THE NATIONAL GENDER EQUALITY AND WOMEN EMPOWERMENT MONITORING AND EVALUATION FRAMEWORK

(Gender Indicators)

Content

Acronyms

CEOs   Chief Executive Officer

CZI   Confederation of Zimbabwe Industries

DGs   Director General

DiMAF   Distressed and Marginalised Areas Fund

EDs   Executive Director

GMs   General Manager

IDC   Industrial Development Cooperation

MDs   Managing Director

MIPA   Ministerial Integrated Performance Agreement

SDG   Sustainable Development Goals

VTCS   Vocational Training Colleges and Services

ZIA   Zimbabwe Investment Authority

ZIMASSET   Zimbabwe Agenda for Sustainable Socio-Economic Transformation

ZIMREF   Zimbabwe Reconstruction Fund

ZNCC   Zimbabwe National Chamber of Commerce

ZTA   Zimbabwe Tourism Authority

1. Introduction

Zimbabwe has a relatively strong normative framework to advance gender equality, women's rights and women's empowerment. The 2013 Constitution includes a *Non-Discrimination and Equality Clause* (Section 56); an expanded *Bill of Rights* that includes *Women's Rights* (Section 80); *Gender Balance* is among the *National Objectives* (Section 17) and the provisions contained in this section mandate the State to use special measures and to implement all policies and put in place additional ones to achieve gender parity in the political, economic and social spheres; the Constitution provides for the establishment of the country's first Zimbabwe Gender Commission (Section 245); and the Constitution contains the country's first legislative measure for ensuring at least 30% representation of women in Parliament.

The country is a signatory to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the 1995 Beijing Declaration and the Beijing Platform for Action, the Southern African Development Community Protocol on Gender and Development, the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa, among other international and regional gender commitments.

Gender equality, women's rights and women's empowerment also are integrated as key results areas in national development plans and policies. The National Economic Blueprint, *the Zimbabwe Sustainable Agenda for Socio-Economic Transformation* ZIM Asset (2013 – 2018), has a specific result area within the Social Services and Poverty Eradication Cluster on Gender and Development and the expected outcome is gender equality and equity. And, the Zimbabwe United Nations Development Assistance Framework (ZUNDAF) 2016 – 2020 also has a standalone outcome on gender equality. Gender mainstreaming and gender-responsive budgeting are priority areas for the Government of Zimbabwe, and the country has selected the Sustainable Development Goal (SDG) 5, Achieve Gender Equality and Empower All Women and Girls, as one of the country's priority Goals.

In his Foreword to the National Gender Policy, former President Robert Mugabe, states that "the goal of Growth with Equity and Sustainable Development is impossible to achieve", if the "policies and institutional mechanisms for the full participation of both women and men, particularly to close the gender gaps in critical sectors", are not created.

One of the critical mechanisms for identifying and making visible the gender gaps, and for delivering on gender equality and women's rights in all sectors, is the development of gender-responsive Monitoring and Evaluation Frameworks and systems to track the Government's progress in achieving accountability to gender equality, women's rights and women's empowerment.

During the period of 2015-2017, the Ministry of Women Affairs, Gender and Community Development (MWAGCD) now Ministry of women Affairs and Youth, with support from the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), developed the Gender Equality and

Women's Empowerment (GEWE) Monitoring and Evaluation Framework through the Joint Programme for Gender Equality (JPGE).

The GEWE M&E Framework contains 141 gender indicators for the collection of sex-disaggregated administrative data across the sectoral ministries to inform evidence-based planning, programming and resource allocation. The GEWE M&E Framework also operationalizes the key "gender equality and equity" principle in the National M&E Policy, guided by the Office of the President and Cabinet (OPC), which states:" monitoring and evaluation shall ensure the use of gender disaggregated data in decision making".

This *Working Document* provides a short introduction to the GEWE M&E Framework and provides the sectoral ministries' gender indicators for the collection of sex-disaggregated data to track where Government is making progress in (1) **closing the gender gaps**, (2) *where inequalities may be widening* and (3) **where the gender inequalities record no change**. The gender indicators contained in this **Working Document** were defined by the sectoral ministries in a June 7-8, 2017 seminar convened by the MWAGCD.

 The development of the GEWE M&E Framework and the gender indicators continues to be work in progress as the MWAGCD, with support from UN Women, is involved in building the capacity of government ministries to use the GEWE M&E Framework. The programme started in 2017 with the ministries grouped within the Zim Asset **Food Security and Nutrition Cluster** and will continue in 2018 with the ministries grouped within the **Social Services and Poverty Eradication**, **Infrastructure and Utilities,** and **Value Addition and Beneficiation** clusters.

The capacity-building programme has been developed to enable ministries to pilot GEWE M&E Framework in the collection of sex-disaggregated data aligned to their sectoral ministries' Key Results Areas(KRAs) and to Zim Asset. Four key outputs of this approach will be: (1) gender-responsive annual sectoral reports from government ministries; (2) gender-responsive reporting on the implementation, progress and results achieved within national development plans, such as Zim Asset; (3) gender-responsive reporting on Zimbabwe's national progress in localization and achievement of the Agenda 2030 (SDGs); and (4) the MWAGCD, as the lead ministry for national reporting on gender commitments, such as CEDAW, SADC Gender Protocol, among others, will have up-to-date administrative gender statistics from government ministries to inform the State Party reports on progress towards achieving gender equality, women's empowerment and women's rights.

2. The Gender Equality and Women Empowerment (GEWE) Monitoring and Evaluation Framework

2.1 Why a national GEWE M&E Framework?

The MWAGCD has the Government mandate to promote and lead women's empowerment and gender equality in Zimbabwe. The Ministry also coordinates the **gender machinery,** which consists of the **gender technical committees** in all government ministries; *the Parliament of Zimbabwe (Portfolio Thematic Committees, Women's Caucus*), the independent *Zimbabwe Gender Commission*, and the *gender equality and women's rights civil society sector*. The *Office of the President and Cabinet*, as the overall responsible entity for Monitoring and Evaluation, has a central role to play also in the advancement of gender results through all national policies, programmes, projects and the allocation of resources.

The GEWE M&E Framework, developed through a participatory process between 2015-2017, addresses the following identified challenges in closing the gender gaps in Zimbabwe[1]:

- Implementation of gender equality and women empowerment policy is not robust due to a fragmented approach to the monitoring and evaluation of gender equality and women's empowerment across all sectors;
- There are gender data gaps about the lived experiences of women and girls; and there is no data on the impact of government policies and programmes on women and girls which provides the evidence to strengthen the accountability of sectors for public resources allocated to gender equality and women's empowerment; and
- The MWAGCD has multiple data needs for regional and global reporting on gender commitments

The GEWE M&E Framework can strengthen the capacity of the MWAGCD and sector ministries to conduct gender-responsive monitoring through the development of human capacity, gender indicators, and tools and institutional arrangements for the collection, analysis and dissemination of gender statistics.

The development and continued use of the GEWE M&E Framework also enables the availability of accurate, up-to-date sex-disaggregated data and information on a regular basis for the MWAGCD and sectoral ministries to track and report on the progress in achieving the gender equality and women's empowerment targets in national plans and in the SDGs.

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[1] Development of a National Monitoring and Evaluation Framework for Gender Equality and Women's Empowerment, MWAGCD presentation, November 17, 2015

2.2 Gender indicators and the need for gender statistics and sex-disaggregated data

While data collection on social and economic development has advanced over the last 15 years, Governments still do not regular collect gender statistics which can make visible the continued gender inequalities in society and help to illustrate the impact development policies have on the lives of women and girls. Accurate data is essential to inform policies such as women's better access to healthcare and education, or to push for international attention to often-ignore issues such as unpaid domestic work and its impact on women's rights and choices.[2]

In 2013, the United Nations Statistical Commission developed gender indicators, including a set of nine indicators specifically designed to measure physical, sexual, psychological and economic violence against women; and, the Inter-Agency and Expert Group on Gender Statistics developed a minimum set of 52 gender indicators covering economic structures, participation in productive activities and access to resources, education, health and related services, public life and decision-making, and human rights of women and girls – all of which were highlighted in the 1995 BPFA.[3] Issues measured include gender gaps in wages, the proportion of the population with access to credit, the average number of hours spent on unpaid domestic work (including separate information on housework and child care), the percentage of firms owned by women, enrolment rates, the maternal mortality ratio, adolescent fertility rates, child marriages, among others.[4]

Although there are still gaps, the Zimbabwe National Statistics Agency (ZimStats), with support from development partners, does regularly collect a range of data using gender indicators within the minimum set of indicators. What remains a challenge however, is the use of this data by policy and decision-makers for gender-responsive planning, programming and resource allocation. A large body of government policies, reports and programming remain gender blind, and gender inequalities persist.

Developing gender indicators like those in the GEWE M&E Framework provides a way of measuring change. **Gender indicators** can refer to quantitative indicators based on sex -disaggregated statistical data, and gender indicators also can capture qualitative changes – for example, increases in women's levels of empowerment, or in attitude changes about gender equality.[5]

Gender indicators and gender statistics help to make visible gender inequalities, the uneven development and access to opportunities among women and men across class, geographic location, and other demographic characteristics, and they can inform and strengthen advocacy for gender equality, women's rights and women's empowerment.

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[2] UN Women, http://www.unwomen.org/en/news/stories/2013/6/to-improve-data-collection-un-agrees-on-groundbreaking-gender-indicators
[3] UN Women, http://www.unwomen.org/en/news/stories/2013/6/to-improve-data-collection-un-agrees-on-groundbreaking-gender-indicators
[4] UN Women, http://www.unwomen.org/en/news/stories/2013/6/to-improve-data-collection-un-agrees-on-groundbreaking-gender-indicators
[5] BRIDGE development-gender, Gender Indicators: What, Why and How?
http://www.bridge.ids.ac.uk/reports_gend_CEP.html\#Indicators.

Reasons for developing gender indicators are[6]:

- What is measured is more likely to be prioritised and evidence gathered against indicators can help make the case that gender issues should be taken seriously.
- Gender indicators enable better planning and actions.
- Gender indicators can be used for holding institutions accountable for their commitments to gender equality.
- Gender indicators can help to stimulate change through data collection processes.
- At the country level, gender indicators are key to upholding commitments on gender equality and sustainable development, including CEDAW and the SDGs

3. GEWE M&E Framework and Reporting on Gender Commitments

3.1 Agenda 2030 – Sustainable Development Goals

The development of the GEWE M&E Framework and its gender indicators provide the MWAGCD with a good foundation to build upon to track Zimbabwe's progress in achieving the targets set in the SDGs. Several of the sectoral ministries represented in the GEWE M&E Framework have identified gender indicators that are aligned to one or more SDGs. Gender equality and women's economic empowerment are pre-requisites for achieving the SDGs. Gender equality has been described as 'an enabler and accelerator' for all the SDGs.

Fifty-three (53) of the 230 global SDG indicators reference women, girls, gender, or sex, including the 14 SDG 5 indicators (see Annex 2 for list of SDGs and gender indicators). However, UN Women has established that there are no internationally established methodologies or standards for 23 out of the 53 gender-related indicators, and for another 21 indicators, methodology and data at the country level exists, but coverage is low and uneven. [7]

The Government has decided to report annually on national progress towards achieving the SDGs' targets and as noted earlier, **SDG 5, Achieve gender equality and empower all women and girls**, is one of the country's priority goals.

The GEW M&E Framework affords the MWAGCD an opportunity to work closely with the sectoral line ministries, the stakeholders involved in the SDGs localization process, ZimStats and with the OPC's M&E department to continue to develop and align the gender indicators in the GEWE national M&E framework to the gender indicators in the SDGs, and to develop methodologies and tools to strengthen the routine collection of this data for national reporting.

