

2020 ANNUAL REPORT

INSTITUTE FOR YOUNG WOMEN DEVELOPMENT

Foreword.

One of the joys of preparing an annual report is that, it gives us the chance to celebrate and rejoice in the milestones we have accomplished in the last year. The year 2020 will go down in history, as year of wonderful opportunities and nerve wrecking challenges. The IYWD continues to grow steadily and is reaching exponential heights. While we haven't reached the summit, we appreciate that we are far from where we started from. As a quick over view, we survived the global Covid 19 pandemic, contributed effectively to national and international discourse on gender parity, built grounded synergies, upgraded our use of the virtual space, escalated our work in organic-farming and strengthened feminist leadership amongst other key achievements. We set common goals and the passionate drive of each member is what propelled us to achieve every single item detailed in this report. The future is indeed female.



There is no revolution without song and dance.

Who is IYWD?

The Institute for Young Women Development (IYWD) is a vibrant feminist organization whose approach and work is informed by the voices and experiences of young women in marginalized communities. We are committed to mobilizing and strengthening the voice and power of young women and girls through developing their capacity on human rights and equality so that they organize themselves, demand accountability and challenge systems, structures and all forms of discrimination. Further, the IYWD has created a niche in using young women grounded experiences with discrimination and oppression to influence, demand and push for policy and institutional changes.

Vision: A world in which the life of every young woman is *enhanced, widened, enriched and expanded enabling her to have her right of way.*

Mission: We are a soulful grass-root based young women's leadership Institute. We fiercely and compassionately promote, demand and protect the rights and wellbeing of young women; mostly those living in rural areas, who are excluded, marginalized and exploited. Our work is anchored by the following pillars: organizing, raising political consciousness, movement building, documenting, thinking alongside young women and sharing with them the tools to create pathways to imagine a better future.

Our Core Values: Outrage and Love, Thinking Otherwise, Authenticity, Solidarity, Agency, Creativity, Sisterhood.

From the Board Chairperson's Desk

Shumirai Muchabeta Chuma

2020 marked a very herstoric moment in feminist and women's rights organising. For IYWD as a movement of young feminists, this year presented us with an opportunity to reflect collectively and imagine together with women of different generations including those who came before us, on the gains made thus far and the struggles still ahead of us. The year marked the 25th anniversary of the 1995 Beijing Conference and the Adoption of the Beijing Platform for Action, key milestones on women's organising. These have been part of the foundation which our work since 2009 has been building on and drawing from.

Our activist, feminist leadership and advocacy efforts in 2020 have been focused on protecting and advancing the gains of our women ancestors and other women of different generations in Zimbabwe. We intensified our calls for the implementation of the 2013 constitution through our 50/50 and 25% representation of women and young women in elective and appointed positions. In addition we were proactive on the alternative law we wanted to see to achieve our demands. We collaborated with the Zimbabwe Gender Commission and Women and Law in Southern Africa to come up with a Model Gender Equality Law.

Guided by our strategic framework adopted in 2019, contributing towards wellbeing and environmental care was at the heart of our Feminist Economics goal. Our strategic collaboration with the Zimbabwe Small Holder and Organic Farmers Forum (ZIMSOFF) yielded us a successful Seed Fair which saw young women share and exchange seeds of the small grains. The seed fair came timely as the seed sharing and exhibition took place just before the onset of the year's farming season.

The advent of Covid-19 in the first quota of the year disrupted everything we had leant and mastered about our work approaches. However our agility enabled us to quickly embrace the moment that had befallen us, and in no time we integrated Covid-19 into our work. The new approach and integrating Covid-19 in our ongoing work allowed us to share practical solidarity with our constituencies. We supported some of the young women and communities with personal protective equipment (PPE).

Admiratively as we started the year 2020 while concluding a long multi-year process of institutional reflection and realignment, Covid-19 taught us so much about institutional resilience. The pandemic did put us to a test but we are grateful that despite having almost more than half of our staff new at the beginning of the year, we did remain calm enough to adapt to the shifting context quite steadily. I want to thank the IYWD Board of Trustees, membership board as led by the Dariro Executive, Staff, our funding partners, alliances and support systems for believing in us and supporting us through the difficult year 2020.

