

CHAPTER 7: AGE AND GENDER: NEEDS, ASSESSMENT AND WELL-BEING

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ABSTRACT

This chapter discusses cross-cutting issues that include youth, sport, art, culture and gender mainstreaming in Zimbabwe. It examines the strategies, policies, legal and institutional reforms and the programmes and projects implemented over a five-year period, 2021-2025, to achieve holistic, accelerated, high, inclusive, broad-based and sustainable economic growth and socio-economic transformation and development. The background to this subject is that the National Development Strategy 1: 2021-2025 (NDS1) is the successor to the Transitional Stabilisation Programme (TSP) and is the first five-year medium-term plan aimed at realising the country's Vision 2030 of an Upper Middle and Prosperous economy. Methodically, the chapter deploys the case study method. Data were collected from secondary data sources, Google Scholar, government gazettes and reports. Findings indicate that Zimbabwe has of late implemented many blueprints but failed because of social, economic and political factors. It is concluded that cross-cutting issues, gender and social exclusion issues, if not addressed, could undermine the achievement of the intermediate results expected under the resilience and sustainability concept. The chapter recommends that governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, so that before decisions are taken, an analysis is made of the effect on women and men.

INTRODUCTION

This chapter discusses cross-cutting issues that include youth, sport, art, culture and gender mainstreaming in Zimbabwe. Young people constitute a major source of the human capital base that hold and drive the socio-cultural, economic and political development of their countries all over the world (Hoetu, 2011). Their intellectual abilities, coupled with their productive acumen when properly harnessed, underpin social progress.

Youth are a valuable resource, especially if they are allowed and empowered to build and strengthen qualities that enable them to grow

and flourish into responsible citizens (*ibid.*). Thus, by so doing, gender mainstreaming creates a cohesive national social fabric and reduces social tensions emanating from exclusion of a large segment of the population. Sport, art and culture ensure unity, influence identity, debate and dialogue. Culture is important for nation-building, promotion of family values and for peace and reconciliation. They also enhance quality of life and increase overall well-being and happiness for individuals, families and communities.

LITERATURE REVIEW

In a demographically young continent like Africa, young people represent immense potential, as both threat and opportunity. Political leaders demanding change and those seeking to defend the existing order, seek to mobilise and deploy young people to their side in the physical sense and ideologically (*ibid.*). In effect, the energies and abilities of young people are exploited positively through various activities that promote development and negatively through their involvement in violent conflict and other social vices that undermine social progress (*ibid.*). Young people are gullible to manipulation to engage in violence. In most conflicts across Ghana and elsewhere in the world, the youth are used to prosecute violence in religious, ethnic, political, land and other natural resource-related conflicts (USAID, 2005). Youth and women are exposed to the trade and use of illicit drugs and arms. Other vices in society where the youth are most vulnerable include armed robbery, alcohol abuse, and sex abuse, among others. Box 1 elaborates a classical example on women's organisations and sustainable change.

Box 1: Women's organisations and sustainable change

In Peru, Canadian International Development Agency (CIDA) support for women's organisations resulted in improved gender focus and programming in local non-governmental organisations (NGO)s, women's involvement in decision-making and leadership at community and local political levels. The election of women as municipal councillors increased the ability of women's organisations to negotiate with local government and other institutions, responsiveness of those institutions to women's demands, and evidence of men supporting these changes in women's roles. In Vietnam, training and institutional strengthening for women's organisations by CIDA have resulted in more women in economic and political decision-making at local and national levels and improved capacity of public and private institutions to deliver programmes that benefit women.

Source: CIDA (2000a)

The term 'gender mainstreaming' was originally used in the 1970s by experts in the field of education and subsequently became institutionalised at the launch of the United Nations (UN) Decade for Women in Mexico in 1975. The concern was how to integrate women into existing structures of development (Charlesworth, 2005). The Beijing Platform for Action reaffirmed the need for all organisations and governments to ensure that gender equality was promoted in all areas of social and economic development, including education, health, domestic violence, armed conflict, the economy, decision-making and human rights. Therefore, gender mainstreaming involves bringing about institutional changes to ensure the empowerment of both women and men through equal participation in decision-making on issues that affect their lives; analysing all government policies and practices to examine the different impacts they have on men and women and providing training and capacity-building to enhance gender management skills and raise the general level of gender awareness within institutions of government and society in general (Charlesworth, 2005; Walby, 2005). Table 1 illustrates the different levels of the rating scale and provides explanations for each level.