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[6] BRIDGE development-gender, Gender Indicators: What, Why and How?
http://www.bridge.ids.ac.uk/reports_gend_CEP.html\#Indicators
[7] Shahrashoub Razavi, http://sustainabledevelopment.un.org/hlpf/blog2017/week9

3.2 Reporting on International and Regional Gender Commitments

Up to date gender statistics provide part of the evidence required by the Government in State Party reports to illustrate progress in achieving the commitments to gender equality, women's rights and women's empowerment as stated in the articles and provisions of international and regional instruments such as CEDAW, the SADC Gender Protocol, the Maputo Protocol, the Beijing Platform for Action, among others. The MWAGCD has identified the lack of gender statistics as one of areas that needs to be improved for strengthening State Party reports.

The revised SADC Gender Protocol, adopted by Heads of State in 2016, now has a Regional M&E Framework with gender indicators, to track progress and civil society's shadow report, the Southern African Protocol Barometer, has since its inception, used data to monitor progress against the articles in the SADC Gender Protocol both at national level and to compare countries regionally. In 2011, civil society introduced the SADC Gender and Development Index (SGDI) to rate SADC state's performance towards meeting the then 28 targets in the SADC Gender Protocol.[8]

Gender statistics are essential for Zimbabwe's annual reporting on all international and regional gender commitments and for the SADC Gender Protocol, the national GEWE M&E Framework provides a good foundation for the collecting of gender statistics across sectors to feed into the SADC Gender Protocol Regional M&E Framework.

3.3 National Reporting on Gender Equality, Women's Rights and the Empowerment of Women and Girls

Zimbabwe launched its second National Gender Policy in 2017. The MWAGCD has overall responsibility for the implementation of this multi-sectoral policy, and monitoring and evaluation are instrumental to its success. This policy includes a set of measures which require gender statistics for monitoring achievement. The MWAGCD's development of the GEWE M&E Framework already provides it with a framework, as called for in the National Gender Policy, to track progress across all sectors.
The GEWE M&E Framework also will assist sector ministries to produce quarterly and annual gender-responsive reports. One of the most significant reports identified by ministries in the GEWE M&E Framework is the Ministerial Integrated Performance Agreements (MIPA) report submitted to the Office of the Auditor General. In this report, ministries account for their performance against their Key Results Areas (KPAs), which also inform the areas for resource allocation in ministerial budgets. And, the GEWE M&E Framework.

4. Collecting Data and Reporting on the GEWE indicators

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[8]The 28 targets were removed in the revised SADC Gender Protocol, but countries' performance will be measured still through the regional M&E Framework

4.1 Data collection

Reporting on the GEWE indicators will require several changes to ministerial administrative instruments to ensure they capture gender adequately by providing information to report on all indicators identified by each ministry. As I identified by the capacity assessment for GEWE reporting, ministries are at different stages of GEWE reporting readiness. On one hand, there are ministries that will require development of new tools to be able to capture information for the identified GEWE indicators while others will need to review the current tools to ensure they collect gendered information. The last group of ministries already collect gendered information with current tools but reporting on departmental and ministerial performance remains ungendered. Disaggregation of data is lost as it is transmitted upstream through the ministry hierarchy from the point of service delivery to national level. For such ministries the task is to identify the points in transmission where disaggregation is lost and unlock that bottleneck.

While the GEWE indicators will provide the quantitative picture on performance of the Government of Zimbabwe on gendered distribution of resources and benefits to the population, to enhance planning, it is anticipated that additional qualitative information will be collected, through field monitoring visits. This will entail development of guiding tools for field monitoring or supervision visits for all ministries as the capacity assessment concluded they were no existing tools to guide field-monitoring visits. The following questions (Table 1) should guide the development of such tools and subsequent analysis of the influences of specific ministerial programmes on gender.

Table 1: Questions to guide development of field monitoring tools

What is the context?	• What demographic data disaggregated by sex, income, age, and location, including percentage of women-headed households, are available? • What are the main sources of livelihoods and income for women and men? • What are the needs and priorities in the specific sector(s) to be addressed by the planned intervention? Are men's and women's needs and priorities different? • What impacts are men and women experiencing due to specific climate risks? • What is the legal status of women? • What are common beliefs, values and stereotypes related to gender?
Who has what?	• What are the levels of income and wages for women and men? • What are the levels of educational attainment for girls and boys? • What is the land tenure and resource use situation? Who controls access to or owns the land? Do women have rights to land and other productive resources and assets? • What are the main areas of household spending? • Do men and women have bank accounts? Have they received loans? • Do men and women have mobile phones, access to radio, newspapers, TV? • Do women and men have access to extension services, training programmes, etc.?
Who does what?	• What is the division of labour between men and women, young and old, including in the specific sector(s) of intervention? • How do men and women participate in the formal and informal economy? • Who manages the household and takes care of children and/or the elderly? How much time is spent on domestic and care work tasks?

	• What crops do men and women cultivate?
Who decides?	• Who controls/manages/makes decisions about household resources, assets and finances? Do women have a share in household decision-making? • How are men/women involved in community decision-making? And in the broader political sphere? • Do men/women belong to cooperatives or other sorts of economic, political or social organizations?
Who benefits?	• Will the services/products of the proposed intervention be accessible to and benefit men and women? • Will the proposed interventions increase the incomes of men/women? • Will the proposed intervention cause an increase/decrease in women's (and men's) workloads? • Are there provisions to support women's productive and reproductive tasks, including unpaid domestic

Source: Based on UNIDO (2014) and further elaborated by UNWOMEN.

4.2 Reporting

To initiate reporting on the GEWE indicators, it is anticipated ministries will begin to report on these GEWE indicators in their DIPA and MIPA reports. When all MIPA and DIPA reports fully report on these GEWE indicators, the full set of decentralized outputs, expected from implementation of the GEWE M&E framework, will see gradual roll out. These outputs include the following:

Annual National Gender Status Report
The Annual National Gender Status shall provide information on progress on all GEWE indicators presented in the GEWE M&E Framework and key guidance for informed policy decision making and subsequent programmes. This report shall be informed by data collected from provincial gender status reports and surveys conducted within the year that demonstrate the outcome level results on GEWE. It shall contain a quantitative and qualitative description of the status of gender equality and women's empowerment in Zimbabwe for a particular year. Associated with this report shall be a compendium of statistics on gender in Zimbabwe.

National Quarterly Gender Status Report
The National Quarterly Gender Status Report shall be used to monitor progress on GEWE output level results in the country using data collected from administrative records of stakeholders represented in the M&E framework.

Provincial Gender Status Report
This report consolidates GEWE indicators in a province twice a year to be used by the Provincial Gender Coordination Committee (PGCC) to make decision on programmes that support GEWE in the province. It demonstrates progress in the various sectors on GEWE within the province.

District Gender Profiles

The District Gender Profile will provide information on gender differentials at district level in all sectors. Production of the profiles shall be coordinated by the District Gender Coordination Committee (DGCC) chair, the MWGCD.

Ward Gender Profiles
Ward Gender profiles shall facilitate review and planning of gender responsive actions in the DGCC and at the ward level. The profile shall contain information on selected GEWE indicators at the ward level.

Regional, Continental and International Commitments
The M&E framework shall enable the Government of Zimbabwe to fulfill its obligation to submit reports that demonstrate its progress on agreed targets in regional continental and international instruments gender equality and women's empowerment.

Zimbabwe Gender and Development Index
The MWAGCD, will from time to time produce a Zimbabwe Gender and Development Index (ZGDI) that provides a holistic picture of the status of women in Zimbabwe and offers opportunities for actions to be taken to correct imbalances between males and females in their access to social, economic, and political space in society. The ZGDI will comprise a composite of indicators that reflect Zimbabwe's progress on gender equality and women's empowerment. The composite of indicators will be reviewed periodically in line with the changing needs of the country and international, regional and continental commitments on gender equality and women's empowerment.

Gender-Responsive Evaluation Reports
To strengthen accountability for both public and private resources, evaluation of government, donor, CSO and private sector projects, programmes or initiatives from a gender lens will be encouraged. For projects, programmes or other initiatives of up to 3-year duration, baselines will be established for GEWE indicators (and other key outcome variables), and a final evaluation will be done to assess outcomes, and value for money from a gender lens. For initiatives of at least four-year duration, baselines will be established, a mid-term review will be conducted to assess relevance, early outcomes and value for money of the processes and a final evaluation will be conducted to assess impacts when the projects or programmes end. To assist government, CSO and the private sector to evaluate their initiatives in a gender responsive manner, the Ministry of Women Affairs, Gender and Community Development together with policy guidance from the Office of the President and Cabinet will spearhead the development and dissemination of the National Evaluation Guidelines which shall lay out a systematic manner in which evaluations can be made gender-responsive.

Evaluation of national and sector policy and strategy will be mandatory and done once every five years, with a focus on outcomes and impact. All evaluations shall document good practices lessons for future application or scale-up.

4.3 Using GEWE Indicators for Planning

Reporting of GEWE indicators will enhance programming planning and implementation to achieve equity in development programmes of the Government of Zimbabwe and therefore is not an end in itself. The GEWE M&E framework will improve the clarity of the work of gender committees especially by concretising their terms of reference and assisting them with information that makes it easier for them to compile their reports. The system will strengthen the mandate of MoWAGCD in mainstreaming gender in work done by the sector ministries and other agencies and entities.

Progress on gender indicators is anticipated to help ministries with:

1. Ensuring budgets are gender responsive as requirement under the gender responsive budgeting initiative of the Government of Zimbabwe;
2. Enhancing gender inclusiveness of programmes and addressing negative effects of programmes on gender relations; and
3. Mainstreaming gender in reporting on international and regional commitments.

5. Institutional arrangements for implementing the GEWE M&E Framework

The main institutions that will administer and implement the GEWE M&E Framework and their functional relationships are summarized in Figure 1.

Figure 1: Institutional Structure for GEWE M&E System
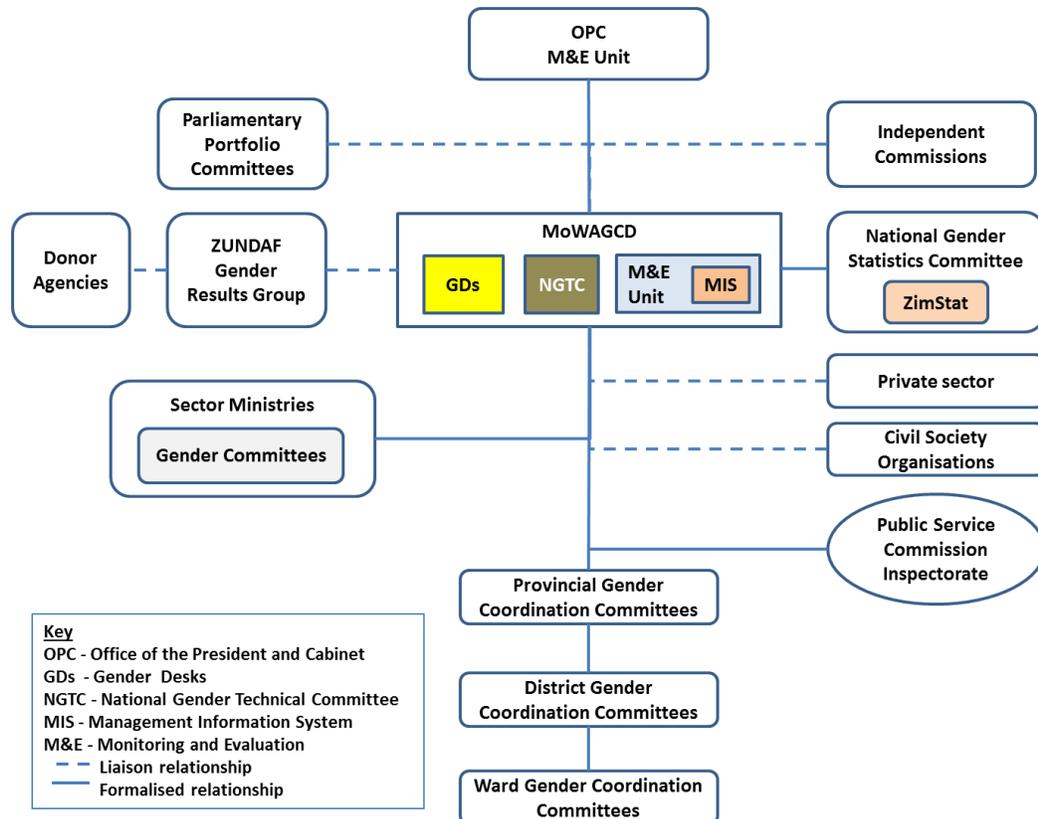
OPC M&E Unit
The GEWE M&E System is aligned to the National M&E Policy of Zimbabwe whose implementation is steered by OPC. The OPC M&E Unit will assume the primary responsibility of policy oversight and guidance to all sector ministries. They will receive the quarterly National Gender Status Report and recommendations. They will analyse the recommendations and give directions and instructions to sectors for improving the implementation of gender equality and women's empowerment interventions.