As we step into 2021, I am optimistic that our teamwork and agility will help us navigate the New Year as we continue to fight against the pandemic and all the injustices and inequalities that it creates. We cannot afford to rest now and we keep singing Aluta Continua.

Wishing all of us good health in 2021

From the Team Leader's Desk



Glanis Changachirere

Having celebrated *A Decade of Feminist Movement Building, Activism and Authentic Solidarity in 2019*, the turbulence of the year 2020 required Institute for Young Women Development to reflect and draw inspiration from our major milestone. The emergence of Covid 19, a global pandemic resulted in an endemic disruption of our normal operating environment where we physically interacted with young women whom we serve. The further decline of the Zimbabwean economy as well gross human rights violations against young women leaders were also a common sight of 2020.

Due to a series of lockdowns, restrictions on movements and gatherings during the initial phase of lockdown since the month of April, we reduced the number of our physical activities. Acknowledging how young women are deeply affected by crises including the Covid-19 pandemic, we stepped up and integrated Covid-19 awareness into our work. We embarked on a Community Awareness and Resilience in a Covid-19 context ([CAR-Covid-19](#)) campaign. The campaign educated communities on the pandemic, its precautionary measures and at a later stage supported young women and their communities with [protective equipment](#) including masks, tapped water buckets and hand-washing detergents. Much of our work moved to digital spaces.

As we shifted a lot to adapt to the new normal, it was evident how the Covid-19 crisis like many other crises, disasters and unjust systems in our world increased young women's

vulnerabilities. Young women experienced increasing challenges of domestic and politically motivated violence against women, the burden of unpaid care work, poor health services exposing them to maternal fatalities and poor sanitation and other public services such as water and transport. The closure of the informal sector for the greater part of 2020 also exposed young women to increasing poverty, hunger and all social ills associated with such. As we carried out our work online, young women were evidently digitally excluded as most of them lack access to and ownership of digital gadgets including smart phones to access virtual platforms.

All these challenges nudged us to reflect on our journey of courage and resilience since 2009 as well as to strategically position ourselves to adapt to the new norm by building the resilience of our movement and institution as we continue advocating for every young woman and girl to have her **RIGHT OF WAY**. This called for deeper analysis on how young women are increasingly marginalised digitally and otherwise on the basis of gender, age, class, different abilities (read as disability) and geographical orientation. Closing the digital divide among marginalised young women was at the centre of our adaptive mechanisms to the new normal.

As we adapted to the 2020 context we chose to integrate Covid-19 in our work to ensure that the pandemic also becomes a tool of analysis to enable us to challenge structural injustices and inequalities for us to deliver on our overarching pillars: Feminist Leadership, Young Women's Participation in Decision Making and Politics, Feminist Economics, Wellbeing and Environmental Care all grounded in the lived realities of young women and thought leadership.

Looking at our roadmap into 2021 and beyond, we remain hopeful to endless opportunities to increase our impact in the lives of young women. As we continue to contribute an instrumental role in ensuring that every young woman and girl has her right of way, I remain honoured to work with a passionate staff, leadership Board and a vibrant movement of young and old feminists who are in the frontlines of challenging patriarchy, authoritarianism, among other oppressive systems characterising our world today.

Dariro Executive Chair Person's Foreword.

Vimbai Mukawu, Dariro Executive Chairperson, 2019-2022



2020 was a difficult year for us as young women both socially and economically. It is a year where the Covid 19 pandemic troubled the whole world. Be that as it may we also achieved in other areas of our lives as young women and we celebrate because as a movement we were able to stand by and lean on each other in pursuit of wellbeing and our right of way.

