



SUPPORTED BY THE EUROPEAN UNION

THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MOJLPA)  
IN PARTNERSHIP WITH THE ZIMBABWE CATHOLIC BISHOPS' CONFERENCE (ZCBC)

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## Constitution Translation and Multilingual Awareness Project

*Strategic Plan for Constitution Dissemination, Education and Awareness in  
Fourteen (14) Officially Recognised Languages*



Compiled by  
Professor W. Magwa (PhD)  
*Consultant*



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**Professor W. Magwa (PhD)<sup>1</sup>**  
*Consultant*

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<sup>1</sup> The Consultant is an experienced language practitioner who has taught indigenous languages in High Schools, Colleges and Universities. Professor W. Magwa was the Chief Language Consultant in the making of the Constitution and was recently appointed National Coordinator of the Constitution Translation Project which successfully translated the Constitution into all fifteen (15) officially recognised indigenous languages of Zimbabwe.

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ZIMBABWE

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AND PARLIAMENTARY  
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Private Bag 7751  
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Harare  
Zimbabwe

16 April 2019

**The Secretary General**  
**Zimbabwe Catholic Bishops Conference**



*Attention: Father F. Chiromba*

**RE: CONSTITUTION TRANSLATION AND MULTILINGUAL  
AWARENESS PROJECT: STRATEGY FOR PRINTING,  
DISSEMINATION OF COPIES OF THE TRANSLATED CONSTITUTION  
AND AWARENESS RAISING**

The above matter refers.

This is to advise that the Ministry of Justice, Legal and Parliamentary Affairs, through the Permanent Secretary, has adopted the Strategy and the Contractor, the Zimbabwe Catholic Bishops Conference, can now proceed to the next stage, being the Launch (according to the Terms of Reference). The launch can run concurrently with the Second Phase, being printing and other processes, while the Ministry writes to, and notifies the European Union (Contracting Authority) through the National Authorising Office (NAO).

Please note that the launch is by the Ministry but the preparations and costs are to be handled by the Contractor (ZCBC) as per the Terms of Reference.

Your usual support remains cherished.

Kind regards

A handwritten signature in blue ink, appearing to read 'Manhiri C.P.', is written over a circular blue stamp.

Manhiri C.P (Mr.)

**ACTING DIRECTOR – CONSTITUTIONAL AND PARLIAMENTARY  
AFFAIRS**

**Cc : Secretary for Justice, Legal and Parliamentary Affairs**

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## **EXECUTIVE SUMMARY**

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The Ministry of Justice, Legal and Parliamentary Affairs (MoJLPA) in partnership with the Zimbabwe Catholic Bishops' Conference (ZCBC) and the European Union (EU) organised a workshop to develop a Strategic Plan for Constitution Dissemination, Awareness and Education in fourteen (14) officially recognized languages namely; Chewa, ChiBarwe, Kalanga, Koisan, Nambya, Ndau, Ndebele, Shangani, Shona, Sotho, Tonga, Tswana, Venda, and Xhosa. The workshop brought together key stakeholders to input in designing an inclusive replicable and sustainable strategy with strong coordination mechanisms amongst stakeholders. The strategy also includes a Monitoring and Evaluation (M&E) framework and a budget for printing, dissemination and awareness that is most appropriate to optimally reach the target communities. The strategy defines the number of copies of the Constitution to be printed per language group, depending on the population density per language area. Finally, the Strategic Plan was validated, adopted and launched by the Ministry of Justice, Legal and Parliamentary Affairs.

A Consultant was hired to facilitate the following activities:

- Discuss modalities and coordination mechanisms for awareness, printing and dissemination/ distribution of copies to stakeholders.
- Produce a Strategic Plan document to be used in the dissemination and awareness of the Constitution.
- Validate the Strategic Plan with a view to have it adopted by the MoJLPA. NB: The Strategic Plan will be submitted to the National Authorising Office (NAO) and the European Union (EU) for final approval.
- Launch the Strategic Plan to signal the beginning of Constitution awareness and dissemination.

A strategy development workshop was held on 7– 8 February 2019 and the following key stakeholders were invited; Silveira House, National Constitution Translation Committee (NTC), Zimbabwe Catholic Bishops' Conference (ZCBC), Representatives from other church mother bodies, i.e. Evangelical Fellowship of Zimbabwe (EFZ), Zimbabwe Council of Churches (ZCC) and the Union for the Development of Apostolic Churches in Zimbabwe (UDACIZA), Chapter 12 Commissions such as the National Peace and Reconciliation Commission (NPRC), the Zimbabwe Human Rights Commission (ZHRC) and the Zimbabwe Gender Commission (ZGC),

Government Departments (i.e. Security Sector), traditional leaders, media, development funding partner (EU), and Zimbabwe Statistical Office (ZIMSTAT).

The above-mentioned stakeholders discussed and agreed upon the number of meetings (workshops) for each of the officially recognised language areas as shown below:

- Venda: Beitbridge (1)
- Ndebele: Bulawayo, Midlands Province, Matebeleland South, & Matebeleland North (15)
- Shangani: Chiredzi-Chikombedzi, Mwenezi (2)
- Tonga: Binga, Hwange, Gokwe (5)
- Nambya: Hwange, Binga (4)
- Chewa: All 8 Catholic Dioceses will hold one (1) meeting except for Hwange with 2. (9)
- Ndaou: Chipinge, Chimanimani, Mutambara (4)
- Shona: All Catholic Dioceses @ 4 meetings each except for Hwange and Bulawayo with one (1) each (25)
- Sotho: Gwanda, Manama (2)
- Kalanga: Plumtree, Kezi, Dombodema, Tsholotsho (4)
- Barwe: Nyanga, Nyamaropa, Nyangombe, Nyakomba (2)
- Tswana: Plumtree, Bulilima, Mangwe (2)
- Koisan: Siwowo, Tsholotsho, Maganwini (1)
- Xhosa: Bembesi/ Ntabazinduna, Fort Rixon (2)

**Total Number of Workshops/Meetings = 78**

A total number of seventy-eight (78) workshops with a minimum number of ninety (90) participants per meeting was agreed upon. The total number of copies to be printed is approximately **37 800** for all the languages. Specific details of the meeting venues and number of copies to be distributed per language group are provided as attachments to the strategic plan.

Workshop participants also agreed on the breakdown of the key community stakeholders who should be invited to each meeting/workshop as follows:

- 20 traditional leaders
- 20 youth
- 10 women

- 10 men
- 2 local government leaders
- 10 local school representatives
- 3 local clinic/ hospital representatives
- 4 business community representatives
- 5 local church leaders
- 1 Office of the President and Cabinet representative
- 1 ZRP representative
- 2 MoJLPA representatives
- 2 NTC representatives
- 4 ACPDT, ZIMRIGHTS, ZWLA, WLSA representatives (one from each group)

**Total = 94 Participants**

On methods to be used in the teaching and dissemination of the Constitution, the stakeholders agreed to have among others; drama, poetry, song and dance. Other methods to be used are dialogical approach, Focus Group Discussions (FGDs), Training for Transformation (TFT), ‘Know your Constitution’ tournaments, Information Education Communication (IEC) materials and social media platforms. With regards allocation of copies of the Constitution, traditional leaders (Chiefs and Village Heads), church leaders and animators will get individual copies whilst school libraries, community resource centres, hospitals/ clinics, ZRP, local council and parishes will get shared copies. Appreciation and acknowledgment of the funder, the EU, shall be done by inserting their logo on all official Project documents. The EU will also be acknowledged at all workshops in all language groups. In addition, the project website and other social media platforms will be used to acknowledge the funder (EU).

