



**Zimbabwe  
United  
Nations  
Development  
Assistance  
Framework  
2007–2011**

**Zimbabwe  
United Nations  
Development  
Assistance  
Framework**

**2007–2011**

**Produced under the auspices of the  
Office of the Zimbabwe Resident Co-ordinator**

**Harare, 2006**

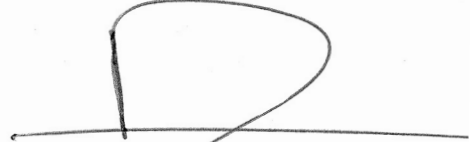
## Declaration by the United Nations Country Team in Zimbabwe

We the undersigned, members of the United Nations Country Team (UNCT) in Zimbabwe, pledge our commitment to contributing to the realization of the Millennium Development Goals in Zimbabwe under the leadership of the Government of Zimbabwe.

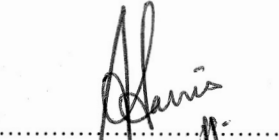
In pursuit of that endeavor, the UNCT will be guided by the principles and ideals of the United Nations as well as other national aspirations and commitments of Zimbabwe as a member of the international community.



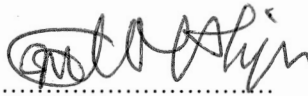
Agostinho Zacarias  
**UN Resident and  
Humanitarian Coordinator**



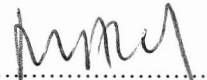
For GoZ  
Dr Ray Clinton Ndhulukula  
**Deputy Chief Secretary in the  
Office of the President and  
Cabinet**



Geoffrey Mrema  
**FAO**



Tayo Fashoyin  
**ILO**



Mohammed Abdiker  
**IOM**



Marcelino Tayob  
**ITU**



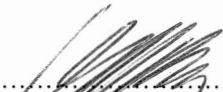
Bernard Mooka  
**UNDP**



Juma Shabani  
**UNESCO**



Dr Bruce Campbell  
**UNFPA**



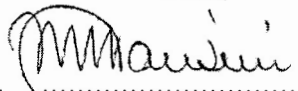
Essan Niangoran  
**UNFPA CST**



Girma Gebre Kristos  
**UNHCR**




Dr Festo P. Kavishe  
**UNICEF**



Nomcebo Manzini  
**UNIFEM**



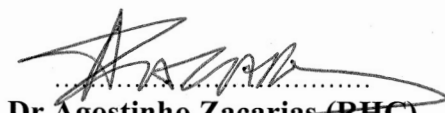
Gladys Mutyavaviri  
**UPU**



Kevin Farrell  
**WFP**



Dr Everist Kizito Njelesani  
**WHO**



**Dr Agostinho Zacarias (RHC)**

*UN Resident and Humanitarian Coordinator on behalf of:*

*International Atomic Energy Agency (IAEA), International Civil Aviation Organization (ICAO), International Fund for Agricultural Development (IFAD), Office for the Coordination of Humanitarian Affairs (OCHA), United Nations Joint Programme on HIV/AIDS (UNAIDS), United Nations Drugs Control Programme (UNDCP), United Nations Environment Programme (UNEP), UNHABITAT, United Nations Information Centre (UNIC), United Nations Industrial Development Organization (UNIDO), World Meteorological Organization (UN WMO)*

# Contents

Foreword .....	iv
Executive Summary .....	vi
<b>1. Introduction .....</b>	<b>1</b>
<b>2. Results Matrices .....</b>	<b>9</b>
Overview .....	9
Outcome 1 Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS .....	16
Outcome 2 Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015 .....	20
Outcome 3 Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights.....	23
Outcome 4 Reduced negative social, economic, political, cultural and religious practices that sustain gender disparity .....	26
Outcome 5 Improved access to quality and equitable basic social services .....	28
Outcome 6 Improved food security and sustainable management of natural resources and the environment.....	32
<b>3. Monitoring and Evaluation .....</b>	<b>35</b>
Overview .....	35
Outcome 1 Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS .....	36
Outcome 2 Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015 .....	44
Outcome 3 Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights .....	51
Outcome 4 Reduced negative social, economic, political, cultural and religious practices that sustain gender disparity .....	55
Outcome 5 Improved access to quality and equitable basic social services .....	58
Outcome 6 Improved food security and sustainable management of natural resources and the environment.....	63
Draft Monitoring and Evaluation Programme Cycle Calendar.....	70
List of acronyms used .....	71

# Foreword

## Introduction

The Zimbabwe United Nations Development Assistance Framework (ZUNDAF) 2007–2011 was formulated by the Government of Zimbabwe (GoZ) and the United Nations Country Team (UNCT), thereby paving the way for the Country Programme Documents (CPDs) for UNDP, UNICEF and UNFPA to be approved by their respective UN Executive Boards in September 2006. This means that we now have to focus our attention on the implementation of the ZUNDAF projects and programmes from 2007 until the end of the cycle in 2011.

## ZUNDAF Planning Process

The ZUNDAF document is a strategic-planning instrument that identifies national priorities for the Government of Zimbabwe which will benefit in terms of financial and technical assistance from the UN and indeed from other co-operating partners.

The ZUNDAF planning process was undertaken jointly by the GoZ and the UNCT, with the former providing the necessary leadership and co-ordination while the latter co-ordinated the UN Development Agencies and other co-operating parties.

The planning process revolved around the Millennium Development Goals (MDGs) which were launched by His Excellency the President of Zimbabwe, Cde R.G. Mugabe, on 11 September 2005.

In order to facilitate the planning, focus was placed on six major themes that characterize the main elements of the country's developmental thrust, namely:

1. HIV and AIDs
2. Population and Basic Social Services
3. Agriculture, Land and Environment
4. Poverty, Economy and Employment
5. Governance and Human Rights
6. Gender

Relevant Heads of Ministries/Permanent Secretaries were responsible for co-chairing the Thematic Groups with their UN counterparts, UN Heads of Agencies.

A number of workshops to brainstorm and develop a consolidated document were organized, culminating in a consultative GoZ/UNCT workshop and the ZUNDAF Joint Strategy Meeting (JSM), chaired by the Chief Secretary to the President and Cabinet and the United Nations Resident Co-ordinator. The JSM was held between Heads of Ministries and Heads of UN Agencies in June 2006 to jointly analyse and finalize the ZUNDAF document, thereby facilitating the submission of CPDs to the UN Headquarters for approval.

To ensure that the programme achieves desired results, the Government infused the Integrated Results-Based Management (RBM) system which had been adopted in 2005. This entailed the training of government and UN officials in RBM, the UN Harmonized Approaches to Cash Transfer (HACT) and other results-oriented approaches.

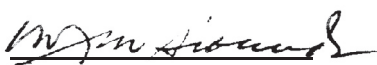
## **Implementation of the Programme**

Now that the ZUNDAF planning process has been finalized and the accompanying CPDs approved by the UN Executive Boards, this publication will guide the UNCT in their development interventions and government Ministries and departments in the implementation of their work plans in the various sectors.

Our focus should now be on developing ZUNDAF harmonized Annual Work Plans. These Work Plans are to be co-ordinated by the Office of the President and Cabinet, working jointly with the UNCT through the Office of the UN Resident Co-ordinator.

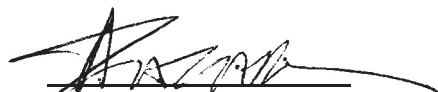
In conclusion, we would like to express our gratitude to all Heads of Ministries, particularly the thematic group chairpersons and Heads of UN agencies, for actively participating in the ZUNDAF 2007-2011 planning process. Staff in the Office of the President and Cabinet, as well as the UN Resident Co-ordinator, also deserve special commendation for a successful co-ordination role.

Let us all continue to work in partnership in the implementation of the programme to ensure its unequivocal success.



**Dr M. J. M. Sibanda**

Chief Secretary to the President and Cabinet



**Dr A. Zacarias**

UN Resident and Humanitarian Co-ordinator

# Executive Summary

## 1. Introduction

This Zimbabwe United Nations Development Assistance Framework (ZUNDAF) covering the 2007–2011 cycle is a product of a broad consultative exercise involving the Government of Zimbabwe (GoZ) and partners. The basis of analysis was the *Zimbabwe Millennium Development Goals [MDG] 2004 Progress Report*, supported by other sectoral analyses. That *Report* prioritizes MDGs 1, 3 and 6 to guide UNCT interventions. The Millennium Declaration (2000) and the MDGs also informed the development of the ZUNDAF Results Matrix. Six ZUNDAF outcome areas were identified as appropriate within the development context of Zimbabwe as follows:

- Outcome 1: Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS.
- Outcome 2: Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015.
- Outcome 3: Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process, and protection of human rights.
- Outcome 4: Reduction in the negative social, economic, political, cultural and religious practices that sustain gender disparity.
- Outcome 5: Improved access to good-quality and equitable basic social services.
- Outcome 6: Improved food security and sustainable management of natural resources and the environment.

### Development Context, Status and Trends

In the last six years, Zimbabwe has experienced a number of political, socio-economic and development challenges, owing to both internal and external dynamics. Among these are recurrent droughts, which have spawned food insecurity; strained relations with some members of the international community; reduction of aid flows; economic and other policy implementation constraints which have significantly contributed to a gradual decline of the economy. These challenges have been exacerbated by the HIV and AIDS pandemic, thus weakening the capacity of the country to deliver social services. In this regard, the proposed UN development interventions will pay special attention to humanitarian dimensions to facilitate recovery and to alleviate poverty, especially among the most vulnerable.

**Outcome 1:** The HIV and AIDS pandemic has affected all segments of society. However, the overall status of the HIV epidemic has slightly improved since 2000, decreasing to 20.1 % among adults aged 15–49. An estimated 20,000 persons have access to antiretroviral therapy, which is less than 10% of those eligible for treatment.

**Outcome 2:** Zimbabwe continues to pursue the poverty reduction agenda, but the continued economic downturn poses challenges that have worsened the country's poverty levels. It has, therefore, become imperative to address issues of an enabling environment for pro-poor economic growth. The UNCT will, upon request by GoZ, facilitate the implementation of initiatives towards the development of appropriate fiscal, monetary and structural policy issues for macro-economic stabilization.



**Outcome 3:** The GoZ and the UNCT have identified governance and human rights as a thematic area to facilitate the realization of good governance, upholding the rule of law and protection of human rights, in line with the Millennium Declaration.

**Outcome 4:** Significant progress has been made in the area of policy and legislation reform to address gender inequality, resulting in greater political representation of women and constitutional amendments to further guarantee implementation of affirmative action. Gender issues will be mainstreamed in all the ZUNDAF activities.

**Outcome 5:** Challenges exist in health and education. Shortages of essential drugs and equipment, particularly in public hospitals, have resulted in poor service delivery. School enrolment rates remain high for both boys and girls but attendance rates among school-age children appear to be dropping. Furthermore, a number of quality indicators reveal that the education sector is under stress.

**Outcome 6:** Agriculture is an important social and economic sector, which contributes between 14–18 per cent of GDP and significant percentages in terms of exports and employment generation. The country is endowed with highly productive land, giving it a high development potential for agriculture. However, agricultural production has declined quite markedly over the past decade, especially in key food crops.

Zimbabwe is also endowed with a rich stock of natural resources which support the development of a diversified economy, thus enabling the country to address social development issues. However, there are environmental challenges to be addressed to reduce resource over exploitation.

## **2. Results Matrices**

**Outcome 1:** In line with the principles of the “three ones” as well as the emerging commitment to Universal Access, the UNCT will focus on prevention, treatment and care services, mitigation and effective management.

**Outcome 2:** The UNCT will support Government efforts towards sustained broad-based economic growth and development; reduction of poverty and hunger; strengthening information systems; mainstreaming population, gender and HIV and AIDS in development, including decent employment generation, entrepreneurship development and infrastructure development.

**Outcome 3:** Implementation of the governance and human rights issues will be guided by principles of rights-based approaches such as non-discrimination and equality of all, meaningful participation, universality of human rights and accountability.

**Outcome 4:** The UNCT will assist Government in the development of an institutional home for gender issues, including support in terms of human and financial resources and engendered budgets for gender programmes. Support to the development of a National Plan of Action to guide implementation GoZ policy is envisaged.

**Outcome 5:** Special attention will be given to the health system, in particular quality maternal and child health services, as well as general support for policy development,



procurement and systems strengthening. The UNCT will contribute to the Government's capacity towards development and implementation of requisite national policies and strategies, and assist in legal and institutional reforms. At the community level, vulnerable households will receive attention to promote sustainable livelihoods.

**Outcome 6:** The attainment of food security is a national priority which requires that some of the following measures be taken: provision of incentive structures for agriculture and timely inputs, as well as ready access to credit and extension services, and the development of infrastructure. To complement efforts in agriculture, sustainable environmental practices need to be promoted by, for example, reducing incidences of veld fires, curbing environmental damage, and minimizing pollution.

#### **Cross-cutting issues**

HIV and AIDS, gender, governance and human rights are cross-cutting issues which will be addressed at all levels of the ZUNDAF process.

#### **Implementation of the ZUNDAF**

Guided by the principles of UN reform, the UNCT will utilize the TG approach and explore joint programmes where possible as well as collaborative approaches. Joint biannual and annual GoZ/UNCT reviews will be held to assess the continued relevance of the expected results.

### **3. Monitoring and Evaluation**

The success of the ZUNDAF depends on a strong monitoring and evaluation plan. The Data for Development Working Group will play an important role in ensuring the monitoring and evaluation activities throughout the UNDAF cycle, as elaborated in the M&E section.

# 1. Introduction

This Zimbabwe United Nations Development Assistance Framework (ZUNDAF) covering the 2007–2011 cycle is the product of a broad collaborative and consultative exercise involving the Government of Zimbabwe (GoZ), the United Nations Country Team (UNCT) including non-resident UN agencies, international development partners and civil society organizations (CSOs). The 2007–2011 ZUNDAF is the successor to the first ZUNDAF 2000–2004, as no ZUNDAF 2005–2009 could be prepared because there was no convergence of views over the situation analysis contained in the draft Common Country Assessment (CCA).

For the period 2005–2006, two-year bridging programmes of the Executive Committee (Excom) agencies were operational, following delays in the production of a new ZUNDAF. The two-year bridging programmes were developed while consultations on the way forward continued. Towards the end of 2005, the GoZ and UNCT agreed to resume the ZUNDAF process guided by the *Zimbabwe Millennium Development Goals [MDG] 2004 Progress Report* as the foundation of the ZUNDAF,<sup>1</sup> supported by sectoral analysis of other development partners including International Financial Institutions (IFIs), UNCT and UN agency mid-term reviews and government publications. Comparative advantages of the UN agencies guided the UN priority areas. The MDG report underscores MDGs 1, 3 and 6 – namely, ‘Eradicate Extreme Poverty and Hunger’, ‘Promote Gender Equality and Empower Women’, and ‘Combat HIV and AIDS, Malaria and Other Diseases’, respectively – as the Government’s priority areas to guide UNCT interventions in the next ZUNDAF cycle. The Millennium Declaration, the MDGs in general, and the Zimbabwe MDG targets in particular, informed the development of the ZUNDAF results matrix.

Joint GoZ/UNCT Thematic Groups (TGs) also conducted research into the status and trends and development contexts in their respective thematic areas in the six ZUNDAF outcome areas identified. Of particular note were the inextricable interlinkages across all MDGs. This presented a particular challenge of prioritization for the UNCT. The matrices were thus developed within the context of possible priority areas with a focus on cross-cutting issues. UN and Government officials were trained in Results-Based Management principles, Rights-Based Approaches to Development, and mainstreaming cross-cutting issues. The process also benefited from both Government and UN legal and human rights experts with an eye for rights-based development approaches. The Thematic Group on Governance and Human Rights will continuously play a critical role in ensuring the mainstreaming of human rights in the proposed areas of intervention.

Six ZUNDAF outcome areas were identified as appropriate within the development context of Zimbabwe as follows:

- Outcome 1: Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS.
- Outcome 2: Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015.
- Outcome 3: Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights.

<sup>1</sup> Zimbabwe. *Zimbabwe Millennium Development Goals: 2004 Progress Report* (Harare, 2004).

- Outcome 4: Reduction in the negative social, economic, political, cultural and religious practices that sustain gender disparity.
- Outcome 5: Improved access to good-quality and equitable basic social services.
- Outcome 6: Improved food security and sustainable management of natural resources and the environment.

These outcomes will be comprehensively reviewed during the lifetime of the ZUNDAF, through the annual review process.

## **Development Context, Status and Trends**

The ZUNDAF is situated within the current development context of Zimbabwe and will continue to remain relevant as a prevailing framework. In the last six years, Zimbabwe has experienced a number of political, socio-economic and development challenges, owing to both internal and external dynamics. Among these are recurrent droughts, which have spawned food insecurity; strained relations with some members of the international community; reduction of aid inflows; economic and other policy implementation constraints which have significantly contributed to a gradual decline of the economy. The decline has been characterized by hyper-inflationary pressures, high unemployment, and shortages of basic goods and foreign currency. This situation has been exacerbated by the HIV and AIDS pandemic, and loss of skilled labour to the diaspora. This has further weakened the capacity of the country to deliver social services, especially to the most vulnerable segments of the population. Furthermore, foreign-currency shortages and the continued economic decline have constrained the capacity of GoZ to maintain basic infrastructures, particularly in the health and education sectors.

Zimbabwe has experienced drought-induced food shortages that have required assistance targeted at the most vulnerable groups. It is imperative to shift emphasis from relief to recovery by building capacity at household, community and national levels in order to rebuild livelihoods and ensure sustainable development. Proposed development interventions will pay special attention to humanitarian dimensions where it is required to facilitate recovery. The GoZ will work in close consultation and co-ordination with UNCT institutions to alleviate poverty among the most vulnerable.

### **ZUNDAF Outcome 1**

The HIV and AIDS pandemic as a cross-cutting issue has affected all segments of Zimbabwean society. However, the overall status of the HIV epidemic has improved slightly since 2000. HIV prevalence has decreased over the past five years and now stands at 20.1% among adults aged 15–49. The decline in prevalence is partially due to a decline in new infections, which in turn reflects behavioural change, which is believed to have started in the mid-1990s. Condom distribution has increased from around 20 million in 1990 to 80 million in 2005, and the mean number of sexual partners has decreased. However, the number of new infections was still 160,000 in 2005.<sup>2</sup> HIV-related mortality has stabilized at a high level. In 2005, 140,000 adults (aged 15–49) and 29,000 children died from AIDS.<sup>3</sup> An estimated 20,000 people have access to antiretroviral therapy, which is less than 10%

<sup>2</sup> UNFPA, ZNFPC, PSI. Condom reference paper. (Harare, 2005.)

<sup>3</sup> Zimbabwe. Ministry of Health and Child Welfare. *Zimbabwe National HIV/AIDS Estimates: Preliminary Report* (Harare, 2005), p. 9/10.

of those eligible for treatment. In 2005, there were an estimated 1,050,000 AIDS orphans (aged 0-14) in Zimbabwe, and demographic analysis indicates that the number of orphans is still expected to rise – especially the number of double orphans, who are a particularly vulnerable group.<sup>4</sup> Zimbabwe has for many years been excluded from the Global Fund on HIV and AIDS and has had to fall back on the national Aids Levy. Access to the Global Fund commenced only in 2005.

## **ZUNDAF Outcome 2**

Zimbabwe continues to pursue the poverty-reduction agenda as enunciated in the *Zimbabwe MDG Progress Report 2004* and the *Macroeconomic Policy Framework, 2005–2006*.<sup>5</sup> Since 2000, the country has continued to experience an economic downturn, and the decline in GDP has had an impact on all sectors. This has been reflected in power and fuel shortages, shortages of critical raw materials, a shrinking industrial base, declining agricultural output, rising unemployment and emergence of parallel market activities. These persistent economic difficulties have worsened the country's poverty levels. The 2003 *Poverty Assessment Study Survey* indicated that 58% of the Zimbabwean population lived below the Food Poverty Line (FPL), rising from 29% in 1995.<sup>6</sup> Similarly, while 55% of the population fell below the Total Consumption Poverty Line (TCPL) in 1995, the level rose to 72% in 2003.<sup>7</sup> Zimbabwe's human poverty, as measured by the Human Poverty Index (HPI), increased by 38.6% from 23.9% in 1995 to 33.1% in 2003.<sup>8</sup> The poverty challenge is compounded by persistent droughts, floods, and the raging HIV and AIDS pandemic and sanctions. The intricate HIV and AIDS, gender-equality and poverty nexus is one of the greatest development challenges facing the country.

The economic downturn experienced in the country requires concerted efforts to address issues of an enabling environment for pro-poor economic growth. The UNCT takes note of the ongoing dialogue between the Government of Zimbabwe and the IMF in search of sustainable and comprehensive measures aimed at addressing macroeconomic issues.<sup>9</sup> The UNCT will, upon request by GoZ, facilitate the implementation of initiatives towards the development of appropriate fiscal, monetary and structural policies. Issues requiring particular attention, as identified in the ZUNDAF process, are: employment creation, including a decent-employment agenda; social protection and security systems; mainstreaming population, gender and HIV and AIDS into policies and strategies; strengthening statistical systems; integrating humanitarian assistance in development; and broadening the consultative process in policy formulation and implementation – all of which will have much greater effect when macroeconomic stabilization has been achieved.

Regarding gender dimensions, gender disaggregation of the poverty data indicated that 68% of female-headed households were living below the Total Consumption Poverty Line as compared to 60% of male-headed households. This can be attributed to a combination

<sup>4</sup> A double orphan is a child (below the age of 18) who has lost both parents.

<sup>5</sup> Zimbabwe. *Macroeconomic Policy Framework, 2005–6: Towards Sustained Economic Growth* (Harare, November 2004).

<sup>6</sup> Food Poverty Line: The level of income at which people are able to meet their *basic food* needs.

<sup>7</sup> Total Consumption Poverty Line: The level of income at which people are able to meet their *basic food and non-food* needs.

<sup>8</sup> The Human Poverty Index (HPI) is a composite measure of welfare deprivation as measured by lack of access to health, education and safe water.

<sup>9</sup> For further information, please refer to the IMF's Executive Board concluding public information notice issued on 4 October 2005 with regard to the 2005 Article IV consultation with Zimbabwe.

of factors that include: women's lower level of education, their limited access to means of production such as land and agricultural inputs, and inheritance practices that disadvantage women.

### **ZUNDAF Outcome 3**

The GoZ and UNCT have identified governance and human rights as a thematic area to facilitate the realization of good governance, upholding the rule of law and protection of human rights in Zimbabwe, in line with the Millennium Declaration 2000.<sup>10</sup>

#### **Status of Governance and Human Rights**

The upholding of the separation of powers among the Executive, the Judiciary and the Legislature is an attribute and barometer of the attainment of good governance and protection of human rights as enshrined in the Constitution of Zimbabwe. However, differences of interpretations, views and perceptions on issues such as democracy, good governance and human rights continue to affect the image of the country.

It is recognized that issues of efficiency, effectiveness, transparency and accountability in the public sector lie at the heart of good governance. In 2003/4, the GoZ took a bold step to shift from traditional civil service reforms by adopting an integrated Results-Based Management (RBM) system.

Over the years, the legislature has demonstrated increased yearning for effective capacity and efficiency in its legislative, representational and oversight roles, as has been evident in parliamentary debates. These efforts have seen the Parliament of Zimbabwe (PoZ) enacting legislation that promotes, among other things, child rights, gender equality, and economic empowerment, including the domestication of human-rights instruments. Parliament has also amended the electoral laws in conformity to the Principles and Guidelines of the Southern African Development Community (SADC). As a result, the Government has established the Zimbabwe Electoral Commission, a single institution for the supervision and management of elections. However, the institution requires capacity-building to enable its members to run elections in a way that conforms to the SADC Principles and Guidelines.

There has been an improvement in access to justice, witnessed by an increase in the number of judges appointed to the Labour Court, the High Court and Supreme Court, and the decentralization of Labour Courts, the establishment of additional Magistrates' Courts, and the establishment of victim-friendly courts. Efforts will be exerted to mainstream human rights in all development interventions in keeping with provisions of the International Covenant on Economic, Social and Cultural Rights, particularly the Right to Development.<sup>11</sup> This will enable marginalized communities to assert their socio-economic rights in development.

#### **Ratification of Regional and International Human Rights Instruments**

Zimbabwe has ratified almost all key human rights instruments since attaining independence, thereby laying a foundation for the development of human rights jurisprudence in the country. Zimbabwe has also ratified the African Charter on Human and People's Rights and the African Charter on the Rights and Welfare of the Child. Furthermore, the country has

<sup>10</sup> United Nations. *Millennium Declaration*. United Nations General Assembly Resolution, A/RES/55/2 (New York, September 2000).

