Organisation
O	Ordinary Level Education
ONHRI	Organ of National Healing, Reconciliation and Integration
OVC	Orphans and Vulnerable Children
PA	Provincial Administrator
POSA	Public Order and Security Act
PRA	Participatory Rural Appraisal

PPTCT	Prevention of Parent to Child Transmission
REFLECT	Regenerated Freirean Literacy Economic Empowerment through Community Technology
SME	Small and Medium Enterprises
ToT	Training of Trainers
UN	United Nations
UNSCR	United Nations Security Council Resolution
ZANU	Zimbabwe African National Union
ZANU PF	Zimbabwe African National Union Patriotic Front
ZAPU	Zimbabwe African People's Union
ZEC	Zimbabwe Electoral Commission
ZESA	Zimbabwe Electricity Supply Authority
ZIMRA	Zimbabwe Revenue Authority
ZINWA	Zimbabwe National Water Authority
ZRP	Zimbabwe Republic Police
ZYC	Zimbabwe Youth Council

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¹ The GIZ Civil Peace Service always works with local partners in its projects in order to identify opportunities for fostering peace which exist in civil society and to strengthen local forces for nonviolent conflict settlement. The vision of CPS is a 'positive peace' that is closely linked to the concept of justice. Positive peace does not only imply the absence of physical violence but also the creation and strengthening of participatory and inclusive structures which allow the long-term prevention of the eruption of physical violence.



Introduction

The process which culminated in this publication began mid-2011. We were searching for information about organisations working in the field of peace, especially those operating outside of Harare. We approached several different sources and found that none had a comprehensive picture of who is doing what and where with regard to peace initiatives. Although they shared information if it was available, more often than not, these sources voiced the need for thorough research to address the current gap in information.

Inspired by the challenge, we began to envision how such information would be gathered and verified. While developing a strategy and process, we realised that such efforts would also present us with the opportunity to gather more detailed information about the dynamics particular to each of the ten provinces of Zimbabwe while also mapping active organisations. Therefore, aside from producing a directory of peace actors across the country, we also focused on developing overviews of each province including: work context, current approaches, success stories, operational gap areas and recommendations, and priorities with regard to future action.

Initially, we contacted key organisations in each province to help us identify and select other organisations working on peace initiatives to invite them to participate in provincial research workshops. The first round of workshops gathered information through organisational questionnaires coupled with participatory workshop methods. The captured data was later brought back to the provinces for review and verification as well as further analysis which produced recommendations and priorities. After these feedback workshops, the information was captured, analysed and then compiled into the provincial chapters contained in this publication.

Additionally, the information which is reflected in the last 40 pages of this publication was lifted directly from the organisational questionnaires that were filled out. This information was later fed back to the organisation through the feedback workshop and two more rounds of email communication in order to make sure the most correct version is available in the publication. Nevertheless, the response rate regarding additions and corrections was not as high as we had hoped. Therefore, organisations are welcome to submit amendments to already existing

profiles. Organisations not previously included are also welcome to request the organisational profile questionnaire for submission and possible inclusion.

During the mapping, it was necessary to invite some provinces to meet together with their neighbouring province because we were not able to have two rounds of separate workshops for all ten provinces. Bulawayo met together with Matabeleland South and Mashonaland Central met together with Mashonaland East. As a result of this combined approach, Bulawayo and Matabeleland South decided their information should be reflected just as it had come out during the workshops and there is a joint chapter reflecting this. Nevertheless, Mashonaland Central and Mashonaland East eventually decided to have separate chapters which resulted in some input being repeated across those two chapters.

The Zimbabwean National Census process also took place during the lifespan of our project. Each provincial chapter begins with background information which was taken from www.zimtrade.co.zw. However we have updated the provincial size and population information so these figures reflect the results captured in the Zimbabwe National Statistics Agency Census 2012 Preliminary Report.

Throughout the 'Mapping Peace Initiatives in Zimbabwe' project, we received an overwhelming amount of positive feedback regarding our focus on the provinces. Practitioners both in and out of Harare were appreciative that provincial information would be captured in a comprehensive way and made available to the public. Due to this emphasis, we have decided to let each chapter speak through the voices of the participants, without any further analysis than what was discussed during the workshop process. We also felt that including a national analysis chapter within this publication would detract from those voices; readers would be tempted to focus on an overall picture and skip the details. Therefore, we have instead provided readers with a chapter on 'The Sum of the Whole: Reflecting on the Bigger Picture' as a way to address overarching themes without detracting from the content captured in the provinces.

How to Use this Publication

This publication can be used as a reference document with two main sections: i) dynamics in the provinces, and ii) contact information for organisations working on peace initiatives across Zimbabwe. This information can be useful to persons working in or interested in the field of peacebuilding and conflict transformation. In the first section, the provincial chapters were compiled using information collected from actors in each province and include the following sections:

1. Provincial Background
2. Community Needs
3. Conflict Dynamics
4. Approaches to Peacebuilding
5. Peace Programming
6. Youth and Conflict Transformation
7. Operational Gaps and Recommendations
8. Provincial Priorities
9. Points of Contact for Peace Initiatives in the Province

The second section of the publication contains a database of organisations working on peace initiatives in Zimbabwe. The organisations are listed in alphabetical order and their profiles include: organisation name, province where they are based, when it was established, registration status, point of contact, physical address, email, phone number, website, main focus of work, involvement in peace initiatives, geographical coverage, and target group(s).

During the process of information collection, the participants also outlined how they might use the publication and what follows is their vision of what this process could contribute to.

On Information Sharing

The publication can be used as a reference document for researchers and used in schools for reference and study. It can also be given to public and private libraries for further information dissemination. The essential aspect of the document is that it contains learning from other provinces. We can learn what they are doing and how they recommend resolving certain gaps. Although currently limited, mutual learning is vital, especially as there are many common thematic areas. Aside from sharing the publication with other organisations, we will use translations into vernacular

On Network Building

to work with communities and catalyse interactive discussions. In this way, the publication is a tool which can create discussions within communities and across any divides which may exist.

On Fundraising

The publication can be used as a directory and organisations can find contacts and form networks with those operating in the same area to work more effectively and efficiently. As a compilation of who is doing what and where, organisations can begin to link up and complement each other's work rather than compete. This will enhance networking at the provincial and national levels. It can foster collaboration between organisations as they will be able to invite those with particular expertise to facilitate workshops, for example. Most importantly, the publication provides publicity for organisations outside of Harare, giving them national and international visibility.

On Peace Programming

The end product will assist with fundraising because of content development. The reference document will support funding applications and justify support for community needs. Collaborations amongst organisations can begin to support coordinated fundraising. The priorities of each province can be worked on and provide the beginnings of proposal material development. With increased visibility, donors will also recognise and support the work that is still required.

The product is an answer to qualitative research and it will assist with situation mapping to inform programme design because it provides academically sound background information and a baseline situation analysis. Organisations will know the nature of conflicts and where they take place. The publication will be useful to quote as part of the 'rationale' of planned work. The needs of communities sections will help identify gaps in programming and inform and improve current and future initiatives based on the key issues raised. It can be a basis for solutions, a guide to avoid duplication of work and assist in workshop planning. Organisations can also use the product to guide follow-up activities and to implement priorities and recommendations that came out of the process. The publication can also assist in monitoring and evaluation of impact.

On Peacebuilding

The publication can be used both as a source and tool for conflict resolution. It can assist with justification for the existence of peace actors. The content can also support efforts to build peace infrastructure since actors have already been identified. The points raised also help us begin to think of ethical considerations such as Do No Harm. We should also take this to parliament to ignite discussion. It can be used as an advocacy tool to approach policy makers and assist in policy formulation.

The Sum of the Whole: Reflecting on the Bigger Picture

Written by: Stembile Mpfu

After meeting representatives from NGOs working in all ten provinces of Zimbabwe and collecting their perspectives on the peacebuilding work they are carrying out, what has emerged is a complex collage of the state of Zimbabwe. It is a reflection of the daily lives of ordinary Zimbabweans, the majority living far away from the capital city Harare, where Parliament sits and the head offices for the Judiciary, and Government Ministries are located. In other words, most Zimbabweans live far away from the place where the decisions that affect their lives are made.

A broad interpretation of peacebuilding has emerged, stemming from the recognition that for Zimbabwe to be at peace, work will be required in many different areas. The needs that have been articulated as priority areas by communities go beyond the need for an absence of violence and are focused on issues of economic empowerment, access to and benefit from various resources in their provinces like land, minerals and timber. Peacebuilding for Zimbabwe will therefore need a coordinated approach that sees the three sectors of government, business and civil society working together to build peace. Currently, linkages between the three sectors are limited and as reflected in the chapters, tensions exist between Civil Society Organisations and government, which see some of the work carried out by CSOs being affected by conditions set down by government departments. An example of the disconnect that exists between government, the business sector and civil society can be seen with regard to the Indigenisation policy. Little understanding exists within communities on the Indigenisation policy and how it can benefit ordinary citizens. A lack of information from both government and the business sector has caused conflicts around the issue of community share trusts with community leaders lacking a full appreciation of how the share trust system will work and benefit the community. The study reflects the need for more information on policies, such as the Indigenisation policy, to allow community members to be able to fully participate in and benefit from national programmes.

In order for policies to be well implemented, there is need for those who are tasked with policy implementation to be well equipped with the

required knowledge and skills. The research reveals that community leaders, both traditional and elected, propagate and exacerbate conflicts in their areas of jurisdiction by exercising their powers in a partisan way. This bias may be influenced by politics, religion or ethnicity. There is a need to assess and improve the level of knowledge that exists within leaders to exercise their role in the practice of governance because they remain the interface between national government and the people. Policy makers can put into place faultless policies but where implementers are unable to execute them or do so in partisan ways, it affects what community members experience and they are likely to remain dissatisfied with government policy. As yet, no consistent mechanism exists within government to ensure that traditional and elected leaders are given an orientation on their roles and responsibilities as leaders and thereafter continuous updates on policy implementation for which they are responsible. An opportunity exists for a close partnership between NGOs and government in this area of leadership development and capacity building.

Linked closely to the area of leadership development at community level, is the issue of civic participation. This topic needs to be broken down to its lowest denominator if efforts are to have an effect on how Zimbabwean communities build peace. Examining how community members behave during situations they deal with in their daily lives can provide insight into the quality of a community's civic participation. This links very closely with service delivery issues; for example, how a community participates in the running of their local school or clinic. Does the community appreciate its responsibility in ensuring that the administrative systems of the school are being run transparently and that the school administration is accountable? What expectations does a community have of itself and its local leaders? If corrupt behaviour is acceptable within their sphere of influence, it is unlikely that those community members would be motivated to confront these tendencies outside their sphere of influence, at the district, provincial or national levels. It is also unlikely that any leaders that emerge from that community will feel the pressure to uphold honesty and integrity while knowing that the community will be reluctant to ask very much of

them. Zimbabweans need to work together to avoid such consequences.

The issue of devolution of power emerged as a priority area in Bulawayo and Matebeleland Provinces. Beneath this desire are strong feelings of marginalisation and the unresolved issue of the Gukurahundi massacres that took place in the 1980's. It is within these provinces, and subsequently across the other provinces of Zimbabwe, that violence has been used to gain political power. Its effects have devastated many communities; deep divisions exist among members of the same community, making them unable to work together for their own development. The report has highlighted the need for a process of reconciliation to take place nationally in Zimbabwe so as to contribute to peacebuilding. Most significantly however, is that the envisioned process allows each community to define its own course of action so that they maintain ownership of the process. This need will have to be considered very seriously by any national reconciliation process that will be implemented in future.

So as to encourage a close partnership between the three sectors of government, business and civil society to achieve a peaceful Zimbabwe, each sector will need deep introspection in order to assess their various strengths and weaknesses. In this way, clarity can be reached on what needs to be improved in their work, what assistance can be offered to other sectors and ultimately what holistic peacebuilding service each can offer to Zimbabweans as a whole. This publication already contains a sincere introspection by various NGOs working in the area of peacebuilding which highlights both strengths and weaknesses within the sector. These include funding challenges, conflicts within some of the organisations themselves and a reluctance to harmonise activities. These are areas will need to be addressed if NGOs are to continue making a difference to the communities they work in as reflected in the success stories shared throughout the chapters. Similar challenges will exist within the government and business sectors and it is sincerely hoped that this reflection of the status quo will provide an initial step to strengthening existing linkages and creating new ones in an effort to build peace in Zimbabwe.





Livingstone

Victoria Falls

Hwange

MATABELELAND NORTH

Bulawayo

MATABELELAND SOUTH

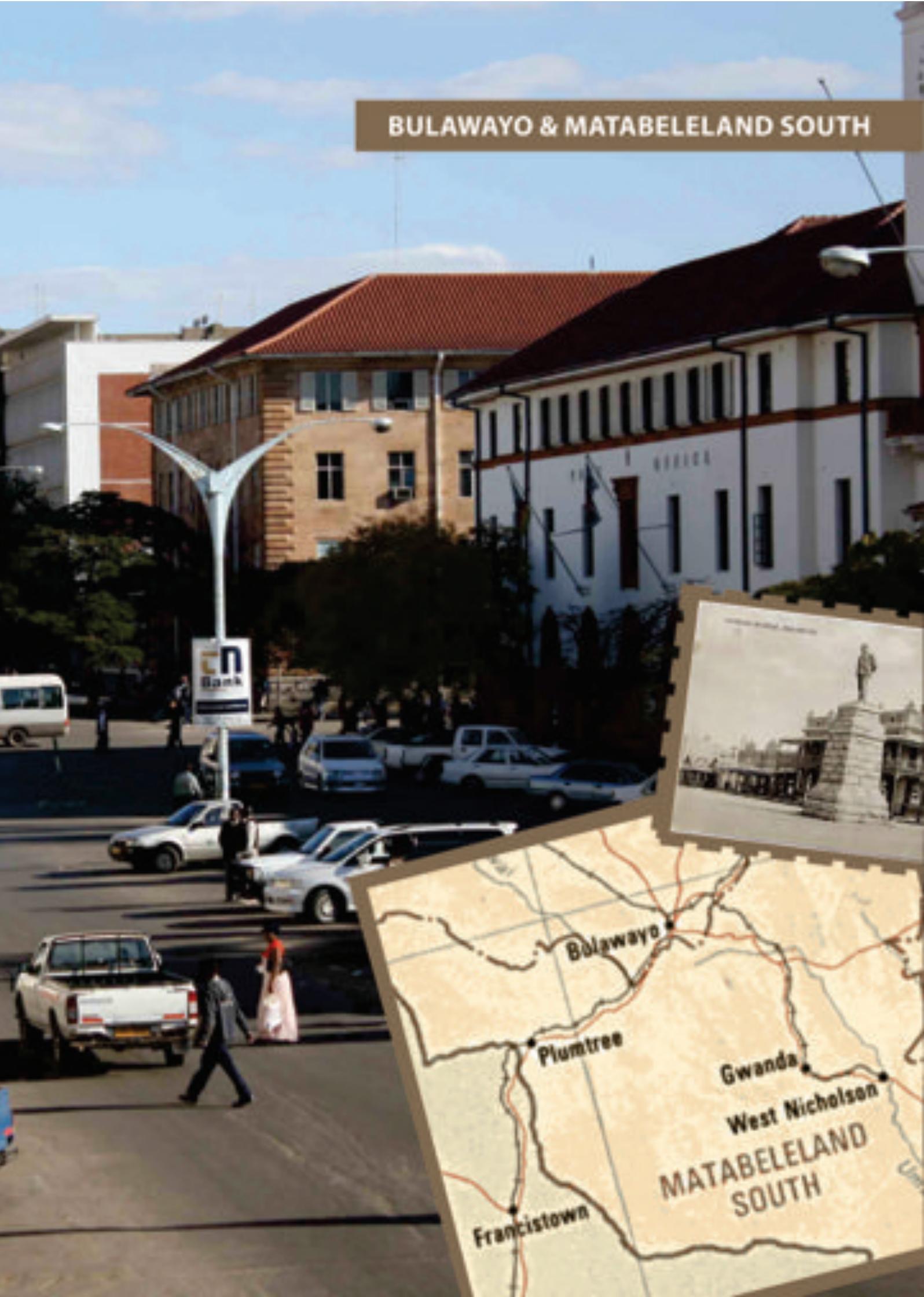
Gwanda

PROVINCIAL CHAPTERS





BULAWAYO & MATABELELAND SOUTH



BULAWAYO and MATABELELAND SOUTH PROVINCES

Compiled by: Gladys Madara, Chiedza Zororo

Provincial Background

Bulawayo Province

Bulawayo is the second largest city in Zimbabwe, after the capital Harare, with an area of 479 sq km and a population of 655,677.¹ It is located in Matabeleland, 439 km south-west of Harare, and is now treated as a separate provincial area from Matabeleland. Bulawayo is a multicultural city with residents able to speak at least three languages (including English, Ndebele, Shona, Kalanga, Sotho, Nambya, Tonga and Venda). Bulawayo has long been regarded as the business capital of Zimbabwe and is home to the National Railways of Zimbabwe because of its strategic position near Botswana and South Africa. It is the nearest large city to Hwange National Park, Matopo National Park and Victoria Falls. The majority of the population of Bulawayo belong to the Ndebele ethnic and language group, who descend from a 19th century Zulu migration. The city was founded by the Ndebele king, uMzilikazi kaMatshobana around 1840 after the Ndebele people's great trek from Zululand. During the 1893 Matabele War the invasion by British South Africa Company troops led the then king, Lobengula to flee from his burning capital and head north, BSAC troops and white settlers occupied the town. On 4 November 1893, Leander Starr Jameson declared Bulawayo a settlement under the rule of the British South Africa Company and Cecil John Rhodes ordered that the new settlement be built on the ruins of Lobengula's royal town, which is where the State House stands today. In 1897, the new town of Bulawayo acquired the status of municipality, Col. Harry White became the first mayor, and in 1943, Bulawayo became a city. Bulawayo is made up of the following districts Bulawayo Central, Imbizo, Mzilikazi, Reigate and Khami.

Matabeleland South Province

Matabeleland South Province covers an area of 54,172 sq km and a population of 685,046. The capital of the province is Gwanda. Because the province sits on the edge of the Kalahari Desert it is a drought-prone area. It is well known for being the former number one exporter of beef to the

European Market. Nevertheless, there are some other products which have a great potential of being exported. The province is located in the South Western region of Zimbabwe. It has seven districts which are: Beitbridge, Bulilima, Gwanda, Insiza, Mangwe, Matobo and Umzingwane.²

Community Needs

Communities in Bulawayo and Matabeleland South provinces need access to their basic social rights. The education sector needs of some reforms as access to relevant and affordable education is scarce. Accessibility is a major challenge since primary schools are estimated to be 11km apart while secondary schools are 17km apart, leading to school children having to walk long distances. There is also an outcry regarding 'A' level studies as the schools offering education at that level, are not properly equipped and need upgrading. The communities in Matabeleland South particularly call for the promotion of local languages, such as Venda and Sotho, in schools and it should start in teacher training institutes to facilitate the employment of qualified teachers from local areas who are accustomed to the culture in the area. The provinces also need the inclusion of human rights and peacebuilding in the school curriculum at primary and secondary level. This would go a long way in the promotion of sustainable peace. Both provinces need for training schools, colleges and universities to offer a variety of programmes including medicine and law. Transparency in the Basic Education Assistance Module is also needed.

There is need to depoliticise service delivery. For instance, the Mtshabezi Dam is there but is not activated due to politics. There are also disparities in allocation of resources for development due to politics. Communities need adequate electricity supply coupled with a billing system which accurately reflects usage. Infrastructure development and maintenance is needed with regards to the electricity grid; this is especially true in rural Matabeleland South in areas like Matobo and Gwanda. Water system development is needed in terms of dams being constructed, rehabilitation

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/Bulawayo%20Metro.pdf>

2. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/Matabeleland%20South.pdf>

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of existing boreholes, and revival of the Zambezi Water Project. Clarity is needed on roles of ZINWA and City Council as there are conflicts around the issue. Timely collection of refuse is also a concern.

Communities need legal representation, information, education and assistance to claim their legal rights. This will help to create an environment of justice so that rule of law prevails. Another pertinent issue is on civil registration especially with regard to National Identity cards, passports and birth certificates. There is need for decentralisation of the Registrar General in order to easily facilitate printing and corrections. There is also a need to integrate the people and descendants from Zambia and Malawi who have been in Zimbabwe for decades and are referred to as 'alien'. Some of these persons were even born in Zimbabwe but are still considered aliens while Zimbabweans in those 'alien' countries have been integrated.

Health systems which are affordable, accessible and efficient are needed in the provinces. Emphasis is put on access to equipment, pharmaceutical supplies and infrastructure for health education. Advocacy around accessible maternal services is called for as there are large distances between clinics. Communities in the region need food security as they have been affected by drought which in turn also affects livelihoods of people as livestock is sold at low prices. There is need for re-stocking which should be subsidised by the government so the province can supply an export again. The irrigation scheme also needs to be revived and there should be awareness-raising around environmental issues and climate change as these also affect food security.

Transitional Justice Issues are identified as essential. Communities highlight truth, recovery, justice, reparations, disclosures, closure and reconciliation as critical to move forward. For instance, it is important for the Gukurahundi massacres to be acknowledged by leadership as it is a root cause of violence. CSOs should gather baseline statistics in order to defend the truth about Gukurahundi. There is need for rehabilitation and integration of the victims and perpetrators, including the internally displaced to be part of the process of rebuilding relationships in the communities. This process should also integrate psycho-social support

and cleansing ceremonies as a way of healing past and present wounds. Any Truth, Reconciliation and Justice mechanism would need to be driven by local communities. At a higher level, there should be restructuring and operationalisation of ONHRI so that it is not under government control. Political will for these processes should be visible as leaders from the region unite on the issue.

Communities call for a culture of good and sustainable corporate governance to be brought into state, private and civil society organisations and institutions. There is need for respectful distribution of power and representation, especially in the parliament. There should be clarity and sustainability regarding commissions and organs set up by the GNU. The communities in Matabeleland South and Bulawayo call for devolution and separation of power. The governance structures in place need to be accountable and properly adhere to policies to ensure that rule of law prevails.

Communities indicate that leaders need to take up the responsibility of ensuring peace in the communities rather than being the ones who incite conflict or violence. They should dismantle systems and structures of discrimination. This would ensure a free, protected and safe electoral environment. Education for local government representatives is noted as important. For instance, there is need for proper training of traditional leaders on communication and relationship skills in order for them to effectively do their work. Local autonomy, capacity, and differentiating between the roles and the responsibilities of various local leadership is identified as a long term need.

Communities want all aspects of life depoliticised. Politics should not affect communities when dealing with developmental issues, access to resources, food and distribution of land. There is also a plea for equal standards when it comes to state institutions and the security sector (police, army, CIO) as the politicisation of this sector has killed the economy. The same goes for the recognition of liberation heroes, it should be based on actions and not affiliation to political parties. Non-partisan work ethics with regard to CSOs, local leadership and the justice system are also noted as essential for development in communities.

MAPPING PEACE INITIATIVES IN ZIMBABWE

The need for the communities to own and control their own resources is important for community development. Initiatives developed such as cattle ranching, calf loans, and livestock production are supposed to benefit the locals. This can also improve access to finance and job creation. In this sense, there is also need for re-industrialisation to support and empower the local economy. Communities should have access to and benefit from natural resources. More funds are needed as initiatives are generally under-funded in the province. National budget allocation should be clear and transparent according to needs. To this end, community resources should be mapped and awareness-raising created around them.

Communities want respect for their languages, culture and values. In relation to that, they also need freedom of communication and expression through their community media such as radio and newsprints. They need locally owned databases for historical memory and justice through collection of information and documentation as a process of decentralising memorialisation. They also need platforms to air out what happened and discuss freely and openly in order to map out solutions on how to move forward. With regards to culture, recreational and leisure facilities such as parks should be resuscitated.

As a community development practitioner I have derived inspiration from the collective efforts and commitment of ordinary men and women to strive for a conflict free environment and communities. This has been done through caring and working together despite their diverse cultural, political and socio-economic background.

Empowerment of communities is strongly echoed as a vital need. Communities should be empowered to make decisions, for example on the issue of devolution of centralised power structures to localities. Education and awareness-raising of local communities on human rights, conflict management, health, climate change and civic education in general is a pertinent need. This can be achieved through trainings and capacity building. In general, the empowerment models need to be improved so they can focus on individuals and households.

Conflict Dynamics

In Matabeleland South and Bulawayo provinces, conflicts which are political in nature have been observed. Gukurahundi issues have been a bone of contention. Politically motivated violence during elections and effects of Operation Murambatsvina were witnessed in the provinces as in many others. Related to this issue are intra and interpersonal conflicts. People are harbouring grief, anger, and trauma rising from state engineered and sponsored violence and repression. The land reform caused violence since beneficiaries were not from the local area. This also happened during Operation Garikai whereby those who benefitted from the housing scheme were not victims of Operation Murambatsvina. Politicisation of development initiatives also causes conflict, for instance the selective distribution of food or seed relief such as the presidential seeds and the grain loan scheme. There are also intra and inter party conflicts, hate speech, malice, exploitation of youth, violence and politicisation of service delivery. There is need to prevent political conflict of Ndebele people versus other tribes in the region. For example, there is discrimination of Sotho in Gwanda. Delineation of political constituencies has also caused conflict. An example of this is Mberengwa and Insiza constituencies which keep changing sizes.

Our organisation was established in order to help communities transform conflicts and rebuild themselves for the success of their societies. We seek to help communities build democratic and well-governed structures that have the capacity to protect women and children against political violence. With the support of the community leadership, we were able to set up local peace committees and facilitate important community meetings to create dialogue that unlocked the issues of conflict. Twenty-four local peace community meetings were held which greatly influenced local chiefs to be more inclusive of women and youth in their communities.

Undertones of tribal favouritism influencing decision making at all levels has been a cause of conflict, oftentimes with Shona pitted against Ndebele. There is already a culture that has been developed whereby any vice or deputy position is supposed to be Ndebele, while the white people are assigned the role of advisors. In the case of state

BULAWAYO AND MATABELELAND SOUTH PROVINCES

security, those forces should be deployed in the region they come from as language and cultural barriers can affect efficiency and instigate conflict. Conflicts often arise with the trivialisation of other languages such as Kalanga, Tonga, Sotho, Nambya, Venda, and Shangaan and also the issue of Ndebele language being taught by non-Ndebele speakers in schools. There has been a deliberate dilution of language and culture through government policies. The 51% black empowerment (indigenisation) policy already discriminates the white, coloured and Indian Zimbabweans making it a source of conflict. The case of marginalisation of the region is also a problem with state level, civic society and donor approaches all having centralised systems in Harare.

The de-industrialisation of Matabeleland has caused conflicts which are economic in nature. There has been exploitation and looting of natural resources such as extraction of minerals to develop other regions with environmental degradation left in its wake, and in some cases invasion of sacred places. There have been conflicts between communities and the Environmental Management Agency (EMA). Repossession of mining claims needs to be done transparently. Employment opportunities have been denied to locals, preferring to bring workers from other regions such as Mashonaland. There is insufficient funding for developmental projects in Matabeleland, over centralisation regarding the control of resources and issues of corruption. These also include the under-investment and lack of infrastructure in the education and health sector. Donors need to decentralise or adopt a quota system to take care of marginalised regions. Sustainable development of the region would resolve economic conflicts. The dollarisation process has been a cause of conflict since people lost their savings, pensions and medical aid. Issues of property buying, licensing, public transport and police have been sources of conflict in the region.

Approaches to Peacebuilding

Dialogue is used to resolve conflicts in Bulawayo and Matabeleland South Provinces. Community members are encouraged to speak about Gukurahundi. Inter-faith and inter-cultural dialogues are promoted as religious and cultural

issues are tackled. Capacity building of chiefs and other community leaders is undertaken as people approach chiefs and other leaders when faced with conflicts. Trainings on good rural governance and conflict management empower communities to deal with arising situations. Campaigns are key in raising awareness on issues. Campaigns against Gender Based Violence disseminate information in different ways including poetry, theatre and talk shows. Peace tournaments are also carried out as various sports bring people together which promotes positive community interactions. Peace prayers, rallies and demonstrations are part of violence prevention mechanisms in communities. Hotspot tracking is also done to look out for potential conflict situations in targeted communities.

Counselling, psycho-social support and mediation are usually used as methods of solving conflicts at family and community levels while lobbying leadership and encouraging participation in national issues such as debates on national healing are used on the macro level. Research and documentation is performed in order to prepare for and set up issue-specific trainings. In some conflict situations, access to legal services (litigation) is an important means of resolving conflicts. Organisations working in same ward should identify synergies which would further their work.

In all efforts to resolve conflicts in the provinces, communities are involved through different structures and strategies. Existing structures include community peace committees and peace gardens. Strategies involve community mobilisation and planning peace initiatives involving community leaders and members. In some communities, youth are put in charge of programmes and the whole community is involved in talk shows.

Over the past 10 years I have been working with volunteers and what it inspires me is the positive attitude I see in them and our contributions towards positive change. I have learnt that conflicts, big or small, can be resolved simply through dialogue. In any conflict it is important to communicate.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Peace Programming

Organisations in the Bulawayo and Matabeleland South provinces focus on several areas of work including: advocacy and lobbying, research and writing, documentation, capacity building, information sharing and dissemination, youth empowerment, poverty eradication and sustainable community development, good governance, legal assistance, conflict transformation, gender awareness, human rights monitoring, child protection, community media and HIV/AIDS awareness. In the two provinces, work is mainly done through, community meetings, workshops, focus group discussions, sport, political education, dialogue, media, art and literature. The most frequent target groups for the provinces are youth. Women, community or traditional leaders, children below the age of 17 and general community members are also targeted. The beneficiaries are usually met on a monthly basis with some meeting them daily and others weekly. The most common outcomes expected from their work are: communities living in peace and tranquillity, improved community and multi-stakeholder participation, empowered communities with capacity to deal with conflict, sustainable livelihood and community development and respect for human rights regardless of race, age or gender. The most frequently mentioned gaps identified in the conflict transformation programmes are: lack of financial resources, lack of knowledge and education including conflict transformation, inadequate collaboration amongst stakeholders and lack of technical capacity.

Youth and Conflict Transformation

In the provinces, youth is understood as describing individuals between the ages of 15 and 35 years. Youth are involved in projects and programmes through participation in capacity building workshops, meetings to discuss issues affecting them as well as developing possible solutions and ways forward. In communities, some youth are viewed as perpetrators and victims of violence. They have played an active role in political violence and have also been used by people in civic society to be in the frontline during street protests. However, it was noted that young people are the majority of the population and a powerful group that could

pioneer initiatives in conflict transformation. Youth can make a meaningful contribution to conflict transformation if they are empowered to stand up against being used to perpetrate violence. Peacebuilding initiatives through civic education and capacity building in conflict transformation will enable youth to contribute positively to peacebuilding in Zimbabwe.

One of the key lessons in our programming is that project sustainability is linked to the extent to which the community is involved in planning. A number of young people participated in our activities and thereafter, some of them started peace initiatives. Young women developed and lead a community group which seeks to promote integration and community healing through arts. This group is youth-led and also funded by the young people in the community.

There is limited youth participation in conflict transformation processes as they lack awareness, education and interest in peacebuilding initiatives. Culturally, young people are not encouraged to voice their opinions, and when they do they are not taken seriously by their elders. The communities in Matabeleland South and Bulawayo also mentioned that the political environment affects objective participation of youth in conflict transformation. Tribal conflicts also have a bearing on the contribution of youth to conflict transformation processes.

Domestic policy can shape and determine the scope and limitations of the role of youth in conflict transformation. Some opportunities are opening up through the Zimbabwe Youth Council and young people are being educated about conflict transformation in schools. However, current domestic policies were formed on political grounds and coordinated at national level. As such, they do not contribute constructively to peacebuilding and the impact of policies depends on the fair implementation of mechanisms.