Finally, the Strategic Plan will be monitored and evaluated using an approved Monitoring and Evaluation (M&E) framework.

## **ACKNOWLEDGEMENTS**

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This Strategic Plan for Constitution awareness, education and dissemination could not have been produced without the cooperation and help from others. The creation of this strategy document would not have been possible without the dedication in particular by participants at the Strategy Development Workshop held in Harare on 7-8 February 2019. The Ministry of Justice Legal and Parliamentary Affairs (MoJLPA) and the Zimbabwe Catholic Bishops' Conference (ZCBC) are grateful to the European Union for its financial and technical assistance. Special thanks go to the Chapter 12 Commissions, Civil Society Organizations (CSOs) and the National Translation Committee (NTC) for their invaluable participation and input. Gratitude also goes to staff in the MoJLPA, ZCBC, Catholic Parliamentary Liaison Office (CPLO) and Catholic Commission for Justice and Peace (CCJPZ) for organising the successful Strategy Development Workshop, which gave birth to this Strategic Plan. Final thanks go to the Consultant, Professor W. Magwa, for compiling this document which will serve as a blueprint for the contracting authority, the Church, the Ministry and the Project Coordinators.

We hope that this cooperation continues to exist for the greater glory of God. Thank you all for your participation and input.

May God bless you all!

## **LIST OF ABBREVIATIONS AND ACRONYMS**

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ACPDT	Africa Community Publishing Development Trust
CBO	Community Based Organisation
CCJPZ	Catholic Commission for Justice and Peace in Zimbabwe
CPLO	Catholic Parliamentary Liaison Office
CSOs	Civil Society Organisations
EFZ	Evangelical Fellowship of Zimbabwe
EU	European Union
FGD	Focus Group Discussion
IEC	Information Education Communication
IMBISA	Inter-regional Meeting of Bishops of Southern Africa
M&E	Monitoring and Evaluation
MoJLPA	Ministry of Justice, Legal and Parliamentary Affairs
MoU	Memorandum of Understanding
NALACO	Nambya Language Committee
NAO	National Authorising Office
NTC	National Translation Committee
NPRC	National Peace and Reconciliation Commission
OPC	Office of the President and Cabinet
SECAM	Symposium of the Episcopal Conference of Africa and Madagascar
SWOT	Strengths, Weaknesses, Opportunities, Threats
TFT	Training for Transformation
TOLACCO	Tonga Language and Culture Committee
UDACIZA	Union for the Development of Apostolic Churches in Zimbabwe
WLSA	Women and Law in Southern Africa
ZCBC	Zimbabwe Catholic Bishops' Conference
ZCC	Zimbabwe Council of Churches
ZGD	Zimbabwe Gender Commission
ZHRC	Zimbabwe Human Rights Commission
ZIMRIGHTS	Zimbabwe Human Rights Association
ZIMSTATS	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police
ZSO	Zimbabwe Statistical Office
ZWLA	Zimbabwe Women Lawyers Association

## MoJLPA STATEMENT

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Zimbabwe celebrated the birth of a new Constitution on 22<sup>nd</sup> of May 2013, the date when the Constitution was signed into law. Prior to this, we had the 1979 Lancaster House Constitution which was never translated into any of our officially recognised languages. However, as a silver lining, the ushering in of the Constitution introduced significant aspects in our lives which include, among others; an expanded Bill of Rights that seeks to promote and protect citizens' civil, political, social, economic, cultural and environmental rights. It also introduced a constitutional value system that creates the foundation for our democracy.

Furthermore, the significance of the Constitution lies in Section 2 which entrenches constitutional supremacy in Zimbabwe. It is in this context that we may have a good Constitution on paper, but it only becomes a living and helpful document when implemented amongst. In view of the aforementioned, I wish to draw your attention to *Section 7* of the Constitution which mandates the State to '*promote public awareness of the Constitution, in particular by translating it into all officially recognised languages and disseminating it as widely as possible.*' Indeed, disseminating these translated versions of the Constitution will afford the citizenry an opportunity to fully exercise their rights and obligations. Section 7 goes further by providing that 'the Constitution be disseminated as widely as possible and that the State encourages all persons and organisations, including civic organisations to raise awareness and increase knowledge of the Constitution throughout the society'. This is the very reason why we have embarked on this project.

I would like to pay tribute to the Zimbabwe Catholic Bishops' Conference (ZCBC), the National Translation Committee (NTC), the Catholic Parliamentary and Liaison Office (CPLO) and the Catholic Commission for Justice and Peace in Zimbabwe (CCJPZ) who have facilitated the workshop that developed this strategic document, supported by the European Union (EU). I have no doubt that their ability to identify the crucial issues facing our community today will be remembered as the hallmark of their advocacy work through this project.

The Ministry is confident that the unfathomable dedication you will exhibit throughout the project will be a testament to the professionalism and teamwork that has been exhibited by the parties involved in the translation process. It is our hope that the strategy is structured in line with not only the demands of our funders the EU, but also in line with the demands expected of us by the true beneficiaries of this noble initiative, the public. Our success in implementing this strategy will thus contribute significantly to our main objective that is of ensuring widespread dissemination, education and awareness of the Constitution in all officially recognised languages.

The Ministry would like to register its full commitment to the success of this Project.

I thank you

Mrs. V. Mabiza

***Permanent Secretary, MoJLPA***

## ZCBC STATEMENT

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Greetings in the name of our Lord Jesus Christ!

The Church has contributed to the formulation of Zimbabwe's constitution in a number of ways. It provided communities with awareness and motivation to input their views and ideas and then participated in gathering people's views that were consequently put together to produce a new Constitution that was endorsed by a referendum in 2013. Human rights, which are important sections in many constitutions, are largely originated and developed by the Church. These include among others; the ideas of St. Thomas Aquinas who promoted religious rights; Pope Leo XIII's 1891 *Rerum Novarum* that looked at human rights in their social context in respect of rights of workers, right to just wage, rest, safe conditions and form unions; Pope Pius XI's 1931 *Quadragesimo Anno* that gave positive formulation of human rights and emphasized the duty of public authority to ensure proper social and economic conditions; Pope Pius XII's 1942 *Christmas Message* that called for the restoration of the God given dignity of the human persons; Pope Pius XII's 1941 *Christmas Message* on democracy; Pope John XXIII's 1963 *Pacem in Terris* that enumerated human rights; and Pope Paul VI's 1967 *Populorum Progressio* on human development. The Christian Tradition, Old and New Testaments proclaim the dignity and life of every human being due to their creation in the image and likeness of God (Genesis 1:27). Outside the Christian teaching, the Holy Qur'an asserts human dignity due to appointment of man to act as God's deputy ("Khalifa") on earth.

This background is important in the sense that it shows that constitutions, including that of Zimbabwe, have a strong biblical and church orientation. Chapter 4 of the Constitution i.e. Bill of Rights for example, is a simulation of the social teachings of the Church. The Constitution is therefore a church document hence the church must be very active in disseminating the constitution and educating people as part of its evangelism. It is my hope that this strategic document will be able to identify remote and marginalised local communities and their languages and device ways of reaching them. It is also my wish that the strategic plan will discuss the dissemination methodologies tapping from the CCJPZ's experience in participatory approaches and Training for Transformation (TFT).