<sup>11</sup> United Nations. *International Covenant on Civil and Political Rights*. United Nations General Assembly Resolution, 2200A(XXI) (New York, December 1966).

also ratified the eight core human-rights International Labour Conventions. The country continues to face challenges that require technical assistance in meeting its reporting and implementing obligations.

Institutional and systemic weaknesses in public administration have compromised concerted efforts of GoZ in its development initiatives. This is not only making the development efforts of Government more difficult but also results in a lot of inefficiencies and the waste of valuable financial and non-financial resources. Limitations of capacity in the legislature continue to hinder the PoZ from carrying out its oversight, representational and legislative mandate effectively. Parliament's budgetary allocation does not meet all its financial and human-resource obligations, limiting its effectiveness in consultative and law-making processes.

The administration of justice is hampered by obsolete court equipment, limited access to resource materials, budgetary constraints, and high staff turnover, among other things. Therefore, the access of poor and vulnerable groups to justice is being constrained by prohibitive legal costs, inadequate public legal aid, and the geographical spread of the courts. As a consequence, the Judiciary is often criticized for having a backlog of cases. Both the Supreme Court and the Ombudsman's Office are independent institutions that handle cases of alleged violations of human rights; however, the Office of the Ombudsman has limited capacity. GoZ is moving towards the establishment of a separate institution for human rights. The status of ratification of human rights instruments reflects outstanding areas that need attention as regards ratification, domestication and implementation. Insufficient capacity has resulted, for example, in delays in the submission of state-party reports.

#### **ZUNDAF Outcome 4**

Significant progress has been made in the area of policy and legislation reform to address gender inequality. Examples of such achievements are constitutional amendments to further guarantee implementation of affirmative action in all national programmes for the benefit of previously excluded groups of people such as women and children. Further, there has been a significant increase in the number of women in Parliament (Lower House) from 10% in 2000 to 16% in 2005, and there is 31% representation in the Senate (Upper House) mainly due to the implementation of the quota system.<sup>12</sup>

The legal, socio-economic and political status of women has remained relatively low, regardless of ongoing efforts to address it. Most women still do not have control over their sexual and reproductive health, do not have access to and control over productive economic resources, and still lack education and access to information, which are key to their empowerment. In addition, the representation of women in key decision-making positions in both the public and private sector remain very low. For instance, in 2003 the representation of women was 1 out of the 8 Provincial Governors and 3 out of the 21 Cabinet Ministers.<sup>13</sup>

<sup>12</sup> Southern African Development Community. *Declaration on Gender and Development: A Declaration by Heads of State or Government of the Southern African Development Community (SADC)*. Adopted by SADC Council of Ministers, February 1997.

Article H(ii) - "Ensuring the equal representation of women and men in the decision making of Member States and SADC structures at all levels, and the achievement of at least thirty percent target of women in political and decision making structures by year 2005".

<sup>13</sup> Zimbabwe. *Zimbabwe Millennium Development Goals: 2004 Progress Report*, p. 30.



Gender-based violence (GBV), particularly violence against women, in all its forms remains a challenge in Zimbabwe and is sustained by prevailing negative socio-cultural practices, attitudes, values, norms and beliefs, such as, polygamy, early marriages, rape, widow-inheritance and property-grabbing. GBV data-collection mechanisms have been put in place to monitor its prevalence. Anecdotal evidence from media reports and studies have shown that 95% of the survivors of gender-based violence are women and girls, while 99% of the perpetrators are men.

Although gender issues will be mainstreamed in all the ZUNDAF activities, it was recognized that a stand-alone Gender Thematic Group would be necessary for an oversight role in mainstreaming gender. A careful analysis of the gender dimensions also revealed three main outcome areas requiring a specific gender focus for a dedicated Thematic Group approach.

## **ZUNDAF Outcome 5**

The health and education sectors face a number of challenges. In the health sector, there are shortages of essential drugs and equipment, particularly in public hospitals; this has resulted in poor service delivery. Life expectancy at birth for males decreased from 58 to 43 years between 1992 and 2002, while for females it decreased from 62 to 46 years over the same period.<sup>14</sup> Between 1994 and 1999, infant and under-five mortality rates rose from 52.8 to 65 per 1,000 live births, and from 77.1 to 102.1 per 1,000 live births, respectively. The maternal mortality ratio, a measure of the robustness of the health services, deteriorated from 385 per 100,000 live births in 1984 to 695 per 100,000 live births in the period 1995–1999.<sup>15</sup> The number of births attended by skilled personnel (doctor and nurse) have fallen from 72.5% in 1999 to 67% in 2003. An increase in home deliveries has also been observed.<sup>16</sup>

The increase in the disease burden is manifested in the high prevalence of HIV and AIDS, like other countries in the region, and a resurgence of epidemics of malaria, cholera, dysentery and tuberculosis. Declining infrastructure and public expenditures, combined with a high attrition of human resources, have severely eroded public-health and education systems. Both sectors are currently characterized by shortages of essential supplies, reduced accessibility by the poor, low motivation of staff, and weakened planning and management capacities.

The health sector is the worst affected by the loss of skilled labour to the diaspora. For example, the vacancy rates for both doctors and nurses were reported by the Ministry of Health and Child Welfare to be at about 40% in 2003. This makes it difficult for the Government to maintain critical services, including outreach and response to epidemics. About a third of rural water-supply facilities are not functioning because of the breakdown of maintenance systems.

In education, school enrolment rates remain high at 97% in 2004 for both boys and girls.<sup>17</sup> However, attendance rates among school-age children appear to be falling. In 1999, 84%

<sup>14</sup> Zimbabwe. Central Statistical Office. *Census 2002 National Report* (Harare: CSO, 2004).

<sup>15</sup> Zimbabwe. Central Statistical Office. *Zimbabwe Demographic Health Survey, 1999* (Harare: CSO, 2000).

<sup>16</sup> Zimbabwe. Ministry of Health and Child Welfare/UNICEF/UNFPA. *Maternal and Neonatal Health Assessment, 2004* (Harare: unpublished report).

<sup>17</sup> Zimbabwe. Ministry of Education, Sports and Culture. *Primary and Secondary Education Statistics Report, 2000–2004* [Forthcoming.]



of children (aged 6–12) in rural Zimbabwe attended school compared to 77% in 2004.<sup>18</sup> Furthermore, a number of quality indicators indicate that the education sector is under stress. Primary-school completion rates have steadily declined since the late 1990s and were at 68% in 2004, while Grade 7 pass rates are at an all-time low of 40%. The textbook–pupil ratio was high, ranging between 1:6 and 1:10 in all subjects.<sup>19</sup> With regard to the education of the girl child, gender disparities in enrolment and completion have been reduced significantly.

Access to basic social services has been equally adversely affected by the general economic decline, and the UNCT has recognized the need to focus specifically on the education and health sectors. The country has experienced a high mortality rate, and the immediate causes identified are a combination of preventable diseases and malnutrition. The underlying causes are food insecurity, a high disease burden, and deteriorating social services.

## **ZUNDAF Outcome 6**

Agriculture is an important social and economic sector in Zimbabwe. It contributes between 14 and 18 per cent of GDP, over 40 per cent of national exports, 60 per cent of raw materials to agro-industries, provides livelihood to over 70 per cent of the population, and employs about one-third of the formal labour force. Zimbabwe's agricultural sector is buttressed by the country's rich natural resource endowment, including highly productive land, indigenous and exotic forests and other flora, surface and ground water, minerals, and terrestrial and aquatic fauna. All these suggest a high development potential for agriculture and other sectors.

However, Zimbabwe's agricultural production has declined quite markedly over the past decade, especially that of key food crops such as maize, wheat and sorghum. Likewise, the production of cash and export crops, such as tobacco, cotton and soyabeans, has also declined, weakening significantly the country's ability to earn adequate foreign exchange. During the past ten years, Zimbabwe, once called 'the bread basket' of the region, has moved from being a food-surplus-and-exporting nation to a food-deficit-and-importing country. The 2005 Zimbabwe Vulnerability Assessment (ZIMVAC) classified 300,000 households as being food insecure.

It is significant to note that the area under maize production, the country's main staple food, has remained more or less constant over the decade, at about 1.2 million hectares. Thus, the reduction in annual production has come from declining yields. Between 1995 and 2004, the average maize yield declined by 41%, falling from 0.85 metric tonnes per hectare to 0.5 metric tonnes per hectare. This decline in maize yields can be attributed to declining soil fertility, lower use of inputs such as fertilizer, recurring droughts, and a non-conducive macro- and sectoral policy environment for increasing agricultural production, especially for food crops.

Livestock production – which plays a major role in household food security especially in Midlands, Masvingo and Matabeleland North and South provinces – has also declined over

<sup>18</sup> *Zimbabwe Demographic Health Survey, 1999*; Ministry of Public Service, Labour and Social Welfare/ UNICEF, *Survey on Orphans and Other Vulnerable Children in Rural and Urban High Density Zimbabwe, 2004/2005* (Harare: unpublished report).

<sup>19</sup> *Primary and Secondary Education Statistics Report, 2000–2004*.

the years, especially since 2000. The number of cattle and goats fell from 6.2 million and 3.8 million in 2000 to 5.2 million and 3.3 million in 2005, respectively. The total livestock population has been adversely affected mainly by recurrent droughts and disease, coupled with changes in the land-ownership structure.

As mentioned above, Zimbabwe is endowed with a stock of natural resources that support the development of a diversified economy, thus enabling the country to address social-development issues. Although Government has launched a number of initiatives ranging from policy to community-based action programmes to correct the damage being done to the environment, growing poverty has led to the over-exploitation of these resources. This in turn has led to widespread deforestation, soil erosion, gully formation and siltation of watercourses, and the loss of biodiversity in plant and wildlife species, as there is a growing pressure on the land resource. Fresh-water supply is equally under threat, and the weakening water and sanitation infrastructure has contributed to an increase in the incidence of water-borne diseases such as cholera.

Inevitably, a reduction in agricultural production has been experienced. The situation is exacerbated by recurrent droughts, the impact of HIV and AIDS, and unstable macroeconomic conditions. Other environmental challenges being faced by the country include air pollution, water pollution and scarcity, climatic change and droughts, extinction of forest and wildlife species, and access to affordable energy resources amongst the rural poor. It is estimated that 23 per cent of the country's population has access to electricity, but because of production incapacities more households are relying on wood fuel for cooking and heating.

Zimbabwe's economy is heavily dependent on its natural resources, i.e. land for agriculture, forests, wildlife and aquatic life, as well as minerals, for the generation of employment, household incomes and foreign exchange. In 1999, these contributed about 63% to GDP.<sup>22</sup> Increased population pressure on the environment for the same resources has resulted in increasingly unsustainable use and management of the natural resources, leading to increased soil erosion and deforestation. In 2004 alone, Zimbabwe lost approximately 230,000ha of forest to 36 recorded veld-fire outbreaks.<sup>20</sup> These activities have exacerbated siltation and the loss of biodiversity, and have led to the over-exploitation and poor management of water resources. Recently, gold-panning activities have been on the increase, especially in Mashonaland Central, Manicaland, Midlands and Masvingo provinces.

Within the six broad outcome areas outlined above, the UNCT, in agreement with the Government of Zimbabwe, has set out priorities for UN intervention, as outlined in the matrices that follow.

<sup>20</sup> Zimbabwe. Forestry Commission, *Annual Report 2004*.

## 2. Results Matrices: Overview

### Outcome 1

#### **Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS.**

In line with the principles of the “three ones”,<sup>1</sup> as well as the emerging commitment to Universal Access, the UNCT will focus on prevention, treatment and care services, mitigation and effective management. Gender will be mainstreamed in all these areas of intervention, including the involvement of men in all initiatives.

The main UNCT strategies to achieve this ZUNDAF outcome will include: joint, parallel and collaborative approaches in the promotion of behaviour change; increased uptake of HIV prevention services; scaling up comprehensive support to the national Anti-Retroviral Therapy (ART) roll-out; increased access to basic social services; and other support for orphans, People Living with HIV and AIDS (PLWHA) and their families. The HIV and AIDS Thematic Group will be the main vehicle driving UNCT activities, with the assistance of UNAIDS as secretariat. The Team will also scale up resource mobilization and the World Bank will play an important role in this regard.

### Outcome 2

#### **Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015.**

To achieve this outcome, the UNCT will support GoZ efforts towards: sustained broad-based economic growth and development; reduction of the proportion of people in extreme and human and income poverty and hunger; strengthening strategic information systems for development planning, monitoring and evaluation; mainstreaming population, gender and HIV and AIDS dimensions in development; decent-employment generation and entrepreneurship development; and infrastructure development.

This will be guided by four lower-level outputs, as outlined below:

- *Strengthening national capacity to formulate, implement and monitor pro-poor policies through:* developing a Zimbabwe Economic Development Strategy (ZEDS); formulating and implementing pro-poor macroeconomic frameworks; formulating national budgets aligned to national priorities and the MDGs; and developing and implementing a National Social Protection Strategy (NSPS) to protect vulnerable groups.
- *Strengthening strategic information systems for development planning, implementation, monitoring and evaluation through:* strengthening the statistical capacity of national agencies responsible for data collection, analysis, reporting and dissemination; and enhance research and development information-sharing.

<sup>1</sup> UNAIDS. ‘Three Ones’ Key Principles: Co-ordination of National Responses to HIV/AIDS: Guiding Principles for National Authorities and their Partners. Conference Paper 1, Washington Consultation, 25 April 2004.

- *Strengthening broad-based and consultative national dialogue on key development issues through:* strengthening national forums that promote policy dialogue, e.g. at the levels of the Tripartite Negotiating Forum (TNF) and National Economic Consultative Forum (NECF) and through the MDG agenda.
- *Enhancing sustainable livelihoods and recovery through:* developing effective policies towards increased opportunities for decent employment; increasing SMEs and entrepreneurial activities; and implementing community recovery projects in selected vulnerable districts.

These interventions will be carried out within the context of the country's Implementation Plan of Action for the Ouagadougou Declaration.

For successful implementation, the UNCT will devote stern efforts to further strengthening its partnership with GoZ and fostering greater collaboration with NGOs and civil-society organizations. New partnerships will be built with the media and academia for the production and dissemination of key outputs such as the ZEDS, MDG annual reports, and the *National Human Development Report*. All these efforts will be supported mainly through joint planning and joint programmes wherever possible.

### **Outcome 3**

#### **Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights.**

Implementation of the governance and human rights issues will be guided by principles of rights-based approaches such as non-discrimination and equality of all, meaningful participation, the universality of human rights, and accountability.

The UNCT efforts will be focused on supporting the national fundamentals of good governance, protection of human rights and upholding of the rule of law. The UNCT will systematically adopt a human-rights-based approach in programming and provide technical assistance to the GoZ in respect of all areas of intervention as aforementioned. It will continue to advocate the ratification of and reporting on conventions and treaties. There is a need to enhance the capacity of GoZ to clear the backlog of reports, and to ratify, domesticate and implement outstanding key conventions. Further support will be rendered to strengthen dialogue institutions and processes so as to promote socio-economic policies and nation-building.

The Governance and Human Rights Thematic Group has deliberately identified the ZUNDAF co-operation areas as MDGs 1, 3 and 6. Gender and HIV and AIDS have a close relationship with governance systems, sustainable development and human rights issues. Gender and HIV and AIDS are governance and human rights issues as well, and the effects of the pandemic violate fundamental rights such as the right to health, food and education, and they increase inequalities – in particular, for the poor, women and children. Consequently, gender and HIV and AIDS issues are mainstreamed in the governance and human rights intervention.

## **Outcome 4**

### **Reduction in the negative social, economic, political, cultural and religious practices that sustain gender disparity.**

The UNCT will exert efforts to assist GoZ to mainstream and institutionalize gender in all sectors, and in the development of an institutional home for gender issues, including support in terms of human and financial resources and engendered budgets<sup>2</sup> for gender programmes. While a National Gender Policy that informs strategic interventions for achieving gender equality is in place, a National Plan of Action to guide implementation of the policy is yet to be developed. The UNCT will assist the GoZ in the development of such a plan. Constitutional challenges still remain as well – for example, the customary “claw back clause” that negates and makes void some of the gains that women would have registered under Section 23 of the national constitution.

Other challenges include domestication, application and regular systematic reporting on CEDAW<sup>3</sup> and other instruments that speak to women’s rights in Africa and the region, such as the Women’s Human Rights Protocol,<sup>4</sup> and the SADC Gender and Development Declaration together with its addendum on the Eradication of Violence against Women and Children.<sup>5</sup>

The widening gap in enrolment at all levels of education, poor-quality education, retention and completion, particularly of girls, orphans and vulnerable children, still remain largely as a result of teenage pregnancies, gender roles, a disproportionate burden of care and support for HIV family members, and the preferential treatment of boys in determining who should attend school in the face of high school fees. If the foundation for education on an equal gender basis is not put in place, the discrimination of women in a variety of economic, political and social spheres will continue.

Co-ordination efforts to eliminate gender-based violence are currently weak and need to be strengthened at all levels. Advocacy and lobbying efforts have been exerted towards the tabling of the Domestic Violence Bill and for the enactment of supportive laws to combat gender-based violence and to protect and safeguard women and girls from all forms of violence and abuse.

Furthermore, the poor economic base exposes women to risky behaviour, which increases their vulnerability to violence and HIV and AIDS. The challenge is to design and implement broad-based pro-poor and pro-women empowerment development strategies. The meaningful participation and equal representation of women in politics, decision-making and leadership positions is hindered by a number of factors. These include a weak supportive environment, delays in the implementation of policies regarding women’s participation, inadequate resources for campaigning, and limited educational opportunities for women, as well as low capacity and training in transformational leadership.

<sup>2</sup> A UN term for budgets that are sensitive to gender dimensions.

<sup>3</sup> United Nations. *Convention on the Elimination of All Forms of Discrimination against Women*. Adopted by the UN General Assembly, 18 December 1979, New York. Entered into force on 3 September 1981. <<http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>>

<sup>4</sup> African Union. *Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa*. Adopted by African Union assembly, 11 July 2003, Maputo. Entered into force on 25 November 2005. <[http://www.achpr.org/english/\\_info/women\\_en.html](http://www.achpr.org/english/_info/women_en.html)>

<sup>5</sup> Southern African Development Community. *The Prevention and Eradication of Violence Against Women and Children: An Addendum to the 1997 Declaration on Gender and Development By SADC Heads of State or Government*. 14 September 1998, Mauritius. <[http://www.sardc.net/widsaa/sgm/1999/sgm\\_eradviol.html](http://www.sardc.net/widsaa/sgm/1999/sgm_eradviol.html)>

The main strategies to be employed by the UNCT will include: advocacy and policy dialogue to support the implementation of commitments to gender equality; building sustainable action networks that bring women's organizations, the UN, Government and other organizations together to mainstream gender; strengthening the capacity of the national machinery to influence priorities, policies and programmes that affect women's and men's lives; and strengthening existing partnerships, as well as brokering new partnerships, especially with the private sector, in order to capitalize on the synergies and relationships so as to work collectively towards achieving women's rights and gender equality.

## **Outcome 5**

### **Improved access to good-quality and equitable basic social services.**

Special attention will be given to the health system, in particular to good-quality maternal and child health services, as well as to general support for policy development, procurement and systems strengthening. WHO, UNICEF and UNFPA will work with the MoHCW to strengthen the capacity of the health sector, particularly to: provide good-quality antenatal, essential obstetric and neo-natal care, provide preventive care programmes for health and nutrition, maintain and strengthen the Expanded Programme on Immunization (EPI) and malaria control, reproductive health, and improve commodity provision.

UNICEF and WHO will contribute to the promotion of universal access to safe water and basic sanitation, and will support the development and use of sound strategies and guidelines. They will also support GoZ in co-ordinating responses to water and sanitation issues in the country. UN Habitat, with a newly established country presence at the technical level, will facilitate the strengthening of the capacity of national authorities responsible for urban planning in the development of viable and sustainable social services in urban areas, including shelter.

UNESCO and UNICEF will support GoZ in providing access to education for all children, ensuring that orphans and vulnerable children are catered for, and that they complete their primary and secondary education with equity maintained among boys and girls. The Ministry of Education and the NAC will be supported in providing children of primary- and secondary-school age with the knowledge and skills to protect themselves from HIV and AIDS.

At the national level, the UNCT will contribute to the Government's capacity to develop and implement national policies and strategies, and will assist in legal and institutional reforms that ensure the delivery of critical basic social services. At the community level, support will be provided to GoZ to develop the capacity of vulnerable households and communities to reduce their vulnerability, and to promote their access to basic social services and sustainable livelihoods.



## **Outcome 6**

### **Improved food security and sustainable management of natural resources and the environment.**

The attainment of food security is a national priority, which the GoZ must address with urgency. At the same time, at the sectoral level, for Zimbabwe to meet household and national food security, the following key issues confronting the agricultural sector need attention:

- An inadequate incentive structure for agriculture, due in part to the lack of a more conducive policy environment;
- A weak institutional capacity on the part of public and private actors to deliver adequate and timely inputs and services to farmers and other participants in the agricultural sector, such as marketers and processors;
- The weak capacity of small and medium-scale farmers to access and utilize support services, such as credit, extension and improved technologies;
- An inadequate rural infrastructure, especially for irrigation, as well as an inadequate rural road network and market information system;
- Weak food and income safety nets for the most vulnerable, including female- and child-headed households, orphans, and those living with HIV and AIDS;
- Relatively high infection rates of HIV and AIDS, even though recent studies indicate a decline in the national prevalence rate.

Restoring Zimbabwe's food security at the national and household level is a priority that clearly requires a multi-dimensional, multi-stakeholder approach. In the context of ZUNDAF, the priority areas identified for development collaboration have been identified as: improving agricultural productivity and production, and thus rural livelihoods, income and food safety nets for the most vulnerable, and increasing awareness and enhancing the capacity of authorities to monitor and promote the sustainable use and management of natural resources.

Strategies required to increase agricultural productivity and production on sustainable levels as well as improving access to food by the most needy and vulnerable groups include, among others: improving the agricultural policy environment, beginning with a review of agricultural sector and drought mitigation policies; improved gender-sensitive agricultural services, including improving farmers' timely access and adequate supply of agricultural inputs; improving sustainable farming systems; improving farmers' access and security of land tenure; and reducing post-harvest losses and increasing farm income.

#### **Environment**

Sustainable food security and robust rural livelihoods depend on the sound use and management of environmental resources. In this regard, Zimbabwe faces the challenge of increasing the level of awareness about sustainable environmental practices, and to increase the capacity of authorities to monitor and manage natural resources at all levels (national, regional and community). The key issues that face the environment sector and which need attention are as follows:

- high incidences of veld fires that are causing severe damage to natural resources;
- severe environmental degradation due to rampant illegal gold-panning activities;
- high levels of pollution from industry, vehicles and households.



The UNCT will focus on strengthening the capacity of urban and rural authorities and institutions, with a particular focus on environmental policy implementation, environmental information analysis and management systems as major requirements for the achievement of sustainable development. In considering these key issues, gender and HIV and AIDS have become cross-cutting areas in environmental development. These are expected to guide programme implementation through mainstreaming gender into development programmes, ensuring a focus on poverty, HIV and AIDS, and gender in programme implementation.

Key strategies that will guide the environment sector include: improving the policy and institutional framework for energy, wildlife and the environment; support to environmental planning and management; establishment of an environmental information system; support to the implementation of Multilateral Environmental Agreements (MEAs), the Johannesburg Plan of Action and the Millennium Development Goals.

Effective environmental policy development, implementation, monitoring and evaluation will see the achievement of a sustainable use of the environment, resulting in the reduction of environmental degradation and an improvement in the livelihoods of many people.

### **Cross-cutting issues**

The UNCT recognized HIV and AIDS, gender, governance and human rights as cross-cutting issues to be addressed at all levels of the ZUNDAF process. For each outcome area, the Thematic Group will have the task of ensuring that cross-cutting issues are addressed. Agencies have also undertaken to check for internal consistencies in their own programmes to achieve the same level of inter-linkages at agency level.

## **Implementation of the ZUNDAF**

Guided by the principles of UN reform, UNCT will utilize the Thematic Group (TG) approach and explore joint programmes, where possible, as well as collaborative approaches. The UN reform agenda will continue to guide UNCT activities for the achievement of harmonized UN presence and procedures, including implementation of the Harmonized Approach to Cash Transfer (HACT) modality. Other UN reform measures as pronounced by the UN Development Group (UNDG) will also continue to guide Country Team activities, and these will be reflected in the annual work planning. Efforts will also be made to further identify initiatives for harmonized country-specific approaches.

