Women of Zimbabwe Arise (WOZA)
Consultation Report
Preparation for 16 Days against Gender Based Violence Campaign

Report Theme:

Zimbabweans beat the drum of peace and development to break the silence on violence

Members marching in Bulawayo on International day of peace 2013

Women of Zimbabwe Arise (WOZA)
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1. Executive summary

To mark the 16 days of gender based violence in 2013, WOZA chose to look beyond sphere of physical violence to consider the position of women in a society which perpetrates systemic violence and socio-economic disadvantage. WOZA conducted a brief survey amongst its members to test their perceptions of women’s position in their communities and specifically with regards to their economic status and whether it is improving or deteriorating. The survey consisted of 7 questions which were arrived at through a focus group discussion. The first two questions were “True” or “False” questions, and the last five questions could be answered on a scale of five from “strongly agree” to “strongly disagree”. For each of the question, respondents were asked to elaborate and justify their choice of answer.

The survey was administered orally by direct interview by WOZA facilitators. In total 7180 members answered the questions, of whom 6428 were women. This survey report concentrates on two main urban centres, Bulawayo and Harare. In Bulawayo 4493 responded and 2687 respondents were Harare based. Of the 7180 members 31% were below the age of 25.

The first statement was twofold but asked for one true or false answer – “In Zimbabwe there is respect for women and violence in the home is almost zero. Of the respondents 19% felt this was true, and 81% answered false, but it is evident from the “reasons” given that in some respects they believe that women are respected – because there is legislation protecting women, women have leadership roles, and women are more aware of their rights than they used to be. Those who answered false were referring mainly to violence against women and girls, continued sexual harassment and discrimination, especially in view of traditional beliefs, and the fact that although we have legislation which protects women, it is not implemented by corrupt law enforcement agents.

When asked to indicate whether the indigenization campaign benefits ordinary Zimbabweans, 89% answered in the negative, giving as reasons the inability of the vast majority to access any benefits, which accrue to the few ZANU PF adherents, the lack of transparency, the demand for collateral for loans, the lack of information about benefits. Those 11% who answered that people do benefit generally knew someone who had received some benefit, but also linked the beneficiaries to ZANU PF.

The first statement which had to be answered on a rating scale held that women are playing the role of providing food security for their families and grow or buy enough nutritious food. The high number of those who were neutral cited the severe challenges affecting a women’s ability to play their role denoting a crisis of expectations. Only 19% agreed or strongly agreed, 42% were neutral, while 39% disagreed or strongly disagreed. While women are trying very hard to provide for their families and the majority do manage, they barely put
food on the table, have to work very hard to do that, and have nothing left over to save or to afford anything beyond the absolute necessities.

The next statement received a more definite response. It stated that a good social security system must first legalise informal trade. Over 90% agreed or strongly agreed, indicating that the informal sector is what has saved them and enabled them to survive with their families, but it has been very difficult because they are always harassed by the police and lose much of their potential income through confiscation of their goods. Those who did not agree generally felt that it would be better for government to provide jobs since not everyone can be a vendor.

Statement 5 presented the observation that natural resources are generally used for the development of the community in which they are found. Here again, there was a marked tendency for the responses to fall at one end of the scale, with 93% disagreeing or strongly disagreeing. Those who did agree generally knew of one area where people had benefited, while those who disagreed also cited examples of communities which had not benefited. They also pointed to the fact that budgets are centrally controlled and a large chunk of the funds accruing from natural resources is often misappropriated to corrupt purposes.

On the question of confidence in ZANU PF to implement the new constitution, there was a trend towards lack of confidence, with 64% disagreeing that the new constitution would be implemented. In this case Bulawayo respondents had more positive expectations of implementation than did those in Harare. The final statement asked respondents to indicate whether or not development in their community had deteriorated since the year 2000. 65% felt there was deterioration, but some did give examples of improvement in their communities, so the news was not all bad.

This survey only showed the impressions held by WOZA members in Harare and Bulawayo and are not based on systematic research or data collection. However a conclusion is apparent - WOZA members do not believe that women are respected nor that violence against them has ceased. Responses indicated little confidence in ZANU PF’s indigenization policies as far as women are concerned, and frustration at the criminalization of women informal traders and their resulting harassment by the police. All believed that women were working very hard to create food security for their families, but many noted that this was done against all odds. The vast majority believe the development situation in their communities had deteriorated. They do not believe that ZANU PF will implement the new constitution effectively. The responses show great disillusionment with and distrust of government and a keen sense of the disadvantages felt by women in spite of their hard work to provide for their families. The scars that women bear today are not just a result of physical violence but are deep rooted in years of poor governance by the state, emotional and psychological manipulation in the home, community and workplace as well as deliberate marginalisation of women in all spheres of life. It does not need to be physical violence for women to bear the scars of abuse.
2. Report Background

In September 2013 consultation before the UN international Day of Peace 21 September 2013, Women of Zimbabwe Arise (WOZA) conducted peace marches under a theme selected by members - *Peace must deliver freedom and development for all*. Following on from these activities and expanding on the theme, a further civic education programme and survey were conducted in November 2013.

As Zimbabwe moves into a new dispensation, it was important to gauge member’s perceptions about the capacity of the Zanu PF Government to deliver development programmes equally for all Zimbabweans. Additionally, this new state is built upon propaganda as to whom beneficiaries are from the past land reform programmes and the indigenisation programme. Zimbabwe also has a history of partisan control of food aid and farming input aid as political functionaries’ control the beneficiary lists.

As WOZA plans campaigning around the 2013 16 Days against gender based violence, it has been important to unpack the aggravations of domestic violence widely perceived to be attributable to economic challenges and the culture of violence that prevails in Zimbabwe.

Members were asked to comment on a series of statements on how women were fulfilling their role in their homes and in society and if they were benefitting from government development programmes. This consultation was linked to the releasing of the economic blueprint “*Zimbabwe Agenda for Sustainable Socio-Economic Transformation*” dubbed *(ZimAsset)*, which include 4 thematic areas:

1. Food security and nutrition
2. Social services and poverty reduction
3. Infrastructure and utilities
4. Value addition and beneficiation.

