

CENTRE FOR PEACE INITIATIVES IN AFRICA



REPORT

CONFERENCE ON GOVERNANCE IN THE ZIMBABWEAN CONTEXT

BULAWAYO HOLIDAY INN: 14 – 16 NOVEMBER 2006

No. 27 Gaynor Road, Highlands, Harare, Zimbabwe. P.O Box 7370, Harare Zimbabwe
Tel: 263 – 04 – 443442/3 Fax: 263 – 04 – 443446
Email: cpia@africaonline.co.zw

ACKNOWLEDMENT

The Centre for Peace Initiatives in Africa (CPIA) would like to thank the European Union and the European Commission Head of Delegation in Zimbabwe for the support rendered to convene the National Conference on Governance in the Zimbabwean Context.

The support will go a long way in contributing to CPIA's vision and mission towards the promotion of dialogue to achieve sustainable peace.

CPIA is a regional peace organisation based in Harare, Zimbabwe, established in February 2001, and endeavours to make a contribution towards the promotion of peace, stability and security in Africa, through conflict prevention, management and resolution.

ACRONYMS

AIPPA	Access to Information and Protection of Privacy Act
CIO	Central Intelligence Organisation
CPIA	Centre for Peace Initiatives in Africa
EU	European Union
MDC	Movement for Democratic Change
NCA	National Constitutional Assembly
POSA	Public Order and Security Act
SADC	Southern Africa Development Community
UNDP	United Nations Development Programme
ZANU PF	Zimbabwe African National Union Patriotic Front
ZAPU	Zimbabwe African Peoples' Union
ZCTU	Zimbabwe Congress of Trade Unions
ZFTU	Zimbabwe Federation of Trade Unions
ZINASU	Zimbabwe National Students Union
ZLHR	Zimbabwe Lawyers for Human Rights

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EXECUTIVE SUMMARY

The Centre for Peace Initiatives in Africa convened a National Conference on Governance in the Zimbabwean context from the 14 – 16th November 2006 at the Holiday Inn in Bulawayo. The Conference brought together 85 participants that included representatives from the Government of Zimbabwe (represented by the Ministry of Justice, Legal and parliamentary Affairs), all Political parties, the Church, Civil Society, CPIA donors, diplomats, the youth and the media.

CPIA decided to convene this Conference because at various forums organised by the Centre on constitutionalism, democracy and human rights, the question of governance invariably crops up – perhaps underscoring the need for stakeholders to take a closer look at the subject. As different stakeholders continue to engage in discussions and consultations regarding the future of our country, it is absolutely vital for all Zimbabweans to have a common understanding of governance or good governance from a Zimbabwean perspective.

Previously, CPIA held a number of Conferences and consultative meetings with various stakeholders aimed at mapping a way forward on the future of Zimbabwe and coming up with strategies on how to resolve the current problems. These include:-

- In 2004 - Conference in Mutare on the follow-up of the Vision and Values Conference;
- In 2005 - Conference in Masvingo to consider the CPIA study on Zimbabwe: The Next 25 Years, the results of the Vision and Values Conference;
- In March 2006 - Conference in Mutare on the Constitution and Constitutionalism
- In September 2006 - Conference at Vumba on National Reconciliation
- In November 2006 - Conference in Bulawayo on Governance in the Zimbabwe Context.

The Conferences and consultative meetings held, identified the need to establish frameworks for dialogue on the contentious issues affecting the nation. From the consultative meetings with CPIA's stakeholders, the concept of the National Conference on Governance in the Zimbabwean context was developed to set-up a national plan of action or political framework on governance.

The National Conference facilitated the much needed dialogue on governance among the people of Zimbabwe in order to get the Government and political players to agree on the political framework on the way forward with regard to the future of the country. The overall objective of the Conference was to contribute towards the initiatives aimed at having enhanced peace, stability, security and development through sustained dialogue.