Joint bi-annual GoZ/UNCT Thematic Group reviews will be held, leading to the ZUNDAF annual reviews. Annual reviews of this framework and Country Programme Documents will take place with the participation of all development partners, including donors and civil-society organizations to ensure their full support of these initiatives. The consultative process will be broadened and deepened with all development partners. These reviews will assess the continued relevance of the expected results, as defined in the ZUNDAF, and inform subsequent annual ZUNDAF work plans. The ZUNDAF Thematic Groups will continuously work together and explore opportunities for the further elimination of duplicate activities. They will also provide analysis for broad planning assumptions, risks and opportunities, and the continued relevance of ZUNDAF and Country Programme outcomes to national priorities and the broader country context. Such analysis will inform necessary revisions to the programme approach, cross-cutting strategies, partnerships and resource allocations. The consultative processes initiated in the preparation of the ZUNDAF will be further strengthened to ensure wide stakeholder participation, under the leadership of the government.

The success of the ZUNDAF depends on a strong Monitoring and Evaluation (M&E) plan, and the Data for Development Group will play an important role in ensuring these activities throughout the UNDAF cycle, as elaborated in the M&E section that follows. Rights indicators and benchmarks, most of which are also MDG indicators, will be developed for all the thematic areas. Lessons learnt from a joint programme to promote Zimbabwe Data for Development (ZIMDAT) and to strengthen the capacity of the GoZ Central Statistical Office will help to assess the effectiveness of the ZUNDAF as a tool towards the accomplishment of stated outcomes, as well as to enhance the results-based approaches to development interventions.

<b>National Priorities/Goals on HIV and AIDS, Malaria and Other Diseases</b>	1. Reduced number of new infections
	2. Increased access and utilization of treatment and cares services
	3. Increased support for individuals, families and communities infected and affected by HIV and AIDS
	4. Effective management of national HIV response (including resource mobilization)

## ZUNDAF Outcome 1

### Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS

#### Country Programme Outcome

#### 1.1 Increased adoption and maintenance of safer sexual behaviours, as well as increased utilization of HIV-prevention services

Country programme outputs	Role of partners	Resources
<b>1.1.1 Effective behavioural change promotion across sectors and at district as well as community level, including most-at-risk populations</b>	NAC and its decentralized structures: national and district BC strategies, NGOs, FBOs, Ministries of Education, Ministry of Youth, Ministry of Information, Ministry of Public Service, private sector, MoWAGCD, EMCOZ, ZCTU, ZBCA, public-sector work places	
1.1.1.1 ILO: Behavioural change promoted in the private sector including transport, mining, SMEs and others		ILO: \$230,000
1.1.1.2 IOM/UNIFEM: Behavioural change promoted among mobile populations; women and girls		IOM: \$5,000,000
1.1.1.3 UNESCO: Behavioural change mainstreamed (promotion) into HIV and AIDS policies and programmes in the higher and tertiary education sector		UNESCO: \$1,000,000
1.1.1.4 UNFPA: Operationalization of national behavioural change strategy supported, and comprehensive district-level behavioural change action plans developed and implemented		UNFPA: \$7,000,000
1.1.1.5 UNICEF: Increased availability of HIV and AIDS life-skills education for in- and out-of-school young people		UNICEF: \$7,000,000
<b>1.1.2 Increased coverage and utilization of high-quality, gender-sensitive and youth-friendly prevention services, including Testing and Counselling, PMTCT, condom programming and post-test support services</b>	MoHCW, PSI: Scaling up T&C.	
1.1.2.1 UNFPA: Increased availability and uptake of male and female condoms; increased availability and uptake of Testing and Counselling services, including strengthened post-test support	MoHCW, NGOs: Scaling up PMTCT.	UNFPA: \$4,000,000
1.1.2.2 UNICEF: Increased availability and uptake of PMTCT services	NAC, ZNFPC, Local Authorities, NGOs: youth-friendly services.	UNICEF: \$3,500,000
1.1.2.3 WHO: Capacity enhanced in development and Operationalization of health sector HIV-prevention service-delivery strategies	NAC, ZNFPC, PSI, Condom Programming.	WHO
<b>1.1.3 Reduce and mitigate vulnerability factors for HIV infection, such as gender inequality, stigma and mobility, and create an enabling environment for the adoption of safer sexual behavioural practices</b>	NAC: leadership and co-ordination, NGOs.	
1.1.3.1 ILO: Reduced stigma and increased sensitiveness to gender equality in the work place, including employment protection	ZNNP+: Advocacy, community mobilization,	ILO: \$150,000
1.1.3.2 ILO: Reduced spousal separation across sectors with high levels of mobility	Private sector, EMCOZ, ZCTU, ZBCA: public-sector work-places.	ILO: \$100,000
1.1.3.3 IOM: Specific methodologies and strategies targeting mobile populations and sex workers integrated into sectoral policies	PSC, Ministries of Transport, Mines: reduce spousal separation.	IOM: \$2,000,000
1.1.3.4 UNFPA: Development and implementation of national and district level strategies to reduce stigma and discrimination of women and PLWHA facilitated	Ministry of Gender, NAC, NGOs: gender strategies.	UNFPA: \$3,000,000
1.1.3.5 UNICEF: Strengthened capacity of communities to respond to gender, culture and HIV-related issues		UNICEF: \$3,000,000
1.1.3.6 UNAIDS: Support NAC in involving political, religious and traditional leaders		

<b>Country Programme Outcome</b>		
<b>1.2 Increased access to and utilization of comprehensive care and treatment service</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>1.2.1 Build human resources and institutional capacity to provide comprehensive care and treatment for both adults and children</b>	MoHCW, ZACH, NAC, Health Services Board, medical and nursing associations, other ministries: Co-ordination, leadership, policy guidance, resource mobilization, implementation	UNDP: \$3,000,000
1.2.1.1 IOM: mitigation of health worker migration; repatriation of health workers		IOM
1.2.1.2 UNDP: Increased availability and retention of health workers, filling gaps through volunteers		WHO
1.2.1.3 WHO: Strengthened institutional and human resources capacity of the health sector to provide comprehensive care and treatment		
<b>1.2.2 Roll out care and treatment services to all rural and urban areas</b>	Private sector, MoHCW, ZACH, JSI, NGOs others: Implementation, M&E, logistic support	
1.2.2.1 ILO: Treatment and care programme in private sector and insurance schemes expanded		ILO: \$150,000
1.2.2.2 WHO: National ART roll out plan updated and paediatric ART strategic rollout plan, guidelines and training material developed; site and district assessments and supervision and monitoring system supported		WHO
1.2.2.3 WFP: Coverage and provision of antiretroviral treatment (and PMTCT) through food supported nutrition intervention increased		WFP
1.2.2.4 UNICEF/WHO/UNAIDS: Support to operationalization and implementation of treatment and care components of Global Fund projects and ESP		UNICEF, WHO, UNAIDS
<b>1.2.3 Strengthen procurement, supply and logistics support systems, including local production of ARVs</b>	MoHCW, NAC, Natpharm, Crown Agents	
1.2.3.1 UNDP: Capacity for development of local ARV production strategies strengthened		UNDP: \$500,000
1.2.3.2 UNICEF: Capacity building of national partners to procure and manage supplies, facilitated procurement of ARVs as requested		UNICEF
1.2.3.3 WHO: Strengthen procurement, supply and logistics support systems		WHO
<b>1.2.4 Strengthen treatment literacy programme</b>	SAfAIDS, other NGOs, MoHCW and NAC	
1.2.4.1 ILO: Strengthened treatment literacy and counselling in the work place.		ILO: \$300,000
1.2.4.2 WHO: Strengthened treatment literacy programme including tools and implementation of best practices		WHO
1.2.4.3 UNICEF: Increased availability of IEC materials and IPC activities on ART, including paediatric treatment		UNICEF
<b>1.2.5 Improved quality of home based care and counselling for people living with HIV and AIDS</b>	NAC, Hospaz, Red Cross, other NGOs	
1.2.5.1 UNICEF: Support to development of guidelines, manuals and reference materials for CHBC and counselling programmes as well as capacity development of trainers; building capacity of young people to support CHBC programs; increased coverage and provision of quality Community Based Care and Counselling for infected and affected children and their families		
1.2.5.2 UNIFEM: Increased male involvement in HBC and Advocacy on unpaid care work		UNIFEM
1.2.5.3 WFP: Improved food security and nutritional status of HBC clients and households through food supported nutrition intervention; Increased capacity of HBC clients and households to continue engaging in household level food production		WFP
1.2.5.4 WHO: Guidance and strategic support for improved quality of home based care and counselling for people living with HIV and AIDS		WHO

<b>Country Programme Outcome</b>		
<b>1.3 Increased access to and utilization of comprehensive care and support for individuals, families and communities affected by HIV</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>1.3.1 Increased access to basic social services and other forms of support for OVCs (implementation of the NPA for OVCs)</b>	GoZ: • MoPSLSW/National secretariat/NAC co-ordinate and monitor implementation of the NPA for OVC • MoESC, access to e education for OVC • MoHCW, access to health, nutrition, etc., for OVC • MoHA/R-G's office, birth registration. NGOs/FBOs: Implementation of NPA for OVC	
1.3.1.1 UNICEF: Building capacity of national secretariat to co-ordinate and monitor implementation of NPA for OVC; support to NGO partners to implement and monitor NPA at community level		UNICEF: \$60,000,000
1.3.1.2 WFP: Enhanced enrolment, attendance and retention of - a greater number of OVCs in schools through food-supported nutrition intervention; increased capacity of OVC households to continue engaging in household-level food production		WFP
1.3.1.3 FAO: Support to enhancing agricultural skills for OVC and home and school gardens		FAO
<b>1.3.2 Increased access to basic social services and other forms of support for PLWA, affected families and communities</b>	GoZ: • Ministry of Agriculture, improve agricultural practices, input supply • Ministry of Youth and Gender, support for income generation activities • Ministry of SMEs, promotion of informal economy opportunities ZNNP+, community-based organizations, humanitarian NGOs	
1.3.2.1 FAO: Enhanced national capacity to develop and operationalize HIV strategy for Ministry of Agriculture (MoA) (developed and operationalized); strengthened land and property rights of women; small-stock raising for improved nutrition, support to enhancing agricultural knowledge, practices and skills		FAO
1.3.2.2 ILO: Skills development of SMEs involving AIDS infected families and individuals		ILO: 160,000
1.3.2.3 IOM: Mitigate impact of migration among households affected by AIDS		IOM
1.3.2.4 WFP: Enhanced school enrolment, attendance and retention through school feeding programme		WFP
1.3.2.5 UNIFEM: Increased availability of income-generation projects for women		UNIFEM
1.3.2.6 UNDP: Support capacity development in the social sector to support affected families and communities	UNDP: \$1,000,000	

<b>Country Programme Outcome</b>		
<b>1.4 Effective management of the national response in the context of the three ones including advocacy and resource mobilization</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>1.4.1 Active involvement of new key actors such as Ministries, Reserve Bank of Zimbabwe, Private Sector in national response</b>	NAC: Co-ordination of the entire response Public Service Commission. Co-ordination of line ministries' work place programmes. Ministries, private sector co-ordination: EMCOZ, ZCTU, ZBCA, public-sector work places, mainstreaming and co-ordination of sector responses, Reserve Bank	
1.4.1.1 ILO: Strengthened capacity of the private-sector leadership in addressing HIV and AIDS in the workplace through policy development and support as well as resource leveraging		ILO: \$150,000
1.4.1.2 UNAIDS: Development and implementation of advocacy strategies for multi-sectoral involvement and leadership relating to HIV and AIDS, including for addressing humanitarian needs supported		UNAIDS
1.4.1.3 UNDP: Mainstreaming and integrating HIV and AIDS into non-health-sector policies/processes and the national development and poverty-reduction strategy; governance systems for an effective HIV and AIDS response strengthened at all levels; involvement of new actors, including finance institutions such as the Reserve Bank		UNDP: \$3,000,000

<b>Country Programme Outcome</b>		
<b>1.4 Effective management of the national response in the context of the three ones including advocacy and resource mobilization</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>1.4.2 Fully functional co-ordination, monitoring, evaluation and strategic management information system for the national HIV and AIDS response</b>	NAC: overall leadership in co-ordination and development of national M&E system All GoZ, UN, NGO, FBO and other implementers to provide reports to the system	
1.4.2.1 UNAIDS: Enhanced co-ordination of Joint UN Team on HIV and AIDS, development of joint annual UN work plans in support of national strategies; strengthened national co-ordination mechanisms, frameworks and plans; support to strategic information identification, documentation and dissemination		UNAIDS
1.4.2.2 UNFPA: Strengthened capacity for development of the national HIV and AIDS M&E system and increased data utilization through mapping		UNFPA
1.4.2.3 World Bank: Strengthened national HIV and AIDS M&E system and tools, including an electronic database that is accessible from district level		World Bank
1.4.2.4 UNDP: Strengthened national capacity to respond to HIV and AIDS, including fund management, systems and structures, HR and M&E		UNDP: \$8,000,000
<b>1.4.3 Meaningful involvement, participation and representation of PLWHAs at all levels.</b>	NAC: multi-sectoral mainstreaming of greater involvement of PLWHA (GIPA) All GoZ, UN, NGO, FBO and other implementers to ensure GIPA in their work places and programme	
1.4.3.1 UNAIDS: Enhanced capacity for the development and implementation of strategy on greater involvement of PLWHA developed and implemented		UNAIDS
<b>1.4.4 Comprehensive resource-mobilization strategy resulting in significant increase in internal and external resources available for the HIV and AIDS response</b>	Working Party of Officials (WPO), MoPSLW.	
1.4.4.1 UNAIDS: Co-ordinated approach (Overall co-ordination) of UN resource mobilization on HIV and AIDS, support to national resource tracking and resource needs estimation provided		UNAIDS
1.4.4.2 UNDP: Increased availability of resources in support of national human-resource capacity-strengthening strategies		UNDP: \$500,000
1.4.4.3 UNFPA: Mobilization of resources in support of national prevention and behavioural change strategies		UNFPA
1.4.4.4 UNICEF: Mobilizing resources for implementation of NPA on OVCs		UNICEF: \$250,000
1.4.4.5 WHO: Mobilizing resources in support of roll-out of national treatment and care strategies		WHO

### **Co-ordination Mechanisms and Programme Modalities**

The UN will implement HIV-and-AIDS-related activities as a Joint UN Team on HIV and AIDS under the overall leadership of the RC and the UN Theme Group Chair. UNAIDS will be responsible for overall programmatic co-ordination and will serve as a Secretariat for the Joint Team. Within the Joint UN Team different agencies will assume roles as convening agencies on specific areas:

UNFPA: co-ordination of HIV prevention activities

WHO: co-ordination of treatment and care activities

UNICEF: co-ordination of mitigation and OVC activities

UNDP: co-ordination of cross-cutting HR capacity support

All activities will be planned jointly and consolidated in a comprehensive implementation support plan. Hence, joint programming using parallel funding against agreed targets will cover most outcomes, outputs and activities. In addition, specific areas may be identified for joint programming using pass-through and pooled-funding schemes. In the framework of the Expanded Support Programme on HIV and AIDS, donor resources will be mobilized and a common fund mechanism established.



<b>National Priorities/ Goals on Economy, Unemployment and Poverty Reduction</b>	1. Sustained broad based economic growth and development
	2. Reduction of to proportion of people in extreme human and income poverty and hunger
	3. Addressing the HIV and AIDS and gender dimensions in development
	4. Decent employment generation and entrepreneurship development
	5. Infrastructure development

## ZUNDAF Outcome 2

### Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015

<b>Country Programme Outcome</b>		
<b>2.1 Strengthened national capacity to formulate, implement and monitor pro-poor policies</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>2.1.1 Zimbabwe Economic Development Strategy developed</b>	GoZ through MoED to co-ordinate and provide leadership role in close collaboration with MoF and MoPSLSW NGOs: Advocacy and social mobilization WB/IMF: Technical assistance and capacity development	UNICEF: \$350,000 UNFPA: \$1,000,000 UNDP: \$12,000,000
2.1.1.1 UNDP: Broad-based consultative process for NDPRS strengthened		
2.1.1.2 UNDP: Pro-poor and MDG-based policy formulation capacity strengthened		
2.1.1.3 UNDP: Human development paradigm integrated into development planning		
2.1.1.4 UNDP: Strengthened national capacity to formulate and implement pro-poor macroeconomic policy frameworks		
2.1.1.5 UNICEF: National economic development strategy formulated that integrates social protection interventions for children		\$200,000
2.1.1.6 UNFPA: Enhanced national capacity to integrate gender and population and development linkages into the Zimbabwe Economic Development Strategy		\$200,000
2.1.1.7 UNFPA: Increased political support for the incorporation of key linkages between population and development into the Zimbabwe Economic Development Strategy		RBZ and MoIT WB/MEFMI/IMF: Technical support
2.1.1.8 ILO: National capacity for employment policy formulation, implementation and monitoring enhanced		Business and labour: Technical input
2.1.1.9 UNICEF: Enhanced capacity to integrate children's issues in sectoral policies		
2.1.1.10 UNDP: Poverty Alleviation Action Programme formulated and implemented		
<b>2.1.2 National budgets formulated reflecting national priorities in alignment with MDGs and NPRS</b>	MoF to co-ordinate and provide leadership role in close collaboration with MoED, RBZ and all ministries Private sector and civil society: Advocacy	UNICEF: \$250,000
2.1.2.1 UNDP: National budgets formulated reflecting national priorities in alignment with MDGs and NPRS		
<b>2.1.3 Capacity to formulate and implement pro-poor and MDG-based national budgets aligned to national priorities strengthened</b>	GoZ through line ministries: co-ordination and leadership WB/MEFMI/IMF: technical and financial support GoZ through MoPSLSW to co-ordinate and provide leadership role in close collaboration with MoF and MoED Local Authorities to implement NSPS WB: Technical and financial support Local Authorities and CSOs to implement NSPS MoHCW: Oversight role to ensure HIV & AIDS mainstreaming MoWAGCD: oversight role to ensure gender integration MoYDEC: oversight role to ensure youth mainstreaming	
2.1.3.1 UNDP/UNICEF: Capacity to formulate and implement pro-poor and MDG-based national budgets aligned to national priorities strengthened		UNICEF: \$100,000
2.1.3.2 UNDP/UNICEF Sector policies reviewed, formulated and implemented in line with MDGs and NPRS		UNICEF: \$50,000
2.1.3.3 Strengthened national capacity in sector policy analysis, formulation and implementation		



Country programme outputs	Role of partners	Resources
<b>2.1.4 National social protection systems strengthened</b>		
2.1.4.1 UNICEF: Children's issues integrated into the national social protection strategy		UNICEF: \$100,000
2.1.4.2 UNDP: Vulnerable groups and communities empowered to be agents of their own development		
2.1.4.3 UNDP: Integrate youths and gender in national and sub-national policies, plans and strategies		
2.1.4.4 UNESCO: Strengthened national capacity to preserve and promote cultural heritage, develop cultural policies and industries for cultural tourism and development		

## Country Programme Outcome

### 2.2 Improved utilization of disaggregated data in development planning, implementation, monitoring and evaluation

Country programme outputs	Role of partners	Resources
<b>2.2.1 UNCT: Enhanced national capacity for periodic MDG reporting</b>		
2.2.1.1 UNFPA: Enhanced national capacity of Central Statistical Office to monitor progress towards the MDGs, ICPD, CEDAW and national development frameworks	MoED through the CSO to coordinate and provide leadership role; UNDP to provide lead support in conjunction with UNCT, ACBF and ADB	UNICEF: \$525,000 UNFPA: \$4,000,000
<b>2.2.2 Strengthened national statistical system.</b>		
2.2.2.1 UNDP: Improved availability of poverty data (PASS)	The CSO to coordinate and provide leadership role in the establishment of a functional national statistical system; ACBF and ADB to provide technical and financial support to the transformation of CSO	
2.2.2.2 UNFPA: Increased availability of sex- and age-disaggregated population and development data at the national and sub-national levels		
2.2.2.3 ILO: Labour market information systems strengthened		
2.2.2.4 UNICEF/UNFPA: Strengthened capacity for management and maintenance of Zimbabwe Statistics Database (ZIMDAT)		UNICEF: \$100,000
2.2.2.5 UNICEF/WHO/UNESCO/UNFPA: National information systems (MIS, DEMIS and NHIS) providing timely, quality disaggregated data	MoSTD to co-ordinate and provide leadership role in close collaboration with MoIT, IDC, and SIRDC	UNICEF: \$50,000
2.2.2.6 UNDP/UNFPA/UNICEF: CSO transformed into a semi-autonomous agency		
2.2.2.7 UNIDO: Enhanced research and development and information sharing, e.g. industrial and scientific research (value addition, import substitution, product diversification), etc.		
2.2.2.8 WB: Studies on infrastructure development conducted and disseminated		
2.2.2.9 UNDP: Poverty outcome evaluation conducted		

## Country Programme Outcome

### 2.3 Strengthened broad-based and consultative national dialogue on key development issues

Country programme outputs	Role of partners	Resources
<b>2.3.1 Strengthened national forums for policy dialogue</b>		
2.3.1.1 ILO: TNF strengthened	MoPSLSW and OPC to co-ordinate and provide leadership role in TNF and NECF	UNICEF: \$200,000
2.3.1.2 UNDP: NECF strengthened, and sustained national MDG campaign established and MDGs localized	MoYDEC to co-ordinate and provide leadership role in youth initiatives	
2.3.1.3 UNFPA/UNICEF: National, provincial and district mechanisms for youth dialogue strengthened	MoPSLSW to co-ordinate and provide leadership role in close collaboration with MoF and MoED	UNICEF: \$100,000
2.3.1.4 UNDP/UNICEF: Human Development Reports produced and disseminated	PRF in partnership with the relevant line ministry to MoPSLSW to co-ordinate and provide leadership role in close collaboration with Ministry Heads of MDG TGs (MoESC, MoHCW, MoET; MoA, MoWAGCD, MoF)	
2.3.1.5 UNCT: Enhanced local ownership of MDGs through a wider national campaign	OPC, PoZ and local governments	
2.3.1.6 UNCT: MDGs integrated into local development planning	MoPSLSW to co-ordinate and provide leadership role in close collaboration with local governments, Ministry Heads of MDG TGs (MoESC, MoHCW, MoET; MoA, MoWAGCD, MoF)	

<b>Country Programme Outcome</b>		
<b>2.4.Enhanced sustainable livelihoods and recovery and disaster risk reduction integrated in development planning</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
2.4.1.1 ILO/UNCTAD/UNIDO: Increased opportunities for decent employment	MoSMED to co-ordinate and provide leadership role in close collaboration with MoPSLSW, MoIIT, MoF, MoED, MoWAGCD, MoYDEC, Business and Labour UNCTAD and ACBF to provide technical and financial support	
2.4.2.1 ILO: Micro, Small and Medium Enterprises (MSMEs) development and entrepreneurship strengthened		
<b>2.4.3 Community recovery projects implemented in most vulnerable districts</b>		
2.4.3.1 ILO: Local Economic Development (LED) programme established		
2.4.3.2 UNDP: Youth livelihoods enhanced and communities capacitated to rebuild their livelihoods		

### **Co-ordination Mechanisms and Programme Modalities**

All these efforts will mainly be supported through joint programmes where feasible and joint planning for collaborative efforts among the various agencies in the UN Country Team.

UNDP will provide lead support for the development of the NDPRS, macro-economic policy framework and MDG monitoring. The NDPRS will be co-ordinated through a multi-sectoral steering committee led by the MoED, while the MDG campaign and monitoring will be spearheaded by the national MDG Task Force led by the MoPSLSW. Areas identified for potential joint programming/joint programmes are mainly on the NDPRS and MDG advocacy and monitoring. The Thematic Group will ensure identification of specific programming modalities such as joint work planning and parallel resource disbursement modalities.

UNICEF will lead capacity development and advocacy to ensure a "first call" for children through support to child-friendly budget initiatives, while UNIFEM will lead capacity development for gender budgeting initiatives.

UNFPA and UNICEF will ensure integration of youth issues.

ILO will lead capacity development and advocacy for employment policy including youth employment and small and medium enterprise development. The employment issues will be co-ordinated within the framework of the ILO Decent Work agenda and the implementation framework of the Ouagadougou Plan of Action.