I hope this document will help local communities to engage with the constitution so that dissemination will not be an end in itself. It should be the beginning of a process of opening people's eyes so that they use the constitution as a tool and reference to help them out of passivity. The project should enable communities to be more literate in understanding and responding to their context; to ask and reflect on critical questions on the way things are and are supposed to be. I also hope that this strategic plan will encourage diocesan commissions, working together with the National Office, to establish local working or discussing groups in parishes that will be guided by the constitution and social teachings of the church. For example, if the constitution guarantees rights to development and God given resources, a *Resource Governance (and possibly Stewardship of Creation) Working Group Committee* could be created. Similar working group committees could be created in relation to other critical constitutional rights such as human dignity, human life, participation and others.

The outcomes of such working groups should be forwarded to the national offices for national policy advocacy and liaisons. SEE, JUDGE and ACT working group processes should enable us to draft policy briefs and policy analysis on issues that emerge from the constitution as informed by the voices of the people. The church is starved of that kind of information and this has compromised its intention for high level national engagements, advocacy and liaisons with stakeholders. Yet the church is sometimes blamed for not responding to crises. How can we do it as a church without information? Therefore, regular information and report sharing between national and diocesan offices is very important. If the sharing happens well, diocesan commissions should be able to challenge the national offices to account on the use of the information they would have provided. A local project or program without a national policy advocacy is unsustainable. The strategic plan, it is hoped should help people to discuss ways of capturing policy issues that local communities would have raised during the constitution dissemination process and forward them to the national office for national policy advocacy and liaisons.

My wish is for every Zimbabwean to have a copy of the constitution in their own language. It is important to point out that we are not a single ethnic group nor are we a single religious group living in Zimbabwe. Our country is a multilingual nation that is bound by a national constitution which serves as a blue print of national rules and principles that all persons agree to be the basis on which they want the country to be governed. Sometimes, violence and dehumanization happen because of ignorance. I therefore agree with the Prophet Hosea when he said “my people are destroyed from lack of knowledge”. Today, God has given us the opportunity to plan and strategise how to promote human life and dignity using our constitution. I hope this plan will come up with a simple, concise and implementable strategy for the dissemination of the constitution in local languages.

May our Lord Jesus Christ give you the desire of your heart and make all your plans successful (Psalms 20:4).

God bless you all.

***Right Reverend Bishop Rudolf Nyandoro – ZCBC-CCJPZ Bishop Chairman***

## **1. INTRODUCTION AND BACKGROUND**

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Benjamin Franklin once said that, ‘if you fail to plan, you plan to fail’. The purpose of this Strategic Plan is, therefore, to set a course of action for the Constitution Awareness and Dissemination Project by establishing goals and determining how to effectively achieve those goals and how to assess and report progress. The Ministry of Justice, Legal and Parliamentary Affairs in partnership with the Zimbabwe Catholic Bishops’ Conference and the European Union engaged on this important project to educate and disseminate the national Constitution to fourteen (14) officially recognised languages communities namely; Chewa, ChiBarwe, Kalanga, Koisan, Nambya, Ndau, Ndebele, Shangani, Shona, Sotho, Tonga, Tswana, Venda, and Xhosa. This Strategic Plan document shall define the number of constitutions to be printed per language group depending on the population density per language area. A consultant was hired to facilitate modalities and coordination mechanisms for awareness, printing and distribution of copies to stakeholders. A workshop was organised on 7-8 February 2019 to develop a Strategic Plan for the Constitution awareness and dissemination project. The workshop brought together key stakeholders to input in designing an inclusive, replicable and sustainable strategy with strong coordination mechanisms amongst stakeholders. The Strategic Plan includes an M&E framework and a cost plan (budget) for printing, dissemination and awareness that is most appropriate to optimally reach the target communities. The Strategic Plan was validated and adopted by the Ministry of Justice, Legal and Parliamentary Affairs.

The following key stakeholders and reasons for their selection were invited to attend a strategic plan development workshop that was held at the Cresta Oasis Hotel in Harare on 7-8 February 2019.

- i. Silveira House – have experience in working in marginalised areas, especially in Hwange and Chiredzi. They facilitated advocacy for the teaching of minority languages in the areas they are spoken through local language committees such as Tonga Language and Culture Committee (TOLACCO) and Nambya Language Committee (NALACO). They are a key critical stakeholder in the development of the dissemination strategy.
- ii. National Translation Committee (NTC) is key in that, together with ZCBC and Silveira House, they coordinated the translation of the constitution into local languages. All the members are language experts and are key in advising on awareness and dissemination
- iii. ZCBC Diocesan Commissions are a key stakeholder in community mobilisation for awareness and education.

- iv. Representatives from other church mother bodies (i.e. EFZ, ZCC and UDACIZA) – their presence in all the provinces will assist in the dissemination and education awareness strategy.
- v. Chapter 12 Commissions such as the ZHRC and ZGC were invited to provide advice on adopting human rights and gender lenses in both dissemination and awareness.
- vi. Government Departments (security sector) – to advise and give guidance on the security considerations in the process of dissemination and education.
- vii. Traditional Leaders – representatives of the traditional leaders were invited through the Chiefs’ Council to provide input and guidance on the most possible and effective dissemination and awareness strategies that could be adopted.
- viii. Media – is critical in dissemination and publicity of the project at all levels.
- ix. Development funding partners (EU and NAO) – for technical guidance and approval of the final strategy.
- x. ZIMSTATS – to provide information on latest population statistics and coverage for the targeted linguistic minorities.

The workshop output was a Strategic Plan for Constitution dissemination, awareness and education for Zimbabwe’s fourteen (14) officially recognised languages with details as shown in this document.

## **2. PROJECT PURPOSE, OBJECTIVES AND EXPECTED RESULTS**

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### **2.1 Purpose**

The overall purpose of the project is to promote knowledge and understanding of the constitution by all citizens by means of a constitutional multilingual programme. This is to be realised through:

- Development and adoption of a strategy for printing and dissemination of copies of the translated constitution.
- Implementation of a strategy for printing, dissemination, education and awareness raising targeting community based organisations and the broader population who speak the respective languages.

### **2.2 Objectives**

Strategic objectives of the project are as follows:

- Define the number of constitutions to be printed per language depending on the population density per language area.
- Develop a cost plan for printing, dissemination and awareness that is most appropriate to optimally reach the target communities.
- Design an M&E framework suitable for assessment of the project.

### **2.3 Expected Results**

A strategy for dissemination, awareness and education adopted by the MoJLPA

- Printed copies of each of the translated constitutions
- Equitable distribution of copies of the constitution to communities that speak the respective local languages
- Increased knowledge of the constitution by citizens of Zimbabwe

### 3. SWOT ANALYSIS

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#### 3.1 Strengths

To begin with, the major aspect of the Project's strengths lies in the combined attributes and influences of the variety of stakeholders participating in it. As such, these various attributes are herein outlined with respect to the specific benefits and experiences that each participating stakeholder brings. From the *Ministry of Justice, Legal and Parliamentary Affairs* (MoJLPA), the Project will benefit immensely from the Ministry's geographical reach in all the administrative districts of the country through its related agencies and institutions of the State and Local Government. This makes it possible to have appropriate Government representatives in all the meetings and workshops to be held in the course of the Project and, thus, entrench confidence that this is a national project (which is essential for full community participation). The MoJLPA is also well known nationally for its constitutional advocacy work and its campaigns for peace and constitutionalism in all sectors. Its involvement in this Project, therefore, adds weight to the process as it projects an image of consistency and continuity to related programmes that the Ministry has embarked on before.

