

**The Women's Charter- What Zimbabwean Women Demand in the
Constitution**

**Compiled by Zimbabwe Women Lawyers Association after a National Women
Conference**

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Preamble

We, the women of Zimbabwe, as full citizens making up over half the Zimbabwean people;

Claiming the birthright of every human being to have freedom to equality and non discrimination;

Having contributed equally to the development of the nation throughout its history;

Having contributed equally to the struggle for the independence of our nation;

Having suffered oppression through patriarchy, custom and tradition, colonialism, racism, male dominated dictatorship and capitalism;

Finding ourselves still discriminated against in law, politics, business, society, culture and religion.

As workers' in every sphere of national life;

As the mothers of the people and of future generations.....

DEMAND....

A constitution, laws and policies that make women and men equal and eliminates all forms of discrimination against women;

To be recognized for our role in founding and developing the country;

To be recognized as full and equal citizens of their country and participate actively in the country's development;

An end to all forms of oppression and exploitation in both the public and the private sphere;

An end to discrimination against women in public life, at work and at home;

The creation of extra opportunities for women with a defined time frame to put right the imbalances of the past and build equality in the future;

Personal safety, protection for our property and end all forms of violence against women;

A plan of action, a time frame and the resources to make these demands possible.

1. Education

Women demand

1. The right to free, compulsory and quality education should be guaranteed in the Constitution particularly the right to free and compulsory primary and secondary education
2. Elimination of all forms of discrimination against women in the field of education and training and Government must ensure equal access and opportunities for women and girls to education and training
3. Removal of stereotypes in textbooks, syllabuses and media that perpetuate discrimination.
4. Protection of women and the girl child from all forms of abuse including sexual abuse in schools and other educational institutions and provide sanctions for perpetrators
5. Access to counselling and rehabilitation of women who suffer abuse and sexual harassment
6. Gender sensitisation and human rights education be made available at all levels including teacher training
7. Government should take action to promote literacy amongst women, promote education and training for women at all levels and in all disciplines particularly in the fields of science and technology
8. Government must promote the enrolment and retention of girls in schools and other training institutions and the organisation of programmes for women who leave schools prematurely.
9. Affirmative action must be practised with targets set to be achieved within a set time frame at enrolment of women in tertiary institutions to promote women's higher education.
10. The education sector must be freed from political interference and the threat to teachers in rural areas from political interference should cease to exist.
11. The office of the Chancellor of state universities be decentralised and the appointment of Vice Chancellors be done by an independent commission.
12. Education must promote indigenous languages.
13. The education system must promote the right to education of the disabled by providing Braille and sign language in schools
14. Education curriculum should be career and life oriented, to include technical vocational education as well as internships.

15. Government should ensure tertiary education funding for women and girls and a guaranteed education fund must be put in place for this purpose.
16. Government must institute measures to restore the dignity and status of the teaching profession.

2. Land, Environment and Natural Resources

Women demand that

1. They should be allowed to own communal land repealing s23 of the Constitution that limits this right.
2. There must be non discrimination in the allocation of land and other natural resources.
2. Marriages must be in community of property. Land and property must be owned jointly by parties in marriage.
3. Indigenous peoples must be able to benefit from the resources in their communities. E.g CAMPFIRE project, where what is earned through a natural resource must be ploughed back into that area and community.
4. Women must be able to participate more effectively in the planning, management and preservation of the environment and use of natural resources
5. There must be decentralisation of ownership and management of natural resources, for example water. This will result in closer and easier monitoring of the resource.
6. There should be an extensive land audit and land redistribution should seek to ensure that land is redistributed equitably to women and men. This should also take place in the urban areas to assess the ownership of houses by women in these areas.
7. There should be equal representation in the land commissions and committees.
8. Government ensures that women in both urban and rural areas get access to clean drinking water, sources of domestic fuel and a means to producing nutritious food.
9. Women must enjoy the right to a clean and healthy environment and this includes ensuring that proper standards followed for the storage, transportation and disposal of toxic waste.

3. Governance and Democracy

Women demand that

1. There must be a quota system provided for in the Constitution put in place to ensure women's representation in decision making with a 50% target for female representation as set out in the SADC Protocol on Gender and Development.