The Data for Development Working Group will play an oversight role in ensuring timely availability of data for monitoring international conventions (e.g. the Millennium Declaration, ICPD, CEDAW, CRC, ILO conventions, etc.) and the ZUNDAF in conjunction with the relevant thematic groups. To this end, a Data for Development Joint Programme will be elaborated to co-ordinate and harmonize the data needs of the thematic groups with a view to strengthening the national statistical system and improving availability and utilization of data for planning, monitoring and evaluation.

<b>National Priorities/ Goals on Governance and Human Rights</b>	1. Strengthening of national dialogue institutions <sup>1</sup> and processes, that create an enabling environment among all stakeholders in Zimbabwe through gender equality, maintenance of peace, (human) security, law and order
	2. Establishment and strengthening of key national governance and human rights institutions for enhanced professionalism accountability and transparency.
	3. Strengthening the participation of society especially the marginalized to contribute and benefit in the national development
	4. Improving the image of the country and confidence building among its stakeholders

### ZUNDAF Outcome 3

#### Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights

##### Country Programme Outcome

##### 3.1 Systems, institutions, mechanisms and processes that promote good governance, gender equality, the rule of law and dialogue strengthened

Country programme outputs	Role of partners	Resources
<b>3.1.1 Improved performance of Parliamentary portfolio committees, individual MPs and Senators to effectively perform their legislative and oversight roles and functions</b>	PoZ implementation agency. USAID, EC and SUNY Foundation funding partners PoZ provide leadership and framework with involvement of MoWAGCD, MoJLPA MoJLPA custodian of the Bill. Implementing Ministries: MoPSLSW, MoWAGCD, MoHA, MoHCW	UNDP: \$9,000,000
3.1.1.1 UNDP: Strengthened administration of PoZ reforms and resources mobilized for the programme		
3.1.1.2 UNIFEM: Strengthened capacity of Parliament for gender mainstreaming		
3.1.1.3 UNICEF: Strengthened PoZ outreach programme with special focus on the child parliament and domestic violence legislation		
<b>3.1.2 Enhanced capacity of the Judiciary to effectively dispense justice at all levels</b>	MoJLPA provide leadership and framework MoJLPA custodians of Labour Courts MoPSLSW custodians of Labour Law Unions and employers organizations monitor the implementation	
3.1.2.1 UNDP: Strengthened capacity of the judiciary system to formulate and implement law reforms	MoJLPA custodians of the Courts MoPSLSW custodians of the Children's Act Support of other implementing Ministries such as MoHA, MoH and supporting organizations like Save the Children Norway, Family Support Trust Clinic	UNICEF: \$1,000,000
3.1.2.2 ILO: Enhanced capacity of Labour Courts to expeditiously and conclusively resolve labour cases		
3.1.2.3 UNICEF: Enhanced capacity of the victim-friendly courts and the introduction of pre-trial diversion for children in conflict with the law		
<b>3.1.3 Strengthened electoral institutions to conform to the SADC Principles and Guidelines, including the 30% minimum representation for women</b>	MoJLPA, MoHA, MoLGPWUD, MoWAGCD and Zimbabwe Electoral Commission provide leadership and framework	
3.1.3.1 UNDP: Provide support on harmonization of national legal and electoral systems with the SADC guidelines		
<b>3.1.4 Strengthened capacity of the Attorney-General's Office to mainstream human rights into policy frameworks and draft legislation</b>	MoJLPA and A-G's Office provide leadership and framework Other Ministries: MoPWLSW MoF, PSC and OPC steering committee provide leadership on implementation in GoZ and other line Ministries	
3.1.4.1 UNDP/ILO: Capacity development of the A-G's office in drafting legislation that reflects human rights and labour standards		
<b>3.1.5 Strengthened capacity of Public Sector for accountability, transparency and efficiency</b>	MoLGPWUD provide leadership and framework.	
3.1.5.1 UNDP: Strengthened capacity of the public sector to implement the Results Based Management System		
3.1.5.2 UN-Habitat/UNDP: Strengthened capacity of local authorities to deliver services related to urban planning and development, safety, and livelihoods	MoLGPWUD and Local Authorities provides leadership	
3.1.5.3 UNICEF: Strengthened the capacity of local authorities to implement the decentralization process		UNICEF: \$400,000

<b>3.1.6 Strengthened national policy consultative and dialogue processes such as the TNF, NECF, Poverty Reduction Forum</b>	OPC and MoPSLSW provide leadership for support of TNF and NECF	
3.1.6.1 UNDP/ILO: Enhanced national capacity for policy dialogue and consultative processes in the TNF, NECF, Poverty Reduction Forum		
3.1.6.2 Strengthened capacity of Educational Institutions to mainstream values of peace and human rights in educational institutions		
3.1.6.3 UNESCO: Enhanced capacity of Ministry of Education in integrating value of peace, human rights, governance and equality in national education policies		

**Country Programme Outcome**

**3.2 Increased participation of society in particular the marginalized groups in policy and decision-making processes**

Country programme outputs	Role of partners	Resources
<b>3.2.1 Strengthened capacity of marginalized groups to improve their livelihoods and to actively participate in decision-making processes</b>		
3.2.1.1 UNIFEM: Improved participation and livelihoods of women in access to decision-making and control of resources	MoWAGCD, MoJLPA, MoYDEC and PoZ provide policy and legislative framework	
3.2.1.2 UNICEF: Strengthened capacity for developing integrated community-development plans	MoWAGCD, MoJLPA, MoYDEC, MoESC, MoPSLSW and PoZ provide policy and legislative framework	UNICEF: \$500,000
3.2.1.3 UNICEF/UNDP: Revised decentralized policy and strategy in place that involves vulnerable groups, such as female-headed households and children, in the decision-making process		UNICEF: \$150,000
3.2.1.4 UN-Habitat: Revised decentralized urban-planning policy and strategy to ensure efficient access to basic services and livelihoods	MoLGPWUD assists local authorities and loosely monitors them to deliver services effectively in line with decentralized functions	

**Country Programme Outcome**

**3.3 Mechanisms that protect and promote human rights and humanitarian principles strengthened**

Country programme outputs	Role of partners	Resources
<b>3.3.1 UNCT: Strengthened capacity of the state to ratify, domesticate and implement outstanding human rights instruments</b>		
3.3.1.1 UNCT: Strengthened capacity of the state to mainstream human rights and gender equality in all development programmes	MoJLPA(IMC), MoWAGCD and MoFA provide leadership	
3.3.1.2 UNCT: State mechanisms (IMCHR) produce timely and complete state-party reports	MoJLPA(IMC), MoPSLSW and MoFA leadership and preparation of reports	
3.3.1.3 UNCT: Awareness and knowledge of human rights, humanitarian principles and labour standards enhanced	MoJLPA, MoPSLSW, MoHA, MoD and other relevant ministries	

**Country Programme Outcome**

**3.4 National, regional and international relations with other countries and organizations strengthened (e.g. SADC, AU, UN)**

Country programme outputs	Role of partners	Resources
<b>3.4.1 The country gains optimally from bilateral and multilateral trade and non-trade agreements</b>	OPC to co-ordinate, MoIT to negotiate trade agreements, MoFA co-ordinate and negotiate non-trade agreements as well as provide oversight, MoF to approve agreements	
3.4.1.1 UNDP/UNIDO: Capacity for government negotiators in regional and international bilateral and multilateral trade and non-trade agreements enhanced	MoJLPA will play a leading role in collaboration with MoF, MoED, OPC and MoFA	
3.4.1.2 UNCT: Strengthened dialogue processes with the regional and international development partners		
3.4.1.3 UNCT: Strengthened capacity of national institutions to use information effectively and disseminate it objectively		

## Co-ordination Mechanisms and Programme Modalities

The GoZ and the UNCT will embark on joint planning, programming, implementation, monitoring and evaluation of the aforementioned outputs, with the participation of other stakeholders, as agreed upon by the GoZ and UN in this framework.

Capacity development output for the A-G's Office pertaining to drafting legislation that reflects human rights and labour standards will be articulated through UNDP, focusing on HR and ILO on labour standards, respectively.

UNDP/ILO will collaborate in the support of the TNF and NECF to enhance the national capacity for policy dialogue and consultative process..

UNCT Agencies (where applicable) will support the capacity of national institutions to ratify, domesticate and implement regional and international instruments in their respective areas of mandate, including strengthening the capacity of the state to mainstream human rights and gender equality in all development programmes.

<b>National Priorities on Gender</b>	1. Strengthened capacities of the national gender machinery to mainstream gender in all sectors
	2. Increased representation of women in political and decision-making positions in all sectors and all levels
	3. Reduced incidence of gender-based violence

#### ZUNDAF Outcome 4

### Reduced negative social, economic, political, cultural and religious practices that sustain gender disparity

#### Country Programme Outcome

#### 4.1 Increased capacities of national institutions, women's and civil society organizations to mainstream gender in these key sectors of development

Country programme outputs	Role of partners	Resources
<b>4.1.1 Strengthened capacity of the national gender machinery to develop, co-ordinate and monitor the implementation of the Plan of Action for the National Gender Policy</b>	MoWAGCD: Draw up, guide and monitor implementation of the National Plan of Action (NPA) for the National Gender Policy	
4.1.1.1 UNIFEM/ILO: Strengthened national capacity on accountability mechanisms to support gender equality and women's empowerment		
4.1.1.2 UNDP: Strengthened national capacities for gender analysis and mainstreaming, policy planning and MDG reporting and monitoring	NGOs, and civil society organizations: implementation of NPA	
4.1.1.3 UNICEF: Strengthened capacity of women's and civil society organizations and communities to carry out gender analysis for effective gender mainstreaming		UNICEF \$500,000
<b>4.1.2 Increased institutionalization of gender into macroeconomic policies, budget systems and processes</b>	MoWAGCD to advocate for and monitor MoF and MoED Reserve Bank for gender sensitive budget allocations	
4.1.2.1 UNIFEM: Enhanced knowledge about gender equality by stakeholders to spearhead and transform policies, programmes and resource allocations	NGOs and other partners: advocacy and training in gender budgeting	
4.1.2.2 UNDP/UNIFEM: Strengthened national capacities for gender budgeting, and development of a sex-disaggregated database	World Bank: Funding and capacity development of UN partners NGOs: social mobilization	
4.1.2.3 UNICEF: Strengthened capacity of NGOs and civil society organizations for child- and gender-friendly budgetary allocations		UNICEF \$100,000
<b>4.1.3 Women's human rights protected and promoted by the Human Rights Commission</b>	MoWAGCD lobby and influence line ministries to support mainstreaming of gender into the Human Rights Commission. Civil society organizations and other NGOs: advocate and lobby for the protection and promotion of women's human rights by the Human Rights Commission	
4.1.3.1 UNIFEM/UNDP/UNFPA/UNICEF: Strengthened capacity of the Human Rights Commission to protect and promote the human rights of women		

<b>Country Programme Outcome</b>		
<b>4.2. Gender equality achieved in representation of women in politics and decision-making positions.</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>4.2.1 Increased representation of and effective participation of women in politics and decision-making processes in all sectors and at all levels</b>	MoWAGCD: lobby and monitor implementation of quota system and affirmative action programmes. MoPSSLW, MoJLPA, Parliament, Public Service Commission, Women's Parliamentary Caucus and Local government authorities: policy review and implementation. MoF, Reserve Bank-financing women candidates' campaigns	UNFPA \$2,500,000 UNICE: \$500,000
4.2.1.1 UNFPA/UNDP/UNIFEM: Enhanced leadership capacity of women in decision-making in all sectors	The Zimbabwe National Chamber of Commerce: review and implement gender-parity policies and practices in private-sector enterprises	
4.2.1.2 UNDP/UNICEF: Enhanced leadership capacity of the youth, especially girls	Women's NGOs: training in confidence building, deconstructing negative gender norms, and promoting women to leadership positions	

<b>Country Programme Outcome</b>		
<b>4.3 Institutional mechanisms and social cultural practices protect women and girls from Gender-Based Violence.</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>4.3.1 Enhanced institutional and technical capacity of civil society organizations, government and other key players, particularly the media, to formulate, implement, monitor and evaluate programmes to combat GBV.</b>	MoWAGCD, in close collaboration with MoJLPA and Ministry of Home Affairs: co-ordinate and monitor programmes. NGOs and CBOs to conduct training, education, community mobilization SAID and other partners:	UNFPA \$2,500,000
4.3.1.1 UNFPA, UNIFEM, UNICEF, UNDP: Strengthened capacity of partners to formulate and implement GBV behaviour-change strategies	MoWAGCD: co-ordinate mechanisms for ensuring availability of data on GBV and state-party reporting to international and regional bodies on GBV and status of women.	
4.3.1.2 UNFPA, UNIFEM, UNICEF, UNDP: Enhanced capacity of national players to collect and utilize GBV data.	MoWAGCD, MoPSSLW, MoF, MHA, MoJLPA, MoHCW: provision of shelter, medical care, legal aid and psychosocial support.	
4.3.1.3 UNFPA, UNIFEM, UNICEF, UNDP: Enhanced capacity of national players to advocate the enactment of laws and policies against GBV.	NGOs: shelter, legal aid and psychosocial support, share best practices, legal aid.	
4.3.1.4 UNFPA, UNIFEM, UNICEF, UNDP: Strengthened capacity of law-enforcement agencies to fully implement GBV laws in a gender-sensitive manner.	Funding partners: Support towards safe-shelter provision and post-rape services.	
4.3.1.5 UNFPA/UNICEF/UNIFEM: Strengthened national capacity, including Community-Based Organisations, traditional leadership and youths to provide post-GBV support to survivors and prevent SGBV.		

### **Co-ordination Mechanisms and Programme Modalities**

The Gender Theme Group, under the leadership of the Ministry of Women Affairs Gender and Community Development and the UNCT counterpart TG chair as co-chairs, will be the main co-ordinating mechanism for the implementation, monitoring and evaluation of the gender outcome as well as oversight of gender mainstreaming in other theme groups.

UNIFEM/ILO will provide leadership in the implementation of Outcome 4.1 on mainstreaming gender in all sectors of development and implementation of the Action Plan for the National Gender Policy.

UNFPA will provide leadership in the implementation of Outcome 4.3 on Gender-Based Violence.

UNDP and UNIFEM will provide leadership in Outcome 4.2 on increasing women's representation in politics and decision-making positions.



<b>National Priorities/ Goals on Population and Basic Social Services</b>	<b>Health, Nutrition, and Water and Sanitation</b>
	1. Diseases and health conditions are effectively and efficiently managed
	2. Human resources developed and effectively and efficiently managed
	3. Essential medicines (including vaccines and ARVs), supplies and medical equipment available
	4. Essential transport and communication available
	5. Infrastructure improved and maintained, including resettlement areas
	6. Financial resources mobilized and effectively and efficiently managed
	7. Health information and research managed and results utilized
	8. Strategic management and health sector reforms (health systems strengthened)
	<b>Education</b>
	9. Extend the school system to newly resettled areas and improve school infrastructure
	10. Increase expenditure on primary and secondary education
	11. Address HIV/AIDS in the education sector
	12. Increase enrolment and retention of OVC in primary and secondary education
13. Capacity strengthening in skilled human resources	
14. Improve the teaching and learning of Maths/Science, Technology, Vocational Education and Business/Commercial subjects	

## ZUNDAF Outcome 5

### Improved access to quality and equitable basic social services

#### Country Programme Outcome

#### 5.1 Improved access to and utilization of preventive, promotive, curative health and nutrition services

Country programme outputs	Role of partners	Resources
<b>5.1.1 Increased capacity of the health-delivery systems to provide and manage preventative, promotive and curative health and nutrition services</b>	GoZ (MoHCW): technical staff, storage and implementation Local authorities NGOs (ZACH, Plan Zimbabwe, WWI, PSI, SCF-UK): community mobilization, advocacy and procurement.	UNFPA \$1,000,000 UNICEF \$9,500,000
5.1.1.1 UNDP/WHO/UNFPA/UNICEF: Capacity development, management and retention of human resources for health improved		
5.1.1.2 UNFPA/UNICEF/WHO: All districts and provincial hospitals have a functional communication system and at least one ambulance and one outreach service vehicle		
5.1.1.3 WHO/UNICEF: Improve and sustain availability of essential drugs (including TB drugs), equipment, vaccines and related supplies in all health facilities		
5.1.1.4 WHO/UNICEF: Strengthened TB (DOTS), malaria (ITNs, IRS, IPT and case management) and diarrhoea disease prevention and control services		
5.1.1.5 WHO/UNICEF/UNFPA: Strengthened capacity in the health sector for emergency preparedness and response to reduce mortality and morbidity due to epidemic diseases and other disasters		
5.1.1.6 UNICEF/WHO/UNFPA: Improved nutritional status of vulnerable groups (children under five, pregnant and lactating mothers and PLWAs)		
5.1.1.7 UNFPA/WHO/UNICEF: Strengthened health information system for planning, monitoring and evaluation		

<b>Country Programme Outcome</b>		
<b>5.2 Increased utilization of safe water supply and adequate sanitation</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.2.1 Improved access to safe water supply and adequate sanitation</b>	GoZ (MoHCW, MoESC, Ministry of Water Resources, NAC) MoLGPWUD and its local authorities): technical staff, implementation NGOs (Mvuramanzi Trust, Christian Care, WVI, ZACH): community mobilization and advocacy and implementation	UNICEF \$8,000,000
5.2.1.1 UNICEF/WHO: Increased access to improved water source by 20% in the targeted districts		
5.2.1.2 UNICEF/WHO: Increased access to improved sanitation by 10% in the targeted districts		
5.2.1.3 UNICEF/WHO: Strengthened capacity of water-point communities in the management of water supply in targeted districts		
5.2.1.4 UNICEF/WHO: At least 50% of the rural population in the targeted districts have improved knowledge and practice on health and hygiene		
5.2.1.5 UNICEF/WHO: Database and related capacity established in National Action Committee for monitoring and evaluation of water and sanitation activities		
<b>Country Programme Outcome</b>		
<b>5.3 Utilization of comprehensive gender-sensitive reproductive and child health services increased</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.3.1 Increased availability and access to comprehensive gender-sensitive reproductive and child health services</b>	GoZ (MoHCW, ZNFPC, local authorities): technical staff, policy guidance, financial resources and facilities, implementation NGOs (ZACH): community mobilization and advocacy. Padare	UNFPA \$9,500,00 UNICEF \$5,500,000
5.3.1.1 UNFPA/UNICEF/WHO: Increased access to and use of quality EmOC services from 38% to 60% in all provinces		
5.3.1.2 UNFPA: Increased access to FP services from a CPR of 54% to a CPR of 60%		UNFPA \$5,000,00
5.3.1.3 UNFPA/WHO: Increased availability of adolescent sexual and reproductive health services from 16 to 30 districts		
5.3.1.4 UNFPA/UNICEF/WHO: All 31 interventions in the Maternal and Neonatal Health Road Map implemented nationally		
5.3.1.5 ILO: Coverage of women workers benefiting from maternity protection as enshrined in ILO's Convention Number 183 extended		
5.3.1.6 UNICEF/WHO: Strengthened capacity of targeted districts in implementation of IMCI strategy for treatment of childhood illnesses		
5.3.1.7 UNICEF/WHO: Increase and sustain immunization coverage and Vitamin A supplementation to above 80% nationally		
<b>Country Programme Outcome</b>		
<b>5.4 Increased access to primary and secondary education with equity maintained among boys and girls and OVC and non-OVC</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.4.1 Increased advocacy and assistance for the out-of-school children and OVC and creation of a safe and conducive environment</b>	GoZ (MoESC, MoPSLSW, MoLGNH, MoWAGCD, MoHE, RDCs): technical staff, policy guidance, financial resources and implementation NGOs (Plan, World Vision, Save Norway, Save UK, Kapnek Trust, Farm Community Trust, FOST): community mobilization, advocacy and resource mobilization	UNICEF: \$1,000,000
5.4.1.1 UNICEF: Children out of school receive educational assistance (BEAM, education grants) in all provinces.		
5.4.1.2 UNESCO/UNICEF: Enhanced capacity of the education sector in policy formulation and monitoring (with a special focus on addressing disparities, e.g. the vulnerable groups, girls' education).		
5.4.1.3 UNICEF: Strengthened capacity of at least 15,000 ECD para-professionals and care-givers in parenting skills.		
5.4.1.4 UNICEF: Safe, child-friendly environments for school children in the targeted districts.		
5.4.1.5 UNICEF: Strengthened capacity of the education sector to ensure effective stakeholder participation in EFA and MDG efforts.		
5.4.1.6 WFP/UNICEF/FAO: Disadvantaged children, especially OVC, reached by school-based food and nutrition programmes in targeted districts.		

<b>Country Programme Outcome</b>		
<b>5.5 Increased completion rates of primary and secondary education with equity maintained among boys and girls and OVC and non-OVC</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.5.1 Improved retention capacity at all levels by the education system</b>	GoZ (MoESC, MoPSSW, MoLGNH, MoWAGCD, MoHE, RDCs): technical staff, policy guidance, financial resources and implementation NGOs (CAMFED, Girl Child Network, Chipawo, FAWEZI, Farm Community Trust): community mobilization, advocacy and resource mobilization	UNICEF: \$1,000,000
5.5.1.1 UNICEF/UNESCO: Strengthened capacity of primary and secondary school teachers in providing guidance and psychosocial counselling services to children, especially girls in targeted districts		
5.5.1.2 UNICEF: Primary and secondary school girls have skills in leadership, life skills and peer support on sex and sexuality in the targeted districts		
5.5.1.3 UNICEF: Sustained dialogue in school communities (teachers, SDA, school heads) on religious and cultural practices affecting boys and girls participation in education in the targeted districts		
5.5.1.4 UNICEF: At least 10,000 child-headed families receive support through programmes that reduce the burden of care on girls and boys heading the households		

<b>Country Programme Outcome</b>		
<b>5.6 Improved primary and secondary student performance and relevance</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.6.1 Enhanced and comprehensive curriculum that is responsive to the needs of individual students and the nation</b>	GoZ (MoESC, ETRP, MoWAGCD, MoHE, RDCs, MoET, MoA, MoHCW): technical staff, policy guidance, financial resources and implementation NGOs (SNV, CAMFED, Girl Child Network, Chipawo, FAWEZI, Farm Community Trust, World Vision, Plan International, FOST) Workplace: Private sector, EMCOZ, ZCTU, ZBCA, public sector work places	UNICEF: \$2,000,000
5.6.1.1 UNICEF: Primary and secondary schools (including ECD centres) have capacity for rights-based triple A and have access to grants for holistic responses to education and other child rights issues in targeted districts		
5.6.1.2 UNICEF: Strengthened capacity of primary and secondary school heads and SDC chairs in co-management of schools in the targeted districts		
5.6.1.3 UNICEF: Schools in the targeted districts equipped with core-curricula textbooks at a book-pupil ratio of 1:1		
5.6.1.4 ILO: Strengthened treatment literacy and counselling in the workplace		
5.6.1.5 UNICEF/FAO: School curriculum reformed in core subjects (Maths, Integrated Agriculture and Environmental Science, Health, Hygiene and HIV/AIDS) and made gender sensitive		
5.6.1.6 UNICEF/UNESCO: Primary and secondary school teachers have gender-sensitive teaching skills in core-curricula areas in the targeted districts		
5.6.1.7 UNICEF/UNESCO: School children have increased knowledge on health and hygiene practices in the targeted districts		
5.6.1.8 UNICEF/UNESCO: Improved capacity at provincial, district and school level of the education managers in the monitoring of learning outcomes		

<b>Country Programme Outcome</b>		
<b>5.7 Increased knowledge and skills among primary and secondary school age children to protect themselves from HIV/AIDS</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>5.7.1 Enhanced HIV and AIDS programmes in schools</b>	GoZ (MoESC, ETRP, MoWAGCD, MoHE, RDCs, MoET, MoA, MoHCW, ZNFPC): technical staff, policy guidance, financial resources and implementation NGOs (Plan International, World Vision, Save Norway, Save UK, Kapnek Trust, Farm Community Trust, FOST, CAMFED, Girl Child Network, Chipawo, FAWEZI): technical and financial assistance and resource mobilization	UNICEF: \$1,500,000
5.7.1.1 UNICEF/UNESCO/UNFPA: Young peer educators have knowledge of comprehensive young-people-centred rights-based life-skills strategies in the targeted districts		
5.7.1.2 UNICEF/UNESCO/UNFPA: Primary and secondary teachers have knowledge of participatory methodologies of teaching HIV/AIDS/ life skills		
5.7.1.3 UNICEF/UNESCO/UNFPA: Strengthened capacity for the education sector in monitoring of HIV-prevention programmes		

**Co-ordination Mechanisms and Programme Modalities**

WHO, UNICEF and UNFPA will work with the MoHCW to strengthen the capacity of the health sector, particularly to provide quality antenatal, essential obstetric and neonatal care, preventive care programmes for health and nutrition, to maintain and strengthen the Expanded Programme on Immunization (EPI) and disease prevention and control, reproductive health and improve commodity provision.