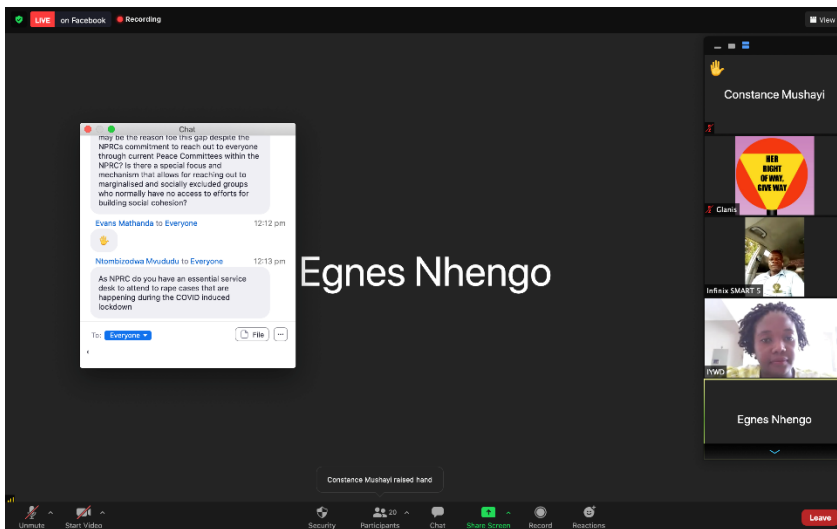
We acknowledge how patriarchy and other systems marginalise us on the basis of our gender, age, class and geographical location. Knowing this and having a space in IYWD to analyse and organise ourselves to push back against these systems motivates us. It is such knowledge and tools that IYWD has built with us over the years that saw us being resilient and soldier on with our activism amidst the pandemic. Violence against us increased in all forms. In the home, domestic violence against women and girls was rife, in public spaces politically motivated sexual violence was on the rise, in communities we bore the brunt of patriarchal cultures, poor social services delivery and the burden of unrecognised care work was upon us, yet our bodies remained the sites of violence. We however used our voice, our individual agency and our collective power and the spirit of sisterhood to fight against the violence and organise around the poor social services delivery that exposed us more to the pandemic. We organised and influenced women's cases in traditional courts, we advocated for social services delivery to local government and we continued to position ourselves across all positions of leadership to influence what happens in the different spaces of decision making. Our economic fortunes fell as our informal businesses were locked down, but thanks to the Organic and Small Grains

farming we started with the onset of the rains. And with the attention on our indigenous herbs increasing because of the Covid-19 pandemic, we relied on what was within our reach for day to day sustenance and well-being.

Digitally, we found the gains we had made over the years as a movement of young feminists in rural communities being eroded. As organising including solidarity moved to online, the majority of our movement were left out as we do not have access to, own and have control of digital technologies such as smart phones. As the world and everyone continue to talk about the new normal, our challenge to all is to stand with us to fight systems that create normalcy based on inequality. As 2021 sits on our horizon, we remain resolute to keep fighting against these inequalities that make us worse off in times like Covid-19 era. We open our hats and minds to those willing to forge alliances with us to address the digital divide and to work for just and equal societies where as young women we have Our Right of Way.

Operational Context.

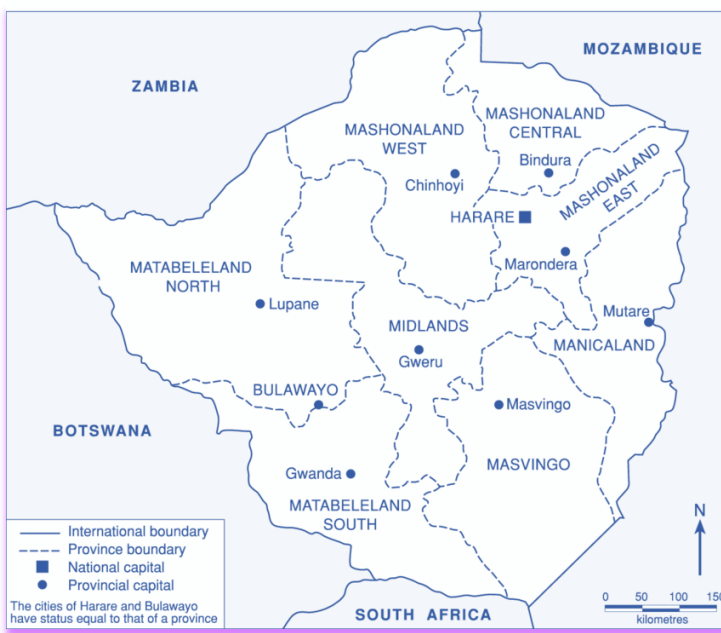
As we celebrate another year of dismantling the walls of patriarchy and bettering the lives of young women in Zimbabwe, we acknowledge that 2020 was indeed a challenging year. Zimbabwe as whole continues to be politically volatile than ever before. The operational context in Mashonaland Central and the nation as a whole was politically volatile and under attack both from the global Covid 19 pandemic and closer home from socio-economic and political repression. The pandemic worsened the situation of marginalised young women as evidenced by the increasing violence against women in the home. The closure of democratic space due to Covid-19 induced lockdowns exposed young women to double marginalisation of their voice, the scourge of poverty, burden of unpaid care work amidst dysfunctional public services. The weaponization of Covid-19 which saw young women arrested, abducted and suffering sexual violence in the name of violating lockdown regulations took away from the gains we've been making on young women and women's rights.