MAPPING PEACE INITIATIVES IN ZIMBABWE

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisational	<ol style="list-style-type: none"> 1. Lack of appropriate skills/technical knowledge in implementation of peacebuilding 2. Lack of resources e.g. money for programmes, transport, proper offices. Lack of equipment i.e. office furniture, computers 3. Selfishness and disjointed programming 4. Inability to attract funding 5. High staff turnover 6. Changes at organisational level 7. Lack of branding (sustainability) by organisations 	<ol style="list-style-type: none"> 1. Create synergies, network with well established organisations, capacity building for human resources 2. Share programmes with others, formulate new strategies of resource mobilisation and fundraising, start income generating projects 3. Creation of groups and networks, build capacities of organisations to implement peace initiatives, look at existing networks to analyse and address gaps and challenges 4. Need for proper planning, engage government to change its attitude towards NGOs, engage donor community, capacitate organisations to get funds from localities, income generation, approach local businesses 5. Improve remuneration, improve management system 6. Change management, skills for self-sustenance 7. Identify mandate and stick to it instead of changing according to 'hot topics'.
Community	<ol style="list-style-type: none"> 1. Lack of access to information on conflict transformation 2. Politicisation of developmental issues 3. Duplication of development initiatives 4. Biased leadership 5. Lack of participation 6. Lack of buy-in from community leader and authorities 7. Resistance by community members, lack of ownership of programmes by communities 8. Polarisation of communities 9. Lack of coordination 10. Poverty affecting participation 11. Ownership of communities by politicians and ZRP causing denial of access 	<ol style="list-style-type: none"> 1. Civic education provided to the community 2. Depoliticise development programmes 3. Create supportive structures, create synergies 4. Training and capacity building on roles and responsibilities, visionary leadership connected with communities, lobbying for candidate screening standards 5. Community empowerment through capacity building 6. Create a good working relationship with local authorities 7. Practice a bottom up approach in programming, initiatives should come from community 8. Building awareness through advocacy, community confidence building 9. Strengthen NANGO, environmental scanning of who is doing what and where 10. Approach to community needs are essential for relevance and sustainability 11. Change of laws

BULAWAYO AND MATABELELAND SOUTH PROVINCES

Provincial	<ol style="list-style-type: none"> 1. Conflict over boundaries 2. Failure to penetrate some areas 3. Lack of synergies, duplication of efforts 4. Lack of financial resources, looting of resources, funding comes through Harare 5. Lack of accuracy, efficiency and proper representation and service of citizens 	<ol style="list-style-type: none"> 1. Restructuring of boundaries, engage policy makers, engage communities 2. Engage local authorities e.g. PA, DA, Headman, chiefs and those giving power to the local authorities 3. Create synergies 4. Decentralisation of resources, they should come directly to Matabeleland 5. Strengthen advocacy on devolution of power
National	<ol style="list-style-type: none"> 1. 'One size fits all' approach 2. Centralisation 3. Unstable political environment 4. No structured programming or outline for peace initiatives 	<ol style="list-style-type: none"> 1. Wider consultation and region-specific programming 2. Decentralisation of decision making 3. Civic education to resolve political instability in the community 4. Develop a standardised approach to peace initiatives
Resources	<ol style="list-style-type: none"> 1. Donor absence in Matabeleland 2. Most programmes are donor driven 3. Centralisation and lack of sustainable funding for sustainable programmes 4. Donor fatigue and flight 5. Donor fund cost of activities vs. vision of organisation 	<ol style="list-style-type: none"> 1. Affirmative action for donor funding to favour traditionally marginalised 2. Programmes should be based on needs on the ground, more influence on donor thinking to address needs, start with baseline study 3. Decentralisation of funds 4. Self-reliance should be encouraged. Network with well-established organisations to scout for things like equipment i.e. furniture, computers 5. Funding should be according to vision of organisation, not activity oriented

Provincial Priorities

The communities of Matabeleland South and Bulawayo want Matabeleland to be declared a separate state as a first priority to creating peace in the region. They indicate that a lot of conflicts will be prevented and solved in this way. The bone of contention are the ethnicity divides between the Shona and Ndebele which has continuously perpetuated selective distribution of resources and opportunities. Peace can also be built through awareness-raising on peaceful co-existence and its advantages i.e. development, prosperity.

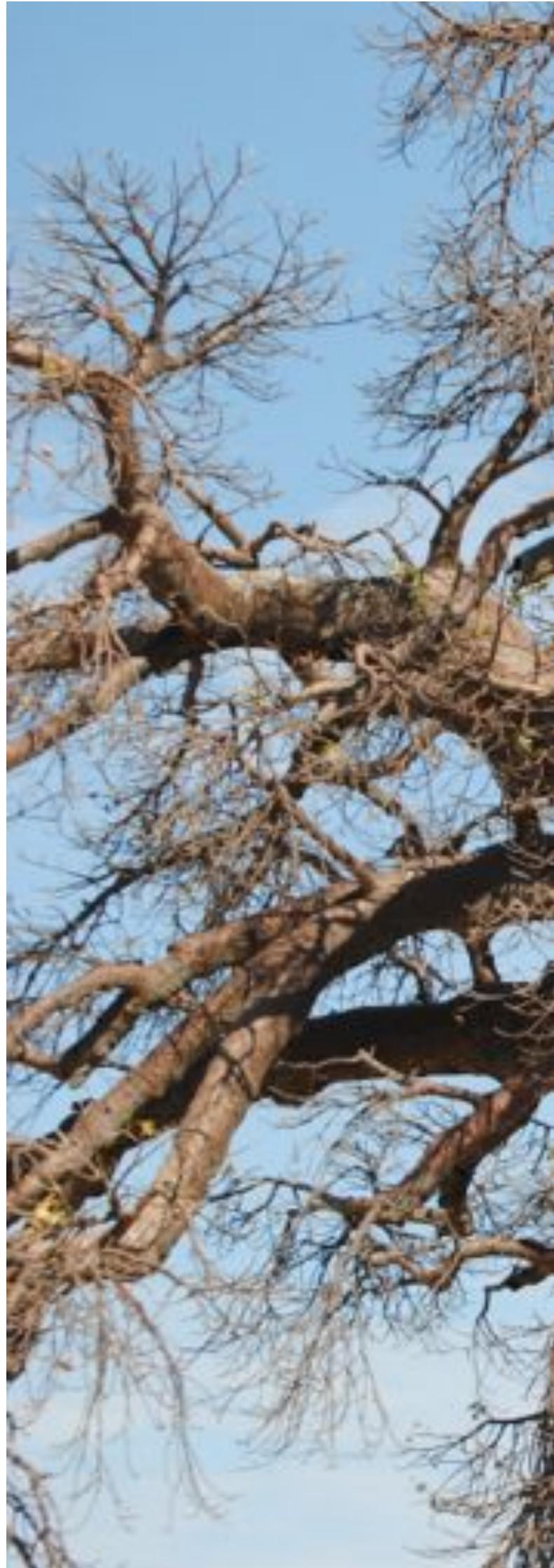
Communities can be educated while conducive environments for conflicting groups to dialogue are created. Devolution of power is also a priority while respect for human rights and engaging in character building for children are also important to create peace in the regions.

**Points of Contact for Peace Initiatives in
Bulawayo and Matabeleland South Provinces:
Bulawayo**

Abammeli Lawyers Network
AFROMEDIA
Bulawayo Agenda
Bulawayo Integrated Youth Survival Alternative
Project
Children Solutions Centre Trust
Christian Legal Society of Zimbabwe
Churches in Bulawayo
Emmaus International
Habakkuk Trust
Ibhetshu Likazulu
Intscha.com
Masakhaneni Projects Trust
Mission to Live Trust
Radio Dialogue Trust
Shalom Project Trust
Youth Network for Alternative Development -
Youth NAD
Zimbabwe Chamber of Informal Economy
Associations
Zimbabwe Human Rights Association
Zimbabwe Research and Public Forum
Zimbabwe Writers Union

Matabeleland South

Kulani Trust
Media Institute of Southern Africa -
Matabeleland South
Plumtree Development Trust
Plumtree Pastors Fraternal
Plumtree Residents and Development Association
Public Information Rights Forum
Ubuntu Youth in Development
Youth in Mining







HARARE



HARARE PROVINCE

Compiled by: Debra Mwase

Provincial Background

Harare is an independent city equivalent to a province covering the greater Harare area and Chitungwiza. Nicknamed the Sunshine City, Zimbabwe's capital is the seat of government and largest city. The province has an area of 872 sq km and a population of 2,098,199. It is Zimbabwe's largest city and its administrative, commercial, and communications nerve centre. Politically the province is an MDC-T stronghold, currently the party holds all the province's constituencies save for one being held by the ZANU PF party. Harare has a pleasant subtropical highland climate. The average annual temperature is 17.95 °C, rather low for the tropics, and this is due to its high altitude position and the prevalence of a cool south-easterly airflow.¹

Community Needs

Zimbabwe has accumulated history of socio-political oppression, repression and ongoing trauma which has had a profound and continuing effect on different categories of people in society. Communities in Harare need psycho-social support, healing, empowerment and reconnection in order to address the trauma they have suffered. Youth played a negative role during the episodes of political violence and are in need of rehabilitation. There should be projects aimed at assisting youth and offering them alternative conflict resolution methods. Communities in Harare have had to live with the reminder of the violence that deeply divided the communities in 2008. This gives rise to the need for some form of skills enhancement in basic conflict management training. People in Harare also expect the police to carry out its mandate of protecting them effectively and to apply the law in just manner without fear or favour.

The province needs vibrant democratic institutions that embrace the principle of accountability, participation, transparency, and integrity which allow for grassroots participation. There is need to provide open, democratic safe spaces where people can freely exercise their constitutional rights. In an open and democratic community there is free press which keeps the public informed and provides checks and balances

to the exercise of government powers. In Harare, communities need access to correct information that depicts a truthful picture of what is happening. Currently, the media is polarised and this puts the public in a difficult position as they cannot access truthful information from the press which is the major source of public information. In a normal democracy, leaders are accountable to the citizens that they represent. As such, people in Harare need to continuously engage with local leadership, particularly the local authority and the Harare City Council, regarding issues to do with good governance.

Citizens in Harare need civic education including on what politics is really about, this will enable citizens to effectively participate in their governance. Communities need to know what exactly their place is in the governance process. They desire to be equipped with the necessary tools that would enable them to engage with national, regional and international bodies should dialogue with their local leadership fail. For instance, communities need information on the UNSCR 1325 on Women, Peace and Security its contents, applicability, language to use and communication structures of the bodies like the UN to be able to engage these and make their messages relevant.

Economic empowerment is needed in the Harare Metropolitan area. Most government empowerment initiatives fail to reach people on the ground as they become hijacked by political parties. Examples of empowerment projects that the communities need include: nutrition gardens, entrepreneurship skills empowerment so as to ensure sustainable livelihoods. People in Harare are still in great need of gainful employment. Formal employment was the major source of reliable income for most families in Harare before the flourishing of informal and backyard industries in the capital due to economic collapse. Farming activities also need to be around the city as agriculture is a profitable venture. Currently, land is the means of production in Zimbabwe and urban dwellers want a share of it, especially the farms surrounding Harare that have been acquired by the government. Communities in Harare also expect to benefit from the mineral resources of the country like diamonds. Through

1. Accessed on: <http://www.parlzim.gov.zw/attachments/article/128/Harare%20Provincial%20Profile.pdf>

economic empowerment they can be rid of the prevailing donor dependency syndrome that the province is facing.

There is need to understand, respect and uplift youth as they are key members of society. Currently youth are facing limited livelihoods options, are the most vulnerable group to HIV and are usually blamed for the violence and criminal activities that communities face. There is need to redefine the role of youth in nation building as well as reduce their vulnerability to social and political vices. Economic empowerment would offer youth alternative livelihood strategies so that they are not vulnerable to manipulation by politicians.

It was a dream come true when we became a legally registered organisation, registration was difficult as there were no funds. All we had was a young, passionate, vibrant and strong team that is fully committed and passionate about OVC'S and young people. We first worked with Precious Jewels from Mufakose; having our first ever children's home to work with was exciting. We had a team building retreat on education because it had been brought to our attention that the children's school grades were dropping. Through the exercise, we discovered the reasons behind the dropping grades were because of chores at home, ill treatment and abuse. After the retreat, we noticed and received feedback that grades of most of the children had improved.

Communities in Harare need affordable and reliable social services from council such as: functional water and sanitation systems, well equipped health facilities, schools that offer the highest quality of education possible and recreational facilities. Harare province residents need access to basic food commodities at affordable prices. The province has a large commuter labour force that needs a safe, reliable and affordable public transport system especially in metropolitan areas like Chitungwiza, Epworth and Ruwa which are currently being serviced by private operators.

Conflict Dynamics

The conflicts observed in Harare province are mainly witnessed in high density suburbs such as Mbare, Highfield, Mabvuku, Epworth, Budiro, Glen View and Dzivarasekwa. Many of the conflicts observed

were political in nature and a few socio-cultural conflicts were tied to the economic deprivation of society.

Land has been a major source of conflict in Harare, as urban dwellers have tried to benefit from the land reform programme. The communities view the land redistribution process as marred by greediness and that farmland around Harare was not enough to cater for its growing population. Another dimension of the land conflict is the ambiguity in the tenure system. This has been observed mainly in Epworth Ward 7 where it is not clear who owns the land: the Methodist Church or the Local Board. Land is being used to gain political support and only members of one party are benefiting from the land reform programme. The implementation of the economic empowerment and indigenisation policy is a source of conflict in the province and causes violence. In Mbare, ownership of open spaces, as in other suburbs, is highly contested. Harare City Council and Upfumi kuVadiki (a militant youth empowerment group closely aligned to ZANU PF) are currently in conflict over the Easipark deal.

Harare province is the cultural melting pot of the country and conflicts arise with regard to culture particularly on issues to do with gender equality and the social construction of the ideal woman. Much of these conflicts have been caused by the prevalence of patriarchy which is rooted in dominance of men over women. Some people have ascribed this conflict as caused by the generation gaps in the community with the older generation holding onto past social norms and practices whilst the younger generation tries to adopt a 'modern' and European type of lifestyle. This conflict has manifested itself in the form of physical violence in the home with majority of female murder victims being killed by their partners. Other causes of domestic conflicts observed are due to financial issues and infidelity.

The city contains a mixture of races and tribes which has led to various conflicts related to the issue of tribalism. These conflicts are rooted in issues of unfulfilled needs, inequalities, disparities in the allocation of resources, marginalisation and unfairness. The conflicts are mainly between Shona and Ndebele tribes. Ndebeles feel they are being discriminated against because they are the minority.

MAPPING PEACE INITIATIVES IN ZIMBABWE

The issue of tribalism is a concern in various sectors including the economic sector and the political arena.

Social vices like theft, rape, murder, and assault have been observed in places like Mbare where they are oftentimes being perpetrated by Chipangano. The ZANU PF aligned youth militia group has been accused of abusing their political power by committing various crimes in the suburb with impunity and under the guise of politics. Vandalism of community facilities like swimming pools and boreholes have also led to conflicts in the area. It appears as if not all residents view these facilities as centres for development and lack a sense of ownership of the properties.

During the 16 days against gender based violence and together with hundreds of young women (and some older women and men), we marched against rape. The atmosphere of young women driven by the need to speak out and protest against the violation of such a basic and undeniable important human right, namely the violation of one's intimacy, one's self control and one's own being, was stunning. Those young women and men were united. The march cut through all separations in terms of religion, culture, language and any other differences one can think of. During this march, everyone participating had the same goal and same objectives. It made us feel so proud. We showed the world that many voices can come together as one and (at least for just that moment) we could make a difference.

The issue of diverse political ideologies and lack of tolerance has resulted in conflict between different political parties. The conflicts are usually characterised by violent acts that lead to physical injuries and destruction of property. Youth were overwhelmingly singled out as the major perpetrators of political violence. Residents noted that they experience not only violent acts but also threats. There is general ignorance over the meaning of politics among the youth as they have only been exposed to violent methods of political persuasion. Intra-party conflicts have been observed in Harare; party members try to position themselves strategically as the country heads for an election. There appears to be lot of suspicion and mistrust among members of the same political parties and

factionalism is rife in all the major political parties. Retributive violence has also been observed as victims of political violence seek revenge against perpetrators. This shows a need for national healing. Political leadership should add their voices to the current reconciliation discourse.

Communities are also in conflict with local authorities regarding the quality of representation by officials and have gone on to question the legitimacy of their election. Residents feel that their leaders are corrupt and only concerned with enriching themselves as opposed to delivering meaningful change to residents' lives. For instance, residents complain that leaders allocate residential and commercial stands to themselves and their associates which they in turn resell to residents at exorbitant prices. Conflicts between elected and appointed councillors arise as they often clash over policy issues. Elected councillors have often pointed out that special interest (appointed) councillors do not have the mandate from the people and therefore should have limited powers in terms of decision-making.

Communities in Harare feel their constitutional rights are not being adequately respected, for example freedom of association and assembly. The major cause of this is the interpretation of the provisions of POSA which are being used by the police to bar lawful gatherings. When residents seek clearance from the police they are often told that they cannot conduct the meeting since the police do not have enough manpower to secure the venue. Although religious gatherings are exempted from POSA, police stopped a prayer meeting in Glen Norah and several people were arrested for violating the law.

The security sector is polarised. The police do not apply the law in a uniform manner as some people commit crimes with impunity. Police are seen as key drivers of corruption as they constantly receive bribes from criminals committing various crimes in the community. Communities in Harare also observed polarisation of Civil Society Organisations (CSOs) as a major driver of conflict. It is increasingly difficult to separate CSOs from political movements.



MAPPING PEACE INITIATIVES IN ZIMBABWE

Approaches to Peacebuilding

Organisations have formed strategic partnerships with all willing political parties and government structures and work together to implement activities lobbying government bodies. The Organ of National Healing, Reconciliation and Integration (ONHRI) and JOMIC have been called to address recurring conflicts especially in relation to retributive violence.

Capacity building activities are also being carried out to address the conflicts that have been observed. These include awareness raising activities in the community on human rights and peacebuilding through workshops and public meetings. Organisations carry out trainings in peacebuilding, conflict resolution and transformation. The trainings are usually conducted with the assistance of community members who are skilled in conflict transformation and management. Organisations first seek the commitment of local leadership which helps ensure that all participants are from the community.

While addressing conflicts, some organisations attempt to address the immediate needs of communities. Activities carried out include psycho-social support through group therapy sessions and healing workshops, provision of free legal services to victims of violence and human rights defenders as well as engaging partners to fund community projects that help address humanitarian needs of communities.

Some organisations confront conflict by bringing the conflicting parties together to discuss their issues. This is done through community dialogues and mediation sessions that create platforms for conflicting parties to deal with their differences. During these sessions, constructive confrontations are encouraged so as to ensure the continuity of the process and to avoid worsening the conflict. These activities are carried out at the invitation of the community and community leadership is involved in the planning of the activities.

Some organisations use research and documentation as a way of addressing conflicts they observe in various communities. Research is used

to gain an in-depth appreciation of conflict issues, while documentation and publication of incidents of violence helps raise public and international awareness. Cases of violence are documented by locally based focal persons, who also raise alerts on potential flashpoints.

Organisations encourage communities to own the process by registering as CBOs so as to replicate the initiatives. Communities are also involved in programme design and planning through the use of Participatory Rural Appraisal (PRA) techniques like appreciative inquiry and Regenerated Freirean Literacy Economic Empowerment through Community Technology (REFLECT). It is the desire of NGOs to involve the community in peacebuilding activities from the planning stage up through the evaluation of the project and to work with existing community structures.

Peace Programming

The focus areas of organisations in Harare Metropolitan are varied and include issues to do with women and youth; human rights and civic education; conflict management and transformation; political leadership development and monitoring of the GPA; transparency and accountability; trauma healing and legal assistance to victims of organised torture. Most of the organisations in the province use workshops, dialogue, distribution of IEC materials, advocacy, lobby and sport in their work. Most of the organisations meet with their beneficiaries on a monthly basis whilst a few meet them on a weekly basis. Most organisations hope their work will bring about peace and tranquillity in the province. Some of the outcomes that organisations expect are: improved community and multi-stakeholder participation, good local governance, transparency and accountability. In carrying out their work, organisations face three major gaps: lack of financial resources, inadequate collaboration among stakeholders and lack of knowledge and awareness on issues to do with conflict transformation.

As a community radio initiative we involved various interested groups, such as people with disabilities, to secure a police clearance for a road show that we sponsored. People living with disabilities owned the show, reading out a list of their grievances such as unemployment, the need to end political violence and the need to license community radios which could give them a voice. They presented a petition to the city of Harare, ZESA and the Parliament of Zimbabwe after the road show. This received a lot of media coverage. We were proud to help the disadvantaged speak out as it is our core mandate as a community based radio station. We have now refocused our strategies to meaningfully involve our target communities in all activities for greater impact.

Our commemoration of World Habitat Day focused on the theme 'End Forced Evictions' and included Installation Theatre depicting the type of life that people live in Hatcliffe Extension and Hopley Farm. As the set-up was very interactive with all aspects of life out in the open, the event and the approach managed to catch the public's attention. Since then, one of our young spokespersons from Hatcliffe Extension has met with the Zimbabwean Parliamentary Portfolio Committee on Housing and the African Union Council of Ministers of Housing to stand up for the right to shelter.

Youth and Conflict Transformation

The definition of youth in Zimbabwean society is varied, however in Harare there is general consensus that youth refers to anyone who is below the age of 35 years whether married or not. Working with youth is largely restricted to youth organisations whilst others only have youth issues mainstreamed into their programmes and others work with everyone across the board. Organisations who work specifically with youth usually involve young people in the initial programme design, implementation and allow them to manage the programme themselves. They conduct various activities including self-help projects and peacebuilding programmes. Some organisations encounter youth as victims or perpetrators of violence whilst others work with them as participants at rights awareness workshops. The role of youth in conflict has been viewed as negative for many years. Powerful political actors have used them to perpetrate violence promising money, employment and other economic gains. However, youth have many new ideas on conflict transformation that are yet to be explored. As youth are considered the major perpetrators of violence, they can provide effective solutions to conflict if they are constructively engaged to champion peacebuilding initiatives.

There are several challenges that organisations encounter while engaging youth. Firstly, they are a mobile population and it is difficult to engage them on a long term basis as they move according to educational, professional, or social (e.g. marriage) prospects. This greatly affects continuity and sustainability of youth projects. Secondly, societal attitude toward young people is not constructive. It is generally believed that age comes with wisdom and that young people cannot lead when the older generation is still there. Third, youth fear being reprimanded by their political leaders if they engage in peacebuilding activities. As they are mostly unemployed, they heavily rely on the income they get from perpetrating violence. Lastly, government failure to prioritise youth needs in the national healing and reconciliation process combined with weak national youth policies which marginalise youth, cause and reinforce conflict.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisation	<ol style="list-style-type: none"> 1. Uncoordinated programming showing lack of cohesion by implementers because of competition resulting in duplication of activities and double dipping. 2. Donor themed programme 3. Inadequate financial resources 4. Limited documenting of experiences and sharing of success stories 5. Organisations do not think strategically they are reactive and not proactive. They do not red flag issues in time 6. Accessibility of some communities which are no go areas like Mbare and Epworth 	<ol style="list-style-type: none"> 1. Form synergies with organisation in the same field of work 2. Donor forum lobbying for countries specific support that responds to the needs of the communities 3. Explore other sources of funding like the corporate sector 4. Finding ways to document experiences and sharing successes so as to learn best practices 5. Training in effective strategic planning needed by all. Come up with early warning systems and share information on potential flash points 6. Establishing grassroots networks to act as conduits for programming in those communities.
Community	<ol style="list-style-type: none"> 1. Lack of information with regard to national processes 2. Lack of skills in conflict management and peacebuilding. Organisations carrying out this work in communities do not have comprehensive skills transfer or training programmes. This means that when the organisation leaves the area the work they had started is not continued. 	<ol style="list-style-type: none"> 1. Coordinated information dissemination by NGOs who carry out civic education in the community as well as other institutions like the ZEC and JOMIC 2. Capacity building, customised skills training
Resources	<ol style="list-style-type: none"> 1. Inconsistency in terms of funding. Some donors have 2 year cycles whilst others have 5 year cycles this makes it difficult to sustain a long term project as funding for long term processes is not available. Peacebuilding work is unlike humanitarian, it involves long term processes 2. Failure to stick to core values causes distrust especially when aligned to specific party/political views. 	<ol style="list-style-type: none"> 1. Donors should invest more in long term funding especially in the field of peacebuilding 2. A need to come together to define peacebuilding and to develop common values for us to adhere to

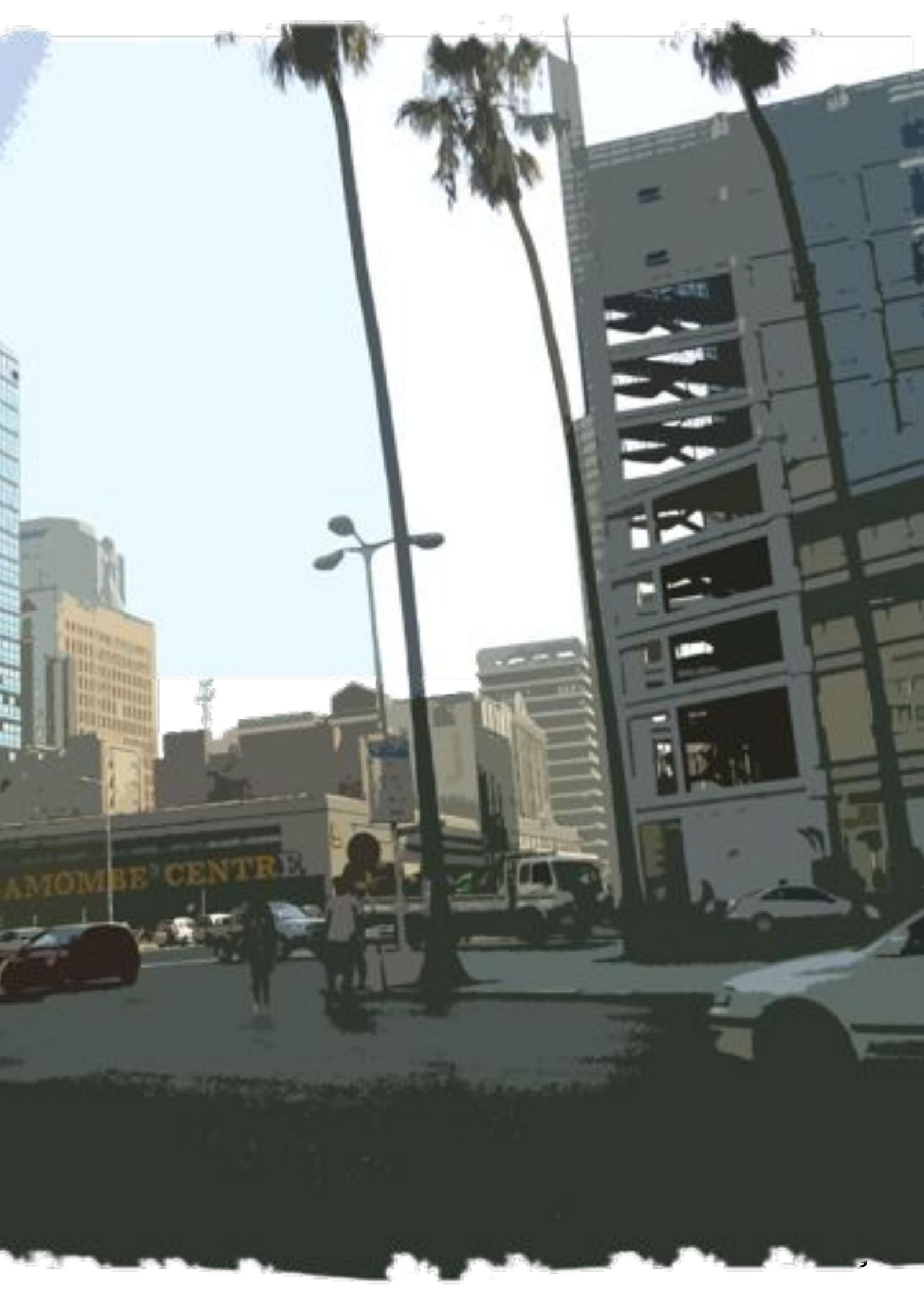
Provincial Priorities

The highest priority area in Harare is healing, empowerment and reconnection to address the trauma that communities have endured in recent years. The second highest ranked priorities for the province is security in the sense of a) security mechanisms for all citizens so that they are protected from physical harm, b) security and safety awareness training so that they are able to assess risk and respond accordingly, especially CSO personnel, and c) access to legal representatives in the event of an arrest. The fifth priority was economic empowerment especially for youth and women.

Points of Contact for Peace Initiatives in Harare Province:

Africa Community Publishing and Development Trust
African Reform Institute
Centre for Community Development in Zimbabwe
Centre for Peace Initiatives in Africa
Chitungwiza Community Peace Building
Partnership of Zimbabwe Trust
Civic Education Network Trust
Community Peace-Building Partnership of Zimbabwe
Helpline Zimbabwe
Joint Monitoring and Implementation Committee
Joshua Foundation Zimbabwe
Musasa
National Association of Non-Governmental Organisations
National Council of Disabled Persons of Zimbabwe
National Movement of Catholic Students
Pacesetters Youth Network
Research and Advocacy Unit







MANICALAND



MANICALAND PROVINCE

Compiled by: Adriana Franco Chitanana, Vincent Tafrenyika, Chiedza Zororo

Provincial Background

Manicaland Province is in the eastern part of Zimbabwe. It borders Mozambique on its eastern border and the provinces of Mashonaland East to the north, Masvingo to the south and south west and Midlands province to the west. Manicaland has an area of 36,459 sq km and a population of 1,755,000. The capital of the province is the town of Mutare which was founded in 1897 and is the third largest city in Zimbabwe. Mutare is divided into 7 administrative districts. The districts are run by the rural district councils, which are composed of members elected from the wards in the district. The seven districts are, Buhera, Chimanimani, Chipinge, Makoni, Mutare, Mutasa and Nyanga.¹

Community Needs

During the 2008 political violence, Manicaland was severely affected with some communities completely severed from the outside world. The wounds of this violence are still fresh in some communities and they have not had opportunities to share or talk about it. Because of this, communities need disclosure and closure to move on. The integration of peace and development is essential to build peaceful communities and for the communities to take ownership of peace initiatives. The knowledge that conflict can be a tool of development should be embraced by communities. Principles of peace include: peace education, protection, tolerance, knowledge and respect for human rights (including movement and assembly), unity, community building and conflict transformation. Players in the province believe that the culture is strong hence there is need to integrate and understand indigenous knowledge of peace as well as contemporary approaches.

In August 2008, we had a workshop in Nyanga on national healing and reconciliation. The beginning was tense because of hard-line divisions between political parties; additionally, some church representatives were also clearly partisan which exacerbated the tension. Long deliberations broke through when they agreed that there was need for people to reconcile due to the election violence earlier that year. Toward the end of the meeting, two members of the main political parties stood up to announce that they would no longer live as enemies, but move on with life since they are neighbours.

There is poverty in the midst of plenty: diamonds, plantations, tourist resorts as well as an ethanol plant exist in the province yet some communities remain very poor. The greatest need in the province is a policy framework that ensures that the general population benefits from the local resources.

Due to the economic downturn in 2007, many Zimbabweans left the country in search of greener pastures. A teacher also went, but the pastures were not as green as he thought and he was absent from work without official leave. He came back late 2007, went through disciplinary proceedings and was reinstated. However, his employers negated to process his salary, but he carried on without remuneration for three years. Our legal intervention helped resolve the conflict and the teacher received all his salaries, benefits and bonuses. He has since started a business and extended his family home.

The existing livelihoods and structures in communities should be strengthened, especially with regard to agricultural projects. Employment for youth is necessary to decrease violence and help address the problems of drug and alcohol abuse. Economic empowerment, poverty alleviation and income generation is necessary and could be sourced from formal or informal employment, sports or the arts. The implementation of the empowerment policy should aim at youth on the ground and achieve results. Communities also need food security in order to provide protection from hunger. An essential requirement for this is a stable economy and government and the creation of synergies between communities in the province.

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MANICALAND.pdf>

Another need highlighted by Manicaland Province is service provision. Communities are concerned about the quality and reliability of service delivery especially water, power and refuse collection. Communities want quality and affordable health services, facilities and equipment. Infrastructure development is needed regarding road networks, industries and communications. Adequate power supply is necessary as it affects the phone network and other major services. In general, public service needs more support so they can be responsive to needs of communities. For example, teachers need higher remuneration to do their jobs instead of concentrating on private lessons for supplemental income. There is a lack of community centres where youth can access services or engage in positive forms of recreation. User friendliness of service delivery for youth needs to improve as well. For example, the age difference between nurses or other providers and youth make it difficult to discuss issues.

Conflict Dynamics

Manicaland province has witnessed different types of conflicts that can be broadly grouped into political, social, economic and religious. The political conflicts are witnessed from family and village up to district and provincial levels. Partisan politics affect public service delivery, for instance the distribution of aid and resources raises conflicts between councillors and traditional leaders who feel their power is threatened if they are not involved in the process. Chieftanship inheritance is also mentioned as a source of conflict as well as the violation of human rights by these leaders according to their moral and cultural values.