The specific objectives included:-

- To facilitate and promote the much needed dialogue on Governance among the people of Zimbabwe for tolerance and unity of purpose;
- To promote dialogue between or among political players as a transcendence to the conflict in Zimbabwe;
- To ensure engagement and participation of political parties, Government, the Churches, civil society, trade unions, women and youth groups as major players in the democratisation process of the country;
- To get the Government and political players to agree on the way forward with regard to the political, economic, and social future of the country; and to produce a blue-print that outlines the national plan of action on Governance in the Zimbabwean context.

The expected outcome of the Conference was the:-

- Establishment of an environment that is conducive for sustainable and mature dialogue among and between the people of Zimbabwe and other stakeholders
- Contribution towards the elimination of long standing points of conflict in Zimbabwe
- Acceptance to move to the process of a home-grown Constitution.
- Production of a blue print that embodies the Zimbabwean views and elements of democracy and good governance.

From the deliberations during the Conference, CPIA came to a conclusion that Zimbabweans are in agreement on many issues affecting the Nation. The issue of the Constitutional reform, it was noted, should be the fulcrum of a governance process designed to redeem the country from the current ills, notwithstanding other important variables that have a bearing on the resolution of the problems befalling Zimbabwe.

The National Governance Conference agreed that there was need to establish a political framework as a basis of addressing the issues highlighted during the conference. It was also identified that it is necessary to understand the importance of establishing agreed governance structures, with broad support from the electorate, before embarking on other processes that might have a bearing on the regulation of behaviour, and the conduct of Business. The Conference acknowledged that the Constitution must be at the centre of any approach in addressing these concerns.

Dr. Leonard T. Kapungu

EXECUTIVE DIRECTOR.

CONFERENCE PROCEEDINGS

As a preamble to the Conference, it was realised that issues of governance had taken centre stage in the concerns of all stakeholders, hence the convening of this National Conference on Governance in the Zimbabwe Context.

Constitutional reform, it was argued, should be the fulcrum of a governance process designed to redeem the country from the current ills, notwithstanding other important variables that have a bearing on the resolution of the problems befalling “our beloved Zimbabwe” The Constitution, it was noted, must therefore be at the centre of any approach in addressing these concerns.

Governance and Development

The Conference discussed the critical link between good governance and social and economic development. It was argued that countries with democratic, pluralist, and responsive political systems are more likely to be able to deal effectively with economic and other crisis. Famines, it was suggested, have never occurred in democratic societies.

Particular concern was raised on the need to improve the quality of governance at the local as well as the national level. Reform efforts should also encompass the need to strengthen local government in order to encourage participation on social and economic development.

It follows logically, therefore, that the people themselves must participate in the decisions regarding the management of their affairs. The construction of a consensus about how that is to be achieved is an absolutely necessary pre-condition for legitimate government and sustained economic and social development. Governance, therefore, is inseparable from development.

Constitutionalism and Constitutional Reform

The Conference realised that there was an urgent need for constitutional reform in order to create a framework within which it will be possible to address the current governance crises. Such a reform process must be fully participatory involving the political parties, civil society, the private sector, labour, the business community and most fundamentally, the people of Zimbabwe.

The Conference underlined the importance of open mindedness. It was noted that sometimes it appears that people are frightened of new ideas despite the fact that ideas are not owned by anyone. Progress depends largely on a willingness to accept the existence of a diversity of ideas. Without critical thought and exchange people are forever tied to the past. Discussions, therefore, must take place in an open minded and self critical manner to address the grave governance problems facing the country. The underlying principle being that a consensus on a system of governance is absolutely necessary for Zimbabwe.

It was endorsed that the importance of developing a new constitutional dispensation for the country. A new constitution would provide essential bedrock for a prosperous society and make Zimbabwe more stable and more attractive environment for productive activities.

In designing a new Constitution, it will be important to secure agreement on how power is to be exercised in the country. For instance, do Zimbabweans want an Executive President or a Prime Ministers? Are they happy with the current electoral system or would they prefer proportional representation? In the end, any new constitution must be the product of wide consultation and have the endorsement of the electorate.