Assistance by agencies to GoZ in the area of health and nutrition will be co-ordinated by the Inter-Agency Co-ordinating Committee on Health, and the Nutrition Working Group.

UNICEF and WHO will contribute to the promotion of universal access to safe water and basic sanitation and support the development and use of sound strategies and guidelines. It will also support the government in co-ordinating response to water and sanitation issues in the country.

UNESCO and UNICEF will also support GoZ to provide access to education for all children, ensuring that orphans and vulnerable children have access to and complete quality primary and secondary education with equity maintained among boys and girls. Joint programming with UNESCO, UNICEF, WFP, FAO, SNV, Plan International and the EU will be prioritized. The education interventions will be co-ordinated by the Education Working Group.

UNFPA, UNICEF and WHO will move together to support the establishment and implementation of a national Maternal and Neonatal Health Road Map. UNFPA will take the lead in areas of maternal health, UNICEF in neonatal health, and WHO will take the lead in areas of disease prevention and control.

Life-skills education will be co-ordinated through the Prevention Working Group of the HIV/AIDS Theme Group and the Prevention Subcommittee of the Education Working Group.

<b>National Priorities/ Goals on Population and Basic Social Services</b>	1. Improving productivity of the agricultural sector
	2. Improving food and nutrition security at national and household levels
	3. Improvement of rural livelihoods
	4. Increased environmental awareness and management
	5. Sustainable use and management of natural resources

## ZUNDAF Outcome 6

### Improved food security and sustainable management of natural resources and the environment

#### Country Programme Outcome

#### 6.1. Increased crop and livestock productivity and production

Country programme outputs	Role of partners	Resources
<b>6.1.1 Options for conducive policy environment for agricultural development formulated</b>	MoA to provide leadership role and policy guidance in close collaboration with MoLLRR, MoWR&ID, MoF, MoIT and MoED Farmers Unions, commodity associations and FBOs to assist in stakeholder mobilization	UNDP \$13,500,000
6.1.1.1 FAO: Policy options for agricultural inputs and outputs pricing and marketing formulated		
6.1.1.2 FAO: Implications of the macro-economic policy on the performance of the agricultural sector identified		
<b>6.1.2 Improved access to credit facilities by all categories of farmers including women</b>	MoA in close liaison with MoF and MoED to provide a conducive environment for agricultural credit Financial institutions to mobilize resources	
6.1.2.1 FAO/WB: Agricultural credit and finance needs assessed; viable options for the provision of agricultural credit and finance to different categories of farmers formulated		
6.1.2.2 FAO/WB: Capacity of agricultural credit and finance service providers strengthened		
<b>6.1.3 Extension and research services delivery systems strengthened</b>	MoA to provide research and extension services Farmers' unions to assist in identifying areas that need extension and research services	
6.1.3.1 FAO: Extension and research systems reviewed and rationalized		
6.1.3.2 FAO: Capacity of AREX and Farmer-Based Organizations in delivery of extension services strengthened		
6.1.3.3 UNDP: Capacity of Seed Services and Chemistry Institute and the MoA head office strengthened		
<b>6.1.4 Increased area under irrigation</b>	MoWR&ID in collaboration with MoA and FBOs to identify schemes that need rehabilitation and mobilize farmers	
6.1.4.1 FAO: Irrigation schemes rehabilitated		
<b>6.1.5 Institutional capacity of Ministry of Agriculture strengthened in:</b>	MoA to co-ordinate and monitor implementation of capacity-building programme	
6.1.5.1 FAO: Institutional capacity of MoA strengthened in policy analysis and formulation; project/program planning and management and monitoring and evaluation; drought mitigation strategies; and pest control and management		
<b>6.1.6 Capacity of farmers and extension staff and traders strengthened</b>	MoA and DoI to co-ordinate and provide leadership role in close liaison with farmers' unions	
6.1.6.1 FAO: Capacity of farmers and extension staff in technologies and methods for minimizing post-harvest losses built and strengthened; water-saving technologies strengthened; and rehabilitating and maintaining irrigation infrastructure improved		
<b>6.1.7 Strategies for stabilizing yield and minimizing losses formulated</b>	MoA to co-ordinate and provide policy guidance	
6.1.7.1 FAO: Drought mitigation strategy reviewed and updated		
6.1.7.2 FAO: Agricultural pests control and management strategies formulated		

<b>Country Programme Outcome</b>		
<b>6.2 Improved food access and utilization of vulnerable groups</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>6.2.1 Increased household income, particularly in vulnerable households</b>	MoA in close liaison with ZIMVAC and CSO to co-ordinate and provide leadership MoA to provide guidance in close liaison with Farmers' Unions and FBOs	
6.2.1.1 FAO: Improved timely access to seeds and fertilizers for the vulnerable farm-households		
6.2.1.2 FAO: Options for crop and livestock diversification formulated and implemented		
<b>6.2.2 Early warning systems and social safety nets strengthened</b>	MoA to provide leadership role in close liaison with MoED and MoPSLSW	
6.2.2.1 FAO: The ZIMVAC methodology and national agricultural early warning systems strengthened		
6.2.2.2 UNICEF: Strengthened capacity of food safety nets in rural and urban communities		UNICEF: \$1,300,000
<b>Country Programme Outcome</b>		
<b>6.3 Improved natural resources use and environmental management</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>6.3.1 Policy and capacity for sustainable natural resources management strengthened</b>		
6.3.1.1 FAO: Capacity of staff from MoA, MoLLRR and MoET strengthened in agro-ecological methodology, land evaluation and land-use planning	MoA, MoLLRR and MoET to co-ordinate and provide policy guidance	
6.3.1.2 UNDP/FAO: Land (including land-tenure security) policy reviewed and updated	MoLLRR to co-ordinate and provide policy guidance	
6.3.1.3 UNDP: Enhanced sustainable land-management practices and coping mechanism for drought and climate change	MoET to co-ordinate and provide leadership in liaison with CBOs	
6.3.1.4 UNDP: Enhanced sustainable land-reform programme that addresses issues of tenure security, compensation, multiple-farm ownership, and BIPA	MoET to co-ordinate and provide leadership	
6.3.1.5 FAO: Capacity of stakeholders on sustainable use of limited indigenous resources strengthened	MoET to co-ordinate implementation in liaison with MoA and CBOs	
6.3.1.6 FAO: Fire strategy implemented	MoET to co-ordinate and monitor implementation in close collaboration with CBOs	
6.3.1.7 UNDP: Strengthened capacity for community-based natural resources utilization and management		
6.3.1.8 FAO: Community-based wildlife conflict management strategy developed		
6.3.1.9 FAO: Capacity of MoET and communities in wildlife conflict management strengthened		
<b>6.3.2 National capacity for implementation and domestication of Multilateral Environmental Agreements (MEAs) strengthened</b>	MoET to co-ordinate and provide leadership	
6.3.2.1 FAO: Capacity of the MoET strengthened to mainstream MEAs related to the food and agriculture sector into national policies, plans and programmes	MoET to provide policy guidance	
6.3.2.2 UNDP/UNEP/FAO: Strengthened capacities of the MoET and Ministry of Justice, Legal and Parliamentary Affairs for negotiation and domestication of MEAs	MoET to co-ordinate and provide leadership in close liaison with MoJLPA	
<b>6.3.3 Policy framework and capacity for disaster management and mainstreaming of environmental issues developed and strengthened</b>	MoET to co-ordinate and monitor implementation of the interventions	
6.3.3.1 UNDP: Strengthened policy and institutional framework for mainstreaming of disaster and risk management		
6.3.3.2 UNDP: Strengthened implementation capacity for the Environmental Management Act (EMA) and Water Act		
6.3.3.3 UNDP: Strengthened capacity of sector ministries to mainstream environmental issues	MoET to co-ordinate and provide leadership	



<b>Country Programme Outcome</b>		
<b>6.4 Strengthened agriculture, land and environment information management</b>		
<b>Country programme outputs</b>	<b>Role of partners</b>	<b>Resources</b>
<b>6.4.1 Agriculture, land and environmental information management systems established/strengthened</b>	MoA in collaboration with MoLLRR, MoET and MoWR&ID to co-ordinate and monitor implementation of the interventions	
6.4.1.1 FAO: An integrated comprehensive agricultural information management system developed		
6.4.1.2 FAO/UNDP: Strengthened capacity of the MoA and Lands, Land Reform and Rural Resettlement and Environment and Tourism on information management		
6.4.1.3 UNDP: Strengthened the Land Information Management System (LIMS)		
6.4.1.4 UNDP: Strengthened Water Information Management System		
6.4.1.5 UNDP: Strengthened capacity of the Ministries of Agriculture, Lands, Land Reform and Rural Resettlement and Environment and Tourism in the applications of GIS and remote-sensing techniques		

**Co-ordination Mechanisms and Programme Modalities**

Co-ordination of programme implementation will be done through the Agriculture, Land and Environment Thematic Group. The Thematic Group will be refocused to plan and monitor implementation of Country Programme Outcomes, and to co-ordinate the various programme activities.

Where common or complementary outputs are proposed by UN agencies, the agencies will ensure that joint work plans are formulated and implemented, as in the case of agricultural information management systems (Country Programme Outcome 6.4).

### **3. Monitoring and Evaluation: Overview**

Planning, monitoring and evaluation of the ZUNDAF will utilise a results-based management approach. Data for the indicators and baselines will be drawn as much as possible from existing sources and national databases such as the Zimbabwe Statistics Database (ZIMDAT). These sources will be complemented by information and findings available from other sources, including NGOs, civil society organizations, health facilities, schools, professional and employment-based organizations, and other institutions. In addition, a number of documents, in particular the biennial Zimbabwe Human Development Reports, Millennium Development Goals Reports, and surveys and reports produced by individual agencies will be valuable sources of data. For indicators whose data cannot be accessed from existing sources, a strategic baseline study to compile a careful selection of outcome, output and activity indicators will be undertaken in 2007. Where necessary, an annual rapid appraisal of selected indicators will be undertaken to supplement data from these other sources. Targets will be established in consultation with counterparts and within the context of the MDGs and the National Development and Poverty Reduction Strategy. In order to strengthen the planning, monitoring and evaluation system, a number of agencies, particularly UNFPA, UNDP and UNICEF, have planned activities under the ZUNDAF that focus specifically on improving utilization of disaggregated data through increasing availability of data and the strengthening of the national statistical system.

On an annual basis, a subset of these indicators (including all relevant MDG indicators) will be assessed during a collaborative ZUNDAF review process together with counterparts and UNCT members. This collaborative review of specific progress and constraints related to each of these indicators will form the basis for more-effective revision of work plans and ongoing assessment of the most cost-effective strategies which require further support.

**ZUNDAF Outcome 1**  
**Reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS**

Indicators	Baseline	Source of verification	Risks and assumptions
HIV prevalence in the 15–49 age group	20.1% in 2005	MoHCW HIV sentinel surveillance reports	
HIV prevalence among women attending antenatal clinics	21.3% in 2004	MoHCW HIV sentinel surveillance reports	
HIV prevalence in the 15–24 age group disaggregated by gender	17.4% among women in 2004	MoHCW HIV sentinel surveillance reports	
Percentage of eligible persons utilizing comprehensive treatment and care services			
Percentage of adults and children with HIV still alive and known to be on treatment 12 months after initiation of antiretroviral therapy		MoHCW reports	
Percentage of eligible OVCs having access to basic social services and protection		NPA on orphans reports	

**Country Programme Outcome**  
**1.1 Increased adoption and maintenance of safer sexual behaviours, as well as increased utilization of HIV-prevention services**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of young women who had sex with a partner who is 10 or more years older during the past 12 months		ZDHS surveys, other behavioural change surveys	
Percentage of married persons reporting sex with more than one partner in the past 12 months	0.7% in women and 13.8% men (ZDHS, 1999)		
Percentage of persons reporting condom use at last sex with cohabiting and non-cohabiting partners	Women: 4.3% with cohabiting partner and 42% with non-cohabiting partner. Men: 6.5% with co-habiting partner and 70.2% with non-cohabiting partner (ZDHS, 1999)	ZDHS	
Percentage of young women (15–29) who had their first sexual experience with a partner who is 10 or more years older	11.8% (YAS, 2001)	ZDHS	
Percentage of married persons reporting sex with more than one partner in the past 12 months	13% for men and 0.7% for women (1999)	ZDHS	
Percentage of persons reporting condom use at last sex with cohabiting and non-cohabiting partners	Women: 4.3% with cohabiting partner and 42% with non-cohabiting partner. Men: 6.5% with cohabiting partner and 70.2% with non-cohabiting partner (ZDHS, 1999)		

**Country programme output**  
**1.1.1 Behaviour change promoted across sectors and at district as well as community level, including most-at-risk populations**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of schools supported in life schools education		MoESC/UNICEF	
Number of organizations in the public and private sector with HIV prevention programmes in the workplace		NAC	
Number of districts in which a minimum package of interventions in support of behaviour change is available (as defined in the behaviour change strategy)			

**1.1.1.1 ILO: Behavioural change promoted in the private sector, including transport, mining, SMEs and others**

Number of workplaces that have codes of conduct that address HIV/AIDS in the workplace		Behavioural Surveillance Survey	
Number of targeted workers that correctly identify risky practices or misconceptions of HIV transmission			
Number of enterprises with focal point on HIV/AIDS			

**1.1.1.2 IOM/UNIFEM: Behavioural change promoted among mobile populations, women and girls**

--	--	--	--

**1.1.1.3 UNESCO: Behavioural change mainstreamed (promotion) into HIV and AIDS policies and programmes in the higher and tertiary education sector**

Number of higher and tertiary institutions policies with behaviour change component	Baseline Survey on Teacher Training Colleges findings	MHTE reports, project reports	
---	---	-------------------------------	--

**1.1.1.4 UNFPA: Operationalization of national behavioural change strategy supported and comprehensive district-level behavioural change action plans developed and implemented**

Number of districts implementing a minimum behavioural change package	No districts with a minimum behavioural change package	NAC reports	
---	--	-------------	--

**1.1.1.5 UNICEF: Increased availability of HIV and AIDS life-skills education for in- and out-of-school young people**

Percentage of schools with at least one teacher who has been trained in participatory life-skills-based HIV/AIDS education and who has taught the subject during the last academic year	Baseline survey planned for 2006		
Percentage of young people aged 15–24 who both correctly identify ways of preventing the sexual transmission of HIV and who reject major misconceptions about HIV transmission	28%		

**Country programme output****1.1.2 Increased coverage and utilization of high-quality, gender-sensitive and youth-friendly prevention services, including testing and counselling, PMTCT, condom programming and post-test services**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of men and women utilizing VCT services	173,588 in 2005 (PSI)	National AIDS Council, PSI reports	
Percentage of people tested for HIV	Women: 11.8 %; Men: 9.2% (ZDHS, 1999)	ZDHS	
Percentage of women accessing PMTCT services tested for HIV	73% in 2004	MoHCW, AIDS and TB unit	
Percentage of women receiving ARV prophylaxis (out of identified HIV-positive women)	46% in 2004	MoHCW, AIDS and TB unit	
Percentage of health institutions offering PMTCT services	58 % in 2004	MoHCW, AIDS and TB unit	
Number of male and female condoms distributed	1,141,587 female condoms and 86,827,798 male condoms distributed in 2005	ZNFCPC and PSI	
Number of young men and women aged 15–24 accessing youth-friendly post-test services		National AIDS Council reports	

**1.1.2.1 UNFPA: Increased availability and uptake of male and female condoms; increased availability and uptake of Testing and Counselling services, including strengthened post-test support**

Number of male and female condoms procured and distributed	1,141,587 (female), 86,827,798 (male) distributed in 2005	NAC reports	
Number of people accessing PMTCT services.	201,541 (MoHCW)		
Number of people attending VCT services	173,588 (PSI) and 87,783 (MoHCW) in 2005		

**1.1.2.2 UNICEF: Increased availability and uptake of PMTCT services**

Proportion of HIV-positive pregnant women attending ANC receiving comprehensive PMTCT services			
--	--	--	--

**1.1.2.3 WHO: Capacity enhanced in development and operationalization of health sector HIV-prevention service-delivery strategies**

--	--	--	--

<b>Country programme output</b>			
<b>1.1.3 Reduce and mitigate against vulnerability factors for HIV infection, such as gender inequality, poverty, stigma and mobility, and create an enabling environment for the adoption of safer sexual behavioural practices</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of OVC reached by protection, care and support programmes		NAC reports	
Number of HIV/AIDS in the Workplace programmes		NAC reports	
Percentage of people who fear disclosing their HIV status because of negative reactions		Surveys	
Number of gender-based violence cases reported in the last 12 months			
Percentage of women by age group who at any time of their life were forced to have sex			
<b>1.1.3.1 ILO: Reduced stigma and increased sensitiveness to gender equality in the workplace, including employment protection</b>			
Number of enterprises with comprehensive and written HIV/AIDS policies implemented			
<b>1.1.3.2 ILO: Reduced spousal separation across sectors with high levels of mobility</b>			
<b>1.1.3.3 IOM: Specific methodologies and strategies targeting mobile populations and sex-workers integrated into sectoral policies</b>			
<b>1.1.3.4 UNFPA: Development and implementation of national and district-level strategies to reduce stigma and discrimination of women, and PLWHA facilitated</b>			
<b>1.1.3.5 UNICEF: Strengthened capacity of communities to respond to gender, culture and HIV-related issues</b>			
Number of districts and programmes supported to use the HRBAP/CCCD approach to programming			
<b>1.1.3.6 UNAIDS: Support NAC in involving political, religious and traditional leaders</b>			

<b>Country Programme Outcome</b>			
<b>1.2. Increased access to and utilization of comprehensive care and treatment services</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Percentage of people living with HIV and AIDS who are on ART		MoHCW ART programme Reports (AIDS and TB unit)	

<b>Country programme output</b>			
<b>1.2.1 Build human resources and institutional capacity to provide comprehensive care and treatment for both adults and children</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of medical personnel posts not filled		MoHCW	
<b>1.2.1.1 IOM: mitigation of health worker migration; repatriation of health workers</b>			
<b>1.2.1.2 UNDP: Increased availability and retention of health workers, filling gaps through volunteers</b>			
NAC resource mobilisation, manpower retention and stabilisation and ICT policies and strategies developed and implemented			
<b>1.2.1.3 WHO: Strengthened institutional and human resources capacity of the health sector to provide comprehensive care and treatment</b>			

<b>Country programme output</b>			
<b>1.2.2 Roll out care and treatment services to all rural and urban areas</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of private companies providing ART to workers		NAC	
ART roll out plan in place			
Number of people accessing ART			
<b>1.2.2.1 ILO: Treatment and care programme in private sector and insurance schemes expanded</b>			
Number of enterprises that provide medical insurance and access to treatment for their workers			
<b>1.2.2.2 WHO: National ART roll-out plan updated and paediatric ART strategic roll-out plan, guidelines and training material developed; site and district assessments and supervision and monitoring system supported</b>			
National and paediatric ART roll-out plans in place			
<b>1.2.2.3 WFP: Coverage and provision of anti-retroviral treatment (and PMTCT) through food supported nutrition intervention increased</b>			
<b>1.2.2.4 UNICEF/WHO/UNAIDS: Support to operationalization and implementation of treatment and care components of Global Fund projects and ESP</b>			
Type and quantity of drugs whose procurement has been facilitated		Household survey; MoHCW reports	
Number of health workers trained in the administration of treatment			
<b>Country programme output</b>			
<b>1.2.3 Strengthened procurement, supply and logistics support systems, including local production of ARVs</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Existence of a local company producing ARVs		MoHCW; NAC monitoring and evaluation reports	
Percentage of hospitals providing ART			
Percentage of hospital reporting ART stock out			
<b>1.2.3.1 UNDP: Capacity for development of local ARV production strategies strengthened;</b>			
At least 50% of AIDS patients in rural areas requiring ART have access to ARVs			
Locally produced ARV drugs are widely available and affordable to disadvantaged communities			
At least 20% of patients on ARVs are children under the age of 15 years			
<b>1.2.3.2 UNICEF: Capacity building of national partners to procure and manage supplies, facilitated procurement of ARVs as requested</b>			
<b>1.2.3.3 WHO: Strengthened procurement, supply and logistics support systems</b>			
<b>Country programme output</b>			
<b>1.2.4 Strengthened treatment literacy programme</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of people aware of ART		NAC monitoring and evaluation reports	
<b>1.2.4.1 ILO: Strengthened treatment literacy and counselling in the work place</b>			
Number of workers reached through treatment and literacy campaigns at the workplace			



**1.2.4.2 WHO: Strengthened treatment literacy programme including tools and implementation of best practices**

**1.2.4.3 UNICEF: Increased availability of IEC materials and IPC activities on ART, including paediatric treatment**

Number of IEC materials developed and disseminated

**Country programme output**

**1.2.5 Improved quality of home based care and counselling for people living with HIV and AIDS**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of households with AIDS patients reporting male involvement in home based care			
Availability of materials and guidelines on home based care.			

