

## **Address and Contact details.**

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## **Background on FAWEZI**

FAWEZI was launched in March 1998 and registered as a Private Voluntary Organization in 1999, Registration No: W/O: PVO: 11/99. Its founding members included the former Minister of Education, Dr Fay Chung; Deputy Speaker, Ednah Madzongwe; Public Service Commissioner, Dr Hope Sadza; Zimbabwe's High Commissioner in Namibia, Mary Mubi; retired Educational Psychologist, Dr Tommie Samakange; the late Dr Sarah Kachingwe; Professor Rudo Gaidzanwa and the late Salome Nyoni who was then the Deputy Secretary of Women's Affairs and the former Principal of Belvedere Teachers College Mrs Jane Makawa. FAWEZI is affiliated to the Forum for African Women Educationalists (FAWE). FAWE is a Pan-African Non-Governmental Organization (NGO) created and led by African women who champion gender equity and equality as well as quality in education across the continent. Since 1992, FAWE has been influencing governments, local partners, schools, and communities to support the development and implementation of policies as well as practical innovations to promote girls' education in Africa.

For the past 23 years, FAWEZI has contributed immensely to the education of women and girls in Zimbabwe through its various interventions aimed at addressing gender equality and equity in education. Over the past years FAWEZI has grown in strength as a key player in supporting the education of girls. Through adapting to changes within the operating environment and acknowledging emerging issues, the organization continued to work within its mandate to pursue its vision and mission. FAWEZI is governed by a National Executive Committee comprising women from the ten provinces, selected every two years by the Annual General Meeting.

## **Vision**

An inclusive society in which all gender disparities in education are eliminated and girls and women are holistically empowered for socio-economic transformation.

## **Mission**

FAWEZI provides opportunities for girls and women to develop skills, competencies and values that will make them productive members of the society. This is done in partnership with strategic partners, national government, non-governmental organizations, educators, researchers and local communities to influence policy and practice, build public awareness and demonstrate best educational practice.

## **Strategic goals**

FAWEZI strategically positions itself to participate in influencing development, review, re-alignment, implementation and monitoring of policies relating to education and gender equality.

**STRATEGIC GOAL 1:** Policies on education, women and girls' rights are reviewed and implemented by 2025.

**Objective 1.1:** To identify policy priorities pertaining to education, women and girls' rights in Zimbabwe by June 2022.

### ***Strategies:***

- ❖ Review policy priorities
- ❖ Put in place M&E system for policy implementation

**Objective 1.2:** To review educational policies for gender responsiveness on an ongoing basis

### ***Strategies:***

- ❖ Conduct continuous research
- ❖ Convene platforms for advocacy with policy makers and stakeholders

**Objective 1.3:** To advocate for implementation of policy priorities pertaining to education, women and girls' rights in Zimbabwe by June 2025.

### ***Strategies:***

- ❖ Conduct Joint Advocacy
- ❖ Convene platforms for policy dialogue with policy makers
- ❖ Mobilize and communities and stakeholders and build their capacities on policies

**STRATEGIC GOAL 2:** Eliminate gender discrepancies and inequalities in education by 2025.

**Objective 2.1:** To strengthen community mobilization and engagement by June 2022.

***Strategies:***

- ❖ Lobbying and creating community partnerships
- ❖ Develop mechanisms for engaging communities.
- ❖ Engage community resources from inception throughout implementation and use them.

**Objective 2.2:** To scale up successful models on girls' education specifically focusing on increasing access, retention and completion (Community Learning Centers, TUSEME, Re-entry, WASH, Low Cost Boarding schools, Economic Empowerment) STEM, TVET, Mentorship and Gender Responsive Pedagogy (GRP) by December 2022.

***Strategies:***

- ❖ Implement gender responsive interventions in schools
- ❖ Adopt, adapt new interventions
- ❖ Document the implementation of interventions
- ❖ Evaluate existing programmes and intervention and share findings
- ❖ Partner with like-minded organizations and replicate interventions

**Objective 2.3:** To develop and implement gender responsive models in addressing SRHR challenges, Child protection, SGBV, SRGBV as an ongoing intervention.

