

2021  
ANNUAL  
REPORT



INSTITUTE *for*  
YOUNG WOMEN'S  
DEVELOPMENT

# Team Leader's Message



Glanis Changachirere

It is a pleasure to connect with you partners, allies and friends of the Institute for Young Women's Development in this new season. As we enter into the new year, it gives us the opportunity to recognise and deeply appreciate

you all for walking with us throughout the year 2021. The year 2021 marked the second year of Zimbabwe struggling with COVID-19 like the rest of the world. As the Covid-19 pandemic is evolving. This year was an outstanding year with both local and international hurdles. In the local context, it was a year in which the democratic and civic space continued to shrink due to the weaponisation of Covid-19 in the home and public, and the pandemic's economic impact which has put more financial pressure on ordinary citizens. Notwithstanding the many upheavals, IYWD found itself adapting and using hybrid methods of working. We are excited in this report to share an overview of our work in 2021. Despite all these challenges, I am grateful for the unwavering support from the Board, the Partners, the Staff, the young women and women we work with as well as friends of the IYWD. In any crisis it is the historically prejudiced groups such as young women who suffer the most. But we relied on the roots of our work which is over a decade old, to continue with feminist movement building, transformational leadership and feminist solidarity throughout the country and on the African continent. As a learning organisation we engaged in deep analysis, regrouping, re-strategising and reorganising to overcome the systematic inequalities and injustices that the young women and women continue to experience. While the Covid-19 pandemic threatened to roll back decades of

progress in all aspects of our advocacy work, the feminist movement we belong to created and continues to create an oasis of hope for every woman. As you go through the work the IYWD conducted in the last year, it is important to note that this report is not exhaustive as it focuses on the major highlights of an eventful year. The ripple effect of the impact of our work continues to be felt in the communities. This report documents the hard work we are putting into achieving #WHATWOMENWANT and every young woman getting #HERRIGHTOFWAY. Above all, it is a powerful reflection of the agility and resilience of the young women and women in the communities. As the organisation continues to evolve, we are excited to share with you our brand transformation as the IYWD revamped its look by introducing a new logo. Our new logo symbolizes the agility and youthfulness of the organisation. It embodies our feminist roots and energy. In the same vein we also gave a face-lift to our website to enable us to connect with young women we work with, our partners, allies and friends from all over the world more easily. As we step into 2022, we continue to work towards realising our dream for a safe, secure, sustainable and conducive working environment for our membership, secretariat and stakeholders. I am positive that we will be welcoming you all to our new office space and centre which is under construction.



*Looking Ahead: Pictorial plan of the IYWD's office space and centre under construction in Bindura*

I look forward to connecting and working with you in 2022.

Glanis Changachirere - IYWD Team Leader

# Dariro Executive Chair Person's Message



It is always a pleasure to sit down, reflect and take stock of a year's journey. 2021 was a year like no other, it presented its unique challenges but it also gave us a chance to put

our agility and resilience to the test. Despite the enormous challenges, we rose above the tide and were successful in implementing transformative innovations that will secure the role of young women and girls as equal development partners.

The year 2021 saw us strengthening our community presence by establishing 65 Ward Dariro Committees (WDCs) in Mashonaland Central, East, Midlands, Manicaland and Harare's peri-urban districts of Epworth and Hatcliff where the majority of urban marginalised young women are found. As we wound the year, we were yet to conduct our elective Annual General Meeting (AGM) to put in place the Dariro Executive (DE) which is the mother board of all our WDCs countrywide. We are happy that the newly elected WDCs worked well with the existing DE in planning for the AGM to be held in early 2022. Owing to these community leadership structures, our movement continued to grow, our impact continued to expand as we saw more young women being elected into community development committees including but not limited to health committees at clinics, school development committees, water point committees among others.