2. The First Past the Post, (FPTP) system should be replaced with a system that is a mixture of both, the Proportional Representation, (PR) system and the FPTP to ensure that more women are able to enter positions of decision making .
3. There should be established an Independent Electoral Commission that has gender representation.
4. The right to vote must be enshrined in the constitution.
5. Women must be able to participate without any discrimination in all elections and be represented equally in all electoral processes.
6. An Electoral Court must be set up to deal with electoral disputes timeously.
7. Zimbabweans in the diaspora should be eligible to exercise their right to vote through postal voting.
9. There is need for law reforms on all laws that impact on media freedoms and freedom of assembly to allow for free political activity that facilitates campaigns.
10. Electoral laws must be in line with the SADC Guidelines on Elections and other regional and international standards that include among others voting in one day, posting of election results outside polling stations etc.
11. Elections should be rid of all political violence and gender based violence occurring before, during and after elections. Perpetrators should be prosecuted.
12. There must be devolution of power and resources from Central Government to allow more effective and autonomous planning and management at local level
13. It should be mandatory for every Zimbabwean to receive education on the workings and functions of different political offices.
14. The size of the legislature must be downsized to curb expenditure
15. The office of the President should be limited to two five-year terms. The tenure of Ministers and members of Parliament should be similarly limited.
16. Parliament should be made to cater for women in decision making needs and ensure that sitting times are aligned with normal working hours and family routines, That Parliament should have child care facilities and Parliamentary sittings should be aligned to public school holidays
17. An Independent commission should be responsible for the appointment and recalling of judges. Appointments of other persons into other Independent Commissions of the Constitution should be by Parliament.

4. Health, HIV and AIDS

Women demand that :

1. The right to health be enshrined in the Constitution and must be enforceable.
2. The right to health should include universal access to treatment for people living with HIV and AIDS especially women.
3. Government must provide adequate, affordable and accessible health services including information, education and communication programmes to women
4. Government must provide, that is, establish and strengthen women's access to pre-natal , delivery and post natal health services and nutritional information for women during pregnancy and while they are breast feeding
5. They should have the right to control their fertility
6. They must have the right to decide whether to have children, the number of the children and the spacing of children
7. The right to information on all reproductive health issues including HIV and AIDS must be made available to women including the right to family planning education.
9. The right to self protection and to be protected against sexually transmitted infections and HIV.
- 10.The right to access safe abortion.
- 11.They must have the right to be informed of their health status and the health status of their partner particularly in cases of sexually transmitted infections and HIV and AIDS.
- 12.The right for women to control their bodies and their sexuality
- 13.The non discrimination clause should also include non discrimination on the grounds of HIV status.
- 14.Government should put in place measures to ease the burden of caregiving that is placed on women caring for people living with HIV and AIDS

5. The Differently- Abled

The Differently-abled women demand:

1. Discrimination of all spheres of life on the basis of one's disability status should be prohibited. This include the elimination of derogatory terms used to refer to persons living with disabilities
2. The right to education should be made accessible to people living with disabilities. This

includes ensuring that more teachers are trained to teach people with disabilities at all levels and there should be more schools that cater for children with disabilities. Schools should have facilities for people with different forms of disabilities and Government should strive to create more special needs schools. As a way to address past imbalances the government should avail more adult education facilities for the disabled to give them new opportunities. The government should make it a priority to provide special assistance devices and other teaching materials for both the teachers of the disabled and students.

