

Sexual harassment in Zimbabwe Media

Zimbabwe media women have launched a spirited campaign against sex pests in the industry, riding on research and surveys showing the problem of sexual harassment has gone on for years with hardly any sustained programme to tackle the menace. Globally sexual harassment remains the most frequently cited violation against women in the media. In a 2021 survey by the World Association of News Publishers (WAN-IFRA) Women in News Programme, 41 percent of women experienced verbal sexual harassment, compared to 11 percent of men while 27 percent of women, compared to zero (0) percent of men, experienced physical sexual harassment.

What is sexual harassment?

The International Labour Organisation (ILO) outlines acts of sexual harassment as sex-based behaviour that is unwelcome or offensive to the recipient.

Alongside the ILO, in Zimbabwe, the Labour Relations Amendment Act 2002, No.17 (Amendment of Section 8 of Cap: 28:01 (g) broadly defines sexual harassment as when an employer demands sexual favours from an individual as a condition of employment, creation or abolition of jobs, compensation decisions, training, transfer, promotion, or retrenchment.

These acts of sexual abuse are considered harassment when submission to such conduct is made either explicitly or implicitly as a condition of employment or submission to or rejection of such conduct is used as the basis of employment decisions affecting

the individual. A single incident is enough to be considered sexual harassment. Sexual harassment is defined by the nature and the impact of the behaviour, not the intention behind it.

Types of sexual harassment;

Sexual harassment can involve one or more incidents and actions constituting harassment may be physical, verbal, and non-verbal. Examples of conduct or behaviour that constitute sexual harassment include, but are not limited to:

- Physical examples of sexual harassment include unwelcome patting, pinching, stroking, kissing, hugging, fondling, inappropriate touching, physical violence including sexual assault, indecent assault, and rape, and the use of job-related threats or rewards to solicit sexual favours.
- Verbal forms of sexual harassment include comments on a worker's physical appearance, sex life, sexual comments, stories and jokes, unwelcome sexual advances, repeated and unwanted social invitations for dates or physical intimacy, insults based on the sex/gender of the worker, condescending or paternalistic remarks, using inappropriate language.
- Non-verbal signals examples include sexually-suggestive gestures, whistling, eyeing, indecent exposure, and sending sexually explicit messages using electronic gadgets.

What percentage of women in the

media have been harassed verbally?

According to a Zimbabwe survey sponsored by the Friedrich Naumann Foundation Africa (FNF) in 2023, 73.42 percent of women in the media have been verbally harassed. In another survey done by Women in News in 2021, 41 percent of women have experienced this harassment in Zimbabwe. Action taken by media organizations is limited, the most common response is a warning to the accused.

What percentage of women in the media have experienced physical sexual harassment?

Research has shown that an estimated 29 percent of women in the news been sexually abused physically. In instances where cases of physical harassment were noted, it is unfortunate that no action was taken against perpetrators who in most hold positions of influence in the surveyed media houses. How many women in the media have reported cases of sexual harassment? Overall, only 15.15 percent of women who were victims of sexual harassment in the newsroom were able to report their ordeal to the authorities. In some instances, women holding senior positions provided assistance to victims of sexual harassment.

Why are women reluctant to report sexual harassment?

The majority of women in the newsroom (64.86 percent) do not feel safe in their workspace which forces them to disengage and recline in their shells.

The most common reasons for not reporting are:

- Weak company policies that do not protect women from sexual harassment
- Absence of reporting mechanisms
- Not knowing how to report
- Fear of further victimisation

Does the law fully protect women from sexual harassment?

Zimbabwe is a Member State of the International Labour Organization (ILO) thus the country is automatically bound by the core (ILO) Conventions even in the absence of ratification.

Zimbabwe's National Constitution spells out the provision of "gender equality" in all forms of work both formal and informal, public or private. However, this section is not supported by tangible statutes that can be adopted and enforced in the workplace to deter offenders.