The maxim that “*Sovereignty resides in the people*” as a basis for a common bond was emphasized in that as Zimbabweans we should take an active part in the governance process in the country. As such, whatever the gender, or ethnic or regional background or such other difference, the people have an equal right to be in the country, to participate in the political process, and to enjoy the benefits of common endeavours. Therefore, the people have a vested interest in how their affairs are run for the benefit of all. If these rights are to be claimed, there is a need to share the responsibilities involved in the democratic process.

Participatory Approach

The Conference emphasised strongly the need for a participatory approach in dealing with the country's governance problems. However, it was realised that one of the dangers of the multiparty system is that it encourages a confrontational rather than consensual approach to decision making. As proposed by the Churches document, the *Zimbabwe we want*, there is a need to ensure that reform of the country's governance structures is undertaken in a participatory manner and must deliver institutions and procedures that encourage consensus building. Only thus will people feel that they own these decisions.

Participants noted with concern that there is a problem of the selective application of the law, as people with the right political or other connections feel can act with impunity. This erodes public confidence. Linked to this are problems arising from the importance attached to war credentials. This tends to divide the country when attempts should be made to try and unite the people.

The Economy

A gloomy picture of the collapse of the national economy and the deleterious effect this is having on people's standard of living and access to essential services such as health and education was painted. The environment for business is appalling. At present, Government spending is crowding out private initiative. Monetary policy is intensifying the country's inflationary environment. Corruption, involving both the public and the private sectors, is increasing exponentially. Good governance is about sound economic policies taken in the interests of the people rather than being motivated by narrow political expediency.

The Conference emphasised the need for the government to follow consistent policies clearly designed to address the fundamental problems facing the economy. These should focus on rebuilding the country's productive capacity as an encouragement for local investment which in turn will help create international confidence. The Conference noted that it was essential that the business community respond positively to such moves.

Confidence Building

A strong emphasis was placed on the need to build confidence among all sections of society. Without a new sense of national pride Zimbabweans will continue to lose critical expertise as business opportunities and enterprises relocate elsewhere in the region.

While endorsing this fundamental point, it was acknowledged that the solution to Zimbabwe's governance crises lies solely within the country. It is essential therefore that all parties come to terms with the nature and magnitude of this crisis.

Unfortunately, some people are still in a state of denial which in effect was retrogressive to the collective cause of nation building. One of the suggestions put forward for the building of confidence amongst Zimbabweans was for government to repeal and or amend objectionable laws like POSA and AIPPA, which hinder people to assemble and associate freely as equal citizens.

It was agreed that progress depends on the existence of diverse views which have to be reviewed over time. The emergence of new thinking invariably leads to new development whose pivot is the existence of free exchange ideas. One of the key issues identified that needed urgent attention for the building of confidence was the opening up of the airwaves. This will allow for more players in the industry and will have a major positive impact on creating a conducive environment for meaningful and on-going dialogue.

Also emphasised was the need to recognise the role of young people in the development of national policy especially when it impacts on their future.

COMMUNIQUE – NATIONAL CONFERENCE ON GOVERNANCE IN THE ZIMBABWEAN CONTEXT

The convening of the Conference highlighted widespread concerns within Zimbabwe about the state of governance in the country. These concerns have been brought to the surface as a result of the crises facing the country in the economic, social and political spheres.

It was recognised that governance and development are intimately linked. Without good governance structures which operate effectively, and have widespread popular support, it will be impossible to address the development problems facing the country.

The economic melt down and social dislocations currently being experienced can be traced back directly to weaknesses and structural deficiencies in our governance system.

It is clear, therefore, that there is a need on the part of all stakeholders to engage in urgent confidence building measures. A commitment to constitutional reform is absolutely vital in this context. In addition, it will be important for the government to move ahead speedily to amend or repeal legislation such as POSA and AIPPA.

In addition, making progress in opening up the airwaves -- so as to allow more players --- would have a major positive impact on creating a conducive environment for meaningful and ongoing dialogue.