***Strategies:***

- ❖ Advocate and lobby for SRHR for girls and young women
- ❖ Develop and implement holistic interventions for SGBV, SRHR, SRGBV
- ❖ Develop manuals and systems for provision of psychosocial support

**STRATEGIC GOAL 3:** Evidence-based planning and programming by December 2023

**Objective 3.1:** To strengthen research competences of FAWZEI staff and members by June 2021

***Strategies:***

- ❖ Capacity development
- ❖ Partner with universities and research institutes in research projects
- ❖ Participating in research conferences and symposia

**Objective 3.2:** To publish at least 3 research articles per year relevant to FAWZEI's work in education

***Strategies:***

- ❖ Set up a research team
- ❖ Develop a research agenda
- ❖ Partner with universities in research projects
- ❖ Participating in research conferences and symposia

**Objective 3.3:** To organize and host a national research symposium on women and girls' education by December 2024

***Strategies:***

- ❖ Partner with universities in research projects
- ❖ Participating in research conferences and symposia

**STRATEGIC GOAL 4:** FAWEZI will have forged symbiotic partnerships for strengthened sustainability of programs and interventions by 2023

**Objective 4.1:** To strengthen visibility of FAWEZI for purposes of attracting of potential partners.

***Strategies:***

- ❖ Harness the potential of social media
- ❖ Develop a comprehensive communication strategy

**Objective 4.2:** FAWEZI has linkages and partnerships with organizations working in gender equality and equity.

***Strategies:***

- ❖ Develop a directory of potential partners
- ❖ Develop a partnership engagement model
- ❖ Implement a partnership engagement model

**STRATEGIC GOAL 5:** FAWEZI has fully developed the organizational capacity to deliver on its mandate by 2025

**Objective 5.1:** To review the organization's policies, procedures and administrative systems for improved efficiency, effectiveness and accountability by December 2021.

***Strategies:***

- ❖ Conducting operations and administrative systems audit
- ❖ Review results of due diligence, Organizational Capacity Assessment Plan
- ❖ Revamp and capacitate structures

**Objective 5.2:** To develop a framework for monitoring and evaluating internal organizational practices of FAWEZI by June 2022

**Strategies:**

- ❖ Explore and adapt Outcome Mapping tool for monitoring Organisational Practices
- ❖ Research, learn and tap into organisational practices within FAWE, other national chapters and likeminded organizations

**Objective 5.3:** To build a culture of, and transform FAWEZI into, a learning organisation by December 2022

**Strategies:**

- ❖ Identification of capacity needs and supporting professional development of team members
- ❖ Develop and use various, relevant communities of practice
- ❖ Action research

**FAWEZI activities**

**Towards Resilient Communities with Health Equity and Safety (TOTCHES) for All**

FAWEZI is currently implementing the **Towards Resilient Communities with Health Equity and Safety (TOTCHES) for All** in partnership with Action Aid Zimbabwe, Family Aids Caring Trust and Leonard Cheshire Disability Zimbabwe. The project aims to create communities where women and girls, including people with disabilities, are free from violence and have amplified voices and agency using SASA! Together and TUSEME models. It is being implemented in Shamva, Chitungwiza and Nyanga districts.

**Under this project FAWEZI has:**

- Identified and trained 51 Community Leaders and Champions who are conducting local level awareness raising on Violence Against Women and Girls (VAWG) and Violence Against Children (VAC) in Shamva and Chitungwiza. These project volunteers are also tackling issues of power relations between males and females in their communities relating them to VAWG and VAC. FAWEZI procured 24 bicycles to be used by Shamva Community Champions and Community Leaders as they conduct their regular SASA! Together sessions in their respective wards.
- Drilled a borehole at Madziwa Mine Secondary School which is serving both the community and the school. The borehole is serving a total of 900 learners from Madziwa Mine Secondary and community members from the surrounding villages.
- Donated two megaphones/ hailers to Shamva and Chitungwiza district local authorities. The mega phones/ hailers are being used to raise awareness VAWG and VAC at public points, especially in emergencies.
- Supported over 200 girls with received re-usable and non-re-usable sanitary wear and panties as a way of supporting Menstrual Hygiene Management. This initiative helped

in addressing period poverty whilst reducing vulnerabilities faced by girls when they lack basic needs.