3. The right to health and health services should be provided for people living with disabilities. This includes provision of assistance devices for free such as spectacles and wheelchairs. A qualified interpreter should be stationed at all hospitals to ensure that the hearing impaired can access services at medical institutions.
4. Information on reproductive health rights including information on HIV and AIDS and other STI's should be available for women living with disabilities in formats that they can understand e.g. tablets, condoms should be marked with Braille for the blind.
5. The law should provide special protection for women and girls living with disabilities from abuse. Deterrent penalties should be provided for those that abuse women with disabilities.
6. Women living with disabilities must actively participate in the governance of their country. This means that women living with disabilities should have at least 10% representation of the overall women's representation of women in decision making. A special office in Government must be created to cater for the needs of people living with disabilities. It should be mandatory that political parties produce their manifestos to cater for the disabled so that they too can fully participate in the politics of the country as full citizens.
7. Infrastructure at public and private institutions should allow for access and use by women living with disabilities.
8. People living with disabilities must be able to exercise their right to vote. This includes for instance access to information on political campaigns and access to polling stations and facilitating voting by people living with disabilities in a conducive environment.
9. The right work should be extended to people living with disabilities. Employers and work places should be working with a quota system for the employees living with disabilities.
10. A disability grant should be enshrined within the constitution and should be obligatory for government to ensure that the disabled are able to enjoy their socio-economic rights.
11. Government must seek to provide access to resources including access to land and other resources for people living with disabilities to enable them to have independent livelihoods. The government should for instance waive taxation on the disabled as well as providing loans.

12. Women living with disabilities must be able to found a family and to exercise their sexuality without restraint.
13. The right to recreation and leisure should also extend to women living with disabilities.

6. Youth

In this regard the youth demand that:

1. The right to vote should be applied as specifically enshrined in the constitution without the other stringent restrictions such as proof of residence as this defers youths from exercising their right, since the majority of them do not own homes. At the same time it must be emphasized that the youth want to take part in electoral processes.
2. Youth want representation and participation at all levels, namely in Parliament and in political parties. The youth want to be able to participate actively in the governance of their country articulating their demands on their own behalf.
3. Female youth must be protected from the HIV and AIDS pandemic. This includes the provision of information on HIV and AIDS, STI's and other reproductive health rights issues as well as empowering young women to be economically independent.
4. Protection of the youths against human trafficking is a priority and this must be coupled with stiff penalties against perpetrators.
5. Female youth demand freedom of employment and the State should put in place facilities for vocational training for young women.
6. The right to education for female students must be recognised. Government must ensure funding for tertiary education for female students to avoid exploitation. Affirmative action must be actively applied to address historical imbalances in accessing education
7. Right to have equal opportunities for employment that promotes vocational training centres to promote skills of female youth.
8. There should be provision for a psycho social support as well as financial support to help young pregnant women and those rejected by families due to pregnancy and young women must be able to continue with education after giving birth.
9. Right to human dignity should be guaranteed, with special focus on abolishing of harmful and degrading religious and cultural practices, namely virginity testing , genital mutilation, child marriages, child pledging and sexual intercourse with one's father in law.
10. Lobola should not be commercialised and in fact must be standardised to avoid exploitation of women.

7. Security

Women demand that:

1. The Police, Army and other security arms of Government should be apolitical and should uphold the rule of law on a non partisan basis. This includes ensuring proper procedures are followed for arrest, investigation and detention of all offenders. The police army and other security army should ensure they uphold fundamental human rights in the course of their duty.
2. The Judiciary should regain its mandate of being an independent and impartial arm of Government and facilitate justice. This includes providing training on human rights and democracy.
3. The Constitution must protect women against arbitrary displacement from one's home or habitual place of residence (as happened during Operation Murambatsvina)
4. Women must be considered as a vulnerable group when it comes to security and must always be considered a priority in any security threatening situation. Police, the Army and other security arms have to be trained in women's security issues and appropriate response.
5. The state is obliged to offer security and other humanitarian support to internally displaced persons and must involve them in planning their rehabilitation or resettlement.

8. The Media Freedoms

Women demand that :

1. Freedom of expression must be a guaranteed right. This entails the repeal of repressive and unjust laws such AIPPA and POSA and BSA to be replaced by a more accommodating legislation which takes the needs of the citizens first, especially women. The recognition of the right of freedom of expression and association of Zimbabwe Women
2. The right to form and hold opinions is critical for women. They should be able to have and express these without fear.
3. The women require freedom of print, electronic as well as artistic media. The state has an obligation to guarantee these fully and encourage an environment that limits control and censorship