A district chairperson raped eight married women during the 2008 presidential runoff. He believed and boasted that he was above the law since he was doing everything in the name and protection of his party and its president. Husbands of the raped wives were chilled to the bone in fear of his party and its functionaries. One victim was courageous enough to report her case. Our legal department researched and documented the indecencies with witnesses. The man was arrested and sued in his personal capacity. He was tried at the Magistrate court, was found guilty and sentenced to 52 years in prison. Today, people in the area know that perpetrators of violence and crime can be reduced to size by the law. Also other would-be violators of human rights have taken heed of the rule of law, principles of justice and respect for individuals.

At the economic level, conflicts arise regarding natural resources in the province. Conflicts also develop over project ownership as community members fight over these as well as the allocation of resources and implements. At times there is stock theft and conflict between farmers and buyers as well as farmers and the Grain Marketing Board. Harvesting brings about conflict as boundary issues crop up and lead to violence. The way the indigenisation is being implemented also causes a lot of conflict.

Socially, there is a significant amount of gender violence in the province which should be addressed. The violence is not only caused by men abusing women, but the inverse can also be true. Young people are affected by the generation gap as leaders in companies and structures consider youth a disadvantage and rarely give them a chance to gain the experience they need. Conflicts also arise between villagers that are being relocated by authorities and re-settlement creates power struggles between tribes.

MAPPING PEACE INITIATIVES IN ZIMBABWE

In Buhera district in 2010, we sought to engender the apostolic white garment churches to improve protection of women and girls. The family conflicts experienced in the community were mostly grounded on religious teachings, particularly the marrying off of girls from the age of ten and the general abuse of women. Our organisation used dialogue as a primary method to deal with the conflicts: identifying root causes and assisting the development of possible solutions. We also empowered the community with alternative dispute resolution methods and legal information particularly the domestic violence act that speaks to the protection against abuse. With continued interaction the community opened up about the issue of forced early marriages. Initially, community members justified their approach and quoted bible verses in support of their religious beliefs. However, through dialogue the impact of early marriage on the girl child in terms of health issues, self esteem, access to education and their contribution to the family, community and nation was discussed. The community slowly realised that there were no advantages for young girls as a result of early marriage. The community decided to identify individuals within their community who could be trained as peer educators, who would be a resource to the community and assist in conflict resolution. One outcome of this decision was that one girl was returned to her family by the Bishop who had married her. In addition, this community became the eyes of the police regarding violations of women's rights.

There are a lot of churches in the province and the splitting and mushrooming has also caused conflict related to resources and leadership positions. There are a lot of white garment churches in the province and they are conflicting with the government on vaccinations and whether to send children to hospitals and school. The structural conflict between religion, law and culture regarding different opinions and standards on particular topics also leads to conflict. However, the preservation of culture in all aspects of life is important and misunderstanding of this can cause conflict as well. Film could help address this if it includes promotion of indigenous ideas and culture instead of merely copying the 'Western' style.

Approaches to Peacebuilding

Whenever organisations work with communities, the first step is to consult, engage and encourage local leadership to participate in the process. They perform project baseline studies when beginning their work and evaluations to measure impact. Organisations operating in the province also strive to involve partner organisations to avoid duplication of efforts. Organisations use awareness-raising campaigns to sensitise the community on the topics and disseminate important information. Consultations are done using the ethnographic approach and local level participation is emphasised while participatory tools are also used during meetings and workshops.

In November 2008, we conducted two leadership and conflict transformation workshops in Dora. There had been serious violence and disruption of community peace in the area. This was the first time that perceived perpetrators and victims of violence held dialogue: one side seeking forgiveness, the other granting forgiveness. We managed to facilitate that safe space and the local leadership then resolved to work together in an inclusive ward committee for the development of their community and equitable distribution of resources.

There are many methodologies that are employed to gain interest from communities and to transmit messages: dramas, simulation and role plays; teambuilding among heterogeneous groups; dialogue; workshops; traditional approaches like shuttle diplomacy; mediation; research; problem-solving; training; empowerment; IEC material distribution; sports; and capacity building or advice on: advocacy and lobbying, petition-writing, demanding accountability, referrals, and litigation. Whatever methods are chosen they should send out a clear message that what we want is peace. For this reason, organisations must carefully choose their methods as some do not clearly represent peaceful approaches.

With youth as a target group, road shows and galas are especially popular. Music is popular and helpful when artists take a stand on a particular issue, for instance some Oliver Mutukudzi songs which encourage respect for women. Organisations are also using online platforms and social media to

access young people. Film and images are also very powerful when it comes to stirring emotions on a particular topic. Examples of this can be taken from other African communities to help Zimbabweans understand effects of conflict.

Practitioners often depend more on quantitative research than qualitative, but strengthening the qualitative side will increase understanding of the achievement of programmes, especially when it comes to peacebuilding. Organisations working towards conflict transformation prefer to bring all parties together. They invite leaders and candidates from different persuasions to share platforms with each other. This is seen as the most effective way to build peace in the political arena. For example, there was a JOMIC march in the province where people were wearing t-shirts which had the symbols of various political parties side by side and this was seen very positively. Traditional methods are also important as the extended family village and methods of conflict resolution are useful and could also be applied at the macro level. Most importantly, in order to build peace, women, youth and children must be involved and this should be implemented at country level along with UNSC resolution 1325 and other related international conventions.

Peace Programming

Organisations in the province focus on several areas of work including: sustainable agriculture and resource management, community based agro-processing and marketing, peacebuilding and conflict management, capacity building, human rights defence, advocacy, democracy and good governance, food security, water and sanitation, provision of free legal services, counselling, HIV/AIDS awareness and caring for orphans and vulnerable children.

In 2008, while driving to Chimanimani South constituency, we were affected by the harsh environment from the police who were manning road blocks and interrogating everyone. As we entered the villages, we met youth calling us regime change agents. We had been asked to go back but we insisted on proceeding. After two hours of being held as hostages, they let us go and we managed to see victims [of political violence] in mountains, some with deep cuts on the heads and others with different wounds all over their bodies. We took pictures, interviewed them and gave them food.

In Manicaland, work is mainly done through technical and capacity building, community participation, political education and workshops. The most frequent target group for the province is youth and traditional leaders while women and children below the age of 17 are also targeted. The beneficiaries are usually met with on a monthly basis with some meeting daily and others weekly. The three most common outcomes expected from their work are: communities living in peace and tranquillity, improved community and multi-stakeholder participation and respect for human rights regardless of race, age or gender and empowered communities with capacity to deal with conflict. The most frequently mentioned gaps identified in the conflict transformation programmes are lack of knowledge and education including conflict transformation, leadership training in conflict management, lack of participation by all members concerned and lack of financial resources.

Youth and Conflict Transformation

Manicaland generally agrees that the group referred to as youth are persons between the age of 18 and 35, whether married or unmarried. Organisations include youth in their programming with particular emphasis on creating peace clubs, income generating projects, providing technical skills, capacity building, psychosocial support and sports. In Zimbabwean conflict, the role of youth is often described as perpetrators of violence who are manipulated and used by politicians due to their lack of employment. Young people are also described as potential channels for peace and organisations emphasised that they need to reject political violence, receive education in peacebuilding and conflict resolution as well as be

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empowered to influence decision making as they are the future of Zimbabwe. However, youth may find it difficult to participate in conflict transformation processes because the majority of young people are not gainfully employed which leads to lack of financial independence and leaves them vulnerable to manipulation. Another challenge is that culturally, young people are not encouraged to express their views. There is therefore need for domestic policies to be improved to allow for the participation of youth in peacebuilding initiatives as well as enable youth to contribute to national decision making.



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Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisational	<ol style="list-style-type: none"> 1. Funding (Programming & Institutional) 2. Follow up communication (results of funding) 3. Commitment of employees to the act (some are there for the money), but it is also hard to work when salaries are not there 4. Expertise and training of staff 5. Founders syndrome in organisational leadership, personalisation of organisations, Board of Directors recruited based on support for Executive Director instead of expertise 6. Registration of organisations- expense, takes time, and at times no need for it 7. Dependency syndrome- lack of volunteerism, expectations of material gains (also part of implementers gap) 8. Urban-based organisations cannot easily understand rural field work participants 9. Organisations being funded for youth activities are not involving youth 	<ol style="list-style-type: none"> 1. Cost-sharing, social entrepreneurship; approach donors as a group or consortium, joint applications; leaders and employees to receive training in financial management and investments 2. Training on report-writing, knowledge exchange, emphasis not only on activities but also on points of success, categorically collect info during activities to have the careful details, strengthen M&E systems, responsible persons (Results-Based Management and Outcome Mapping) 3. Continuous sharing of mission and vision of the organisation and full involvement of all employees, support and more thorough programme design 4. Training to address lack of knowledge in M&E financial budgeting and reporting, knowledge exchange, examples of action and morals from CSOs who expect the same from leadership in the communities 5. Institutional capacity; institutional memory, de-personalising things; apply corporate governance standards foundational documents; elaboration of succession plans and grooming of future leaders 6. Focus on registration first before programming implementation 7. Volunteerism requires some minimal support (lunch, transport etc.) or if the person is well resources; otherwise volunteerism is not genuine because of the need (nor realistic), volunteerism should not equate abuse 8. Be sensitive to target groups so you can understand them and not create fear, baseline study should guide operation, organisational ethics are important regarding approaches and procedures, mentorship and orientation (including manual) on field operations 9. Organisation should focus on an area where they have expertise not what is available, motivation is important, youth participation in projects and adults available for advice, this has to be genuine and groups should be open to it

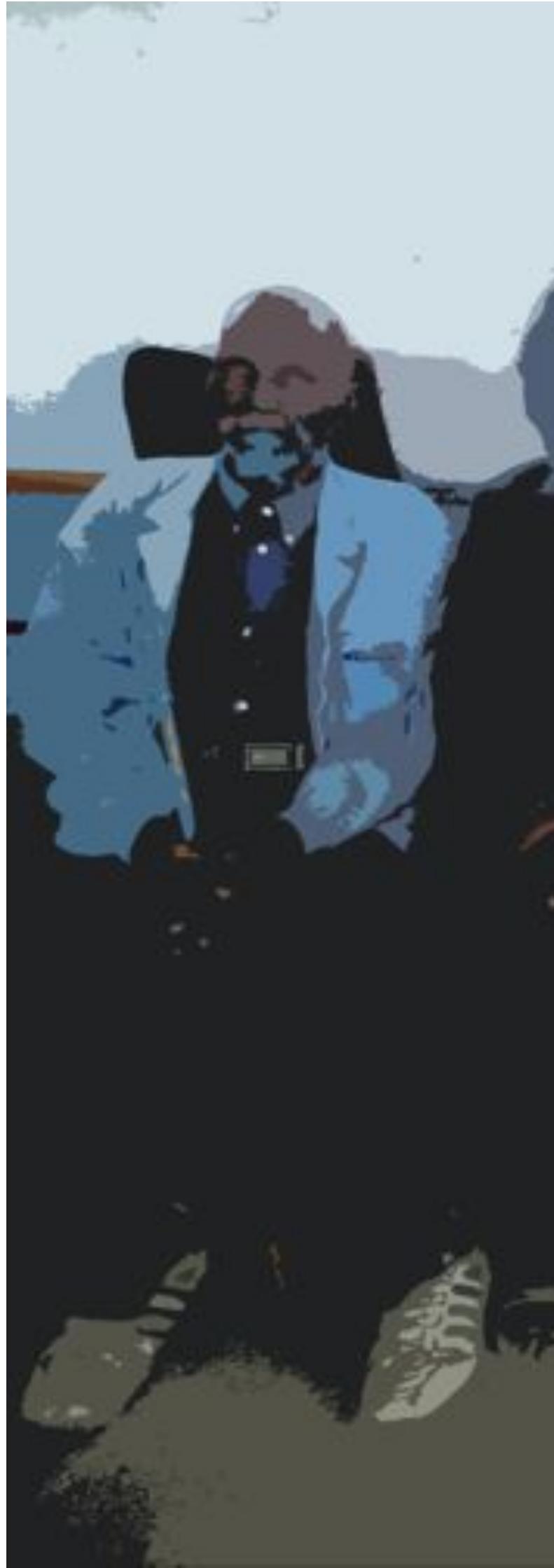
<p>Community</p>	<ol style="list-style-type: none"> 1. Lack of information 2. Fear of victimisation/ participation 3. Lack of coordinated effort 4. Partisan leadership 	<ol style="list-style-type: none"> 1. Awareness-raising 2. Fostering sense of ownership 3. Request from community members (lobbying leaders) 4. Clear explanation of benefits, definition of peace as non-violence should be clear when entering communities; difference between responsibility and authority; being very careful about presenting a neutral face of the project, even careful about gestures because it can lead to difficulties; maintain and stick to who you are for consistency; Do No Harm – Anderson: do not exacerbate already existing conflict
<p>Provincial / National</p>	<ol style="list-style-type: none"> 1. Political interference and political intolerance. 2. Lack of coordination within local authority and other stakeholders 3. Poverty amidst plenty (diamonds, gold) 	<ol style="list-style-type: none"> 1. Demonstration against the authorities 2. Need for engagement between local authorities and other stakeholders 3. Advocacy, transparency, disclosure of resource value and extraction, disclosure of revenue (resources) and payment of taxes, training of people to ask questions and advocate for themselves
<p>Resources</p>	<ol style="list-style-type: none"> 1. Donors stifling creativity by stringent requirements: very little variety in activities funded 2. Donor fatigue and manipulation 3. Donors seem to be drifting more towards implementation. 4. Forums required where donors come to recognise under-funded organisations 	<ol style="list-style-type: none"> 1. More government support of local NGOs to avoid trap of foreign donor manipulation/ pushing of agendas. E.g. in Kenya, 95% of budget comes from GNP and 5% from foreign partners. Let's get Zimbabwe to this level, we need to tighten the screws on revenue system; resource revenue from minerals, border crossing/trade

Provincial Priorities

Manicaland placed youth empowerment and youth participation in peacebuilding as their top priorities for the province. Also prioritised is the integration of traditional methods of conflict resolution and contemporary approaches. Youth integration in peace initiatives is also crucial. Incorporating peace and conflict resolution in school education curriculum is essential. Poverty reduction and economic empowerment of all was also a top priority for the province.

Points of Contact for Peace Initiatives in Manicaland Province:

- Caritas Mutare
- Chikukwa Ecological Land Use Community Trust
- Churches in Manicaland
- City of Mutare Housing and Community Services
- Educators Association for Human Rights
- Legal Resources Foundation
- Living Hope Trust
- Mutare Ministers Fraternal
- Partnership for Development Initiative Trust
- Peace-Building and Capacity Development Foundation
- Student Representative Council - Africa University
- Tsuro Trust
- Youth Alive Zimbabwe
- Zimbabwe Human Rights Association
- Zimbabwe Lawyers for Human Rights
- Zimbabwe Peace and Counselling Centre







MASHONALAND CENTRAL



MASHONALAND CENTRAL PROVINCE

Compiled by: Richard Chere

Provincial Background

The province of Mashonaland Central, Zimbabwe, has an area of 28,347 sq km and a population of 1,139,940. Bindura is the provincial capital. Mashonaland Central is mainly a rural province in which a number of commercial farms are found especially in the Mazowe area. There are 8 districts, namely: Mount Darwin, Guruve, Muzarabani, Rushinga, Shamva, Bindura, Mazowe and Mbire. Two major languages, Shona and Korekore, are mainly spoken in Mashonaland province. Farming and mining are the major economic activities.¹ Mashonaland Central is clearly distinguished from some other provinces in that since 2000, it has been a political hotbed. It is also unique for great cotton and citrus farming activities. There are huge deposits of granite and it was with granite from this province that the Reserve Bank of Zimbabwe was constructed.

Community Needs

Peacebuilding organisations identify community needs when they conduct evaluation exercises of their projects/programmes, through baseline studies and consultations. Community meetings are also platforms for gathering information around community needs. Projects should not be imposed on communities. There is need for community involvement, community participation and community driven projects for sustainable development to take place. Only facilities that are relevant to communities should be established. Community members need to own processes such as national healing. There is need to preserve natural resources and improve service delivery and infrastructure like clinics, schools and roads. In addition, Mashonaland Central communities have a need to preserve their cultural identity.

The easy flow of information is limited to urban areas. Mashonaland Central communities need information on national issues including the constitution, national healing, women and human rights issues, and information on services such as the acquisition of birth certificates. Information is often limited to urban areas. The province needs more information on peacebuilding, income generating projects, the domestic violence act, and the constitution.

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MASHONALAND%20CENTRAL.pdf>

Since we began our work with young women in 2009, there has been a notable increase in the number of young women attending public meetings and advocating for recognition of their rights. Thirty women are now skilled in tailoring and our institute has distributed sewing machines to get them started. The young women have also organised discussions on social issues affecting them and their communities. It is not only the young women who have benefited from the programme, their communities also benefit from the products developed by the young women.

Employment and economic empowerment are needed, especially for youth. This can be attained through skills training and access to microfinance. People generally need education and training this relates to capacity building in various areas that include project proposal development and financial management. Legal education on domestic violence issues is also needed. Communities have inaccurate perceptions about Non-Governmental Organisations (NGOs) and awareness should be raised to clear these misperceptions. Leadership training for public leaders is also necessary which would support good governance in the areas of service delivery and allocation of inputs, land and stands. Corruption is rampant and there is therefore need to enforce relevant laws that deal with this social ill.

In Mashonaland Central, there is a culture of violence that needs to be addressed as people want peace that results in a conducive living environment. Social, human and food security are also called for. It is believed that a lack of entertainment leads to anti-social behaviours. In addition to sustainable sources of income, the communities require recreational facilities in order to curb community social problems.

Conflict Dynamics

Bureaucracy is a source of conflict in Mashonaland Central, especially so when it comes to the operation of peace initiatives. The province points to the conflict context in the country as the main obstacle. It is not easy to acquire clearances to carry out organisational activities. Bureaucracy affects NGO-Government relations. Security issues

affect research in terms of gatekeepers. Chiefs, for instance, are not willing to share information because they fear being victimised. Intolerance and fear make it difficult for communities to actively participate in the activities run by peacebuilding organisations.

Political conflicts arise as a result of misconceptions by the communities. Differences in political ideologies cause conflicts. Both inter- and intra-political party conflicts result in fights over community projects as people perceive that the project should benefit 'them' and not 'the others'. The fight over field and homestead boundaries, caused or strengthened by unclear boundaries, also results in violent conflicts.

The province was a no-go area for NGOs characterised by politically motivated violence. Our organisation began consultation meetings with key stakeholders such as local authorities, community leaders and political parties. We carried out a needs assessment to see how to intervene and eventually started to implement peacebuilding meetings as a methodology to bring communities together. Workshops on peacebuilding and human rights were conducted and these raised awareness on human rights violations. Peace committees were established to spearhead peace meetings and are comprised of stakeholders such as all political parties, kraal heads, churches, youth, women and other influential persons in the community. The idea was well accepted by the local authorities and its inclusiveness and non-partisan approach gave it legitimacy. Dialogue was introduced as a way of resolving matters and mediation skills was part of the training offered to the peace committees. This helped to break the barrier between political parties whose representatives then started meeting at community peace initiatives which improved interaction and developed tolerance.

Community development projects are headed by councillors and they have political affiliations clearly known to community members. If an organisation consults with a councillor affiliated to a particular political party in order to establish a community project meant to benefit everyone, people will begin to affiliate the organisation and the project with that political party. As a result, they

refuse to take part in the project and work against its establishment and development in various ways. In some cases, councillors themselves add to the problem by inviting and involving only or mostly ward members who belong to their political party.

There is a conflict between traditional and elected leaders that needs to be solved. This conflict, which stems from lack of clarity on roles and responsibilities, sees the two parties clashing regularly and is common across most, if not all districts in Zimbabwe. Communities are affected by this as leadership will be divided when it comes to participation in community development meetings. For example, a councillor may invite village heads and community members because he/she feels or he/she is responsible for development in the community. However, a headman can instruct his village heads not to attend the meeting because he feels he is in charge of community development and should therefore be the one to call for such a meeting. In most cases, this is evident when the councillor is of a different political party than the headman. When they are both from the same political party, it is not a problem for village heads to attend meetings.

There are conflicts that stem from differences between or clashes of culture and Christianity practices. These conflicts make the implementation of peace initiatives and the observance of human rights difficult. Members of a certain church or the church itself may decide to work on Fridays and rest on Saturdays since their religion stipulates that Saturday is a resting day. These church members come into conflict with other people in the community, the Chief in particular, as he orders that no-one should work on Friday because it is a traditional day of rest (Chisi).

In Mashonaland Central, there are gender-based conflicts related to unequal access to resources and decision-making, particularly regarding land. Some churches allow men to marry as many as 20 women and in most cases, the women are below 18 years of age. It is impossible and at times dangerous for an organisation working on HIV/AIDS to raise awareness within these churches emphasising that marrying young women/girls is illegal and increases exposure to HIV/AIDS through Multiple Concurrent

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Partnerships (MCP). Accusations of witchcraft also tear families apart and affect family-community relations. A person can be ostracised once labelled a witch. In some few cases, people are murdered by other family members.

Approaches to Peacebuilding

Quite a number of methods are employed by peacebuilding organisations in Mashonaland Central as they manage conflicts. Communities are involved in most, if not all of these approaches. Peacebuilding organisations appreciate some of the methods because they are participatory in nature, tapping into the real life experiences of communities. Such methods include theatre (performing arts), engaging communities in sporting activities during which they build their relationships, Focus Group Discussions and initiation of projects that bring people together. Community gardens, for example, encourage sustainability through involvement of beneficiaries and give project beneficiaries a sense of ownership regarding the community projects or activities.

In most instances, organisations involve communities while instituting peacebuilding interventions. Through certain interventions, communities themselves decide on the conflict issues to be discussed so that the exchange is specific and responsive to community needs and interests. Communities participate actively and informatively as a result. Some organisations however, suggest themes and facilitate processes that allow communities to discuss the particular themes.

The province encourages ownership of projects by communities. Likewise, organisations work very closely with communities. For example, local leaders are consulted before activities are implemented. This allows the leaders to provide input and suggest how activities can be best implemented. In addition, network builders from within a community are identified to mobilise participants for conflict management and peacebuilding activities. Sub-committees are set up to spread peace projects in communities. As an example, trained community members train others in their community.

It was very difficult to establish the Peace and Governance Department at Bindura University as the institution is renowned for its excellence in the Hard Sciences. After some spirited buying in and lobbying with the authorities we started with a University-wide course in Citizenship Education and Conflict Transformation and eventually set up the department. The department has a thrust in Research, Documentation and Publication as well as community involvement. We have increased visibility and collaborations with both civil society and government on issues of peace and governance which has increased our research outputs. We are also developing home-grown frameworks for peacebuilding.

Other methods used in Mashonaland Central are dissemination of information; facilitation of peacebuilding workshops; public meetings and public lectures on peace, leadership and governance; producing position papers in order to lobby for the implementation of positive changes in response to conflict situations; research and publication; facilitating dialogue, mediation and negotiation; formation of peace committees; and working in collaboration with other organisations.

Peace Programming

The main focus or areas of work in the province includes information dissemination and advocacy on gender and human rights issues, sharing theoretical foundations in peacebuilding networks, research, civic education on human rights and citizen participation in democracy and development. The organisations operate through technical capacity building of communities, information dissemination, community workshops and meetings, advocacy and lobbying. As their target groups, organisations generally work with all community members: traditional leaders, leaders of political parties, women, men, youth, the disabled, people living with HIV/AIDS, children and government departments/ institutions. Most peacebuilding organisations interact with their project beneficiaries on a monthly and quarterly basis, while others meet their target groups weekly or as necessary.

As a result of their work, organisations expect to ultimately see communities living in peace and tranquillity. Most organisations would like for there to be an improvement on community and multi-stakeholder participation in peacebuilding processes. Some other project outcomes are realisation of a sustainable livelihood, respect for human rights regardless of race, age and gender, and empowered communities with capacity to deal with their own conflicts. The most frequent programmatic gap mentioned is lack of financial resources for organisations. As a result, they are not able to implement their activities with as much scope as they would like.

Youth and Conflict Transformation

Youth were generally defined as those people, men and women, falling in the age range of 15 to 35 years. All organisations agreed that they involve youth while carrying out their work. They are involved through education on initiating and running income generating projects, participating in research activities and being part of peace committees. Youth participation is said to be based on the will of the authorities. Good leadership, contributes to positive youth participation. Young people should be involved in the development, implementation and evaluation of projects that include them as a target group. They should also participate in economic and community development issues. Due to their level of energy combined with unemployment, their role in Zimbabwean conflict was largely seen as that of perpetrating political violence because they are easily manipulated. However, youth can play an important role in peacebuilding by changing their attitudes, refusing to be used by politicians, championing information dissemination and advocating and lobbying for peace initiatives. It is difficult for youth to participate in conflict transformation processes because they are easily manipulated by politicians; they are not understood by the elderly, hence their ideas are not accepted; and they are not involved in governance and decision making activities. There is need to involve youth in policy formulation as domestic policy has influence on their lives and

their roles in conflict transformation. Nevertheless, the government political philosophy has a major influence on these things.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisation	<ol style="list-style-type: none"> 1. Lack of coordination by NGOs (monopolising operations), lack of networking in areas of operation 2. Insufficient resources, especially financial 3. Lack of expertise e.g. relationship management; lack of adequate technical knowledge 4. Interference in programming and implementation of programs by political parties 5. Conflict within our own institutions leading to factionalism e.g. in youth organisations – issues to do with founder member syndrome 6. Unavailability of MoUs for legal operation 7. Staff mobility/turnover due to failure to access institutional funding 8. Corruption and nepotism 9. Lack of strategic planning. In instances where plans exist, there are gaps in implementation 	<ol style="list-style-type: none"> 1. Organise all stakeholders for a meeting i.e. NGOs in areas of operation 2. Encourage self funded sustainable projects
Community	<ol style="list-style-type: none"> 1. Lack of community ownership or responsibility on donor-supported projects 2. Misconceptions by communities of civil society organisations – labelling as regime change agents 3. Lack of political tolerance 4. Lack of knowledge of project management 5. Failure by trained community members to engage and disseminate information or knowledge to other community members 6. Interference in organisational activities by some community members so as to gain personal and political mileage 	<ol style="list-style-type: none"> 1. Community involvement at all levels i.e. planning, implementation, monitoring and evaluation 2. Greater involvement of political parties in the programmes to address political antagonism against CSOs
Provincial	<ol style="list-style-type: none"> 1. Bureaucracy informed by political interests 2. Some organisations face competition from bigger organisations that offer project participants higher allowances/incentives 3. The process of acquiring provincial clearance to carry out activities is frustrating and time consuming 	<ol style="list-style-type: none"> 1. Establish stronger relationships with top leadership; need to have clear understanding of how structures operate 2. There is need to standardise allowances given to project participants

<p>National</p>	<ol style="list-style-type: none"> 1. Legislation – NGO registration process is cumbersome 	<ol style="list-style-type: none"> 1. Lobby governments to have flexible registration processes or procedures; decentralisation of registration processes to the provinces
<p>Resources</p>	<ol style="list-style-type: none"> 1. High expectations (donors want immediate results) 2. Some donors delay disbursement of funds 3. Donors generally fund temporary interventions only and not permanent ones 4. Donor-driven projects: Other donor agendas result in implementing partners diverting from their main focus of work 	

Provincial Priorities

The main priority for peace in Mashonaland Central is youth awareness on peacebuilding knowledge. With knowledge on peacebuilding, youth have the potential to make positive changes within their community. Political stability was raised as the second highest priority which if it prevailed would contribute positively towards provincial development. Ranked number three was the fight against corruption with number four being the need to engender development. Political tolerance was ranked number five and like political stability, communities believe that tolerance of differences in political ideologies will minimise conflicts and assist the development of the province.

**Points of Contact for Peace Initiatives in
Mashonaland Central Province:**

Civic Education Network Trust
Department Of Peace and Governance
Institute for Young Women Development
Zimbabwe Civic Education Trust
Zimbabwe Human Rights Association







MASHONALAND EAST



MASHONALAND EAST PROVINCE

Compiled by: Richard Chere

Provincial Background

Mashonaland East province covers an area of 32,230 sq km with a population of 1,337,059. The province has 9 districts: Marondera, Mutoko, Mudzi, Uzumba-Maramba-Pfungwe, Wedza, Chikomba, Goromonzi, Seke and Murehwa. Marondera is the provincial capital. The province is largely composed of rural communities.¹

Community Needs

Peacebuilding organisations in Mashonaland East identify community needs as they carry out their organisational activities. Such activities include conducting surveys, interviews, sourcing information from government departments, observations, workshops, meetings and Focus Group Discussions. Communities do not want projects to be imposed on them. The communities need to be involved in the design and implementation of projects meant for them. This ensures developmental sustainability.

People generally need education and training. This relates to capacity building in various areas that include project proposal development and financial management. It also relates to legal education on domestic violence issues. Communities generally have wrong perceptions about Non-Governmental Organisations (NGOs) which need to be cleared up.

Mashonaland East communities realise that information is limited to urban areas. This includes information on national issues – peacebuilding, women and human rights issues, income generating projects, national healing, the domestic violence act, and the constitution. There is need to enforce laws that deal with corruption as corruption is a problem in the province. Good governance is needed, especially in areas of service delivery, allocation of stands, land and agricultural inputs.

Peace is a need since there is a culture of violence in the province. Processes such as national healing should be owned by communities. There is need to conserve natural resources and improve services offered by clinics and schools. In addition, Mashonaland East communities have a need to preserve their cultural identity.

After the 2008 political violence, there was hatred in our community and people were living in fear. As a youth organisation we wanted to bring young people together as they were both victims and perpetrators of political violence. These young people were fuelling violence hence there was a need to come up with a project to make these young people work together. We decided to think of a model whereby at the end of the project they would realise that team work is important in our lives. We used music and had sessions to discuss certain issues that took place in that period and highlighted the disadvantages of violence. We then used young established artists to spice up the project and it did very well on national radio and television. The participants say: 'Wow, we did it!'

Youth in the province particularly need employment, as well economic empowerment. Access to microfinance and entrepreneurship can address these needs. Recreational facilities are also needed so that youths can desist from engaging in antisocial behaviour.

Conflict Dynamics

Bureaucracy is a source of conflict in Mashonaland East, especially so when it comes to the operation of peace initiatives. The province points to the conflict context in the country as the main obstacle. It is not easy to acquire clearances to carry out organisational activities. Bureaucracy affects NGO-Government relations. Political conflicts arise as a result of misconceptions by the communities. Differences in political ideologies cause conflicts. Both inter- and intra-political party conflicts result in fights over community projects as people perceive that the project should benefit 'them' and not 'the others'. The fight over field and homestead boundaries, caused or strengthened by unclear boundaries, also results in violent conflicts.

In October 2008, we wanted to hold a youth workshop on business management skills. Two weeks before the workshop we got wind of political interference: politicians thought the workshop would mobilise the youth to support another party. We visited the two political parties who were fighting over our workshop and we resolved the issue. The workshop was successful.

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MashonalandEast.pdf>

Community development projects are headed by councillors and they have political affiliations clearly known to community members. If an organisation consults with a councillor affiliated to a particular political party in order to establish a community project meant to benefit everyone, people will begin to affiliate the organisation and the project with that political party. As a result, they refuse to take part in the project and work against its establishment and development in various ways. In some cases, councillors themselves add to the problem by inviting and involving only or mostly ward members who belong to their political party.

There is a conflict between traditional and elected leaders that needs to be solved. This conflict, which stems from lack of clarity on roles and responsibilities, sees the two parties clashing regularly and is common across most, if not all districts in Zimbabwe. Communities are affected by this as leadership will be divided when it comes to participation in community development meetings. For example, a councillor may invite village heads and community members because he/she feels or he/she is responsible for development in the community. However, a headman can instruct his village heads not to attend the meeting because he feels he is in charge of community development and should therefore be the one to call for such a meeting. In most cases, this is evident when the councillor is of a different political party than the headman. When they are both from the same political party, it is not a problem for village heads to attend meetings.

Our area of operation is politically contested so we devised a strategy to use traditional leaders and local authorities to arrange and organise meetings and workshops. Our role is facilitation of discussions. In this way, we have been able to hold meetings and workshops that have both ZANU PF and MDC members in attendance and tolerance has increased because of this.

There are conflicts that stem from differences between or clashes of culture and Christianity practices. These conflicts make the implementation of peace initiatives and the observance of human rights difficult. Members of a certain church or the church itself may decide to work on Fridays and rest on Saturdays since their religion stipulates that

Saturday is a resting day. These church members come into conflict with other people in the community, the Chief in particular, as he orders that no-one should work on Friday because it is a traditional day of rest (Chisi).