**1.2.5.1 UNICEF: Support to development of guidelines, manuals and reference materials for CHBC and counselling programmes as well as capacity development of trainers; building capacity of young people to support CHBC programs; increased coverage and provision of quality Community Based Care and Counselling for infected and affected children and their families.**

Number of manuals produced and disseminated		Household survey; MoHCW reports	
Number of trainers trained in CHBC			
Number of young people trained in CHBC			
Percentage of chronically ill people whose households receiving free basic external support for their care	10%		

**1.2.5.2 UNIFEM: Increased male involvement in HBC and Advocacy on unpaid care work**

**1.2.5.3 WFP: Improved food security and nutritional status of HBC clients and households through food supported nutrition intervention; Increased capacity of HBC clients and households to continue engaging in household level food production**

**1.2.5.4 WHO: Guidance and strategic support for improved quality of home based care and counselling for people living with HIV and AIDS**

**Country Programme Outcome**

**1.3 Increased access to and utilization of comprehensive care and support for individuals, families and communities affected by HIV**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of OVCs receiving care and support			

**Country programme output**

**1.3.1 Increased access to basic social services and other forms of support for OVCs (implementation of the NPA for OVCs)**

Indicators	Baseline	Source of verification	Risks and assumptions
The ratio of the proportion of orphaned to non-orphaned children aged 10–14 years who are currently attending school	0.89 (MoPSLSW/UNICEF, 2004)	Household surveys by UNICEF and National Programme of Action on Orphans	Funds are mobilized for the implementation of the NPA for OVC
Ratio of the proportion of OVC compared to non-OVC (0–4) who are malnourished (underweight)		Household surveys by UNICEF and National Programme of Action on Orphans	
Percentage of OVC and non-OVC (0–4) who have access to health care			

Percentage of households with OVC and non-OVC that have access to safe water			
Percentage of households with OVC and non-OVC that have access to safe sanitation			
Percentage of OVC and non-OVC (0-17) who have birth certificates			

**1.3.1.1 UNICEF: Building capacity of national secretariat to co-ordinate and monitor implementation of NPA for OVC; support to NGO partners to implement and monitor NPA at community level**

--	--	--	--

**1.3.1.2 WFP: Enhanced enrolment, attendance and retention of a greater number of OVCs in schools through food supported nutrition intervention; Increased capacity of OVC households to continue engaging in household level food production**

--	--	--	--

**1.3.1.3 FAO: Support to enhancing agricultural skills for OVC and home and school gardens**

--	--	--	--

**Country programme output**

**1.3.2 Increased access to basic social services and other forms of support for PLWA, affected families and communities**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of SMEs trained in care and support of PLWA		National AIDS Council reports	
Number of orphans attending school			
Number of people involved in income generating projects			

**1.3.2.1 FAO: Enhanced national capacity to develop and operationalize HIV strategy for Ministry of Agriculture (developed and operationalized); strengthened land and property rights of women; small-stock raising for improved nutrition, support to enhancing agricultural knowledge, practices and skills**

--	--	--	--

**1.3.2.2 Skills development of SMEs involving AIDS infected families and individuals**

--	--	--	--

**1.3.2.3 IOM: Mitigate impact of migration among households affected by AIDS**

--	--	--	--

**1.3.2.4 WFP: Enhanced school enrolment , attendance and retention through school feeding programme**

--	--	--	--

**1.3.2.5 UNIFEM: Increased availability of income generation projects for women.**

--	--	--	--

**1.3.2.6 UNDP: Support capacity development in the social sector to support affected families and communities**

--	--	--	--

**Country Programme Outcome**

**1.4 Effective management of the national response in the context of the Three Ones, including advocacy and resource mobilization**

Indicators	Baseline	Source of verification	Risks and assumptions
Effective management index		National AIDS Council Reports	

**Country programme output**

**1.4.1 Active involvement of new key actors such as ministries, Reserve Bank of Zimbabwe, private-sector response**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of private-sector companies with HIV and AIDS policies		NAC, ILO and UNAIDS reports	
Number of advocacy strategies developed			

**1.4.1.1 ILO: Strengthened capacity of the private sector leadership in addressing HIV and AIDS in the workplace through policy development and support as well as resource leveraging**

Number of monitoring and evaluation reports submitted and acted upon by senior management on monitoring and evaluation of HIV/AIDS workplace programmes			
---	--	--	--

**1.4.1.2 UNAIDS: Development and implementation of advocacy strategies for multisectoral involvement and leadership relating to HIV and AIDS, including for addressing humanitarian needs supported**

--	--	--	--

**1.4.1.3 UNDP: Mainstreaming and integrating HIV and AIDS into non-health sector policies/processes and the national development and poverty reduction strategy; governance systems for an effective HIV and AIDS response strengthened at all levels; involvement of new actors, including finance institutions such as the Reserve Bank**

--	--	--	--

**Country programme output**

**1.4.2 Fully functional co-ordination, monitoring, evaluation and strategic management information system for the national HIV and AIDS response**

Indicators	Baseline	Source of verification	Risks and assumptions
National strategic plan developed and implemented		National AIDS Council M&E reports	
Monitoring and evaluation system in place and functional			
National monitoring and evaluation database is in place and functional			

**1.4.2.1 UNAIDS: Enhanced co-ordination of joint UN Team on HIV and AIDS, development of joint annual UN work plans in support of national strategies; strengthened national co-ordination mechanisms, frameworks and plans; support to strategic information identification, documentation and dissemination**

--	--	--	--

**1.4.2.2 UNFPA: Strengthened capacity for development of the national HIV and AIDS monitoring and evaluation system and increased data utilization through mapping**

--	--	--	--

**1.4.2.3 World Bank: Strengthened national HIV and AIDS monitoring and evaluation system and tools including an electronic database that is accessible from district level**

--	--	--	--

**1.4.2.4 UNDP: Strengthened national capacity to respond to HIV and AIDS including fund management, systems and structures, human resources and monitoring and evaluation**

Comprehensive capacity-assessment report and capacity-strengthening plans for key institutions and sectors (Health, Agriculture, Education, PSC, etc.) in place			
Computerized monitoring and evaluation system operational in all 120 districts			
NAC fund management unit and procedures established and operational			
E-government operational in the Health, PSC, Education and Agriculture ministries			
NAC gender and MIPA policies and strategies developed and operational			

**Country programme output**

**1.4.3 Meaningful involvement, participation and representation of PLWHA at all levels**

Indicators	Baseline	Source of verification	Risks and assumptions
Strategy to involve PLWHA developed and implemented		NAC monitoring and evaluation reports	
Number of PLWHA involved in decision making			

**1.4.3.1 UNAIDS: Enhanced capacity for the development and implementation of strategy on greater involvement of PLWHA developed and implemented**

--	--	--	--

**Country Programme Output****1.4.4 Comprehensive resource mobilisation strategy resulting in significant increase in internal and external resources available for the HIV and AIDS response**

<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
National resource mobilization strategy in place			
Amount of local resources allocated for HIV and AIDS		National AIDS Council reports	
Amount of external resources allocated for HIV and AIDS		UNAIDS	
<b>1.4.4.1 UNAIDS: Co-ordinated approach (overall co-ordination) of UN resource mobilization on HIV and AIDS, support to national resource tracking and resource needs estimation provided</b>			
<b>1.4.4.2 UNDP: Increased availability of resources in support of national human resource capacity strengthening strategies</b>			
<b>1.4.4.3 UNFPA: Mobilization of resources in support of national prevention and behavioural change strategies</b>			
<b>1.4.4.4 UNICEF: Mobilizing resources for implementation of NPA on OVC</b>			
Amount of resources mobilised for implementation of NPA on OVC			
<b>1.4.4.5 WHO: Mobilizing resources in support of roll-out of national treatment and care strategies</b>			

**ZUNDAF Outcome 2****Enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of people below the total consumption poverty line (TCPL)	2003: 63%	PASS (2003)	
Human Poverty Index (HPI)	2003: 33.1	MDG Report ((2005)	
Percentage of people below the food poverty line (FPL)	2003: 48%	ZHDR	

**Country Programme Outcome****2.1 Strengthened national capacity to formulate, implement and monitor pro-poor policies**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of policies formulated and implemented which are pro-poor		MPI, MoED, MoPSLSW	<b>Assumptions:</b> There is shared national vision on poverty reduction. <b>Risks:</b> Lack of capacity to implement policies. Unconducive conditions of service

**Country programme output****2.1.1 Zimbabwe Economic Development Strategy developed**

Indicators	Baseline	Source of verification	Risks and assumptions
Zimbabwe Economic Development Strategy document with children's, gender and population issues integrated in place by Jan 2007	There is no ZEDS	MoED	<b>Assumptions:</b> Formulation of ZEDS remains a priority. Broad consultation will take place successfully. <b>Risks:</b> Inadequate human capacity and financial constraints in Government. Partial implementation of policies

**2.1.1.1 UNDP: Broad-based consultative process for ZEDS strengthened**

--	--	--	--

**2.1.1.2 UNDP: Pro-poor and MDG-based policy formulation capacity strengthened**

Number of policy reforms implemented to comply with ZEDS framework			
--	--	--	--

**2.1.1.3 UNDP Human development paradigm integrated into development planning**

Number of sub-national MDG campaigns			
--------------------------------------	--	--	--

**2.1.1.4 UNICEF: ZEDS formulated that integrates social protection interventions for children**

Gender-sensitive National Poverty Reduction Strategy document approved by CSSAC		NPRS document	
---	--	---------------	--

**2.1.1.5 UNFPA: Enhanced national capacity to integrate gender and population and development linkages into the Zimbabwe Economic Development Strategy**

Proportion of national and sub-national policies, strategies and plans that reflect HIV/AIDS, gender, human rights and poverty		MoED	
--	--	------	--

**2.1.1.6 UNFPA: Increased political support for the incorporation of key linkages between population and development into the Zimbabwe Economic Development Strategy**

The Zimbabwe Economic Development National Strategy includes all major ICPD and MDG targets		MoED	
---	--	------	--

**2.1.1.7 ILO: National capacity for employment policy formulation, implementation and monitoring enhanced**

National Employment Policy formulated and strategized in consultation with all major social partners and stakeholders.			
--	--	--	--

**2.1.1.8 UNDP: Strengthened national capacity to formulate and implement pro-poor macroeconomic policy frameworks**

		Workshop reports	
--	--	------------------	--

**Country programme output**

**2.1.2 National budgets formulated reflecting national priorities in alignment with MDGs and ZEDS**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of pro-poor macro-economic policy frameworks formulated and implemented		MoF (National budget statements, Blue books)	<b>Assumptions:</b> Results Based Budgeting (RBB) continues. Broad consultation will take place successfully. <b>Risks:</b> Low economic growth rate. Inadequate financial resources. High inflationary environment.
Proportion of macro-economic policies that are pro-poor			

**2.1.2.1 UNDP: National budgets formulated reflecting national priorities in alignment with MDGs and ZEDS**

Percentage of national budget allocated to HIV and AIDS and social sectors			
--	--	--	--

**Country programme output**

**2.1.3 Capacity to formulate and implement pro-poor and MDG-based national budgets aligned to national priorities strengthened**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of budgets that are pro-poor		Sector ministries	<b>Risks:</b> Inadequate human capacity and financial constraints in sector ministries

**2.1.3.1 UNDP/UNICEF: Capacity to formulate and implement pro-poor and MDG-based national budgets aligned to national priorities strengthened**

--	--	--	--

**2.1.3.2 UNDP/UNICEF: Sector policies reviewed, formulated and implemented in line with MDGs and ZEDS. Strengthened national capacity in sector policy analysis, formulation and implementation**

Number of sector policies reviewed, formulated and implemented in line with MDGs and ZEDS			
Number of sector policies MDG-based			
No. of policy reforms implemented to comply with ZEDS framework			



### 2.1.3.3 UNICEF: Enhanced capacity to integrate children's issues in sectoral policies

Number of Central Statistical Office and sectoral ministries officials trained in child and gender analysis	40		
---	----	--	--

### 2.1.3.4 UNICEF: Poverty Alleviation Action Programme formulated and implemented

Poverty Alleviation Action Programme formulated and implemented		PAAP document and implementation	
---	--	----------------------------------	--

## Country programme output

### 2.1.4 National social protection systems strengthened

Indicators	Baseline	Source of verification	Risks and assumptions
Social Protection Programmes updated by Jan. 2007	Current SPPs are outdated (2000)	Sector ministries	
Proportion of Social Protection Programmes interventions implemented			

#### 2.1.4.1 UNICEF: Children's issues integrated into the national social protection strategy

Number of social protection taskforce members trained in child and gender analysis			
--	--	--	--

#### 2.1.4.2 UNDP: Vulnerable groups and communities empowered to be agents of their own development

--	--	--	--

#### 2.1.4.3 UNDP: Youth and gender issues integrated in national and sub-national policies, plans and strategies

Proportion of policies which mainstream youth and gender issues		Sector ministries	<p><b>Assumptions:</b> Concept of mainstreaming is understood.</p> <p><b>Risks:</b> Mainstreaming may result in marginalization.</p>
---	--	-------------------	--

#### 2.1.4.4 UNESCO: Strengthened national capacity to preserve and promote cultural heritage, develop cultural policies and industries for cultural tourism and development

--	--	--	--

## Country Programme Outcome

### 2.2 Improved utilisation of disaggregated data in development planning, implementation, monitoring and evaluation

Indicators	Baseline	Source of verification	Risks and assumptions
Timeliness of production and dissemination of relevant sector statistics		CSO, RBZ, line ministries	<p><b>Assumptions:</b> The draft Statistics Bill is passed into law. There are adequate resources to support the national statistical system.</p> <p><b>Risks:</b> The draft statistics Bill not passed into law.</p>
National information systems in place and functional	Outdated statistics		
Proportion of indicators for which disaggregated data available			

<b>Country programme output</b>			
<b>2.2.1 UNCT: Enhanced national capacity for periodic MDG reporting</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Annual MDG progress reports with up-to-date information produced	2005 Annual MDG progress report	MoPSLSW	
Five-year MDG Reports with up-to-date information in place	2004 comprehensive MDG report	MDG Task Force	
<b>2.2.1.1 UNFPA: Enhanced national capacity of Central Statistical Office to monitor progress towards the MDGs, ICPD, CEDAW and national development frameworks</b>			
Percentage of MDG, ICPD and CEDAW indicators which are included in ZIMDAT	40% in 2005	CSO	
<b>Country programme output</b>			
<b>2.2.2 Strengthened national statistical system</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
ZIMDAT annual updates in place	2005 ZIMDAT available	CSO, line ministries	
CSO Web site in place	CSO has no Web site (2005)	CSO, line ministries	
A national statistical system in place by 2008	There is currently no national statistical system (2005)	CSO, line ministries	
<b>2.2.2.1 UNDP: Improved availability of poverty data (PASS)</b>			
ICES and PASS produced timeously			
<b>2.2.2.2 UNFPA: Increased availability of sex and age disaggregated population and development data at the national and sub-national levels</b>			
Percentage of household surveys conducted by CSO for which reports are produced on time	60% in 2005	CSO	
<b>2.2.2.3 ILO: Labour market information systems strengthened</b>			
Findings of sub-regional Labour Market Information workshop, July 2006, implemented			
Completeness and availability of the 20 Key Indicators for the Labour Markets (KILM) indicators			
Regular labour market statistics bulletin produced			
<b>2.2.2.4 UNICEF/UNFPA: Strengthened capacity for management and maintenance of Zimbabwe Statistics Database (ZIMDAT)</b>			
Number of Central Statistical Office and sector ministries officials trained in the use of ZIMDAT	200	CSO ZIMDAT Workshop reports	
<b>2.2.2.5 UNICEF/WHO/UNESCO/UNFPA: National information systems (MIS, DEMIS and NHIS ) providing timely, quality disaggregated data</b>			
<b>2.2.2.6 UNDP/UNFPA/UNICEF: CSO transformed into a semi-autonomous agency</b>			
CSO transformed into a semi-autonomous agency		Review reports, line Ministries	
<b>2.2.2.7 UNIDO: Enhanced Research and Development and Information Sharing, e.g. Industrial and scientific research (Value addition, import substitution, product diversification), etc.</b>			
<b>2.2.2.8 WB: Studies on infrastructure development conducted and disseminated</b>			
<b>2.2.2.9 UNDP: Poverty outcome evaluation conducted</b>			

Country programme output 2.2.3 Increased availability of disaggregated data through surveys, studies and researches			
Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of survey reports produced timeously		CSO, line ministries	
Country programme output 2.2.4 Enhanced research & development and information sharing, e.g. industrial and scientific research			
Indicators	Baseline	Source of verification	Risks and assumptions
Research and development and information sharing system in place and functional		SIRDC, MoIT, CSO, MST	<b>Assumptions:</b> The private sector buys into the process. There is necessary technology and partnerships <b>Risks:</b> Lack of adequate resources
Country programme output 2.2.5 Studies on infrastructure development conducted and disseminated			
Indicators	Baseline	Source of verification	Risks and assumptions
Number of studies on infrastructure development conducted and disseminated		Infrastructure Bank, WB, Ministry of Transport	
Country programme output 2.2.6 Poverty outcome evaluation conducted			
Indicators	Baseline	Source of verification	Risks and assumptions
Poverty outcome evaluation report produced		OPC	
Country Programme Outcome 2.3 Strengthened broad based and consultative national dialogue on key development issues			
Indicators	Baseline	Source of verification	Risks and assumptions
Number of key national development issues discussed, adopted and implemented		NECF, TNF, MoED, MoF and line ministries	<b>Assumptions:</b> The nation shares the same development vision. Continued national dialogue within the TNF and NECF. Adequate resources to localize the MDG agenda. <b>Risks:</b> Misunderstanding the MDG agenda as a project rather than as a development framework. Lack of a social contract within the TNF process.
High-level dialogue	Intermittent high-level dialogue		

<b>Country programme output</b>			
<b>2.3.1 Strengthened national for policy dialogue</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of policies developed through consultation with wider stakeholders (civil society, national and sub-national, donors, district authorities)		Minutes of forum meetings	<b>Assumptions:</b> The nation shares the same understanding of the human development concept. <b>Risks:</b> Lack of buy-in by stakeholders.
Human Development Reports produced and disseminated bi-annually	Biennial ZHDRs are currently being produced and disseminated		
<b>2.3.1.1 ILO: Tripartite Negotiating Forum strengthened</b>			
Conclusion of a Social Contract			
Number of meetings of the TNF			
Number of agreements/declarations/protocols implemented			
<b>2.3.1.2 UNDP: NECF strengthened, and sustained national MDG campaign established and MDGs localized</b>			
Number of sub-national MDG campaigns			
Number of MDG-ized local authority development plans			
Number of functioning sub-national MDG steering committees			
MDG progress report produced annually			
<b>2.3.1.3 UNFPA/UNICEF: National, provincial and district mechanisms for youth dialogue strengthened</b>			
Number of youth-friendly centres established			
<b>2.3.1.4 UNDP/UNICEF: Human Development Reports produced and disseminated</b>			
Number of Human Development Reports produced			
Number of recommendations of NHDR adopted and implemented by GoZ, CSO and development partners			
<b>2.3.1.5 UNCT: Enhanced local ownership of MDGs through a wider national campaign</b>			
<b>2.3.1.6 UNCT: MDGs integrated into local development planning</b>			

<b>Country Programme Outcome</b>			
<b>2.4 Enhanced sustainable livelihoods and recovery and disaster risk reduction integrated in development planning</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of people below the food poverty line at district level	2003: 48%		<b>Assumptions:</b> A stable macro-economic environment. Adequate technical and financial support for community projects. <b>Risks:</b> Donor-driven projects. Recurrent droughts.
Proportion of people below the Total Consumption Poverty Line at district level.	2003: 63%	PASS 2003	
Structural unemployment rate at district level	2003: 57%	MoHCW	
Percentage of under-five children who are underweight.	2003: 17%	ICES	
Number of communities receiving food/humanitarian assistance			

<b>Country programme output</b>			
<b>2.4.1 Increased opportunities for decent employment</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>2.4.1.1 ILO/UNCTAD/UNIDO: Increased opportunities for decent employment.</b>			
Number of jobs created in the formal sector		CSO	<i>Assumptions:</i> Set economic growth rates will be achieved
Unemployment rates	2003: 11%	PASS II	
Proportion of workforce covered by social security schemes		MoPSLSW	
<b>Country programme output</b>			
<b>2.4.2 Micro, Small and Medium Enterprises (MSMEs) development and entrepreneurship strengthened</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of MSMEs that are functional		MoSMED	
<b>2.4.2.1 ILO: Micro, Small and Medium Enterprises (MSMEs) development and entrepreneurship strengthened</b>			
MSMEs policies in favour of entrepreneurship development and relevant legislation formulated and implemented			
Number of MSMEs created			
Database on MSMEs setup and operational			
<b>Country programme output</b>			
<b>2.4.3 Community recovery projects implemented in most vulnerable districts</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of community recovery projects implemented		MoPSLSW	<i>Risks:</i> Sustainability of projects
Proportion of food insecure households in rural areas	2005: 36%	MoPSLSW (ZIMVAC)	
<b>2.4.3.1 ILO: Local Economic Development (LED) programme established</b>			
Number of communities engaged in local economic activities			Resources for both local and external services made available
Number of district councils actively promoting LED principles in their districts			
<b>2.4.3.2 UNDP: Youth livelihoods enhanced and communities capacitated to rebuild their livelihoods</b>			
Youth empowerment legislation in place			
At least 100,000 youth beneficiaries			

**ZUNDAF Outcome 3**  
**Strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights**

**Country Programme Outcome**  
**3.1 Systems, institutions, mechanisms and processes that promote good governance, gender equality the rule of law and dialogue strengthened**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of bills for which portfolio committee reports were produced and discussed in PoZ		Hansard, portfolio committee reports	Commitment of all partners. Shared common vision. Availability of funding. Inadequate institutional capacity, skills, mechanisms and processes that promote the rule of law and good governance. Limited constructive dialogue processes resulting in national solutions.
Proportion of court cases that are concluded within the set time frame		Court judgments	
Proportion of judgements that promote gender equality			
Number of agreements on key national economic and social issues concluded		Record of dialogue, meetings, declarations and agreements	
Number of public sector policies, systems and processes that uphold the rule of law and good governance implemented		GoZ annual reports, policy documents and Acts of Parliament. Client Charter Surveys	
Proportion of victim-/child-friendly courts and units that are functional		GoZ annual records on number of cases	

**Country programme output**  
**3.1.1 Improved performance of Parliamentary portfolio committees, individual MPs and Senators to effectively perform their legislative and oversight roles and functions**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>3.1.1.1 UNDP: Strengthened administration of PoZ reforms and resources mobilized for the programme</b>			
<b>3.1.1.2 UNIFEM: Strengthened capacity of Parliament for gender mainstreaming</b>			
<b>3.1.1.3 UNICEF: Strengthened PoZ outreach programme with special focus on the child parliament and domestic violence legislation</b>			
Number of child parliamentarians sensitised on the domestic violence legislation		Workshop reports	

**Country programme output**  
**3.1.2 Enhanced capacity of the judiciary to effectively dispense justice at all levels**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>3.1.2.1 UNDP: Strengthened capacity of the judiciary system to formulate and implement law reforms</b>			
Number of policies and legislation reviewed, amended and initiated that are in accordance with international human rights standards			
Backlog of court cases cleared by 2011			

### 3.1.2.2 ILO: Enhanced capacity of Labour Courts to expeditiously and conclusively resolve labour cases

Reduced number of pending backlog cases			
Reduced average time lag from submission of case to its conclusive resolution			

### 3.1.2.3 UNICEF: Enhanced capacity of the victim-friendly courts and the introduction of pre-trial diversion for children in conflict with the law

Number of courts with functional victim-friendly court equipment			
--	--	--	--

### Country programme output 3.1.3 Strengthened electoral institutions to conform to the SADC Principles and Guidelines, including the 30% minimum representation for women

Indicators	Baseline	Source of verification	Risks and assumptions

#### 3.1.3.1 UNDP: Provide support on harmonization of national legal and electoral systems with the SADC guidelines

--	--	--	--

### Country programme output 3.1.4 Strengthened capacity of the Attorney-General's office to mainstream human rights into policy frameworks and draft legislation

Indicators	Baseline	Source of verification	Risks and assumptions

#### 3.1.4.1 UNDP/ILO: Capacity development for the A-G's office in drafting legislation that reflects human rights and labour standards

Functional and accessible voters' role by 2008			
--	--	--	--

### Country programme output 3.1.5 Strengthened capacity of Public Sector for accountability, transparency and efficiency

Indicators	Baseline	Source of verification	Risks and assumptions

#### 3.1.5.1 UNDP: Strengthened capacity of the public sector to implement the Results-Based Management System

Results-based budgets and performance management systems aligned to MDG goals			
---	--	--	--

#### 3.1.5.2 UN-Habitat/UNDP: Strengthened capacity of local authorities to deliver services related to urban planning and development, safety, and livelihoods

--	--	--	--

#### 3.1.5.3 UNICEF: Strengthened the capacity of local authorities to implement the decentralization process

Number of local authorities with training teams trained in Human Rights Based Approach to Programming through a Community Centred Capacity Development Process			
--	--	--	--

### Country programme output 3.1.6 Strengthened national policy consultative and dialogue processes such as the TNF, NECF, Poverty Reduction Forum

Indicators	Baseline	Source of verification	Risks and assumptions

#### 3.1.6.1 UNDP/ILO: Enhanced national capacity for policy dialogue and consultative processes in the TNF, NECF, Poverty Reduction Forum

Conclusion and signing of social contract by all parties – GoZ, labour and business – by 2007			
Number of agreements reached and implemented by all stakeholders			
NGO Act, code of conduct, corporate governance principles adopted			



**3.1.6.2 Strengthened capacity of Educational Institutions to mainstream values of peace and human rights in educational institutions**

**3.1.6.3 UNESCO: Enhanced capacity of Ministry of Education in integrating value of peace, human rights, governance and equality in national education policies**

**Country Programme Outcome**

**3.2 Increased participation of society in particular the marginalized groups in policy- and decision-making processes**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of key national dialogue institutions with members drawn from marginalized groups		ZHDR reports, national laws and policies, GoZ annual records, <i>Hansard</i> , NECF reports	Societal attitude and stigma. Absence of shared vision. Availability of participatory opportunities.
Percentage of women in senior decision- and policy-making positions		Public Service Commission reports	Gender disparities in access to and control of national resources.
Proportion of government structures that have been operationally decentralized		Client charter surveys, CSO reports, media reports, Auditor and Comptroller-General's reports	

**Country programme output**

**3.2.1 Strengthened capacity of marginalized groups to improve their livelihoods and actively participate in decision-making processes**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>3.2.1.1 UNIFEM: Improved livelihoods of women and participation in decision making and control of resources</b>			
<b>3.2.1.2 UNICEF: Strengthened capacity for developing integrated community development plans</b>			
Number of local authorities developing plans through a consolidation of various community action plans			
<b>3.2.1.3 UNICEF/UNDP: Revised decentralized policy and strategy in place that involves vulnerable groups such as female-headed households and children in the decision-making process</b>			
Revised decentralization policy and strategy in place			
<b>3.2.1.4 UN-Habitat: Revised decentralized urban-planning policy and strategy to ensure efficient access to basic services and livelihoods</b>			

**Country Programme Outcome**

**3.3 Mechanisms that protect and promote human rights and humanitarian principles strengthened**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of international human rights instruments that have been ratified and domesticated		State Party reports.	Inadequate capacity to produce timely reports.
Proportion of human rights violation complaints that were reported and processed		Office of Ombudsman and the Constitutional Court reports.	Different levels of commitment and perceptions on human rights.
The national budget on social services as a percentage of GDP		National Budget Blue Book and <i>Hansard</i>	Complications in domestication/ harmonization of international human-rights instruments.