Discussion also incorporated the ZANU PF election campaign theme which was “*Indigenise, Empower, Develop and Create Employment.*”

The civic education aspect of this consultation was on the constitutional clauses for gender equality and developing women’s access to development empowerment requirements. The specific clauses that were cited from the constitution were as follows:

Chapter 2
Section 13- National Development
Section 14- Empowerment and employment creation
Section 56- Equality and non- discrimination

Chapter 4
Section 80- Rights of women
3. The Consultation Focus
During this consultation, 7180 members of WOZA from Bulawayo and Harare participated. The rural edition of the consultation is still being assessed.

<table>
<thead>
<tr>
<th>Overall Participants Table</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo</td>
<td>4009</td>
<td>484</td>
<td>4493</td>
</tr>
<tr>
<td>Harare</td>
<td>2419</td>
<td>268</td>
<td>2687</td>
</tr>
<tr>
<td>Overall Participants</td>
<td>6428</td>
<td>752</td>
<td>7180</td>
</tr>
</tbody>
</table>

The respondents were broken down into two main age groups—those below 25 years of age and those above 25 years of age. The following was the age group breakdown.

<table>
<thead>
<tr>
<th>Participants by Age</th>
<th>under 25</th>
<th>over 25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo</td>
<td>37.3%</td>
<td>62.7%</td>
</tr>
<tr>
<td>Harare</td>
<td>21.1%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Overall Total</td>
<td>31.2%</td>
<td>68.8%</td>
</tr>
</tbody>
</table>

As a result of the discussion around the ZANU PF Elections theme, the ZimAsset and the continuing engendered analysis of development, a preset selection of statements was arrived at during a focus group discussion. These statements were refined and translated through a participatory learning process with the WOZA community leadership. The youthful facilitation wing then participated in a training of trainer’s workshop where they had an opportunity to input into the statements. At the same workshop they were trained on how to conduct the consultation. At the end of the workshop, a total of 7 statements had been formulated and these were the basis of the survey.
4. The Survey Statements
In preparing the statements WOZA members wanted to unpack the four thematic areas that the Government economic blueprint “Zimbabwe Agenda for Sustainable Socio-Economic Transformation” programmes purported to address. These are, Food security and nutrition; Social services and poverty reduction; Infrastructure and utilities and Value addition and beneficiation. The following statements cover these thematic areas. WOZA expect to continue to do civic education around the (ZimAsset) programme so that members can understand how this police document can impact their lives and how they can demand policy makers make it relevant to the people daily social economic justice needs.

<table>
<thead>
<tr>
<th>Statement 1</th>
<th>In Zimbabwe there is respect for women and violence in the home is almost zero.</th>
<th>True</th>
<th>False</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statement 2</td>
<td>The Indigenization campaign is benefiting ordinary Zimbabweans in urban and rural areas. I know some of them who have benefitted.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement 3</td>
<td>Zimbabwean women can and ARE fully playing the role of making the family food secure. They are growing enough food and can afford to buy different affordable foods for better nutrition in the home.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement 4</td>
<td>A good social security system must first deal with legalizing the right to trade so that informal vendors, the majority of which are women can conduct income generating projects without being harassed by police.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement 5</td>
<td>The natural resources found in Zimbabwe are being used for the development of the community they are found in</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement 6</td>
<td>I have confidence that the constitution points on gender and development will be activated in the not too distant future.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statement 7</td>
<td>I have compared my community development from the year 2000 to now and I find that my community is now underdeveloped. (Members were also asked if there were any specific areas of concern in the development of their community.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
5. Summary of Results

Statement 1: In Zimbabwe there is respect for women and violence in the home is almost zero. Respondents were asked to respond True or False.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>TRUE</th>
<th>FALSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo Number of Respondents</td>
<td>1120</td>
<td>3373</td>
</tr>
<tr>
<td></td>
<td>24.9%</td>
<td>75.1%</td>
</tr>
<tr>
<td>Harare Number of Respondents</td>
<td>246</td>
<td>2441</td>
</tr>
<tr>
<td></td>
<td>9.2%</td>
<td>90.8%</td>
</tr>
<tr>
<td>Overall Total Number of Respondents</td>
<td>1366</td>
<td>5814</td>
</tr>
<tr>
<td></td>
<td>19.0%</td>
<td>81.0%</td>
</tr>
</tbody>
</table>

True

The respondents who responded ‘true’ gave the following reasons:

a. Women in Leadership

i. Some respondents felt that there were a lot of women who held leadership positions in the communities as well as in different organisations.

ii. Women are recognised and given tasks to do as women in the communities.

iii. Women empowerment can be witnessed in the education and business sectors.
b. Legislation that protects women

i. There are laws that serve to protect women from violence and abuse, such as the Domestic Violence Act. As a result of such laws, violence and abuse against women has decreased.

ii. Unlike men, who are seldom afraid to report that they have been abused, women can talk freely and report cases of domestic abuse. Women also have an advantage over men in that they are more likely to be listened to when they speak out on violence.

c. Increased awareness

Women are generally more aware of their rights and can protect themselves. In addition to this, men are now more aware of the dangers of abusing women and the stiff penalties involved.

False

The respondents who responded ‘false’ gave the following reasons:

a. Increase in abuse of women

i. Statistics show that all forms of abuse against women and domestic violence are increasing, be it at home or in the streets as women are beaten and killed while children are abused by men by every day. Local media, such as the newspapers, carry reports of domestic violence on a daily basis, proof that domestic violence still exists.

ii. Women and girl children continue to be abused and statistics from the courts can confirm this as the number of male culprits is high.

iii. Women still do not have the platform to air their views and express their feelings in public and the constitution is not clear about the power given to women.

b. Continued discrimination of women

i. In the work place, women are often forced to pay through sexual favours for promotions and opportunities to be empowered.

ii. Women are still mistreated and discriminated against in all areas that promote development in the country.

iii. Previous policies and past practices have resulted in a culture of discrimination against women. Women are still treated with disrespect and violence is still rife.

c. Traditional beliefs

i. In many parts of the country, traditional beliefs are still followed. A major issue of concern is that when a woman’s husband dies his relatives still take over the deceased’s property. Women are not respected and are still regarded as having the same status as children in the home and in the community. For example, women are seldom given the opportunity to contribute to major decision making or chair community meetings.