Table 1: Gender Representation Rating Scale (Commission for Gender Equality, 2014)

Level 5	Balanced Gender Representation	Between 45% and 50% of the Senior Management of males and females. Service/Team
Level 4	Critical Mass Gender Representation	Minority Gender represents between 30% and 45% of the Senior Management Service/Team
Level 3	Progressive Gender Representation	Minority Gender makes up between 15% and 30% of Senior Management Service/Team
Level 2	Symbolic/Token Gender Representation	Minority Gender constitutes up to 15% of the Senior Management Service/Team
Level 1	Failed Gender Representation	Institution's Senior Management Service/Team is exclusively one Gender to the exclusion of another Gender

This means that, based on the number of women represented in the SMS division, compared to their male counterparts, a department's performance would be rated between Level 1 (for poor performance) and Level 5 (for best performance).

In Uganda, exclusion is anchored on the basis of identity. These identities constitute what is described in Uganda's policies as vulnerable groups. They include orphans and other vulnerable children (OVCs), persons with disabilities (PWDs), unemployed youth, displaced persons, marginalised women, older persons and ethnic minorities (MGLSD, 2016). PWDs constitute about 18% of the population (UNHS, 2010). About 46% of girls are married below the age of 18 (UNICEF, 2015), while youth unemployment stands at 18% (MGLSD, 2016). Despite vulnerabilities caused by disability and old age, only 5% of the population have access to government social safety nets (World Bank, 2016). For instance, although women constitute 84% of agricultural the labour force, they own only 27% of registered land (NPA, 2013). Women are disproportionately represented in unpaid care work – spending over three hours a day on housework compared to less than one hour spent by men (Action Aid, 2014). This and the low number of women in technical and professional jobs limit their incomes. Men earn more than twice (US\$2 535) as much as their female counterparts (US\$1 008) annually (WEF, 2016). Other forms of exclusion from markets include: exclusion of youth, due to limited skills and experience, exclusion of PWDs, due to limited labour capacity; and exclusion of lesbian, gay, bisexual, transgender or intersex (LGBTI) people, due to low social tolerance for their sexual orientation.

In African countries, unemployment is still a challenge, particularly among the youth and women. Although the average unemployment rate in Uganda is 9.4% (PSR, 2014), the bulk of the population (81.5%) is in unpaid subsistence employment. High unemployment and underemployment among the youth particularly results in low incomes and exclusion from markets and a range of social services. Women occupy only 33% of parliamentary seats and only 30% ministerial positions (WEF, 2016). These statistics mirror women's representation in local councils. Cultural barriers to women's participation in politics, and a general apathy

by marginalised groups towards political participation, are explored further in the governance system's programme area.

RESEARCH METHODOLOGY

The chapter is based on a desktop study involving interrogation of literature and documents mined from Google Scholar, Ebscor and websites with news and polices, statuses and related material. For data analysis, the study engaged textual analysis mainly. Textual and content analysis have been applied to decipher and pigeonhole into different issues towards clustering them into meaningful themes, hence moulding the debate of the chapter. The information used was taken from different parts of the world due to the fact that cross cutting-,issues that include youth, sport, art, culture and gender mainstreaming concepts, debates and ideas are more prevalent in developing countries.

UNDERSTANDING THE PROVISIONS IN THE NDS1 DOCUMENT

The NDS1 is the successor to the TSP and is the first five-year medium-term plan aimed at realising the country's Vision 2030 (Republic of Zimbabwe, 2020). National priorities were crafted taking into consideration the TSP Mid-Term Review, Vision 2030, Sustainable Development Goals (SDGs), Africa Agenda 2063, SADC Regional Indicative Strategic Development Plan (RISDP) and provincial and district profiles. Since independence in 1980, Zimbabwe has implemented several economic blueprints aimed at promoting sustainable economic growth, development and poverty alleviation. Through the implementation of these blueprints, the country has managed develop and achieve good results. However, the development results achieved have not been enough to spur the economy to expected levels of sustainable economic development due to both exogenous and endogenous factors (*ibid.*).