<b>Country programme output</b>			
<b>3.3.1 Strengthened capacity of the State to ratify, domesticate and implement outstanding human rights instruments</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>3.3.1.1 UNCT: Strengthened capacity of the State to mainstream Human Rights and gender equality in all development programmes</b>			
<b>3.3.1.2 UNCT: State mechanisms (IMCHR) are producing timely and complete State Party reports</b>			
<b>3.3.1.3 UNCT: Awareness and knowledge of Human Rights, Humanitarian Principles and Labour Standards enhanced</b>			

<b>Country Programme Outcome</b>			
<b>3.4 National, regional and international relations with other countries and organizations (e.g. SADC, AU, UN) strengthened</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of new international bilateral and multilateral agreements signed		Reports from MoF, Moll&T and Ministry of Foreign Affairs, Ministry of Justice, Legal and Parliamentary Affairs	Changing global partners' perceptions. Improved climate for dialogue. Availability of funds.
Number of new International joint co-operation initiatives entered			
Growth rate in direct foreign investment		CSO, ZIC and RBZ statistical reports	
Growth rate in tourist arrivals		CSO, RBZ, ZTA statistical reports	

<b>Country programme output</b>			
<b>3.4.1 The country gains optimally from the bilateral and multilateral trade and non-trade agreements</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>3.4.1.1 UNDP/UNIDO: Capacity for government negotiators in regional and international bilateral and multilateral trade and non-trade agreements enhanced</b>			
Number of bi-lateral and multilateral agreements signed			
<b>3.4.1.2 UNCT: Strengthened dialogue processes with the regional and international development partners</b>			
<b>3.4.1.3 UNCT: Strengthened capacity of national institutions to effectively use and disseminate information objectively</b>			

**ZUNDAF Outcome 4**  
**Reduced negative social, economic, political, cultural and religious practices that sustain gender disparity**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of sectors that have fully integrated gender in their policies and programmes		MoWAGCD, NPA report	<b>Assumptions:</b> Political commitment and will. Commitment, ownership and participatory engagement in formulation of the National Gender Policy Action Plan. Gender awareness within the social cultural environment. <b>Risks:</b> Inadequate resources to implement National Gender Policy Plan of Action.

**Country Programme Outcome**  
**4.1 Increased capacities of national institutions, women's and civil society organizations to mainstream gender in key sectors of development**

Indicators	Baseline	Source of verification	Risks and assumptions
Gender commission launched		MoWAGCD	
Number of international and regional gender instruments domesticated		State Party reports: CEDAW, Beijing, SADC, ACHPR	
Number of state party reports on CEDAW, Beijing, ACHPR and SADC made			
Action plan for the National Gender Policy in place			

**Country programme output**  
**4.1.1 Strengthened capacity of the national gender machinery to develop, co-ordinate and monitor the implementation of the National Plan of Action of the National Gender Policy**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of sectoral gender policies, plans and strategies put in place		MoWAGCD	
Proportion of activities in the National Gender Action Plan implemented		NPA report	
Proportion of functional gender focal points in key sectors			
<b>4.1.1.1 UNIFEM/ILO: Strengthened national capacity on accountability mechanisms to support gender equality and women's empowerment</b>			
<b>4.1.1.2 UNDP: Strengthened national capacities for gender analysis and mainstreaming, policy planning and MDG reporting and monitoring</b>			
<b>4.1.1.3 UNICEF: Strengthened capacity of women's organizations, civil society organizations and communities to carry out gender analysis for effective gender mainstreaming</b>			
Number of Civil Society Organisations with gender focal persons trained in gender analysis			

<b>Country programme output</b>			
<b>4.1.2 Increased institutionalization of gender into macro economic policies, budget systems and processes</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of gender sensitive budgets made at national and local levels		MoWAGCD, MoF, MoED	<i>Assumption:</i> Relevant stakeholders are sensitized about gender budgeting processes.
Percentage of national budget allocated to gender specific sectors		NANGO	
Percentage of civil-society budget allocated to gender issues			
<b>4.1.2.1 UNIFEM: Enhanced knowledge on gender equality by stakeholders to spearhead and transform policies, programmes and resource allocations</b>			
<b>4.1.2.2 UNDP/UNIFEM: Strengthened national capacities for gender budgeting and development of a sex-disaggregated database</b>			
<b>4.1.2.3 UNICEF: Strengthened capacity of NGOs, civil society organizations for child- and gender-friendly budgetary allocations</b>			
<b>Country programme output</b>			
<b>4.1.3 Women's human rights protected and promoted by the Human Rights Commission</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>4.1.3.1 UNIFEM/UNDP/UNFPA/UNICEF: Strengthened capacity of the Human Rights Commission to protect and promote the human rights of women</b>			
<b>Country Programme Outcome</b>			
<b>4.2 Gender equality achieved in representation of women in politics and decision-making positions</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Percentage of women in House of Assembly	16% (2005)	MoWAGCD Reports, Parliament of Zimbabwe	
Percentage of women represented in local government and traditional structures			
<b>Country programme output</b>			
<b>4.2.1 Increased representation of and effective participation of women in politics and decision making processes in all sectors and at all levels</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of women in strategic decision-making positions in politics, public and private sectors		MoWAGCD, PSC, private-sector company reports	
Proportion of women in civil service at Under-Secretary level and above			
Proportion of women in private sector at managerial level			
<b>4.2.1.1 UNFPA/UNDP/UNIFEM: Enhanced leadership capacity of women in decision making in all sectors</b>			
50% of women in decision-making positions			
<b>4.2.1.2 UNDP/UNICEF: Enhanced leadership capacity of the youth, especially the girl-child</b>			
Number young people who have received training in life skills/leadership			

<b>Country Programme Outcome</b>			
<b>4.3 Institutional mechanisms and social cultural practices protect women and girls from gender-based violence</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of reported cases on gender-based violence		MoWAGCD, MoJLPA, Police database, Musasa Project	
<b>Country programme output</b>			
<b>4.3.1 Enhanced institutional and technical capacity of civil-society organizations and other key players including the media to formulate, implement, monitor and evaluate programmes to combat GBV</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of law-enforcement agencies and leadership reached through awareness campaigns		MoWAGCD, MoJLPA	
<b>4.3.1.1 UNFPA/UNIFEM/UNICEF/UNDP: Strengthened capacity of partners to formulate GBV behaviour change strategies</b>			
<b>4.3.1.2 UNFPA/UNIFEM/UNICEF/UNDP: Enhanced capacity of national players to collect and utilize GBV data.</b>			
<b>4.3.1.3 UNFPA/UNIFEM/UNICEF/UNDP: Enhanced capacity of national players to lobby for the enactment of laws and policies against GBV</b>			
<b>4.3.1.4 UNFPA/UNIFEM/UNICEF/UNDP: Strengthened capacity of law enforcement agencies to fully implement GBV laws in a gender-sensitive manner</b>			
<b>4.3.1.5 UNFPA/UNIFEM/UNICEF: Strengthened national capacity including community based organizations, traditional leadership and youths to provide post-GBV support to survivors and prevent SGBV</b>			
Number of FBO/CBO whose staff (focal persons) have been sensitized on causes and impact of sexual and gender-based violence			

**ZUNDAF Outcome 5**  
**Improved access to quality and equitable basic social services**

**Country Programme Outcome**

**5.1 Improved access to preventive, promotive and curative health and nutrition services**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of 1-year-old children immunized against Measles and DPT3, Supplemented with VA	Measles: 81%; DPT3: 86% (2004); VAS: 46% (2003)	Household surveys and annual EPI reports	
Proportion of children under five who are underweight	27% (NNS, 2003)		
Under-five mortality rate	102/1,000 (DHS, 1999)		
Infant mortality rate	65/1,000 (DHS, 1999)		
Neonatal mortality rate			
Perinatal mortality rate	41/1000 (DHS, 1999)		
IRS coverage			
Malaria prevalence rate			
Malaria death rate			

**Country programme output**  
**5.1.1 Increased capacity of the health delivery systems to provide and manage preventative, promotive and curative health and nutrition services**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>5.1.1.1 UNDP/WHO/UNFPA/UNICEF: Capacity development, management and retention of human resources for health improved</b>			
<b>5.1.1.2 UNFPA/UNICEF/WHO: All districts and provincial hospitals have a functional communication system and at least one ambulance</b>			
Proportion of health facilities with functional ambulances		Hospital records, DHS	
Proportion of health facilities with functional communication systems		Hospital records, DHS	
<b>5.1.1.3 WHO/UNICEF: Improve and sustain availability of essential drugs (including TB drugs), equipment, vaccines and related supplies in all health facilities</b>			
Proportion of children receiving Vitamin A supplementation		HMIS, household surveys	
Proportion of facilities with cold chain breakdown			
<b>5.1.1.4 UNICEF/WHO: Strengthened TB (DOTS), malaria (ITNs, IRS, IPT and case management) and diarrhoea disease prevention and control services</b>			
Proportion of maternity hospitals that are baby-friendly	42% (2004)	HMIS	
Health workers trained in relevant issues		Monitoring reports, HMIS	
Proportion of districts regularly conducting outreach services		Monitoring reports	
Number of new health centres established			
ITN coverage among children under five and pregnant women			
Proportion of population in malaria areas using effective malaria prevention and treatment measures			
<b>5.1.1.5 UNFPA/UNICEF/WHO: Strengthened capacity in the health sector for emergency preparedness and response to reduce mortality and morbidity in districts affected by cholera</b>			
Proportion of detected cholera and diarrhoeal cases treated		Monitoring reports	
<b>5.1.1.6 UNICEF/WHO/UNFPA: Improved national status of vulnerable groups (children under five, pregnant and lactating mothers and PLWA)</b>			
<b>5.1.1.7 UNFPA/WHO/UNICEF: Strengthened health information system for planning, monitoring and evaluation</b>			

**Country Programme Outcome**  
**5.2 Improved access to safe water supply and adequate sanitation**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of population with sustainable access to an improved water source	Rural households: 75% (DHS, 1999)	DHS, surveys, national inventory	UNICEF \$7,200,000
Proportion of people with access to improved sanitation	Rural households: 25% (National WS Inventory, 2004)		
<b>5.2.1.1 UNICEF/WHO: Increased access to improved water source by 20% in the 16 targeted rural districts</b>			
Proportion of functional safe water facilities		DHS, National inventory	UNICEF \$3,400,000
Number of safe water sources rehabilitated and established			
<b>5.2.1.2 UNICEF/WHO: Increased access to improved sanitation by 10% in the 16 targeted rural districts</b>			
Number of safe sanitation facilities constructed		Monitoring reports	UNICEF \$2,200,000
<b>5.2.1.3 UNICEF/WHO: Strengthened capacity of water-point communities in management of water supply in targeted 16 rural districts</b>			
Proportion of households with correct knowledge of management of water supply and sanitation facilities		Household surveys, monitoring reports	UNICEF \$500,000
<b>5.2.1.4 UNICEF/WHO: At least 50% of the rural population in the targeted 16 districts have improved knowledge of good hygiene practices</b>			
Proportion of people practising good hygiene (hand-washing, disposal of children's faeces)		Monitoring reports	UNICEF \$600,000
<b>5.2.1.5 UNICEF/WHO: Monitoring and evaluation capacity of the water and sanitation sector enhanced at national and sub-national levels.</b>			
Existence of a functional data base		Monitoring reports, HMIS	UNICEF \$500,000

**Country Programme Outcome**  
**5.3 Increased availability and access to comprehensive gender-sensitive reproductive and child health services**

Indicators	Baseline	Source of verification	Risks and assumptions
Proportion of births attended by skilled health personnel	53.6% (EmOC assessment, 2004)	DHS, HMIS	
Maternal mortality ratio	695/1,000 (DHS, 1999)		
<b>5.3.1.1 UNFPA/UNICEF/WHO: Increased access to and use of quality EmOC services from 38% to 60% in all provinces</b>			
Proportion of health facilities offering quality EmOC services			
<b>5.3.1.2 UNFPA: Increased access to FP services from a CPR of 54% to a CPR of 60%</b>			
Proportion of health facilities offering FP services		HMIS	
<b>5.3.1.3 UNFPA/WHO: Increased availability of adolescent sexual and reproductive health services from 16 to 30 districts</b>			
Proportion of health facilities providing adolescent SRH services		DHS	
<b>5.3.1.4 UNFPA/UNICEF/WHO: All 31 interventions in the Maternal and Neonatal Health Road Map implemented nationally</b>			
Maternal and neo-natal health road map implementation plan in place		HMIS	
<b>5.3.1.5 ILO: Coverage of women workers benefiting from maternity protection as enshrined in ILO's Convention No. 183 extended</b>			
<b>5.3.1.6 UNICEF/WHO: Strengthened capacity of targeted districts in implementation of IMCI strategy for treatment of childhood illnesses</b>			
Proportion of children receiving Vitamin A supplementation		Household surveys, MIS annual reports, HMIS	
<b>5.3.1.7 UNICEF/WHO: Increase and sustain immunization coverage and Vitamin A supplementation to above 80%</b>			
Proportion of children receiving Vitamin A supplementation		Household surveys, MIS annual reports, HMIS	



**Country Programme Outcome**  
**5.4 Increased access to primary and secondary education with equity maintained among boys and girls and OVC and non-OVC**

Indicators	Baseline	Source of verification	Risks and assumptions
Net primary enrolment ratio (boys, girls, orphans/non-orphans)	96% (EMIS, 2004)	EMIS, household surveys	
Net primary attendance ratio (boys, girls, orphans/non-orphans)	77% (OVC baseline, 2004)	EMIS, household surveys	
Net secondary enrolment ratio (boys, girls, orphans/non-orphans)	50% (EMIS, 2004)		
Net secondary attendance ratio (boys, girls, orphans/non-orphans)	37% (OVC baseline, 2004)		

**Country programme output**  
**5.4.1 Increased advocacy and assistance for the out of school children and OVC and creation of a safe and conducive environment**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>5.4.1.1 UNICEF: Children out of school receive educational assistance (BEAM, education grants) in all provinces</b>			
Number of out-of-school children receiving education assistance		Programme monitoring reports	
Number of ECD paraprofessionals' and caregivers in parenting skills			
<b>5.4.1.2 UNESCO/UNICEF: Enhanced capacity of the education sector in policy formulation and monitoring (with a special focus on addressing disparities, e.g the vulnerable groups, girls' education)</b>			
Number of policies reviewed and implemented		Programme monitoring reports	
<b>5.4.1.3 UNICEF: Strengthened capacity of at least 15,000 ECD paraprofessionals' and caregivers in parenting skills</b>			
Proportion of ECD paraprofessionals trained		Programme monitoring reports	
Number of parents and caregivers trained			
<b>5.4.1.4 UNICEF: Safe, child friendly environments for school children in the targeted 16 districts</b>			
Proportion of schools/ECD centres equipped with stimulating learning materials		Programme monitoring reports	
<b>5.4.1.5 UNICEF: Strengthened capacity of the education sector to ensure effective stakeholder participation in EFA and MDG efforts</b>			
Number of Education sector stakeholders sensitised on Education for All and Millennium Development Goals efforts		Workshop reports	
<b>5.4.1.6 WFP/UNICEF/FAO: Disadvantaged children especially OVCs reached by school-based food and nutrition programmes in targeted districts</b>			

**Country Programme Outcome**  
**5.5 Increased completion of primary and secondary education with equity maintained among boys and girls and OVC and non-OVC**

Indicators	Baseline	Source of verification	Risks and assumptions
Primary school completion rate (boys, girls, orphans/non-orphans)	68% (EMIS, 2004)	EMIS	
Secondary school completion rate (boys, girls, orphans/non-orphans)	73% (EMIS, 2004)	EMIS	

<b>Country programme output</b>			
<b>5.5.1 Improved retention capacity at all levels by the education system</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>5.5.1.1 UNICEF/UNESCO: Strengthened capacity of primary and secondary school teachers in providing guidance and psychosocial counselling services to children, especially girls in targeted districts</b>			
Number of teachers trained in psychosocial counselling		Programme monitoring reports	
<b>5.5.1.2 UNICEF: Primary and secondary school girls have skills in leadership, life skills and peer support on sex and sexuality in the targeted 16 districts.</b>			
Number of girls trained in HIV and life skills			
<b>5.5.1.3 UNICEF: Sustained dialogue in school communities (teachers, SDA, headmasters) about religious and cultural practices affecting boys' and girls' participation in education in the targeted 16 districts.</b>			
Number of districts where monthly heads meetings discuss issues of child labour and sexual abuse		Programme monitoring reports	
<b>5.5.1.4 UNICEF; At least 10,000 child-headed families receive support through programmes that reduce the burden of care on girls and boys heading the households</b>			
Proportion of child-headed households receiving support		Programme monitoring reports	
<b>Country Programme Outcome</b>			
<b>5.6 Improved primary and secondary student performance and relevance</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>Country programme output</b>			
<b>5.6.1 Enhanced comprehensive curriculum that is responsive to the needs of individual students and the nation</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>5.6.1.1 UNICEF: Primary and secondary schools (including ECD centres) have capacity for rights-based triple A and have access to grants for holistic responses to education and other child rights issues in 16 targeted districts</b>			
Proportion of teachers trained in rights-based triple A		Programme monitoring reports	
<b>5.6.1.2 UNICEF: Strengthened capacity of primary and secondary school heads and SDC chairs in co-management of schools in the targeted 16 districts</b>			
Number of schools with funded school-based plans		EMIS	
<b>5.6.1.3 UNICEF: Schools in the 16 targeted districts equipped with core curricular textbooks at a book-pupil ratio 1:1</b>			
Pupil-textbook ratio per subject		Programme monitoring reports	
<b>5.6.1.4 ILO: Strengthened treatment literacy and counselling in the workplace.</b>			
Proportion of teachers trained in HIV/AIDS and counselling		Programme monitoring reports	
<b>5.6.1.5 UNICEF/FAO: School curriculum reformed in core subjects (Maths, Integrated Agriculture and Environmental Science, Health, Hygiene and HIV/AIDS) and made gender-sensitive</b>			
Syllabuses and textbooks revised in the core areas		Programme monitoring reports	
<b>5.6.1.6 UNICEF/UNESCO: Primary and secondary school teachers have gender-sensitive teaching skills in core-curriculum areas in the targeted 16 districts</b>			
Proportion of teachers trained in gender-sensitive skills		Programme monitoring reports	
<b>5.6.1.7 UNICEF/UNESCO: School children have increased knowledge about health and hygiene practices in the targeted 16 districts</b>			
Proportion of school children equipped with knowledge about health and hygiene practices		Programme monitoring reports	

**5.6.1.8 UNICEF/UNESCO: Improved capacity at Provincial, District and school level of the education managers in the monitoring of learning outcomes**

Monitoring and evaluation system of learning outcomes in place		Programme monitoring reports	
--	--	------------------------------	--

**Country Programme Outcome  
5.7 Increased knowledge and skills among primary and secondary school age children to protect themselves from HIV/AIDS**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of young people 15–24 with correct knowledge on HIV/AIDS transmission and prevention	34% (38%: boys; 28%: girls) (OVC baseline, 2004)	Household surveys	

**Country programme output  
5.7.1 Enhanced HIV and AIDS programme in schools**

Indicators	Baseline	Source of verification	Risks and assumptions
<b>5.7.1.1 UNICEF/UNESCO/UNFPA: Young peer educators have knowledge in comprehensive young-people-centred rights-based life-skills strategy in the 16 targeted districts</b>			
Proportion of young people trained in life skills		Programme monitoring reports	
<b>5.7.1.2 UNICEF/UNESCO/UNFPA: Primary and secondary teachers have knowledge of participatory methodologies of teaching HIV/AIDS/life skills</b>			
Proportion of teachers trained in participatory methodologies of teaching HIV/AIDS life skills		Programme monitoring reports	
<b>5.7.1.3 UNICEF/UNESCO/UNFPA: Strengthened capacity for the education sector in monitoring of HIV prevention programmes</b>			
Monitoring and evaluation system in place		Programme monitoring reports	

**ZUNDAF Outcome 6**  
**Improved food security and sustainable management of natural resources and the environment**

**Country Programme Outcome**

**6.1 Increased crop and livestock productivity and production**

Indicators	Baseline	Source of verification	Risks and assumptions
Agricultural output by type of major crop (maize, tobacco, cotton)	Maize: 800,000 tonnes; tobacco: 74 million kg; cotton lint: 300 tonnes (2004/5)		
Yield per hectare by type of major crop (maize, tobacco, cotton)	Maize: 700kg/ha (2004/5)		
Agricultural value index			
Agricultural volume index			

**Country programme output**

**6.1.1 Options for conducive policy environment for agricultural development formulated**

Indicators	Baseline	Source of verification	Risks and assumptions
Agricultural policy review		MoA policy study and implementation reports	Available resources
Menu of policy options in place			<b>Risks:</b> High staff turnover from MoA.
Number of personnel from the MoA and other relevant ministries trained in policy formulation and analysis		MoA reports on staff training	

**6.1.1.1 FAO: Policy options for agricultural inputs and outputs pricing and marketing formulated**

Report on menu of pricing and marketing policy options	Lack of comprehensive policy options for agricultural inputs and output pricing and marketing policies	MoA policy studies and implementation reports	Available resources
--	--	---	---------------------

**6.1.1.2 FAO: Implications of the macro-economic policy on the performance of the agricultural sector identified**

Report on implications of the macro-economic policy on the performance of the agricultural sector	Inadequate data on implications of macro-economic policy on performance of the agricultural sector	MoA policy studies and implementation reports	Available resources
---	--	---	---------------------

**Country programme output**

**6.1.2 Improved access to credit facilities by all categories of farmers, including women**

Indicators	Baseline	Source of verification	Risks and assumptions
Percentage of farmers with access to credit, disaggregated by type of farmer (communal, A1, A2 and large-scale) and sex		MoA <i>Agricultural Statistical Bulletin</i> , CSO quarterly reports, commercial banks' agri-business reports, <i>Government Gazette</i> and MoLLRR lease certificates	<b>Assumption:</b> The government provides leases and adequate agricultural finance as well as relaxes credit access conditions
Percentage of farmers with long-term leases, disaggregated by type and sex of farmer			

**6.1.2.1 FAO/WB: Agricultural credit and finance needs assessed; viable options for the provision of agricultural credit and finance to different categories of farmers formulated**

Report indicating the credit and financial needs of different category of farmers	Lack of documentation showing the needs of credit and finance by different category of farmers	MoA <i>Agricultural Statistical Bulletin</i> , CSO quarterly reports, commercial banks' agri-business reports, <i>Government Gazette</i> and MoLLRR lease certificates	<b>Assumption:</b> The government provides leases and adequate agricultural finance as well as relaxes credit access conditions
---	--	--	--

### 6.1.2.2 FAO/WB: Capacity of agricultural credit and finance service providers strengthened

Number of credit and financial service providers strengthened	Weak credit and financial service providers	MoA <i>Agricultural Statistical Bulletin</i> , CSO quarterly reports, commercial banks' agri-business reports, <i>Government Gazette</i> and MoLLRR lease certificates	<b>Assumption:</b> The government provides leases and adequate agricultural finance as well as relaxes credit access conditions
---	---	--	--

### Country Programme Output

#### 6.1.3 Extension and research services delivery systems strengthened

Indicators	Baseline	Source of verification	Risks and assumptions
Extension to farmer ratio	1:500-700	MoA, AREX, CFU, ZFU and ICFU annual reports, updated extension handbook	Extension workers capacitated in terms of mobility and equipment for use in the field. More extension workers are recruited for dissemination of agricultural information
Number of research and development centres established and decentralized to provincial level			
Number of on-farm trial and irrigation demonstration plots established			
Agriculture extension handbook updated	The current extension handbook not up to date		

#### 6.1.3.1 FAO: Extension and research systems reviewed and rationalized

Updated Extension Handbook	Weak capacity of agricultural extension and research services delivery systems	MoA, AREX, CFU, ZFU and ICFU annual reports, updated extension handbook	
Agricultural research strategy produced			

#### 6.1.3.2 FAO: Capacity of AREX and farmer-based organizations in delivery of extension services strengthened

Number of extensionists and researchers trained		MoA, AREX, CFU, ZFU and ICFU annual reports	Extension workers capacitated in terms of mobility and equipment for use in the field. More extension workers are recruited for dissemination of agricultural information
New equipment acquired for the Seed Services and the Chemistry Institute and Seed Services accreditation to issue Orange International Certificates restored.	Laboratory equipment in Seed Services and Chemistry Institute dysfunctional and units unable to issue Orange International certificates on seeds		