It is this local leadership and agency that we will build on to launch our #VoteRunLead Reloaded Phase 2 to strengthen young women's participation and representation in the 2023 harmonised elections. Young women also remained on the frontlines of fighting climate change and building community resilience to climate change and environmental care. We are riding on our African indigenous knowledge and wisdom to promote the growth of small grains which are climate resilient but also offer high nutrient content in communities that have been made vulnerable to food insecurity due to climate change. We also pride in having influenced social services delivery in some marginalised communities where our social accountability work led to prioritisation and construction of local clinics, maternity shelters at local clinics, computer laboratories in schools and market stalls. Through our community leadership structures our movement continues to grow and the prints of our work are widening. It is these Dariro's that amidst the Covid-19 pandemic mobilised young women through offline and online platforms such as WhatsApp under our Pachitubu Forum which challenges structural violence against women. They also mobilised adolescent girls who had become victims of child marriages and all forms of child abuse through the Munhanga initiative led by the Dariros. Indeed we could not have ensured that our work leaves no young woman behind had it not been for our Ward Dariro Committees (WDCs) and Dariro Executive (DE).

While the year 2021 had its own negative side, our positive approach, our innovative tactics that enhanced our agility and what we have achieved against all odds in this year, I want to affirm that 2022 will be a better year for all of us.



“Like any other location in a small town, Dandamera in Mazowe had long grappled with poor social services delivery. What was so striking about the area is inadequate health care which resulted in home deliveries, road side deliveries, and high maternal deaths among others. According to the United Nations Population Fund (UNFPA) maternal mortality in Zimbabwe currently stands at 614 deaths per 100,000 live births, one of the highest maternal mortality rates worldwide. Through the community meetings and petitioning led by young women, saw one of the Beer Halls in the area being converted into a clinic, this was a victorious move for the women. This new health facility has been named –Dandamera clinic, it offers services such as COVID-19 vaccination, pre and post-natal care, family planning, treatment among others. The clinic also addresses the challenges previously faced by Gender Based Violence survivors”.

## a) Devolution

The Devolution agenda remains a golden opportunity to advocate for #WhatWomenWant. Devolution is provided for under Zimbabwe’s 2013 constitution on Chapter 14 section 264. Acknowledging the power of devolution, always interpreted by young women as giving power to communities-’ kudzikiswa kwemasimba’ IYWD carried out extensive work to raise awareness on devolution and to influence government policy on the same. The IYWD utilised the convening power it derives from the Alliance for Community based Organisations (ACBOs) and collaborated with the Combined Harare Residents Association (CHRA) to amplify young women and citizen demands on the devolution policy. The collaborative co-created a Local Government Status Paper, which drew from IYWD’s Policy Brief and outlined the demands and expectations of young women and citizens’ on the government’s implementation of devolution in Zimbabwe. As a cumulative result of our efforts on the devolution agenda over the years and the contents of the paper this culminated into the Provincial Councils and Administration Amendment Bill which was published in the Government Gazette. Seeing the gaps and pitfalls that the Amendment Bill presented, the gazetting was subsequently followed up by a petition handed over to parliament with #WhatWomenWant demands on devolution. While the Bill has not been passed into law yet, we continue to advocate for the full implementation of devolution which responds to the needs of young women and women in their diversity. We believe that young women and women are the biggest beneficiaries of devolution of power and we continue to fight for the enactment of a just devolution law.

## Policy Influence



*Member of Parliament for Mashonaland East Tatenda Mavetera speaking on the opportunities that devolution presents to young women and women at the National Dialogue on Devolution*

## b) Model Gender Equality Bill (MGEB).

In the year 2020 into 2021, IYWD partnered with Women and Law in Southern Africa (WLSA) and

Zimbabwe Gender Commission (ZGC) in the law. The Model Bill came at the backdrop of five years' work of advocating for the alignment of laws to the constitution in order to fulfill gender equality rights provided for under section 56 and 80 of the 2013 constitution. Noting that the constitution reserved quota system was nearing its end, and yet gender disparities remained pervasive across various spaces of decision making and governance, IYWD embarked on a programme advocating for 50% representation of women and 25% being young women below the age of 35 years old. The programme gained traction and popularity among young women and women driving the initiative in communities and female parliamentarians who supported the cause. The advocacy work in collaboration with WLSA and the Zimbabwe Gender Commission

birthed the Model Gender Equality Bill which drew lessons from various countries on the African continent and provided a framework upon which the Gender Equality Law should be premised. The MGEB, which contained a specific Principles of Memorandum was in the year 2021 submitted to the Ministry of Women's Affairs, Community, Small and Medium Enterprises as the parent Ministry for women's rights and gender equality law for consideration. As at December 2021, IYWD and its partners were popularising the model law and continued with national advocacy to give impetus to government on the enactment of such a law