### **Education in emergencies - Zimbabwe HIV Care and treatment mechanisms funded by USAID through FHI 360**

FAWEZI has implemented an Education in Emergencies project since February 2021 in Beitbridge and Matobo Districts in Matabeleland South. The implementation fell under the Adolescent Girls & Young Women Health for Life 360o (AGYW HFL 360o) project and is funded by USAID. The project's goal is to contribute to the reduction in new HIV infections among adolescents and young women aged 10-24 years, by 2021 in Zimbabwe. This project is being implemented by FHI360 together with sub-partners. FAWEZI was a technical partner whose role entailed implementing education in emergencies innovative program for girls and young women. FAWEZI is targeting vulnerable out of school Adolescent Girls and boys 9-14 years which specific focus on girls who are out of school due to pregnancies. The project is focusing on 60% girls and 40% boys.

#### **Under this project FAWEZI has**

##### **Recruited and Trained 25 Educators and Mothers:**

In February and March FAWEZI recruited and oriented 25 Educators (retired teachers and teachers awaiting placement) and Mothers/ Mentors to teach and mentor the out of school learners. FAWEZI in partnership with the Ministry of Primary and Secondary Education (MoPSE) held interviews, shortlisted and trained the successful candidates.

##### **Set up community learning centres and material distribution**

FAWEZI established 25 community learning centres in Beitbridge and Matobo in March. In Beitbridge District the centres are housed in the formal schools while in Matobo District the centres are housed in the community in people's homesteads. Following the establishment of centres FAWEZI mobilized and enrolled learners into the community learning centres. The learners were given stationery including exercise books, pens, pencils, school bags and rulers. The centres were also furnished with Personal Protective Equipment including tippy tap buckets, sanitizer, masks, thermometers and disinfectants.

##### **Gender Responsive Pedagogy Training for formal schools**

In May FAWEZI in Partnership with MoPSE also trained representatives from schools surrounding the community centres on Gender Responsive Pedagogy (GRP). A school Head and Teacher were trained from each school on GRP with the aim of also generating interest in the project and also preparing them to accept learners who may be coming from the community learning centres. The schools were also supported with stationery for the roll out of the GRP also as motivation to support the community centres.

### **Prevention and Social Norms to End Violence against Women and Girls (UNESCO)**

In 2020 and in partnership with UNESCO, FAWEZI implemented activities in 15 schools within Bulilima, Muzarabani and Rushinga districts. These activities are part of a broader Programme

called the Spotlight Initiative. The Spotlight Initiative is a partnership by the European Union and the United Nations to eliminate all forms of violence including Sexual and Gender Based violence (SGBV) and harmful practices and addressing its linkages with Sexual Reproductive Health and rights. The Spotlight Initiative's overall vision is that women and girls realize their full potential in a violence free, gender responsive and inclusive Zimbabwe.

FAWEZI implemented evidence based programmes to promote gender equitable norms, attitudes and behaviors. Specifically, FAWEZI conducted orientation of non-teaching school staff, SGBV, SRHR, harmful practices identification, reporting and response. In addition, FAWEZI facilitated the setting up for extracurricular clubs for learners to reinforce positive gender norms using the TUSEME/SPEAK OUT Model.

The project trained 750 learners and 180 teachers in TUSEME and established 15 clubs. A total of 139 non-teaching staff were trained. Non-teaching staff generally include school heads, supervisors, counsellors, school psychologists, school health personnel, librarians or educational media specialists, clerical personnel, building operations and maintenance staff, security personnel, transportation workers and catering staff.