In addition to the work of the MoJLPA with regards to the Zimbabwean Constitution, the National Translation Committee (NTC), which translated the Constitution into all the officially recognised languages of Zimbabwe in conjunction with the MoJLPA and the ZCBC is also a participating stakeholder in the Project. This is a strength in that they will be able to handle any questions that may arise from meetings with the communities as to how the translation process was carried out and the identities as well as credentials of the translators. This will help dispel myths such as to the effect that amateurs worked on the translated versions of the Constitution – which can potentially lead to the threat of the communities not embracing the documents. The NTC has strong working ties with the various language and culture associations in Zimbabwe. This relationship will help foster acceptance of the teams and, indeed, the translated versions of the constitution in all the communities of the country.

Another critical set of strengths for the Project are ensconced in the experiences of the Chapter 12 Commissions that are participating in it – particularly the Zimbabwe Gender Commission (ZGC), the Zimbabwe Human Rights Commission (ZHRC), the Zimbabwe Electoral Commission (ZEC) and the National Peace and Reconciliation Commission (NPRC). The ZGC, on one hand, has considerable experience working at Civil Society Organisations (CSOs) level with target thematic groups like gender and children's organisations (e.g. Msasa project, Padare/Enkundleni, Childline, among others), and is familiar with pertinent gender issues affecting different communities. Some of these issues will form part of the discussions in disseminating copies of the Constitution and raising awareness on the provisions of same in protecting the rights of children, women and men, in communities where these issues are topical. The NPRC is a strategic stakeholder to address issues that may emerge in meetings, to do with past and recent or present injustices and lingering bitterness within some communities. The Commission is

mandated to deal with matters of restorative and transformative justice, thus it will be well placed as part of the Project team, to address constitutional provisions and issues pertaining to conflict identification, prevention, management, resolution and transformation among communities, and fostering peace through discussions and dialogue. This may be necessary at any of the stages of the Project, as some communities have advocacy groups that typically raise such issues as may cause agitation at any given opportunity where there is a national gathering. Therefore, it is in this context that the combined experience of the NPRC, CSOs, Community Based Organisations (CBOs) and the Church in matters of community and national healing will come in as an important strength.

The structure of the Church forms a major portion of the intrinsic strengths for the Project. Its connection with the grassroots in all communities of Zimbabwe makes it a suitable participant in the Project to facilitate acceptance of the Project by communities. It brings neutrality to the process, dispelling fears and doubts that some members of different communities might have regarding the apolitical nature of the Project. The Church is also always constantly in touch with local communities for various programmes, and has become a welcome moral voice of reason, peace and goodwill. This will make it easy to mobilise participants and foster orderly conduct during meetings, which will be typically held at the Church institutions. The other strength brought about by the Church is its good working relationship with local traditional and government leadership, which extends the range of influence that will be necessary to enhance participation of all concerned stakeholders. This is in addition to the support that the Church enjoys from its authorities, and the presence of trained community workers of the Church, who will be able to present topical Human Rights issues to communities through animated dramatisation for easier understanding and acceptance.

### **3.2 Weaknesses**

One of the limitations identified with the MoJLPA, is that it has been engaging in its programmes in a generalised way, which does not cater for specific thematic areas affecting the citizens across the country. This is despite the fact that the country's societies are not homogenous, and their level of understanding and appreciation of issues varies according to circumstances. This, therefore, tends to limit the scope of influence that the Ministry can have on the Project, as far as acceptance by the communities is concerned.

The other limitation is that the Project relies squarely on donor funding. This means that it will be limited to only that which the donor can afford. A full-scale programme to cover all areas equitably and sufficiently would have been desirable in order to prevent a backlash where some sections of the population cry foul that they have been left out and are considered to be less important.

### **3.3 Opportunities**

The Church's good relationship with the grassroots as well as its established working relationship with local traditional and local authority leadership presents a good opportunity to easily mobilise the constituencies in each community for the Project. The Church has a reputation for tolerance and, as such, has the ability or opportunity to draw participation from people of all circles – regardless of political affiliation or creed. The same applies for the CSOs which are part of the Project as they have been working with communities at various levels. Their involvement affords the opportunity to draw the interest of the groups in society that have been positively impacted on by these organisations.

The involvement of some of the Chapter 12 Commissions, especially the ZGC, ZHRC, ZEC and the NPRC, grants the opportunity of identifying critical matters of concern in communities. It also avails the opportunity to target with the required expertise, groups such as women and children, to be champions of constitutional issues in their communities. Generally, there has been a growing eagerness among communities to know and understand what the Constitution says, since it is now available in all the country's officially recognised languages.

### **3.4 Threats**

The little understanding of constitutional matters by most citizens may cause them to misinterpret the intentions of awareness programmes, and render them uninterested in reading the Constitution in their own languages. Generally, the inaccessibility of the Constitution both linguistically and in terms of unavailability of copies to wider society, has made many citizens to view the Constitution as a preserve for technocrats such as lawyers, judges and legislators. This fosters general disinterest by ordinary people in the Constitution for themselves, thus leading to apathy when it comes to attending meetings organised by the Project teams. Another threat is the non-alignment of some Acts to the Constitution. This breeds an attitude of indifference among people.

Another threat is the hegemony of a couple of languages over others that were previously marginalised and regarded as 'minority'. This is a threat in that previously marginalised groups may cause conflict through direct or indirect confrontation during meetings, especially where some members of the team may display inability to speak their languages. This may present to the people an opportunity to air out their long bottled grievances over linguistic imperialism. Similarly, linguistic groups that will be excluded from this Project may criticise it and express their widespread discontent through means that may either destabilise the process or bring disrepute to it. Another threat is people's mistrust of the authenticity of the translated constitutions. Members of certain linguistic groups may be suspicious as to the identity of the translators for the Constitution in their languages, and query its accuracy therein.

The culture of fear among citizens, brought about by a history of beating, harassment, raping and killing of citizens, may repel them from willing participation in the Project for fear of reprisal.

There may be a potential for dissemination and awareness meetings turning into unintended confrontation zones by people of differing persuasions, politically or otherwise, especially those that may have their own agendas.