ii. Because of history and the promotion of some cultural practices, women still have the primitive belief that they are below men. As a result, they are comfortable with the second class treatment they receive from men.
d. Financial instability

i. Women are abused and fail to report the matters to the authorities because men are regarded as providers in the homes and if they get arrested it might cause the family to suffer.

ii. Unemployment is possibly the root cause of frustration leading to violent behaviour in homes. If unemployment in the country is not dealt with, violence against women will continue to be widespread. The more men become frustrated due to joblessness, the more they turn women into punching bags.

iii. Police officers, soldiers and some civil servants are the ones involved in domestic violence and women abuse due to stress from low salaries.

e. Psychological effects of discrimination

i. Of late, women have experienced demeaning acts of abuse, such as, rape and have suffered domestic violence. As a result it is still difficult for women to stand firm for what they believe in. In addition to this, women are looked down upon and their views are not considered in the communities and work place.

ii. The highest number of school dropouts is recorded among the girl child. These young girls grow up with very low self esteem and are afraid to stand up for their rights.

f. Lawlessness and non-implementation of constitutional clauses

i. Women still face physical abuse and children continue to be raped in communities basically because the clauses in the constitution that protect women are not respected nor are they implemented.

ii. Women are not yet fully respected, even though they are given a lot of powers in the Constitution. Despite provisions in the constitution, government departments and the private sector still employ fewer women than men.

iii. The police continue to harass women Human Rights defenders and vendors in the streets. Women are even arrested and harassed during peaceful demonstrations.

g. Corruption by public service providers

i. Those that have the responsibility to protect women from violence and abuse seek bribes and leave cases unresolved.

ii. Police refuse to attend to domestic violence issues and refer the complainants back to family and kangaroo courts in the communities.

iii. In Zimbabwe, women are ill-treated and harassed by nurses and doctors in hospitals, particularly in the maternity wards. Also in the work place, women are ill-treated by their superiors.
Statement 2: The Indigenization campaign is benefiting ordinary Zimbabweans in urban and rural areas. I know some of them who have benefitted. Respondents were asked to respond True or False.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>TRUE</th>
<th>FALSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo Number of Respondents</td>
<td>693</td>
<td>3800</td>
</tr>
<tr>
<td></td>
<td>15.4%</td>
<td>84.6%</td>
</tr>
<tr>
<td>Harare Number of Respondents</td>
<td>98</td>
<td>2589</td>
</tr>
<tr>
<td></td>
<td>3.6%</td>
<td>96.4%</td>
</tr>
<tr>
<td>Overall Total Number of Respondents</td>
<td>791</td>
<td>6389</td>
</tr>
<tr>
<td></td>
<td>11.0%</td>
<td>89.0%</td>
</tr>
</tbody>
</table>

True

The respondents who responded ‘true’ gave the following reasons:

a. Proof of people benefitting

i. There are people who have benefitted from the indigenization programme, though mostly they are from ZANU PF. These people have collected the loans from Mhlahlandlela government complex and at Robert Sinyoka.

ii. It has benefitted a few people in the urban areas and lives in rural communities in the country have improved through community ownership trusts, employee share ownership and bank loans.

iii. People have bought farming equipment through the indigenization campaign
b. Viable loan schemes

i. People now know what indigenization is all about and have benefited from it in terms of loans.

ii. Youths with CABS bank accounts have benefitted through the Youth Fund.

iii. People have benefitted through loans to start small income generating projects. Some rural areas have received boreholes through the indigenization campaign. ZANU PF supporters in rural and urban areas have received finance to start income generating projects.

False

The respondents who responded ‘false’ gave the following reasons:

a. Political bias/corruption in access to indigenisation programmes

i. Because of corruption the only people who are benefiting from the indigenization campaign are political leaders, a few rich and well connected people in urban areas, particularly those people living on Harare.

ii. There is discrimination based on political party membership. ZANU PF members, especially youths and top officials in government are the only beneficiaries and not ordinary Zimbabweans.

iii. Loan applicants who wish to access indigenisation funds are required to produce their ZANU PF party membership cards when they submit project proposals.

b. Lack of transparency

i. It is not clear what criteria are used to award loans under the indigenisation scheme as some people are turned away while others under the same circumstances have their applications approved. The campaign is not transparent as marginalized people are not empowered by it.

ii. The campaign is not benefiting anyone because the government does not have enough resources to finance it and it is unclear where those little resources that are available are coming from.

c. No visible change in lives of people

i. The situation in many communities has not changed ever since indigenization was introduced. People in the rural areas are poverty stricken and in urban areas, there are no business opportunities.

ii. The large numbers of unemployed people are still struggling to survive in the current economic situation and cannot say they have benefitted from the scheme.

iii. Instead of benefitting the country and ordinary Zimbabweans, the indigenization campaign seems to be causing further unemployment by scaring away foreign investment.
d. Inadequate information dissemination

i. Because of poor communication, the information about loans fails to get to intended recipients and people fail to apply.

ii. The campaign has not yet spread its wings, because about three quarters of the people in Zimbabwe still do not know about it.

iii. The campaign has been introduced to many areas in the country, but people do not know how it works and who is eligible to benefit.

iv. In spite of reports on indigenisation in both print and electronic media, the programme has not been officially opened to ordinary Zimbabweans.

e. Unreasonable loan conditions

Some people who tried to apply for loans were questioned at length and asked to produce proof of collateral in the form of houses and cars. This is unreasonable particularly considering that the majority of the people who need to benefit from the scheme are unemployed.

f. Unfulfilled campaign promises

The indigenisation scheme was used as a campaign tool by ZANU PF and now that elections have come and gone, people are discovering that ZANU PF made a lot of false promises that will never be fulfilled. The only benefits from the indigenization campaign are T-shirts.