*Member of Parliament for Matebeleland South Lindiwe Maphosa receiving a copy of the Model Gender Equality Bill from the IYWD Team Leader Glanis Changachirere*



# Overview of IYWD's Work

We acknowledge that 2021 was a year that demanded more from us as a feminist movement. We are happy to be celebrating ourselves and the sisters we walk alongside in the communities we work in. Aware of the main goal which is to fight patriarchy, achieve gender parity and bring to life #WhatWomenWant, we reflect on our Highs and Lows. Our Highs give us and every woman out there hope for a better future. Our lows keep us going, and offer us golden opportunities to re-strategise on how to develop a better future for young women and women in Zimbabwe.

## Our Vision

Founded in 2009, the Institute for Young Women Development (IYWD) is a feminist organisation with proven experience in promoting young women and women's participation and leadership in order to inform and influence socio-economic and political decision making. IYWD is committed to mobilising and strengthening young women and women (YWW)'s voice and power to challenge injustice and reconstruct alternative societies centered on openness and equality. Grounded in young women and women's realities, we collectively create pathways to imagine a better future and position ourselves to lead our families, communities, our country, our continent and the world at large. We do this through community organizing, raising political consciousness, movement-building, peer-to-peer and intergenerational mentorship and coaching fostering alternative economies that challenge class-based inequalities and injustices.

## Feminist Leadership

“If they don't give you a seat at the table, bring a folding chair.” — Shirley Chisholm.

In a quest for gender parity we believe transformational leadership is at the center of achieving #WhatWomenWant. As a vibrant, and youthful feminist movement we are influencing mindsets and shifting power towards feminist leadership. It is important for leaders to internalise feminist leadership for the attainment of a transformed society characterised by sustainable development. A total of 10 Transformative Leadership Trainings were successfully held across the country. These were followed up community level trainings which were conducted by Dariros to further raise political consciousness on Transformative Leadership and to young women and girls in their communities and community leaders. Within that feminist movement building work continued and focused on tackling structural violence against women and girls (VAWG). In order to influence how power is held and used in communities, we also trained duty bearers in communities such as traditional leaders, faith leaders and local politicians and power holders in council on transformative leadership. While we acknowledge that shifting power and structural change is a long term process, we are glad that by the end of the year we saw positive milestones in which some of the traditional leaders, faith leaders and councillors we worked with demonstrated positive change. For instance in traditional courts made a number of progressive judgements on young women were made using a rights-based approach; traditional leaders accorded young women right to land ownership; councils conceded on budgetary priorities set by young women; young women took leadership in various leadership positions across the spectrum and they were also on the frontlines fighting injustices by engaging independent commissions to investigate and act on conflict issues arising in communities.



## Activism and Advocacy

The IYWD prides itself in the power of self-organising that its membership continues to display year in and year out. Despite the hardships experienced throughout the year, the young women and women achieved some victories to be proud of. Within the communities they live in, they identified and analysed the problems they are facing, co-created solutions and engaged in feminist activism to get their demands fulfilled. Depending on circumstances, they employed evidence based advocacy and this delivered some of the results we celebrate above. Recognising the power of activism and advocacy in influencing power and policy by duty bearers, a councillor in Gurube rural district council highlighted that ‘young women are becoming a pressure group which cannot be ignored.