A screenshot of a Peace Indaba hosted virtually due to the Covid 19 pandemic.

On the economic front, our constituency of young women was not spared as they constitute a big population of informal traders who lost their sources of livelihoods with the announcement of lockdowns. The soaring prices of commodities and an unstable national currency coupled with high taxation in a country where social services delivery is poor left young women in a difficult position. Thanks to the farming season that came timely and with good yields for the majority of the farmer

Physical Geographical Reach



- Mashonaland East and Central
- Midlands
- Masvingo
- Harare

Overview of the IYWD's work

Our Prouds in 2020

There are so many achievements, practices, processes among others that we are proud of from our work in 2020. As a movement that is always in a celebrates itself and others, as we we are guided by the mantra that '*there is no revolution without music and dance*' the prouds we are celebrating here are not exhaustive. The prouds are however built around our strategic visions as informed by our strategic framework for the years 2019-2021.

1. Strengthened feminist leadership and activism of young women

Our Goal: The main goal of our vision on this vision is to innovate a model of leadership strengthening that goes beyond instrumentality towards building conceptual clarity, strategic visioning and movement-building from a transformative feminist perspective for longer term change and realisation for young women and women's rights.



Using the power of our own feminist theorising and analysis, we have deepened young women's understanding of power and how patriarchy and other unjust systems thrive on the basis of unequal social power relations in our societies. Through our flagship campaigns titled #UnitedAgainstPatriarchy and #WhatWomenWant we explored what it means for our movement to name ourselves feminist, trained our staff and members on Building Feminist

Organisations and Cultures, signed up to the African Feminist Charter, and revisited the herstorical timelines of young women and women’s activism in Zimbabwe.

Largely we established a shared understanding of feminism and embraced values of feminism as the guiding principles for our relationships within our movement and across other movements and society.

In keeping up with feminist values of sisterhood, our movement celebrated diverse young women leaders who are pursuing transformative leadership in various spheres of life. The celebration happened through [public profiling](#) . We also came up with a compendium of the young women and their capabilities for submission to different political parties and institutions of public administration for consideration in elections and appointments.

Power plays out in different ways and how it is exercised can either advance or violate young women and women’s rights. Hence to shape how power is exercised, we conducted Transformative Leadership Trainings for Mashonaland Central and Mashonaland East for traditional leaders and local government officials comprising of women and men. The leaders explored different forms of power and how using their different leadership styles contribute towards structural violence or upholding women’s rights. At the end the duty bearers came up with commitments in form of mechanisms they will use in their jurisdictions to create gender-sensitive societies and change their practices to uphold young women and women’s rights across socio-economic and political spheres.



Traditional Leaders show case their written commitment to upholding Constitutional Rights of Women at the launch of the Traditional Court Case Booklet.

In traditional courts we take pride in advocating for a rights-based approach. This led to young women playing para-legal roles in the traditional courts and influencing involving young women and women in the courts. This work was documented with 10 successful cases having been featured in Court Case Booklet titled Celebrating Cases in the Traditional Courts that Safeguard the Constitutional Rights of Young Women. During the launch of the booklet at Women's Rights Indaba, the Chiefs committed to adhering to the set standards in the documented cases as part of their effort to change harmful practices in traditional courts.

Covid-19 did show us in immense ways that digital access is a feminist issue. We supported young women and our constituencies to understand how digital technologies offer alternative spaces and voices in organising on the different issues affecting young women. Closing the digital divide among young women who are marginalised and exploited on the basis of their age, class, geography, education among others was a top priority for us in 2020.