The M&E Unit will ensure that M&E information from other sector has gender disaggregated statistics and performance is reported and evaluated using a gender lens among other criteria. The M&E Unit should cause a review of sector level indicators to be gender-responsive, drawing from the core indicators prioritized in the GEWE M&E System.

Ministry of Women Affairs Gender and Community Development
The Ministry of Women Affairs, Gender and Community Development will coordinate the setting up and capacitation of gender focal points in all state entities and agencies will be responsible for coordinating mainstreaming of GEWE those organisations.

MWAGCD will also set up gender help desks with the ministry. The gender desks will be charged with the responsibility to provide technical advice and support to specific state entities and agencies (line ministries, parastatals, and local authorities) allocated to them.

The ministry will also convene and chair the National Gender Technical Committee comprising of gender focal points from all state actors (line ministries, parastatals and local authorities), the members of the ZUNDAF Gender Results Group, National Gender Statistics Committee, and the National Victim Friendly System Sub-Committee.

The MWAGCD will produce the following reports: a) Annual and Quarterly National Gender Status Reports; b) periodic Zimbabwe Gender and Development Index Reports; and c) reports on international treaty body mechanisms (such as CEDAW Report; AU African Charter on Human and People's Rights on the Rights of Women and Children; Report on the Implementation of the SADC Protocol on Gender and Development; among others).

The MWAGCD will receive periodic M&E reports from the sectors and give policy direction on the implementation of GEWE interventions. Through its constituent committees, the ministry will assist the GEWE M&E stakeholders to review their performance indicators as well as data collection tools, guidelines and templates to align them with the GEWE M&E System.

Sector Ministries and their Gender Committees
Each ministry will collect and report on the indicators allocated to them. They will adapt their data collection tools or forms for capturing administrative data so that they are able to collect sex and age disaggregated data. Where necessary they will also capture data on disability of beneficiaries of their programmes. They will provide national, provincial and district level and front-line personnel adequate staff orientation, tools, guidelines and resources to collect and report on the indicators prioritized for their sector and to do so on time. They will submit the information to relevant committees at each level (community, district, provincial and national) and participate in the production of the consolidated periodic gender status reports at these various levels. Sector ministries will mobilise resources from within the public sector fiscal space or outside the government budget in order to finance the updating of data on the indicators and production of the periodic progress reports. Sector ministries will also ensure that they evaluate their projects, programmes, strategic plans, and policies for outcomes and impacts in relation to GEWE.

National Gender Statistics Committee
The National Gender Statistics Committee which is chaired by the Ministry of Women Affairs, Gender and Community Development, with ZimStat being the Secretariat, will coordinate and provide technical

advice to various actors in and outside government to produce national gender statistics, and package them into reports which will be disseminated to various users.

Public Service Commission Inspectorate

The Public Service Commission Inspectorate will play a critical role in ensuring that all sector ministries will embed GEWE indicators in their sector plans, policies, programmes and budgets. Inspector s at all levels will cause sector ministries to account for the implementation of GEWE interventions.

Parliament of Zimbabwe

Parliamentary Portfolio Committees (including the one on Women Affairs, Gender and Community Development) shall mainstream gender into the national laws and ensure that resources are allocated also for critical GEWE M&E functions within government. In their exercise of their oversight mandate they will enforce the implementation of GEWE programmes across all sectors. They will demand that the MWAGCD consistently produces the gender status reports and use them to identify key issues around which they will hold sectors to account for lack of progress on GEWE. In their mandate to represent their constituencies they will ensure that all national strategies or development programmes that come for parliament approval or are implemented in their constituencies do mainstream gender and are monitored and evaluated for GEWE outcomes and impacts. Parliamentary portfolio committees may also demand sectors to undertake specific policy research to better understand why certain GEWE indicators may not be improving, despite resources having been allocated for initiatives to improve them.

Parliament will demand sectors to mainstream gender equality into their annual plans and budgets and to make information on their performance in relation to GEWE easily accessible to other state actors, civil society and the general public so that they can be held to account for the use of scarce fiscal resources. Parliamentary portfolio committees will assist line ministries in resource mobilisation.

Independent Commissions

All independent commissions such as the Zimbabwe Gender Commission and the Zimbabwe Human Rights Commission will collect information and produce independent reports on GEWE with the view to addressing specific issues within sectors. They will call sectors to account for performance in relation to mainstreaming gender into sector policy, strategic plans, programmes, and budgets. They will recommend issues to track using the GEWE M&E system and support state and non-state actors with capacity development where necessary.

Independent commissions may participate in the National Gender Technical Committee as observers, and will be expected to independently review and give an opinion on the structure and functionality of the GEWE M&E System, including the quality of M&E outputs.

CSOs

Civil society organisations will play three key roles: a) collecting information and shadow reporting on the GEWE indicators based on the programmes that they are implementing; b) holding sectors accountable for performance in relation to mainstreaming gender into sector policy, strategic plans,

programmes, and budgets; and c) capacity building of state and non-state entities and agencies on GEWE.

CSOs will be part of the National Gender Technical Committee, the Provincial Gender Coordination Committees as well as the district and ward level gender coordination committees. The CSOs will be invited to participate in the processes to periodically review and improve the structure and functionality of the GEWE M&E System.

CSOs will be sensitized to adopt the GEWE M&E indicators in their development programmes so as to report on them as well. The CSOs will be expected to produce shadow GEWE Status Reports using own resources to complement those of the government. The NGO shadow reports will be used to triangulate where feasible the information produced through the government coordinated system and such shadow reports will be expected to assist CSOs to hold government to account for the results thy will achieve in the use of scarce resources on GEWE initiatives.

Private Sector
The private sector will provide sector ministries and Zimstat data required for tracking indicators to do with gender mainstreaming in the private sector. This includes data required on ownership of businesses and resources by men, women and the youth as well as employment rates for these groups. Like CSOs, the private sector will be part of the NGTC, Provincial Gender Coordination Committees as well as the district and ward level gender coordination committees. The private sector will also participate in the processes to periodically review and improve the structure and functionality of the GEWE M&E System.

Provincial Gender Coordination Committee
The Provincial Gender Coordination Committees shall be composed of all ministries parastatals, CSOs and the private sector with representation at provincial level. The PGCC will be chaired by the Provincial Development Officer of the Ministry of Women Affairs, Gender and Community Development.

The PGCCs will collect information on gender and also receive gender reports from the clusters. They will coordinate the planning for GEWE M&E activities, support and undertake these activities and produce the periodic Provincial Gender Profile Reports, with clear recommendations for all stakeholders. These recommendations will cater for specific issues, for example plans to mitigate GBV.

The PGCCs will steer the mainstreaming of gender in provincial plans and development programmes including the reporting on GEWE results. They will raise awareness on gender among development practitioners at provincial level and provide hands-on support on gender mainstreaming into M&E that may be needed at the district level.

District Gender Coordination Committee
The District Gender Coordination Committees (DGCCs) shall be composed of all ministries with representation at district level, as well as parastatals, CSOs and the private sector present at that level. The DGCC will be chaired by the District Development Officer of the Ministry of Women Affairs, Gender

and Community Development. The DGCC members will collect and/or collate information on gender and also receive gender reports from the clusters.

They will spearhead, coordinate, and support the planning and execution of GEWE mainstreaming at all stages of the project cycle at district level (strategic planning, budgeting, programme implementation, monitoring and evaluation), undertake these activities and produce periodic GEWE-sensitive M&E reports. The DGCC will compile the Quarterly District Gender Profile Reports. The DGCC will also come up with clear recommendations on how to improve gender equality and women's empowerment in their districts, including how to tackle topical issues such as gender based violence.

Ward Gender Coordination Committee
The Ward Gender Coordination Committees (DGCCs) shall be composed of all frontline workers of line ministries and those of CSOs, CBOs and FBOs, and private sector representatives at the ward level. The WGCC will be chaired by the Ward Development Coordinator of the Ministry of Women Affairs, Gender and Community Development. The WGCC members will collect and/or collate information on gender as directed by their district level superiors, or as the WGCC may determine from time to time to inform the WADCO plans and programmes. The WADCO will receive gender reports from the frontline personnel of clusters and of CSOs; draw up plans to address critical issues and gender gaps at ward level; and come up with recommendations to be escalated to district level officials. They will sensitise technical staff of development agencies, local leaders, community based organisations, the local private sector, and the general community on how to address gender inequalities, and how to monitor GEWE outcomes and impacts.

They will receive from the DGCC the Quarterly Gender Profile Reports and implement relevant recommendations from those reports. The WGCC will participate in the periodic review of the structure and functionality of the GEWE M&E System.

ZUNDAF Gender Results Group
The Gender Results Group (GRG)[9], which is co-chaired by the Permanent Secretary of the Ministry of Women Affairs, Gender and Community Development, and by the Country Representative of UN Women, with coordinators from Government and the UN at the technical level supporting their respective chairs, will serve as a coordination mechanism which enables the elaboration, implementation, quality, coherence and consistency of gender-responsive programme activities, including monitoring, evaluation and reporting. It will also ensure a coordinated support by the UN to the national gender machinery and civil society. In doing so, the GRG,

The Gender Results Group will ensure that each UN organisation brings its comparative advantage in gender equality and women's human rights into national policy and strategy formulation, programming and monitoring and evaluation. Through this joint initiative and coordinated UNCT action on gender

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[9]The Gender Results Group is an inter-agency group comprising all UN agencies with country representation, namely: FAO, ILO,IOM, UNAIDS, UNESCO, UNFPA,UNHCR, UNICEF,UNDP, UN Women, WFP and WHO. Non-resident agency members include UNHABITAT, UNIDO and OHCHR with optional member representation.

equality, greater effectiveness and efficiency, with lower transaction costs for national partners will be achieved.

Donor Agencies

Donor agencies will support the implementation of the GEWE M&E Framework by integrating the indicators in this framework into the programmes they fund in Zimbabwe and support capacity building of the institutional mechanism set up for implementation of the Framework. They will contribute technical advice in support of implementation and periodic review and improvement of the GEWE M&E Framework based on global best practice. They will use the outputs of the GEWE M&E System to inform programme design, budget allocation, implementation and holding implementing partners accountable for performance in relation to GEWE outcomes and impacts. They will also use the GERWE M&E indicators for mutual accountability with the Government of Zimbabwe on performance against national, regional land international development commitments, including the SDGs.