To achieve upper middle-income society, Zimbabwe will need to develop the formulation and implementation of bold and robust policies. The government will need to undertake interventions through medium- and short-term national development plans. The TSP (October 2018-December 2020) was implemented as a first step of a three-phase process to attain the country's Vision 2030 outcomes. It was aimed at stabilising the macro economy and the financial sector, introducing necessary policy and

institutional reforms to transform the economy to a private sector-led economy, and launching quick-wins to stimulate growth (*ibid.*). The TSP was created to deal with challenges affecting the country's economic development in the long run. These include persistent and unsustainable budget deficits, inflationary pressures, uncontrolled domestic borrowing and unsustainable debt levels (*ibid.*).

The NDS1 is underpinned by the Integrated Result Based Management (IRBM) system. IRBM inculcates a culture of high performance, quality service delivery, measurement, goal clarity, continuous improvement and accountability across the public sector (*ibid.*). In Zimbabwe, significant progress was made in the implementation of the TSP across various pillars and these include fiscal consolidation, restoration of monetary policy, stabilisation of the exchange rate, the undertaking of governance and institutional reforms, entrenched engagement and re-engagement with the international community, facilitation of investment and infrastructure development.

The GoZ has, for the first time in the history of crafting national blueprints, designed National and Sectoral Results Frameworks to systematically guide the formulation and implementation process of the NDS1. These frameworks allow for horizontal and vertical linkages, thus doing systems approach method. There is also need for improving efficacy in programming and effective policy management by the GoZ. Therefore, national priorities are aimed at contributing towards economic growth and development, reducing poverty and inequality and transforming institutions to enhance public sector efficiency and effective service delivery (*ibid.*).

APPRAISAL OF PLANNING

The robust economic growth and transformative thrust of moving up the value chain during the NDS1 is premised on availability of efficient key enablers such as energy, transport and water. Moving the economy up the value chain and domesticating them will also depend on the availability of throughput from primary sectors such as agriculture and mining, and priority under the NDS1 is to increase investment in new infrastructure and rehabilitation and upgrading of existing infrastructure (*ibid.*). As a

result, the focus will also be on increasing production and productivity through resolving bottlenecks such as land tenure in agriculture, legislative gaps in mining and operationalising the productivity centre.

Zimbabwe has the advantage accruing to most developing economies – the youth dividend. The total population is estimated at 14.8 million and growing at 1.4% per annum and a life expectancy of 61 years at birth. In Zimbabwe, as much as 53.6% of the population is below 20 years, while 62.9% of the population is below 24 years and of those below 24 years, 31.7% are females, while 31.2% are males (*ibid.*).

In terms of gender, the GoZ has prioritised gender equality to enhance women’s participation in the development process, in line with the Constitution, the Southern African Development Community (SADC) Protocol on Gender and Development, the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (*ibid.*). This is supported by SDG5, which states to achieve gender equality and empower all women and girls. This is imperative because if all women have been included in the political, economic and social activity, it is critical for the attainment of Vision 2030.

In recent years, participation in sport and recreation in the country has been declining due to weak economic activity and, more, the impact of the COVID-19 pandemic in Zimbabwe and the rest of the world being affected. Given the new normal under COVID-19, which has disrupted economic activities across the globe, particularly tourism and the global travel services industry, the GoZ must adapt fast with these changing scenarios as the future pattern of this disease and its full impacts remain uncertain (*ibid.*). Despite this, Zimbabwe has inadequate sporting and recreational facilities, and some have deteriorated due to lack of maintenance. A case example includes that of Gwanzura Stadium where lack of maintenance has caused the stadium to become low standard.