In Mashonaland East, there are gender-based conflicts related to unequal access to resources and decision-making, particularly regarding land. Some churches allow men to marry as many as 20 women and in most cases, the women are below 18 years of age. It is impossible and at times dangerous for an organisation working on HIV/AIDS to raise awareness within these churches emphasising that marrying young women/girls is illegal and increases exposure to HIV/AIDS through Multiple Concurrent Partnerships (MCP). Accusations of witchcraft also tear families apart and affect family-community relations. A person can be ostracised once labelled a witch. In a few cases, people are murdered by other family members.

The 2008 elections resulted in violence and extensively strained relations between MDC and ZANU PF. Through our peacebuilding project, we managed to bring together representatives of both parties, the police, the DA and traditional leaders. We worked together with them in problem identification, planning and setting up of a planning and monitoring committee. As a result, relations have improved and there is now harmony, tolerance and respect for each other.

Approaches to Peacebuilding

Organisations in Mashonaland East use the following methods in carrying out their work, as they seek to resolve community conflicts: Focus Group Discussions, information dissemination, sporting activities, theatre, conversation cafes, galas, facilitation of peacebuilding workshops and discussions on social networking platforms such as Facebook. Communities are involved in initiatives in various ways that include deciding on peacebuilding topics for discussion, mobilising participants for peacebuilding activities and setting up committees that spread peacebuilding knowledge to others. Local leaders in the communities are often consulted when organisations are planning and implementing their work.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Our organisation conducted desk research and an out of office survey through which we discovered that many youth are starved of essential information e.g. on indigenisation and empowerment, advocacy and peacebuilding. To address this, we conduct workshops to train youth and disseminate information to them. We have also opened a Facebook page that has been growing extensively. We use it as a social network to post issues and the responses and opinions guide our next steps. We partner with various government ministries to get information and disseminate it to young people in the province. They are now freely coming to our offices to get information and information flows in both directions.

Peace Programming

Several organisations operating in the province identify peacebuilding as a major focus area as they conduct trainings and advocacy on the issue. Other focus areas for Mashonaland East organisations are skills training, entrepreneurship development, HIV/AIDS, capacitating youth to actively participate in governance and development, and women's empowerment. Most of the work is done through workshops, community meetings, technical capacity building and facilitation of dialogues. Youth are the most commonly targeted project and programme beneficiaries. Other beneficiaries include traditional leaders, government departments and institutions, general community members, local authorities, men, women, political party leadership, small to medium enterprises and business persons. Organisations meet with beneficiaries usually on a monthly basis. Some meet their beneficiaries on a weekly basis.

The work of peacebuilding organisations is limited in different ways: by lack of financial resources, political interference, difficulties in registering organisations and lack of participation by some stakeholders. Organisations in Mashonaland East expect the following outcomes from their work: communities living in peace and tranquillity, sustainable livelihood and community development, empowered communities with capacity to manage their own conflicts, improved community and multi-stakeholder participation, and, respect for human rights regardless of race, gender and age.

Youth and Conflict Transformation

Youth are people who are in the age range of 16 to 35 according to organisations in the province. Organisations involve young people in their projects through workshops and meetings where youth issues are discussed. Some organisations equip youth with skills that allow them deal with conflicts and social issues by themselves. The participation of youth is understood as involving them in all areas of youth development from the local to national level and in sectors like economic empowerment and indigenisation. In addition, youth participation entails young people being given space and freedom to participate in decision making processes without being intimidated. Essentially, youth should be effectively engaged in all spheres of life and consulted on issues and decisions that affect them.

Generally, young people are manipulated into perpetrating political violence by those who have financial and political muscle. The violence usually takes place during election periods. Sadly, youth also become victims of violence. The province emphasises that youth can play a positive role in conflict transformation. They can utilise their intellectual skills and energy towards peacebuilding in communities and refuse to be conduits of political violence. When young people become enlightened about conflict transformation, they can become ambassadors of peace and peace can eventually prevail in the country.

Our area of operation is largely known to have politically linked violence. This violence is carried out by youth who are drawn from the community by some political leaders for their personal gains. This situation necessitated the birth of our youth association in response to the 2008 status quo. At first, we faced stiff resentment from local community members as we were suspected to be a politically affiliated group. However, through widespread awareness campaigns the society has since opened up and operations are flowing smoothly with the community's support.

There is a growing number of NGOs that are into peacebuilding and the activities of these organisations are led and or implemented by youth. However, several reasons make it difficult for youth to participate in conflict transformation. Some communities feel youth cannot effectively address old people. Young women are seen as inferior to their male counterparts. Financial constraints hinder youth participation in conflict transformation as the lack of bus fares makes it difficult for them to implement activities. Some community members restrict the role of conflict transformation to the elders. In addition, local leadership may not allow the youth to participate in conflict transformation as they believe their age makes them unable to give advice. Young people in the province call for government policy to include youth participation in peacebuilding. Domestic policy can have influence because it will design a regulatory framework and structures that empower youth to participate in conflict transformation. Some policies hinder youth initiatives as there are people who feel threatened by such initiatives. The community wants youth to be represented by themselves: "Imagine someone at the age of 65 representing youth. This person may have views and perceptions different from youth."

MAPPING PEACE INITIATIVES IN ZIMBABWE

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisation	<ol style="list-style-type: none"> 1. Lack of coordination by NGOs (monopolising operations) 2. Insufficient resources, especially financial 3. Conflict within our own institutions leading to factionalism e.g. in youth organisations – issues to do with founder member syndrome 4. Lack of networking in areas of operation 5. Lack of expertise e.g. relationship management; lack of adequate technical knowhow 	<ol style="list-style-type: none"> 1. Organise all stakeholders for a meeting i.e. NGOs in areas of operation 2. Encourage self-funded sustainable projects 3. Have clearly spelt constitutions that are regularly reviewed; there is need for transparency and accountability
Community	<ol style="list-style-type: none"> 1. Lack of community ownership or responsibility on donor-supported projects 2. Misconceptions by communities on civil society organisations – labelling as regime change agents 3. Lack of political tolerance 4. Lack of knowledge on project management 5. Failure by trained community members to engage and disseminate to other community members 6. Interference in organisational activities by some community members so as to gain personal and political mileage 7. Interference in programming or implementation of programmes by political parties 8. Unavailability of MoUs for legal operation 9. Staff mobility and turnover due to failure to access institutional funding 10. Corruption and nepotism 11. Lack of strategic planning. In instances where plans exist, there are gaps in implementation 	<ol style="list-style-type: none"> 1. Community involvement at all levels i.e. planning, implementation, monitoring and evaluation 2. Greater involvement of political parties in the programmes to address the political antagonism against CSOs

<p>Provincial</p>	<ol style="list-style-type: none"> 1. The process of acquiring provincial clearance to carry out activities is frustrating and time consuming. In some instances, there are problems associated with youth organisations – they are reluctant to follow protocol 2. Bureaucracy informed by political interests 3. Some organisations face competition from bigger organisations that offer project participants higher allowances/ incentives 	<ol style="list-style-type: none"> 1. Need to follow protocol
<p>National</p>	<ol style="list-style-type: none"> 1. Legislation – NGO registration process is cumbersome 	<ol style="list-style-type: none"> 1. Lobby governments to have flexible registration processes or procedures 2. Decentralisation of registration processes to the provinces
<p>Resources</p>	<ol style="list-style-type: none"> 1. High expectations (donors want immediate results) 2. Some donors delay disbursement of funds 3. Donors fund temporary interventions only and not permanent ones 4. Donor-driven projects. Donor agendas result in implementing partners diverting from their main focus of work 	

Provincial Priorities

Mashonaland East felt that employment creation was the highest priority for peace in the province. Political tolerance was ranked as the second highest priority in order to have peaceful communities. If there is political tolerance, peace can prevail and development can take place unhindered. The third priority is youth empowerment as it will ensure that youth become responsible for their own development and the development of their communities. The establishment of community courts was ranked as the fourth priority for peace in Mashonaland East. Indigenisation is also a priority for the province.

Points of Contact for Peace Initiatives in Mashonaland East Province:

Catholic Commission for Justice and Peace
Centre for Youth Empowerment
Marvel Acts Youth Organisation of Zimbabwe
Mudzi Youth Association
Murewa Young Entrepreneurs Association
Nomadic Tribe
Nyahunure Community Trust
Silveira House
Wedza Youth Entrepreneurs Association
Youth Development and Aids Trust
Youth Initiatives for Community Development







MASHONALAND WEST



MASHONALAND WEST PROVINCE

Compiled by: Debra Mwase

Provincial Background

Mashonaland West province is located in the North-West part of Zimbabwe, it is home to 1,449,938 people and covers a total surface area of 57,441 sq km. It is situated in agricultural region 2. The province is divided into six administrative districts namely Chegutu, Hurungwe, Kadoma, Kariba, Makonde, Zvimba and the provincial capital is Chinhoyi. Shona and English are the main languages spoken in the province.¹ Farming, mining and fishing are the predominant economic activities in the area. The province also hosts tourist attractions such as Chinhoyi Caves, Lake Kariba, Mana Pools and provides a gateway to neighbouring Zambia through the Chirundu border post.

Community Needs

Communities in Mashonaland West province are in need of sustainable sources of income. The province needs to strengthen its farming activities as well as expand markets for its farming produce. There is also need to provide both formal and informal employment for the urban population.

The province has rich mineral deposits like gold, platinum and chrome as well as lucrative fishery reserves at Lake Kariba and Mazvikadei Dam in Banket. Various tourist attractions in Mashonaland West attract significant revenue for the country. Communities feel the province is not benefitting from its resources and there is need to devise a remittance plan that would see revenue made from these resources assisting the development of their communities. Although all provinces contribute to the revenue of Zimbabwe, much of the national development programmes are mainly benefitting Harare. Communities are concerned about the disproportionate allocation of resources; attention is on the capital and yet, 'Harare is not Zimbabwe, and Zimbabwe is not Harare'. Residents from small towns are also dissatisfied with developmental projects which only benefit the provincial capital, Chinhoyi.

The community also needs a holistic approach to development. Development activities should cover all aspects of life: infrastructural developments including construction of schools, health facilities, roads, dip tanks and provision of adequate and

qualified personnel. Mashonaland West also needs better water and sanitation services including an improved sewer reticulation system for its urban centres like Norton, Chegutu, Kadoma, Chinhoyi, Karoi and Kariba.

Communities in Mashonaland West also need to participate actively in the governance of their province. They seek to be informed about public issues, to monitor the conduct of their leaders and representatives and to express their own opinions on issues that affect them. Communities hope to be consulted before policies are formulated. It was also noted that the community needs greater access to information from different sources (both print and electronic).

Mashonaland West, like any other province in the country, has experienced various episodes of violent conflict in recent years. It was noted by that there is need for a healing and reconciliation process in the province as well conflict resolution activities that will address the conflicts that are happening at both domestic and community level. The community also needs tolerance of different cultural, political and religious views.

The province needs to be equipped with the necessary skills and knowledge in terms of civic education. Communities also need economic and social empowerment, particularly for women and young people. There is need for gender mainstreaming in all project as the needs and aspirations of women and men are varied. Meaningful engagement of young people in governance, economic recovery programmes and development at local, regional and national level is essential.

Conflict Dynamics

Economic conflicts in the province centre on access to and management of land and natural resources. With agriculture as the major economic activity in the area, conflicts over land boundaries have been observed in both rural and resettlement areas. Conflicts arise with regard to management of resources in the area, especially land and mining resources. Mashonaland West lies in the Great Dyke which has abundant mineral wealth and prime soils suitable for various agricultural activities. At some

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MashonalandWest.pdf>

farms designated by the Ministry of Agriculture for resettlement, the Ministry of Mines has also allocated mining claims on the very same piece of land. As mining claims take precedence over agriculture, naturally, conflicts arise between the two parties allocated the same piece of land.

There have also been conflicts over the management of Community Share Trusts that have been established by mining companies. These have been observed in Zvimba, Chegutu and Mhondoro, where there are fears that these trusts will be used by political leaders to mobilise support for their parties. There is growing concern of whether the Trusts will indeed benefit the local communities or a few powerful individuals. The major issue is that some top officials have allocated themselves positions within the trust that will enable them to get big chunks instead of having chiefs heading these ventures. This is worsened by lack of information as to the laws governing Community Share Ownership Trusts.

Chieftainship wrangles have often caused conflict and have divided communities. The complex chieftaincy inheritance in Shona culture has led to several succession disputes in the province.² Complexities in the local government structure have also led to conflict, particularly with regard to traditional and political boundaries. For instance, in Mhangura and Makonde, chiefs are fighting over areas of jurisdiction. In Hurungwe North, there are two chiefs in conflict: one claims that part of the ward is under his jurisdiction because the majority of the people in the area are his subjects given the fact that on their national identity cards they are classified as being under his traditional authority, the other claims that the whole ward is under his chieftaincy.

Domestic disputes were also identified as conflicts that are prevalent in the community. Participants noted that cases of rape, domestic violence, promiscuity, incest and other marital problems were observed in the community. Sexual and Gender Based Violence is also present at home,

2 Under Shona customary law chieftaincy is bestowed on a clan and passed from one household to the next, this system is heavily reliant on oral tradition and makes it vulnerable to inheritance disputes, unlike in Ndebele culture where direct inheritance is practiced, i.e. a son inherits from the father

the workplace and in the community. Conflicts arise over poor service delivery by town councils and the power utility ZESA. Conflicts between NGOs and the Ministry of Education also occur regarding distribution and use of condoms in schools.

Witchcraft accusations have also been observed in the community. These lead to conflicts between the person accused and the whole community and often they are shunned by community members. Although it is difficult if not impossible to gather convincing evidence of witchcraft, it still remains a deep seated belief in Shona culture.

Different political parties witness intra-party conflicts as they seek to revise their provincial structures and during primary elections. Political parties usually have internal rivalries that play out and have at times degenerated into violent attacks. It is usually ordinary party supporters who suffer as a result of these conflicts. Parties are often in conflict with each other due to different political ideologies and lack of tolerance of each other's view point³. Political conflicts are prominent in Chinhoyi, Makonde, Munyati, Kariba and Hurungwe.

There are also conflicts between government and civil society organisations around various issues including the constitution making process. NGOs in the democracy and governance sector feel that the COPAC draft constitution does not do much to curtail executive powers and does not give a true reflection of the views of the Zimbabwean people hence giving rise to fears around the posterity of the constitution. These conflicts are mainly due to issues to do with the perception that government does not trust NGOs and has therefore placed several laws and policies that restrict their work, for instance, the Public Order and Security Act (POSA) and the proposed NGO Bill. NGOs also have conflicts among themselves and are constantly competing for funds. This is seen by the duplication of efforts and double dipping in some areas whilst there is minimum NGO presence in areas that are in greater need.

3 Participants were hesitant to clarify how political conflicts play out in their province, this could be due to fear of intimidation or harassment.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Approaches to Peacebuilding

Dialogue between conflicting parties is one of the methods that organisations in Mashonaland West use to mitigate conflict in the province. Key stakeholders and relevant government departments are invited to the dialogue sessions. In order to involve the whole community, some organisations conduct open session discussions with the general public on identified conflict issues. Organisations also engage key policymakers and implementers by holding consultative meetings.

Sports and the arts are also used as way of addressing conflict in the province. Theatre performances and dramas can spread the message of peace. These activities are entertaining and at the same time contain valuable messages and attract large crowds. Sports are used to get youth to engage constructively with each other across the political divide. Community social work enables conflicting parties to work together in a community project. Conflicting parties are asked to help clean up their area together. In this way, they work together for the good of their community and at the same time construct better relationships.

In Hurungwe district, Mangasi and Chirasa village are surrounded by rivers and have poor road network causing villagers to have limited access to the health facilities, schools and marketing of their produce is difficult. People living in the area realised a bridge would improve their lives, but because of their political differences and acts of political violence, they could not work together. With the chief's permission our theatre group started performing peacebuilding plays across the village. We also managed to source cement for the construction of the bridge. The villages joined hands in constructing the bridge with the help of an engineer who gave technical advice and our group kept encouraging them through the process with plays about peace. A bridge was constructed and is of great benefit to the community. The community has learnt that unity, commitment and full participation yields development. The local leaders, chiefs, and village heads can now take into consideration the villagers opinions before passing a decision. Villagers have established better relationships and can interact well despite their political differences.

To deal with issues of domestic conflict, church leaders are targeting couples with counselling and relevant workshops and seminars. In these seminars, marital issues are discussed openly and solutions to problems are identified and used. As a result, there has been a notable decline in domestic violence and divorce. Some organisations employ a confrontational approach by exposing the perpetrators of violence hoping that naming and shaming them will act as a deterrent factor.

Capacity building and empowerment is also a popular methodology. Various organisations distribute education and information materials to community members who can use these in their own initiatives. Organisations also carry out in-depth research to deepen their knowledge base and understanding of the conflict issues at hand. Research findings are used to inform communities on the root causes of conflicts.

Peace Programming

Organisations in Mashonaland West have varied focus areas, namely: women and youth empowerment, human rights, peacebuilding, HIV/AIDS, constitutional reform, media monitoring and provision of free legal services to women. The major groups that are targeted by NGOs in the province are women, youth, general community members, SMEs and church leaders. Most of the organisations meet their beneficiaries on a monthly basis whilst a significant number meet weekly and very few meet quarterly. CBOs find it easier to meet more frequently with their beneficiaries because they are within the community and do not have to incur travel costs to access their beneficiaries. All organisations in the province hope their work will bring peace and tranquillity to their community. Other outcomes that were common include: behavioural change, sustainable livelihoods and community development. Some of the gaps in programming that were noted are: lack of financial resources, political interference and inadequate collaboration amongst stakeholders.

We run a sports programme in Makonde district which covers six communities. Whenever the soccer teams from two particular communities had a match, there would be fights and insults making the matches violent. Through investigations, it was revealed that the rift between the communities was caused by how the community had been resettled and the relationships that had developed thereafter. To assist with positive relationship building, we planned for a select team that would include players from both communities. We resolved to first facilitate a meeting of key stakeholders from both communities who were the main parties to the conflict. By confronting each other and talking about issues from their past they were finally able to get to the root cause of their conflict and saw how they had come to be enemies. We were able to have the select team of the two communities and they won the tournament's 2010 soccer shield.

Youth and Conflict Transformation

Youth in Mashonaland West are defined as people below the age of 35 years, however the minimum age is varied between 0 and 18 years. Youth organisations have more formalised ways of engaging youth than other organisations. Young people are mainly involved in self-help projects, although some organisations impart knowledge on how to utilise resources through various programmes of citizen engagement for community development. Youth have also been seen participating in various other projects as volunteers. Meaningful participation of youth in the province is about engaging young people in the planning and implementation of the project and at all levels, from village to provincial level as well as involving them in decision-making processes.

Young people play a critical role in conflict in the province, firstly as perpetrators and victims of violence and secondly as agents of peace. Despite being viewed as the major culprits of violence, youth have demonstrated their potential to influence conflict management in their communities. Peace initiatives carried out by young people have caused a major shift in the perceived and actual role of young people in conflict transformation as they are now participating in a positive manner. Involving

youth in income generating projects has helped them focus more on things that bring bread and butter to their tables.

Realising that there was a conflict between young people because of their political affiliations, we managed to bring young people together from all political parties to denounce political violence and to advocate to leaders for a peaceful community through the campaign: Love Peace, Love Zimbabwe. The event managed to bring over 100 youth leaders together and reached more than 8000 members of the public in April 2012. This event was followed by a peace pact signing ceremony between the young people from the main political parties in Mashonaland West province under the theme: No Way to Peace, Peace is the Way.

The participation of youth in conflict transformation has been affected by several challenges including cultural beliefs on the position of young people in the community. The general feeling is that only elderly people should lead discussions. This has made it difficult for youth to take a leading role in conflict transformation. Another challenge young people face is lack of information on conflict transformation and most processes are determined by older and powerful politicians who do not involve them in the initial stages of conflict transformation. Other factors that affect participation of the youth can be addressed by effectively using alternative media and new technologies as these are accessible to most young people.

MAPPING PEACE INITIATIVES IN ZIMBABWE

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisation	<ol style="list-style-type: none"> 1. Inadequate Funding: NGOs are grappling with shortages in funding their projects. In some cases they have had to cancel worthwhile projects as a result of funding constraints. It was noted that there is general decline in donor funding as a result of donor fatigue. 2. Lack of capacity leading to poor organisational systems e.g. absence of strategic plans, code of ethics: In Mashonaland West most of the organisations were formed as a result of needs within the community and were voluntary informal groups or part of a religious organisation hence there was never concern over coming up with elaborate documents or investing in skilled human resources. 3. Wage/salary discrepancies leading to high staff turnover: Most local NGOs are unable to pay as much as international NGOs which are increasingly decentralising to the provinces thereby attracting the much needed skilled labour. Another factor is that the working conditions in some organisations are appalling, this is worsened by the fact that there is no overall governing body for NGOs nor are the employees unionised. 4. Corruption in the identification of beneficiaries as well as handling of donor funds 5. Poor Networking among organisations 6. Unstable government policies some of which have led to the restriction of the operations of NGOs e.g. when NGO activities were banned just before the 2008 election and some policies that compromise the security of staff. 	<ol style="list-style-type: none"> 1. Basket funding: Participants recommend that this would help as more funders are more inclined towards funding coalitions as they bring about better impact than giving money to small individual organisations. 2. Organisational mentoring programme, establishing M&E systems in organisations 3. Establishing an NGO workers committee to look into staff welfare of NGO personnel 4. Adequate remuneration, mandatory audits 5. Affiliation to relevant networks, symbiotic operations of NGOs
Community	<ol style="list-style-type: none"> 1. Cultural barriers. Community have set norms and customs that they adhere to which might be difficult for NGOs to understand. For example, traditional leaders are treated with utmost respect whilst some NGOs might want political leaders to take the lead in development programmes. 2. Different needs of communities vis-a-vis organisational projects. Usually NGOs come to a community with a project already developed without consulting the community about its needs, this leads to communities having no sense of ownership of the project and this affects the sustainability of the project once the organisation pulls out. 3. Low knowledge and literacy levels 4. Political and religious polarisation 	<ol style="list-style-type: none"> 1. Adherence to cultural norms and values will ensure that the community's perception of NGOs remains positive 2. Community research/analysis or needs assessment. Involving the community in planning 3. Information dissemination and community capacity building 4. Depoliticising community processes

<p>Provincial / National</p>	<ol style="list-style-type: none"> 1. Provincial projects not reflective of the whole province 2. Bureaucracy, adherence to protocol by provincial authorities for instance it takes an unnecessarily long time to get clearance to work in an area. 3. Political constraints that inhibit civil servants from carrying out their work 4. Hijacking of projects by political leaders 	<ol style="list-style-type: none"> 1. Use the bottom up approach when planning for projects
<p>Resources</p>	<ol style="list-style-type: none"> 1. Late disbursement of funds 2. Shift in funding patterns due to the global financial crisis and donor fatigue 3. Dictatorial tendencies: donors dictate projects 4. Reluctance to support salaries and administration 5. Lack of follow up mechanism 	<ol style="list-style-type: none"> 1. Setting conditions for timely disbursement of funds this entails that NGOs also submit reports on time and if disbursement is late communicate with donor that implementation will be late hence need for extension 2. Explore local fund raising opportunities such as from mining companies.

Provincial Priorities

The major priority for organisations in Mashonaland West is economic empowerment as poverty and financial desperation are the reasons why most people engage in violent acts. Addressing the economic needs of youth through income generating projects and job creation will reduce their vulnerability to manipulation. The second highest priority for the province was social service delivery particularly in the health and education sector. The third priority noted was that government should resolve the issue of land tenure particularly in cases where mining claims were taking precedence over agricultural purposes. Tied to that is the need to differentiate between criminal mining activities (*chikorokoza*) and informal mining. It was also noted that lack of tolerance was causing discord in the province and unity of purpose emerged as the fourth priority in the province. If people put aside their selfish pursuits and work together for the development of the province then there can be harmony in Mashonaland West. The fifth priority was hard work and participation in peace initiatives. For people in the province, if everyone was sincere and took part actively in peacebuilding programmes, the initiatives would bring about meaningful change to the whole community.

Points of Contact for Peace Initiatives in Mashonaland West Province:

Amnesty International Zimbabwe
Baptism of Fire Theatre
Centre for Youth Empowerment and Development
Farm Community Trust of Zimbabwe
Kariba Youth Trust
Makonde Focus MISA Zimbabwe
Mhangura Theatre Time
Musoromuchena Skills for Life
National Constitutional Assembly
Pentecostal Assemblies of Zimbabwe
Practical Empowerment and Networking Youth Association
Young Peoples Network on HIV and AIDS
Young Women Leaders Forum
Youth Action for Dialogue Network Zimbabwe
Youth in Farming
Zimbabwe Civic Education Trust
Zimbabwe Junior Achievements
Zimbabwe National Students Union
Zimbabwe Peace Project
Zimbabwe Women Lawyers Association
Zimbabwe Youth Council







MASVINGO



MASVINGO PROVINCE

Compiled by: Adriana Franco Chitanana, Vincent Tafirenyika, Chiedza Zororo

Provincial Background

Masvingo Province is in the south-eastern part of Zimbabwe. It borders Mozambique on its eastern border and the provinces of Matabeleland South to the south, Midlands to the north and west and Manicaland to the north east. The province has an area of 56,566 sq km and a population of 1, 486, 604. The capital of the province is the town of Masvingo which was founded in 1890 making it the oldest town in Zimbabwe. Chiredzi and Triangle and are the other major towns in the province. The Karanga people form the majority of the population of the province. Masvingo is divided into 7 administrative districts. The districts are run by the rural district councils, which are composed of members elected from the wards in the district. The districts are Zaka, Bikita, Chivi and Masvingo located in the centre of the province, Gutu in the north and Mwenezi and Chiredzi in the south and east respectively. All these seven districts have business centres known as growth points.¹

Community Needs

Residents of Masvingo need peace and reconciliation in the communities, especially those affected by the 2008 violence. Police have to take other state actors seriously and ensure that there is security of the person and the society at large, including taking issues of domestic violence seriously. Police should be non-partisan when it comes to issues of arrests and justice in cases of political violence. Victims of violence and rape need special assistance regarding education and income generation. Orphans of victims of violence also need support structures. People must be given a chance and the support to go through a healing process including spiritual support due to the violence and injustice.

Zimbabwe and democracy should be resuscitated through the existence and practice of tolerance and justice. As it is now, the justice system is abused by people approaching the police and making false reports, but the accused are always the ones whose time and energy is wasted until investigations prove the accusations are false. Traditional leaders need capacity building so they may be unbiased and non-partisan in the execution of their duties as they often align themselves with a political party instead of serving all members of the community.

¹ Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MasvingoProvince.pdf>

Media houses should also report responsibly and without bias with regard to all their articles. The province also needs free and fair elections and voter education for peace in their communities.

People in Masvingo acknowledged that the government has put in place good policy documents. However, communities need and demand serious implementation of these policies including accountability and transparency from local leaders and duty bearers. In order to address this, leaders need training and capacity building, especially for the financial officers to ensure accountability. This also holds true for leaders and duty bearers for service providers where corruption and nepotism are rampant. Communities need quality and affordable service delivery including clean water, electricity, refuse collection, health facilities and equipment, transport systems and good road networks. The infrastructure in the province needs to be developed with particular reference to roads and industries. Both provision of areas of operation for informal traders should be addressed with while effective consumer rights are also necessary. Education must be affordable from primary level up to tertiary level. Teachers should receive living wages so they can do their work and not have to concentrate on private lessons in order to receive supplemental income.

Our passion is to empower community members and improve their livelihoods through effective integrated management of environmental resources to the total satisfaction of all stakeholders. Mostly through volunteerism, we have managed to train a total of 400 community members in environmental management. Following the training, there was increased knowledge and practice of conservation agriculture. Environmental management has generally improved as there has been a decrease in the rate of deforestation, and at least 400 households are practicing conservation agriculture and enjoying significant yields.

Districts such as Chiredzi, Mwenezi and Chivi, among others are in need of food aid as they are affected by drought. Food related conflicts are witnessed in these communities. Investment schemes for infrastructure development such as irrigation should be prioritised. There should also be transparent procedures for allocation of stands. Residents of Masvingo Province want to embark on

some income generating activities; credit facilities with reasonable interest rates should be availed to them. General livelihoods support is also required for the vulnerable livelihoods in the province and those who are historically marginalised. The elderly need social security and the workers need salaries and wages above the poverty datum line. The disabled and their rights need to be considered and

Women and youth play a critical in the development the province. Women need to be incorporated and there should be special assistance for those who have families. The province needs assistance and capacity building regarding gender sensitivity. Men do not allow their wives to run for office or campaign and men use women to de-campaign other women. The patriarchal society needs to be addressed culturally through education and sensitisation and women's clubs should be resuscitated. Young people should be recognised and capacitated with life skills through various trainings and awareness of their civil rights through civic education is required.

We held peacebuilding workshops in Mwenzi focusing on women and their involvement in the traditional structures within the community. There was a special focus on the traditional justice system as women were not allowed to attend or participate in such systems. After our work, women are satisfied as they are now allowed to attend chief's court cases and can contribute during the discussions.

Conflict Dynamics

The Zimbabwean community is highly polarised along political lines and these conflicts affect development. The effect is seen in many realms of society including: fair application of the law (arrests), public service delivery, opportunities for employment (favouritism of some over qualified candidates), opportunities for education and quality of education, opportunities for loans and scholarships, food aid, and elections including imposition of candidates. Traditional leaders, elected leaders and some appointed and employed civil service employees were pointed out as contributors to conflict as they are involved in nepotism as selective application of the law, thus widening the community differences which are mainly along political lines. Abuse of authority can be seen as there are selective bans or permissions given to political parties or NGOs to operate in the

province. With regard to NGOs in particular, the Governor has banned several from operating in the province. Conflicts also exist within NGOs between the board and the secretariat levels.

After the ban of the 29 NGOs in Masvingo, our organisation managed to engage the stakeholders and have almost all the bans lifted. Only one NGO out of 29 is still banned and we continue to negotiate with the governor's office. We played a pivotal role in making sure that the affected organisations managed to engage the governor and build their relationships with government institutions.

At the economic level there are conflicts over Masvingo's natural resources including conflict over boundaries and land reform. Conflicts also arise between the rich and the poor. Social conflicts are also present including cultural conflicts. Various denominations including traditional churches are also a source of conflict as people then become hardened in their different belief systems. Conflicts arise between churches and this affects families especially when different members belong to different churches.

HIV/AIDS related conflicts also exist between discordant couples, due to stigma and discrimination and around death and inheritance. Conflict also occurs at the family level with children being deserted or families breaking apart. When children with a disability are born, they are sometimes sacrificed for traditional medicine in exchange for money. Other conflicts arise in tertiary institutions with sexual harassment by Great Zimbabwe male lecturers against female students in what is often referred to as the 'bedroom interview'. Similar conflicts also arise between bosses and their secretaries.

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Most female students at Great Zimbabwe and Masvingo polytechnic campus faced sexual harassment from lecturers who demanded sexual favours in return for high marks to be awarded to them in assignments and final examinations. Such harassment was also stemming from non-academic staff such as security guards who would take advantage and harass female students if they returned to the school premises after the gate had been locked. We held group meetings where the ladies had a safe space to open up about their problems and this enabled us to document the cases and come up with solutions. We are pleased to say such cases are now few, and the greatest pleasure we have is that most female students now have the courage to report such cases without fear of victimisation.

Approaches to Peacebuilding

Organisations in Masvingo use a wide variety of approaches to encourage peace initiatives in the province. Communities are involved in the development and choosing of these different methods which include traditional leaders, influential people and government departments. Community members are trained to organise and facilitate meetings and use their skills to teach to other community members. Participatory approaches such as Participatory Rural Appraisals are used as well. In this way, communities inform organisations of their priorities so they can be worked on. Advocacy efforts are aimed at all levels of society so that sensitisation can happen within the community as a whole. This also includes Information, Education and Communication (IEC) materials being developed in accessible formats for people with disabilities.

We managed to resolve conflicts at local schools and within the community through dialogue. However, we still face the challenge of official registration as an organisation. Despite this, we have a good relationship with our local authorities such as the councillor. Venues are offered to us free of charge so we may conduct some of our activities. The Public Relations department at the local police station has begun to invite our cooperation in order to solve some of the domestic violence disputes. We have learnt that by holding a dialogue, each participant has room to air out their views on the issue and only then will a conclusion be drawn up.

Organisations in the province use particular methods when it comes to peace specifically, including: peace concerts, sports peace tournaments, peace clubs, rehabilitation, relationship building, workshops, awareness campaigns, prayer meetings, support groups, public meetings called by traditional leaders, role plays, economic empowerment through income generation projects, and counselling (regarding domestic conflicts and political violence). When it comes to legal action, legal advice is given on steps and process, including recommendations. Reports about crimes are encouraged and citizen's arrests also take place.