Core Indicators by Sector

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1 Ministry of Lands, Agriculture and Rural Resettlement									
1	Total number of students trained in Agriculture, disaggregated by sex and age per year	Annual aggregate number of students trained in Agricultural institutions and Departments disaggregated by sex and age per year	Agricultural support services	Output	MIPA/ZIMAS SET Cluster 1 CEDAW Beijing	Number	Ministry of Agriculture,	Annually	Ministry Agriculture Annual Report
2	Total number of farmers receiving Agricultural support per year by sex, age group and location	Number of farmers benefiting from: 1. Special Agricultural Programs	Agricultural support services	Outcome	MIPA/ZIMAS SET Cluster 1 CEDAW Beijing	Number	Ministry of Agriculture	Biannually	Ministry of Agriculture and Finance Mid-Year Report
3	Number of farmers who grow cereals, cash crops and horticulture disaggregated by crop type, sex and age group	Number of farmers who are actively involved in cropping activities (grow cereals, cash crops and horticulture) by crop type, sex and age group	Agricultural support services	Outcome	MIPA/ZIMAS SET (Cluster 1 and 4) CEDAW	Number	Ministry of Agriculture, Parastatals	Annually	Ministry of Agriculture and Finance Annual Report
4	Proportion of farmers accessing agriculture technical and extension service disaggregated by sex and age per year	Farmers receiving technical and extension service disaggregated by sex and age per year divided by Total number of farmers receiving technical and extension service	Agricultural support services	Outcome	MIPA/ZIMAS SET (Cluster 1 and 4) CEDAW	Percentage	Ministry of Agriculture, [10]Emkambo, Eco farmer, Master Farmer Training	Annually	Ministry of Agriculture and Finance Annual Report

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[10] Mobile platforms for agricultural markets information

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
5	Proportion of farmers who are utilizing farming machinery disaggregated by location, type of equipment (tractors, planter), sex and age groups	Number of farmers using machinery and equipment disaggregated by location, type of equipment, sex and age groups divided by total farmers using machinery and equipment (tractors, planters)	Agricultural support services	Output	MIPA/ZIMAS SET (Cluster 1 and 4) CEDAW	Percentage	Ministry of Agriculture	Annually	Ministry of Agriculture, OPC
	Proportion of farmers who are utilizing farming irrigation equipment disaggregated by location, sex and age groups				CEDAW				
6	Number of farmers owning small and large livestock disaggregated by type of livestock, sex, and age group	Annual aggregate number of farmers owning livestock (cattle, pigs, goats, chickens, sheep, fish and apiculture) disaggregated by sex age and location	Agricultural support services	Outcome	MIPA/ZIMAS SET Cluster 1 CEDAW	Number	Ministry of Agriculture, ZIMSTAT (Livestock census)	Annually	Ministry of Agriculture Annual Report
7	Proportion of female Agritex officers	Number of female Agritex officers expressed as a proportion of total number of Agritex officers	Agriculture Support Services	Output	Zim ASSET Cluster 1	Percentage	Ministry of Agriculture	Annually	Ministry of Agriculture Annual Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
8	Proportion of beneficiaries resettled under A1 and A2 models disaggregated by sex, joint ownership, location and age groups	Number of beneficiaries resettled under A1 and A2 models (male only, female only and male and female only[11]) expressed as a proportion of the total number of farms acquired	Land Acquisition and rural resettlement	Output	MIPA/ZIMASSET Cluster 1 CEDAW Beijing Africa Charter Protocol	Percentage	MLRR Resettlement Department	Annually	Ministry's Annual Report
9	Proportion of beneficiaries issued with security of tenure documents disaggregated by sex, joint ownership, location, age groups	Number of beneficiaries issued with security of tenure by sex, age group and location divided by total security of tenure documents issued	Land administration and management	Output	MIPA/ZIMASSET Cluster 1 CEDAW Africa Charter Protocol SDG 1.4.2	Percentage	MLRR Acquisition, Estates, Valuation and Land Information Management Systems	Annually	Ministry's Annual Report
10	Proportion of men only, women only as well as both men and women[12], issued with trading leases and permits	Number of beneficiaries issued with security of tenure documents by type of ownership as proportion of all trading leases and permits issued	Land administration and management	Outcome	MIPA/ZIMASSET Cluster 1	Percentage	MLRR Acquisition, Estates, Valuation and Land Information Management Systems	Annually	Ministry's Annual Report
2 Ministry of Environment, Water and Climate									
1	Proportion of population by sex receiving support for coping with climate change risks	Number of people receiving support for coping with climate change as a proportion of the total population.	Climate Change Management	Output	ZIM ASSET (Cluster 1 and 3) Beijing	Number	Ministry of Water, Environment and Climate Change.	Annually	Annual Report

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[11] Refers to ownership of farm according to offer letter.
[12] Refers to ownership

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
2	Number of individuals participating in environmental and natural resources livelihood programmes disaggregated by sex	(Measure of access to natural resources by the population) Number of individuals participating in environmental and natural resources livelihood programmes disaggregated by sex	Environment and Natural Resources Management	Output	ZIM ASSET (Cluster 1 and 3) Beijing	Number	Ministry of Water, Environment and Climate, ZIMPARKS, EMA, Forestry Commission, Allied Timbers and ZINWA	Annually	Annual Report
3	Percentage of population with access to improved water source (Safely managed) disaggregated by sex	Population with access to an improved water source as a proportion of total population disaggregated by sex and age group	Integrated Water Resources Planning, development and Management	Output	ZIM ASSET (Cluster 1 and 3) SDG 6.1.1 CEDAW Africa Charter Protocol	Percentage	Ministry of Environment, Water and Climate, ZINWA	Annually	Annual Report
3	Proportion of commercial businesses with water sources disaggregated by sex of ownership of the business	Water for economic purposes	Integrated Water Resources Planning, development and Management	Outcome	ZIM ASSET (Cluster 1 and 3) Beijing	Number	Ministry of Environment, Water and Climate, ZINWA	Annually	Annual Report
4	Population with access to commercial water sources disaggregated by sex	Water for economic purposes	Integrated Water Resources Planning, development	Outcome	ZIM ASSET (Cluster 1 and 3)	Number	Ministry of Environment, Water and Climate, ZINWA	Annually	Annual Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
			and Management		Beijing				

3 Office of the Auditor General								

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement	Data Source	Frequency of Reporting	Report where...
1	Proportion of women receiving internal and external supplementary training	Women as percentage of recipients of internal and external supplementary training	Public Sector accountability and transparency	Process	ZIMASSET[13]	Percentage	OAG, Training Section	Annually	OAG Annual Report
2	Proportion of women and girls who are invited for recruitment and promotions interviews in the Office of the Auditor General disaggregated by positions.	Women and girls as a percentage of people invited for recruitment and promotions interviews.	Public Sector accountability and transparency	Process	ZIM ASSET	Percentage	OAG, HR	Annually	OAG Annual Report
3	Proportion of women in decision-making positions in the Auditor General's Office.	Women as a percentage of decision making posts (Director level and above)	Public Sector accountability and transparency	Output	Zim ASSET	Percentage	OAG, HR	Monthly/ Annual	OAG Monthly and Annual Report

4 Ministry of Home Affairs and Culture

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement	Data Source	Frequency of Reporting	Report where...
1	Proportion of reported GBV cases disaggregated by sex, disability,	Total cases of GBV disaggregated by sex, disability, geographical	Maintenance of Internal	Output	ZIM ASSET (Cluster 2)	Percentage	MOHA (ZRP)	Quarterly and Yearly	MOHA quarterly and annual

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[13] PUBLIC ADMINISTRATION, GOVERNMENT AND PERFORMANCE MANAGEMENT

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	geographical location and age of victim	location and age (0-18; 18-24; 25 and above) divided by total cases reported	Peace and Security		CEDAW				reports to Cabinet
2	Proportion of GBV survivors receiving comprehensive and timely service provision disaggregated by sex, age, and location	Number of GBV survivors who receive complete services as according to the referral pathway (72 hours) as a proportion of the total number of GBV survivors receiving services from the police.	Maintenance of Internal Peace and Security	Outcome	ZIM ASSET (Cluster 2) SADC Gender Protocol	Percentage	MOHA (ZRP), NGOs (that deal with GBV)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet
3	Proportion of reported crime cases disaggregated by nature, sex, age and disability of perpetrator	Total crime cases disaggregated by sex, age and disability	Maintenance of Internal Peace and Security	Output	ZIM ASSET (Cluster 2) CEDAW African Charter Protocol	Percentage	MOHA (ZRP)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet
4	Proportion of Forensic Scientists trained in Forensic Sciences disaggregated by sex, age and disability	Total number of trained Forensic Scientists on forensic evidence	Maintenance of Internal Peace and Security	Output	ZIM ASSET (Cluster 2)	Percentage	MOHA (Forensic)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet
5	Proportion of citizens and non-citizens issued with personal identification documents disaggregated by type,	Number of citizens and non-citizens issued with personal identification documents (ID, birth certificates, passports)	Registration and issuance of personal	Output	ZIM ASSET (Cluster 2)	Percentage	MOHA (Registrar General)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	sex, location and age groups.	disaggregated by type, sex, location and age groups as a percentage of the total population of 1) citizens, 2) non-citizens	documents to Zimbabwean citizens and residents						
6	Total number of travellers into and out of the country disaggregated by purpose, sex and age groups	Number of legal travellers entering and exiting the country disaggregated by purpose, sex and age groups.	Regulating Entry and Exit of Persons Crossing the Country's Borders	Output	ZIM ASSET (Cluster 2) Beijing	Number	MOHA (Immigration)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet
7	Proportion of foreigners issued with permits to regularize stay in the country disaggregated by type, sex and age groups	Number of permits issued to foreigners disaggregated by sex divided by total permits issues to foreigners to regularize stay in the country	Registration and issuance of personal documents to Zimbabwean citizens and residents	Output	ZIM ASSET (Cluster 2) Beijing	Percentage	MOHA (Immigration)	Quarterly and Yearly	MOHA quarterly and annual reports to Cabinet

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
8	Number of people trafficked disaggregated by origin, transit, destination, age group and sex	Number of Zimbabwean men, women, boys and girls trafficked disaggregated by origin, transit and destination, age group and sex	Registration and issuance of personal documents to Zimbabwean citizens and residents	Outcome	SDG 5.2[14] CEDAW African Charter Protocol Beijing	Number	MOPSLSW; OPC; National Prosecuting Authority; ZIMSTAT; MOHA; IOM; IMC on Trafficking in Persons, etc.	Quarterly and Yearly	IMC Quarterly reports; MOHA quarterly and annual reports to Cabinet
9	Proportion of women in the Police Service	Number of women in Police Service as a proportion of total in Police Service	Maintenance of Internal Peace and Security	Output	ZIM ASSET (Cluster 2) CEDAW	Percentage	Ministry of Home Affairs	Annually	Annual Report
10	Proportion of women recruited into the Police Service	Number of women recruited into the Police Service as a proportion of the total recruitment into the force	Maintenance of Internal Peace and Security	Output	ZIM ASSET (Cluster 2) CEDAW	Percentage	Ministry of Home Affairs	Annually	MOH Annual Report
11	Proportion of women participating in peacekeeping missions.	Number of men and women in peacekeeping missions across all ranks as a proportion of total in peace keeping missions	Maintenance of Internal Peace and Security	Output	ZIM ASSET (Cluster 2) SADC Gender	Percentage	Ministry of Home Affairs	Annually	MOH Annual Report