4. Women demand that the media respect the rights or reputation of individuals.
5. That the media does take into consideration the protection of national security and public responsibility and nation morals in their work.
6. Media houses before being awarded a licence must show beyond doubt, a commitment to engage women in information dissemination by having sound gender policies.
7. Media production houses must have a stipulated quota of women related issues to cover, over a period, or an issue to ensure past imbalances are addressed. The Zimbabwe Media commission should play the monitoring role on this issue.
8. Gender training is introduced at all journalism schools to ensure that reporters are not gender blind in their reporting.
9. The government has to invest in community media, to allow for decentralisation of information dissemination and as a key development tool which will enable women to participate fully in their communities and nation.
10. Hate language no matter its origins or source, must not be used in public media.
11. Associations for journalists should be supported by government to ensure that they are able to protect journalists, offer legal support and that they are gender sensitive platforms.
12. The role of the Zimbabwe Media commission which should be an Independent Commission should be redefined to include:
 - Protection of the citizen from state propaganda and lies.
 - That it maintains the viability and vibrancy of Zimbabwe media
 - That it ensures the public of access to diverse media.
 - That it ensures a gender sensitivity of the media, monitors gender sensitivity and can adjudicate complaints .
 - Encourages ownership of media by women to address past imbalances.
 - Making balanced quality reporting critical in all media.
 - Depolarisation of the media.
 - That libel is made enforceable.
13. In relation to state secrets (The Official Secrets Act) women want these to have a time limit and be available for public consumption and inspection through media after their time frame is expired. The time frame should be limited to 10 years maximum.
14. Women journalists want legislation to be able to protect confidential sources, to allow for free flow of information.

9. Equality and Non-Discrimination

Women demand that:

1. Equality and Non Discrimination

- a. The Constitution must provide for equality and non discrimination. All forms of discrimination against women must be outlawed. S23 of the current Constitution must be repealed. The Constitution should provide for non discrimination on the basis of sex, gender, marital status, pregnancy, disability and sexual orientation.
- b. Customary law must be made subservient to the Bill of Rights. Only positive cultural practices that do not conflict with principle of equality must be adopted.
- c. Equal opportunities and control of resources for women and men and boys and girls.
- d. Affirmative action should be put in place to address past imbalances in relation to access to opportunities.

2. Women and Family relationships

- Women must have equal rights with men and be regarded as equal partners in all family relations.
- Public consultation of all laws especially those that affect women.
- The age of consent to marriage must be 18 years
- Monogamy should be the preferred form of marriage .
- Women must have the right to retain their nationality or to acquire the nationality of their husband when they get married.
- Marriages should be in community of property. Women must have the right to an equitable share of property at divorce.
- Women must have equal rights with men over their children in relation to guardianship, custody and access. Women must be joint guardians of their children.
- Women must exercise their right to freely consent to marriage.
- Right to retain her maiden name in marriage.
- Citizenship should be passed through marriage and birth by both parents.
- There must be recognition of customary law marriage unions as well as cohabitation.

- Right to social security to benefit widows, orphans, disabled, and elderly
- Widows must be able to remarry a person of their choice
- Widows must be entitled to inherit from their husband's estate and children must be entitled to inherit from their parents' estates in equal shares.
- Elderly women must be protected from all forms of abuse.
- Elderly women must access free health care services.
- Elderly women must be given social security grants to cater for their needs.

3. Violence against women

The state should put in place laws to eradicate all forms of violence against women both in public and private sphere. This includes domestic violence, sexual harassment, trafficking, political violence all forms of sexual violence and any other forms of violence against women.

Domestic violence should be treated as torture.

Government should allocate adequate resources for the implementation and monitoring actions aimed at preventing and eradicating violence against women.

4. Women and the Criminal Justice System

The prison system of Zimbabwe should ensure that the dignity of female prisoners is preserved through treatment of women prisoners with the ultimate aim of reformation and social rehabilitation

Women in detention to have occasional access to their partners in private

Access to sanitary-ware for women in detention should be guaranteed.

Children must be allowed access to their mothers in prison.

Appropriate sentencing for pregnant women must be introduced. Alternative methods such as community service should be awarded as opposed to custodial sentences.

Women should be afforded legal representation at all instances. Day care facilities should be availed for children with mothers in prison.

5. International and Regional Human Rights Instruments

International human rights conventions once ratified by the Zimbabwean government, should automatically become part of our national laws without the need for domestication.

6. Equality before the law

Women must have the right to equal protection before the law

Women must be able to access effective judicial and legal services including the right to legal aid and support to institutions providing legal aid.