### **Prevention and Social Norms to End Violence against Women and Girls – Spotlight Initiative Program through implementing targeted interventions for Strengthening Action and Response to Sexual and Gender based Violence in Schools (STAR TO SGBV).**

This was a second phase implemented of the Spotlight Initiative Programme funded in 2020. This phase focused on developing resources and evidence to enhance prevention and response to SGBV and SRHR. The following milestones were achieved under this project:

- (i) A Non-Teaching Staff Manual on Gender Based Violence, Sexual and Reproductive Health and Rights: Identification, Reporting and Response in Schools”.
- (ii) Standard Operating Procedures for operationalizing 72-hour GBV response desks in schools to prevent and manage SRGBV
- (iii) A rapid assessment on community and household child protection mechanisms during COVID-19 lockdown induced school closures.
- (iv) Posters for learners and teachers on positive practices to prevent and respond to SGBV
- (v) Donation of hand sanitizers and thermometers to a total of fifteen schools in Bulilima, Muzarabani and Rushinga districts.

### **Girls in Science Technology Engineering and Mathematics (STEM)**

FAWEZI works with partners to achieve gender equity and equality in education. We cannot have

gender equity and equality in education until women and girls are represented equally in all areas of study. FAWEZI works with stakeholders and change makers to achieve gender equity and equality in STEM education and employment through targeted programs. We seek to ensure Zimbabwe's emerging STEM innovators include our bright young women, thereby increasing gender equality in our society at multiple levels and creating

exponential change. Since 2005, with a wide array of partners, FAWEZI has implemented science

programmes in and out of schools, including:

- Piloted the Integration of Gender in Science and Technology in Africa (IGSTA) through support from FAWE
- Worked with the Ministry of Primary and Secondary Education (MoPSE) in running Science Camps in Schools
- Ran a number of competitions for girls: STEM essay competitions for girls (2018) , Innovative projects competitions (2017), STEM Radio quiz competitions (2016)
- Held science camps for Girls - Digigirlz Day in partnership with MICROSOFT Kenya (2015),
- Science Camp at Epworth High School (2017)
- Supported Provincial Girls awards in STEM.
- Exposed girls to site visits /excursion with companies and universities like the Schweppes plant visit in 2016.
- Donated laboratory Equipment to 6 schools in the Epworth - Mabvuku -Tafara District (Oriell Girls, Tafara 1, Tafara 2, Domboramwari, Mabvuku and Epworth High Schools) and 3 state of the art weather stations to Oriell Girls, Manyame and Mabvazuva High Schools.
- Mentorship Sessions for girls by women in the STEM fields some of them FAWEZI Alumni.
- Partnered with other stakeholders in STEM activities like Women in Technology event (2018) by The Technology Transfer, Commercialization & Licensing Centre at Harare Institute of Technology (HIT) and the Science Fare Zimbabwe.

### **Design for Change (DFC)**

FAWEZI is the DFC Global Partner for Zimbabwe and helps encourage students in Zimbabwe to see themselves as their own superheroes by following the ‘feel, imagine, do, and share’ (FIDS) model and embracing the ‘I CAN’ mindset. In 2018, two schools (Avondale and Louis Mt Batten Primary Schools) took on the challenge, with an additional five schools joining in 2019. Pupils from these schools are engaged in designing their own projects start-to-finish and implementing them in their own communities. FAWEZI began a partnership with RioZim Murowa Diamonds in 2019 which will bring DFC to the Midlands Province bridging the gap between urban and rural schools. FAWEZI also participated in Design for Change annual international ‘Be the Change’ conference, which was held in Taiwan in 2018.