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[14]Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
					Protocol African Charter Protocol				
12	Percentage of women and men participating in promoting and preserving culture and heritage events approved by the ministry.	Number of women and men participating in ministry approved events disaggregated by sex, age group and disability expressed as a total of those participating in preserving culture and heritage events approved by the ministry	Safeguarding and promotion of National Arts, Culture and Heritage	Output	Zim ASSET (Cluster 2) Beijing	Percentage	National Museums, National Arts Council of Zimbabwe, National Archives, National Gallery of Zimbabwe,	Quarterly and yearly	Ministry of Rural Development Promotion and Preservation of National Culture and Heritage Quarterly and Annual Reports
13	Proportion of women and men accessing Public and Private cultural infrastructure disaggregated by geographical location and age groups.	Number of women accessing Public and Private cultural infrastructure (Culture centres, museums, galleries, theatres) divided by total number of people accessing cultural	Safeguarding and promotion of National Arts, Culture and Heritage	Output	Zim ASSET (Cluster 2) Beijing	Percentage	Ministry of Rural Development Promotion and Preservation of National Culture and Heritage	Quarterly, yearly	Ministry of Rural Development Promotion and Preservation of National Culture and

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
									Heritage Quarterly and Annual Reports
13	Proportion of Chiefs and Headmen disaggregated by sex and geographical location	Number of Chiefs and Headmen disaggregated by sex and geographical location (Culture and Heritage Traditional leaders) divided	Traditional Leadership	Output	Zim ASSET (Cluster 2)	Percentage	MRDPPNCH,	Yearly	Ministry of Rural Development Promotion and Preservation of National Culture and Heritage Quarterly and Annual Reports

5 Ministry of Energy and Power Development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion of rural households with access to clean and sustainable energy by sex of head of household and location	Rural households with access to clean and sustainable energy by sex and location as a percentage of total rural households with access to clean water sustainable energy by types, sex and location	Energy Supply and Security	Output	Zim ASSET (Cluster 3 and 4) SDG 7.1.1	Percentage	REF and Ministry of Energy and Power Development	Annual	Ministry of Energy and Power Development Annual Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
2	Proportion of registered electrical engineers by sex, age group and location	Registered electrical engineers by sex, age group and location as a percentage of total persons registered to an electrical Engineering Association	Energy Policies and Legal Framework	Output	Zim ASSET (Cluster 3 and 4)	Percentage	Ministry of Energy and Power Development	Annual	Annual Report
3	Number of persons issued with trading licences for the petroleum sector by sex, age group and location	Persons issued with trading licences for the petroleum sector by sex, age group and location as a percentage of people issued with operating licences for petroleum business	Energy Supply and Security Energy Policies and Legal Framework	Output	Zim ASSET (Cluster 3 and 4)	Percentage	ZERA and Ministry of Energy and Power Development	Annual	Annual Report

6   Ministry of Information Communication Technology and Cyber Security

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion of women in decision making bodies of parastatal boards	Number of women participating in decision-making positions[15]	Information Communi	Output	Zim ASSET (Cluster 3)	Percentage	MICTPCS	Annual	Ministry of Information and Communic

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[15] Decision making positions include from senior managers and above.

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	under the ministry by sex and age	including Parastatal Boards as a proportion of the total number of decision-making positions.	cation Technology enabling environment		SDG 17[16] SADC Gender protocol African Charter Protocol				ation Technology, Post and Courier Services Annual Report
2	Number of persons owning ICT entities by sex and age	Number of facilities that offer e-mail services, web-surfing, mobile phone systems, internet services owned by women as a percentage of total entities	Information Communication Technology, Postal and Courier Services industry development	Output	Zim ASSET (Cluster 3) SADC Gender Protocol	Percentage	MICTPCS/ POTRAZ	Annually	Ministry of Information and Communication Technology, Post and Courier Services Annual Report
3	Proportion of persons with access to ICTs by sex, age and location	Proportion of persons by sex, age and location with access: • e-mail services, • web-surfing,	Access and utilization of information communi	Output	Zim ASSET (Cluster 3) SADC Gender Protocol	Percentage	ICT SURVEYS - MICTPCS/POTRAZ	Annually	Ministry of Information and Communication Technology, Post and

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[16]Strengthen the means of implementation and revitalize the global partnership for sustainable development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
		• mobile phone (and phone internet connection) • functional computer • Web communication platform • Web based information resources As a percentage of the population	cation technology, postal and courier services						Courier Services Annual Report, ICT Survey Report
4	Proportion of individuals with ICT Skills by type of skill, age and sex	Number of individuals with ICT Skills by type of skill, age and sex divided by total population by sex and age	Access and utilization of information communication technology, postal and courier services	Output	Zim ASSET (Cluster 3) SDG4.4.1 Beijing	Percentage	ZimStat/ POTRAZ	Annually	Ministry of Information and Communication Technology, Post and Courier Services Annual Report, ZIMSTAT Survey Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
7 Ministry of Industry, Commerce and Enterprise Development										
1	Proportion of issued import/export licenses/permits disaggregated by applicant's sex, age and sector	Number of companies/individuals issued import/export licenses/permits disaggregated by applicant's sex, age and sector expressed as a proportion of the total number of issued licenses/permits in all sectors	Trade Development and Promotion	Output	Zim Asset (Cluster 4) Beijing CEDAW	Percentage	Licensing Office	Quarterly and Annually	Ministry of Industry and Commerce MIPA quarterly report Annual Report
2	Proportion of companies/individuals exhibiting at national and international trade fairs disaggregated by sector and sex and age of owners (where applicable)	Number company/individual exhibitors at trade fairs (ZITF, CIFIT, etc.) disaggregated by sector and sex and age of owners (where applicable) expressed as a proportion of the total number of exhibitors in all sectors	Trade Development and Promotion	Output	Zim Asset (Cluster 4)	Percentage	Department of International Trade & Trade promotion Officers	Annually	Ministry of Industry and Commerce Annual Report
3	Proportion of companies accessing/benefiting from financial assistance disaggregated by sex and age of owners and sector	Number companies accessing/ benefiting from financial assistance (DiMAF, ZIMREF) disaggregated by sex and age of owners expressed as a proportion	Industrial	Output	Zim Asset (Cluster 4) CEDAW Beijing	Percentage	Department of Enterprise Development	Annually	Ministry of Industry and Commerce Annual Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
		of the total number of beneficiary companies by sector	Growth and Development						
4	Proportion of Business Leaders participating at regional and international business conferences/seminars/meetings (FEMCOM, SADC, AU, UN etc.) disaggregated by sex, age and sector	Number of business leader delegates disaggregated by sex, age and sector expressed as a proportion of the total number of business delegates by sector	Trade Development and Promotion	Output	Zim Asset (Cluster 4) CEDAW	Percentage	International Trade Department	Annually	Ministry of Industry and Commerce Annual Report
5	Proportion of individual business ownership disaggregated by sex, age and sector	Number of businesses owned disaggregated by sex, age and sector expressed as a proportion of the total number of businesses by sector	Industrial Growth and Development	Output	Zim Asset (Cluster 4) CEDAW Beijing	Percentage	CZI ZNCC	Annually	Ministry of Industry and Commerce Annual Report
6	Proportion of women and men in key economic decision-making positions of Public listed companies	Number of corporate/company managers (CEOs, MDs, EDs, GMs, DGs, Directors) disaggregated by sex expressed as a proportion of the total number of big corporates by sector	Institutional Development and Governance	Output	SDG5.5[17] CEDAW African Charter	Percentage	CZI ZNCC IDC	Annually	Ministry of Industry and Commerce Annual Report

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[17]Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
					Protocol				
8 Ministry of Justice, Legal and Parliamentary Affairs									
1	Number of laws amended administered by the Minister of Justice aligned to constitutional provisions on gender justice (e.g. marriage laws)	Number of laws amended administered by the Minister of Justice aligned to constitutional provisions on gender justice (e.g. marriage laws)	Policy and Administration	Output	Zim ASSET (Cluster 2) SADC Gender Protocol	Number	MoJLPA (Constitutional and Parliamentary Affairs)	Yearly	MOJLPA, Constitutional and Parliamentary Affairs reports
2	Proportion of people who access legal aid disaggregated by sex, type of case, age groups, geographical location and disability	Number of people accessing legal aid divided by total population disaggregated by sex, age, type of case, location and disability	Access to Legal Services	Output	Zim ASSET (Cluster 2) SADC Gender Protocol Beijing	Percentage	MoJLPA	Quarterly	MOJLPA, Legal Aid Directorate reports
3	Proportion of Inmates receiving Welfare Support (minimum acceptable diet, required consumables and adequate health services) disaggregated by sex, age and geographical location	Number of food rations, required consumables and adequate health services disaggregated by sex, age and geographical location	Incarceration and Rehabilitation of Offenders	Output	Zim ASSET (Cluster 2)	Percentage	MoJLPA	Quarterly	MOJLPA, ZPCS reports

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No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
**9 Ministry of Defense Security and War Veterans**								
1	Proportion of women in Military Service	Number of women in military service expressed as a percentage of the total personnel in military service	Peace and Security	Output	Zim ASSET[18] CEDAW African Charter Protocol	Percentage	Ministry of Defence	Annually	Ministry of Defence Annual Report
2	Proportion of women recruited into Military Service	Number of women recruited into military service expressed as total number recruited.	Peace and Security	Output	Zim ASSET CEDAW African Charter Protocol	Percentage	Ministry of Defence	Annually	Ministry of Defence Annual Report
3	Proportion of men and women participating in peacekeeping missions.	Number of personnel by sex participating in peacekeeping missions as a proportion of total military personnel in peace keeping missions	Peace and Security	Outcome	Zim ASSET SADC Gender Protocol CEDAW African Charter Protocol African	Percentage	Ministry of Defence & Peace keeping mission reports	Annually	Ministry of Defence Annual Report

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[18] Public Administration, Governance and Performance Management

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
					Charter Protocol				
4	Proportion of Veterans of the Liberation Struggle registered by the ministry disaggregated by sex and province	Number of veterans who are registered disaggregated by sex and province divided by total number of veterans of the liberation struggle	Client Information Management	Output	Zim ASSET (Cluster 2)	Percentage	Vetting Report	Quarterly	Ministry for Welfare Services for War Veterans Quarterly and Annual Report
	Proportion of veterans of the liberation struggle accessing education and medical grants disaggregated by sex and province	Number of veterans who are receiving educational and medical grants disaggregated by sex and province divided by the total veterans of the liberation struggle	Welfare management	Output	Zim ASSET (Cluster 2)	Percentage	Medical and Educational Assistance Report	Annually	Ministry for Welfare Services for War Veterans Annual Report
	Number of dependents of the Veterans of the liberation struggle accessing education and medical assistance disaggregated by age, sex and province	Number of dependents accessing medical assistance and education by age, sex and province	Welfare management	Output	Zim ASSET (Cluster 2)	Number	Medical and Educational Assistance Report	Annually	Ministry for Welfare Services for War Veterans Annual Report
	Proportion of veterans of the liberation struggle with access to and ownership of productive resources disaggregated	Number of veterans owning agriculture land and mines by sex and province divided by total veterans of the liberation	Economic Empowerment	Output	Zim ASSET (Cluster 2)	Percentage	Ministry of Liberation War Collaborators	Annually	Ministry for Welfare Services for War

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No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	by sex and province	struggle							Veterans Annual Report
	Proportion of veterans with disability receiving compensation disaggregated by sex	Number of Veterans with disability receiving compensation for injuries incurred during the liberation struggle by sex and province divided by total veterans with disability	Welfare management	Output	Zim ASSET (Cluster 2)	Percentage	War Veterans Associations in the	Annually	Ministry for Welfare Services for War Veterans Annual Report
	Number of veterans of the Liberation Struggle employed at decision making level by the Ministry of Veterans disaggregated by sex	Number of staff at the Ministry who are Veterans of the liberation Struggle in deputy director and above by sex	Welfare Management	Outcome	Zim ASSET (Cluster 2) African Charter Protocol	Percentage	Human Resources Report	Annually	Ministry for Welfare Services for War Veterans Annual Report