#### 6.1.3.3 UNDP: Capacity of Seed Services and Chemistry Institute and the Ministry of Agriculture strengthened

At least 3,000 research and 2,500 extension staff from state and non – governmental organizations, the Soils and Chemistry Institute and Seed Services Section and at least three research centres fully equipped.			
--	--	--	--

<b>Country Programme Output</b>			
<b>6.1.4 Increased area under irrigation</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Area under irrigation	132,000 ha (A1, A2, large scale, ARDA: 116,000 ha; communal: 16,000 ha)	MoWR&ID and Dol annual reports	Availability of funds as well as retention of staff
<b>6.1.4.1 FAO: Irrigation schemes rehabilitated</b>			
5,000 ha in communal areas rehabilitated and operating	5,000 ha in communal areas not operating	MoWR&ID and Dol annual reports	Availability of funds as well as retention of staff
<b>Country Programme Output</b>			
<b>6.1.5 Institutional capacity of Ministry of Agriculture strengthened in policy analysis and formulation, project/programme planning and management and monitoring and evaluation, drought mitigation strategies and pest control and management</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Zimbabwe Agricultural Policy Framework and drought-mitigation strategies in place	The ZAPF and drought-mitigation strategies have not yet been reviewed	MoA, DAEM, MoLLRR, MoWR&ID and MoET annual reports	Availability of funds. Staff turnover.
Existence of agricultural sector policy documents	Agricultural sector policy documents not in place		
Existence of a grain marketing and pricing policy document	The country does not have a grain marketing and pricing policy		
Number of MoA, MoWR&ID, MoLLRR officers and staff trained or relevant private sector institutions trained		Ministry human resource development reports	
<b>6.1.5.1 FAO: Institutional capacity of Ministry of Agriculture strengthened in policy analysis and formulation, project/program planning and management and monitoring and evaluation, drought mitigation strategies and pest control and management</b>			
Number of personnel from the MoA and other relevant ministries trained in policy formulation and analysis, project/programme planning and management and monitoring and evaluation, drought mitigation strategies, and pest control and management	Institutional capacity for policy formulation and analysis limited	MoA human resource development reports	Availability of funds. <b>Risk:</b> High staff turnover from MoA.
<b>Country Programme Output</b>			
<b>6.1.6 Capacity of farmers and extension officers and traders strengthened in technologies and methods for minimizing post-harvest losses and water-saving technologies and maintaining irrigation infrastructure</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Post-harvest losses by type of crop (food grains and perishables)	Post-harvest loss was more than 20% among food grains and more than 30% among perishables in 2005		
Percentage of farmers trained in post-harvest losses	30% (2005)		
<b>6.1.6.1 FAO: Capacity of farmers and extension staff and traders in technologies and methods for minimizing post-harvest losses built and strengthened</b>			
70% of farmers and traders trained in post-harvest losses	70% of farmers have no training in post-harvest handling issues	MoA human resources development reports.	Availability of funds. Staff turnover.
Post-harvest loss reduced to less than 20% in food grains and to less than 30% in perishables	Farmers and extension staff have limited knowledge about water-saving technologies and rehabilitating and maintaining irrigation infrastructure		

<b>Country Programme Output</b>			
<b>6.1.7 Strategies for stabilising yield and minimising losses formulated</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>6.1.7.1 FAO: Drought-mitigation strategy reviewed and updated</b>			
Revised drought-mitigation strategy document available	Drought-mitigation strategy of 1994	Revised report	Availability of funds.
<b>6.1.7.2 FAO: Agricultural pests control and management strategies formulated</b>			
Revised drought-mitigation strategy document available	Drought-mitigation strategy of 1994	Revised report	Availability of funds.
<b>Country Programme Outcome</b>			
<b>6.2 Improved access and utilization of food by the following vulnerable groups</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Number of food insecure households in rural areas by vulnerability	300,000 households (2005)	MoA annual reports, CSO statistical bulletins	Availability of funds to set up safety nets
<b>Country programme output</b>			
<b>6.2.1 Increased households income particularly vulnerable households</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>6.2.1.1 FAO: Improved timely access to seeds and fertilizers for the vulnerable farm-households</b>			
Percentage of vulnerable households that received seed and fertilizer on time, as per cropping calendar	Late access to seeds and fertilizers	MoA project reports	Availability of funds
<b>6.2.1.2 FAO: Options for crop and livestock diversification formulated and implemented</b>			
Percentage of vulnerable groups producing with at least two main sources of agricultural incomes (either crop or livestock)	Low diversity in crop and livestock	MoA project report	Availability of funds
<b>Country programme output</b>			
<b>6.2.2 Early warning systems and social safety nets strengthened</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Revised methodology incorporated into ZIMVAC and EWS frameworks			Availability of resource
Relevant MoA staff and other participants in ZIMVAC and EWS trained in use of strengthened frameworks.		Revised frameworks, staff training reports from MoA, project reports, MoA reports	Staff turnover Availability of fund
85% of all food needs of vulnerable groups met			
<b>6.2.2.1 FAO: The ZIMVAC methodology and national agricultural early warning systems strengthened</b>			
Relevant MoA staff and other participants in ZIMVAC and EWS trained in use of strengthened frameworks	Weak methodological framework for ZIMVAC and EWS	Revised frameworks, staff training reports from MoA, project reports, MoA reports	
<b>6.2.2.2 UNICEF: Strengthened capacity of food safety nets in rural and urban communities</b>			
85% of all food needs of vulnerable groups met	Food safety nets not adequate to respond to needs of most vulnerable	MoA reports	Availability of funds
Safety nets in place			



<b>Country Programme Outcome</b>			
<b>6.3 Improved natural resources use and environmental management</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
Proportion of land covered by forest	60% (1996)	Forestry Commission	
Land areas protected to maintain biological diversity			
GDP per unit of energy use (as proxy of energy efficiency)			
<b>Country programme output</b>			
<b>6.3.1 Policy and capacity for sustainable natural resources management strengthened</b>			
<b>Indicators</b>	<b>Baseline</b>	<b>Source of verification</b>	<b>Risks and assumptions</b>
<b>6.3.1.1 FAO: Capacity of staff from MoA and MoLLRR and ME&amp;T in agro-ecological methodology, land evaluation and land use planning strengthened</b>			
Key professional staff from MoA, MLLR&R and ME&T trained in agro-ecological methodology, land evaluation and land use planning	Weak institutional capacity and policy for sustainable natural resources utilisation and management	MoA, DAEM, MoLLRR, MoWR&ID and MoET annual reports	Availability of funds Willingness of farmers
Percentage of relevant Ministries' staff trained in FAO agro-ecological zoning methodology		MoA and MoLLRR annual reports	
Proportion of farmers applying agro-ecological zoning			
Land use plans in place	Lack of capacity to carry out land use plans		
<b>6.3.1.2 UNDP/FAO: Land (including land-tenure security) policy reviewed and updated</b>			
Updated land policy	Land-use policy in use outdated (1990 land-policy framework)	MoLLRR annual reports and Cabinet minutes	Availability of funds
<b>6.3.1.3 UNDP: Enhanced sustainable land management practices and coping mechanisms for drought and climate change</b>			
<b>6.3.1.4 UNDP: Enhanced sustainable land reform programme that addresses issues of tenure security, compensation, multiple ownership and BIPA</b>			
Staff from ME&T and other stakeholders trained in sustainable use of limited indigenous resources	Weak institutional capacity and policy for sustainable natural resources utilisation and management		
<b>6.3.1.5 FAO: Fire strategy implemented</b>			
Fire-strategy programme formulated and implemented			
<b>6.3.1.6 UNDP: Strengthened capacity for community based natural resources utilisation and management</b>			
Community-based wildlife conflict management strategy in place			
<b>6.3.1.7 FAO: Community-based wildlife conflict management strategy developed</b>			
Community-based wildlife conflict management strategy in place			
<b>6.3.1.8 FAO: Capacity of ME&amp;T and communities in wildlife conflict management strengthened</b>			
Key professional staff from ME&T trained in wildlife conflict management			

**Country programme output**  
**6.3.2 National capacity for implementation and domestication of multilateral environmental agreements (MEAs) strengthened**

Indicators	Baseline	Source of verification	Risks and assumptions
Number of training workshops organized for relevant ministry staff		MoET annual reports, <i>Government Gazette</i> (local authority offices)	Availability of funds
Number of staff or relevant ministries attending training sessions			
Number of people attending awareness raising events			
MEAs mainstreamed in national policies.			
Number of multilateral environmental agreements reached			

**6.3.2.1 FAO: Capacity of the ME&T to mainstream MEAs related to the food and agriculture sector into the national policies, plans and programmes strengthened**

Key staff from the ME&T trained in mainstreaming MEAs related to the food and agriculture sector into the national policies, plans and programmes	Weak national capacity for implementation and domestication of MEAs	MoET annual reports	Availability of funds
---	---	---------------------	-----------------------

**6.3.2.2 UNDP/UNEP/FAO: Strengthened capacities of the ME&T, and Ministry of Justice, Legal and Parliamentary Affairs for negotiation and domestication of MEAs**

Key staff from the ME&T and Ministry of Justice, Legal and Parliamentary Affairs trained in negotiation and domestication of MEAs	Weak national capacity for implementation and domestication of MEAs		
---	---	--	--

**Country programme output**  
**6.3.3 Policy framework and capacity for disaster management and mainstreaming of environmental issues developed and strengthened**

Indicators	Baseline	Source of verification	Risks and assumptions
New Act policies on disaster and risk management	Civil protection and related policies outdated and geared towards responding and not preparedness	New Act on Disaster Risk Preparedness administered by MoLGPWUD. New policy documents from MoLGPWUD	

**6.3.3.1 UNDP: Strengthened policy and institutional framework for mainstreaming of disaster and risk management**

New Act policies on disaster and risk management	Civil protection and related policies outdated and geared towards responding and not preparedness	New Act on Disaster Risk Preparedness administered by MoLGPWUD. New policy documents from MoLGPWUD	
--	---	--	--

**6.3.3.2 UNDP: Strengthened implementation capacity for the Environmental Management Act (EMA) and Water Act**

New Act policies on disaster and risk management	Civil protection and related policies outdated and geared towards responding and not preparedness	New Act on Disaster Risk Preparedness administered by MoLGPWUD. New policy documents from MoLGPWUD	
--	---	--	--

**6.3.3.3 UNDP: Strengthened capacity of sector ministries to mainstream environmental issues**

New Act policies on disaster and risk management	Civil protection and related policies outdated and geared towards responding and not preparedness	New Act on Disaster Risk Preparedness administered by MoLGPWUD. New policy documents from MoLGPWUD	
--	---	--	--

## Country Programme Outcome

### 6.4 Strengthened agriculture, land and environment planning and management processes

Indicators	Baseline	Source of verification	Risks and assumptions
Existence of a fully functional agricultural and environmental information system	The existing agricultural and environmental information system is not fully functional	MoA, MoLLRR and MoET annual reports, project reports	Funds available
Percentage of districts with an information nerve centre	0%		
Coherent information management systems in place for agriculture, land and environment	Disparate and non-comprehensive data sets available for agriculture, land and environment.		

## Country programme output

### 6.4.1 Agriculture, Land and Environmental information management systems established/strengthened

Indicators	Baseline	Source of verification	Risks and assumptions
Existence of vegetation cover and detection maps by 2008		Accounts records, assets inventory, training records (EMA, Forestry Commission)	Funds available
Percentage of districts with biomass assessment protocols by 2011			
4th SOER in place by 2011			
Existence of animal population maps by 2010			
Percentage of national parks with animal population maps			

#### 6.4.1.1 FAO: An integrated comprehensive agricultural information management system developed

Harmonized GIS-based information management systems in place for agriculture, land and environment (including functional and coherent AIMS; IRIS LIMS, and Water information management system)	Disparate and non-spatial information management system on agriculture, land and environment	MoA, MoLLRR and MoET annual reports, project reports	Funds available. High turnover of staff working on IMSs in MoA, MoLLRR, MoET.
---	--	--	---

#### 6.4.1.2 FAO/UNDP: Strengthened capacity of MoA, MoLLRR and MoET on information management

Trained personnel in information management systems in MoA, MoLLRR and MoET	Disparate and non-spatial information management system on agriculture, land and environment	MoA, MoLLRR and MoET annual reports, project reports	Funds available. High turnover of staff working on IMSs in MoA, MoLLRR, MoET.
---	--	--	---

#### 6.4.1.3 UNDP: Strengthened Land Information Management System (LIMS)

Trained personnel in information management systems in MoA, MoLLRR and MoET	Disparate and non-spatial information management system on agriculture, land and environment	MoA, MoLLRR and MoET annual reports, project reports	Funds available. High turnover of staff working on IMSs in MoA, MoLLRR, MoET.
---	--	--	---

#### 6.4.1.4 UNDP: Strengthened Water Information Management System

Trained personnel in information management systems in MoA, MoLLRR and MoET	Disparate and non-spatial information management system on agriculture, land and environment	MoA, MoLLRR and MoET annual reports, project reports	Funds available. High turnover of staff working on IMSs in MoA, MoLLRR, MoET.
---	--	--	---

#### 6.4.1.5 UNDP: Strengthened capacity of MoA, MoLLRR and MoET in the application of GIS and remote-sensing techniques

Trained personnel in information management systems in MoA, MoLLRR and MoET.	Disparate and non-spatial information management system on agriculture, land and environment	MoA, MoLLRR and MoET annual reports, project reports	Funds available. High turnover of staff working on IMSs in MoA, MoLLRR, MoET.
--	--	--	---

# Draft Monitoring and Evaluation Programme Cycle Calendar

		2007	2008	2009	2010	2011
<b>UNCT Monitoring and Evaluation activities</b> (short name of activity, focus vis-à-vis UNDAF Country Programme outcomes; agencies partners responsible; timing)	<b>Surveys/ studies</b>	<ul style="list-style-type: none"> <li>• Inter-Censal Demographic Survey (ICDS)</li> <li>• Agriculture and Livestock Survey (ALS)</li> </ul>	<ul style="list-style-type: none"> <li>• Poverty Assessment Study Survey (PASS III)</li> <li>• Agriculture and Livestock Survey (ALS)</li> </ul>	<ul style="list-style-type: none"> <li>• Indicator Monitoring Labour Force Survey (IM-LFS)</li> <li>• Agriculture and Livestock Survey (ALS)</li> </ul>	<ul style="list-style-type: none"> <li>• Zimbabwe Demographic and Health Survey (ZDHS)</li> <li>• Income and Consumption Expenditure Survey (ICES)</li> <li>• Agriculture and Livestock Survey (ALS)</li> <li>• Preparations for the population census</li> </ul>	<ul style="list-style-type: none"> <li>• Agriculture and Livestock Survey (ALS)</li> <li>• Preparations for the population census</li> </ul>
	<b>Monitoring systems</b>	<ul style="list-style-type: none"> <li>• ZIMDAT updated, maintained and disseminated annually</li> <li>• Routine information systems strengthened in line ministries</li> </ul>				
	<b>Evaluations</b>	<ul style="list-style-type: none"> <li>• End of Country Programme evaluation in 2007</li> </ul>				
	<b>Reviews</b>	<ul style="list-style-type: none"> <li>• Joint Annual Programme Reviews</li> <li>• ZUNDAF Review</li> </ul>				
<b>Planning references</b>	<b>UNDAF evaluation milestones</b>	<b>Milestone – agencies/partners responsible, timing</b> <ul style="list-style-type: none"> <li>• Mid-term ZUNDAF Review, UNCT/national partners, 2009</li> </ul>				
	<b>Monitoring and evaluation capacity building</b>	<b>Short name of activity – agencies/ partners; timing</b> <ul style="list-style-type: none"> <li>• Capacity development for CSO, Ministry of Health and Child Welfare, National AIDS Council, Ministry of Education Sport and Culture and the Ministry of Agriculture in data collection, analysis, dissemination and utilization (UNFPA) – ongoing</li> <li>• Human resource capacity support and development</li> <li>• Equipment and supplies</li> <li>• Training</li> </ul>				
	<b>Use of information</b>	<b>Name of event/process – timing</b> <ul style="list-style-type: none"> <li>• Preparation of a new Country Programme in 2010</li> <li>• Preparation of a Zimbabwe Economic Development Strategy (ZEDS) in 2007 – MOED</li> <li>• Monitoring of the Implementation of the ZUNDAF – annually</li> <li>• MDG reporting, MPSSLW – biennial</li> </ul>				
	<b>Partner activities</b>	<b>Name of activity – organization/institution responsible; timing</b> <ul style="list-style-type: none"> <li>• Agriculture and Livestock Survey – Central Statistical Office, annually, 2007–2011</li> <li>• Inter-Censal Demographic Survey – Central Statistical Office, 2007</li> <li>• 3rd Poverty Assessment Study Survey – MPSSLW, 2008</li> <li>• Antenatal Care Surveillance Survey, MOHCW, 2008; 2010</li> <li>• Income and Consumption Expenditure Survey – Central Statistical Office, 2010</li> <li>• 5th Zimbabwe Demographic and Health Survey – Central Statistical Office and Ministry of Health and Child Welfare, 2010</li> <li>• Preparations for the 2012 population census – Central Statistical Office, 2010–2011</li> <li>• Updating, maintenance and dissemination of ZIMDAT – Central Statistical Office, annually, 2007–2011</li> <li>• Food and Nutrition Sentinel Surveillance Survey, MPSSLW, annually, 2007–2011</li> <li>• Maintaining and updating the national monitoring and evaluation system, National AIDS Council, annually, 2007–2011</li> </ul>				

## List of acronyms used

ACBF	African Capacity Building Foundation
ADB	African Development Bank
A-G	Attorney-General
AIDS	Acquired Immune Deficiency Syndrome
ANC	Antenatal Care
AREX	Agricultural Research and Extension Services
ART	Anti-Retroviral Therapy
ARV	Antiretroviral
AU	African Union
BC	Behavioural Change
BEAM	Basic Education Assistance Module
BIPA	Bilateral Investment Protection Agreement
CAMFED	Campaign for Female Education
CBOs	Community Based Organizations
CCA	Common Country Assessment
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CFU	Commercial Farmers Union
CHBC	Community Home Based Care
CP	Country Programme
CPR	Contraceptive Prevalence Rate
CSO	Central Statistical Office; Civil Society Organization
CSSAC	Cabinet Social Services Action Committee
DAEM	Department of Agricultural Economics and Marketing
DEMIS	District Education Management Information Systems
DHS	Demographic and Health Survey
DoI	Department of Irrigation
DOTS	Direct Observed Treatment Short course
EC	European Community
ECD	Early Childhood Development
EFA	Education For All
EMA	Environmental Management Act
EMCOZ	Employers Confederation of Zimbabwe
EMIS	Education Management Information Systems
EmOC	Emergency Obstetric Care
EPI	Expanded Programme on Immunization
ESP	Expanded Support Programme on HIV and AIDS
ETRP	Education Transition Reform Programme
EWS	Early Warning System
Excom	Executive Committee
FAO	Food and Agricultural Organization
FAWEZI	Forum for African Women Educationists in Zimbabwe
FBO	Faith Based Organization
FOST	Farm Orphan Support Trust
FP	Family Planning

FPL	Food Poverty Line
GBV	Gender-based violence
GDP	Gross Domestic Product
GIPA	Greater Involvement of People with HIV and AIDS
GIS	Geographic Information System
GoZ	Government of Zimbabwe
HACT	Harmonized Approach to Cash Transfer
HBC	Home-Based Care
HIV	Human Immune Deficiency Virus
HMIS	Health Management Information System
Hospaz	Hospice Association of Zimbabwe
HPI	Human Poverty Index
HR	Human Rights
HRBAP/CCCD	Human Rights Based Approaches/Community Centred Capacity Development
ICES	Income and Consumption Expenditure Survey
ICFU	Indigenous Commercial Farmers Union
ICPD	International Convention on Population and Development
IDC	Industrial Development Corporation
IEC	Information, Education, Communication
IFI	International Financial Institutions
ILO	International Labour Organization
IMCHR	Inter Ministerial Committee on Human Rights
IMCI	Integrated Management of Childhood Illness
IMF	International Monetary Fund
IMS	Information Management System
IPT	Intermittent Preventive Therapy
IRIS	Integrated Resources Information Systems
IRS	Indoor Residual Spraying
ITNs	Insecticide Treated Nets
JSI	John Snow International
LED	Local Economic Development
LIMS	Land Information Management System
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MEAs	Multilateral Environmental Agreements
MEFMI	Macroeconomic and Financial Management Institute for Eastern and Southern Africa
MHTE	Ministry of Higher and Tertiary Education
MIS	Management Information System
MoA	Ministry of Agriculture
MoD	Ministry of Defence
MoED	Ministry of Economic Development
MoESC	Ministry of Education, Sports and Culture
MoET	Ministry of Environment and Tourism
MoF	Ministry of Finance
MoFA	Ministry of Foreign Affairs
MoHA	Ministry of Home Affairs
MoHE	Ministry of Higher Education

MoHCW	Ministry of Health and Child Welfare
MoIT	Ministry of Industry and International Trade
MoJLPA	Ministry of Justice, Legal and Parliamentary Affairs
MoJLPA(IMC)	Ministry of Justice, Legal and Parliamentary Affairs (Inter-Ministerial Committee)
MoLGPWUD	Ministry of Local Government, Public Works and Urban Development
MoLLRR	Ministry of Lands, Land Reform and Resettlement
MoPSLSW	Ministry of Public Service, Labour and Social Welfare
MoSTD	Ministry of Science and Technology Development
MoSMED	Ministry of Small and Medium Enterprises Development
MoWAGCD	Ministry of Women's Affairs, Gender and Community Development
MoYDEC	Ministry of Youth Development and Employment Creation
MSME	Micro, Small and Medium Enterprises
MWR&ID	Department of Water Resources and Infrastructural Development
NAC	National AIDS Council [National Action Committee?]
NANGO	National Association of Non-Governmental Organisations
Natpharm	National Pharmacy
NDPRS	National Development Poverty Reduction Strategy
NECF	National Economic Consultative Forum
NGO	Non-Governmental Organization
NHIS	National Health Information System
NNS	National Nutritional Survey
NPA	National Plan of Action
NPRS	National Poverty Reduction Strategy
NPRS	National Poverty Reduction Strategy
NSPS	National Social Protection Strategy
OPC	Office of the President and Cabinet
OVC	Orphans and Other Vulnerable Children
PAAP	Poverty Alleviation Action Programme
PASS	Poverty Assessment Study Survey
PLWA	People Living With AIDS
PLWHA	People Living With HIV/AIDS
PMTCT	Prevention of Mother to Child Transmission
PoZ	Parliament of Zimbabwe
PRF	Poverty Reduction Forum
PSC	Public Services Commission
PSI	Population Services International
RBZ	Reserve Bank of Zimbabwe
RC	UN Resident Co-ordinator
RDC	Rural District Council
R-G	Registrar-General
SADC	Southern African Development Community
SafAIDS	Southern Africa AIDS Information and Dissemination Service
SAID	Southern Africa International Dialogue
SCF-UK	Save the Children Foundation - UK
SDA	School Development Association
SGBV	Sexual and Gender Based Violence
SIRDC	Scientific and Industrial Research Development Centre



SMEs	Small and Medium Enterprises
SNV	Netherlands Development Organization
SOER	State of the Environment Report
SPP	Social Protection Programme
SUNY	State University of New York
T&C	Testing and Counselling
TB	Tuberculosis
TCPL	Total Consumption Poverty Line
TG	Thematic Group
TNF	Tripartite Negotiating Forum
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV and AIDS
UNCT	United Nations Country Team
UNCTAD	United Nations Conference on trade and Development
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Fund for Women
USAID	United States Agency for International Aid
VCT	Voluntary Counselling and Testing
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization
WPO	Working Party of Officials
WS	Water and Sanitation
WVI	World Vision International
YAS	Young Adult Survey
ZACH	Zimbabwe Association of Church- related Hospitals
ZAPF	Zimbabwe Agricultural Policy Framework
ZBCA	Zimbabwe Business Council on AIDS
ZCTU	Zimbabwe Congress of Trade Unions
ZEDS	Zimbabwe Economic Development Strategy
ZFU	Zimbabwe Farmers' Union
ZHDR	Zimbabwe Human Development Report
ZIMDAT	Zimbabwe Data for Development
ZIMVAC	Zimbabwe Vulnerability Assessment Committee
ZNFPC	Zimbabwe National Family Planning Council
ZNNP+	Zimbabwe National Network of People Living with HIV and AIDS
ZUNDAF	Zimbabwe United Nations Development Assistance Framework





**Working together  
towards the realization of the  
Millennium Development Goals  
in Zimbabwe.**