Peace Programming

Organisations in the province focus on several areas of work including: skills development, human rights awareness, workers' rights, legal aid, peacebuilding and conflict resolution, advocacy and lobbying, good governance, civic education, capacity building, information dissemination and sharing, disability rights, humanitarian aid and food security, water and sanitation, environmental management, primary health care, performing arts as well as HIV/AIDS prevention, mitigation, care and support programmes. In Masvingo work is mainly done through: advocacy and lobbying, workshops, technical and capacity building, dialogue, political education, counselling, sport and income generation projects.

As the first HIV support group in Masvingo, we have facilitated the formation, training and coordination of more than 500 other support groups in the province and we have since expanded our target group to include disadvantaged rural farmers, youth and orphans and vulnerable children. Masvingo Province now has over 1000 support groups empowered to carry out their own activities. We have also facilitated the formation and training of advocacy teams representing the interests of people living with HIV at ward, district and provincial level. The organisation also facilitated the training of CHASAs (community HIV & AIDS support agents), who are people on ART that volunteer to follow up on defaulters (according to medicine collection records) and help others maintain drug adherence. This concept has proved to be very successful and may soon be recognised by the Ministry of Health as a best practice.

The most frequent target group for the province is youth. Other target groups include: women, traditional leaders, general community members, local authorities, people living with HIV/AIDS, small to medium enterprises and business persons. The beneficiaries are usually met on a monthly basis, with some meeting daily, quarterly and weekly. The three most common outcomes expected from their work are: communities living in peace and tranquillity, improved community and multi-stakeholder participation, and sustainable livelihood and community development. The most frequently mentioned gaps identified in conflict transformation programmes are: lack of financial resources, lack of participation by members and limited coverage of the programmes.

Youth and Conflict Transformation

In Masvingo, youth were described as individuals between the ages of 15 – 35 years of age. Most organisations include youth in their projects or work with them through livelihood projects, capacity building, dialogue and discussion forums, drama and sports. In Zimbabwean conflict youth are often described as used by politicians to perpetrate violence. Young people are also described as having the potential to positively transform conflict if empowered and supported so they can refuse to be used by politicians to engage in violence. The role of youth in conflict transformation in Masvingo Province could be encouraged by youth driven conflict transformation processes, establishment of committees of youth that act as human rights defenders, economically empowering youth, creating networks, advocacy initiatives and sport. Although youth have the potential to make a positive impact in their communities, they are economically marginalised and left out of development programmes. This exposes them to manipulation and abuse. Culturally speaking, youth in the province are not considered to be mature enough to contribute to conflict resolution. Another obstacle to their involvement in peacebuilding is that youth in Masvingo are not united. There is need for domestic policies to be improved in order to enable them to transform conflict. National policies should involve economic empowerment and ensure that youth are meaningfully involved in decision making processes whether political, social or economic. In addition, it is essential to ensure that the concerns of youth are addressed.

The organisation was established as an umbrella body representing students' interests in lobbying the government and other relevant bodies. We spearheaded a response to a challenge of poor enrolment and access to education among students in Masvingo Province. We did this through lobbying of academic administrations to extend registration closing dates in tertiary institutions and mobilised students for peaceful demonstrations when our lobby efforts failed to achieve the intended objectives. Since our intervention, authorities have been more cooperative in terms of being flexible about registration deadlines. This has significantly cut down on the number of deferring students from 1,500 to 300 in Masvingo Province. One of the important outcomes is that there is less stress associated with registration processes and there have been reduced cases of students failing to graduate due to logistical challenges. An estimated 4,300 final year students managed to graduate without incident.

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Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisational	<ol style="list-style-type: none"> 1. Need for convenient transport, especially organisation owned 2. Lack of transparency 3. Lack of funding to carry out duties effectively 4. Lack of coordination and failure to adopt/ incorporate emerging issues 5. Shortage of skilled staff 	<ol style="list-style-type: none"> 1. Engagement of funding partners for vehicles 2. External audit, proper governance structure 3. Network and form consortiums to mobilise for resources, find more donors, income generating projects 4. Partnerships, organisations should copy best practices 5. Capacity building, partnerships, improvement of methodologies to include: role plays, radio play, social networks, DVDs, road shows, mainstreaming of conflict resolution in all programming
Community	<ol style="list-style-type: none"> 1. Lack of recognition of NGOs by local authorities 2. Political interference e.g. resistance of proposed programmes 3. Support projects for community 4. Lack of participatory budgeting at local level 5. Gender empowerment and identification of target groups 6. Collapse of community projects after funds run out 7. Lack of youth support due to lack of information 8. Unfavourable weather conditions 	<ol style="list-style-type: none"> 1. Engage with them and claim our space 2. Sensitisation of community leaders and donors 3. Fundraise strongly for support projects 4. Engagement of community at budget formulation level 5. Formation of CBOs to empower women and address stigma, discrimination of people living with HIV/AIDS 6. Empower community beneficiaries to be self reliant 7. Engagement of young people and youth groups in all efforts of peace and development 8. Strategies to address climate change, run projects which are favourable to native climate: e.g. small vegetable gardens, pig and goat projects, irrigation, adaptation to livestock, traditional chickens, small grain production like sorghum
Provincial	<ol style="list-style-type: none"> 1. Illiteracy in deep rural areas (Mwenezi, Zaka, Matipati, Chiredzi) 2. Political interference and intolerance 3. Banning of NGOs in the province 4. Lack of coordination within local authority and other stakeholders 	<ol style="list-style-type: none"> 1. Although the level of education in the province is generally high, literacy education should improve and basic education should always be accessible 2. Engage political parties to promote tolerance and equality amongst parties, name and shame those who are responsible for interference 3. Engagement of leadership 4. Need for engagement between local authorities and other stakeholders
National	<ol style="list-style-type: none"> 1. Restrictive Laws 2. Weak domestication of human rights instruments 3. Lack of coordination 4. Lack of collateral security 5. Conducive working environment is lacking 6. Language barrier 7. Lack of education of people with disabilities 8. Lack of coordination of civil society 9. Corruption 	<ol style="list-style-type: none"> 1. Call for amendment of restrictive laws 2. Domesticate international human rights laws 3. Sensitisation 4. Bank legal reforms and low interest rates 5. Engage policy makers and have conflict resolution 6. Language training and education, rights enshrined in constitution 7. Government commitment to provide education to people with disabilities and providing friendly infrastructure for them 8. Networking 9. Legislation – arrest those involved in corrupt activities, repeal of restrictive laws: people should challenge the laws which do not make sense

<p>Resources</p>	<ol style="list-style-type: none"> 1. Restrictive and conditional allocation of grants e.g. 80% activities, 20% admin 2. Inconsistent funding policies by donors 	<ol style="list-style-type: none"> 1. Engagement with funding partners 2. Donors to stick to their vision & mission, should not always change their areas of support to programmes, donor adopts plans which communities suggest
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Provincial Priorities

Masvingo Province placed economic empowerment for all youth regardless of political affiliation as the highest priority for the province. The second highest priority is the importance of affordable and high quality education. Rehabilitation of victims of violence is also considered a top priority to address the political and other forms of violence in the province. Free and fair elections were ranked as another important priority for the province to achieve peace. The fifth highest priorities in Masvingo are: mainstreaming meaningful participation in political and electoral processes and youth driven conflict transformation processes.

Points of Contact for Peace Initiatives in Masvingo Province:

Amnesty International
Batanai HIV & AIDS Service Organization
CARITAS
Chivi Residents and Rate Payers Association
Community Tolerance Reconciliation and Development
Community Working Group On Health
Consumer Council of Zimbabwe
Dzimbahwe Poets
Environment Management Trust
Family Aids Caring Trust
Gutu Youth Forum
Masvingo Agenda
Masvingo Community Skills Empowerment
Masvingo Conflict Management Association
Masvingo United Residents and Ratepayers Association
Public Information Rights Forum - PIRF Bikita
Students Solidarity Trust
United Chiredzi Residents and Ratepayers Association
Women's Action Group
Women's Coalition of Zimbabwe - Masvingo Chapter WCoZ
Young Women's Forum
Youth Alliance Masvingo
Youth and Environment Action Support Network
Youth Forum for Restoration of Democracy
Youth of Zimbabwe for Transparency and Progress
Zimbabwe Aids Network
Zimbabwe Association of the Visually Handicapped (ZAVH)
Zimbabwe Chamber of Informal Economy Association
Zimbabwe Civic Education Trust
Zimbabwe Congress of Trade Unions
Zimbabwe Human Rights Association
Zimbabwe National Network of People Living with HIV
Zimbabwe National Students Union







MATABELELAND NORTH



MATABELELAND NORTH PROVINCE

Compiled by: Adriana Franco Chitanana

Provincial Background

Matabeleland North is a province in western Zimbabwe. It borders the provinces of Midlands and Mashonaland West to the east and northeast respectively, and the province of Matabeleland South and the city of Bulawayo to the south. The Zambezi River defines its northern border, while its western border is shared with the country of Botswana. It has an area of 75,025 sq km and a population of 743,871. Lupane is the capital of the province, with Hwange and Victoria Falls as the only towns in this province. Products available in this province have managed to find their way to export markets such as the European Union, America, South Africa, Namibia, Zambia and Botswana. The following are the Districts, which make up the Matabeleland North Province: Binga, Bubi, Hwange, Lupane, Nkayi, Tsholotsho, Umguza.¹

Community Needs

Communities in Matabeleland North have economic, political, social and cultural needs. Under economic needs, communities lack education and training so that they can take advantage of local resources and opportunities. The province needs employment opportunities, and especially systems that allow for employment of local youth. Natural resources from the province should benefit the locals. There are many resources in the province, for example: the timber in Tsholotsho and Lupane, minerals in Bubi and tourist attractions in Victoria Falls. Communities in Matabeleland North also need working capital to venture into businesses e.g. in Binga, locals do not have resources to venture into the fishing industry. Ranching is another opportunity but locals, especially youth, are not involved in that industry either.

The need for community development progress and success among the community youth and residents inspired the establishment of a Youth Empowerment Leadership Programme. Trained youth support the community as they are now financially independent through the use of locally available resources. Young people can now employ other young people, rent out their own buildings and work together. People come and work together irrespective of the cultural or environmental differences.

People of the province have political needs including the call for devolution of power and a new constitution. Communities want more and better political education in order to encourage an appreciation of political participation as a right and enhancement of the voter registration process. The province calls for a healing process specific to Matabeleland to take place because of the government sponsored Gukurahundi massacres which occurred in the early 1980's. This violence caused trauma on many levels. Communities note that women and youth are especially affected as the violent past makes them hesitant to participate politically. There is a lack of death certificates issued after the violence which makes it difficult for youth and children to access identity documents and also affects young people who are trying to register to vote. Additionally, communities need special focus on the support for and encouragement of women's participation in politics.

Due to culture, women could not stand up and speak; they did not have a voice in any meeting. Nor were they allowed to go to work or become leaders. This was all because of lack of knowledge and has since changed. Women are trained and taught many things such that many women are even getting leadership posts. Many ideas can be shared when women are included.

In Matabeleland North, communities need social and cultural support. The enhancement of civic education and information dissemination is urgently necessary especially due to the remoteness of the province. Correct information taken from communities should feed into national processes while accurate national information should flow back to communities as well. National radio coverage is lacking and community radios should be established to help address this point. Civic education and information are both elements that can assist in changing the attitudes and perceptions of young people. There is a need for facilities that will train youth to be (self) employed and there should be better access to funding for youth-led initiatives. Money is visibly spent in Harare and not going to youth who live deep in Zimbabwe. The impression is that the Youth Funds for Matabeleland North and South, Midlands and Masvingo are not

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/MATABELELAND%20NORTH.pdf>

yet accessed because of lack of personal links to the Minister of Youth, Development, Indigenisation and Empowerment and the director of the Zimbabwe Youth Council (ZYC).

Starting something new in our community is difficult because some of the elders do not allow funny or fashionable things. A few youth formed a group to support their rights. Every Tuesday they had meetings while the parents were busy at work. Discussions were short and straight to the point so that the parents would not find out. The day when our parents caught us in a meeting, they asked us to continue. They listened and decided to support us all the way.

Affordable and accessible health and education facilities as well as development of infrastructure, sanitation, social services and human capital development are called for by the province. Matabeleland North is the lowest ranked regarding education at Primary, Ordinary (O), and Advanced (A) levels. Secondary schools are mostly without laboratories. In Nkayi, 50% of primary and secondary teachers are untrained. There are few secondary schools offering 'A' level education (Hwange – 2, Victoria Falls – 1, Hwange Rural – 1). There is no college in the province, although there is a new university being built in Lupane. The university was supposed to be pro-agriculture but due to few laboratories in secondary schools, few people from the province will be able to access that university. In general, there is a need to travel to Bulawayo for higher education. In Matabeleland North there are no training institutions for tourism despite the presence of major tourist attractions. Nor are there mining schools despite the presence of mineral resources.

Shelter programmes are not getting to the intended beneficiaries and need to be reviewed. The province wants to promote development of youth centres for advancement of sport, culture, information sharing and dissemination, and for talent identification and marketing. Another improvement needed is that the Hwange museum is in a dilapidated state and the Binga museum needs further development. Museums should also be developed in Lupane, Tsholotsho, Nkayi and Umguza, Bubi.

Conflict Dynamics

Several instances of political conflicts were mentioned in Matabeleland North. There is a severe marginalisation of youth voices due to age discrimination and the generation gap between youth and adults causes conflict as well. Political conflicts are said to affect advocacy work for young people. Structures in communities do not embrace empowerment of women so this creates conflict between communal systems and development initiatives. Political conflicts also exist within civic society and tend to create more conflict. The COPAC constitution-making process also highlighted the political conflicts in the province. The indigenisation movement was mentioned as a source of potential conflict resolution, however it is currently being used to give ownership of provincial mines to persons other than the local population and this creates a lot of tension and frustration.

As a result of our work, some perpetrators were arrested and cases of violence declined significantly in most communities. The public is now free to express their views without fear.

The province also pointed to tribal conflicts rising from the non-recognition of the following groups: Tonga, Nambya, Nyanja and others. Shona is used by default for certain public services. However, the language is not used by all peoples. When inquiries are done in English, especially regarding official records, the response is in Shona which is frustrating and wrong. Communities criticise that local people are denied opportunities or fired, even from menial jobs due to tribal favouritism. At training institutions, local people are not given opportunities. Culturally speaking, the province maintains that traditions should be conserved, but they also recognise that these sometimes leave young people out of processes. Regarding HIV/AIDS issues, young people try to discourage polygamy to reduce Multiple Concurrent Partnerships (MCP), but traditionally, it is the right of the men to have more wives if they want.

Destruction of local languages has also created problems with regard to the development of local culture. For example, in Binga, many Shona and Ndebele people fail to appreciate Tonga as a local language. Other local languages are also present in

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various regions of the province including Lupane, Tsholotsho, Nkayi, Umuza and Bubi. There are actually over 13 languages in Matabeleland North but there is failure to recognise them. Young people of all races also do not meet to discuss issues together and this creates further division and prejudice.

Conflicts around the environment are also common in Matabeleland North. The Victoria Falls rainforest was being protected by locals, mainly youth, but in one area a restaurant was erected without an environmental assessment being done. In general, Lupane and Hwange have been taking care of their environment. However, for example, natural gas exploration in Jotsholo has degraded the environment substantially. The timber extraction and destruction in Lupane, Nkayi, Tsholotsho, and Jambezi is severe. There is a resettlement plan which placed people in the National Parks, especially in Jambezi area. This has led to lions killing cows and elephants killing people. There are also boundary issues in the province as Hwange National Park is partly in Lupane.

In Matabeleland North, there are several conflicts around land. Youth try to get mining or hunting rights but are sidelined and unable to fully access systems of opportunity. Land redistribution also creates conflict which refers to a time where Shona people from outside of the region were resettled into Matabeleland provinces creating cultural conflict because of lack of tolerance and favouritism. This led to unequal distribution of resources, land, water, coal, and hunting quarters. There is also a historical conflict within the province because textbooks do not present the whole story as information is left out. For instance, some things claimed as successes of ZANU are actually successes of ZAPU. Another example is that Joshua Nkomo was portrayed as a betrayer of the struggle in the Zimbabwean History textbook "The Dynamics of History".

Approaches to Peacebuilding

There are several different approaches to community work used in Matabeleland North. Advocacy efforts involve top leadership, as well as traditional and political leadership. There is engagement of various

stakeholders in dialogue and discussions to promote understanding and further interests. Traditional leaders, politicians, local council members, churches and civic society can bring about conflict resolution by lobbying for policies that support the local constituents. For instance, some advocacy efforts are focused on investments in the province and that these must benefit locals.

Promotion of tolerance between groups and appreciation of differences is another methodology used in the province. This is also connected to language choice and choice of words. The *Chibuku Road to Fame* Festival is an excellent example of showcasing and celebrating differences as local groups perform in their own languages. This formula should be used more often so that people familiarise themselves with each other. Conflict transformation is also promoted through public meetings and awareness raising campaigns help create tolerance. Training on peacebuilding and conflict transformation is done to educate people on the causes and dynamics of conflict so they are also more aware of the part they play in creating conflict. Research is also carried out to map and understand the causes of conflict.

Traditional methods of conflict resolution can be very successful. For instance, there was a domestic dispute involving adult brothers who were fighting over the inheritance from their parents. The conflict escalated and a local headman presided over the case and emphasised that he would decide how to share the wealth amongst the family members. All the belongings were listed down and the headman started to share the items equally and everyone was happy.

Peace Programming

Organisations in the province focus on several areas of work including: youth empowerment, leadership training, entrepreneurship development, promotion of culture, minority rights, community development and participation, human rights advocacy and reporting, agriculture, HIV/AIDS awareness and arts for development. In Matabeleland North, work is mainly done through workshops, technical and capacity building, information dissemination, sport and Focus Group Discussions. The most frequent



target group in the province is youth. Women, civil society organisations and community members are also targeted. The beneficiaries are usually met on a monthly basis, with some meeting daily and others quarterly.

The three most common outcomes expected from their work are: empowered communities with capacity to deal with conflict; communities living in peace and tranquillity; and improved community and multi-stakeholder participation. The most frequently mentioned gaps identified in the conflict transformation programmes are: lack of financial resources, lack of knowledge and education including on conflict transformation, lack of technical capacity and inadequate collaboration amongst stakeholders.

Networking with like-minded youth organisations has helped the youth to understand what other young people are doing around the world. This has contributed in their personal development and essential life skills. The youth have since motivated residents to take the lead in claiming their rights through the establishment of the Victoria Falls Combined Residents Association now spearheading programmes that demand accountability from duty bearers. A change in power relations between the old and young has been realised with young people now holding influential positions in the community. For example, one male youth representative sits in the Victoria Falls City diplomacy committee; one young woman holds the position of Secretary General in the Chinotimba Residents Association; one young man is the District Vice Chairperson of a political party while another young woman was elected Village Assembly Committee Secretary.

Youth and Conflict Transformation

Matabeleland North generally agrees that the group referred to as youth are persons between the ages of 16 and 35. Organisations include youth in their programming through the following

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methods: trainings, workshops, acquisition of small plots for self-reliance through poultry or basketry, information about indigenisation, emphasis on art and culture, and spreading values of a culture of tolerance and non-violence.

In Zimbabwean conflict, youth are often described as perpetrators and victims of violence as they are used by politicians as campaign tools. As such, they are the key players in conflict resolution and should be encouraged to shun violence and participate in peacebuilding projects. The province also noted that youth play both positive and negative roles in conflict transformation as they can be protagonists or antagonists of peace.

It was agreed that youth are a vulnerable group who is not able or allowed to participate fully in national processes. It is therefore difficult for young people to participate in conflict transformation processes. Reasons for this include manipulation by those with power and money, not being taken seriously as a group, financial constraints, political affiliations or labelling and age discrimination.

The province emphasised the need for domestic policies to be improved especially regarding the National Youth Service which negatively indoctrinates young people. Unequal access to indigenisation opportunities and domestic violence were also mentioned as challenges whose policies should improve in order for youth to have more opportunities and to deter the acceptance of a culture of violence. Devolution of power was also emphasised as an important change that is needed so the provinces can focus funding towards youth development.

Current national participation by youth in the province is low because they are not supported by local or political structures. However, it is important that youth be recognised and invited to community development platforms as well as enabled to play an active role in national development. Youth participation is about considering and executing ideas and recommendations that come from young people; only then is it successful.

Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisational	<ol style="list-style-type: none"> 1. Lack of steady and stable financial base and monetary constraints. 2. Human resources 3. Freedom of association 4. Transportation 	<ol style="list-style-type: none"> 1. Income-generation to not only rely on donor funds; get contact details for potential funders and encourage local companies to fulfil their social responsibility; community resource mobilisation; donor symposiums for the province; trainings on project proposals and finance; create networks 2. Train and equip staff with different skills, e.g. management, marketing, etc 3. Lobby MPs and negotiate with traditional leadership 4. Source a vehicle or motorbikes for outreach
Community	<ol style="list-style-type: none"> 1. Cultural intolerance, lack of recognition of diversity 2. Limited civic education 3. Lack of information and information dissemination, community is not well informed of what is happening around the nation 4. Low levels of education and skills, poverty 5. People divided along party lines 6. Inadequate materials and equipment leading to poor delivery 7. Lack of youth empowerment facilities 8. Resistance from community leaders 	<ol style="list-style-type: none"> 1. To create awareness, train community to embrace cultural diversity, and commemorate and carry out cultural festivities 2. Creation of partnerships with like-minded organisations to advocate for the same cause 3. Create information centres, promote information dissemination to the communities, source computers 4. Create training workshops and seminars, networking 5. Education on conflict transformation and management 6. Improve supply of equipment to improve service delivery 7. Youth organisations to work together and pool their resources 8. More sensitisation meetings with the leaders for smoother work
Provincial	<ol style="list-style-type: none"> 1. Lack of Tertiary Institutions 2. Marginalisation 3. Difficulties in accessing the leadership (state actors, e.g. Governor) for organisation development assistance on funding, network building and recognition 4. Educational opportunities 5. Lack of (equal) distribution of resources 6. Lack of proper information 7. Lack of colleges 8. Unemployment 9. Political differences 10. Lack of infrastructure and centralisation of such resources 	<ol style="list-style-type: none"> 1. Provision of Tertiary institutions through introduction of government programmes that address this challenge 2. Decentralisation of the governance system 3. Devolution of power for all 10 provinces and government respect for views of the people 4. Create educational opportunities and a culture of learning. 5. Resources to be supplied and evenly distributed 6. Information to be fully delivered 7. Lobby stakeholders 8. Create (self) employment opportunities 9. Civic education to separate issues of community from politics 10. Decentralisation and proper office for provincial administration

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<p>National</p>	<ol style="list-style-type: none"> 1. Programmes happen in one central place 2. Centralised government 3. Decision making 4. Restrictive laws e.g. POSA 5. Lack of seriousness will initiate meaningful development in marginalised regions 6. Lack of equal distribution of resources 7. Communication breakdown 	<ol style="list-style-type: none"> 1. Distribute programmes throughout the country 2. Devolve power 3. Use the bottom up approach on issues 4. Lobby to parliamentarians 5. Having laws and clear interventions to address underdevelopment 6. Distribution of resources to be shared amongst all provinces 7. Those with information and knowledge should spread this evenly throughout the country
<p>Resources</p>	<ol style="list-style-type: none"> 1. Pull out while programme is still needed 2. Unfair distribution of resources: usual suspects purporting to work in Matabeleland North always receive funding, and in certain cases this is due to nepotism 3. Difficult to identify / access donors in Harare 4. Donors prescribe programmes for the communities 5. Certain funds channelled through the government from donors do not reach beneficiaries or civil society 	<ol style="list-style-type: none"> 1. CSOs should not depend on one donor 2. Funds should be fairly and equally distributed amongst provinces; baseline research should be done to know then gaps and address them 3. Donors should establish offices in other regions for more accessibility and outreach for rural organisations and population; donors should ensure their selection of recipient projects has coverage across the country; national organisations can help identify donors for programmes 4. Donors should let the community prescribe programs for themselves 5. Organisations should also work with donations from well-wishers

Provincial Priorities

Matabeleland North placed devolution of power as their top priority for the province. The second highest priority for the province is about information on political tolerance and that the government of Zimbabwe should allocate resources equally. The third highest priority for the province was a tie between two topics: a) that the government should facilitate the drafting and adoption of a minority rights policy framework which should be included in the national constitution, and b) that discrimination especially based on language and culture should be eliminated and people of diverse backgrounds should work together. Thereafter, the next three topics tied as the final area of priority for Matabeleland province: a) awareness raising and advocacy on peacebuilding through festivals in communities, b) national healing and

accountability by constituting an independent truth and reconciliation commission to address 1983 massacres, and c) respect for everyone's language, culture and way of life in the province.

Points of Contact for Peace Initiatives in Matabeleland North Province:

- Bubi Agriculture Center
- Busy Island Youth Society
- Hwange District Youth Development Coalition
- Hwange Human Rights Youth Forum
- Hwange Urban Arts Association
- Lupane Youth for Development
- Nambiya Development Organisation Trust
- National Youth Development Trust - NYDT
- Rural Communities Empowerment Trust
- Sustainable Agriculture Trust
- Tsholotsho Development Association





MIDLANDS



MIDLANDS PROVINCE

Compiled by: Adriana Franco Chitanana

Provincial Background

Midlands is a province with an area of 49,166 sq km and a population of 1,622,476. Gweru is the capital of the province. It is home to various peoples. As a central point in Zimbabwe it has a blend of Shona, Ndebele, and Chewa among various other languages spoken in Zimbabwe. It has the third largest city in Zimbabwe which is Gweru, followed by Kwekwe, which is considerably the town with the richest industries in both mining and manufacturing with gold mines all-over. The following are the Districts which make up the Midlands Province: Gokwe North, Gokwe South, Gweru, Kwekwe, Mberengwa, Mvumba, Shurugwi, and Zvishavane.¹

Community Needs

Communities in Midlands Province want to live peacefully and without disturbances, even when there are political activities, elections or the distribution of aid. The understanding of peace spans a wide set of circumstances: tolerance, respect, harmony, trust, tranquillity, love, affection, self-esteem, peace of mind, living in a non-violent environment, being able to participate freely, and the co-existence of political beliefs without fear of violence. The vision of peaceful communities encompasses every person's access to human rights. This includes the basic rights to life and social cultural and political rights. Those rights especially emphasised were freedoms including freedom from fear, political freedoms, and freedom of speech (and after speech). Midlands communities need equal and non-partisan access to opportunities without favouritism, nepotism, harassment, intimidation, discrimination or segregation. Citizens need full participation, including that of women, youth and children. They also want a safe and threat-free life. Communities need all freedoms so that citizens may enjoy all their rights as enshrined in the constitution.

Midlands Province also emphasises empowerment of their communities as an important element of living peacefully. Economic empowerment would contribute towards conflict prevention by lessening or eliminating conflicts over resources. Economic development such as (self) employment and income-generating projects are very important for the province, especially

in areas where donors have been turned away (e.g. Mberengwa, Lower Gweru, Chiwundura, Nhema). Youth and women's empowerment is also called for by Midlands Province including access to (positions of) leadership, employment and equal access to means of production, especially regarding women and their ownership of land. Within this vein, it was also highlighted that education and awareness-raising for both men and women on gender issues is very important. The topic of identifying and reducing Gender Based Violence (GBV) was specifically pointed out as a way of understanding and promoting conflict resolution at the micro-level which could lead to peaceful transformation at the macro-level as well.

Access to affordable and high quality education as well as information is also important for the communities in Midlands Province. Access to a variety of media with a plurality of information is called for. Communities need quality and affordable information to know what is going on in their areas and the country; this could also be addressed through electronic blogs and information services. There should be equal opportunities in electronic and print media for all political parties. Education of citizens and particularly youth was also highlighted as a powerful conflict prevention tool which can give young people other options in life so that they are less likely to commit violence. In addition to formal education, civic education is needed to support peaceful communities. This should include human rights education and preservation and respect for public utilities including road signs, schools and clinics which should be free from political affiliation through graffiti or otherwise. Awareness-raising around the rights of those living with HIV/AIDS will help reduce stigmatisation. Access to affordable antiretroviral treatment (ART) is also needed in Midlands communities. School education on sexual reproductive health rights should be encouraged for basic knowledge and awareness. Citizens also need information provision and sensitisation so they can demand creation of medical services.

Another need highlighted by Midlands Province is service provision. Communities need equal and non-partisan access to services emphasising that service providers should be neutral. Proper service

1. Accessed on: <http://www.zimtrade.co.zw/pdf/market%20briefs/Midlands.pdf>

delivery includes access to quality and affordable: roads, water and sanitation, electricity, health care, education and recreational facilities for children and young people. For instance, in the case of the education system, teachers do not receive a living wage as civil servants, so parents have to pay extra fees to give them incentives to work at the particular school. Access to adequate loan and payment systems should also be provided so as to decrease the occurrence of debt collectors terrorising community members. Psychosocial support, especially to Orphans and other Vulnerable Children (OVCs) and their caretakers, should be provided and temporary shelters and/or safe houses should be made available for victims of domestic and political violence.

The bottom line is that communities and community members need stability. They need to be able to rely on certain basics and have some knowledge and trust about the future so as to feel comfortable and not remain uncertain. This is especially important because of the financial collapse which necessitated the change from the Zimbabwe Dollar to a multi-currency economy. Through this process, the pension system was re-set and everyone lost their retirement funds.

The Gweru community had for a long time complained about unfair distribution of electricity, unfair billing and more hours of load shedding in the suburbs of Mkoba. After noticing all these problems the association had to engage the electricity company to try and resolve the problem that had created more tension between the community and the power company. After dialogue meetings, some of the issues were resolved. The community of Mkoba started enjoying equal distribution of power. The billing system improved. The conflict was resolved between ZESA and members of the community who had developed a tendency of beating up any employee of ZESA whenever he/she visited their houses to perform meter readings. Members of the community also had the privilege to know more about the problems facing the power company. We have succeeded through dialogue but other things remain beyond our control as they are of national level.

Communities in Midlands Province call for transparency, accountability, anti-corruption measures and equal application of the law. Public

office bearers should be non-partisan. Communities do not want bribery to be necessary for regular services including the school system, and especially regarding equal access to services. There should be respect for civic rights and order, for example fairness with regard to queues and waiting in the order that you arrive.

Communities also want to know about the use of funds received by all civil servants from service providers. They also need ZIMRA to desist from creating more taxes and expenses for citizens especially those who have already adhered to previous regulations and paid those dues. ZESA should find other means of financing rural electrification than charging urban dwellers for these costs (a minimal charge should be negotiated with consumers).

The Zimbabwe Republic Police (ZRP) soldiers, CID, CIO, and other state security forces and traditional leaders must remain non-partisan and be reminded of their responsibilities and the way they should operate so that the rule of law may be equally applied. Communities do not want their citizens to be repressed and instead call for arbitration mechanisms so that conflicting parties can meet and resolve conflicts. Midlands Province communities should be equally accessible for development work and food aid.

Midlands Province also calls for leadership and support structures of violence to be restrained. They want leaders to be clear and adhere to their stance on non-violence. They need churches to genuinely preach non-violence and there should be no more political bases at schools or elsewhere. Midlands wants all political parties to have equal access to space for rallies and there should be encouragement of holding joint rallies with mixed political party members. Midlands Province suggests that the Members of Parliament have a slot during their community feedback programmes to specifically discuss and denounce violence. The communities need JOMIC to be transparent at all levels regarding their recommendations and proper transmission of these to the community level. Midlands communities need these things for themselves and also so that there can be improved bilateral relations with other countries (increased trade, etc.) which will benefit

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communities across Zimbabwe. They also desire more positive international exposure and cultural exchange programmes.

Conflict Dynamics

Several instances of political conflicts were mentioned in Midlands Province. Partisanship is the main problem which induces favouritism and violence on different sides of party lines. Mberengwa was mentioned as a hot spot as well as Chirumhanzu which have both had houses burnt and citizens maimed during election periods. Conflicts also arise between councillors (elected officials) and council civil servants in Gweru urban. In Kwekwe, there is politicisation of access to natural resources while in Mberengwa and Chirumhanzu, NGOs are viewed as agents of regime change.

We held a dialogue session in Chiruwara with different political party members living in the same community, who could not draw water from the same source. After the workshop they managed to forgive each other and they are now living peacefully together and draining water from the same source.