10 Ministry of Local Government, Public Works and National Housing

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Percentage of institutional (government) accommodation allocated to civil servants	Number of civil servants allocated institutional accommodation divided by total civil servants by sex and age groups	Infrastructure development and maintenance	Outcome	Zim ASSET (Cluster 2)	Percentage	MLG.PW &NH	Annually	Ministry of Local Government, Public Works and National Housing Annual Reports

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
2	Proportion of civil servants receiving housing loans disaggregated by sex	Number of civil servants receiving loans by sex divided by total number of civil servants	Infrastructure development and maintenance	Outcome	Zim ASSET (Cluster 2)	Percentage	MLG.PW &NH	Annually	Ministry of Local Government, Public Works and National Housing Annual Reports
3	Percentage of urban housing units with portable water and sanitation disaggregated by location	Number of urban houses with portable water and sanitation	Social Service Delivery	Outcome	Zim ASSET (Cluster 2) SADC Gender Protocol Beijing SDG 6.1.1	Percentage	MLG.PW &NH	Annually	
4	Proportion of disaster victims receiving relief and other emergency services disaggregated by sex, age groups and location	Total number of people affected by disasters receiving relief and other emergency services (accidents, natural disasters, displacements) by sex, age groups and province	Social Services Delivery	Outcome	Zim ASSET (Cluster 2)	Percentage	MLG.PW &NH	Annually	Ministry of Local Government, Public Works and National Housing Annual Reports
5	Number of people allocated housing units and stands by sex, age groups and disability	Percentage of males and females in the total housing backlog	Sound local Governance	Outcome	Zim ASSET (Cluster 2) Beijing	Percentage	MLG.PW &NH (Local Authorities	Annually	Ministry of Local Government, Public Works and National

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
									Housing Annual Reports
6	Proportion of women in leadership positions in Urban Local Authorities	Number of female Councillors, CEOs, District Officers, Mayors, Town Clerks, Chairpersons (Only for Bulawayo and Harare)	Sound local Governance	Output	SDG 5.5.1 AU	Percentage	Ministry of LG, PW and NH, Harare and Bulawayo City Councils	Annual	Ministry of Local Government, Public Works and National Housing Annual Reports

11 Ministry of Tourism and Hospitality Industry

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Ratio of female to male owners of tourism businesses by age	Ownership of (small, medium and large scale) tourism businesses males compared to females	Domestic Tourism Development	Output	Zim ASSET (Cluster 4) CEDAW	Ratio	ZTA/ZIA	Annual	MOTHI end of year report to Cabinet
2	Ratio of male to female participants in Community Based Tourism Enterprises	Community Based Tourism Enterprises male participants compared to female participants	Domestic Tourism Development	Output	Zim ASSET (Cluster 4) CEDAW	Ratio	MOTHI	Annual	MOTHI end of year report to Cabinet
3	Proportion of females and males employed in tourism sector	Number of females and males employees expressed as a proportion of the total number of employees in the tourism sector	Domestic Tourism Development	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	ZTA/ZIMSTAT	Yearly	MOTHI end of year report to Cabinet
4	Proportion of females and males receiving entrepreneurial training	Total females receiving entrepreneurial training for tourism divided by total	Domestic Tourism Development	Output	Zim ASSET (Cluster 4)	Percentage	ZTA/MWAGCD/ MSMECD	Yearly	MOTHI end of year report to

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	for tourism	receiving entrepreneurial training for tourism			CEDAW				Cabinet
5	Proportion males and females attending regional and international tourism exhibitions.	Number of males and females attending fairs expressed as a proportion of fairs to be attended.	Tourism Marketing and Promotion	Output	Zim ASSET (Cluster 4)	Percentage	MOTHI	Yearly	MOTHI end of year report to Cabinet
12 Ministry of Health and Child Care									
1	Proportion of births attended by skilled health workers	Births recorded as attended by a health staff trained in mid-wifery divided by total births	Family Health	Outcome	Zim ASSET (Cluster 1 and 2) SDG 3.1.2	Percentage	MOHCC HMIS	Annually	Annual Report
2	Neonatal Mortality Rate disaggregated by sex	Neonatal mortality rate disaggregated by sex	Family Health	Impact	Zim ASSET (Cluster 1 and 2) SDG 3.2.2	Number	MOHCC HMIS	Annually	Annual Report
3	Maternal mortality ratio	Maternal deaths per 100,000 live births	Family Health	Impact	Zim ASSET (Cluster 1 and 2) SDG 3.1.1	Number	MOHCC HMIS	Annually	Zim Asset Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
4	Percentage of women of reproductive age (15-49) with unmet need for Family planning	Number women of reproductive age (15-49) with unmet need for Family planning expressed as a total of women of reproductive age	Family Health	Outcome	SDG 3.7[19]	Percentage	DHS	5 years	DHS
5	Proportion living with HIV on ART disaggregated by sex and age	Number of women and men who are on ART disaggregated by sex and location expressed as a proportion of: a) total HIV patients; b) total HIV patients on ART; c) Total HIV patients per category.	Communicable diseases	Output	Zim ASSET (Cluster 1 and 2) CEDAW	Percentage	DHS, NAC	Annually	Annual Report
6	Cancer incidence disaggregated by age, sex location, and type	Total number of with cancer disaggregated by sex, age and type.	Non-Communicable Diseases	Outcome	Zim ASSET (Cluster 1 and 2) Beijing	Number	MOHCC HMIS,	Annually	Annual Report
7	Malaria incidence disaggregated by sex, age and location SDG Indicator: Malaria Incidence per 1000 population	Total people diagnosed with Malaria disaggregated by sex	Non-Communicable Diseases	Outcome	Zim ASSET (Cluster 1 and 2)	Number	MOHCC HMIS,	Annually	Annual Report
8	Prevalence of anaemia in pregnant women	Number of pregnant women with hemoglobin <11 g/dL per 100 pregnant women	Family Health - Nutrition	Outcome	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Annually	ZDHS, MICS, HMIS, Nutrition Reports

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[19]By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
9	Prevalence of Anaemia in non-pregnant women	Number of Non-pregnantwomen with hemoglobin <12 g/dL per 100 Non-pregnant women	Family Health - Nutrition	Outcome	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Every 5 years	ZDHS, Nutrition Reports
10	Proportion of women aged 15-49 years with wasting	Number of women aged 15-49 years with low body mass index (<18.5 kg/m2) divided Total number of women assessed	Family Health - Nutrition	Outcome	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Every 5 years	ZDHS, MICS, Nutrition Reports
11	Proportion of overweight and obese women 18+-49 years of age	Number of women aged 15-49 years with low body mass index (≥25 kg/m2) divided Total number of women assessed	Family Health - Nutrition	Outcome	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Every 5 years	ZDHS, MICS, Nutrition Reports
12	Proportion of pregnant women receiving iron and folic acid supplements	Number of pregnant women receiving iron and folic acid supplements divided Total number of women assessed	Family Health - Nutrition	Output	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Every 5 years	ZDHS, MICS, Nutrition Reports
13	Proportion of women receiving minimum dietary diversity	Number of pregnant women receiving minimum dietary diversity divided Total number of women assessed	Family Health - Nutrition	Output	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	MoHCC, ZIMSTAT,	Every 5 years	ZDHS, MICS, Nutrition Reports
14	National maternity protection laws or regulations in place	Number of laws	Family Health	Output	MIPA/ZimASSET (Cluster	Number	Ministry of Public Service		Policy Document

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
					1 and 2)				
15	Percentage of births during a given reference period to women aged 15-19 years	Number of births during a given reference period to women aged 15-19 years /number of females aged 15-19 years	Family Health	Outcome	MIPA/ZimASSET (Cluster 1 and 2)	Percentage	ZIMSTAT, MoHCC	Annual	ZDHS HMIS MICS

<table>
<tr><td colspan="10" align="center">13 Ministry of Finance and Economic Planning</td></tr>
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No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion of national budget allocation to gender equality and women empowerment programmes and projects	National budget allocation to gender equality and women empowerment programmes and projects expressed as a proportion of the total national budget	Allocation of public resources	Output	Zim Asset[20] CEDAW	Percentage	National Budget Blue book	Annually	Management Repot
2	Proportion of Ministries complying with gender responsive budgeting requirements	Ministries complying with gender responsive budgeting requirements expressed as a total of all ministries	Allocation of public resources	Output	Zim ASSET CEDAW	Percentage	Ministry Budget proposals	Annually	Management Report
3	Proportion of male and female senior government staff given housing loans	a) Females and males from Deputy Director and above who have been approved for housing loans; b) value of housing loans given to males and females expressed as a	Management and Accounting for public resources	Process	Zim ASSET	Percentage	Senior Officers Housing Loan Disbursement Report	Annually	Management Report

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[20] Fiscal Reform Measures Sub-cluster, cross-cutting.

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
		proportion of i) total recipients of housing loans; ii) recipients of housing loans in the sex category; and iii) total value of housing loans							

14 Ministry of Mines and Mining Development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement	Data Source	Frequency of Reporting	Report where indicator trends are analysed
1	Total number of people receiving blasting and mining, CREP, mineral processing licenses by sex, age group and location	Number of people receiving blasting, mining, CREP and mineral processing licenses by sex, age and location	Mining Development	Output	Zim ASSET (Cluster 4)	Number	MMMD, Mining Engineering	Monthly	Department Monthly Reports
2	Total number people granted mining titles by sex, type (joint or single), age group and location	Number people granted mining titles by sex, type (joint or single), age and location	Mining Development	Output	Zim ASSET (Cluster 4) SADC Gender Protocol	Number	MMMD, Legal Services	Annually	MMMD Annual Report
3	Total number of people receiving mining services by type of service, age group, sex and location	Total number of people receiving: a) geological technical assistance; b) engineering technical services; and c) metallurgical services by type of service, age group, sex and location	Mining Development	Output	Zim ASSET (Cluster 4)	Number	MMMD., Dept. of Geological Survey	Bi-annually	Departmental Monthly Reports
4	Proportion of women in boards and chairing or CEOs of MMMD parastatals	Women as a proportion of total CEOs, board members of all MMMD parastatals	Human Capacity Development in the Mining Sector	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	MMMD, Mining Promotion Dept.	Bi-annually	Departmental Monthly Reports

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
5	Proportion of people receiving mining information	Number of people receiving mining information from the MMMD by sex and age group expressed as a total of those receiving the mining information	Mining Development	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	MMMD, MWAGCD	Annually	Departmental Monthly reports

<div align="center">15   Office of the President and Cabinet</div>

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
6	Evidence of legislative/affirmative action measures to promote equal representation of women in politics and other level of decision making	The laws that will include measures to counter a historical discrimination against women in politics and other levels of decision-making. These measures will be designed to increase the number of women participating and their level of representation.		Output	SDG 5.5 SADC Gender Protocol Beijing	Percentage	National Constitutions parliament National affirmative action Laws and policies Political Parties' Constitutions	Annually	Office of the President and cabinet CEDAW, Beijing , SDGs, the AU Protocol on Women's rights, AU Solemn Declaration
7	Percentage of women in decision making positions in political parties (ruling and opposition parties) 1) Politburo 2) Central	Number of women in each of these decision-making positions compared with the total number of people (men and women) occupying each of these positions.		Outcome	SDG 5.5 SADC Gender Protocol	Percentage	Reports from political parties State Party reports Political Parties' Constitutions	Annually	Office of the President and cabinet CEDAW,