The Labour Relations Amendment Act (2002) amended in 2021 presents sexual harassment as a criminal offense and prohibits any forms of violence and harassment at the workplace which includes any action in the course of and linked with or arising out of work, communication, work-related trips, as well as in the process of commuting to and from work. In 2022, the Public Service Commission (PSC) launched the Public Service Sexual Harassment Policy which seeks to protect the dignity of the workers in the Public Service which is an imperative requirement for maximum work productivity and effective service delivery. The policy provides guidelines on reporting, investigating, and procedures for handling cases of sexual harassment.

What mechanisms have worked in dealing with sexual harassment?

- Crafting of laws that are strict on sexual harassment and gender discrimination in workplaces. In the meantime, Zimbabwe doesn't have an act on sexual harassment or gender equality.
- Strengthening and effectively enforcing policies to deter sexual harassment in the workplace.

- Creating a working environment in which women are safe to work without fear of being harassed.
- Training and mentorship programs to raise awareness against sexual harassment in the media houses.

Representation of women in leadership roles?

Representation and leadership roles of women in the media at all levels have remained consistently low over time. A study of women holding leadership positions in the media showed that in Zimbabwe women make up 18 percent in top editorial positions.

What are the plans?

Senior Zimbabwean women journalists, with the support of media organisations and women rights lobby groups who are spearheading the campaign against sexual harassment in the sector, say they hope to sustain the fight with a push for new policies, practical implementation of plans in the industry, including offering psychosocial support services and pursuing all cases of abuse.

The Zimbabwe Media Commission (ZMC), the Ministry of Information, Publicity and Broadcasting Services, the Public Service Commission (PSC) and the Zimbabwe Gender Commission are among the leading participants who are expected to use their oversight roles in pushing for real practical changes on the ground.

Sources:

International Labour Organization

Friedrich Naumann Foundation Africa (FNF)

Coming Out of the Shadows: The untold stories of sexual harassment in Zimbabwe's media, a publication edited by Faith Zaba, Editor of the weekly Zimbabwe Independent newspaper.

Sustaining Media Freedom for Female Journalists in Zimbabwe, a 2023 research conducted by Patience Zirima, National Director of Gender and Media Connect (GMC)

Veritas

Women in News



DISINFORMATION & THE DANGEROUS EDGE...

- Distorts information and public perception of issues.
- Diverts and deflects public focus on critical issues
- Can demoralise and demobilise public from engagement on governance issues by presenting a picture of hopelessness.
- Can obscure issues through misrepresentations
- Can obstruct programmes by marketing negativity.



Parliamentary candidates for Dec 9 by-elections

The Zimbabwe Electoral Commission (ZEC) says the following 31 candidates were duly nominated for National Assembly seats for by-elections set for to December 9, 2023.

CONSTITUENCY	CANDIDATE	GENDER	PARTY
BULAWAYO METROPOLITAN PROVINCE			
Bulawayo South	Modi Rajeshkumari Sithole James Watson Nicola Jane	M M F	ZANU-PF CCC CCC
Cowdry Park	Chirwa Vusumuzi Mujeyi Aurther Sibanda Pashor Raphel	M M M	CCC ZANU-PF CCC
Lobengula-Magwegwe	Dube Menziwa Gono Eric Nyathi Tendayi Chituea	M M M	ZANU-PF CCC CCC
Mpopoma-Mzilikazi	Kamamba Dzingai Makaza Desmond Moyo Charles Sibanda Blessings Tapfumaneyi Pardon	M M M M M	ZANU-PF CCC CCC DOP Independent
Nketa	Gweta Learnmore Manduna Obert Mavunga Albert Tawanda Sibindi Ambrose	M M M M	DOP CCC ZANU-PF CCC
HARARE METROPOLITAN PROVINCE			
Mabvuku-Tafara	Kufahakutizwi Munyaradzi Febion Sakupwanya Pedzai	M M	CCC ZANU-PF
MATABELELAND NORTH PROVINCE			
Binga North	Muchimba Chineke Sibanda Dubeko Prince Sibanda Judith	M M F	ZANU-PF CCC CCC
Lupane East	Machangu Phatisiwe Nyathi David Vanya Moyo Bright	F M M	ZANU-PF CCC CCC
MATABELELAND SOUTH PROVINCE			
Beitbridge West	Choeni Blessing Dube Blessing Brendan Moyo Thoriso Ncube Morgan Ndou Thusani	M M F M M	CCC Independent ZAPU CCC ZANU-PF