2. Strengthening Young Women's Political Participation

Our Goal: Our goal here was to sensitise young women on the importance of political participation, facilitate peer-to-peer and intergenerational experiences sharing, mentorship and coaching



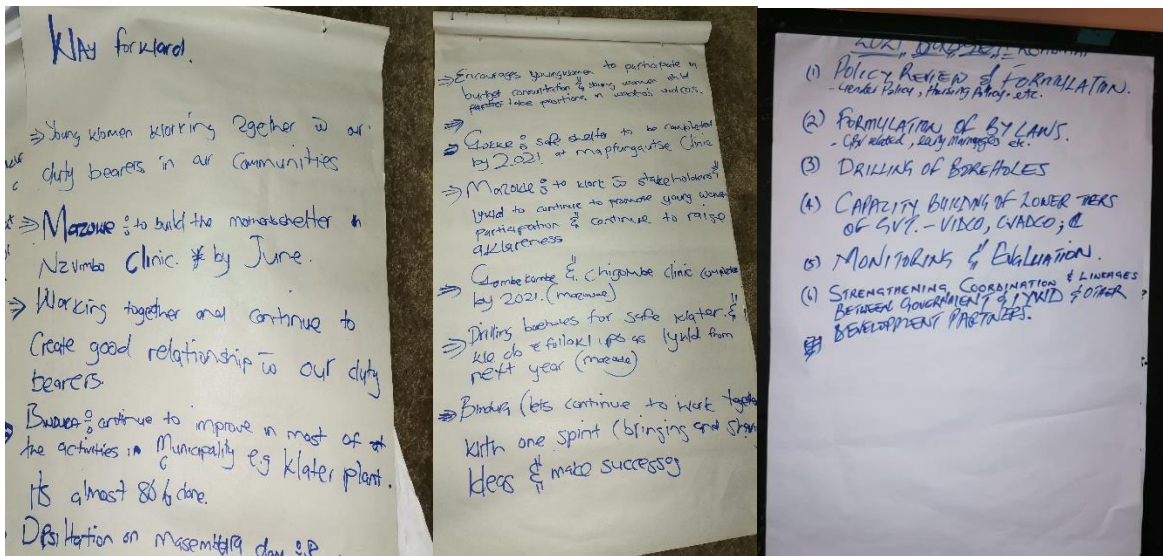
Team Leader Glanis Changachirere, unpacking the idea of Transformational Leadership to stakeholders.

Much of our work under this goal was centred around advocacy for the implementation of the 2013 constitution and defending it from premature amendments.

Early in the year we petitioned the Parliament of Zimbabwe to implement the Gender Equality and non-discrimination provision in the bill of rights through the enactment of gender a gender quality law. In addition we proposed a raft of policy and legal reforms in order to ensure a just and fair environment for the conduct of credible elections where young women and women can freely participate.

We mobilised extensively against the adoption of the Constitutional Amendment Bill No.2. The amendment was overwhelmingly rejected by the public.

As we continued with our advocacy for constitutionalism we commissioned a study to ascertain the impact of Covid-19 on Devolution. The findings of the Devolution Research Report were shared with policy makers at provincial level who committed to improving the policy environment for the full implementation of the programme. The report also informed a Policy Paper that we tabled to the Minister of State for Provincial Affairs and Devolution in Mashonaland Central Province. Our calls for devolution were justified by the deplorable situation of our public services delivery which we established from a Barometer that we developed and launched to local government policy makers and duty bearers. At the core of all this work has been thee agency of young women which resulted in practical improvements in social services delivery such as construction of clinics, women's maternal homes in some instances among other developments. In some instances the local government duty bearers committed to improving social services delivery infrastructure in their different communities. These commitments were followed up during quarterly accountability meetings to review progress on the advocacy as well as to hold the duty bearers accountable.



2021 commitments from the government to the stakeholders to the young women harvested from the GRSSD Barometer Launch and the Annual Stakeholders Meeting.