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	committee 3) National executive 4) Key strategic positions								Beijing , SDGs, the AU Protocol on Women's rights, AU Solemn Declaration
8	Percentage of women in decision making positions in State Enterprises/ parastatals: 1) Chief Executive Officers 2) Board of Directors	Proportion of women in each of the stated decision-making positions in the state enterprises/parastatals compared with the total number of people in type of position.		Outcome	SDG 5.5 SADC Gender Protocol	Percentage	Relevant parastatals Labour Force surveys	Annually	Office of the President and Cabinet
9	Percentage of women in politics as follows: a) Parliament (Upper and lower houses) b) Speakers of Parliament	Number of women holding each of these positions compared with the total number of positions occupied by men and women. Positions available but not occupied will not be included in this calculation.		Outcome	SDG 5.5 SADC Gender Protocol	Percentage	Parliament State Party Reports National Gender progress reports	Annually	Office of the President and cabinet

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
16 Public Service Commission									
1	Percentage of women and men in decision making positions in the Public Service Commission	Number of women in Senior management positions in the Public Service -Commissioners, Auditor General, Perm Sec, Ambassadors, Principal Director, Director/General Manager High ranks in the uniformed forces	Capacity Building and Human Resources Development and Management	Outcome	Zim ASSET[21] SDG Target 5.5.2 SADC Gender Protocol	Percentage	Public Service Commission	Annually	Ministerial Establishment strengths Commissions
2	Proportion of males and females in leadership who have undergone training, either local or foreign, disaggregated by positions	Number of males and females in leadership that have been trained expressed as a proportion of a) the total trained; b) the total number of people in leadership; and c) the total number in that sex category in leadership.	Capacity Building and Human Resources Development and Management	Output	Zim ASSET SADC Gender Protocol	Percentage	Public Service Commission Ministry of Public Service, Labour& Social Welfare	Annually	Public Service Commission
3	Proportion of employees with disability in senior management positions disaggregated by sex	Number of males and females with disability who are in Senior Management positions i.e., Permanent Secretaries, Principal Directors, Directors and equivalent grades.	Capacity Building and Human Resources Development and	Outcome	Zim ASSET Beijing	Percentage	Public Service Commission	Annually	Public Service Commission

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[21] Public Administration, Government And Performance Management

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
			Management						
4	Number of sexual harassment or other forms of misdemeanour against women.	Number of sexual harassment or other misdemeanor against women handled by disciplinary committees	Policy Formulation Advocacy and Coordination	Output	Zim ASSET CEDAW	Percentage	Public Service Commission Disciplinary records	Annually	Annual Report
5	Proportion of women and men in Recruitment Committees disaggregated by sex and positions	Number of women and men in Recruitment committees at Head Office, Provincial and District level	Public Sector and civil service reform	Output	Zim ASSET	Percentage	Public Service Commission Recruitment Committee Reports	Annually	Annual Report
17 Ministry of Sports, Art and Recreation
1	Proportion of females in all sporting codes by type of sport, sex, disability and age group	Number of women in all sporting codes by type of sport, sex, and age group expressed as a proportion of total competitors	Sport and Recreation Development and Promotion	Output	Zim ASSET (Cluster 2) Beijing CEDAW	Percentage	SRC	Annually	Sports Development Report
2	Proportion of women officiating in major national sporting events	Number of women officials officiating in the: 1) Zim Youth Games; 2) National Athletics competitions; 3) national sporting tournaments etc expressed as a proportion of the total officials	Sport and Recreation standards and legal frameworks	Outcome	Zim ASSET (Cluster 2) Beijing	Percentage	SRC	Annually	Zim Youth Games Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
3	Proportion of women in sport administration at senior level	Number of women sport administrators at manager and above divided by total number of sport administrators in Zimbabwe including associations and CSC	Sport and Recreation standards and legal frameworks	Outcome	Zim ASSET (Cluster 2) Beijing	Percentage	Nat Sports Associations	Quarterly	Nat Sports Ass Reports
4	Proportion of financial resources allocated to national teams/clubs by sex	total allocation of resources to national teams/clubs disaggregated by sex divided by the total resources allocated to all national teams/clubs	Sport and Recreation standards and legal frameworks	Output	Zim ASSET (Cluster 2)	Percentage	Nat Sports Associations Budgets & SRC		Nat Sports Associations Budgets
5	Proportion of sporting facilities with sanitary dispenser, and baby changing room by type of sport	Number of sporting facilities with sanitary dispenser, and baby changing room divided by total sporting facilities by type of sport	Sport and Recreation standards and legal frameworks	Output	Zim ASSET (Cluster 2) Beijing African Charter Protocol	Percentage	Min of Local Gvt and Public Works	5 yearly	Min of Public Works
6	Proportion of women owning sporting business organisations	Number women owned sporting enterprises divided by total sporting businesses	Sport and Recreation Development and Promotion	Output	Zim ASSET (Cluster 2)	Percentage	PSL, SME,	Annually	SMEs,
	Proportion of female Artists engaged in providing entertainment at public and major national occasions as well as the corporate world disaggregated by age groups, disability,	Number of female Artists engaged in providing entertainment at public and major national occasions as well as the corporate world disaggregated by age groups, disability,	Safeguarding and promotion of National Arts, Culture and Heritage	Output	Zim ASSET (Cluster 2) Beijing	Percentage	MRDPPNCH, National Arts Council of Zimbabwe, OPC	Quarterly and yearly`	Ministry of Rural Development Promotion and Preservation of

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
	geographical location	geographical location as a proportion of the total number of artists performing							National Culture and Heritage Quarterly and Annual Reports
	Proportion of women and men accessing Public and Private artistic infrastructure disaggregated by geographical location and age groups.	Number of women accessing Public and Private cultural and artistic infrastructure (Culture centres, museums, galleries, theatres) divided by total number of people accessing	Safeguarding and promotion of National Arts, Culture and Heritage	Output	Zim ASSET (Cluster 2)\n\nAfrican Charter Protocol	Percentage	Ministry of Rural Development Promotion and Preservation of National Culture and Heritage	Quarterly, yearly	Ministry of Rural Development Promotion and Preservation of National Culture and Heritage

18 Ministry and Transport and Infrastructural Development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement	Data Source	Frequency of Reporting	Report
1	Proportion of transport engineers and road civil engineering[22] technicians who are women	Number of transport engineers and road civil engineering technicians who are women expressed as a percentage of total transport engineers and road civil engineering technicians	Transport Infrastructure Development and Management	Output	Zim ASSET (Cluster 3 and 4)\n\nBeijing	Percentage	MoTID Human Resources	Annually	Monthly Report to Public Service Commission

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[22]Engineers refers to those certified and registered by relevant body

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
2	Proportion of state road tenders awarded to women or women-owned businesses	Women owned business refers to registered business with Registrar of Companies or relevant statutory body, and where at one of the owners is a woman	Transport Infrastructure Development and Management	Output	Zim ASSET (Cluster 3 and 4) Beijing	Percentage	MoTID Administration Department / State Procurement Board	Annual	MoTID ZIMASSET Annual Report
3	Proportion of women owning transport enterprises by age group	Transport refers to registered boat owners and operators, freight, passenger transport. Total number of transport owners who are women by age group expressed as a proportion of total transport owners by age group.	Transport Management	Output	Zim ASSET (Cluster 3 and 4) Beijing	Percentage	Roads Motor Transport Database Inland Waters Database	Annual	Ministry RBM Integrated Performance Report
4	Proportion of the population living within 5km of an all-season road network	Number of people living within 5 km of a tarred road divided by the total population of the country	Transport Infrastructure Development and Management	Output	Zim ASSET (Cluster 3 and 4)	Percent	ZimStat	5 yearly	MoTID Five-Yearly Citizen Feedback Survey Reports

19 Ministry of Small and Medium Enterprises and Cooperative Development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion of females and males owning SME businesses (informal and formal) by sector	Number of females and males owning SME businesses disaggregated by sector divided by total SME (informal and formal) businesses	Development Implementation, Monitoring and Evaluation of MSMEs and Cooperative policies and	Output	Zim ASSET (Cluster 4) SADC Gender Protocol CEDAW	Percentage	MSMECD (research/ surveys)	Quarterly/ yearly	MSMECD quarterly and annual report to Cabinet

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No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
			programmes						
2	Proportion of SME owners assisted to access markets by the Ministry of SMECD disaggregated by sex and age	Number of MSME owners assisted to access markets by the MSMECD disaggregated by sex divided by total SME owners assisted to access markets by MSMECD	Resource mobilisation and Project Management for MSMEs and Cooperatives	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	MSMECD	Annually	MSMECD annual report to Cabinet
3	Proportion of female and male in leadership positions in registered cooperatives	Number of cooperators in registered cooperatives disaggregated by sex and their leadership positions divided by total number of co-operators in registered cooperatives	Development Implementation, Monitoring and Evaluation of MSMEs and Cooperative policies and programmes	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	MSMECD	Quarterly/ annually	MSMECD quarterly and annual report to the cabinet
4	Ratio of female to male SMEs receiving technical, business management training and financial support and from the Ministry of SMECD	Number of female and males SMEs receiving technical and financial support and training from the Ministry of SMECD divided by number of male SMEs receiving technical support and training from the Ministry of SMECD	Resource Mobilisation and Project Management for MSMEs and Cooperatives	Output	Zim ASSET (Cluster 4) CEDAW	Ratio	MSMECD	Quarterly and annually	MSMECD quarterly and annual report to the cabinet
5	Proportion of men and women by age group and location accessing micro-finance facilities by sector	Number of people accessing micro-financing facilities by sex, age and sector as a proportion of total accessing micro-finance facilities	Resource Mobilisation and Project Management for MSMEs and Cooperatives	Output	Zim ASSET (Cluster 4) CEDAW	Percentage	MMSMECD (RBZ, SEDCO)	Quarterly	Quarterly Report for the MMSMECD

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
black header: 20 Ministry of Primary and Secondary Education

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion of female learners enrolled in primary, secondary schools	Male to Female ratio of learners enrolled in primary and secondary schools	Infant Education, Junior Education and Secondary Education	Output	SDG 4.7[23] Zim ASSET (Cluster 2 and 4) SADC Gender Protocol	Percentage	MOPSE	Annually	Annual Report
2	Ratio of pass rate between females and males in primary and secondary schools	Percentage pass rate of females compared to males in major primary and secondary school examinations	Learner Support Service Secondary Education – Teaching and Learning	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MOPSE	Annually	Annual Report
3	Ratio of female learners completing primary and secondary.	Male to Female ratio of learners completing primary and secondary education	Learner Support Service	Output	Zim ASSET (Cluster 2 and 4) SADC Gender Protocol Beijing	Ratio	MOPSE	Annually	Annual Report

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[23]By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
4	Rate of dropouts (females and males) in primary, Secondary Schools	Male to Female Ratio of students dropout in primary and secondary schools	Learner Support Service	Output	Zim ASSET (Cluster 2 and 4) Beijing	Percentage ratio	MOPSE	Annually	Annual Report
5	Proportion of males and females enrolled for STEM subjects in secondary schools	Females as a percentage of learners enrolled in STEM subjects in secondary schools	Secondary Education – Teaching and Learning	Output	Zim ASSET (Cluster 2 and 4)	Percentage	MOPSE	Annually	Institutional registers
6	Proportion of learners with disabilities disaggregated by type of disability, sex at primary and secondary	Proportion of learners with disabilities disaggregated by sex	Learner Support Service – Special Needs Education	Output	Zim ASSET (Cluster 2 and 4)	Ratio	MOPSE	Annually	Annual reports
7	Proportion of schools with the facilities of disabled learners.	Number of schools with male and female facilities of disabled learners as a proportion of the total number of schools	Learner Support Service – Special Needs Education	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MOPSE	Annually	Reports

21 Ministry of Higher Education, Science and Technology Development

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
1	Proportion -of female students enrolled in tertiary institutions.	Male to Female ratio of learners enrolled in tertiary institutions	Public Sector Human Capital Development	Outcome	SDG 4.7 SADC Gender Protocol	Percentage	MHTESTD	Annually	Annual Report