Statement 3: Zimbabwean women can and ARE fully playing the role of making the family food secure. They are growing enough food and can afford to buy different affordable foods for better nutrition in the home. Respondents were asked to respond Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo Number of Respondents</td>
<td>250</td>
<td>688</td>
<td>1508</td>
<td>882</td>
<td>1165</td>
</tr>
<tr>
<td></td>
<td>5.6%</td>
<td>15.3%</td>
<td>33.6%</td>
<td>19.6%</td>
<td>25.9%</td>
</tr>
<tr>
<td>Harare Number of Respondents</td>
<td>21</td>
<td>425</td>
<td>1498</td>
<td>465</td>
<td>278</td>
</tr>
<tr>
<td></td>
<td>0.8%</td>
<td>15.8%</td>
<td>55.7%</td>
<td>17.3%</td>
<td>10.3%</td>
</tr>
<tr>
<td>Overall Total Number of Respondents</td>
<td>271</td>
<td>1113</td>
<td>3006</td>
<td>1347</td>
<td>1443</td>
</tr>
<tr>
<td></td>
<td>3.8%</td>
<td>15.5%</td>
<td>41.9%</td>
<td>18.8%</td>
<td>20.1%</td>
</tr>
</tbody>
</table>
Strongly Agree

The respondents who strongly agreed gave the following reasons:

a. Income generation projects by women

i. Women, generally, are the ones involved in growing food in the fields for the benefit of their families.

ii. Women are engaged in various income generating programmes such as fruit and vegetable sales and community money clubs.

b. Proof of hard work by women.

A visit to the market place reveals that women are hard workers who sell fruits and vegetables to be able to provide food for their families.

Agree

The respondents who agreed with the statement gave the following reasons:

a. Small scale businesses

i. Against the backdrop of three successive dry spells that the country has experienced, family food security has been under threat. In spite of this, Zimbabwean women continue to strive hard to provide for their families.

ii. Women in Zimbabwe are playing a major role in securing food for their families through small businesses, cross border trading and selling items for little gains

iii. Women have managed to provide food for their families through small community gardens. Surplus produce is sold at markets in an effort to generate income.
b. More women formally employed

i. More women are formally employed than in the past. Most employers have been giving women equal employment and promotion opportunities to women as men.

ii. Those Zimbabwean women who are fully employed and earn better salaries can afford to buy nutritious food for their families and not all women.

c. Role reversal in families

Increasingly, women have to play the role of fathers in their homes. They have become the primary breadwinners for the families but still fail to adequately cover all the needs because of financial constraints.

Neutral: The respondents who were neutral gave the following reasons:

a. Small scale farming

Women living in areas such as Gokwe have the opportunity to grow and sell cotton so that they can provide food for their families from the cotton gains. However, women in areas such as Kezi face challenges because of poor soils and low rainfall.

b. Lack of savings plans

i. Even though women manage to maintain small gardens where they grow food for their families, they are basically still living from hand to mouth. Women are so financially constrained that they left with nothing to save for the next day or the future.

ii. Rural women can grow and sell basic food grains in their fields when there is enough rain, but they cannot save enough to buy other food items to supplement their families’ diets.

c. Inadequate capital inputs

Most women work hard in the fields to ensure that there is food on the table, but seldom have readily available income to buy farming inputs.

d. Political party interference

Only those women with ruling political party connections can afford to get funding for projects. Those women who are identified as Human Rights defenders or as having alternative political opinions are discriminated against.

e. Irresponsible fathers

For various reasons, the majority of men nowadays fail to take their responsibilities as the providers for the family. Women are often left with no choice but to struggle and fend for their families.
Disagree

The respondents who disagreed with the statement gave the following reasons:

a. **Unemployment**

Most women are unemployed single parents and cannot afford to support their families. Their struggle to provide food for their children is made worse by their poor economic status.

b. **Low rainfall**

i. Women, especially in Matabeleland region, have a challenge because they live in areas with low rainfall and soils are not suitable for crop farming.

ii. Zimbabwe receive inadequate rains that make it difficult for women to grow food for their families, let alone get surplus to sell and generate income to buy nutritious food.

iii. Weather patterns and climatic conditions have changed so much in the past years resulting in low and often unpredictable rainfall which makes it a challenge to women who are involved in subsistence farming.

c. **Lack of support for income generating projects**

i. Income generating projects for women are not supported and access to land and farming equipment is limited to men, hence women cannot afford to support their families.

ii. Women try to fend for their families through farming and small businesses, but they lack financial support from the government.

d. **Political party bias in distribution of farming implements**

The majority of women who have access to farming implements and other government schemes have close links with ZANU PF

Strongly Disagree

The respondents who strongly disagreed with the statement gave the following reasons:

a. **Limited access to resources**

i. Most women are not fully empowered to start income generating projects and have no access to land or resources to buy farming inputs.

ii. Farming land and farms are owned by a few individuals, mostly men.

b. **Widespread poverty and unemployment**

i. The poverty situation for Zimbabwean women is devastating because they are not employed. As a result, they do not have sources of income to purchase farming implements and have no agricultural land to grow food for their families.
ii. Women are still harassed and abused in their efforts to generate income and provide for their families.

iii. The majority of Zimbabwean women are housewives and are not allocated farms like men. They have to rely on their husbands for food and money.

c. Unequal opportunities

i. Wives of ministers and top government officials can often afford to buy nutritious food for their families, but it is difficult for ordinary women.

ii. Women in Zimbabwe are not given equal opportunities as men and are discriminated against, hence cannot play the role of making the family food secure.

Statement 4: A good social security system must first deal with legalizing the right to trade so that informal vendors, the majority of which are women can conduct income generating projects without being harassed by police. Respondents were asked to respond Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bulawayo Number of Respondents</strong></td>
<td>3009</td>
<td>1087</td>
<td>126</td>
<td>124</td>
<td>147</td>
</tr>
<tr>
<td></td>
<td>67.0%</td>
<td>24.9%</td>
<td>2.8%</td>
<td>2.8%</td>
<td>3.3%</td>
</tr>
<tr>
<td><strong>Harare Number of Respondents</strong></td>
<td>1891</td>
<td>558</td>
<td>86</td>
<td>0</td>
<td>152</td>
</tr>
<tr>
<td></td>
<td>70.4%</td>
<td>20.8%</td>
<td>3.2%</td>
<td>0%</td>
<td>5.7%</td>
</tr>
<tr>
<td><strong>Overall Total Number of Respondents</strong></td>
<td>4900</td>
<td>1645</td>
<td>212</td>
<td>124</td>
<td>299</td>
</tr>
<tr>
<td></td>
<td>68.2%</td>
<td>22.9%</td>
<td>3.0%</td>
<td>1.7%</td>
<td>4.2%</td>
</tr>
</tbody>
</table>
**Strongly Agree**