I think about the questions they will ask me before I act because I know that they will ask’. Most of our results celebrated above have been as a result of our grounded, feminist activism and advocacy on various issues of concern to young women and IYWD. An excerpt from one of our most celebrated results of activism and advocacy in the year is shared below to highlight what our work has achieved for us;

*Assistant District Development Coordinator for Mazowe, Mr Shepherd Edward together with the Dandamera Clinic staff welcoming young women and women as they toured a clinic where a mother’s shelter was built following their advocacy for sexual and reproductive health rights*





# Feminist Economics



*Young women from Mashonaland Central Province showcase their prizes of wheelbarrows awarded for best displays during the 2021 Seed Fair at Siyalima Farm in Guruve district as the Guruve Agricultural Extension Officer, IYWD Team Leader, representatives of ZimSoff and Mnandi Africa join them.*

As the world focuses on fighting climate change, young women are playing a central role on the frontlines of building climate resilient communities. The IYWD believes that we live in a society where human activities are a constant threat or protector of the environment. At IYWD we are ignited by the desire to work

with young women and women to co-create an environmentally sustainable society where humans co-exist and nurture the environment while it also nurtures us. Our overall well-being is reliant on nature and fighting climate change and building climate resilience is our priority. In the year 2021 our work on promoting ecological feminist economies deepened. We saw incremental change in young women and households that are accessing, using and applying knowledge to build ecological feminist economies. This was very apparent at our Annual Seed Fair that we conduct in collaboration with the Zimbabwe Small Holder Organic Farmers



Forum (ZIMSOFF). In 2020, we had an estimate of 20 young women who participated in the Seed Fair and exhibited various organic farm produce that draws from our indigenous knowledge systems and products. In 2021, this number grew three-fold seeing an estimate of 60 young women displaying and sharing knowledge on various ecological ways of farming, which contributes to their household incomes. While most of these young women are not producing for profit, they have earmarked organic farming that contributes towards collaborative economies that build climate resilience. The Seed Fairs therefore become spaces within which they knowledge, practices and seeds to shift towards organic production using organic seeds. The exchange and focus on small grains such as rapoko, millet and sorghum are always the highlight of the Seedfairs and in 2021 almost all the exhibitors had different varieties of small gains to showcase and exchange. Other crops that were part of the young women farmers' exhibitions were indigenous varieties of maize, vegetables, herbs among others. Young women and women living in rural areas are the custodians of food production and food sovereignty. Seeing more young women engaging in organic farming and the promotion of small grains is a good sign for the fight against climate change

## Commemorations

Theatre is a powerful tool that promotes dialogue and paves way for social change as it raises awareness and hope in difficult circumstances in the present or future. Our own mantra, "there is no revolution without song and dance" it inspires our imagination to rethink ways to demand safe spaces for young women and women leaders.

To navigate the devastating effects of COVID-19 and confront plummeting levels of gender based violence we used digital spaces to raise awareness on the manifestations of violence against women and advocate for the eradication of VAW during the 16 Days of

The Institute for Young Women's Development (IYWD), Just Associates, Zimbabwe Coalition of Debt and Development (ZIMCODD), Southern Africa Parliamentary Support Trust (SAPST) came together to use visual arts in Commemoration of 16 Days of activism against Gender Based Violence. On Friday 26 November 2021, the consortium premiered the film production, Ndafunga Kure, a short film that uses the lens of everyday community to theatrically stage a viewpoint on the issues that affect women and girls. The film is inspired by the #WhatWomenWant demands, and comprises 16 Short episodes reflecting on the society and striving to mould a thought process inspiring the society to be passionate about women's rights. Further, it tells women's different experiences with structural violence and, reached over one million views on various social media platforms.

**ZIMCODD** **SAPST** **IYWD** **JASS**

**PRESENT**

**Ndafunga Kure** *The Premiere*

**YOU'RE INVITED**

Please join us to witness the premier of a special production "Ndafunga Kure"

A distinct short movie (16 episode) series produced to campaign for the rights of women and girls during the 16 Days of Activism Against Gender - Based Violence