Law enforcement agents must be trained on gender sensitivity and must be able to enforce gender equality rights

A Public Protector's office where women can report public office bearers for investigation and prosecution should be in place and accessible to women.

The Government should strive to establish Family Law Courts to deal with cases that mostly affect women within a gender sensitive environment.

10. Children's Rights

Women demand that :

1. The Constitution must provide specifically for the rights of children as a group.
2. A Ministry specific to children be created as they are cross cutting in many areas.
3. A Children's Commission or an equivalent to an Ombudsperson offices which caters for children must be created.
4. There be reform of institutions such as Police, the Registrar General, and Social Services, which are expected to protect children.
5. The right to Survival which entails right to shelter, social security, health, sanitation and protection be provided for
6. The constitution incorporate the right to development which entails the right to education irrespective of gender or disability and right to nutrition.
7. The right to child participation which entails the right to freedom of association and the right to be heard in all matters at all levels be included in the Constitution.
8. There be included the right to protection entails right to an identity, that is birth registration and nationality and protection from all forms of abuse and the right to alternative care where parental care is impossible.

11. Social and Economic Justice and Public Funds

Women demand that :

1. The right to work must be provided for in the Constitution and the right should guarantee

equality of access to employment between women and men.

2. There must be equal remuneration for jobs of equal value for men and women
3. There must be transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace.
4. Women should be guaranteed the right to paid maternity leave in both the private and public sector
5. Women in the informal sector should be protected through a system of social insurance.
6. Workers' rights must be enshrined in the constitution. Also included here must be the recognition of women's care as work done by women inside and outside the home. Reference is made to the Venezuelan constitution where women's housework is quantified and allocated a value, whether women are workers at home as well as in the formal work place. Women in Zimbabwe want recognition of the work they do in the home.
7. Ratification of ILO convention 156 is key for Zimbabwe to address the gender dimensions presented by care work performed by women thus domestication and ratification of ILO convention 156 which recognises the rights of parents with children in workplace is key.
8. The constitution should outlaw all forms of child labour

ENTREPRENEURIAL RIGHTS

In this regard women demand

1. Access to finance from private and public institutions that recognizes women lack of access to collateral and actively promote female initiated/ owned businesses
2. Affirmative action for women to start their own businesses.
3. Recognition of micro, small and medium enterprises. There should be easier requirements for registration of these and facilitate access to markets
4. As a way to encourage entrepreneurship among rural women the state should make rural property bankable and women should be able to obtain titles for this land and be able to use it as collateral when seeking loans or finance.
5. Marriages should be in community of property so that property is equally vested in both parties.
6. Women should be able to own land in their own right/ individual capacities in all areas that is rural, urban, resettlement, farming and communal.
7. Local governments should be empowered to be able to deal with and allocate local

resources, so that beneficiaries of any resources are the women and children in that community.

8. All socio economic rights should be enshrined in the constitution to make them justiciable particularly right to education, health, work and the right to social security.

PUBLIC FINANCE AND MANAGEMENT

With regards to public finance women demand:

1. Gender budgeting should be provided for in the Constitution. This will ensure adequate funding for women programmes. Gender budgeting should be mainstreamed into all Government Ministries as well as in all budgets including those for local authorities.
2. There must be independence of Public Institutions, this means that, parastatals, universities and hospitals should only pass on a small percentage of their revenue to national treasury.
3. Decentralisation of public institutions: This decentralisation would then allow the existing local governance structure to make decisions efficiently and be able to plough financial proceeds back into the institutions.
4. An engendered public tender system which caters for 50/50 in terms of awarding of tenders must be in place to ensure women benefit from public procurement.
5. Publishing of public accounts for public perusal: Public Accounts of public institutions should be available for public inspection at local, provincial and national level. Transparency of accounts should be the underlying objective for this exercise.
6. Civil Society funding from government: The government should have a fund which is available for NGO organisations. This will make the government a stakeholder and force it to take a more positive attitude towards NGOs. There is need to have non constituency NGO representative in Parliament to oversee allocation of sufficient resources and support from the State.
7. Political Party funding: This should be provided for in the constitution and parties should only be eligible once they have proved that they have a following/ constituency. The funding should be available pro rata. A total of 1% of the national budget should be allocated to this political party funding to encourage plurality.
8. Issues of debt and loan contractions should be addressed within the constitution with contractual obligations discussed in Parliament before actual contraction. The process should be open to a referendum should need arise.
9. Loan contraction decision is currently based and limited to the President and the Minister of Finance. These powers should be decentralised to allow more players in making these critical decisions. Checks and balances of national loans and debts should be addressed within the constitution.