To increase promotion and safeguarding of arts, culture and heritage, the country needs effective strategies that provide the framework to understand, preserve, manage, integrate, interpret and promote heritage and strengthen family values, both in the immediate and long-term future

(*ibid.*). Effective ways is through education, learning of history and philosophy, awareness campaigns and ritual ceremonies to be constantly practised as a way to preserve culture, promote heritage and strengthen family values and beliefs. A classical example is that of the Ndebele and Tonga people are usually identified through their dressing of beads and how they speak English.

Gender equality is a fundamental goal of development and belongs to the basic and universally recognised civil, cultural, economic, political and social rights. Worldwide, women are less frequently seen participating in sports activities than men (Brady and Khan, 2002). Sport can promote mental and physical wellbeing, and studies have shown that it reduces the risk of chronic diseases later in life. Thus, sport for girls and for boys should be encouraged. Women are also under-represented in the decision-making bodies of sporting institutions. Increased participation by women would diversify the talent pool of administrators, coaches and officials (White and Scoretz, 2002). Sport-related development projects would become more effective in reaching all groups within target populations and communities.

APPRAISAL OF MONITORING

In this regard, Government has also developed a robust monitoring and evaluation system that will anchor the NDS1. Under the SMART Zimbabwe 2030, that is a broad strategy that includes the e-Government Programme, a Whole of Government Performance Management Solution (WoGPMS) is used to monitor all programmes and projects implemented by the Government on a real time bases during the NDS1. This strategy, therefore, requires acceleration and intensification of the implementation of ICT systems in both the public and private sectors.

Engagement of women in training, campaigns and awareness programmes will enhance women development projects in different areas. This is supported by SDG5, which states to achieve gender equality and empower all women and girls. This is imperative because if all women have been included in the political, economic and social activity it is critical for the attainment of Vision 2030. During the NDS1, integration of gender mainstreaming across all sectors will be strengthened, cognisant that

gender equality is fundamental to achieving equitable, sustainable and inclusive socio-economic development. This builds on GoZ's commitment under the Constitution, the Gender Responsive Budgeting Strategy, the National Gender Policy and Gender Equality and Women Empowerment Framework (Republic of Zimbabwe, 2020). For example, this means that national budgets will only support programmes, projects and interventions that contribute to the achievement of national outcomes and realisation of national priorities as defined in the NDS1.

Mainstreaming youth comes with several benefits. First of all, it tends to make interventions such as policies, programmes and projects, more responsive to the needs of young people since their views are carefully considered in the design, implementation and monitoring and evaluation (Hoetu, 2011). Again, the participation and partnership with young people in addressing their challenges help them build their capacities and prepare them for future leadership roles. It also helps them better appreciate challenges and makes them more reasonable in their demands.

In Rwanda, the USAID provided funding to rural women's associations for agricultural, livestock and micro-enterprise activities (USAID, 1999). Women's associations were successful at targeting the most vulnerable, including female-headed households. Through these small projects, women gained experience in decision-making and in managing local development activities (*ibid.*). As a result, women were more likely to participate in new political structures. This helped to reduce social tensions and promote unity. Increasing the number of female food monitors has increased the World Food Programme's effectiveness at reaching female target groups, and ensuring they are aware of their entitlements (WFP, 2002). Supporting women from different ethnic groups to participate jointly in food management and distribution committees has also helped to overcome ethnic divides that caused civil strife and conflict (*ibid.*2).

APPRAISAL OF IMPLEMENTATION

Various methods and mechanisms were used in transforming the governance ecosystem to ensure that the country's institutions, systems

and practices conform to the provisions of the new Constitution. To guarantee constitutional provisions, including fundamental rights, freedoms and responsibilities under the TSP, Government aligned more than 75% of the laws to the Constitution (Republic of Zimbabwe, 2020). There was further implementation of various public sector reforms. For instance, vendors license is one such example where women emancipation has taken place and the creation of the two banks known as Microfinance Bank and the Women Empower Bank. Therefore, these public sector reforms are essential, enhance institutional and individual performance towards provision of quality services to the citizenry.