#### 4. ACTION PLAN

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##### 4.1 The geographical distribution of indigenous languages in Zimbabwe

1. **Shona**
  - ChiKaranga* (Gutu, Nyajena, Chivi, Shurugwi, Zaka, Bikita)
  - ChiZezuru* (Chinamhora, Domboshava, Seke, Chihota, Goromonzi, Murehwa, Marondera, Buhera, Chivhu, Wedza)
  - ChiKorekore* (Makonde, Hurungwe, Sanyati, Gokwe, Guruve, Dande, Mutoko, Mudzi, Mt Darwin)
  - ChiManyika* (Mutasa, Makoni, Rusape, Zimunya, Marange, Nyanga, Nyamaropa, Vhumba)
2. **Ndau** (Mutambara, Bikita, Chipinge, Chikore, Chimanimani)
3. **Kalanga** (Tsholotsho, Kezi, Plumtree, Dombodema)
4. **Nambya** (Hwange, Jambezi)
5. **ChiBarwe** (Nyanga, Nyamaropa, Nyakomba, Nyangombe, Katerere)
6. **Sotho** (Gwanda, Manama, Bulilamangwe, Beitbridge, Kezi, Masima, Shashe, Machachata, Masera, Siyoka)
7. **Shangani** (Chiredzi, Chikombedzi, Mwenezi, Neshuro, Chikwalakwala, Boli)
8. **Venda** (Beitbridge, Siyoka, Mtetengwa, Masera, Mzingarane, Dite)
9. **Tonga** (Binga, Nyaminyami, Hwange, Gokwe, North, Gokwe South, Lupane)
10. **Chewa** (Alaska Mine, Trojan, Hwange, Shamva,

- Madziwa, Mazowe, Acturus, Antelope, Renco Mine, Mvuma, Mashava, Kadoma, Shurugwi, Mimosa, Zvishavane, Chegutu)
11. **Koisan** (Mganwini, Sinkende, Dombomasili, Bulilima, Mangwe, Siwowo)
12. **Tswana** (Plumtree, Bulilima, Mangwe)
13. **Xhosa** (Mbembesi, Fort Rixon, Gwatemba)
14. **Ndebele** (Matebeleland South, Matebeland North, Bulawayo, Midlands – i.e. Lower Gwelo, Nkayi,)

#### 4.2 Meeting/Workshop Venues

The meeting/workshop venues for each of the local languages are as shown below<sup>2</sup>:

**Table 1: Meeting /Workshop Venues**

#	LANGUAGE	VENUE
1.	Chewa	<b><u>Strategic Venues in All Provinces of Zimbabwe</u></b>  NB: Meeting venues to be advised
2.	Nambya	<b><u>Hwange</u></b>  (i) Cross Dete (ii) Hwange (iii) Jambezi (iv) St Mary's
3.	Ndebele	<b><u>Hwange</u></b>  (i) Dandanda (ii) Gomoza (iii) Jotsholo

<sup>2</sup> Areas have been demarcated according to the Catholic administrative boundary system for logistical purposes.

		<p><b><u>Bulawayo</u></b></p> <p>(i) Bulawayo city</p> <p>(ii) Gwanda</p> <p>(iii) Tsholotsho</p> <p>(iv) Nkayi</p> <p>(v) Empandeni</p> <p><b><u>Gweru</u></b></p> <p>(i) Silobela &amp; Loreto</p> <p>(ii) Mberengwa</p> <p>(iii) Zhombe</p> <p>(iv) Lower Gweru</p> <p><b><u>Gokwe</u></b></p> <p>(i) Nesigwe</p>
4.	Tonga	<p><b><u>Hwange</u></b></p> <p>(i) Binga</p> <p>(ii) Kariangwe</p> <p>(iii) Makwa</p> <p><b><u>Gokwe</u></b></p> <p>(i) Siakobvu</p> <p>(ii) Simchembu</p>
5.	Shona	<p><b><u>Gokwe</u></b></p> <p>(i) Central</p> <p>(ii) Nembudziya</p> <p>(iii) Kana</p> <p>(iv) Sengwa</p> <p><b><u>Chinhovi</u></b></p>

- (i) Karoi
- (ii) Guruve
- (iii) Chitsungo
- (iv) Rushinga

**Masvingo**

- (i) Bikita
- (ii) Gutu
- (iii) Zaka
- (iv) Chivi

**Harare**

- (v) St Joseph Sanyati
- (vi) Mt St Marys Wedza
- (vii) St Francis of Assisi Chivu
- (viii) All Souls Mutoko

**Gweru**

- (ix) Gweru
- (x) Kwekwe
- (xi) Zvishavane
- (xii) Chirumanzu

**Mutare**

- (xiii) Mutare
- (xiv) Chimanimani/ Chipinge
- (xv) Makoni
- (xvi) St Jude's Hotsprings

**Hwange**

- (xvii) Victoria falls

6.	ChiBarwe	<b><u>Mutare</u></b> (i) Regina Coeli
		(ii) Avila Mission (iii) St Gabriel Nyanga (iv) Mt Mellary Mission
7.	Ndau	<b><u>Mutare</u></b> (i) St Charles Lwanga (ii) St James Chipinge (iii) St Peters Checheche (iv) St Patricks Nyanyadzi
8.	Shangani	<b><u>Masvingo</u></b> (i) Chiredzi (ii) Mwenezi
9.	Venda	<b><u>Masvingo</u></b> (i) Beitbridge
10.	Kalanga	<b><u>Bulawayo</u></b> (i) St Joseph Kezi
11.	Xhosa	(i) Mbembesi (ii) Fort Rixon
12.	Tswana	(i) Plumtree (ii) Mangwe
13.	Sotho	<b><u>Bulawayo</u></b> (i) Manama (ii) Gwanda
14.	Koisan	Tsholotsho

Below is a summary of the total number of meetings/workshops per language area.

- |           |                  |
|-----------|------------------|
| ❖ Venda   | <b>Total =1</b>  |
| ❖ Ndebele | <b>Total =15</b> |

❖ Shangani	<b>Total =2</b>
❖ Tonga	<b>Total =5</b>
❖ Nambya	<b>Total =4</b>
❖ Chewa	<b>Total =9</b>
❖ Ndaou	<b>Total =4</b>
❖ Shona	<b>Total=25</b>
❖ Chibarwe	<b>Total= 4</b>
❖ Kalanga	<b>Total =1</b>
❖ Sotho	<b>Total= 2</b>
❖ Xhosa	<b>Total =2</b>

**Grand Total = 78**

### **4.3 Key Community Stakeholders**

The key community stakeholders to be mobilised for participation in this programme are: traditional leaders, church leaders, school heads, students, business community, security institutions (i.e. provincial, district, constituency and ward level), youth, women, men and people living with disabilities. Mobilisation will also be done by utilising local animators and communicating with stakeholders verbally as well as through written messages. Posters, fliers and written invitations will be used to invite stakeholders to the workshops/ meetings. The breakdown of the key community stakeholders who should be invited to the project meetings/ workshops is as follows:

- 15 traditional leaders
- 10 female youth
- 10 male youth
- 6 community men
- 4 community women
- 10 reps from CSOs and CBOs
- 2 local government leaders
- 10 local school representatives
- 3 local clinic/ hospital representatives
- 8 business community representatives (4 male and female apiece)
- 5 local church leaders
- 1 Office of the President and Cabinet (OPC) representative
- 1 ZRP representative
- 2 MoJLPA representatives
- 2 NTC representatives
- 5 Representatives of Persons with Disabilities
- Media representative
- Member of Parliament

**Total = 94 Participants<sup>3</sup>**

#### **4.4 Methodology**

The methods to be used in the dissemination of and awareness raising about the Constitution include: drama, poetry, song and dance. Other methods to be used are the dialogical process or approach, Focus Group Discussions (FGDs), Training for Transformation (TFT) workshops, 'Know your Constitution' tournaments, IEC materials and social media platforms.