12. National Values and Culture

Women demand that :

1. The national constitution preamble should reflect the national values which define us and what Zimbabwean people stand for as a people. Our preamble should reflect that Zimbabwe is a nation which upholds the dignity of all persons, values women, children and men equally and strives to promote each other's rights, values, equal rights and values equal opportunities in all sectors and participation of groups which were previously marginalised.
2. Women want the inclusion of a provision which shows the nation upholds cultural values and these values should be subject to constitutionally protected rights and as found in the Bill of Rights (the new one). No cultural practice which contravenes human rights protected within the constitution should be upheld. This is especially with regards to issues of land ownership, inheritance and any practices undermining the dignity of women e.g. virginity testing.
3. There is need for constitutional inclusion in the school curriculum of positive cultural values so that the younger generation know their culture.
4. The Constitution should uphold religious beliefs and acknowledge Zimbabweans as a God fearing nation and their respect for life.
5. The constitution should uphold diversity of peoples and provide protection for all classes of persons. People should not be judged based on their sexual orientation. There is need to reform unregistered customary law unions. People who have been cohabiting for a stipulated amount of time should be seen as in defacto marriages and be treated as such.
6. Polygamy should be discouraged and monogamy should be the preferred form of marriage.
7. Rooru/Lobola should be viewed as a token of appreciation and should not be used to commodify or subordinate women.
8. Culture and custom should be subordinated to the Bill of rights in the constitution.
9. Traditional leaders should be non partisan. The position of traditional leaders should allow for women to also hold office.
10. Women should be afforded equal participation, access and opportunities to be heard and culture should not be a limiting factor.

11. Women should also be accorded opportunities to rise up the ranks of traditional leadership just like their male counterparts. The nation must acknowledge that culture is dynamic.
12. Local Languages should be identified and given recognition and status as part of the National identity.
13. The Heroes Acre should be able to accommodate Zimbabwean Heroes who have served the nation in their different fields and not limited to those who were in the liberation struggle only, or who belong to a particular political party. In a nutshell women want a redefinition of “national hero” to include those who have served the country, outside the confines of the liberation struggle. The conferment on hero status should not be the privilege of any one political party but an independent body should be created that adjudicates on this issue and confers status..
14. National days should be used for the Zimbabwean society community to showcase and share their different and diverse cultures.

13. Independent Commissions

Women demand that:

1. Women must be represented equally in any Independent Commissions created through the Constitution. 50% of the commissioners in any Independent Commission must be women
2. Parliament must be responsible for appointing an independent board to undertake appointments of commissions and adopt clear defined criteria for appointments. The positions of commissioners should be advertised allowing people to apply. Appointments should be based on merit and experience.
3. Each term of a commissioner is five years and the maximum should be two terms. Re-appointment should only be based on performance.
4. All terms of reference for all commissions must include gender equality and human rights issues in line with constitutional guarantees. This must apply to existing commissions and the ones proposed here.
5. An extensive land audit must be undertaken and women propose that the land which will be identified for reallocation be used to address outstanding issues of unequal access to land. This must include affirmative action to address past inequalities and imbalances on this matter.
6. Women are of the opinion placing the education under the public service commission results in the public commission being overwhelmed and that a separate Education Commission is therefore necessary.