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
2	Ratio of pass rate between females and males in tertiary institutions	% pass rate of females compared to males in all examinations	Public Sector Human Capital Development: Quality Assurance	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MHTESTD	Annually	Annual Report
3	Ratio of female learners completing tertiary education	Male to Female ratio of students completing tertiary education	Public Sector Human Capital Development: Quality Assurance	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MHTESTD	Annually	Annual Report
4	Rate of dropouts (females and males) Tertiary Institutions	Male to Female Ratio of student's dropout in tertiary institutions	Public Sector Human Capital Development: Quality Assurance	Output	Zim ASSET (Cluster 2 and 4)	Percentage ratio	MHTESTD	Annually	Annual Report
5	Proportion of males and females enrolled for STEM subjects/courses in secondary and tertiary institutions	Females as a percentage of learners enrolled in STEM subjects and courses	Public Sector Human Capital Development	Output	Zim ASSET (Cluster 2 and 4) SADC Gender Protocol	Percentage	MHTESTD	Annually	Institutional registers
6	Proportion of learners with disabilities disaggregated by type of disability, sex at tertiary institutions	Proportion of learners with disabilities disaggregated by sex	Public Sector Human Capital Development	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MHTESTD	Annually	Annual reports

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of measurement (e.g., percent)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g. DHS)
7	Proportion of tertiary institutions with the facilities of disabled learners by type	Number of schools and tertiary institutions with male and female facilities of disabled learners	Human Capital Development	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MHTESTD	Annually	Reports
8	Proportion of female teachers, lecturers and Manpower Training and Trade Testing Officers receiving in service training disaggregated by type	Number of female Teachers, Lecturers and Manpower Training and Trade Testing officers trained as a percentage of total teachers trained.	Human Capital Development	Output	Zim ASSET (Cluster 2 and 4) Beijing African Charter Protocol CEDAW	Ratio	MHTESTD	Annually	Annual reports
9	Proportion of women in academic research receiving funding	Number of women in academic research receiving funding divided by total number of assisted researchers	Science and Technology Development	Output	Zim ASSET (Cluster 2 and 4) Beijing	Ratio	MHTESTD	Annual	Annually

No.	Indicator	Definition	KRA	Level	Aligned to:	Unit of Measurement (e.g. percentage)	Data Source	Frequency of Reporting	Report where indicator trends are analysed and discussed (e.g., DHS)
1	Percentage of gender equality targets achieved as set in the regional and international instruments to which Zimbabwe subscribes to are achieved	Proportion of achieved targets as a proportion of the total ratified regional and international gender equality and women's empowerment targets.	Women Empowerment	Output	SADC Gender Protocol Beijing SADC Gender Protocol	Percentage	MWAGCD	Annually	State Reports to regional and international instruments
2	Percentage relevant[24] government institutions and commissions implementing and monitoring constitutional provisions on gender justice.	Proportion of relevant government institutions and commissions implementing and monitoring constitutional provisions on gender justice divided by total	Policy and Administration	Output	Zim ASSET (Cluster 2)	Percentage	JSC (Victim Friendly System); ZRP (Victim Friendly Unit); Anti-Domestic Violence Council; ZHRC; ZGC; IMC on Human rights (MOJLPA)- State Party reporting obligations; IMC on Trafficking in Persons (MOHA)	Monthly and Biannually	Annual Reports

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[24] Relevance will be defined according to the strategic of the institution or commission in achieving the Gender Policy goals.

3	Proportion of females and males by age accessing Government tenders	Number of females awarded tenders divided by the total awarded government tenders.	Women Empowerment	Output	Zim ASSET (Cluster 2) Beijing	Percentage	All government ministries	Annually	Annual Report
4	Number of laws, Constitutional provisions, policies, strategies that promote women's participation in decision making processes and positions at national and local levels that are put in place and implemented by public institutions	Number of laws, Constitutional provisions, policies, strategies that promote women's participation in decision making processes and positions at national and local levels that are put in place and implemented by public institutions	Policy and Administration	Output	CEDAW SADC Gender Protocol African Charter Protocol	Number	Ministry of Justice, Legal and Parliamentary Affairs, Ministry of Women Affairs, Gender and Community Development and Constitution of Zimbabwe	Annually	Annual Reports
5	Number of districts with community led initiatives to address GBV	Number of districts with community led initiatives to address GBV	Community Development	Output	Zim ASSET (Cluster 2) Beijing	Number	MWAGCD District Offices	Quarterly	Quarterly Reports
6	Proportion of GBV survivors receiving services by age, sex and location: 1. Health 2. Legal aid 3. Psychosocial support 4. Safe house 5. Livelihood support	Number of GBV survivors receiving the following services by sex, age and location: 6. Health 7. Legal aid	Community Development	Output	CEDAW SADC Gender Protocol African Charter Protocol	Number	MOJPA, MOHA, MOHCC	Quarterly	Quarterly

		8. Psychosocial support 9. Safe house Livelihood support							
7	Percentage planned annual activities of the National GBV strategy implemented	Percentage of planned annual activities of the National GBV strategy implemented	Policy and Administration	Output	Zim ASSET (Cluster 2) Beijing	Percentage	MWAGCD	Quarterly	Quarterly Reports
8	Number of programmes that address GBV implemented by Anti Domestic Violence Council per year	Number of programmes that address GBV implemented by Anti Domestic Violence Council per year	Policy and Administration	Output	Zim ASSET (Cluster 2) Beijing	Number	Anti-Domestic Violence Council	Annually	Annual Reports
	Proportion of youth accessing Skills Training by sex, age and location	Number of youth accessing Skills Training by sex, age and location as a total number of youths	Vocational and Enterprise Development	output	Zim ASSET (Cluster 2) Beijing	Percentage	Women Affairs and Youth	Quarterly	Quarterly and Annual Reports for Ministry of Youth
	Proportion of Indigenous Zimbabweans owning companies in major sectors disaggregated by sector, sex and age	Number of Indigenous Zimbabweans owning companies in major sectors disaggregated by sector, sex and age divided by total owners of companies	Economic Empowerment	output	Zim ASSET (Cluster 2) Beijing	Percentage	Women Affairs and Youth, ZIMSTATS	Annually	Annual Report for Ministry of Youth
	Proportion of youth per sector in Business Boards, senior management	Total number of youth in senior management and decision-	Youth Development	Output	Zim ASSET (Cluster 2)	Percentage	Women Affairs and Youth,	Annually	Annual Report for Ministry of Youth

positions by sex, age group and location	making positions in business disaggregated by sex, age group, sector and location divided by total management positions.							
Proportion of youth benefiting from Empowerment initiatives disaggregated by facility, sex, age and location	Total number of Youth benefitting from the Youth Funds and received technical business development assistance by sex, age and location divided population of youth	Economic Empowerment	output	Zim ASSET (Cluster 2)	Percentage	Women Affairs and Youth, ZIMSTATS, Financial Institutions	Quarterly	Quarterly and Annual Reports for Ministry of Youth
Number of youth owned business enterprises by sex, age, sector and location	Total number of youth owned viable business enterprises	Youth Development	Output	Zim ASSET (Cluster 2)	Number	Min of Women Affairs and Youth	Quarterly	Quarterly and Annual Reports for Ministry of Youth
Number of jobs created by youth owned enterprises by sex, age group and location	Total number of jobs created by youth owned enterprises by sex, age group and location	Economic Empowerment	Outcome	Zim ASSET (Cluster 2)	Number	Women Affairs and Youth, ZIMSTAT	Annually	Annual Reports for Ministry of Youth
Number of Youth participating in International, regional and local Youth events by sex and age groups	Number of youth forming part of delegations to international, regional and local youth events by sex	Youth Development	Output	Zim ASSET (Cluster 2)	Number	Women Affairs and Youth, Ministry of Industry and Trade, Ministry of	Annually	Annual Report Ministry of Youth

		and age groups					Tourism, Ministry of Mines and Mining Development		
	Number of Youth accessing youth friendly services	Total number of youth benefiting from youth friendly services throughout the country disaggregated by sex, age group and type of service.	Youth Development	Output	Zim ASSET (Cluster 2) CEDAW	Number	Ministry of Health	Annually	National Adolescent and Youth Sexual and Reproductive Health Coordination Forum

<table>
<tr><td colspan="10" align="center">23 Ministry of Labour and Social Welfare</td></tr>
<tr><td>1</td><td>Proportion of women civil servants receiving training loans</td><td>Women as a percentage of training loan recipients</td><td>Public Sector Human Capital Development</td><td>Output</td><td>MIPA/ZIMASSET (Cluster 2)</td><td>Percentage</td><td>MPSLSW, Manpower Planning and Development</td><td>Biannually</td><td>MPSLSW biannual report</td></tr>
<tr><td>2</td><td>Proportion of women placed in jobs in the private sector through the National Employment Councils</td><td>Women as a percentage of individuals placed in jobs in the private sector</td><td>Labour Administration</td><td>Output</td><td>MIPA/ZIMASSET (Cluster 2)

Africa Charter Protocol</td><td>Percentage</td><td>MPSLSW, Labour Admin department,</td><td>Biannually</td><td>Placement Reports,</td></tr>
<tr><td>3</td><td>Total number of households receiving social assistance by sex and age groups of household head</td><td>Women as a percentage of people receiving social assistance (cash transfers, food assistance, health assistance, public assistance)</td><td>Social Welfare</td><td>Output</td><td>MIPA/ZIMASSET (Cluster 2)</td><td>Percentage</td><td>MPSLSW, Social Services</td><td>Quarterly</td><td>MPSLSW HST quarterly report</td></tr>
<tr><td>4</td><td>Proportion of older persons receiving institutional support disaggregated by age</td><td>Number of older persons (60+ years) as percentage of</td><td>Social Welfare</td><td>Output</td><td>MIPA/ZIMASSET (Cluster 2)</td><td>Percentage</td><td>MPSLSW, Social Services</td><td>Bi-annually</td><td>Older Persons Report</td></tr>
</table>

	groups and sex	persons receiving institutional support							
5	Proportion of females with disabilities accessing Rehabilitation services and income generating loans	Females with disability as a percentage of all people with disabilities accessing rehabilitations services and loans	Social Welfare	Output	MIPA/ZIMASSET (Cluster 2)	Percentage	MPSLSW, Social Services	Biannually	Disability and Rehabilitation Report
6	Proportion of female refugees receiving assistance	Female refugees as a percentage of refugees receiving assistance (food, shelter and clothing)	Social Welfare	Output	MIPA/ZIMASSET (Cluster 2) African Charter Protocol Beijing	Percentage	MPSLSW, Social Services	Biannually	UNHCR Biannual reports, Disability and Rehabilitation Sector report
7	Proportion in Female headed HHs participating in productive community works	Female headed HHs as a percentage of participants in productive community works	Social Welfare	Output	MIPA/ZIMASSET (Cluster 2) Beijing	Percentage	MPSLSW, Social Services	Biannually	MPSLSW biannual report
8	Number of children in difficult circumstances (CDC) removed from risk into places of safety and committed into institutions and foster care disaggregated by sex	Number of Children removed from risk into place of safety (committed to institutions and foster care).	Social Welfare	Output	MIPA/ZIMASSET (Cluster 2)	Percentage	MPSLSW, Child Welfare and Protection Services	Quarterly	Child Welfare Report
9	Ratio Male to female	Number of male	Social Welfare	Process	MIPA/ZIMASSET	Percentage	MPSLSW,	Quarterly	Case

	of community child care workers	compared to female community child care workers			(Cluster 2)		Child Welfare and Protection Services		Managements Report
10	Proportion of children receiving educational assistance (BEAM) disaggregated by location, sex and level of education	Number of child recipients of education assistance	Social Welfare	Output	MIPA/ZIMASSET (Cluster 2) CEDAW	Number	MPSLSW, Child Welfare and Protection Services	Annually	BEAM