Source

Zimbabwe Electoral Commission

Zimbabwe local authority candidates for Dec 9 by-elections

These are the local authority candidates for by-elections on December 9, which Zimbabwe is conducting following the recall of CCC councillors by Sengezo Tshabangu - who says he is the party's secretary-general. But CCC leader Nelson Chamisa disputes that assertion.

WARD	CANDIDATE'S NAME	GENDER	POLITICAL PARTY
Bulawayo Municipality Ward 1	Mutangi Josiah	M	ZANU PF
Bulawayo Municipality Ward 1	Sikosana Don Masombuka	M	ZAPU
Bulawayo Municipality Ward 1	Sithole Shepherd	M	CCC
Bulawayo Municipality Ward 1	Tshuma Lauren	F	EFF
Bulawayo Municipality Ward 6	Hove- Mpopu Nkosinathi	M	CCC
Bulawayo Municipality Ward 6	Mujuru Kidwell	M	ZANU PF
Bulawayo Municipality Ward 6	Mugumbate Mandizvidza	M	ZCPD
Bulawayo Municipality Ward 6	Nyoni Fikezweni	M	CCC
Bulawayo Municipality Ward 6	Nyoni Nkosikona	M	FA
Bulawayo Municipality Ward 9	Mabutho Donaldson	M	CCC
Bulawayo Municipality Ward 9	Mangena Joubert	M	INDEPENDENT
Bulawayo Municipality Ward 9	Munyamana Lovemore	M	ZANU PF
Bulawayo Municipality Ward 9	Muzenda Sihle	F	INDEPENDENT
Bulawayo Municipality Ward 9	Ncube Sibongile Ntombizodzwa	F	ZAPU
Bulawayo Municipality Ward 18	Finnity Tanu Mark	M	ZAPU
Bulawayo Municipality Ward 18	Madzana Felix Takunda	M	CCC
Bulawayo Municipality Ward 18	Manyathela Sikhanyiso	F	ZANU PF
Bulawayo Municipality Ward 18	Sibanda Rodwell	M	EFF
Bulawayo Municipality Ward 20	Dube Simbarashe	M	CCC
Bulawayo Municipality Ward 20	Gumede Micheal	M	CCC
Bulawayo Municipality Ward 20	Ndlovu Nomagugu	F	ZAPU
Bulawayo Municipality Ward 20	Sibindi Sandra	F	ZANU PF
Bulawayo Municipality Ward 21	Dube Godfrey	M	INDEPENDENT
Bulawayo Municipality Ward 21	Maposa Tinevimbo	M	CCC
Bulawayo Municipality Ward 21	Nyathi Andrew	M	CCC
Bulawayo Municipality Ward 21	Tekere Makaita Janet	F	ZANU PF
Bulawayo Municipality Ward 22	Moyo Mmeli Thobeka	M	CCC
Bulawayo Municipality Ward 22	Moyo Pride	M	ZANU PF
Bulawayo Municipality Ward 22	Moyo Wingle	M	INDEPENDENT
Bulawayo Municipality Ward 22	Sibanda Mkhaliphi	M	CCC
Bulawayo Municipality Ward 24	Batirai Arnold	M	CCC
Bulawayo Municipality Ward 24	Bulayani Esnat	F	INDEPENDENT
Bulawayo Municipality Ward 24	Mthimkulu Siphoh	M	FA
Bulawayo Municipality Ward 24	Ngwenya Dunyiswa	F	ZAPU
Bulawayo Municipality Ward 24	Sibanda Phumulani	M	CCC
Bulawayo Municipality Ward 24	Zidya Tavengwa	M	ZANU PF
Masvingo Municipality Ward 2	Chirairo Frank	M	INDEPENDENT
Masvingo Municipality Ward 2	Chiwara Shantiel Yeukai	F	CCC
Masvingo Municipality Ward 2	Hwata Benson	M	ZANU PF
Masvingo Municipality Ward 2	Kamuzona Rocky	M	CCC
Tongogara Rural District Council Ward 22	Kufa Misheck	M	CCC
Tongogara Rural District Council Ward 22	Makozho Grace	F	ZANU PF
Zibagwe Rural District Council Ward 13	Mpopu Kilton	M	CCC
Zibagwe Rural District Council Ward 13	Ntenezi Sipiwe	F	ZANU PF
Zvishavane Town Council Ward 4	Chabuda Sheilla	F	CCC
Zvishavane Town Council Ward 4	Mutemeri Simbarashe	M	ZANU PF