Notwithstanding these achievements, the TSP faced several challenges during its implementation. These include, among others, high inflationary pressures, exchange rate volatility, continued illegal sanctions against the country and exogenous shocks like droughts, Cyclone Idai and the COVID-19 pandemic (*ibid.*). In terms of exogenous shocks, the COVID-19 pandemic was the hardest of all time due to its uncertainty about how long it would last end and no one knew how it would end. For instance, the year 2020 changed everything in the real estate development sector. This was due to COVID-19 outbreak announced by the World Health Organisation as a world phenomenon. COVID-19 is a pandemic that hit the whole world and had negative impacts on human lives as many lost their lives. The lockdown closed many workplaces, reducing the requirement for all but essential service wee to be at work.

The implementation of the NDS1 will require a mindset change and a new way of thinking and doing business (*ibid.*). This mindset change will require public officials and the private sector to think, act and produce desired outcomes and outputs timeously. For example, successful implementation of the NDS1 prioritised programmes and projects should be implemented, taking into consideration the issue of the budget. Therefore, this means that the GoZ, when implementing a project, should timely avail funds to support identified programmes and projects in the strategy.

Effective implementation of programmes and projects is also dependent on the ease of doing business environment. Swift implementation of ease

of doing business reforms, strengthening of property rights, upholding the rule of law and combating corruption are the key tenets of the NDS1 (*ibid.*). Thus, the successful implementation of the NDS1 requires accountability, good governance and transparency, but this has been so difficult in Zimbabwe due to issues of corruption, nepotism and silo mentality. Therefore, the GoZ will need to upscale the change management strategy and fully implement the whole of government approach through systems approach and ensure that aspirations of disabilities, employment creation, and environment and information communication technology are realised within the context of the NDS1.

Globalisation requires inclusiveness in development processes that involve a bottom-up approach to social planning and implementation of programmes for sustainable socio-economic and cultural development. Thus, this sector focuses strongly on community capacity building programmes to enable members of the public prioritise areas of development that impact their livelihoods. For example, community-based assessment programmes, conservation of culture and heritage sites, identification and development of community projects, youth empowerment and, last but not least, gender mainstreaming.

APPRAISAL OF EVALUATION

On the domestic front, consolidating macroeconomic stability during the NDS1 is critical for enhancing certainty and confidence in the economy by anchoring the exchange rate and inflation (*Republic of Zimbabwe, 2020*). During the strategy, priority is to strengthen fiscal and monetary coordination, ending all quasi fiscal activities, curbing all unbudgeted expenditures and deepening the market-based foreign exchange rate system. Thus, financial resources without adequate, relevant, skilled and motivated human resources, will not deliver the desired outcomes of the NDS1. In this regard, during the NDS1, priority is to ensure timeous filling of posts in the public service with appropriate skills mix and regular reviews of conditions of service.

Policy and programme formulation needs to start with a comprehensive involvement and appropriate decision-taking of youth at all levels, including communities, schools and universities at provincial and national

levels (*ibid.*). AusAID's evaluation of a community development project in China found that women were poorly served by credit, training and "cash for work" inputs, with men dominating in all areas (AusAID, 2000). However, employing female credit extension agents improved targeting both to the poor in general and women. Working with women's groups reinforced patterns of cohesiveness and social support. This resulted in better loan recovery performance, even where loan repayments placed exceptional demands on women's and children's labour (*ibid.*).

A USAID-funded programme in Nepal aimed to empower women by providing literacy and legal rights training and credit (SIDA, 2000). The evaluation found increased decision-making by women on household matters. More household resources are being spent on family well-being, including food, clothing, education and health care. This has a direct impact on poverty reduction. Indirect impacts on poverty are due to women taking individual or collective action with local authorities to improve various aspects of their lives - for example, on domestic violence, alcohol abuse and property settlement after divorce, polygamy and community perceptions of women's work and appropriate behaviour (USAID 2001).