The central purpose of such a dialogue is to agree on a home-grown Constitution that reflects the needs, interests and aspirations of all Zimbabweans.

In this regard, the Conference recognised that, there is more agreement among stakeholders than divergence. This should make it possible to secure agreement on basic elements of such a reform process.

The Conference strongly felt that the problems facing the country can and should be addressed and resolved by Zimbabweans themselves.

Finally, it was agreed that the dialogue started at this Conference should be followed up by CPIA who will focus on the specific recommendations made. It was recommended that CPIA convenes another conference at the earliest opportunity to assess progress.

GROUP SESSIONS

Group I

The participants to the National Conference on Governance in the Zimbabwean context recognise that the question of good governance encompasses all sectors of the Zimbabwe Society that is, the Government, the Church the corporate sector NGO and Civil Society

Constitutional Reform and Constitutionalism

The group came to a consensus that:-

- There is need to revisit the Constitutional Reform process that led to the referendum in 2000 to have a new Zimbabwean Constitution;
- There is need to organize a Conference for all the stakeholders to review constitutional documents including the three documents i.e. the current Constitution, the draft constitution rejected in 2000 and the NCA Constitution and there is need to invite constitutional experts from the region;
- There is need to create an enabling environment in which to write a new constitution;
- There is need for civic education on the Constitutional Indaba (all inclusive conference) as it was conducted in countries such as South Africa;
- There is need to engage the Government and all other stakeholders at all levels of consultations.

Group II

Would popular participation be enhanced if POSA and AIPPA changed or were scrapped?

- AIPPA – Seeks to protect the Presidium and other officials
- POSA – Law and Order Maintenance Act couched differently.
- Implementation of the law is too restrictive i.e. regulation regarding gathering and processions. Laws are used selectively in allowing some groups to gather.
- The political language such as “Crisis” will push the Government to behave in a crisis manner.
- Other countries do have security and media or information management laws but what is important is how the laws are interpreted and implemented.

Way Forward

- Need to carry out a comparative study of security laws and laws on information management in other countries in the region in order to be in a position to make informed analysis of POSA and AIPPA, and make suggestions of what should be repealed and amended

Group III

Economic and social needs can be enhanced through governance if Government addresses the following as recommendations.

- Governance that guarantees sustainable quality of life through income sufficient to meet essentials in life - the essentials are water, electricity, health, education and security;
- Governance that creates individual opportunities to develop through personal initiatives without unnecessary controls;
- Governance that promotes good and sound expectations that the citizens needs can be guaranteed or met;
- Governance that facilitates economic growth through investment which is secure and accepts and adheres to international norms and values.
- Governance that designs economic policies that promote the creation of more jobs and promote true ownership of business through opportunities driven by sound economic policies;
- Governance that enhances participatory democracy, human rights and the rule of law to enable every Zimbabwean to decide his or her destiny;
- Governance that promote Expert initiatives which enhances social and economic Development through promotion of import substitution.

Governance that genuinely evaluates the causes of inflation e.g. by addressing

- Exchange rate and devaluation.
- Promoting expert initiatives to bring forex through official means

- Putting in place an interest rate that promotes confidence.
- Governance that decisively deal with corruption of any kind at every level;
- Governance that contains and keeps an eye on spending to avoid continuous borrowing which leads to extensive printing of money e.g. rationalising and reducing the number of embassies;
- Governance that revisits the land reform programme to ensure production and productivity to avoid wasting foreign currency on importation of food;
- A Governance system that genuinely transfers the means of production to the new farmer.

Note: The above is possible within a **Framework** of a home grown and people driven Zimbabwean Constitution.

EVALUATION OF THE NATIONAL CONFERENCE ON GOVERNANCE IN THE ZIMBABWEAN CONTEXT

Most participants agreed that the Conference had met their expectations in that an environment conducive for national interaction was created, which enhanced the cross - pollination of divergent views. They recognised that the set objectives were naturally the ideal, though the process is at its infancy, and hence they largely depended on an agreement on the way forward. However, there were quite a few reservations on the process and content of the Conference. A sample of the views is reflected below:

On the question did the National Conference meet your expectations?