Cross-cultural experiences sharing and learning was imperative to the fulfilment of our goal of young women's political participation. Through our innovative programme called the African Women Municipality Leaders Forum, we managed to convene two big virtual conferences that

shared the situation of affirmative action in Ghana, Rwanda, Uganda, Namibia, Swaziland and Zimbabwe. The conferences also discussed the State of Young Women's Political Participation in Africa and strategised to improve the levels of young women's representation in politics and decision making on the continent. Some of the lessons from the regional conferences were incooperated into the Model Gender Equality Bill drafted by IYWD in collaboration with the Zimbabwe Gender Commission (ZGC) and Women and Law in Southern Africa (WLSA).

3. Strengthening Feminist economics among young women.

Our goal: Our goal was to support young women's understanding of Feminist Economics and be able to explore different ways of earning livelihoods and have an informed say in allocation of resources.



One of the top young woman organic farmer receiving an award at the IYWD annual seed fare.

In 2019 we established a relationship with Zimbabwe Smallholder Organic Farmers' Forum (Zimsoff) a community of farmers using methods and practices of climate resilience that ideologically weave in with IYWD's approach to farming. Young women had the opportunity to attend an intensive and practical training at their farming sites in Mashava, Masvingo Province. Following the lessons drawn by IYWD from ZimSoff, IYWD hosted its annual Small

Grains Seed Fair in Guruve District in Mashonaland Central Province. This was an agricultural seed fair hosted by young women for other young women. Young women from across the province came together for this sisterly learning exchange where they displayed organic small grains ranging from rapoko, millet, sorghum and a wide range of leguminous seeds. The seed fare therefore symbolically and practically provided marginalised young women an organising opportunity to disrupt capitalism. The young women who exchanged seeds and shared lessons on organic farming of small grains provided young women to learn more about indigenous knowledge systems in dealing with existential challenges they face on a daily basis. This is one intervention that largely contributed towards our efforts to mitigate global warming and the droughts which are being experienced in the Southern African Development Community (SADC) region over the last few years.



IYWD Member and Area Facilitator, Constance Mushayi admires one of the young women farmers organic seed display.

The Seed Fare was a deliberate move that to organise young women to continue productively using the land at their disposal for organic farm produce and the small grains to feed their

families and communities while bringing in funds to their purse. This realisation has also empowered these young women to be more confident and fierce in their approach to life as they carry the power of money in their pockets. The young women show cased how the quantity and quality of their farm produce had improved through the bond with ZIMSOFF. One of IYWD's members Tambudzai Gean Kasukvere is the Founding Company Director of Ndiro Yakazara/ Rainbow Plate. She is monetising small grains, indigenous herbs and her business is expanding into manufacturing. As we are now in the 2020 farming season, we are excited to see our young women network and lean on each other as they till the land for another bumper harvest.

Collaborations and Alliance Building

The power of synergy remains grounded in our work. As we carried our life changing work in 2020, we tapped on the power of collectives by collaborating with different like-minded organisations. Importantly some of the collaborations were actually rooted in written arrangements in order to sustain and grow the relationships beyond once off activities. We built special alliances with Alliance for Community Based Organisations (ACBOs), African Women Leaders Forum (AWLF), Deaf Women Included, Elections Resources Centre and network (ERC), Women and Law in Southern Africa, (WLSA), Zimbabwe Women Lawyers Association (ZWLA), Women's Coalition of Zimbabwe (WCoZ), Youth Empowerment and Transformation Trust (YETT), Just Power (JASS SNA) among others. We also collaborated and worked with independent commissions such as the Zimbabwe Gender Commission, National Peace and Reconciliation Commission and the Zimbabwe Human Rights Commissions. as a way to prepare young women candidates for the race and to effectively monitor the process.

YOUNG WOMEN SPEAK TO THE YEAR 2020.



As we wind the year down, follow us as young women share their stories of fear, anxiety, frustrations and hope, introspection and imagination about the year 2020.