#### **4.5 Key Speakers at the Meetings**

Key speakers to be invited at the dissemination and awareness meetings are as follows:

- Traditional leaders
- Community representatives
- CSO and CBO representatives
- Church/ religious leaders
- CCJP Office
- MoJLPA
- NTC
- Representatives from line Ministries

#### **4.6 Distribution of Copies of the Constitution**

With regards allocation of the copies of the Constitution, traditional leaders (Chiefs, Village Heads), church leaders and animators will get individual copies whilst school libraries, community resource centres, hospitals/ clinics, Zimbabwe Republic Police (ZRP), local council, parishes, churches, CSOs and Community Based Organisations (CBOs) will get shared copies. According to possible available resources, a total of 37 800 translated copies of the Constitution will be printed in 14 languages at an estimated cost of Euro 4.28 per copy. Constitution dissemination priorities shall be as follows:

##### ***First Priority Dissemination: Participant Personal Copy***

- Each of the 94 participants expected to participate in the Constitution Dissemination, Awareness and Education workshops will receive a copy of the constitution in their own language. The priority dissemination will be monitored and evaluated through the Personal Copy Dissemination Indicator whose data will be collected using the Workshop evaluation form compared against the attendance register.

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<sup>3</sup> NB: number may fluctuate slightly depending on context of each community (e.g. Traditional leaders may be significantly less in urban areas as opposed to rural).

### ***Second Priority Dissemination: Community Stakeholders Copies***

- Community stakeholders that would be officially invited to attend the Constitution Dissemination, Awareness and Education workshops as both participants and representatives of their organisations will be given copies for further dissemination. Each community stakeholder will be asked to define their constituency and outreach for a pre – determined number of copies. Since the number of workshops varies for each language, languages that would have more than one (1) workshop will have to sub-divide the constitution copies allocated for dissemination to community stakeholders, enabling every stakeholder that attends a workshop for that language to receive copies for further dissemination.
- In order to monitor and evaluate the dissemination of constitution copies to community stakeholders, a Stakeholder Dissemination Sheet will be developed. On this sheet, the community stakeholder will provide details of their organisation, who they are, their capacity and the number of copies they have received for purposes of dissemination. The information provided would be used to collect data for the Community Stakeholders Dissemination Indicator. Table 2 below breaks down the number of copies for each language group; participant copies and copies for stakeholders:

**Table 2: Distribution According to Languages<sup>4</sup>**

<b>Language</b>	<b>Number of Workshops</b>	<b>1<sup>st</sup> Priority: No. of Participants = No. of Personal Copies disseminated at workshops: (94 participants per workshop)</b>	<b>2<sup>nd</sup> Priority: No. of copies to be disseminated to community stakeholders.</b>	<b>Total No. of copies to be printed</b>
<b>Nambya</b>	4	376	2000	2376
<b>Ndebele</b>	15	1 504	4000	5504
<b>Tonga</b>	5	470	2000	2470
<b>Shona</b>	25	2 444	7000	9444
<b>Chewa</b>	9	846	3468	4314

<sup>4</sup> Number of meetings to be held in each language group was determined by the geographical spread of the districts in which the languages are predominantly spoken.

<b>Chibarwe</b>	2	188	1500	1688
<b>Ndau</b>	4	376	3000	3376
<b>Shangani</b>	2	188	1500	1688
<b>Venda</b>	1	94	1000	1094
<b>Kalanga</b>	4	376	2000	2376
<b>Tswana</b>	2	188	1000	1188
<b>Sotho</b>	2	188	1000	1188
<b>Koisan</b>	1	94	1000	1094
	<b>78</b>	<b>7 332</b>	<b>30468</b>	<b>37800</b>

#### **4.7 Coordination with Other Players**

Coordination with other players in the same area is important in order to widen reach and maximise the few resources available. This could be achieved by stakeholder mapping, use of ecumenical platforms, Minister of State stakeholder platforms, civil society organisations and utilisation of church structures and programmes. The project coordinators should liaise accordingly so as to fit into existing community programmes and get slot sessions to disseminate the constitution.

#### **4.8 Visibility of EU Support**

Appreciation of the EU will be done by inserting the EU logo on all official project documents. The EU will be acknowledged during opening remarks at each workshop in all the language groups. Furthermore, the website and other social platforms will be used to acknowledge the project Funder (EU).

## **5. MONITORING AND EVALUATION**

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A monitoring and evaluation plan will be used for tracking the project. It will have the logical framework that will give an overview of the objectives, activities and resources of the project. The M&E framework will also provide information about external elements that may influence the project, called assumptions. Finally, it informs on how the project will be monitored, through the use of indicators. It will also have monitoring and evaluation framework which is a table that describes the indicators that are used to measure whether the program is a success or not. There will be data that will be collected and analysed and the starting point would be to check whether an activity was done (Refer to attached M&E framework for details).

## **6. COSTING AND FINANCING**

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Refer to attached budget for details

## 7. REFERENCES

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## 8. APPENDICES

### *Appendix 1: ZCBC-MoJLPA-EU Strategic Plan Workshop in Pictures*



ZCBC-CCJPZ Bishop Chairman Rt. Rev. R. Nyandoro (centre) with Workshop Participants



Participants Getting Ready for a Group Photo



Father E. Ndete (Third from left) in a Working Group



The Facilitator, Professor W. Magwa making a Presentation



Discussions in Groups



Plenary Presentation by the Facilitator

*Appendix 2: ZCBC-MoJPA-EU Strategy Validation Workshop in Pictures*



Participants Following a Presentation



A Monitoring and Evaluation Presentation



Plenary Discussion after a Presentation



Participants Engaged in Group Discussions

**Appendix 3: Attendance Register – Strategy Development Workshop 7 – 9 February 2019**

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Nkunsane Joel	CCJPZ-Harare	Coordinator	<a href="mailto:coordinator@ccjphre.org.zw">coordinator@ccjphre.org.zw</a>	772932535
Parwangira Simon	CCJPZ-Masvingo	Programmes-Officer	<a href="mailto:vaparwa@gmail.com">vaparwa@gmail.com</a>	773551510
Patrick Mpofu	CCJPZ-Bulawayo	Coordinator	<a href="mailto:eugene8gemini@gmail.com">eugene8gemini@gmail.com</a>	778063825
Prof. Magwa W	MSU	A\Director	<a href="mailto:magwa@staff.msu.ac.zw">magwa@staff.msu.ac.zw</a>	772883047
Reis Claudio	IMBISA	Director	<a href="mailto:creis@imbisa.com">creis@imbisa.com</a>	773513135
Uwineza Clemantine	CCJPZ-N.O	Research&Advocacy Officer	<a href="mailto:uwinezac@zcbc.co.zw">uwinezac@zcbc.co.zw</a>	777740869

*Appendix 5: ZCBC-MoJLPA-EU Strategy Development Workshop Programme*



**SUPPORTED BY THE EUROPEAN UNION**

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MOJLPA)  
IN PARTNERSHIP WITH THE ZIMBABWE CATHOLIC BISHOPS' CONFERENCE (ZCBC)**

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***Constitution Translation and Multilingual Awareness Project: Development of Dissemination,  
Education and Awareness Strategic Plan Workshop: 6 (arrival of guests outside Harare) – 8  
February 2019***

**Objective:** An implementable strategy document for dissemination, education and awareness of the Constitution of Zimbabwe Amendment (No. 20) Act 2013 in 13 vernacular languages<sup>5</sup> is developed, validated and launched by 20 March 2019

**Facilitator:** Prof. W. Magwa, Acting Director, Language Institute, Midlands State University

**Chairing:** Mrs. Yvonne Takawira-Matwaya, ZCBC-CCJPZ/CPLO National Chairperson  
: Ms. R. Chanduru, Ministry of Justice, Legal and Parliamentary Affairs

**Rapporteurs:** Ms. C. Uwineza and Mr. N. Mashonga: ZCBC – CCJPZ/CPLO  
Mrs. D. Machamire, Ministry of Justice, Legal and Parliamentary Affairs  
Dr Z. Mamvura (UZ) and Dr Gopo (UZ)

**Meeting Procedure:** Participatory and Interactive

**Expected No. of participants:** 40 men and women

**Venue:** Cresta Oasis, 124, Nelson Mandela Avenue, Harare

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<sup>5</sup> Some of the local languages as stated under Section 6 of the Constitution of Zimbabwe Amendment (No. 20) Act 2013 – Chewa, Chibarwe, Kalanga, Koisan, Nambya, Ndau, Ndebele, Shona, Sotho, Tonga, Tswana, Shangani Xhosa and Venda.