Economic conflicts also arise in communities in Midlands. There is fierce competition over resources especially with regard to mineral claims. Although relief aid comes in, it is inadequate, and the distribution of this aid is often partisan in areas such as Zhombe, Kwekwe, Chiwundura, Shurugwi and Lower Gweru. NGOs are also in conflict within the province as they are duplicating efforts, for instance in Shurugwi, which causes beneficiaries to 'double dip'. For example, some NGOs give transport reimbursements, others do not; some provide food in certain cases while others do not. This brings up expectations in the community which can cause frustrations and conflict. Another conflict arises from the incentives given to community volunteers which can be seen as not enough when compared to the amount of work they actually do. In Midlands, there is also conflict between the rate payers and service providers due to poor service delivery of water and electricity as well as garbage collection in urban areas.

Conflicts based on issues of gender are also common in communities of Midlands. People complain that traditional leaders in communities,

for example Zvishavane, are handling cases of rape and domestic violence which are supposed to be handled in criminal courts. Domestic conflicts have to do with cultural issues, or are between parents and their children, or are apparent during the inheritance process (where the widow has problems accessing inheritance from the estate of the deceased husband), or the (non)payment of maintenance contributions to the ex-wife and/or children. Economic conflict at household level and domestic violence is apparent, especially in cases of misuse of family income, for instance when proceeds from cotton harvesting are consumed by the husband whereas the wife is the one who earned those funds.

In Gokwe, Mberengwa, Lower Gweru, and Zvishavane, there are cultural practises which work against women's empowerment. In Mberengwa-Shurugwi, there was also a case of a son beating his mother which highlighted the lack of respect for women. Cultural conflicts such as Kuzvarira also violate women's rights when a girl-child is handed over from one family to another in order to appease avenging spirits. Gender stereotypes are also rooted in community life, at times causing conflict. For example, in Chiwundura there is a school headed by a lady and the male teachers were uncomfortable working under her leadership, but this was resolved through mediation by the local chief.

In 2011, men in the community were openly and violently against the appointment of a female head at their local school on cultural grounds (men should naturally be the heads in all community settings including schools). We engaged the community through dialogue and the assistance of two local chiefs which resulted in the community accepting the headmistress in the spirit of gender equality and professional competency.

There are also conflicts around religion in Midlands Province. For example, churches have split because of differing doctrines. Places of worship and pilgrimage also pose a threat to environmental conservation and lack of proper sanitation standards. The generation gap is also being exacerbated in some churches where youth are banned from churches under the pretext that



they are perpetrators of violence. Conflict may also arise between family members who practice religion versus those who engage in traditional worship as they blame one another for problems that arise. In Midlands, there are also tribal conflicts between Shona, Ndebele, Mberengwa, Masase, Kezi and Dolo. For example, in Lower Gweru a school had three teachers from Mashonaland who were teaching core subjects in Shona to Ndebele speaking children.

Approaches to Peacebuilding

There are many approaches used for community work in Midlands Province. The work is done on a basis of common values especially including a non-partisan approach. They want to support communities so they can resolve conflict in their own way. When approaching a community for the first time or starting work on a new topic, baseline surveys are used to set up a proper Monitoring and Evaluation systems.

Transparency, accountability, and good governance are practised by organisations as they implement their training or capacity building programmes.

The community approach in the Province focuses on empowering communities so they may be self-reliant. Civic education is a major contribution to empowerment, especially focusing on human rights, voter education and law. Community members, villagers and schools are also encouraged to form Peace Clubs to foster harmony and non-violence at various levels of community life. Communities are approached through a number of exciting methodologies including theatre, sports 'edutainment'², and competitions to attract large crowds in order to spread positive messages and important information. Community members who exhibit a high level of skills in a particular area such as gender, peace, advocacy or HIV/AIDS are

² These are methods which involve education and information dissemination through entertainment.

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crowds in order to spread positive messages and important information. Community members who exhibit a high level of skills in a particular area such as gender, peace, advocacy or HIV/AIDS are celebrated as champions for that issue. Community empowerment also comes from the introduction of income-generating projects.

A popular methodology to use at community level is training. Peacebuilding trainings target traditional chiefs, village heads, councillors, church leaders, and community members. Furthermore, Training of Trainers (ToT) are also used to train individuals who then carry the topic forward within the community and are in touch with their trainers who follow up on progress made. These trainings are on peace and gender issues and involve several people within each district. Communities are also trained on self-sustenance and formation of support groups. Community training on communication is popular and done with community members and church groups. Also common is specific psychosocial support training for community based counsellors dealing with victims of violence and other community members seeking support.

Dialogue and mediation are other methodologies used frequently in Midlands communities. Dialogues on peacebuilding and conflict resolution involve local leaders including those from the church or youth sector. The dialogues create space to resolve conflicts between different interest groups such as political parties, while they also build networks across conflict lines. In some cases, a Community Charter is made up as a Code of Conduct through which members agree to respect certain values. Still other meetings are focused on the micro-level, encouraging couples communication.

We began a dialogue in Mkoba South over the issue of safe and clean water by gathering community residents and the local authority. At first it was very difficult and tense, but tensions reduced as parties got to know each other. The stakeholders demanded to be notified prior to water cuts and refused to accept exaggerated water bills. The local authority explained that it was a problem caused by old pumps and electricity and that they are replacing the pumps. The residents acknowledged these facts and water shortages have now improved. The community also knows that it is their responsibility to report broken down pipes and cases of vandalism of council property.

Communities are also capacitated with regard to advocacy and lobbying. Some of the advocacy targets leadership including Members of Parliament, chiefs, and village heads. Other efforts engage service providers on issues which are causing conflict with and within the communities. Another approach includes community campaigns on particular issues, such as peacebuilding, focused at ward level.

Peace Programming

Organisations in the province focus on several areas of work including: conflict management, dialogue, peacebuilding, women, civic education, violence against women and children, human rights, youth participation, HIV/AIDS, development, governance, electoral reforms, relief work, capacity building, legal rights, and healing. In Midlands, work is mainly done through dialogue, advocacy and lobbying, technical and capacity building, community participation, political education and workshops. The most frequent target groups for the province are women and youth while community members, local authorities, men, community and traditional leaders, political parties and leadership, and all citizens are also targeted. The beneficiaries are almost always met on a monthly basis.

The most common outcomes expected from their work are: communities living in peace and tranquillity, followed by empowered communities with capacity to deal with conflict, and improved community and multi-stakeholder participation. The most frequently mentioned gaps identified in

the conflict transformation programmes are: lack of financial resources, limited programme coverage, lack of technical capacity, lack of leadership training in conflict management, and lack of participation by stakeholders.

Youth and Conflict Transformation

Midlands generally agrees that the group referred to as youth are persons between the ages of 18 and 35, whether married or unmarried. Organisations include youth in their programming with particular emphasis on the creation of youth training centres, dialogue, 'no to violence' campaigns, peace clubs, training, leadership and sexual reproductive health. In Zimbabwean conflicts, youth is often described as perpetrators of violence who are manipulated and used by politicians to cause conflict for their political gain (most common during elections). Young people are also described as the potential catalysts for peace and organisations emphasised that youth need education and economic empowerment as they are the future of the country. The province also noted that youth play a positive role in conflict transformation as they realise the importance of peace and are taking part in peace campaigns in various communities.

Despite these signs and the willingness of youth to take part in conflict transformation, there are potential limitations which include unemployment, lack of financial independence, their voices not being heard because of cultural norms, and a general lack of activity which can drive them towards politics and violent competition. Because of this, there is an emphasis on the need for domestic policies to be improved in order to avail opportunities to unleash the positive potential in youth for conflict transformation. Current national participation by youth in the province is quite limited because they are not involved in processes or decisions and should be given platforms where their views can be aired and heard.

In Gweru, we have successfully carried out a voter registration programme for youth. The main challenge we faced was that there was only one registration centre in the town and the staff refused to register youths for one reason or another. After consulting ZLHR lawyers, the staff at the registrar generals' office responded by opening another registration centre in Mkoba whose staff is youth friendly.

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Operational Gaps and Recommendations

Level	Gap/ Challenge	Recommendation
Organisational	<ol style="list-style-type: none"> 1. Resources (financial, material, human). 2. Staff turnover and resources; programming; vehicle purchase; office equipment 3. Lack of transport to access places of implementation (political instability also blocks access) 	<ol style="list-style-type: none"> 1. Resource mobilisation (being stepped up), symposiums, bilateral visits to donors, advocate for policy reforms with regard to financial investments, garner domestic private sector support, capacity building on fundraising, creation of partnerships and consortiums, look for organisations which can assist in work which is less expensive than external consultants, depending on capacity available. 2. Resource mobilisation to raise funds for salaries, institutionalisation of good corporate governance and internal conflict resolution mechanisms 3. Recommend that there be a car and fuel for the project at the time of implementation
Community	<ol style="list-style-type: none"> 1. Denied access to communities by local authority and ignorance from the people 2. Double dipping whereby two people are operating in the same ward doing the same programme 3. Low media coverage 4. Scepticism, communities not sure of the help they will receive 5. Inaccessible areas due to poor roads 	<ol style="list-style-type: none"> 1. Engage with local authorities (constantly) and not only to ask for things 2. Compare beneficiary registers, networking, coordination of NGO activities 3. Community radio stations, use print media e.g pamphlets, posters locally produced 4. Transparency with regard to help, sensitise gatekeepers to ensure buy-in 5. Engage local authorities to improve roads, focus activities on more accessible communities, use of off-road vehicles for those less accessible
Provincial	<ol style="list-style-type: none"> 1. Geographical coverage too big to meet the limited resources 	<ol style="list-style-type: none"> 1. Do one ward at a time, ToT method to then spread approach to others

<p>National</p>	<ol style="list-style-type: none"> 1. Lack of political support/ will. 2. Lack of vehicles for transport to outreach areas, lack of office 3. Limited participation of young women due to fear 4. Media licences restricted 5. Religious intolerance 	<ol style="list-style-type: none"> 1. Engagement of the policy makers 2. Engage donor community. 3. Capacitate young women through young women forums 4. Lobby and advocacy for media freedom and repeal of restrictive laws on information dissemination 5. Encourage dialogue within and between the parties concerned
<p>Resources</p>	<ol style="list-style-type: none"> 1. Political instability 2. Lack of computers , donor fatigue 3. Donor prescription, donor dependency syndrome, 4. Donors frequently change topics 	<ol style="list-style-type: none"> 1. Civic education to eliminate politicisation of programmes 2. Try to do fundraising projects (income generating projects), self reliance, form coalition for donor appeal 3. Break free of the donor cycle/trap, long term projects should include flexibility, improve negotiation and defence of project focus and implementation 4. Re-align proposals to include your focus as well as the new angle, needs assessment at grassroots level

Provincial Priorities

Midlands province places ‘Civic Education to all citizens in the province’ as their top priority. They describe this as being a tool that creates awareness in communities. This should include education on conflict management and peacebuilding and a special focus on educating young people to denounce being used as tools of violence. Following civic education, communities want religious groups to preach the fundamental aspects of the gospel of Jesus Christ / Allah / Jah by teaching people that love is natural and hate is satanic. The third priority for Midlands province is tolerance. This refers to tolerance of each other’s world view and respect for agreed terms. Midlands wants to turn warring parties into allies through the belief that, “Peace should start with me. I should accept other people’s mistakes and not always be partisan.” Midlands believes that the best way to create peace is to maintain the right way of living within your community. Midlands also places encouragement of dialogue between conflict parties as a priority.

Finally, Midlands wants transparency within their communities along with respect for human rights and diversity.

Points of Contact for Peace Initiatives in Midlands Province:

Adventist Development and Relief Agency
Catholic Commission for Justice and Peace
Centre for Conflict Management and Transformation
Civic Education Network Trust - Civnet
Gweru Agenda
Heal Africa Trust
Jointed Hands Welfare Organisation
Lutheran Development Service
Midlands Conflict Management Association
Mkoba South Conflict Management
Musasa
National Association of Non-Governmental Organizations
National Council of the Disabled Persons of Zimbabwe
National Volcano of Hope
Nkabazwe Community Radio Initiative
Padare Men's Forum on Gender
Students Christian Movement of Zimbabwe
Women International Coalition
Women's Coalition of Zimbabwe
Youth Initiative for Democracy in Zimbabwe - YIDEZ
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches
Zimbabwe Election Support Network
Zimbabwe Organisation for Youth in Politics









Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Abammeli Lawyers Network	Bulawayo	Jul-12	Trust	Freedom Mazwi - Researcher	8th floor, Fidelity Life Building, Bulawayo	fmazwi@gmail.com	263773798329
Adventist Development and Relief Agency - ADRA Zimbabwe	Harare	Jan-80	Registered	Pansi Katenga - Country Director	2 Princess Drive, Highlands, Harare	katengap@adrazimbabwe.org/ info@adrazimbabwe.org	+263 4 776786/88/93
Africa Community Publishing and Development Trust - ACPD	Harare Metropolitan	Nov-94	Trust	Kathy Stewart	145 Exploration House, Cnr Robert Mugabe and Fifth, Harare	zimbookteam@gmail.com	2634253608
African Reform Institute - ARI	Harare Metropolitan	Jan-12	Trust	Cynthia Hakutangwi - Executive Director	38 Arundel School Road, Mount Pleasant, Harare	chakutangwi@gmail.com	263772438068
AFROMEDIA	Bulawayo	Mar-12	Registered with Zimbabwe Media Commission	Sifelani Tsiko	10 Natal Road, Belgravia, Harare	christabvura@gmail.com	263733478515
Amnesty International	Masvingo	Dec-99	NGO	Tichayana Mlambo	2nd Floor ZIMRE Building	tichamlambo@gmail.com	263778016702
Amnesty International Zimbabwe	Mashonaland West	Jan-61		Paul Nechishanyi - Mash West Local Coordinator	13661 Gunhill Chinhoyi - 48 Tsanzwa Doma, Mhangura	paul.innocent@yahoo.com	263773215711
Baptism of Fire Theatre	Mashonaland West	May-89	National Arts Council of Zimbabwe	Sibanda S - Director	329 Chikangwe, Karoi	siksiba@gmail.com	263773658277
Batanai HIV & AIDS Service Organization - BHASO	Masvingo	Dec-92	PVO	Peter Marimi - Information Officer	6 Rekayi Tangwena Avenue, Masvingo	peter.marimi@gmail.com	263772405790
Bubi Agriculture Center	Matabeleland North	Sep-11	Not Registered	Sethulo Ndebele	Siganda	ndebelesethulo@ymail.com	263772861049
Bulawayo Agenda	Bulawayo, Matabeleland North, Matabeleland South, Midlands, Masvingo	Oct-02	Civic Society Organisation (CSO)	Busani Ncube - Programs Manager	Bulawayo Agenda, Number 49 A, Josiah Tongogara and Fourth Avenue, Bulawayo	byagenda@gmail.com	+263712 642 932, +263775576232
Bulawayo Integrated Youth Survival Alternative Project - BUIYSAP	Bulawayo	Jan-08	Welfare WO/26/93	John Ndebele - Director	Office 3 Dan Square Building Cnr Josiah Tongogara/4th Avenue Bulawayo	buiysapyouths@yahoo.com	263773715982
Busy Island Youth Society	Matabeleland North	Jan-08	Registered with Ministry of Youth and Development	Kelvin Ncube	5613 Mkhosana, Victoria Falls	kelvin2killtoo@yahoo.com	263777019159

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	<i>Promotion and protection of human rights and assisting people whose rights have been violated</i>	<i>Through educating citizens on available mechanisms of legally dealing with past and present injustices</i>	<i>Bulawayo, Matabeleland North, Matabeleland South</i>	<i>Youth, women and men who are victims of human rights abuses</i>
<i>www.adrazimbabwe.org</i>	<i>Food security, Health, Education, Economic Development and Emergency Management</i>	<i>Advocacy for children's rights, offering capacity building in child protection to community leadership</i>	<i>Gokwe North, Gweru, Bulilima, Binga, Harare Metropolitan, Ruwa</i>	<i>Orphans and other vulnerable children and other vulnerable groups in communities.</i>
	<i>Facilitating research, publishing and capacity building in marginalised communities and the institutions that support them for democratic development, good local governance, peacebuilding and gender equality</i>	<i>Promoting non-violent communication, involving the local authorities from provincial level to the lowest level</i>	<i>Bindura, Shamva, Mazowe, Mt Darwin</i>	<i>Provincial, District and Ward leadership with the communities they lead, war veterans, political leaders and their supporters, church leaders</i>
	<i>Political leadership development</i>	<i>Raising awareness of issues of conflict to current and future policy makers and political leaders</i>	<i>All regions in Zimbabwe</i>	<i>Current and future policy makers</i>
<i>www.afromedia.org</i>	<i>Social and development news</i>	<i>Uniting the community through human interest news coverage</i>		<i>Communities in both marginalised and elite with the aim of equipping everyone</i>
	<i>Human Rights</i>			<i>Pregnant women and displaced people and prisoners of conscience</i>
<i>www.amnesty.co.zw</i>	<i>To end human rights abuse around the world</i>		<i>Mashonaland West</i>	<i>Marginalised groups and victims as well as perpetrators</i>
	<i>Peacebuilding and community participation</i>		<i>Hurungwe Ward 17, Chief Nyamhunga, Mangisi Village</i>	<i>Entire community</i>
<i>www.bhaso.org</i>	<i>Empowerment of people infected and affected by HIV/AIDS for positive living</i>	<i>Empowering HIV positive people to advocate for their rights and services due to them.</i>	<i>Masvingo Province</i>	<i>People living with HIV, HIV Support groups, Youth and disadvantaged farmers (rural)</i>
	<i>Agriculture and self employment projects</i>	<i>Focus group discussion</i>	<i>Bubi</i>	<i>Young women</i>
<i>www.bulawayoagenda.com</i>	<i>Defending human rights, peacebuilding</i>		<i>Bulawayo, Matabeleland North, Matabeleland South, Midlands, Masvingo</i>	<i>Civic society organisations who share same values</i>
	<i>Youth empowerment and community development, peacebuilding and good local democracy</i>	<i>Peace caravan, peace garden, peace tournaments</i>	<i>Nkayi</i>	<i>Youth aged 18-35 years, communities</i>
	<i>We are involved in promoting youth participation in decision making processes. We train youth on behavioural change, HIV and AIDS and entrepreneurship</i>	<i>Peacebuilding, we attend workshops which are organised by Coalition of which we meaningfully participate as we partake in peacebuilding sports galas after the trainings and we share the information gained to the audience</i>	<i>Hwange Urban, Hwange Rural and Victoria Falls</i>	<i>Youth between 16-35 years from the community</i>

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
CARITAS	Masvingo	Aug-99	Faith Based Organisation	Oppa Rukara	14 Hofmeyer Street, Masvingo	shadiegwari@gmail.com	263772570822
Caritas Mutare	Manicaland	May-72	Under Roman Catholic Church	Nhamo Hondoyomoto	St Dominic High School, Cnr Hebert Chitepo and J Moyo, Mutare	nhondoyomoto@cadec.co.zw	2632060504
Catholic Commission for Justice and Peace - CCJP	Midlands	Mar-72	Faith Based Organisation	Nobert Mauta-Coordinator	No. 77 kopje Road, Gweru	gwerevendewillard@gmail.com	263775160751
Catholic Commission for Justice and Peace - Zimbabwe	Mashonaland East	Jan-77	Faith Based Organisation	Phillip Muyengwa	All Souls Mission P.Bag 501, Mutoko	philliptmuyengwa@rocketmail.com	263734584604
Centre for Community Development in Zimbabwe - CCDZ	Harare Metropolitan	Jun-04	Trust	Philip Pasirayi - Director	220 Samora Machel Ave, Harare	centrefordevelopment@gmail.com	263772697782
Centre for Conflict Management and Transformation - CCMT	Midlands	Feb-2003	Trust	Stembile Mpofu - Director	28 Oxford Ave, Newlands, Harare	impact@ecoweb.co.zw	2634788154
Centre for Youth Empowerment and Development (CYED)	Mashonaland West	Dec-11	Trust	Henry Muwungani - Director	4014 Cold Stream, Chinhoyi	henrymuwungani278@gmail.com	+263773393458, +263734 935 943
Centre For Peace Initiatives in Africa - CPIA	Harare Metropolitan	Feb-01	Trust	Judith Kamutepfa - Operations Director	5 Corrine Close, Bluffhill, Harare	judykamutepfa1@yahoo.com & judykamutepfa@gmail.com	
Centre for Youth Empowerment	Mashonaland East	Oct-12	Zimbabwe Youth Council	Mudimu G.T Chairman	1 John White Crescent Winston Park, Marondera	harryjairos@gmail.com	263775030643 / 263774431245
Chikukwa Ecological Land Use Community Trust - CELUCT	Manicaland	Jan-96	CBO Trust Organisation	Chester Chenjerai Chituwu- Director	Private Bag 2029, Chimanimani	celuct@zol.co.zw	263773231572
Children Solutions Centre Trust	Bulawayo	Jun-08	Trust MA 151/2007	MR. Mpumelelo Ncube - Executive Director	Nketa Housing Office, Room 9, Bulawayo	csct07@gmail.com	263774085546
Chitungwiza Community Peace Building Partnership of Zimbabwe Trust	Harare Metropolitan	Jan-06	Trust	Mrs Ellen Rangarira	4678 Mukwereza Way Unit C, Chitungwiza		263712758893
Chivi Residents and Rate Payers Association - CRRA	Masvingo	Mar-12	Voluntary Organisation	Zivurawa Lot	391 Box 35 Chivi Growth Point, Chivi	zivurawa@cooltoad.com	263777104280

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	Humanitarian work, food security, HIV/AIDS issues, Water and Sanitation, and orphans	Training on disaster risk reduction and transformational leadership	Masvingo District Wards 1 and 2; Bikita Wards 4, 32, 12, 13, 15, 18, 19, 31	All age groups at churches, traditional leaders and the councillors.
www.caritaszimbabwe.org	Food security, livelihood, water and sanitation, community capacity building	Through empowering communities to participate actively in development work in their areas.	Nyanga and Chimanimani	All ages
	Advocacy for positive policies in cultures, beliefs and practices within churches and communities in a bid to reduce or eliminate diseases including HIV and AIDS and also the elimination of infant deaths	Through social behaviour change and communication.	Midlands, Mashonaland West and Matabeleland South.	Churches and communities through church and community working groups.
	To advocate and work for justice and peace, guided by the social teaching of the church for a just and peaceful community.	Peacebuilding activities through engaging political parties to come together and coexist.	Mutoko	All community members regardless of political affiliation, religion and disability.
www.ccdz.org.zw	We promote meaningful community participation	Lobbying policy makers for peace friendly legislation, dialogue with community stakeholders on healing, rehabilitation and integration	Mashonaland West, Mashonaland East, Mashonaland Central	Traditional leaders, youth, women and councillors
www.ccmt.org.zw	Community conflict transformation and peacebuilding	Facilitating community conflict intervention	Midlands Province	Community members facing conflict, government, district and traditional authorities
	Peacebuilding through dialogue between the policy makers, community leaders and young people through training, education and advocacy.	We are doing trainings on peace building, creating platforms for young people to share and discuss challenges or problems that affect them at ward or village level.	Chinhoyi, Kariba, Karoi, Makonde, Mhangura, Shecklton, Alaska, Chegutu, Bulawayo, Matabeleland North, Mashonaland Central	Youth 18 – 35 years
www.cpia.org.zw	Promotion of sustainable peace, stability and security in Africa through conflict prevention, resolution and management	Through national dialogue, engaging all stakeholders from grassroots to high stakeholders as well as national reconciliation	Matabeleland North, Matabeleland South, Mashonaland Central, Mashonaland East, Manicaland	Political parties, youth, women, chiefs, headmen, churches, MPs, Judiciary, Diplomats, NGOs, Traditional leaders
	Training and Advocacy.		Mashonaland East - Marondera, Chikomba, Wedza, Mrewa, Mutoko, Mudzi, Goromonzi and Manyame	Youth between the age of 18-35, local authorities, financial institutions, government departments, industries and SMEs
www.chikukwa.org.zw	Peacebuilding and sustainable agriculture	By conducting training workshops with local leadership, community training	Chimanimani District ward 10.	Leaders, educators, community members, school leavers, school children, OVCs and other likeminded organisations/ institutions.
	Children and youth participation, advocacy, HIV/AIDS, information dissemination	Youth mobilisation through sport, information dissemination, workshops for young people in school, social media for transformation - Facebook, twitter	Nketa Constituency - Bulawayo	Children, orphans, child headed households, youth: unemployed, in-school and out of school
	To teach chiefs and village heads conflict management and transformation, mediate conflicting parties in the community, make space for dialogue with stakeholders in Chitungwiza and in rural areas	We teach the community conflict management and transformation	Chitungwiza Urban	Chiefs, headmen, local authorities, health officers councillors, district administration, residents association, headmaster, police lawyer, advisors and the community
	Improved service delivery for rate payers, government accountability and advocacy and information sharing with residents.	Making the local authorities accountable for service delivery, budget process and development of projects.	Chivi Growth point and business service centres.	Chivi residents, business community and capital projects done by the council.

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Christian Legal Society of Zimbabwe	Bulawayo	Jun-01	Registered with the Registrar of Deeds	Gerald Matiba - Executive Director	Suite 5, Winchester House, Fife Street and 4th Avenue, Bulawayo	clsbulawayo@gmail.com	263774908325
Churches in Bulawayo	Bulawayo	Jun-12	Trust	Pride Ndlovu - Programme Manager	13 Robert Mugabe, Scripture Union	churchesinbulawayo@gmail.com	263773526894
Churches in Manicaland	Manicaland			Rev. Joseph Waziweyi - Coordinator	Elim Pentecoastal Church, 30 Second Street, Mutare	awaziweyi@gmail.com	263772971882
City of Mutare Housing and Community Services	Manicaland			Aurther Chinaka - Director	Moffart Offices, Chimanimani Road		2632060823
Civic Education Network Trust – Civnet	Harare	Jun-94	Trust	Wellington Mbofana - Executive Director	5 Wingate Road, Highlands Harare	wmbofana@civedu.org	+263 4 481 777-9, +263 777 045 630
Community Peace-Building Partnership of Zimbabwe - CPPZ, Mbare Chapter	Harare Metropolitan	Jan-08	Trust	Martin Matamba / Tapera Jamanda	Stodart Gymhall, Pazarangu Road, Mbare, Harare	cppznat@gmail.com; martinmatamba@yahoo.com	263774611315
Community Tolerance Reconciliation and Development - COTRAD	Masvingo	Jan-08	Trust	Zivanai Muzorodzi - Information and Research Officer		cotradresearch@gmail.com	263773120615
Community Working Group On Health	Masvingo	Jan-98	Community Based Organization	Entrance Takaidza - District Chairperson	3164/42 Muchecheni Street, Hillside Masvingo	takaidzae@yahoo.com	263773298452
Consumer Council of Zimbabwe	Masvingo	Feb-45	Quasi Government	Ndumiso Mgushimi - Regional Officer	136 Robertson Street, Masvingo	msu@ccz.org.zw	26339264748
Department Of Peace and Governance	Mashonaland Central	Jan-10	Academic Institution	Makwerere David - Lecturer	Bindura University of Science Education, Bag 1020 Bindura Bindura Haulage Offices	makwerere@webmail.co.za or dmakwerere@buse.ac.zw	+263772596562 or +263775854222
Dzimbahwe Poets	Masvingo	Jan-11	Arts Group, National Arts Council of Zimbabwe	Tatenda Chinoda - Group Director	244/5 Simon Mazorodze Avenue, Masvingo	teechinoda@yahoo.com	263772966075
Educators Association for Human Rights - EAHR	Manicaland	Sep-06	Trust	Robert Mandeya	First Mutual Building Suite Number 106, Hebert Chitepo Street, Mutare	mandeyarobert@yahoo.com	263772466925

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	<i>Legal assistance/litigation, conflict transformation and gender justice, human rights monitoring, child protection, budget monitoring</i>	<i>The organisation has a programme entitled Act Justly Initiative. This action seeks promote non-violence and enhance popular participation of citizens in transitional justice and legislative processes.</i>	<i>Bulawayo, Midlands, Matabeleland North, Matabeleland South</i>	<i>Children, Youth, Women, Men</i>
	<i>Lobby and advocacy, development, peacebuilding</i>	<i>Facilitating workshops on peacebuilding, conflict management with traditional, political leaders and grassroots</i>	<i>Bulawayo, Matabeleland North, Matabeleland South</i>	<i>Traditional leaders, political leaders and the grassroots level</i>
	<i>Human rights and conflict management and capacity building</i>	<i>Capacity building community leaders, engaging policy makers and political parties.</i>	<i>Manicaland Province</i>	<i>Community leaders, traditional leaders, youth and church leaders.</i>
	<i>Community development</i>		<i>Mutare Urban</i>	<i>Residents, investors</i>
	<i>Civic education, peacebuilding, leadership development, voter education</i>	<i>The peacebuilding programme helps people that are divided by conflict to reach out to each other and mend broken relationships through facilitated dialogues; inclusive development initiatives in the community; and promotion of human rights and laws</i>	<i>The whole of Zimbabwe but specifically Bulawayo, Harare, Mashonaland Central, Mashonaland West and Midlands provinces where there are physical offices</i>	<i>All citizens especially grassroots people</i>
	<i>Conflict management and peacebuilding</i>	<i>We promote dialogue, mediation and provide trainings</i>	<i>Southern District - Mbare</i>	<i>Men, women and the youth</i>
	<i>To prevent political violence in communities and promotion of tolerance and reconciliation to post-conflict communities.</i>	<i>Through engaging youth in various activities like peace tournaments and establishment of peace youth groups.</i>	<i>Masvingo Province</i>	<i>Youth in general, particularly victims of political violence and the perpetrators.</i>
	<i>Primary Health Care</i>	<i>Through health literacy programmes</i>	<i>Masvingo Urban and Chiredzi Urban</i>	<i>Youth, women, men, community leaders and health workers</i>
<i>www.ccz.org.zw</i>	<i>Mediating between consumers and service providers</i>			
	<i>Theoretical foundation in peacebuilding, frameworks in peacebuilding, research and information dissemination, governance and public participation</i>	<i>Through research and publications, facilitation at workshops. Production of training manuals for local councils</i>	<i>Local, National and International</i>	<i>Grassroots structures, government ministries, CSOs</i>
	<i>Training in performing arts and team building</i>	<i>Providing edutainment through the Catholic Commission for Justice and Peace, ZimRights, MISA, NANGO and ZCTU</i>	<i>Masvingo Province</i>	<i>Service providers. Peace loving communities. Youth in and out of school. Policy makers.</i>
	<i>Human rights and peace education in schools</i>	<i>Establishing peace clubs in schools</i>	<i>Makoni, Chimanimani, Chipinge and Mutasa districts of Manicaland</i>	<i>Teachers and school children</i>

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Emmaus International	Bulawayo	Feb-12	cf/10303/2005	Mr. J. Zvaita	14 Calvert Road, Bradfield, Bulawayo	emmaus001@gmail.com	263733893729
Environmental Management Trust	Masvingo	Feb-10	Trust	Never Mujere - Director	4934 Jenjedza street Rujeko B Masvingo	emtrust@gmail.com	263773253035
Family Aids Caring Trust - FACT	Masvingo	Jan-92	W/L089	Ropafadzo Magwaza	Stand Number 3246, Light Industries, Chiredzi	rmagwaza@gmx.net	263773440842
Farm Community Trust of Zimbabwe - FCTZ	Mashonaland West	Apr-99	PVO	G. Magarambe	GA William, Gale Avenue, Malborough, Harare	chinhoyi@cb.fctz.org.zw	+263 67
Gutu Youth Forum	Masvingo	Oct-10	NA 010/1010	Gullarm Mkumba	Office Number 10 Gutu Rural District Council	gmkumba2@cooload.com	263772944942
Gweru Agenda	Midlands	Jan-00	Trust	Polite - Programmes Officer	Office No.3, 3rd Street, Old Post Office, Gweru	gragenda@gmail.com	263713016331
Habakkuk Trust	Bulawayo, Matabeleland North and Matabeleland South	Aug-00	Trust	Dumisani Nkomo	2A Oak Suburbs, Bulawayo	habakkuktrust@gmail.com	+263779 617 926
Heal Africa Trust - HAT	Midlands	Jul-12	Trust-MA 608/10	Brian Dube - Director	884 Mkoba 13, Gweru	healafrika@yahoo.com	263773078897
Helpline Zimbabwe	Harare Metropolitan, Midlands, Mashonaland Central	Jun-08	Trust	Renias Toreva - Programme Manager	37 Low Close, Emerald Hill, Harare	helplinezim@yahoo.co.uk	+263 4302301, +263774163267
Hwange District Youth Development Coalition	Matabeleland North	Jan-07	Registered Ministry of Youth and Development	Michael Ndiweni	5613 Mkhosana, Victoria Falls	mikejnrind82@gmail.com	263773268187
Hwange Human Rights Youth Forum	Matabeleland North	Feb-08	Trust	Fidelis Chima-chairperson	M45 Makwika, Hwange	hwangehumanrightsyf@gmail.com	263773565946
Hwange Urban Arts Association - HUAA	Matabeleland North	Jun-00	Community Arts Based Organisation	Marlvern Daka - Chairperson	H19 Lusumbani, Hwange	vostile@gmail.com	263773256951
Ibhetshu Likazulu	Bulawayo	Aug-05	Pressure group	Zibusiso Maduma/Mbuso Fuzwayo	303 Nkulumane, Bulawayo	mbusofuzwayo@gmail.com	263772762381
Institute For Young Women Development	Mashonaland Central	Jun-09	Trust	Chinzete Gillian - Programs Officer	5269 Chiwaridzo, Bindura	youngwomeninstitute@gmail.com	263773152630