The respondents who strongly agreed with the statement gave the following reasons:

a. Benefits of Legalising informal trading

i. Legalizing informal vending can enable women to generate income for their starving families as the industries are closed and 95% of men and youth are out of formal jobs. Once informal trading is legalised and formalised, women will have a chance to show that they can also provide for their families through small scale trading.

ii. Legalizing informal vending is ideal as the country's economy will be boosted through revenue collected from vendors.

iii. Because unemployment is so high in the country, a lot of people are self employed. It is therefore necessary for the self employed to be protected by the government. This would be a positive step towards the betterment of women's lives as they would freely trade and boost their economic situation without harassment from police and council officials.

iv. Because vending is currently illegal, police and council officials are harassing vendors. In Bulawayo, at the Bulawayo Commuter Terminus, police officers confiscate vendors’ goods and in Harare, the Harare City Council is destroying what they call illegal structures, most of which are chicken runs constructed by chicken breeders.

v. Legalizing trade would increase vendors’ opportunities such as access to micro-finance institutions and bank loans that will help capacitate their businesses.

b. Affordable licensing

Informal vendors need affordable licensing and designated areas where they can sell their wares and earn a decent living. Licensing the vendors means that the police will no longer be able to demand huge fines which cripple the vendors’ efforts to make a living.

**Agree**

The respondents who agreed with the statement gave the following reasons:

a. Police harassment

i. Informal trading is the main income generating activity, especially for women in Zimbabwe, but they face harassment by police in their effort to conduct business.

ii. Informal vendors especially women remain poor because their stock is always confiscated by police.

iii. Vendors should be free to sell and raise income to feed their families without pressure from police who arrest them and then solicit for bribes before releasing the vendors.
b. Protection of informal traders

i. Because of high unemployment rates in Zimbabwe, informal trade has become a major source of income for many families and should hence be protected by the law.

ii. Informal vending is the most common income generating activity for women and legalizing it will enable them to function more productively. Legalizing trade and formalize vending will reduce poverty and curb unemployment. It will empower women in particular.

Neutral

The respondents who were neutral gave the following reasons:

a. Reindustrialisation

While legalising informal trading will contribute to income generation for some families, not everyone can become a vendor. The government also has to play its role in supporting industry so that those who are employed in the industries can become customers for the vendors.

Disagree

The respondents who disagreed with the statement gave the following reasons:

a. Corruption by police

Even if vending is legalized, the police who have become very corrupt will continue to harass vendors in order to solicit for bribes.

b. Employment creation

Legalising informal trading and vending is not the answer to the economic woes of Zimbabweans. The new government should play its role and create jobs its citizens.

Strongly Disagree

The respondents who strongly disagreed with the statement gave the following reasons:

a. Lawlessness

i. Informal vendors are law breakers because they have no designated points of selling and disturb traffic and pedestrians.

ii. The law in Zimbabwe is secondary when it comes to corrupt activities. Legalizing trade will not protect vendors from harassment.
Statement 5: The natural resources found in Zimbabwe are being used for the development of the community they are found in. Respondents were asked to respond Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
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<td>Harare Number of Respondents</td>
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<td>3.0%</td>
<td>32.2%</td>
<td>64.8%</td>
</tr>
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</table>

There were no respondents for the Strongly Agree and Agree statements.

Neutral

The respondents who were neutral gave the following reasons:

a. Inequitable community benefits

To a lesser extent natural resources have benefitted the communities they are found in through employment and infrastructure development, for instance revenue from Marange diamonds has been used to build houses, schools and clinics for the communities, but in other areas the revenue is taken away for other purposes.
Disagree: The respondents who disagreed with the statement gave the following reasons:

a. Centralised governance

i. Due to the centralised system of governance which allocates revenue at central level, the country’s resources are only benefiting Harare which is the capital city and gets the largest chunk of the available resources.

ii. Some areas are still very underdeveloped as a result of centralised and unfair budgeting. For examples, Hwange community is still underdeveloped and residents have not benefitted because the revenue derived from coal supplies is allocated to other parts of the country.

iii. Villagers in Marange who were resettled to make way for mining activities are suffering. Only those who were re-settled at Adder Transao benefitted because they had brick house built for them.

iv. A large number of tourists visit Zimbabwe but there is still no development in the areas visited.

b. Corruption

Most of the communities where natural resources are found are under developed because of corruption. In most instances, top government officials and their families run the mining sector.

Strongly Disagree

The respondents who strongly disagreed with the statement gave the following reasons:

a. Centralised budgeting and resource allocation

i. Where minerals such as diamonds and gold are found, the areas are underdeveloped while the gains are used to develop other areas. For instance, Mutare’s Chiadzwa and Marange communities are not benefitting from their diamonds, Lupane is not benefitting from its timber and Insiza remains underdeveloped regardless of the abundant gold in the area.

ii. The poverty in some areas that are rich in natural resources is alarming. For example, school children in Lupane and Hwange are no longer going to school because of hunger.

iii. The money from natural resources is taken to central government and nothing comes back to develop the local communities where the resources are found. Some areas still do not have schools, clinics or proper roads.

iv. The regions rich in natural resources such as Matabeleland South are not benefitting from these resources, for instance, the road network is very poor and dilapidated. Those companies involved in mining activities cause land degradation and leave dangerous open pits in the area.

v. Manicaland is an example despite there being so many minerals that could be put to local development; China is developing with these minerals instead of Manicaland.
vi. There is no community which has local development due to the local resources going out of the country to develop their local economy. Devolution could address this as locals will have power to use their resources to develop their community.

b. Corruption

The revenue from natural resources is shared among corrupt Ministers and other top government officials and does not benefit the communities where these resources are found.

c. Nepotism

The people who run the mining sector, mostly ZANU PF officials and army commanders, employ people from other areas and their relatives, instead of the local community.

Statement 6: I have confidence that the constitution points on gender and development will be activated in the not too distant future. Respondents were asked to respond Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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</thead>
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<tr>
<td><strong>Bulawayo Number of Respondents</strong></td>
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<td>774</td>
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<td></td>
<td>4.0%</td>
<td>19.0%</td>
<td>17.2%</td>
<td>34.6%</td>
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</tr>
<tr>
<td><strong>Harare Number of Respondents</strong></td>
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<td>195</td>
<td>888</td>
<td>1024</td>
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<td></td>
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<td>15.7%</td>
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<td>1276</td>
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<td>2155</td>
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<tr>
<td></td>
<td>4.7%</td>
<td>17.8%</td>
<td>13.5%</td>
<td>34.0%</td>
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</tr>
</tbody>
</table>
Strongly Agree

The respondents who strongly agreed with the statement gave the following reasons:

a. Implementation of the constitution

The points inform good governance and protect the rights of ordinary Zimbabweans, so the new government will implement them soon. People have confidence that when the right time comes for the points to be acted upon, the process will be done accordingly.