Source

Zimbabwe Electoral Commission

Climate Change - Drought, El Niño and impact on Zimbabwe agriculture

Zimbabwe and several other Southern African countries are expected to suffer drought conditions in the annual rain season from October 2023 to April 2024, which coincides with the regional summer cropping season, according to weather scientists. The forecast drought conditions are traced to a weather pattern called El Niño, which has traditionally badly affected farming production in Zimbabwe.

What is El Niño?

El Niño refers to a cycle of warming and cooling events that happens along the equator in the Pacific Ocean leading to an increase in sea surface temperatures across the Pacific. The warming phase of the phenomenon called El Niño Southern Oscillation (ENSO) stimulates drought conditions. ENSO creates both dry and hot conditions that negatively affect food crops. The cooling part of the cycle is called La Niña and has the opposite effect.

What have the experts said?

The World Meteorological Organization (WMO) says that El Niño conditions have developed in the tropical Pacific for the first time in seven years, setting the stage for a likely surge in global temperatures and disruptive weather and climate patterns. The WMO statement came on the eve of Zimbabwe's summer cropping season.

What is the general impact of El Niño?

- It causes drought and heatwaves, affects water supply for domestic, animal and industrial use and hits farming output for rain-fed agriculture.
- The El Niño poses a threat to the agricultural livelihoods of millions of people globally. In Southern Africa and Zimbabwe in particular, the impacts of El Niño have been felt across all sectors affecting the most vulnerable communities.

What are the main features of El Niño?

- El Niño and La Niña events happen every two to seven years, on average, but they don't occur on a regular schedule.
- They usually last for 9-12 months but have been known to last for several years at a time.
- El Niño affects weather and storm patterns in different parts of the world.
- El Niño comes in different varieties (no two El Niño events are exactly alike in intensity)

Has El Niño hit Zimbabwe before and with what impact?

In February 2016, former Zimbabwe President Robert Mugabe declared "A state of disaster" following a drought triggered by El Niño, which left 2.44 million people struggling for food. The following was the recorded impact:

- Some 75 percent of Zimbabwe received less than normal rainfall.
- Severe livestock deaths – 17,000 were recorded in 2016.
- Crop failure, yield reduction leading to drought.
- Grain shortfall of 1.5 million tonnes.
- Increased household food insecurity as a result of loss of income. At least 70 percent of food production depends on peasant agriculture, with a majority of farmers in this category having no access to water for irrigation purposes.
- Outbreak of water-borne diseases as people access water from insecure sources.

- Deepening poverty.

What can stakeholders do to mitigate the impact of El Niño?

- Immediately commit resources to fund early action.

- Initiate collaborative action between private and public actors to mitigate the socio-economic and environmental risk posed by El Niño.
- Facilitate awareness campaigns to educate the public on the strategies to mitigate the impact of El Niño.
- Stepping up investment in resilience building for sustainable rural agriculture in Southern Africa.
- Upscaling social protection, adopting SMART agriculture techniques, climate change mitigation through smart livelihoods options, and management of natural resources.