Time	Activity	Process/Procedure	Materials	Facilitator / Presenter
<b>Day 1: Wednesday, 6 February 2019: Arrival</b>				
<b>Day 2: Thursday, 7 February 2018 - Building conducive environment for discussion</b>				
<i>Purpose: To create a conducive environment for mutual conversation and sharing of experiences : To reflect on context and existing initiatives on constitutional dissemination / civic education and awareness in vernacular languages .</i>				
<b>Session 1: Opening Rituals – Setting the Stage: Chairperson Mrs. Y. F. Takawira - Matwaya ZCBC-CCJPZ</b>				
<b>Chairperson</b>				
0830	Arrival and registration	Participants fill in the registration form	Participants' Register	Mr. C. Fombe (ZCBC-CCJPZ/CPLO)
0845	Opening Prayer and Welcome Remarks	Prayer and welcome messages	Bible	Rev. Fr. F. Chiromba (Sec. General, ZCBC )
0900	Introductions; Housekeeping	Self-introductions by every participant	None	Mrs. Y. T. Matwaya (ZCBC-CCJPZ Chairperson)
0915	Opening Remarks	(i) MoJLPA (ii) ZCBC-CCJPZ Bishop Chairman	(Prepared) Talks/ presentations / speeches and plenary discussions	Mrs. Y. T. Matwaya (ZCBC-CCJPZ Chairperson)
	Introductory Remarks	(iii) National Coordinator, CPLO; (iv) National Coordinator, CCJPZ		
<b>1015</b>	<b>Tea Break</b>			
<b>Session 2: Sharing experiences and learning on constitutional translation, dissemination and awareness: Chairperson – Ms. R. Chanduru (MoJLPA)</b>				
1045	Introduction of the facilitator	<ul style="list-style-type: none"> <li>• Introduction of the facilitator</li> <li>• Facilitator experience with languages /National Translation Committee (NTC)</li> </ul>	None Facilitator presentation	Ms. R. Chanduru Facilitator
1050	Overview of the Strategic Planning Process - Objectives and ensuing processes	<ul style="list-style-type: none"> <li>• Explanation on the strategy development from the initial to the last process (development of strategy; validation; launch; mass printing of the constitutions and taking them to the local communities)</li> </ul>	Power point / plenary presentation	Facilitator
1120	Reflection on the context (SWOT); past and existing experiences in constitutional work – Learning and Harvesting from our own experiences	<ul style="list-style-type: none"> <li>• <b>Group discussions and plenary presentations</b> (one of the question should be presented in the form of a drama, picture, animation etc) – participants put in the following groups to discuss the following questions: (i) What is the context in your area/working environment; (ii) What have been your experiences and your strategy (or your potential) for (mass) civic education/constitutional work/advocacy.</li> </ul>	Flipcharts, Markers	Facilitator

		<p>What tools or methodology have you been using (or you could use)? (iii) What have you learnt? (iv) Anything else to share on civic education/constitutional work?</p> <ul style="list-style-type: none"> <li>• <b>Group 1:</b> Chapter 12 Commissions; <b>Group 2:</b> MoJLPA, government departments, state security, Chiefs representatives; <b>Group 3:</b> Churches and CSOs (UDACIZA, ZCC, EFZ, ZCBC); <b>Group 4:</b> ZCBC National Offices; <b>Group 5:</b> Dioceses of Masvingo and Chinhoyi; <b>Group 6:</b> Dioceses of Gweru, Bulawayo, Hwange and Gokwe; <b>Group 7:</b> Archdiocese of Harare and Diocese of Mutare; <b>Group 8:</b> NTC</li> </ul>		
<b>1300</b>	<b>Lunch and socialization</b>			
1400	Reflection on the context; past and existing experiences in constitutional work – Learning and Harvesting from our own experiences	Plenary presentations and discussions – (cont.)		Facilitator
<b>1515</b>	<b>Tea / Health Break</b>			
1545	Summary of context, experiences and lessons	Facilitator and Rapporteurs present a summary of context, experiences and lessons as presented by different groups and bring to the attention of the group some learning points and lessons that could be taken forward by this project.	Power point/handouts/pl	Facilitator and Rapporteurs
1630	End of day 2 Closing Remarks, Prayer and Blessing	Closing remarks and prayer	None	Rev. Fr. F. Chiromba Rt. Rev. Bishop Nyandoro
<b>Day 3: Friday, 8 February 2019: Catchment/targeted area and participating beneficiary examination and analysis</b>				
<i><b>Purpose:</b> To identify participating beneficiaries; minimum possible number of copies of the constitution needed; community mobilization and facilitating methodologies for the constitutional dissemination, awareness and education...</i>				
<i><b>Session 3: Locating (geographically) 13 local languages speakers in Zimbabwe: Where and how “many” are they? Chairperson Mrs. Y. F. Matwaya...</b></i>				
0830	Registration	Participants fill in the registration form	Registration Form	Mr. C. Fombe (ZCBC-CCJPZ/CPLO)
0845	Opening Prayer	Opening Prayer	Bible	Rev. Fr. S. Lumano
0850	Recap of Day 2	Ball Game: A ball is thrown around with each participant who grabs it sharing in plenary what they learnt or heard on Day 2.	Ball	Facilitator

0900	Location and Demography of the 13 local language speakers (as mentioned in footnote 1)	Presentation by the Zimbabwe Central Statistical Office / NTC	Maps; statistical figures; PowerPoint illustrations	Facilitator/Zimbabwe Central Statistical Office
<b>1015</b>	<b>Tea Break</b>			
<b>Session 4: Designing mobilization, education/awareness and dissemination strategies</b>				
1045	Developing participants' mobilization, education and dissemination methods	<p><b>Group discussions:</b> Participants put in Diocesan/Provincial language groups to respond to the following questions and report in plenary: (i) Identify and name possible workshop venues/community for each of the language groups and how are you going to “introduce” the program to the community? (ii) There should be at least 90 participants for each awareness/language group: Who are you going to mobilize and how are you going to mobilize them? (iii) List the key community stakeholders /participants that you will invite and make a breakdown of them until they add up to at least 90; (iv) How are you going to educate them (method) – the + 90 participants; (v) who will be the key speakers? (vii) How are you going to disseminate the copies of the constitution (who should have individual copies, who should share etc); (viii)How will you coordinate with others in the same area in order to widen reach and maximize on few resources (ix) How will you appreciate the EU supporting the process? (x) How will the process be concluded and closed?</p> <p><b>Group 1:</b> Dioceses of Hwange, Bulawayo, Gweru, Silveira House, ZCC and NPRC Commission (Ndebele, Chewa, Shona, Tonga, Nambya, Kalanga, Koisan, Sotho, Tswana)</p> <p><b>Group 2:</b> Mutare, Archdiocese of Harare, UDACIZA and Gender Commission (Chibarwe, Nda, Shona)</p> <p><b>Group 3:</b> Gokwe, Chinhoyi, Masvingo, Human Rights Commission, EFZ (Venda, Ndebele, Kalanga, Shangaani, Shona, Tonga, Ndebele) (remaining participants would be drafted in these groups)</p>	Flipcharts and markers	Facilitator
1215	Monitoring and Evaluation Plan	Input and plenary discussions	Draft monitoring tools	Mr. N. Mashonga; Ms. C. Uwineza (ZCBC- CCJPZ/CPLO M&E/Research and