Agree

The respondents who agreed with the statements gave the following reasons:

a. Pressure from the communities

The points will be activated as long as people keep making demands on what they want until it is provided. WOZA are determined to peacefully protest and pressurize the leaders in government to activate the points in the constitution.

b. Protection of the people’s views

i. The people of Zimbabwe had a say in the constitution, hence their views will be activated as promised by the new government.

ii. The President was accepted and sown in, so all the points of the constitution should be activated as soon as possible.

iii. Most of the contents of the constitution were signed and passed soon after the referendum and those which awaited the new government and President to be sworn in will be activated accordingly.

c. Visible changes

i. There are noticeable changes in the implementation of the constitution which give confidence that some of the points will be activated soon.

ii. Some of the laws such as the right to peaceful protest should have been activated after the new President was sworn in. Members expressed hope that the new government can be trusted to uphold people’s views.

iii. The constitution has started to work and people are happy about it. The new government seems to be showing some degree of commitment, which gives citizens confidence that the points in the constitution will be implemented.

iv. It is the government’s responsibility to ensure that the laws in the constitution are activated and they will do this to maintain public support.
Neutral: The respondents who were neutral gave the following reasons:

a. Slow implementation
   i. It will take a long time for the new government to implement the new constitution.
   ii. The new government is slow in implementing laws and policies and it has shown signs of trying to undermine the new constitution.
   iii. The new government has just started functioning, as a result it is too early to judge whether the points will be activated or not.
   iv. There are no signs at the moment, but the new constitution has promised some changes.

b. Mistrust of the new government
   i. People do not trust the dictatorship nature of ZANU PF, there is no guarantee that the constitution will be activated.
   ii. The constitution is good, but people have experienced and suspect that the bad governance by the ZANU PF government will affect the activation of most of the points.

Disagree

The respondents who disagreed with the statement gave the following reasons:

a. False campaign promises
   i. The new government has not implemented the promises made during campaigns hence there is a lot of doubt that it will activate points in the constitution.
   ii. The new government is already debating on amending some sections of the constitution. ZANU PF as a party is still ruling and many of the points in the constitution will not activated. Instead, the ZANU PF Manifesto is being used.

b. Violation of the constitution
   i. The new government will amend the points to suit the requirements of ZANU PF and sideline important people’s views in the constitution. Already the right to free primary education has been neglected as fees have been increased, and health services are expensive.
   ii. Some of the new constitution points are being violated by the new government. For instance, peaceful protests are allowed in the constitution, but in September 2013, WOZA women were attacked by police in Harare.
   iii. The constitution points will not be activated as the new government does not have people at heart and has no respect for people’s views.
Strongly Disagree

The respondents who strongly disagreed with the statement gave the following reasons:

a. False Campaign promises

i. The ruling party has never fulfilled its promises; there is no guarantee that the points in the constitution will be activated soon. For instance, empty promises have been received since year 2007.

ii. Full participation of all citizens through the Mother your Vote campaign is required in order for the points to be activated, because the ZANU PF government alone will not do it.

iii. The promise was that the constitution would be implemented soon after elections, but that has not happened.

b. Non-implementation of the constitution

i. Points are always captured in the constitution and never implemented.

ii. ZANU PF does not implement everyone’s views but those views that are in line with its policies, that is why they have recently introduced ZimAsset.

iii. The new government ignores some of the points in the constitution, for instance, schools have increased school fees, primary school children are being turned away for non-payment of fees and there is no gender balance in Parliament.

iv. The new government has already stated that some of the points will not be activated, such as devolution of power.

v. It took time for the new constitution to be approved, so there is no hope that the points embedded in it will be activated soon.

Statement 7: I have compared my community development from the year 2000 to now and I find that my community is now underdeveloped. Respondents were asked to respond Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree.

<table>
<thead>
<tr>
<th>Area Surveyed</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulawayo Number of Respondents</td>
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<tr>
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<td>39.4%</td>
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<td>10.3%</td>
<td>10.3%</td>
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</tr>
<tr>
<td>Harare Number of Respondents</td>
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<td>675</td>
<td>542</td>
<td>328</td>
<td>144</td>
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<td></td>
<td>37.1%</td>
<td>25.1%</td>
<td>20.2%</td>
<td>12.2%</td>
<td>5.4%</td>
</tr>
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<td>Overall Total Number of Respondents</td>
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<tr>
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<td>38.6%</td>
<td>26.6%</td>
<td>14.0%</td>
<td>11.0%</td>
<td>9.8%</td>
</tr>
</tbody>
</table>
The respondents who strongly disagreed with the statement gave the following reasons:

a. Destruction of public amenities

i. The youth no longer have youth centres where they can spend time as these have all become dilapidated

ii. Roads, bridges and dams are not maintained and this increases the number of accidents especially during the rainy season.

iii. All roads leading to the CBD from locations are now potholed and damaged when they used to be tarred and neat

iv. The maintenance of streets and tower lights is now poor and this results in criminal activities like theft and murder in the dark streets.

b. Service provision

i. In spite of the communities’ demands for better services, load shedding continues to be implemented and schedules have become tighter

ii. Residential stands are being allocated to churches yet residents cannot get housing stands to build homes

iii. Hospitals and clinics need renovation and support from government and the private sector

c. Environmental Degradation

The rate of deforestation is high because of people cutting down trees for firewood due to poor supply of electricity.
d. Corruption

i. There is no transparency in the manner in which housing stands are allocated.

ii. Community Development Funds are not used for the purpose for which they were disbursed. There is no transparency and fair distribution of this resource.

Agree

The respondents who strongly disagreed with the statement gave the following reasons:

a. Unemployment

Life in general has become worse for the ordinary citizens because the industries in Bulawayo closed down and people were left out of work.

b. Destruction of public amenities

i. Government schools are now destroyed and need maintenance.

ii. Bus terminuses and vendor selling points have been damaged and need reconstruction.

iii. Council beer gardens have been closed. The revenue from them could have been used for schools and clinics development.

c. Poor service provision

Water was never scarce, but now residents go for 3 to 4 days with dry taps. Some areas have no boreholes and residents have to resort to open wells an option. This is hazardous to health.