- The rural communities should make use of indigenous knowledge to enhance and ensure crop and livestock production.

- Put in place resilient water management systems.

- Put vulnerable groups at the centre of the design and implementation of anticipatory action.

What can farmers do to cope during El Niño?

- Learn modern agricultural practices.
- Use drought-resistant varieties.
- Do due diligence by seeking expert advice on the best crop choice to plant during El Niño.

Sources

World Meteorological Organisation

<https://public.wmo.int/en/media/press-release/world-meteorological-organization-declares-onset-of-el-ni%C3%B1o-conditions>
International Federation of Red Cross And Red

Crescent Societies

Oxfam

Initiatives to boost resilience towards El Niño in Zimbabwe's rural communities
<https://reliefweb.int/organization/ifrc>

Managing January Disease to save cattle

Zimbabwe has lost over 500,000 cattle to a tick-borne disease better known as 'January Disease' (or the scientific name Theileriosis) since 2016 despite efforts by agricultural experts to educate farmers on the importance of dipping and vaccination, according to the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development.

What are the facts about January Disease.

What causes January Disease, or Theileriosis?

January Disease is caused by a parasite (*Theileria Parva*) found in the blood which is transmitted in cattle by ticks. Theileriosis is one of several tick-borne diseases found in Zimbabwe.

When is it common?

Although the highest number of cases are recorded in January (hence the name January Disease), the disease is prevalent between December and March when rainfall activity is traditionally high.

What are the signs of cattle affected by January Disease?

- Swelling of the lymph nodes under the ears and on the shoulder.
- Cloudiness of the eyes.
- Difficulty in breathing with froth coming from the nose and mouth, which may lead to collapse and death within a few days.
- Loss of appetite (the cattle cease to graze)

How can it be managed?

- By controlling the tick vector through regular dipping.
- Regular application of tick grease in the ear, on and under the tail
- Farmers should spray their cattle in areas where dip tanks are not available.
- Farmers should source dip chemicals from reputable suppliers of agrochemicals and veterinary products.
- Movement of tick-infested animals should be limited as it spreads the disease to other areas.

Treatment

- January Disease can be cured if treatment is administered early and farmers are encouraged to consult veterinary services early to allow early diagnosis and intervention by veterinary experts.
- January Disease responds to buparvaquone and its derivatives.
- The disease should be correctly identified for correct or proper treatment.

Penalty on failure to clean cattle at prescribed intervals.

The Cattle Cleansing Regulations Act states that dipping cattle is mandatory, failure to do so will result in a fine or arrest.

Sources

*Food and Agricultural Organisation
Cattle Cleansing Regulations Act
National Stock Feeds*

The gangs who are scamming motorists are still out there



Mbumba... kutseta kubira vanhu vachizi wakanga nisa convoy ya president wapinda red robot, hande ku station onosiya mota which attracts \$100 storage fee per or kukanzuru vane fake police uniform dzabatwa 15:44

Claim: A picture circulating on Zimbabwe social media of three men is being used as proof of claims that a gang of bogus policemen which has been scamming unsuspecting motorists in Harare has been arrested.

The picture has been circulating alongside a WhatsApp voice note recorded by a person who claims to have been forced to pay USD\$200 by men posing as police officers over allegations of driving through a red stop-sign traffic light at a road junction.

Is the picture that has gone viral that of the men scamming motorists?

True or false?

Verdict: False. This is an old photo.

When was this picture taken?

A reverse image search conducted by ZimFact shows that the above image is from 23 December 2020 when the three men pictured (1 police officer and 2 soldiers) were arrested by Rhodesville Police in the Zimbabwe capital following a string of robberies in Hillside.

Conclusion

The men in the above image are not the scammers who have been duping motorists in Harare lately. Zimbabwe police say they are still investigating the matter.

No, Zimbabwe does not have the cheapest data tariffs in SADC



Claim: A video circulating on Tik Tok in Zimbabwe social media platforms claims that Zimbabwe has the most expensive data in the world at US\$75 per Gigabit.