- We did see different people presenting the critical situation in the country engage in a dialogue process, though there was a lack of frankness on some presentation and discussions. The conference is a good start to engage the people to talk about the issues of governance
- There was good debate flowing from the papers that were presented. They will be the catalyst required for national dialogue on how we can improve governance. There is a feeling that more work is required to move people from their entrenched positions.
- Yes, Its my first time to see different stakeholders contributing positively regardless of their differences or political affiliations
- Yes, the participants themselves brought out the problems of governance would not have been possible without the efforts of CPIA.
- We still are battling with the idea of emotional debate and demonisation of the government. Some appear to be raising British or EU concerns. People are not ready to discuss as Zimbabweans. Anger is still there.
- The critical expectation of the local and international communities is internal dialogue in Zimbabwe. The conference met this expectation.
- Expected more engaging discussions and more openness/transparency.
- No, because those representing the ruling party and government did not admit that there is a crisis in this country, they are blaming the Economic melt down to sanctions.

- Not quite, expected the Conference delegates from government to show commitment towards resolving the governance crisis.

1. Did the Conference meet the set objectives?

- The objective to start a discussion on governance has definitely been met .The objective could not be higher than the CPIA proposal.
- Discussion around were made, the attempt to define governance and the specific example of governance in the Zimbabwe was fairly treated. The sad reality on the deliberate attempt on other session of society that did not open up and merely defended current poor and bad example of governance. The attempt to explore the cross section of governance as it relates to the country was important. I am not sure if we could have looked at the issue of governance in parastatals more, and the issue that relate to ministries.
- Partially. There was need to agree on the importance of the conference through acknowledging the problem, set out strategies to resolve what could be termed the crisis.

2. In your opinion did the issues raised in the Conference build a momentum for Zimbabweans to work together towards improved peace, stability and security in Zimbabwe?

- Yes definitely, it appears people agreed that poverty and good governance are inversely related. Convergence of feelings on the constitution, the elections management should form the basis around which solutions will be found.
- Yes, the foundations of working together should be premised on frank constant dialogue. The issues raised in the conference do provide issues of convergence of ideas on the problems of the country that are deeply rooted on the problems of governance.
- Yes, because a common problem was identified which is the beginning of working together towards a common goal?
- Yes, most speakers seemed to agree that we are in crisis, suggest we must therefore come out of it and the constitution was regarded as a clear avenue out of the crisis.

- The issues were raised yes, but they do not at all build a momentum for Zimbabweans to work together, as for example, there is just too much division which all comes from political ideologies.
- Yes, though there is still need to invite more important persons from civil society and government.
- The diversity of procedures is an indication that people can work together. If a working party of the way forward is established it is possible with the same participants to come up with a concerned way forward for Zimbabwe.

3. How important were the papers presented and discussions, providing a plan of governance in the Zimbabwean context? Explain

- Papers and discussions were important in that they exposed the issues that need communication and re-examination, and thus solicited views and roadmaps on the way forward.
- They provided an understanding to the theme of the conference thus enabling participants to open up. In fact they were very educative especially on the subject of good governance and generally represented the views of the various sections of Zimbabwean society.
- Papers were very relevant and addressed issues well. The debate helped to get people from different backgrounds to begin to see each other in better light vis-à-vis Zimbabwe.
- Some papers were OK; some were not properly researched as were drafted in a way not consistent with the purpose of the workshop.
- Quite satisfactory, some deviated from the major theme and they became too critical.
- I think they were a mixed bag of (a) those that raised thorny issues and (b) those that glossed over the issues and anything in between.

4. In your opinion, will the process and thrust of the conference contribute to other initiatives seeking to come up with a Zimbabwean solution to the Zimbabwean problem?