Some of the issues women expect the Education Service commission to respond to are:

- a. Increase women participation in education decision making positions and ensure that there is equity in recruiting and promotional issues of teachers
 - b. Address the infrastructure and facilities in the education centres. Currently these are prohibitive to women. Accommodation and sanitation are some areas of focus in this instance.
7. Women also propose that a Public Health Commission be set up. This commission will be tasked with focusing and intervening on the following women specific health issues:
- (a) Facilitation of the delivery of quality health service particularly to the under-privileged women from a gender perspective.
 - (b) The commission must focus on women's rights to reproduction and sexual health, that is, women should have access to health whatever their status in society.
8. Women want Equal Opportunities/ Gender Commissions to be set up. This commission is about human rights, equal opportunities and equal outcomes. The commission is expected to
- (a) Ensure that gender equality is provided for in the Bill of Rights.
 - (b) Ensure that there is no discrimination based on sex gender, disability or any other diversity issues.
 - (c) Hear individual complaints relating to violation of women's human rights and investigate also on its own initiative.
 - (d) Conduct research on laws and practices and make recommendations on such that eliminate gender discrimination, e.g. research on gender perspective of land reform.
 - (e) Be an advisory board on public and private institutions to ensure they take steps to address gender equality.
- (f) Recommend affirmative action where there is obvious gender inequality.

14. Transitional Justice and National Healing

Women demand that:

In order to achieve transitional justice governments should create effective frameworks for truth telling, communication, restitution and reconciliation.

1. Restoration of Citizen Security

National healing should ensure that there is a non partisan, independent, impartial police force and judiciary, that the army is not used against civil forces and that the State is demilitarised the chiefs in the villages carry out their functions in a non partisan manner and that the youth militias are not used as a reserve force against civilians.

Fundamental human rights such as freedom of expression and assembly are upheld, There must be a true restoration of the rule of law and clear and accountable systems of accountability and transparency..

Peace education should be made a priority and established in communities in partnership with civil society to promote co- existence and sustainable peace.

2. Truth telling

Truth telling is a prerequisite if healing is to be achieved. The atrocities must be exposed as the reports have been withheld from the public. Reports such as the Catholic Commission for Justice on the Matabeleland atrocities would need to be published together with other similar reports.

3. Justice

Justice must take place. Perpetrators must be made to face the wrath of the law. UN Security Council Resolution 1325 calls upon States parties to end impunity and prosecute those responsible for genocide, crimes against humanity war crimes including those relating to sexual and other violence.

Women demand that there be no blanket amnesty for atrocities that were committed (taking into account command responsibility) particularly in cases such as rape and other sexual offences targeting women be exempted from amnesty as provided for in UN Security Council Resolution 1820.

Prosecutions should be based on concepts of gender sensitivity carried out by experienced gender sensitive personnel and there must be a fair gender representation within the judiciary.

Prosecutions must guarantee witness protection to prevent backlash and in addition a functional victim friendly unit must be in place to prosecute cases involving female victims particularly where sexual cases are concerned.

Public apologies where possible must be made by officials as acknowledgements of the wrongs done. As a matter of principle individuals who have committed human rights atrocities must be disqualified from holding public office or participating in the new government.

4. Reparations

Reparations must be alive to women's particular concerns and must provide for

reparations for the loss of a bread winner through payment of school fees and include other compensation that can strengthen livelihoods for victims such as vocational training. In addition, female victims who require medical assistance such as anti-retrovirals for rape victims should be assisted to secure these free of charge.

5. Reintegration

Victims and perpetrators must be provided with psycho-social support particularly to female victims who were exposed to sexual violence. Psychological support should be given to children who witnessed violence to eliminate trauma.

6. Creating conditions for lasting peace

The right to peace and peaceful existence must be enshrined in the Constitution. Transitional justice should seek to achieve reconciliation.

Peace education must be introduced in community levels.

Mechanisms should be put in place to address gender based violence and promote gender equality. Domestic courts and tribunals that are fully capacitated to prosecute gender based crimes to prevent impunity for gender based crimes.

Acronyms

AIPPA	Access to Information and Protection of Privacy Act
BSA	Broadcasting Services Act
CEDAW	The Convention on The Elimination of All forms of Discrimination Against Women
ESAP	Economic Structural Adjustment Programme
FPTP	First Past the Post
ICC	International Crime Court
ILO	International Labour Organisation
MDC	Movement for Democratic Change
NCA	National Constitutional Assembly
POSA	Public Order and Security Act
PR	Proportional Representation
UN	United Nations
ZANU (PF)	Zimbabwe African Nation Union (Patriotic Front)