This prompted the Post and Telecommunications Regulatory Authority of Zimbabwe (POTRAZ) to publish a statement comparing data tariffs in the SADC region in which it claims the country has the lowest data tariffs in the Southern African Development Community (SADC) region. Is this true?

VERDICT: Not true

Where does POTRAZ rank Zimbabwe in the region?

In a statement, POTRAZ Director General Gift Machengete said Zimbabwe has the lowest data tariff in the SADC region, with an out of bundle tariff of ZWL14,930 which translates to USD3.21 per Gigabit at the September 2023 official exchange rate while the SADC average is at USD4.60 as outlined in the table below.

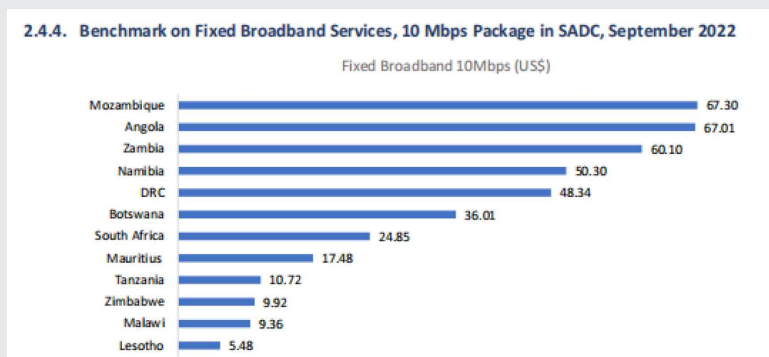
Country	Operator	In USD cents		
		Voice	SMS	Data per MB
Botswana	Mascom	8.78	1.46	7.25
	BTC	9.66	2.20	7.25
	Orange	9.88	1.83	7.25
Eswatini	Eswatini Mobile	5.78	1.31	4.21
	MTN	6.31	1.58	4.21
Lesotho	Vodacom	8.68	4.05	6.57
	Econet Lesotho	9.46	3.94	6.57
Malawi	Airtel	6.53	1.36	2.86
	TNM	7.53	1.96	2.99
Mozambique	Vodacom	9.39	3.08	6.26
Namibia	MTC	7.89	2.10	4.73
	TN Mobile	7.62	1.84	4.73
South Africa	MTN	10.46	4.21	0.79
	Vodacom	10.25	4.21	0.79
Zambia	MTN	6.57	1.12	5.25
Zimbabwe	Econet/NetOne/Telecel	3.35	0.69	0.53
REGIONAL AVERAGE		8.01	2.31	4.51

Regional Tariff comparison using new tariff thresholds (Inclusive of all taxes) of Mobile Network Operators (MNO) compiled by POTRAZ.

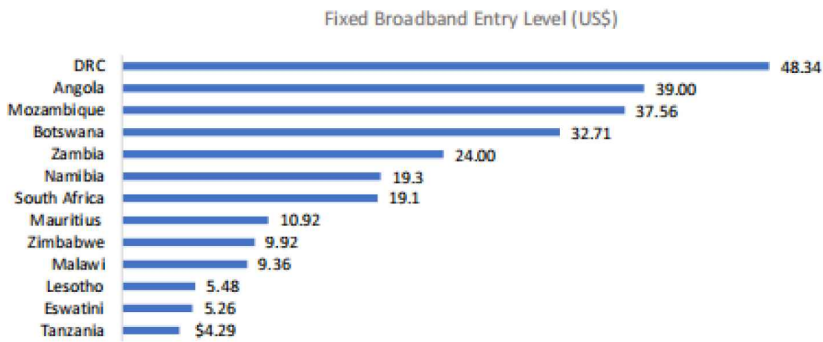
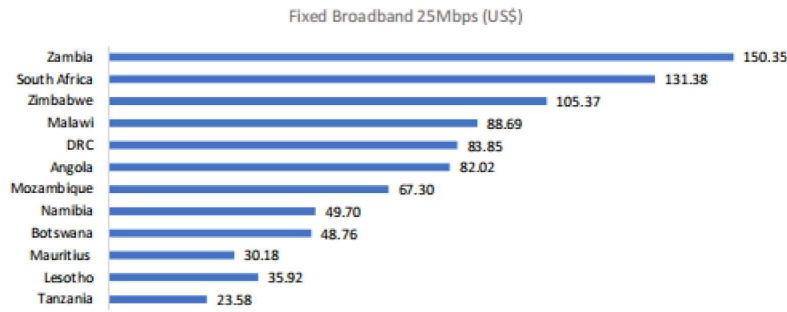
Where is Zimbabwe ranked by regional communications regulators?