Neutral

Those respondents who were neutral gave the following reasons:

a. Need for income generation projects

Although there have been some positive developments in some areas, there is need for the development of income generation projects for women as this will help them to supplement their household incomes.

Disagree

Those respondents who disagreed gave the following reasons:

a. Proof of development

i. Roads and tollgates are being constructed under the Group Five and JRG contract.

ii. ZESA substations were renovated to improve the supply of electricity.

Strongly Disagree - There were no comments given by those who strongly disagreed.

In response to Statement 7, the respondents mentioned the following as areas of development that needed attention.
<table>
<thead>
<tr>
<th>Location</th>
<th>Areas of concern</th>
</tr>
</thead>
</table>
| Old Magwegwe  | • Inadequate classrooms and school furniture  
               • There are no income generating projects in the community, especially for women               |
| Sizinda       | • The road connecting Nkulumane-Sekusile and town is now dilapidated and potholed. As a result, commuter Omni-buses is now using dust roads.  
               • Water meters are not functioning well and some were stolen  
               • There is shortage of boreholes in the area and residents suffer during water rationing days  
               • The local clinic in Sizinda is operating with skeleton staff and patients are made to spend the whole day waiting for their turns to be treated |
| Iminyela      | • The flushing system for toilets in semi-detached houses is no longer working properly. The drainage system is out of order and water pipes are damaged and leaking  
               • There is overcrowding in the one-roomed houses where a toilet is shared among 4 families. This is a serious health hazard.  
               • Houses were promised along Nketa Drive and the promise has not been fulfilled.  
               • Community parks in Mpopoma and White City are now bushes such that it is now dangerous for children and youth to play there.  
               • Pelandaba play centre for children has been destroyed and children now play in the roads  
               • The Sgoffoti Support Group for families of the terminally ill is no longer functioning. Support from government is required to revive it. |
| Makokoba      | • Sewage pipes are worn out and need immediate attention  
               • Youth recreational centres such as Thabiso and Mzilikazi clubs have closed because of lack of funding and government support  
               • Walking at night is now dangerous because of lack of street lights in the community  
               • Mzilikazi clinic is almost collapsing |
| Emakhandeni   | • The Emakhandeni area community has no youth development centre  
               • Public toilets are no longer functioning |
| Richmond      | • Residents were asked to contribute money for the reconstruction of Mtshabezi dam, but they still do not have regular water supply  
               • There are no schools in the community and children have to walk long distances to nearest schools  
               • There are no clinics in the area |
| Mabuthweni    | • Toilets need to be built for elderly people living at Mabuthweni who cannot afford to buy building material  
               • There is need for proper rehabilitation of water and sewage system in the area.  
               • Toilets need to be built for each household and not have 4 families sharing one ablution facility  
               • Housing ownership and extension for houses is needed and extension. A family of 8 members cannot survive in 2 rooms. |
### HARARE

<table>
<thead>
<tr>
<th>Location</th>
<th>Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kuwadzana 3</td>
<td>• Boreholes have been drilled to provide clean water for families, because tap water is dirty, a move that will reduce cholera and typhoid   &lt;br&gt;• Sewage pipes have been replaced  &lt;br&gt;• Flea market places have been provided and refuse is being collected accordingly  &lt;br&gt;• Clinic was built and now functioning</td>
</tr>
<tr>
<td>Warren Park</td>
<td>• Boreholes provided by the Member of Parliament through the development fund and the problem of water has been rectified  &lt;br&gt;• The development fund was used in building the shopping centre  &lt;br&gt;• The local clinic is functioning well and was serviced with a refrigerator and a generator for Maternity were candles were being used</td>
</tr>
<tr>
<td>Kambuzuma</td>
<td>• Community buildings, government school and complex are collapsing  &lt;br&gt;• Kambuzuma Kurai Primary School has 2 classes that are not being used because the roofing is broken, children are now hot sitting  &lt;br&gt;• Market places no longer have shades  &lt;br&gt;• Public toilets and library are now working  &lt;br&gt;• The Councillor donated a generator for the Maternity ward women no longer carry candles</td>
</tr>
<tr>
<td>Rugare</td>
<td>• The street that was nicknamed Victoria Falls because of the ever flowing sewage. However, this problem has been attended to.  &lt;br&gt;• Play grounds that were turned into dumping sites have been cleared and now clean and ready for use.  &lt;br&gt;• 4 boreholes were provided and residents are now saved from collecting water from open wells</td>
</tr>
<tr>
<td>Zengeza</td>
<td>• In Zengeza most of the sewer pipes are broken and sewer overflows are causing the spread of malaria and other diseases,  &lt;br&gt;• The road network is very poor and the MP’s promises to fix roads are empty</td>
</tr>
<tr>
<td>Chitungwiza</td>
<td>Chitungwiza has a serious problem of sewage bursts and the Mayor promised to assist, but the promises have since not been fulfilled</td>
</tr>
<tr>
<td>Seke Rural</td>
<td>• The Seke Member of Parliament informed residents that the roads will be tarred, but nothing has been done,  &lt;br&gt;• There is deforestation and land degradation because of youth digging for minerals and cutting down of trees in search of firewood for selling  &lt;br&gt;• Widows, orphans and the disabled are not being assisted through social services  &lt;br&gt;• There is a critical shortage of schools, there is only 1 secondary school in ward 1 and children walk all the way to Chitungwiza  &lt;br&gt;• The Manyame dam in the ward should benefit the residents, but people from Chitungwiza refuse to pay for fishing</td>
</tr>
<tr>
<td>Manyame Park</td>
<td>• Residents need urgent repairs of sewer pipes, which have been left broken for a long time  &lt;br&gt;• Maintenance of roads and streets has been neglected for ages</td>
</tr>
</tbody>
</table>
Peri Urban Harare

Domboramwari
And Epworth

- Roads have been constructed for the first time since 1980
- Flea market places have been constructed
- The organisation MSF provided a clinic in Overspill, however, clinic has inadequate professional staff
- There is now a home industry for the semi-skilled and skilled people
- Sanitary facilities remain a big problem in the area
- Residents want title deeds in order to secure houses

Gombe

- Dip tanks not serviced and livestock are at risk of diseases and infections
- There are no boreholes hence residents walk long distances to fetch for water
- Residents are paying huts taxes, but there is no development in the area
- Deforestation is at its worst state due to cutting down of trees for firewood

6. Recommendations to the Government of Zimbabwe

6.1 Devolution
Having a devolved system of governance will bring some solutions to the challenges that communities face. A lot of communities have failed to develop because decision making and budget allocations are made at a centralised level. In most instances, the communities in which natural resources are found remain the poorest as these resources are shipped off to benefit the capital and areas surrounding it. The communities in these areas remain poor and are not even employed in the extraction and production process.