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	<i>Providing alternative media to the community of Bulawayo and its surroundings through community radio</i>	<i>By encouraging communities to dialogue, air their views and know their rights. This is done through focus group meetings, live broadcast meetings, news social media and through our one hour broadcast in ZICORA</i>	<i>Bulawayo in its 29 wards and its surrounding areas, parts of Lupane, Tsholotsho, Plumtree, Nkayi and Kezi</i>	<i>Young and old, women and men, children, the disabled, people infected and affected with AIDS and all citizens of Zimbabwe</i>
	<i>Promotion of sustainable environmental management</i>	<i>Through leadership trainings in the villages</i>	<i>Bikita District, Ward 15</i>	<i>Those in degraded areas and at risk of climate change.</i>
	<i>Prevention, mitigation, care and support programmes</i>	<i>Advocate for children rights and for people living with HIV</i>	<i>Masvingo Province</i>	<i>Single women, widows, PWLHIV, and youth in or out of school.</i>
<i>http://www.fctz.org.zw/</i>	<i>To empower people in the farming community in education, health and agricultural activities</i>	<i>Assisting community members in resolving differences within their area</i>	<i>Manicaland, Mashonaland East and Mashonaland Central</i>	<i>School children, young women and young men</i>
	<i>Total participation of youth in democratic processes, peace and good governance</i>	<i>Through youth rehabilitation activities such as income generating projects, community sporting activities and training workshops.</i>	<i>Masvingo Province</i>	<i>Youth between the age of 15-35 years, traditional leaders and political parties.</i>
	<i>Civic education, training and creating platforms where people from different communities discuss current topical issues</i>	<i>Organising forums and meetings for people from different groups of different ideologies and so bringing them together for debates.</i>	<i>Midlands Province</i>	<i>Youth, women organisations and individuals from the community.</i>
	<i>To influence biblical transformation of communities through research, capacity building, advocacy and information dissemination</i>	<i>Training communities on conflict management, peacebuilding</i>	<i>Gwanda, Plumtree, Matobo, Bulawayo, Tsholotsho</i>	<i>Local leaders, communities, action teams, ministers</i>
	<i>Restitution, reconciliation, healing, training of facilitators for conflict management</i>	<i>Training of Councillors who will cascade the knowledge to those traumatised victims from all forms of violence.</i>	<i>Gweru Urban</i>	<i>People who have been affected by conflict of all magnitude through working with leaders of political parties like district leadership, councillors and community leaders as peace ambassadors.</i>
<i>www.helplinezim.org.zw</i>	<i>Peacebuilding through psychological support, livelihoods, emergency response and community rehabilitation</i>	<i>Engaging the stakeholders in meetings, promoting peace, peacebuilding, counselling services</i>	<i>Epworth, Shamva, Mberengwa</i>	<i>Perpetrators of political violence, human rights abuse e.g. gender and domestic violence. Victim of political, gender, domestic violence, social welfare</i>
	<i>We are involved in promoting youth participation in decision making process. We train youth on leadership, local governance, human rights and lobbying and advocacy</i>	<i>Peacebuilding, we carry out peacebuilding trainings for youth and fostering the concept of peace ambassadors in communities</i>	<i>Hwange Urban, Hwange Rural and Victoria Falls</i>	<i>Youth between the ages of 18-35 years from various youth Community Based Organizations operating in the district</i>
	<i>Human rights education</i>	<i>Public meetings, focus group discussions, peacebuilding workshops</i>	<i>Hwange Urban and Rural District</i>	<i>Youth, Local Authority and ZimRights</i>
	<i>To provide edutainment to the communities. To lobby and advocate for social changes in society through Arts</i>	<i>Currently work with Amnesty Zimbabwe to foster changes in our communities and as a facilitator</i>	<i>Hwange District</i>	<i>Youth, women, girls, and the community in general</i>
	<i>To promote healing within the people of Matabeleland</i>	<i>We carry out workshops to educate the people of Matabeleland of the hardships they face</i>	<i>Matabeleland and Midlands</i>	<i>Youth and the elderly</i>
	<i>Information dissemination and gender advocacy.</i>	<i>Capacity building.</i>	<i>Mashonaland Central.</i>	<i>Women in the age of 16 to 35 from Bindura urban and rural districts and households of the participating members from the community.</i>

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<i>Intscha.com</i>	<i>Bulawayo</i>	<i>May-12</i>	<i>Trust</i>	<i>Godwin Phiri - Director</i>	<i>706 Fidelity Life Centre, Corner 11th Avenue/ Fife Street, Bulawayo</i>	<i>speakintscha@gmail.com</i>	<i>263774378425</i>
<i>Joint Monitoring and Implementation Committee - JOMIC</i>	<i>Harare Metropolitan</i>	<i>Feb-12</i>		<i>Patience Chiradza - National Coordinator</i>	<i>128 King George Road, Avondale, Harare</i>	<i>jomic2009@gmail.com</i>	<i>2634334877</i>
<i>Jointed Hands Welfare Organisation</i>	<i>Midlands and Matabeleland South</i>	<i>Nov-05</i>	<i>Trust</i>	<i>Donald Tobaiwa- Director</i>	<i>Eastern Back of Gweru Theatre, Gweru Gardens</i>	<i>info@jointedhands.org</i>	<i>26354225601/2/3</i>
<i>Joshua Foundation Zimbabwe - JFZ</i>	<i>Harare Metropolitan</i>	<i>Nov-11</i>	<i>Trust</i>	<i>Munyaradzi Takawira - Director</i>	<i>Trinity Methodist Church, Cnr 3rd and Central Avenue, Harare</i>	<i>vf2@teamqlv.com</i>	<i>263772998591</i>
<i>Kariba Youth Trust</i>	<i>Mashonaland West</i>	<i>Mar-97</i>	<i>Trust</i>	<i>D Kaocha, S Coffee</i>	<i>P. O. BOX 94, Kariba</i>	<i>coffeesamson01@gmail.com</i>	<i>+263772356113, +263773743143</i>
<i>Kulani trust</i>	<i>Matabeleland South</i>	<i>Apr-12</i>	<i>Trust</i>	<i>Ntandoyenkosi Dumani - Director</i>	<i>1269 ZBS, Plumtree</i>	<i>kulanitrust@gmail.com / dumani.ntandoyenkosi@gmail.com</i>	<i>263774571444</i>
<i>Legal Resources Foundation - LRF</i>	<i>Manicaland</i>	<i>Jan-84</i>	<i>NGO</i>	<i>Memory Mandingwa</i>	<i>Suite 8, 2nd Floor, Old Mutual Building Mutare</i>	<i>mutaredirector@lrf.co.zw</i>	<i>2632065263</i>
<i>Living Hope Trust</i>	<i>Manicaland</i>	<i>Nov-09</i>	<i>In process</i>	<i>Rev Nhamo Moyana</i>	<i>320 Bezel Bridge, Mutare</i>	<i>moyanaatlivinghope@gmail.com</i>	<i>263778050382</i>
<i>Lupane Youth for Development</i>	<i>Matabeleland North</i>	<i>Feb-08</i>	<i>Trust</i>	<i>Patience Malaba- Programme Officer</i>	<i>208 Lupane</i>	<i>lupayouth@gmail.com</i>	<i>263775942731</i>
<i>Lutheran Development Service</i>	<i>Midlands</i>	<i>Jan-00</i>	<i>Registered</i>	<i>N. Mabuwa</i>	<i>508 Milton Road, Zvishavane</i>	<i>msshumbam2@gmail.com</i>	<i>263773632866</i>
<i>Makonde Focus MISA Zimbabwe</i>	<i>Mashonaland West</i>	<i>Jan-08</i>	<i>Media</i>	<i>Vinnet Nyakudya - Secretary</i>	<i>27 Rwenya Rimuka Township, Kadoma</i>		<i>263773357883</i>
<i>Marvel Acts Youth Organisation of Zimbabwe - MAYO Zim</i>	<i>Mashonaland East</i>	<i>Dec-03</i>	<i>Trust, Association and Arts organisation</i>	<i>Mavura Abel- Director</i>	<i>294 B New Government Stands, Mutoko Centre</i>	<i>mayotrust@gmail.com</i>	<i>263772602081</i>

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.intscha.org	We are primarily a youth development organisation concerned with ensuring that young people are active participants in community development	Access to natural resources are at the very core of conflict issues. We are helping the community to develop programmes and projects that help to address the community challenges	Bulawayo, Matabeleland North, Matabeleland South	Youth in disadvantaged circumstances. We also promote youth - adult partnerships hence the ability to reach out to a broader community
www.jomic.co.zw	Peacebuilding and encouraging dialogue amongst political parties that are signatory to the GPA.	We are meeting with the 3 political parties signatory to the GPA at national, provincial and district levels to help minimise polarisation amongst them.	Harare, Bulawayo, Midlands, Masvingo, Manicaland, Matabeleland North, Matabeleland South, Mashonaland East, Mashonaland West, Mashonaland Central	Political parties, traditional healers, national healers, communities, civic society organisations
www.joinedhands.org	Advocacy for positive policies in cultures, beliefs and practices within churches and communities to reduce or eliminate diseases including HIV and AIDS and also the elimination of infant deaths	Through social behaviour change and communication.	Midlands, Mashonaland west and Matabeleland South	Churches and communities through church and community working groups.
	Life skills training, volunteer training, young leaders and entrepreneurial training	We impart life skills to orphaned and vulnerable children through arts, sports teams, building interests and lessons.	Epworth, Mufakose	Orphans and other vulnerable children
	To promote youth empowerment and information sharing	Social youth conflicts	Kariba Urban, Wards 1-9	Youth in school and out of school
	Youth leadership and development. Our thrust is to build the capacity of young people so that they effectively contribute in the socio-economic and political development of their communities	We carry out interface sessions with young people and capacitate them on conflict resolution, facilitate dialogue in interrogating our history and attempt to project their role in conflict transformation initiatives into the future	Plumtree urban, Mangwe rural, Bulilima rural in Matabeleland South	
www.lrf.org	Provision of free legal services to indigent members of society and legal education to the community. Human rights, conflict management, peacebuilding	Workshops and outreaches in the province with Rooftop Promotions performing plays on national healing and conflict reduction methods. We are training village heads, headmen and chiefs in Mutasa and Mutare Districts on mitigating community level conflict in Zimbabwe	Manicaland Province	Community leaders, community beneficiaries, intermediaries
	HIV and AIDS, orphans and vulnerable children and peacebuilding	Creating a platform and mobilising young Christians to engage in nonviolence and issues of peace and justice	Mutare Rural (3 wards)	Young Christians and community leaders
www.lupyouth.org	Youth empowerment through community skills training that is from leadership training, peace ambassador training to entrepreneurship skills training	Peace ambassadors that are trained in different Wards plan the role of standing up for peace in communities. We encourage the use of sports for conflict transformation as it creates platforms for exchange of ideas	Gwampa, Matshima, Lupanda, Jotsholo, Lupaka, Dandanda	Youth aged between 15-35 years
www.lds.org	Development issues and improving the welfare of communities	The organisation is partnered with many organisations in trying to curb conflict especially in rural areas.	Mberengwa, Zvishavane and Gokwe Districts	Members of the Lutheran church, any person from the mentioned districts
	To promote awareness		Makonde District	Everyone
www.mayozim.blogspot.com	Youth development, HIV/AIDS, Peacebuilding, Theatre and sports	In our peacebuilding projects, peace ambassadors training, peace committees project, youth volunteers programme	Mutoko (15 Wards); Mudzi (2 Wards), and 8 Wards Murewa	Youth from the age of 10-35, the community at large especially on awareness activities, local stakeholders and the leadership of the communities

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Masakhaneni Projects Trust	Bulawayo	Aug-08	Trust	Dumisani Mpfu	No. 10 Derby Road, Hillside, Bulawayo	masakhaneni.projects.trust@gmail.com	263772353358
Masvingo Agenda	Masvingo	Jan-08	Registered	Tirivaviri B. - Chairperson	515 Greenfield Street, Masvingo	btiri2@gmail.com	263772816162
Masvingo Community Skills Empowerment	Masvingo	May-04	Trust	Raviro Mutonga - Co-ordinator	39/41 Hellet Street, Masvingo	macosetorganisation@gmail.com	263773278506
Masvingo Conflict Management Association - MCMA	Masvingo	Oct-08	In process	Gonye Ephraim - Vice Chairperson	6 Rekayi Tangwena Street, Masvingo	ephraimgonye@yahoo.com	263773913445
Masvingo United Residents and Ratepayers Association - MURRA	Masvingo	Aug-04	Trust	Anoziva Muguti - Programmes Coordinator	515 Greenfield, City Centre, Masvingo	murramasvingo@gmail.com	263774755739
Media Institute of Southern Africa - Matabeleland South	Matabeleland South	Aug-95	Registered	Albert Mazhale	MISA Advocate Committee, Gwanda	mazhale@yahoo.co.uk	263772982112
Mhangura Theatre Time	Mashonaland West	Aug-12		Moffat Yorani	T6 Damba Village Mhangura or 263 West street Chinhoyi.	myorani@yahoo.com	263775987493
Midlands Conflict Management Association -MCMA	Midlands	Aug-12	PVO	Ngoni G Nyanhete-Regional chairperson	St. Peters Catholic Church, Mkoba 19, Gweru	nnyanhete@yahoo.com	263777333520
Mission to Live Trust - Mitolt	Bulawayo	Dec-03	Trust	Nkululeko Tshuma - Director	57 Josiah Tongogara, Bulawayo	mitoutzim@gmail.com	263772857723
Mkoba South Conflict Management	Midlands	Jan-12	Under CCMT Registration	Mai Chido M	2191 Mkoba 6, Gweru	maichidom@yahoo.com	263772698386
Mudzi Youth Association	Mashonaland East	Nov-12	Zimbabwe Youth Council	Chikoti Josphat Lobbing and Advocacy Officer	Kotwa General Hospital, Mutoko	jchikoti1991@gmail.com	26377321436
Murewa Young Entrepreneurs Association	Mashonaland East	Jan-10	Youth Association	Machipisa Isaac Ngoni - Chairperson	Stand 152, Murewa Low Density Area	machipisangonidzashe@yahoo.com	263776380900
Musasa	Midlands	Jan-88	PVO	Netty Musanhu-Director	Josiah Tongogara, Gweru	musasagw@gmail.com	
Musasa	Harare Metropolitan	Jan-88	PVO	Netty Musanhu	64 Selous Avenue Cnr 7th/ Selous Ave, Harare	director@musasa.co.zw	2634794983
Musoromuchena Skills For Life	Mashonaland West	Dec-04	PVO	Hluphekile Mujuruki - Director	Suite 3 First floor Dilmitis Building, Chinhoyi	projectskills4life@yahoo.com	263773291783

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.masakhaneni.org	Conflict transformation and peacebuilding	Through community based facilitations and local peace communities	Matabeleland South, Matabeleland North, Midlands	Traditional leaders, political activists, leaders of development structures and vulnerable groups especially women and children
	Advocacy		Masvingo Province	All age groups
	Skills development, orphans and vulnerable children support and women, youth empowerment.	We advocate for child protection and discourage youth involvement in political issues.	Bikita District wards 4, 5, 6, 9, 13	Children, youth, women and traditional leaders
	Developing society through constructive, sustainable and peaceful conflict resolution.	Engaging society in mediation and dialogue activities.	Masvingo Province	Communities, families and schools
	Governance, accountability and building local democracy	Initiating dialogue between the Local Authority and the residents.	Masvingo Urban	Residents of Masvingo Urban
www.misa.org	To advocate for the freeing of the media, that is opening up of the airwaves and licensing of more newspapers	Through reporting conflict, its causes and remedies	Matabeleland South	Radio listeners - young and old, Readers who can access our website
	To bring peace and unity		Doma Area Ward 11	Youth groups, businessmen and church leaders
	Conflict management	Conflict is a continuous process as a result we are always in the field	Midlands Province	The less privileged and any other members of society
	The organisation is a youth focused advocacy organisation. We implement HIV/AIDS, livelihoods and human rights programmes	Through implementing peacebuilding initiatives which include peace education through sports, dialogue meetings	Matabeleland South and Bulawayo	Youth, political parties, women, children, government structures, traditional leadership
	To ensure that there is dialogue when conflict arises in a community despite different political affiliations	We facilitate dialogue about availability of water in Mkoba South between the residents and city of Gweru.	Mkoba south villages 6, 7, 4, 5, 3, 2, 1, 10, 11, 9	Community, responsible authorities
	To empower young people in the community with life skills, business knowledge and peace.	We work hand in hand with other associations like MAYO, Hwedza Young Entrepreneurs Association and Local Authorities. As well as environmental agencies.	Land, Mining and Tourist Attractions	Young people, youth with disabilities and the local authorities
www.musasa.org	Advocacy, gender based violence, peacebuilding and conflict management	Training on peacebuilding	Zvishavane	Women and community members
	Reducing Gender Based Violence (GBV) amongst women in Zimbabwe. Facilitation of access to health, law enforcement and justice services and strengthen womens ability to deal with GBV.	Preventing GBV. Capacitating and strengthening women's preparedness on how to deal with conflict. Responding to violence by providing direct services such as counselling, temporary shelter and personal empowerment to survivors.	Harare Urban, Buhera, Bulawayo Urban and Rural, Gweru and Chiredzi	Women, girls and survivors of GBV in all its forms
	Empowerment of youth in and out of school in vocational, life and entrepreneurial skills	Through sport programmes and sexual & reproductive health programs	Makonde District Wards 8 and 10	Youth in and out of school up to 18 years, secondary beneficiaries, young mothers and women in rural areas

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Mutare Ministers Fraternal	Manicaland	Jan-96	n/a	Charles Dangare	34 Fourth Street, Mutare		26377772637
Nambiya Development Organisation Trust - NDOT	Matabeleland North	Jan-08	Registered	Vincent Nyoni	F35/36 Lundwelu Village, PO BOX 112, Hwange	nambyavince@yahoo.co.uk; vincenambya@gmail.com	+2632812173, +263779549961
National Association of Non-Governmental Organisations - NANGO	Harare Metropolitan	Jan-62	PVO	C. Zinhumwe	5 Meridieth Ave, Eastlea Harare	cephas@nango.org.zw	2634708761
National Association of Non-Governmental Organizations - NANGO Midlands	Midlands	Feb-62	PVO	Vimbai Nhutsve - Regional Coordinator	1028 Leeds Road, Light Industrial Site, Gweru	nganomidlands@gmail.com	26354230200
National Constitutional Assembly - NCA	Mashonaland West	Jan-97	Pressure Group	Nyamasoka M	7718 Two Tree Hill, Mhangura	lastnyamasoka@yahoo.com	263733473465
National Council of Disabled Persons of Zimbabwe	Harare Metropolitan	Jan-75	Registered	Lilian Gwanyanya - Chairperson		gwananyalilian@gmail.com	263733813236
National Council of the Disabled Persons of Zimbabwe - NCDPZ	Midlands	Jan-85	NGO	Precious Mutumwa-vice chairperson	915 Mkoba 4, Gweru	ladyfreshy73@gmail.com	263776029361
National Movement of Catholic Students - NMCS	Harare Metropolitan	Aug-90	Catholic Guild	Tafadzwa Dzomba - Programme Officer	50 Mt Pleasant Drive, Harare	nmcs_zimbabwe@yahoo.co.uk	2634744506
National Volcano of Hope - NAVHO	Midlands	Nov-08	Registered	Mudavanhu Paddington - Member	Gweru Theatre	navhozim@gmail.com	263773458777
National Youth Development Trust - NYDT	Matabeleland North	Jan-04	Trust	Bhekumisa Moyo - Programme Manager			263773269824
Nkabazwe Community Radio Initiative - NBCRI	Midlands	Jan-03	Trust	Precious Mutumwa-Vice Chairperson	915 Mkoba 4 Gweru		263776029361
Nomadic Tribe	Mashonaland East	Feb-09	Universitas	Musa Wilson - Co-Ordinator	250 Highfields Harare	nomadzim@gmail.com	263775199463
Nyahunure Community Trust	Mashonaland East	Sep-06	Trust	Francis Pwandiwa - Programme coordinator	366 Mutoko Rural District Council Premises, Mutoko Centre	fpawandiwa71@gmail.com	263773518846
Pacesetters Youth Network	Harare Metropolitan	Sep-09	Trust	Tsitsi Chanza - Coordinator	38 Harland Court, 116 Fife Avenue, Harare		263775779179
Padare Men's Forum on Gender	Harare Metropolitan	Jan-95	Trust	Kelvin Hazangwi-Director, Paul Juru-Regional Coordinator	6 Winchester Road, Belvedere, Harare	khazangwi@gmail.com	263773394586

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	Identify challenges that are affecting our church members and communities and address them in a Godly way. Assist with necessary resources needed	Through peace prayer rallies and conventions bridging across social, economic and political divides	The Manicaland Province in partnership with churches in Manicaland	Pastors, Church leaders and every Zimbabwean in Manicaland
www.nambya.org	Promoting the Nambya culture through empowering the youth and the community for development	Bringing in people from different cultural backgrounds and educating them through workshops and meetings for community development	Matabeleland North	Youth, Adults, the local authorities and the community
	Coordination	Through training workshops	The whole of Zimbabwe	Everyone
www.nango.org.zw	Capacity building, operating environment and self-regulation, communication and networking	Representing and advocating member organisations in their bid to fulfil their objectives	Midlands Province	Member organisations, local authorities and policy makers
	Constitution-making and reform process		Nationwide	Community, young adults
ncdzimemwes.co.zw	Empowering people with disabilities in all spheres of life that include social, economic and political. To help communities understand their rights and claim them	Through disseminating information to do with rights issues and peace resolutions.	Harare and areas outside Harare	All people living with disabilities e.g. the visually impaired, physically challenged, albinos and the deaf
	Give a platform for people to dialogue while we educate them to desist from violence	We hire people with expertise to educate the disadvantaged groups.	Gweru Urban and peri-urban	The community, community leaders and all people who deal with people living with disabilities
www.imcszimbabwe.com	Leadership development, social justice and peace building, gender development and HIV and AIDS	Mainstreamed through the leadership programmes	Harare, Masvingo, Bulawayo, Mutare, Chinhoyi, Gweru, Kwekwe, Bindura	Students in the tertiary sector, catholic students, young people
www.navho.com	Reducing HIV and AIDS	In a strong positive way in conflict transformation	Gweru	Youth aged between 15-35 years and other HIV/AIDS organisation
	To empower youth through education, life skills and responsibility		Matabeleland North, Matabeleland South	
	We deal with all issues that affect the community at large as part of our programming - educating people and doing material related to peacebuilding	Conflict occurs everywhere so we partner with organisations that are experts in the area	Gweru Urban area and peri-urban	Community and NGOs.
	Use of different art forms such as poetry, graffiti art and filmed documentaries to express situations of oppressed people	Doing workshops targeting different age groups who are driven by the same purpose to strengthen their vision using effective techniques practically proven to produce results.	Mudzi and Harare	Youth who appreciate art as a form of expressing themselves
	Gender, peace building, women empowerment in HIV/AIDS and sexual reproductive health	gender relationship transformation, conflict transformation	Muoko district	youth and women also partially men
	Peacebuilding, leadership and conflict transformation, human rights defending and livelihoods projects	Through sports, transformation work as well as peacebuilding. We provide training in schools of higher education with the school students leaders	Harare -Mbare, Mashonaland West-Mhondoro, Dzumbunu and Mubaira	Young people, school leavers and drop outs
www.padare.org.co.zw	Gender, violence against women and children	We work with community chapters that put in place chapters that outlaw violence and promote peace at both domestic and community level	Midlands, Manicaland and Matabeleland North, Matabeleland South and Mashonaland Central and Mashonaland West	All men in Zimbabwe who volunteer to participate in gender work. The beneficiaries are women and children.

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Partnership for Development Initiative Trust	Manicaland	Nov-10	Trust	C Nyamanhindi - Programme Officer	First Mutual Building 3rd Floor, Suite 311, Mutare	mugoven@gmail.com	263774302818
Peace-Building and Capacity Development Foundation - PACDEF	Manicaland	Sep-06	Non Profit making Organisation MA 683/2006	Alexius Manyanda	67 Hebert Chitepo Street, 1st Floor Stanbic House, Mutare	pacdef@mweb.co.zw	2632068538
Pentecostal Assemblies of Zimbabwe - PAOZ	Mashonaland West	Jan-48	Faith Based Organisation	Rev. T. Munaki - PAOZ Social Concerns National Director	5702 White City, Chinhoyi	pastormunaki@gmail.com	263772634373
Plumtree Development Trust	Matabeleland South	Jun-08	Trust	T. Sithole - Executive Director	616 Ezimnyama Road, Plumtree	tsithole2010@gmail.com	263777407098
Plumtree Pastors Fraternal	Matabeleland South	Jan-12		Pastor Luke Dube	Shop 2, Main Street, P.O BOX 91, Plumtree	pstdube@gmail.com	263772981326
Plumtree Residents And Development Association - PRADA	Matabeleland South	Jan-10		Mhlupheki Dube	2164 George Silundika, Plumtree	mazikelana@gmail.com	263772851275
Practical Empowerment and Networking Youth Association - PENYA Trust	Mashonaland West	Feb-10		Musarurwa Hillary	32 Airdre Eastlea, Harare	penyazim@gmail.com	263772128345
Public Information Rights Forum - PIRF	Matabeleland South	Jan-07	Registered	National Coordinator	PIRF Gwanda Chapter	nnmageza@gmail.com	263776085879
Public Information Rights Forum - PIRF Bikita	Masvingo	Jan-09	registered	Ndongwe T.	182 Duma Residential Area Nyika	ndongwetim@gmail.com	263772248135
Radio Dialogue Trust	Bulawayo	Mar-01	Current	Mrs Debra Mabunda - Executive Director	902 Pioneer House, 8th Avenue/Fife Street, Bulawayo	radio@radiodialogue.co.zw	2639881020
Research and Advocacy Unit	Harare Metropolitan	Jan-06	Universitas	Mrs. Kudakwashe Chitsike - Director	8 Sir Herbert Taylor Dve, Lincoln Green, Harare	admin@rau.co.zw	+263 4 741511
Rural Communities Empowerment Trust	Matabeleland North	Jan-12	Trust	Vumani Ndlovu - Founding Trustee	405 Lupane	ndlovumani@gmail.com / rucettrust@gmail.com	263777059895
Shalom Project Trust	Bulawayo	May-08	Registered	Anglistone Siyanda - Director	Suite 706, 7th Floor, Fidelity Life, Bulawayo	shalommt@gmail.com	263775183243

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.pdtrust.org	Promoting sustainable peace in communities through peace building initiatives, sport, strengthening traditional methods and livelihood oriented intervention.	We conduct peace education, educating and imparting knowledge in communities on ways of analysing, managing, resolving and transforming conflicts.	We cover some selected district of Manicaland Province	Youth, women, disabled and traditional leaders
www.pacdef.blogspot.com	Peacebuilding human rights, democracy and good governance	Through Lobbying and Advocacy, Civic Education and community local governance structures	Mutare, Mutasa and Buhera Districts	Community civil society sector groups such as traditional leaders, political parties, churches, youth, women's groups, war veterans, disabled, HIV infected and affected.
	Social transformation of communities through education, health promotion, gender mainstreaming, OVCs, socio-political issues, economic empowerment and humanitarian support	Through holding of marriage enrichment seminars, men's soccer team, healthy delivery systems, provision of education, relief mitigation efforts and support for small to medium business owners.	National coverage as we are represented in all 10 provinces of Zimbabwe	Orphans and Other Vulnerable Children, Married couples, widows, small to medium business owners and drought-prone communities.
	Community media	Community dialogue, community conversations, focus group discussions, community hall meetings	Bulima, Mangwe, Plumtree	Youth organisations, women based organisations, Plumtree Residents Association
	Our main focus is religion, we provide guidance to everyone willing to liaise with us	We have prayer meetings, teaching, preaching to people with problems and conflict, we also offer counselling for them	We cover the whole of Plumtree because we work with pastors all over town	Everyone from young and old
	Advocacy and lobbying against issues concerning residents of Plumtree	Addressing issues which arise between Councillors and residents	Bulilima and Mangwe districts	Community members in general
	To improve standards of living, employment, proper water and sanitation facilities		Mhondoro, Mubaira Wards 4, 27 and 3	Youth between the age of 15 to 35 years
	Information sharing and dissemination	Through awareness meetings and workshops in rural areas and towns	Gwanda town, local surrounding rural areas, mining community	Local leadership, councillors, headmen, women and youth
	Ensuring communities are empowered through information provisions and also ensuring access to information to communities and contact study circles were we discuss.	Engaging the general public from different socio-political spheres in information forum workshops and discussions and disseminating information from MMPZ to everyone irrespective of political affiliation.	Nyika, Chikuku, Mashoko, Bikita	Youth, chiefs, councillors, police officers, teachers and the general public.
www.radiodialogue.com	Poverty eradication and sustainable development, community confidence building	Community confidence building - we involve community in this programme because they are experts in resolving their issues and our role as an organisation is to facilitate	Matabeleland South (Gwanda & Umzingwane), Matabeleland North (Hwange), Bulawayo	All stakeholders i.e communities, political parties and other stakeholders
	Research and advocacy on various political violence (women, teachers, children) as well as governance, democracy and elections.	Only indirectly through research in the violence and advocacy for prevention of political violence.	National	Women teachers for beneficiaries and targets are political parties, government, regional and civil society in general
	Talent identification, marketing and development. Trainings for women, youth, traditional leaders and development institutions	Identification of conflict areas in communities and employ various key strategies in resolving them. Key stakeholders that are relevant in that transformation are identified	Matabeleland North	Traditional leaders, youth, School Development Committees, women, civil servants, local authorities, political parties
	We deal with peace and conflict resolution. We believe people need to live together despite divergent views that people might have	We do peace training workshops and capacity building	Matabeleland South, Matabeleland North, Gwanda, Nkayi, Lupane	All the societal groups both young and old

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Silveira House	Mashonaland East	Dec-64	Trust	Fr. G. Munyoro	20 KM Peg Acturus Road, Chishawasha	director@silveirahouse.org	26342935845
Silveira House	Harare Metropolitan	Dec-64	Trust	Fr. G. Munyoro	20 KM Peg Acturus Road, Chishawasha	director@silveirahouse.org	26342935845
Simuka Africa Youth Association	Harare - Norton	Jun-06	ZYC PA003/1207	Ezekiel Zekiya Mudimu - Director	3974 Ngoni Township, Katanga, Norton	simukaafrika@yahoo.com	263774557018
Student Representative Council - Africa University	Manicaland		Registered	Ronnie Nubi	Africa University, P. O. Box 1320, Mutare	096728@africau.ac.zw	263735454322
Students Christian Movement of Zimbabwe	Harare Metropolitan	Feb-62	Registered	Douglas Tigere, National Coordinator	69 Samora Machel Avenue, 10th Floor Bard House Harare	zimscm@yahoo.co.uk	+263 772 589 454 / +263 773 011 566
Students Christian Movement of Zimbabwe	Harare Metropolitan	Feb-62	Registered	Douglas Tigere, National Coordinator	69 Samora Machel Avenue, 10th Floor Bard House Harare	zimscm@yahoo.co.uk	+263 772 589 454 / +263 773 011 566
Students Solidarity Trust	Masvingo	Oct-02	Registered	D. Madzonga - Social Safety Net Officer	19 Tredgold Drive, Belvedere, Harare	cdedanso@gmail.com	263772950682
Sustainable Agriculture Trust	Matabeleland North	Sep-00	Trust	Celani Mloyi - Field Officer	Stand No. 463 Business Centre, Tsholotsho		263772462638
TAMACHI Conflict Management Association	Harare Metropolitan	Apr-07	N/A	Jane Dzangare	3396 Old Tafara, Harare		263772273999
Transparency International Zimbabwe	Harare Metropolitan	Jan-96	Trust	Mary-Jane Ncube	96 Central Avenue, Harare	mary-jane@transparency.org.zw	2634793246
Tree Of Life	Mashonaland East and Harare Metropolitan	Jun-04	Trust	Claudette Lloyd - Administrator	Marlborough, Harare	claudettelloyd@tol.co.zw	263772309192
Tsholotsho Development Association	Matabeleland North	Jun-11	Association		Box 31, Tsholotsho		263773608667
Tsuro Trust	Manicaland	Jan-00	Trust	Ezra Mhlanga - Executive Director	Stand 212, Bag 2029, Chimanimani	tsuro@iwayafrica.co.zw	263773023640
Ubuntu Youth in Development	Matabeleland South	Jan-12	Trust	Mlako Moyo- Programme coordinator	Office 4, Mathaba Complex, Plumtree	ubuntudevelop@gmail.com	263775238760
UN WOMEN	Harare Metropolitan	Jan-10		Nicole Pepovic - Gender-Peace Specialist	Block 9, Arundel Office Park, North Road, Harare	nicole.pepovic@unwomen.org	