The Communications Regulators' Association of Southern Africa's 2022 Consolidated Country Report outlined the ratings for fixed broadband services, which showed variances in Zimbabwe's ranking. The country had relatively lower prices for medium speed broadband (10mbs) and was comparatively more expensive bundles for high speed internet (25mbs). Zimbabwe was however not ranked the cheapest in any category.

COUNTRY	SPEED	DATA	COST US\$
Namibia	4	Unlimited	19.30
Mauritius	10	Unlimited	13.32
Botswana	4	Unlimited	32.71
DRC	15	Unlimited	49.40
South Africa	5	Unlimited	19.10
Tanzania	12	300	4.92
Eswatini	2	20	5.26
Lesotho	Not Advertised	10	5.48
Zambia	3	60	24.00
Mozambique	4	60	37.56
Malawi	10	50	9.36
Zimbabwe	10	10	9.92



2.4.5. Benchmark on Fixed Broadband Services, 25 Mbps Package in SADC, September 2022



Benchmark on fixed Broadband Services in SADC, September 2022

Factors influencing broadband pricing

i. Currency confusion

The inaccuracies on data prices are largely based on misunderstanding over the currency regime in Zimbabwe. However, in real terms, the US dollar had already been trading at a premium to the local unit, especially since the introduction, in 2016, of bond notes.

ii. Inflation

Research by CRASA has shown that Tariffs offered by Mobile Network Operators in SADC countries are not cost based, rather they are priced to suit market situation as defined by prevailing forces of demand and supply and local competition landscape in general.

iii. Tax

Affordability of Broadband Services is also affected by the Taxation Regimes in respective jurisdictions.

Connection fees for fixed Broadband Services in SADC

According to CRASA Zimbabwe has the highest connection fees for broadband services in Southern Africa whilst Namibia has the cheapest.

COUNTRY	CONNECTION
Zimbabwe	76.77
Eswatini	49.53
DRC	49.40
Mauritius	43.75
Malawi	39.42
Angola	38.11
Lesotho	27.67
Botswana	18.75
Namibia	16.55

Connection fees for broadband services in SADC

Source

Post and Telecommunications Regulatory Authority of Zimbabwe

Communications Regulators' Association of Southern Africa

Viral SABC News 'cabinet reshuffle' video is from 2017



Claim: A video clip and Whatsapp message went viral on social media claiming that President Emmerson Mnangagwa had reshuffled parliament. The claim is based on a news clip purportedly flighted by SABC News and was quoted by news vlogs such as Panonzi Pano (12,800 views) and Mbire TV Zimbabwe (41,000 views).

Is this true or False: No, the quoted video clip is from 2017

ZimFact has established that the video that has gone viral is actually from November 2017. The South African broadcaster had got it wrong in 2017 falsely claiming that President Mnangagwa had reshuffled his cabinet then when he had not. The clip was debunked by The Zimbabwean.

The old clip has been embedded into bulletins by local vloggers Panonzi Pano TV and Mbire TV Zimbabwe and has widely circulated on Whatsapp.



- National Capital (1,686,000 in 99)
- over 200,000
- over 100,000
- over 25,000
- other main city
- other city
- Capital of province

ZIMBABWE

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