### **Bursary Support**

FAWEZI continues to work hard to create positive societal attitudes, policies, and practices that promote equity for girls. FAWEZI supports the education of girls in Epworth-Mabvuku-Tafara District with support from Doenkers and its friends and members. FAWEZI ensures that school fees, books and sanitary wear are made available to the girls. In 2017, FAWEZI supported its 43 beneficiaries from 6 schools in the Epworth-Mabvuku-Tafara District. In 2018,



FAWEZI identified 14 form two girls at Domboramwari High School to benefit from the generous funding received from Doenkers. In 2019, FAWEZI continued to support the education of 39 Girls in Epworth-Mabvuku-Tafara District with the support from Doenkers. In 2020, a total of 30 girls got support. In 2021 FAWEZI also supported one beneficiary with fees and stationery at Belvedere Teachers College.

### **Non-formal Education (NFE)**

This project is hinged on the NFE Policy launched in 2015 by the MoPSE. FAWEZI also advocated for support mechanisms to address structural problems such as safe lodging for girls in designated day schools to reduce occurrences of teenage pregnancy and to protect girls who have re-enrolled from experiencing repeated pregnancy. FAWEZI supported Second Chance Education for Marginalised Girls among the Ba Tonga people in Binga District. In 2019, through support from Global Giving, FAWEZI identified 14 teenage mothers to support with school fees to return to school at Domboramwari and Tafara 2 High Schools.

### **Policy review**

FAWEZI has actively worked together with MoPSE to review policies that guide the education sector. FAWEZI contributed to the review of P35 Circular on Non-Formal Education in order for it to fully support the education of teenage mothers. FAWEZI also participated in the review of Technical Vocational Education Training (TVET) Policies for the Integration of Gender and Climate Change project. The overall objective of the project was to highlight the gender and climate change gaps within the existing TVET policies as a tool for policy advocacy for curriculum changes that address climate change, gender and girls' issues in TVET institutions.

### **Sexual Reproductive Health and Rights (SRHR)**

In 2017 FAWEZI successfully conducted a desk review on SRHR in Epworth, Mabvuku and Tafara Districts. The review was done to enhance FAWEZI's advocacy and programming in SRHR by providing concrete evidence. Amplify Change provided a renewal grant (2018-2020) which was implemented in Chitungwiza and Shamva districts working with 10 schools and surrounding communities. The project has positively impacted more than 5000 learners and its success resulted in another funding from Action Aid Zimbabwe to support SRHR activities in the same districts and scaling up the activities. The project used unique best practices and models to address three areas: Violence against Women and Girls (VAWG), Comprehensive Sexuality Education (CSE) and Economic Empowerment (EE). The AAZ funding brought about partnership with Leonard Cheshire Disability Zimbabwe (LCDZ), Aids Caring Trust (ACT) thereby strengthening FAWEZI's interventions in the Districts.

### **School Related Gender Based Violence (SRGBV) Project**

Through the support of United Nations Girls Education Initiative (UNGEI) in 2018, FAWEZI successfully implemented SRGBV project with 10 schools in Chitungwiza and Shamva Districts. This project addressed acts or threats of sexual, physical or psychological violence occurring in and around schools, perpetrated as a result of gender norms and stereotypes, and enforced by unequal power dynamics. The project resulted in the targeted schools being gender

sensitive in planning and implementing activities within the schools and coming up with codes of conducts to reinforce the same. The experience in implementing SRGBV projects enabled FAWEZI to attract funding from the Spotlight Initiative through UNESCO to implement SRGBV projects in Bulilima, Rushinga and Muzarabani districts, reaching out to more than 5000 learners.

### **Alumni Activities**

FAWEZI Alumni continued to play an active role in supporting girl's education through various activities steered by its elected committee. Alumni network went in communities to identify out of school young mothers between the ages 14-18 and register them for possible re-entry. Its work in community advocacy and capacity building has increased FAWEZI's influence in the communities it implements in. Alumni network joined various campaigns and international day celebrations that support girls' education and women empowerment. Its relationship with the Girl Guides Association of Zimbabwe (GGAZ) continued to row and marked some international days in partnership. Alumni was represented at international summits organized by FAWE and the African Union.

Ends.