Devolution will also ensure that local authorities have more power to implement developmental programmes and they become answerable to the local community which they serve. As the situation is currently, it is difficult for communities to hold their local authorities accountable because they are far removed from the centre where all major decisions are made.

6.2 Activation of the constitution
There are a lot of expectations from the people on the current government. The constitution making process put a lot of hope in communities that for once they could input into the way in which they are governed. However, having a good constitution which is a product of a consultative process is not enough. There needs to be a clear plan of action through which the state will enforce this constitution and make sure that public institutions and offices respect this supreme law. For issues that affect women, there is need to ensure that women’s empowerment ceases to be just a campaign message but that women are truly empowered as they have proven that they can rise above socio-economic challenges to ensure that their households remain well taken care of.

6.3 Working public institutions
While Zimbabwe may have the right and necessary legislation, there is need to ensure that there are actually institutions that work to ensure that these laws and policies are put into practice. In addition to this, there is need to ensure that the commissions, for example, the Human Rights and the Anti Corruption Commissions, have a clear mandate and role to play in curbing corruption and the violence that has taken place in the past. And ensuring that violations are brought to light and dealt with decisively.
6.4 Community involvement and civic education
As a follow up to devolution, community involvement is an ideal which needs to be fostered. The communities need to feel that they are responsible for the well being of their families and their areas. Communities that have worked hard to build something will be less likely to destroy it. This role of civic society needs to be broadened so that every member of the community understands that they have rights they can demand but that they too have responsibilities to build stronger communities.

6.5 Justice and fairness
One of the reasons that has caused so much discord and mistrust in communities is that the national leadership has not been true to its word when it speaks about unity. Communities are still divided along political party lines and benefits have been awarded only to people who hold specific political views. In order to regain the trust of the communities, it is important to address issues such as the inequitable distribution of the national cake, gender based discrimination in access to opportunities and political biases in food aid.

Members also raise these specific concerns to government at the close of the 100 days

1. The government facilitated the deducting of water, electricity and phone bills – we thanked them but with caution. We are already seeing that water penalties are being given to compensate for the scratched bills - ZESA is also bringing back bills from the graveyards –some from 5 years ago to compensate for the scratched $160!
2. Where is the programme and funding plan for the better roads promised by the president in his inauguration speech. We were not consulted on and are against the urban toll gate project. NO etolls for Zimbabwe please!
3. We were promised free primary education, but our children are still chased away from school due to non-payment of fees, we demand government to fulfil that promise in January 2014.
4. We demand land, inputs and to be shared equally among men and women and in a non partisan framework.
5. We demand re-opening of industries to create employment and the detailed plan as to how these firms will create 2 million jobs with a living wage as promised during campaigns. Women are waiting – Youth are waiting!
6. We demand income generating projects for women and these projects should be distributed in a non partisan system.
7. We demand assistance for the vulnerable and the disadvantaged in our communities, such as the elderly, the orphans, disabled and widowed - for how much longer must they suffer?
8. We demand a regular supply of water and we are against the cash power water programme. Council should stop charging penalties for water when it only comes three times a week
9. We demand home ownership, city council should build homes for people and we want transparency in the distribution of stands, we are tired of being lodgers and paying high rentals.
10. We demand the Zim Asset programme to provide affordable and nutritious home grown food.
Appendix 1

Excerpts CONSTITUTION OF ZIMBABWE (FINAL DRAFT: 1 FEBRUARY 2013)
CHAPTER 2 - NATIONAL OBJECTIVES
13 National development
   (1) The State and all institutions and agencies of government at every level must endeavour to facilitate rapid and equitable development, and in particular must take measures to—
   (a) promote private initiative and self-reliance;
   (b) foster agricultural, commercial, industrial, technological and scientific development;
   (c) foster the development of industrial and commercial enterprises in order to empower Zimbabwean citizens; and
   (d) bring about balanced development of the different areas of Zimbabwe, in particular a proper balance in the development of rural and urban areas.
   (2) Measures referred to in this section must involve the people in the formulation and implementation of development plans and programmes that affect them.
   (3) Measures referred to in this section must protect and enhance the right of the people, particularly women, to equal opportunities in development.
   (4) The State must ensure that local communities benefit from the resources in their areas.

14 Empowerment and employment creation
   (1) The State and all institutions and agencies of government at every level must endeavour to facilitate and take measures to empower, through appropriate, transparent, fair and just affirmative action, all marginalised persons, groups and communities in Zimbabwe.
   (2) At all times the State and all institutions and agencies of government at every level must ensure that appropriate and adequate measures are undertaken to create employment for all Zimbabweans, especially women and youths.

17 Gender balance
   (1) The State must promote full gender balance in Zimbabwean society, and in particular—
   (a) the State must promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men;
   (c) the State and all institutions and agencies of government at every level must take practical measures to ensure that women have access to resources, including land, on the basis of equality with men.
   (2) The State must take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies.

56 Equality and non-discrimination
   (1) All persons are equal before the law and have the right to equal protection and benefit of the law.
   (2) Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres.

CHAPTER 4 - DECLARATION OF RIGHTS - PART 3 - ELABORATION OF CERTAIN RIGHTS
80 Rights of women
   (1) Every woman has full and equal dignity of the person with men and this includes equal opportunities in political, economic and social activities.
   (2) Women have the same rights as men regarding the custody and guardianship of children, but an Act of Parliament may regulate how those rights are to be exercised.
   (3) All laws, customs, traditions and cultural practices that infringe the rights of women conferred by this Constitution are void to the extent of the infringement.