- Emphatically yes, we hope that the spirit and concern, ie it squarely address our situation will prevail as we move forward. This will surely contribute to other initiatives and feed with the process of constructive engagement.
- Yes, the process cannot run independently. It cannot be ever emphasized that the process has to be all-inclusive and participatory hence other initiatives that are working on the similar areas will give momentum to the process.
- Yes, what may be necessary is to clearly articulate the way forward that combines national reconciliation and governance and recognises other initiatives.
- CPIA is trying, but a lot still needs to be done. Maybe there is need to review the themes so that consensus is achieved on what constitutes this process. There should be a difference in approach. CPIA's work is very important and should be continued and further supported.
- No, you need to include more stakeholders, especially political parties, the government.

5. What other issues would you suggest should be included in future conferences of this magnitude?

- Broader participation may-be group discussions to insure more interaction.
- Constructive debate is preferable as opposed to re-opening old wounds and finger pointing.
- Some scientific or objective analysis of issues to avoid a lot of subjectivity.
- More time to be given to those who ask questions from the floor.
- Calling different groups for example, the church, chiefs etc, separately then their delegations come to these open conference with one voice.
- Suppose you could include voice of the voiceless, the community perspective; the ordinary person –how do they want to be governed.
- Besides having representatives, of different organizations, let us have ministers themselves, MP's political leaders so they can be taken to task.

6. Do you have any suggestion for the organizers of the conference?

- Involve more stakeholders
- Stakeholders must be encouraged to develop their own experts to participate in CPIA programmes for at least a two-year period. A change in personalities retards progress.
- There may be need to advice government officials or party officials to restrain themselves so as not to be viewed as intimidators and allow people too open up in free discussions.
- Involve stakeholders on issues of reconciliation and development.
- They could perhaps break up the process into sectors before calling for a general forum. At present the process is dominated by genuine and pseudo economists and politicians. The teaching sector of which should carry the burden of civic education on issues coming out of and agreed upon like governance, consensus, unity, constitutionalism must be involved at an early stage. This automatically addresses the issue of youth representation.
- Communiqués should come out of such conferences especially from the different parties.
- Ensure the papers are presented in line with the objectives. Ensure also that participants are drawn to the objectives of the workshop in making comments and presentations. You have to improve on participants selection, I doubt whether the participants were represented enough.

CONCLUSION AND THE WAY FORWARD:

After three days of deliberations the Conference underscored the fact that the problems facing the country needed to be addressed and resolved by Zimbabweans themselves. With this in mind, participants concurred that there was a need to secure consensus on the formulation of a political framework which would be integral in the resolution of the challenges facing the country. To this end CPIA was called upon to spearhead the process that will culminate in the holding of a larger Conference before March 2007 which will review the progress. Part of the process would *inter alia* include taking the Conference document to all stakeholders.

As follow-up to the National Conference on Governance in the Zimbabwean Context, CPIA developed the following action plan:-

A. DEBRIEFING MEETINGS ON THE NATIONAL CONFERENCE ON GOVERNANCE IN THE ZIMBABWEAN CONTEXT

This will involve the transmission of the document adopted at the Bulawayo Conference to all stakeholders, national as well as international, so as to have as many view points and suggestions as possible on the communiqué, and the idea of the suggested political framework that ensures good governance.

B. RESEARCH AND PREPARATION OF DOCUMENTS

This will be conducted in two phases:

- ✓ An analytical study of Constitutional Documents with the view to identifying those common elements of convergence which can then be refined and form part of the proposed constitutional framework that guarantees good governance;
- ✓ To carry out a comparative study of security laws and information management in SADC countries in order to put us in a position to make informed analysis of POSA and AIPPA, vis-à-vis suggestions regarding repealing or amending the two pieces of legislation. A study of similar laws in the region will show how democratic or out of step the laws are, and what specific aspects should be addressed

C. CONSULTATIVE WORKSHOPS

A Consultative Committee of forty one representing various stakeholders will be established to further analyse the documents prepared by the researchers. The first workshop will discuss AIPPA and POSA, while the second workshop will discuss the draft political framework.