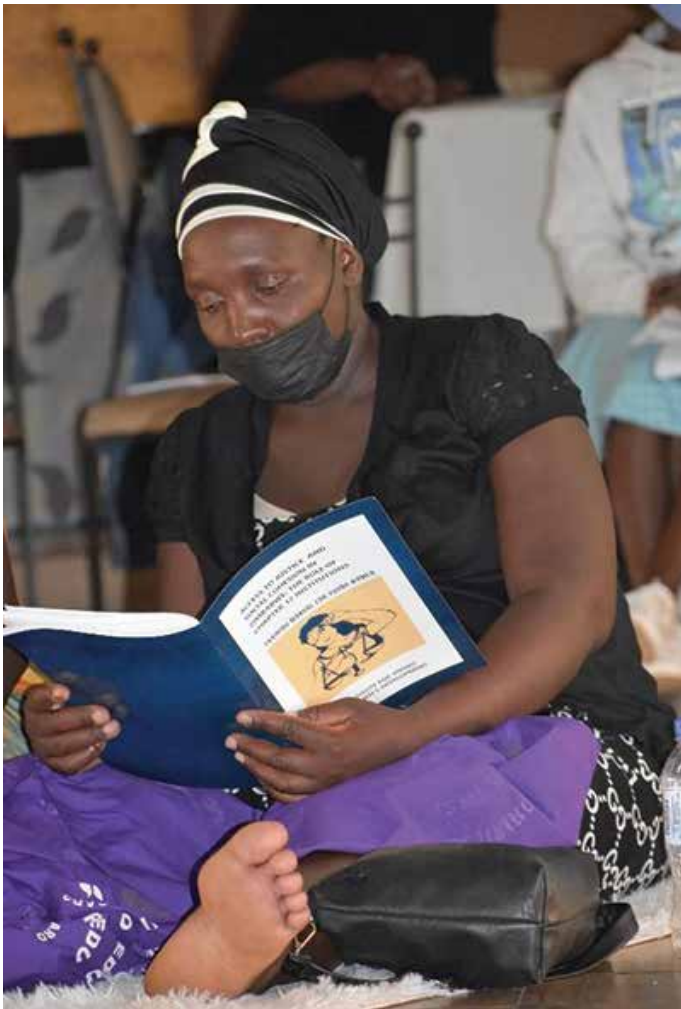
**CINEMA 1**  
**STER KINEKOR BORROWDALE**  
**FRIDAY 26 NOVEMBER 2021 - 17:30HRS**

Please be reminded to factor in travel time as traffic will be heavy during peak hour

The premiere was held at Ster Kinekor, Borrowdale and was attended by representatives from Parliament, Civil Society Organisations, Government departments and independent commissions promoting democracy. The trailer and full 16 episodes of the film are found on the following links respectively:

<https://www.youtube.com/watch?v=zY4M3I5fVIA>  
<https://www.youtube.com/playlist?list=PL3r7LUVnx-AqG9t1SCzYHJDF67Ig50Gz40>

Guided by Feminist Principles, we strongly believe that even during pandemic, young women's personal narratives can galvanize their efforts towards building a critical mass for an agile feminist movement. Through storytelling, young women's lived experiences are critical for exploring strategies that we have been using to challenge existing ideologies as a strategy to recover, redefine and rebuild themselves beyond the Covid-19 crisis. To tell our stories in 2021 we produced documentaries (some in collaboration with other organisations for instance the OGIP Research Series and Ndakufunga Kure Short films), research reports, newsletters and training manuals. The publications are accessible on our website.



*Woman reading the Access to Justice and Social Cohesion Manual*

## Networking and Partnerships

Our networks and partnerships continue to grow in Zimbabwe, in Africa and globally.

Through the Alliance for Community based Organisations (ACBOs) we worked with more than 26 community based organisations (CBOs) based in the eight rural provinces of Zimbabwe. We also collaborated with various women's rights and feminist organisations and other civil society organisations. We believe that feminist movement building involves identifying and working with allies as such we found some for independent commissions promoting democracy, in government institutions and progressive individuals, traditional and faith leaders/institutions. On the region we have conducted extensive work under our programme the African Women Leaders Forum which partners with more than 20 organisations on the African continent. Globally we have formed partnerships as worked with Master Peace, World Movement for Democracy, Forum 2000 and Impact Innovations Institutions.



## Our Contact Details

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## Our Social Media Handles

Facebook: Institute for Young Women Development (IYWD)  
Website: [www.iywd.org](http://www.iywd.org)  
Twitter: [@YoungWomenInst](https://twitter.com/YoungWomenInst)

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