DISCUSSION

The change management strategy of Systems and Whole of Government Approach that is being championed by the Tripartite, namely Office of the President and Cabinet (OPC), Public Service Commission (PSC) and Ministry of Finance and Economic Development, will anchor the NDS1 (Republic of Zimbabwe, 2020). Among them is the pace of the global economy recovery from the COVID-19 pandemic. The recovery will have implications on domestic socio-economic progress. It has been noted that most youth in Zimbabwe have not embraced the culture of hard work and the principle that hard and honest work pays. During the NDS1, there is need to develop a mental construct for the youth in respect of the importance of hard honest work and that development in other countries has been a result of this most productive and most energetic group in society (*ibid.*). As a result, there are clear benefits for Zimbabwe to exploit both the Youth Dividend and Gender mainstreaming.

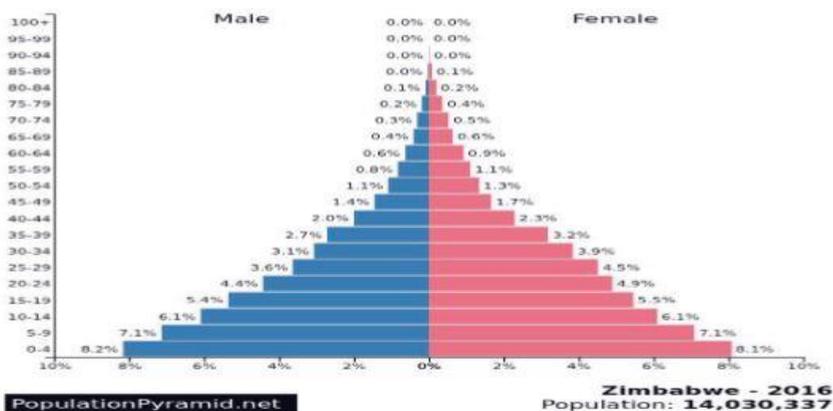


Figure 1: The demographic structure of the Population in Zimbabwe

Although Government has made some progress with regards to Gender Mainstreaming, the current situation is characterised largely by pronounced youth exclusion and limited Gender Mainstreaming. Women still face hurdles in respect of opportunities to ascend to commanding heights in the national economy, including:

- i. Limited access to finance;
- ii. Limited access to land and freehold property;
- iii. Limited opportunities to influence policy; and
- iv. Legal, cultural and patriarchal barriers (*ibid.*).

Sport development includes regulated, formalised and structured sporting activities. Sport entails an active involvement in physical exertion and skills that is governed by a set of rules or customs and often undertaken competitively (*ibid.*). Sport development ensures equitable access to all sporting opportunities that lead to the enjoyment of economic, social, psychological and environmental elements. This development, when fully harnessed, unleashes competitive abilities of Zimbabwean sports persons to participate in local, regional, continental and international sport competitions. Sport also enhances peace, national tranquillity and social cohesion by bringing people together for a common goal and can be used to achieve and promote developmental initiatives at local, national, regional and international levels (*ibid.*).

In Zimbabwe in recent years, participation in sport and recreation in the country has been declining due to the weak economic activity and, more recently, the impact of the COVID-19 pandemic (*ibid.*). Moreover, culture has the power to transform entire societies, strengthen local communities, foster strong family values and forge a sense of identity and belonging for people of all ages. It plays an essential role in promoting sustainable social and economic development for future generations. As a collective phenomenon, national identity can arise as a direct result of the presence of elements from the "common points" in people's daily lives. These include national symbols, music, language, the nation's history, national consciousness and cultural artefacts (*ibid.*).

In Zimbabwe, there is lack of a business enabling environment and opportunities for the youth. While over 300 000 young people enter the labour market annually, less than 10% of these are absorbed into formal employment in Africa (Hoetu, 2011). Members of the youth that have adequate skills to become self-employed entrepreneurs are hampered by limited access to credit. Limited employment opportunities have left millions of youths stuck in the vicious poverty cycle. For the same reason, micro and small business start-ups are unable to grow into medium-scale businesses that can provide more and better job opportunities. Meanwhile, young people are naturally creative and dynamic and must be considered as actors, players and partners. Indeed, they are strategic catalysts for new ideas contributing to peace and human development, and to the renewal of the human society, especially in a globalising world (*ibid.*).