The third workshop of the Committee will discuss the implementation of the outcome of the High-Level Conference.

D. HIGH-LEVEL CONFERENCE ON THE POLITICAL FRAMEWORK THAT GUARANTEES GOOD GOVERNANCE

Virtually, every stakeholder in Zimbabwe agrees with the concept of a home-grown constitution. The need for a new constitution was further emphasised at the National Conference on Governance in the Zimbabwean Context held in Bulawayo.

PROGRAMME

Chairperson – Professor Walter J. Kamba

Tuesday, 14th November 2006	
08:00am	Departure for Bulawayo
1:00pm to 3:30pm	Registration
4:30pm – 5:00pm	• Opening Prayer – Rev. Max T. Chigwida, CPIA Director of Operations • Introductory Remarks – Dr. Hope Sadza, CPIA Eminent Person • Objectives of the Conference – Dr. Leonard T. Kapungu, CPIA Executive Director
5:00pm – 5:30pm	Overview of theme: Governance in the Zimbabwean Context Chairperson's Remarks – Prof. Walter J. Kamba
5:30pm – 6:00pm	Presentation ▪ Church perspective, Bishop W. Sitshebo – Zimbabwe Council of Churches
6:00pm – 7:00pm	Plenary Discussion
Wednesday, 15 November 2006	
06:00am – 08:30am	Breakfast

08:30am – 09:00am	- Prayer – Rev. Khanye, Presbyterian Church of Africa - Chairperson's remarks
9:00am – 9:40am	Presentations - Economic Perspective – Dr. E. W. Bloch, CPIA Board Member and Independent Economist - Business Perspective – Mr. C. Mhende, Business man with Shelter Zimbabwe
9:40 – 10:00 am	Plenary Discussion
10:00 am – 10:20 am	Presentation Civil Society Perspective – Ms. N. Moyo, Zimbabwe Lawyers for Human Rights
10:20 - 10:40am	Plenary Discussion
10:40 – 11:00am	TEA/COFFEE BREAK
11:00am – 12:00pm	Presentations - Political Parties Perspective - Dr. N. Shamuyarira - ZANU-PF - Hon. D. Coltart - MDC - Mr. S. Zvidzai - MDC
12:00pm– 12:30pm	Discussant Trade Union's Perspective - Mr. B. Dhanda – Zimbabwe Federation of Trade Unions - Mr. P. Mcijo – Zimbabwe Congress of Trade Unions

	▪ Other Political Parties - Mr. S.B. Dube - ZAPU Federal Party - Mr. P. Dube - Democratic Party - Mr. Khumbula - ZANU-NDONGA
12:30pm – 1:00pm	Plenary Discussion
1:00pm – 2:00pm	Lunch Break
2:30pm – 3:30pm	Plenary Discussion - Continuation
3:30pm – 4:30pm	TEA/COFFEE BREAK
4:30pm – 4:40pm	Presentation ▪ Youth Perspective – Ms. S. Buhlungu, Zimbabwe Youth Council – Mr. Promise Mkwanazi, President Zimbabwe National Students Union
4:30pm – 5:00pm	Presentation Government Perspective – Mr. D. Mangota, Permanent Secretary- Ministry of Justice, Legal and Parliamentary Affairs
5:00pm – 6:30pm	Plenary Discussion
Thursday, 16th November 2006	
7:00am to 9:00am	Breakfast
9:00am to 9:30am	▪ Song and Prayer – Father Fedelis Mukonori, CPIA Eminent Person

	and Head of the Jesuit Provincial of Zimbabwe ▪ Recap of Day one's proceedings – Mr. Peter Maregere, Rapporteur
9:30am to 10:30am	Group Discussion
10:30am to 11:30am	Plenary Discussion Presentation and Discussion of Recommendations and the way forward
11:30am	Closing remarks ▪ Professor Walter J. Kamba ▪ Dr. Leonard T. Kapungu
12:30am	Lunch and Departure