St Francis and St Clare

P.O Box 119 Guruve

3 Feb 2021

Dear 2020

Flipping back the pages of my memories I could vividly recall you...the year which was full of ups and downs. I experienced so many challenges during your reign....I was blackmailed by my best friends and cousin who became one of the big reasons which led to my loss of job as chief's messenger, inflation was also my biggest problem since I had nowhere to get money from, I witnessed many school dropouts and early pregnancies as children took advantage of the lockdown since they were not going to school, I lost my loved ones namely my sister's daughter....friends and others. I witnessed GBV as my neighbor quarreled with her husband about marital issues which ended up violently and left the woman hospitalized, I witnessed a house of my fellow sister residing in Mdindo being burnt however not forgetting soldiers

threatening me and my daughter, On the contrary I was able to send my child to school and as a single parent I played an important role in counseling and urging my child until she completed 'O' level. I got sympathy from feminist school and would like to acknowledge IYWD, W.A.G, Musasa, SAFaids, JASS for staying by me in the journey of my worries. I won a court case and lastly I would like to give the credit to Pathways Program which helped me by paying for my daughter's school fees as well as giving a hand in her basic needs as a girl child. This is what I experienced during 2020. I learnt a lot of lessons and I pray 2021 will not be the same.

Yours

Shelly Phiri (not real name)

Mountain View Village

Ward4 Bindura Rural.



Dear 2020.

Inga takakugashirai nekufarisa kwazvo pagoredzva renyu nhai Va2020. Hatina kana kuziva kuti makanga mauya nezichan'ghan bag rakazara mazirovambira akadaro anamatemera kuoresa chaivo. Tavakutopedza first quarter yenyu, ndipo pamakatanga kunzwicka kudzvova nechekurekure seshumba muchiziva zvenyu kt mchanyatsosvka kuzobvamburabvambura hupenyu kusvika pakudai shuwa.Ndirikufunga kt pamwe makaita zvekubvutira 2019 chimuti mchipopota kt anodirei kunzi anodya imbwa iye akaperera kumuto.Makabva mati rega ndikuratidze kunonzi kudya imbwa .Makati mira uone kaward4 kebndra rural kanofunga kt zvchaperera kure nako.Ende waitozviziva kt kwedu hakuna clinic zvekare kure nepolice, ndopawakatuma marize ako mroad yevehicle transport ,ende hapana aienda kuchpatra or kndomhan'gara after ma abuse.Ndiwe wakaita kt madomestic violence akwire zvekusvika pakuremadzirwa umwe wedu Enita Manyara atemwa musoro nemurume wake iyemrume akazviuraya. Ndiwezve wakakonzeresa kufa kwaMemory Charehwa nenhumbu yake yavakda kuzvarwa,wakauraisa hanzvadzi yaDagie abva pamuviri kana varivacheche nevamwe vanhu ringadoke ndichingoverenga vachakabvu vako,ende zvese izvozvi zvakakonzerswa newe pawakangomira mtara. Pawakangohotsira mudhuri yese yezvikoro yakaandomoka ,vana havachadzidza, izvozvi vana vedu vaakuziva chikorokoza kudarika vakuru.Zvitoro zvekuno wakadzidzisa varidzi vazvo kt vadhure nekuda kwekt kutown kwaisaendeka, mabhindauko

ekutengesa ataaita takakunzwa uchisheedzera kt LOCKDOWN kusvika mari dzedu dzese dzaparara .wakaita kt vakati vemhosva vadadire vavanoshungurudza vachitembha kupamapurisa mari,,,You spoiled our success----.But haurevesi 😊☐☐ 😞 😊.

From a grieved soul.

Check out our publications here:

[The Social Services Barometer: Local Government Accountability and Gender Responsive Social Service Delivery.](#)

[The Traditional Court Case Booklet.](#)

[Implementation Of Devolution And The Gendered Impact Of Covid-19 On Devolution: A Case Study Report On Four Districts In Mashonaland Central Province.](#)

[Position Paper: Implementation Of Devolution And The Gendered Impact Of Covid-19 On Devolution: A Case Study Report On Four Districts In Mashonaland Central Province.](#)

[Re-writing women's economic narratives: intergenerational passage of small grains disrupt Capitalism.](#)

[Why Young Women Are Rejecting Constitutional Amendment Bill No.2](#)

[SET FREE SHEILA CHISIRIMUNHU!!!](#)

[Engagement With Local Authorities Gives Birth To The Construction Of A Clinic.](#)

[The IYWD's Declaration On Joana Mamombe And Cecelia Chimbi's Re-Arrest.](#)