Dialogue to develop partnerships on gender equality is needed when agencies are developing country assistance strategies, and also at the activity level during design and implementation. This means that development workers need to talk with partners about how women's needs, benefits and rights are relevant to the development activities being planned and implemented, taking into account the social, economic and political context; and how equal benefits will increase the effectiveness of activities and the sustainability of outcomes. Ideally, this dialogue and negotiation will result in agreement on investments and activities, with a clear understanding of how benefits for both women and men are realised.

This section is presented in two parts. The first part is a process plan (Figure 2) providing procedural guidance on how to operationalise the recommendations proposed under the respective PADs. The second part proposes an implementation plan with outcomes, indicators and activities.

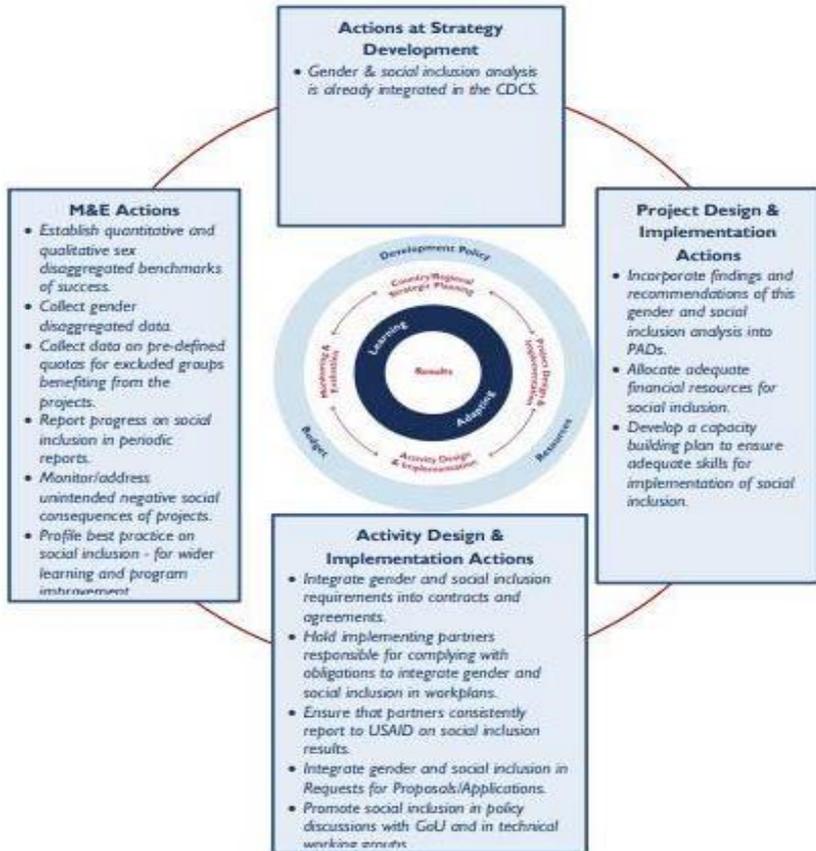


Figure 2: Proposed Gender and Inclusive Development Actions in Usaid's Programme's Cycle (USAID, 2017)

CONCLUSION AND OPTIONS

Briefly, young people are also seeking their own alternatives and developmental trajectories. They present the vision of a social order struggling to emerge in the face of repression and economic hardship, and seeking to have a voice in societies whose basic structures are not

conducive to listening to young voices. Nevertheless, the reality is that today's youth no longer accept or respect those structures and increasingly demand a voice of their own. The popular cliché that youth are the future leaders raises an important question as to the quality of investments being made in young people to prepare them for their role as leaders. Mainstreaming youth is the surest way of achieving effective youth development.

Gender and social exclusion issues, if not addressed, could undermine the achievement of the intermediate results expected under the resilience PAD. They include: removal of gender barriers to asset ownership; reduction in large family sizes; and an expansion of resilient livelihoods options for excluded groups. Other challenges include: the limited agency of women over safe sex; the unique challenges faced by PWDs and LGBTI people that limit their resilience to HIV; and social norms that encourage early sexual debut and multiple concurrent partnerships by men as a symbol of masculinity, and particularly put youth at risk of HIV infection.