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.silveirahouse.org.zw	Peacebuilding with a focus on encouraging non-violent ways of resolving conflicts	Through training communities and traditional leaders on conflict resolution	All the 10 provinces of Zimbabwe	local communities (through influencing leadership structures)
www.silveirahouse.org.zw	Peacebuilding with a focus on encouraging non-violent ways of resolving conflicts	Through training communities and traditional leaders on conflict resolution	all the 10 provinces of Zimbabwe	local communities (through influencing leadership structures)
	Provision of services, facilities and programmes that enable young people to realise their full potential	Youth Dialogue Zimbabwe Project, giving a voice to the youth	Mashonaland West, Harare	Youth 10-35 years
www.africau.ac.zw	Student representation in their general welfare	Bringing an understanding between students and the administration	Africa University	The students and the staff
http://www.zimbabwescm.co.zw/	To create a peaceful and transparent society where young people enjoy equitable resource allocation and equal opportunities in education, career guidance and employment.	Through being involved in the conflict transformation workshops.	National	Youth
http://www.zimbabwescm.co.zw/	To create a peaceful and transparent society where young people enjoy equitable resource allocation and equal opportunities in education, career guidance and employment.	Through being involved in the conflict transformation workshops.	National	Youth
	Offering rapid response to victimised and arrested students.	By offering counselling services to victimised students.	Masvingo Province.	Students at tertiary level
	Empowering farmers with skills on new ways of farming and keeping of small livestock	Trainings, workshops	Tsholotsho and Lupane	Poor farmers who do not have implements to use and the elderly
	Conflict management and transformation	We do workshops or awareness programmes	Tafara, Mabvuku and Chizhanje	Stakeholders - women's groups, less privileged children
www.transparency.org.zw	Promoting values of transparency, accountability and integrity in all sectors	Promoting good governance to reduce inequalities which cause conflicts	National	All ages from 6-18 years, male and female adults, accountability committees
	Our main focus is to conduct Trauma Healing workshops in rural communities particularly where violence was prevalent in 2008	By running trauma healing workshops around the country, the Tree Of Life aims to bring healing to Zimbabwean communities, to reconnect people and help them reclaim a sense of community belonging, which are all pre-requisites to peacebuilding and development.	Mashonaland East, Manicaland, Harare Metropolitan	Trauma victims & local leadership (all including, men, women and youth).
	Educating communities on the need to guard against exploitation, environment management	Holding workshops with communities	Tsholotsho Rural	Youth and general populace. We work closely with Tsholotsho Agenda
	Sustainable agriculture and natural resources management, community based agro-processing and marketing, community health	By dealing with communities when conflicts arise, by encouraging communities to work together in development on non-partisan basis.	Chimanimani (21 Wards)	Affiliated members which include vulnerable groups of farmers like HIV support groups, orphans, disabled persons and other marginalised groups
www.ubuntudevelop.webs.com	We work with youth in leadership building, entrepreneurship and social issues affecting them. We are also in conflict resolution	Through capacity building and leadership training	Bulilima, Mangwe and Plumtree	Young people from the communities in and out of school
www.unwomen.org	Promotion of gender equality and women's rights	Capacity development in the area of gender at policy level with security actors	Harare	Female policy makers and decision making society actors

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
United Chiredzi Residents and Ratepayers Association	Masvingo	Apr-12	Not registered	Tizirai Josephate Tashaya - UCHIRRA Chairman	C/O Box 196, Chiredzi	jtizicom@gmail.com	263773898099
Wedza Youth Entrepreneurs Association	Mashonaland East	May-07	Association District Level	Arufandika Hopemore	Plot 84 Sherfield Farm, Wedza	capthope@gmail.com	263773524610
Women International Coalition - WICO	Midlands	Mar-12	Registration in process	Dorcas Marumani	30 Lalbagh Avenue, Ridgemont, Gweru	wicozimbabwe@gmail.com	263772624295
Women's Action Group	Masvingo	Jan-84	NGO	Joyce Mhungu - Focal person	3016 Muchecheni Street Majange Masvingo	joycemhungu@yahoo.com	263772776292
Women's Agenda Umuza	Matabeleland North	Jun-10	Association	Dube Casisa - Coordinator	No.87, Umuza		263772459244
Women's Coalition of Zimbabwe	Midlands			Sibusisiwe Sanya-Vice Secretary Midlands chapter	4170 Kite Avenue, Northlea, Gweru		263773594374
Women's Coalition of Zimbabwe	Harare Metropolitan	Jun-99	Trust	Netsai Mushonga - National Co-ordinator	9 Edmonds Belvedere Harare	mushonganetsai@gmail.com	+2634775765, +263772224735
Women's Coalition of Zimbabwe - Masvingo Chapter WCoZ	Masvingo	May-99	Trust	Mabel Sikhosana - Chairperson	22711 Munyemba Street, Rujeko C, Masvingo	msikhosana05@yahoo.co.uk	263774442884
Young Peoples Network on HIV and AIDS	Mashonaland West	Jan-12	Network	Victor Madzimbamuto	PO Box 609, Number 14 Robson Manyika Street, Chinhoyi	nacmashwest@gmail.com	+263 67 22741/2/3
Young Voices Network - YVN	Harare Metropolitan	Jan-98	Trust	Tayiona Sanangurai	8-92nd Avenue, Greencroft, Harare	youngvoiceszim@gmail.com	263772316782
Young Women Leaders Forum	Mashonaland West	Aug-06	Not registered	Roselyn Nyemba	Radom Court, Cnr Fife/Sixth Avenue, Harare	roselynnnyemba@yahoo.com	263775311719
Young Women's Forum	Masvingo	Jan-12	Unregistered	Sybille Charlie Chidyamatara - President	Great Zimbabwe University Box 1235, Masvingo	charliesybille@yahoo.com	263772811647
Young Writers Association	Matabeleland North	Sep-10	Not Registered	Morton Joseph - Chairperson	Kabuba Primary School, P.Bag 226, Binga	mortonjoseph83@yahoo.com	263713199380
Youth Action for Dialogue Network Zimbabwe	Mashonaland West	Jan-06		Liwanda Peter		pliwandah@gmail.com	263772911045
Youth Alive Zimbabwe	Manicaland	May-00	Under Roman Catholic Diocese of Mutare	Sr Eunice Quigley-director	27-10th Avenue, Mutare	yazim@zol.co.zw	2632062530

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	Civil Issues	Through engaging the council in billing system, service delivery and water supply.	Chiredzi Urban	Residents of Chiredzi Urban
	Our main focus is on youth in business e.g retail, farming, beekeeping, poultry	Through holding meetings with the community	Wedza District (15 Wards)	Youth 18-35 and also work with Ministry of Youth Development
	Women empowerment, maternal health, legal rights	Domestic prevention of conflict within families.	Shurugwi District	Women and men of child bearing age.
	To defend women rights through teaching civic education advocacy, legal aid and peacebuilding.	Peacebuilding	Masvingo Province	Young women at large
	HIV and AIDS awareness, youth development, political and economical management	Involvement in trips and workshops	Umguza District	Youth, women and children
	Women, peacebuilding	We have peace projects in the Midlands, Masvingo and Mashonaland	Mberengwa, Gokwe, Shurugwi, Gweru and Kwekwe	Women, girls, men and youth
www.wcoz.org	Coordinating women's voices towards lobbying and advocacy, fundraising for membership, information sharing, collective lobbying and advocacy, facilitating capacity building for membership	Facilitating women's participation in peace building processes at local and national level, with reference to engendering the role of the Organ of National Healing, Reconciliation and Integration (ONHRI). Lobbying and advocating for mitigation of political violence and ensuring that perpetrators of violence receive stiffer penalties.	Masvingo, Midlands, Mashonaland Central, Bulawayo and Manicaland	Women at the local level, parliamentarians in the above provinces, local councillors, traditional leaders, community leaders, the police, the judiciary and health sector.
	To promote women's rights	Educating women on peacebuilding and the constitution making process.	Masvingo Province	Women and traditional leaders
http://www.nac.org.zw/	AIDS programming and coordination		All provinces of the nation, 58 Districts	Youth with disabilities, living positively, in government sector, business and tertiary institutions
www.youngvoices.org.zw	Youth Participation	We have a project called voices from below dealing with peacebuilding and we have a social media campaign called love peace love Zimbabwe	Masvingo, Epworth, Macheke, Mutoko, Chinhoyi, Hatcliffe Extension	Youth aged between 15-30 years
	Capacity building, gender mainstreaming, advocacy and lobby against gender based violence, gender stereotyping		Chinhoyi Urban, Mutare, Harare	Young professional women in leadership positions and aspiring leaders
	Informing female students of their rights as females in and out of campus as well as equipping them with leadership skills.	We are currently identifying the areas of conflict and trying to come up with ways of dealing with them.	Masvingo Urban	Female students aged between 19 - 35 years
	To promote and foster a culture of writing and reporting amongst the youth in Matabeleland North region	Through promoting publications on peace and unity in the region	Binga, Hwange, Lupane, Victoria Falls, Bubi, Umguza	Youth from different civic societies such as Hwange Human Rights Forum, ZimRights, NYDT
	Promoting sustainable dialogue as a peace enhancement strategy to the youth	Leadership training and human rights defenders' network	Mashonaland West, Chinhoyi, Karoi, Mhangura, Makonde, Chegutu, Kariba	Youth below 35 years with a gender bias, local councillors, church leaders and village heads
www.youth alive.org	Life skills training focusing on leadership, education for life and peer education training as well as requested topics. Of note also are awareness campaigns and commemorations.	The training emphasises teamwork and respect focusing on relationship building and development within which conflicts, conflicting interests as well as conflict resolution are mainstreamed.	Areas in and around Manicaland Province however flexible to travel to other areas on request	Young people between the ages of 7-35, Orphans and other Vulnerable Children, children living on the street, people living with albinism

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Youth Alliance Masvingo	Masvingo	Oct-09	Trust	Tafadzwa Kutya - Chairperson	20414 Rujeko Shopping centre, Masvingo	tkutya1@gmail.com	263773730515
Youth and Environment Action Support Network - YEASN	Masvingo	Apr-09	National Youth Association	Luckson Mukomondera - Coordinator	12 Tongogara Street, Masvingo	lucksonmukomondera@yahoo.com	263772897800
Youth Development and Aids Trust - YODAT	Mashonaland East	Apr-06	Trust	Bulelani Simbarashe Musokeri	370 Macheke	bsmusokeri@gmail.com	263734872235
Youth for Minority Rights	Matabeleland North	Apr-11	Pending Approval	Samson Nxumalo	14 Hospital Road Hwange	zwide@riseup.net	263772855269
Youth Forum for Restoration of Democracy - FORD	Masvingo	Sep-12	NA 019/0909	Lloyd Mupfudze - Executive Director	Stand number 375, Mupandawana Growth Point, Gutu		263773582595
Youth in Farming	Mashonaland West	Feb-09	Private Voluntary Organization	Tanaka Mururi - National Vice Chairman	ZFU Complex 102 Corner Five/Second Avenue Chinhoyi	mrtmururi@gmail.com	263773050374
Youth in Mining	Matabeleland South	Nov-12	Registration in Process	Nyathi Ubuletsu- Chairperson	Flat 5, Jahunda, Gwanda	youthinmining@gmail.com	263713173196
Youth Initiative for Democracy in Zimbabwe - YIDEZ	Midlands	Jan-12	Trust	Paradzai Rubaya-Projects Volunteer	No. 5, Mkoba, Gweru	prubaya@yahoo.com	263772894753
Youth Initiatives for Community Development Trust - YICDT Mutoko	Mashonaland East	Nov-11	Trust	Nyaronga Vanwhyk - Assistant Director	All Souls Mission, P.Bag 501, Mutoko	vanwhyk20@gmail.com	263773659329
Youth Nad	Matabeleland North	Oct-11		B Ndlukula - Field officer	55 Dansquire Building Office 3, Bulawayo		263772850606
Youth Network For Alternative Development - Youth NAD	Bulawayo	Aug-07	Trust	T.Pokawa-Director. Simba Baloyi - Program Officer for Chiredzi	Office 3, Dan Square Building, 55 J. Tongogara Street, Bulawayo	youthnad@gmail.com iradsecretariat@gmail.com	+263 772 850606 +263772959005 +263 774 020130
Youth of Zimbabwe for Transparency and Progress - YZTP	Masvingo	Jun-09	National Youth Council	Morgan Gray Kulare - National research and advocacy officer	126 Kipford court, Musekwa Street, Hillside Masvingo	mgkulare@gmail.com	263772785461
Zimbabwe Aids Network	Masvingo	Jan-92	PVO	Z. Zendakwaye - Provincial Coordinator	7150 Bradburn Road, Masvingo		26339263190

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	Peacebuilding and conflict resolution	Rehabilitation of victims of violence	Masvingo District	Young people 17-35
	To reduce land and environmental degradation through a coordinated rehabilitation and awareness approach for green and peaceful Zimbabwe	Through working with young Christian people in preaching the gospel of peace and love. This is done through prayers, counselling and evangelism.	Bikita, Masvingo Urban, Chivi	Christian youth in churches as well as those in farming, mining and pottery or wood curving.
	Youth empowerment through advocacy work using art	Still working with political victims and perpetrators including both parties MDC and ZANU-PF in our community	Murehwa South Constituency	Young people between the age of 16-35 and local leaders
www.samson-nxumalo.blogspot.com	We promote the rights of minorities in policy making, allocation of resources, discrimination. We support the role of government in promoting and protecting minorities and promoting a culture of tolerance amongst minority groups.	Through cultural festivals enabling the exhibition of different cultures and this promotes a culture of tolerance. We petition stakeholders in the establishment of a minority rights and policy. We document, publish and disseminate information on minority abuses and minority groups.	Hwange, Lupane, Victoria Falls	Youth, ethnic minorities, racial minorities, religious minorities, women, people living with HIV/AIDS
	The main focus of our work is to ensure the achievement of democracy, peace and good governance through human rights training, lobbying, advocacy, capacity building and information dissemination and sharing	Through various youth rehabilitation activities such as income generating projects, community sporting activities, human rights and peacebuilding training workshops and peace concerts, advocacy and lobbying.	Masvingo Province	The target group are young people between the age of 15-35. The intermediaries we work with are the traditional leaders, opinion leaders and strategic government departments, political parties
	Mobilise and encourage youth to participate in farming regardless of political affiliation		Mashonaland West, Mashonaland Central, Mashonaland East, Manicaland, Matabeland	Youth from district levels to clusters
	Formalise the work of young miners, advocacy for young miners with regards to the regulatory framework	We create forums for dialogue	Southern Zimbabwe (focus area Gwanda as a mining district)	Youthful miners
	Lobby and advocacy on governance, research, peacebuilding activities and gender mainstreaming	Through peacebuilding activities like clean up campaigns and workshops, educating youth on the importance of peace	Harare, Bulawayo, Gweru, Mutare, Masvingo, Zvishavane, Victoria Falls, Hwange and the surrounding rural areas	Young people between the ages of 18 and 35 especially young women
	To capacitate and empower young people to positively, actively and democratically participate in community governance and development.	Community meetings involving youth from different backgrounds, so as to avoid future political conflicts	Chiwere ward 16, Nyamanza B ward 18, Mutoko	Young people below the age of 35
	Encourage youth participation, community development and youth empowerment. To cultivate a culture of peace and tolerance through capacity building.	Working with young people to cultivate the culture of peace and tolerance within their communities	Nkayi South Constituency (Wards 24 & 25)	Youth aged between 17 to 35 years
www.youthnad.wordpress.com	Youth empowerment and community development, peacebuilding, good local governance, youth participation, Life Planning Skills	Working with youth to restore their image and rebuild their relations, community peacebuilding activities	Bulawayo, Nkayi, Zaka, Chiredzi, Silobela/Zhombe	Young people 13-35, community leaders, traditional leaders
	Human rights advocacy, good governance and rule of law	Promoting a peaceful electoral environment through workshops and rallies.	Mwenezi, Zaka, Chiredzi	Youth of all ages (18-35), employed, unemployed, school leavers and students.
	Protecting and helping people living with HIV/AIDS	Through lobbying for peace among member groups in our network.	Masvingo Province	Mainly youth and other groups affected by HIV/AIDS.

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Zimbabwe Association of the Visually Handicapped (ZAVH)	Masvingo	Feb-90	PVO	Timothy Mudarikwa - Executive Director	No. 1 Hellet Street, Masvingo	zavh.zim@gmail.com, timmudarikwa@gmail.com	+26339-263931, +263772401191
Zimbabwe Chamber of Informal Economy Association - ZCIEA	Masvingo	Feb-04	Trust	Lucia Masekesa - Territorial Chairperson	ZCTU Office, Box 596 Masvingo	zcieazim@gmail.com	2634794742
Zimbabwe Chamber of Informal Economy Associations - ZCIEA Trust	Bulawayo	Jun-05	VSO with government of Zimbabwe	Lewis Jones	216 Lutheran House Lob Street, Mall, Bulawayo	zcieabyo@gmail.com	263774313840
Zimbabwe Civic Education Trust - ZIMCET	Masvingo	Jan-00	Trust	Gilbert Sibanda - Regional Officer	2 Hofmeyer Street, Masvingo	gilbsiban@gmail.com	263772874172
Zimbabwe Civic Education Trust - ZIMCET	Mashonaland Central	Jan-00	Trust	Mufaro Lust Nyamasoka/ Gladys Sathwayo	217 Samora Machel Avenue, Belvedere, Harare	zimcet@mweb.co.zw	263772564557
Zimbabwe Civic Education Trust - ZIMCET	Mashonaland West	Jan-00	Trust	Coffee Samson	378 Nyamhunga, Kariba	coffeesamson@gmail.com	263772709498
Zimbabwe Civic Education Trust - ZIMCET	Harare Metropolitan	Aug-01	Trust	Gladys Hlatywayo - Executive Director	217 Samora Machel, Harare	zimcet@mweb.co.zw	
Zimbabwe Congress of Trade Unions - ZCTU	Masvingo	Feb-81	registered	Japhet Moyo - Secretary General	88 Speke Avenue 10th floor Chester House Harare	info@zctu.co.zw	263712611226
Zimbabwe Congress of Trade Unions - ZCTU	Midlands	Feb-81	Worker Board	Simon Hamadziripi	5414 Mkoba 15, Gweru	hamadziripi@gmail.com	263712387995
Zimbabwe Council of Churches	Midlands		NGO	Rev Canon E.M Basvi-Coordinator	40 Moffat Avenue, Gweru	revcanonembasvi@gmail.com	263775127421
Zimbabwe Election Support Network - ZESN	Harare	Jan-00		Rindai Chipfunde - Director	10 Rochester Crescent, Belgravia, Harare	rindai@zesn.org.zw	+263 4 250736/ 791443/ 798193/ 791803
Zimbabwe Human Rights Association - ZimRights	Masvingo	Jan-92	PVO	Thomas Mbetu	2nd Floor ZIMRE Central, Masvingo	tmbetu@zimrights.co.zw	26339266224
Zimbabwe Human Rights Association - ZimRights	Mashonaland Central	Jan-93	PVO	Kelvin Nzimba - Regional Chairperson	Nyamazizi Primary School, Box 161, Mt. Darwin		263774107020 / 263775165549
Zimbabwe Human Rights Association - ZimRights	Manicaland	Jan-92	Welfare Organization	Mr Okay Machisa	Zimrights Head Quarters, Cnr 4th/ Baines Avenue, Harare	omachisa@zimrights.co.zw	263705898

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
	Advocacy for the rights of persons with disabilities and economic empowerment for the visually impaired members of the organisation.	We involve families and communities in advocacy.	Zimbabwe in general and Chivi and Zaka Districts with specific Programme implementation.	Persons with disabilities, communities, local authorities and Government.
www.zciea.org	Training young unemployed people for to be self reliant	We educate and also attend workshops called by CCMT in our area	Chiredzi, Triangle, Mashava, Chatsworth, Ngundu, Mhanda and Masvingo Urban	Women, men and youth. Intermediaries are the mayor, councillors, MURRA and NANGO as the umbrella board of the civic society
www.zcieamatttrust.co.zw	Advocacy and training of marginalised societies, currently working with informal workers displaced and disenfranchised by the 2005 "operation restore order"	Training informal workers in appropriate conflict resolution disciplines, their rights, lobbying city, government and other authorities on the plight of marginalisation, creating a conducive environment for dialogue between authorities and informal workers	Bulawayo and Matabeleland as whole	Informal workers, widows, orphans, disabled and disadvantaged
	Peacebuilding and civic education - focusing mainly with grassroots on issues of violence and conflict management, resolution and transformation	Currently we involve all the stakeholders in the areas of operation so that we help them to identify common ground in trying to solve the conflict	Chiredzi and Gutu districts	Age groups but at times hold programmes targeting specific groups like the youth, women, physically challenged people since conflicts affect them differently
	Human rights, peacebuilding and community development.	Conducting community meetings and workshops on conflict management and conflict transformation.	Mashonaland Central, Mashonaland West, Mashonaland East, Manicaland, Midlands, Matabeleland and Masvingo.	Men, women, youth and people with disabilities and those who are HIV positive.
	Peacebuilding and conflict management		Kariba Urban	Political parties and NGOs
www.zimcet.org.zw	Civic education for rights, peace and development.	Carrying out peacebuilding workshops in Mashonaland West and Mashonaland East	Mashonaland Central, Mashonaland East, Bulawayo and Masvingo	Youth, women and men
	Workers representation, workers rights and human rights issues.	Conducting workshops involving ZCTU, local authorities and political parties.	Masvingo Province and Beitbridge	Young workers, women structures, shop stewards at the shop floor and other trade union activists.
	To safeguard and represent the interest of workers against oppression from their employees	We use dialogue as a means of solving the conflicts whereby each party is given equal chance to express and explain how the conflict occurred.	Gokwe North, Gokwe South, Nkayi, Crossroads, Munyati, Kwekwe, Gweru, Shurugwi, Zvishavane, Mberengwa, Sandawana, Muzawa, Chivhu, Mvuma and Lalapanzi	Every working class irrespective of age and gender.
	Church administration, human rights issues, HIV and AIDS issues, children and orphan welfare, training	Leading a clergy conferencing and participation in conflict resolution and transformation in the church in the Midlands.	Gweru, Kwekwe, Zhombe-Gokwe, Shurugwi Urban, Zvishavane and Mberengwa.	Church leaders, men, women, youth. We also work with the clergy through the district
www.zesn.org.zw	Monitoring and observing elections, holding public meetings and workshops to keep the electorate up to date with electoral reforms	Holding meetings with different political party leaders, encourage them to speak to their supporters and educate them to shun violence.	National	Political parties, electorate
www.zimrights.co.zw	Human Rights	Through peacebuilding workshops	Mwenezi, Zaka, Chiredzi, Bikita	Local and rural communities
	Peacebuilding, advocacy and human rights education.	By involving community leaders and making them own the programme.	Mt Darwin, Mazowe, Bindura, Shamva, Muzarabani, Rushinga and Guruve.	Chiefs, Headman and Political parties.
	Campaigning for and defending human rights. Human rights democracy and governance issues	Engaging grassroots community directly. Partnering likeminded HR organisations. Joint activities with JOMIC.	Manicaland Province	Traditional leaders, youth and adults, rural communities

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Zimbabwe Human Rights Association - ZimRights	Bulawayo	Jan-92	PVO	Florence Ndlovu	No 4, East, House Fort Street, (Between 12-13 Avenue) Bulawayo	flossyn@yahoo.com	263772969330
Zimbabwe Human Rights Association - ZimRights	Harare Metropolitan	Jan-92	PVO	Oky Machisa - National Director	90th Street, Harare		263773446162
Zimbabwe Human Rights Non-Governmental Organisations Forum	Harare Metropolitan	Jan-98		Shastry Njeru - Transitional Justice Unit Manager	8th Floor Blue Bridge North, Eastgate, Harare	shastry@hrforum.co.zw	2634250511
Zimbabwe Junior Achievements - ZIJA	Mashonaland West	Sep-08	Trust	Mashoko Matonhodze - Coordinator	62 Livingstone Avenue, Harare	zija08@yahoo.com	263773050546
Zimbabwe Lawyers for Human Rights - ZLHR	Manicaland	Jan-96		Peggy Tavagadza - Projects Lawyer	Winstone House Mutare	peggymapfumo@gmail.com	263777099325
Zimbabwe National Network of People Living with HIV	Masvingo	Jan-92	PVO	Profit Mukuze - Provincial Coordinator	7150 Bradburn Ex road, Masvingo	mukuzep@gmail.com	263777664561
Zimbabwe National Students Union - ZINASU	Masvingo	Mar-89	Trust	Tiringindi Prosper - Chairperson	89 Magret Street Rhodene, Masvingo	zinasumasvingo@yahoo.com	263775363293
Zimbabwe National Students Union - ZINASU	Mashonaland West	Jan-97	Trust	Stewart John	44 Emerald Hill, Harare	zinasu@gmail.com	263774739929
Zimbabwe Organisation for Youth in Politics - ZOYIP	Midlands	Dec-12	Trust MA489/2010	Nkosilathi Moyo - Director	1 CABS Building, Robert Mugabe, Kwekwe	zoyporg@gmail.com	263775037579
Zimbabwe Peace and Counselling Centre	Manicaland	Jan-09	Trust	George Hukuimwe - Director	44 Chingaira Road, Rusape; 152 Hebert Chitepo, Mutare	zppcinfo@gmail.com	263773050994
Zimbabwe Peace Project - ZPP	National	2000		Jestina Mukoko	P.O. Box BE 427 Belvedere Harare	zppinfo@myzpp.com	2634747719
Zimbabwe Research and Public Forum - ZIMREPF	Bulawayo	Sep-12	Trust	Calvin Dube - Director	30008/27, Entumbane, Bulawayo	calmhlali@gmail.com	263777352748
Zimbabwe Women Lawyers Association - ZWLA	Mashonaland West	Sep-92	Trust	Fiso Ncube - Legal Assistant	17 Fife Avenue, Harare	fiesaw@zwla.co.zw	2634708491

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.zimrights.co.zw	We mainly encourage people to know and defend their human rights. We document and advocate for policy changes concerning human rights and also teach communities on peacebuilding, promotion, protecting and defending through a grassroots approach.	At the moment we are working with chiefs, teaching them on human rights and peacebuilding in order for them to discourage vigilantes from committing human rights abuses.	Bulawayo, Matabeleland North, Matabeleland South	Everyone from senators, MP's, councillors, chiefs, village heads, headmen, church and people in the grassroots
	Our main focus is on peacebuilding, research and advocacy	We conduct workshops with community using our membership and traditional leaders like village heads, chiefs and councillors	Mashonaland Central	The members and the general community
	We are concerned with the level and nature of organised violence and torture in the country perpetuated mainly, though not exclusively, by state agents and their ancillaries.	The Forum launched a project named Nurturing Sustainable Justice and Peace in Zimbabwean Communities. It is an innovative response after calls by MPs who recognised the unprecedented tension, hatred and phobia among people of their constituencies	Manicaland (Mutasa Central, Nyanga North), Mashonaland West (Hurungwe) and Mashonaland Central (Chiweshe)	Ordinary Zimbabweans in the different constituencies and work with member and partner organisations that have roots in the areas we go in.
	Conflict management and transformation, early warning programme		Mhondoro, Ngezi 2 and 8, Mashonaland West	Adolescents, students and school leavers
	Human Rights	Through transitional justice trainings in communities and trainings with leadership	Masvingo Urban and Rural, Mutare Urban and Rural	Youth, leaders, adults and school children
	To capacity build people living with HIV	Through holding different training workshops on conflict management.	Masvingo Province	People living with HIV, the infected and affected.
	To promote equal education opportunity in education sector	Peacemaking interventions to bring about an agreement using diplomatic and political means.	Masvingo Province	Students
	Bringing meaningful and pro-poor educational policies		Zimbabwe as a whole	All academically prudent students in Zimbabwe
	Advocating for the participation of youth and young women in political processes and citizenship rights. We work with youth across all political divides.	We designed a conflict resolution and peace building outreach programme in the midlands province	Midlands Province and part of Matabeleland (Lupane, Nkayi and Binga)	Youth aged between 16 and 35 years and the whole community at large
	Counselling and advocacy for human rights. Counselling for victims of political violence and promoting human rights culture in Zimbabwe.	Partnering with other organisations to do peacebuilding workshops mostly in communities affected by political violence.	Rusape, Chimanimani, Nyanga, Mutare	Youth, women and children. Communities are benefiting. We work with traditional leaders, political leaders and other NGO
www.zimpeaceproject.com	Monitoring and documenting politically motivated human rights abuses	Mapping areas where violence takes place and refer survivors to service organisations namely doctors, therapists and lawyers	National	Men, women, boys and girls and also the aged and those with chronic illnesses
	Youth development coordination, research on issues affecting youth and women, awareness on gender issues and youth problems	Through workshops and focus group discussions	Bulawayo, Matabeleland North, Matabeleland South	Gender based organisations and youth as they are agents of conflict and it is the group that is active in conflict issues
www.zwla.co.zw	Defending, asserting women rights		Harare Central, Bulawayo Central, Mashonaland West, Matabeleland North, Matabeleland South, Mashonaland East, Manicaland	Women and children

Organisation Name	Province	Est.	Registration Status	Point of Contact	Physical Address	Email	Phone Number
Zimbabwe Women Lawyers Association - ZWLA	Harare Metropolitan	Apr-92	Trust	Patrice Dziire	17 Fife Avenue, Harare	pdziire@zwla.co.zw	2634706676
Zimbabwe Writers Union	Bulawayo	Jan-87	National Arts and Culture	Calvin Dube - Chairperson	C/O Njube High School, Taylor Avenue, Njube Township	calmhlali@gmail.com	263777352748
Zimbabwe Youth Council - ZYC	Mashonaland West	Jan-12	Ministry of Youth	Tapiwanashe Chikondowa - Provincial Chairman	Population Service Centre	tapiwachikondowa@gmail.com	263772278970

Website	Main Focus	Involvement in Peace Initiatives	Geographical Coverage	Target Group(s)
www.zwla.co.zw	<i>Legal aid provision to women and children, lobby and advocacy, strategic litigation, legal education and empowerment</i>	<i>By advocating for enactment of laws and policies that promote women's peace and security. We represent women who have had their rights violated due to conflicts, either in private space or in a public domain. We also document cases that inform our lobby campaigns.</i>	<i>Manicaland (Buhera and Makoni), Harare, Bulawayo, Mashonaland West, Mashonaland East, Masvingo</i>	<i>Policy makers for change in laws and attitudes. Men and women for change in behaviour and appreciation of laws. Women and children. We work with FBOs, CBOs, Churches, and other Civic Society Organisations to create referral pathways and get buy-in that influences changes at different levels</i>
	<i>Research and writing, promotion and nurturing creative writing, promotion of welfare of writers, poets and arts practitioners, defending and safeguarding rights of writers and society in general</i>	<i>We use creative works to transform lives of communities such as literature to promote peace and to bring awareness on community problems. We also use literature as a tool to promote and defend rights of the community.</i>	<i>Bulawayo, Matabeleland North, Matabeleland South</i>	<i>We target mainly youth and women, we nurture talent and assist them to express themselves through writing, acting and dialogue</i>
	<i>Youth empowerment and development</i>	<i>We conduct workshops on conflict management and a signed Peace Pact with Political Parties in Mashonaland West</i>	<i>Chinhoyi Urban</i>	<i>Youth aged between 15 and 35 years.</i>

Mapping Peace Initiatives in Zimbabwe

By Centre for Conflict Management & Transformation



Centre for Conflict Management and Transformation, 26 Oxford Avenue Newlands, Harare, Zimbabwe

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