				documentation
<b>1300</b>	<b>Lunch and socialization</b>			
1400	Workshop Summation and Next Steps	Summary of the workshop  Explanation of the next stage(s) after this process	Presentation Explanation	Facilitator/ Rappatours  Fr. Ndete;
1500	Workshop Evaluation	Participants fill in evaluation questionnaires or respond to written evaluation questions	Evaluation forms/questions	Facilitator
1515	Closing Remarks; Closing Prayer and Departure	Closing Remarks; Closing Prayer and Departure	None	MoJLPA Rt. Rev. Bishop R. Nyandoro...

*Appendix 6: ZCBC-MoJLPA-EU Strategy Validation Workshop Programme*



**SUPPORTED BY THE EUROPEAN UNION**

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MOJLPA)  
IN PARTNERSHIP WITH THE ZIMBABWE CATHOLIC BISHOPS' CONFERENCE (ZCBC)**

***Constitutional Translation and Multilingual Awareness Project: Development of  
Dissemination, Education and Awareness Strategy Meeting: 19 (arrival of guests outside  
Harare) – 21 March 2019***

**Objective:** An implementable strategy document for dissemination, education and awareness of the Constitution of Zimbabwe Amendment (No. 20) Act 2013 in 13 vernacular languages<sup>6</sup> is developed, validated and launched by 20 March 2019

**Facilitator:** Prof. W. Magwa, Acting Director, Language Institute, Midlands State University

**Chairing:** Mrs. Yvonne Takawira-Matwaya, ZCBC-CCJPZ/CPLO National Chairperson  
: Ms. R. Chanduru, Ministry of Justice, Legal and Parliamentary Affairs

**Rapporteurs:** Ms. C. Uwineza and Mr. N. Mashonga: ZCBC – CCJPZ/CPLO  
Mrs. D. Machamire, Ministry of Justice, Legal and Parliamentary Affairs  
Dr Z. Mamvura (UZ) and Dr Gopo (UZ)

**Meeting Procedure:** Participatory and Interactive

**Expected No. of participants:** 40 men and women

**Venue:** Cresta Oasis Hotel, 124 Nelson Mandela Avenue Between 5th & 6th Street, Harare

**Mass:** St Mary's Cathedral - 9am (English Mass); 1pm (English Mass) and 530pm (Shona Mass)

<b>Time</b>	<b>Activity</b>	<b>Process/Procedure</b>	<b>Materials</b>	<b>Facilitator / Presenter</b>
<b>Day 4: Tuesday, 19 March 2019: Arrival</b>				
<b>Day 5: Wednesday, 20 March 2019 – Recap of the 6-9 February strategy development process and presentation and discussion of the draft strategy</b>				
<b>Purpose:</b> To reflect on the strategy development process held on 6-9 February 2019 and the resultant outcome(s)				

<sup>6</sup> Some of the local languages as stated under Section 6 of the Constitution of Zimbabwe Amendment (No. 20) Act 2013 – Chewa, Chibarwe, Kalanga, Koisan, Nambya, Ndau, Ndebele, Shona, Sotho, Tonga, Tswana, Shangani and Venda.

<b>Session 5: Setting the stage: Chairperson Mrs. Y. F. Takawira - Matwaya ZCBC-CCJPZ Chairperson</b>				
0830	Arrival and registration	Participants fill in the registration form	Participants' Register	Mr. C. Fombe (ZCBC-CCJPZ/CPLO)
0845	Opening Prayer and Welcome Remarks	Prayer and welcome messages	Bible	Right. Rev. Bishop. R. Nyandoro (ZCBC-CCJPZ/CPLO Bishop Chairman )
0900	Introductions ; Housekeeping	Self-introductions by every participant	None	Mrs. Y.T. Matwaya (ZCBC-CCJPZ Chairperson)
0915	Recap of 6-9 February 2019 strategy development process and its outcome(s)	<ul style="list-style-type: none"> <li>- MoJLPA</li> <li>- Rapporteurs</li> </ul>	(Prepared) Talks/ presentations /	Mrs. Y. T. Matwaya (ZCBC-CCJPZ Chairperson)
<b>1015</b>	<b>Tea Break</b>			
<b>Session 6: Reflection and discussion of the draft strategy document on constitutional translation, dissemination and awareness for confirmation and validation: Chairperson – Ms. R. Chanduru (MoJLPA)</b>				
1045	Draft strategy document on constitutional	<ul style="list-style-type: none"> <li>• A draft strategy document on constitutional translation, dissemination and awareness is presented as an outcome of 6-9 February 2019 strategy</li> </ul>	Talk/ presentation/ power - point	Prof. W. Magwa
	translation, dissemination and awareness	<ul style="list-style-type: none"> <li>• development process presented in plenary</li> </ul>		
1200	“Arising” outcomes from 6-9 February 2019 Strategic process	<ul style="list-style-type: none"> <li>• Tentative / general program (as informed by 6-9 February 2019 strategy designing process) for education and awareness in communities presented and shared</li> <li>• Monitoring tools presented and shared</li> <li>• Translation of the tools/IEC Materials (How best and convenient could it be done)</li> </ul>	Presentation and plenary discussion	<ul style="list-style-type: none"> <li>- Mr. Muchena</li> <li>- Mr. Mashonga</li> <li>- NTC</li> </ul>
<b>1300</b>	<b>Lunch and socialization</b>			
1400	Validating and confirming	<ul style="list-style-type: none"> <li>• Roving/mobile group reflections and plenary presentations: Participants are put into groups to “correct”;</li> </ul>	Printed copies of the draft strategy	Facilitator

	the 6-9 February strategic process outcomes	<p>input; verify; confirm, revise endorse etc the contents of (i) draft strategic document (ii) Proposed tentative/general program and (iii) Monitoring tools. There will be stationary rapporteurs or (de) briefers for each group and every participant will be expected to move to another “group” or table after every 15-20 minutes until they came back to their initial groups. The “seed” groups will be as follows:</p> <ul style="list-style-type: none"> <li>• <b>Group 1:</b> Executive Summary; Acknowledgements and List of Abbreviations. <b>Group 2:</b> MoLPA statement; ZCBC Statement and Introduction and background. <b>Group 3:</b> SWOT Analysis; <b>Group 4:</b> Section 4.1 and Section 4.2 – (<i>The Geographical Distribution of Indigenous Languages and Meeting/workshop venues</i> respectively); <b>Group 5:</b> Training Agenda / Program (presented earlier) and Sections 4.3. (<i>Key community stakeholders</i>), 4.4 (<i>Methodology</i>), 4.5 (<i>Key Speakers</i>) and 4.6 (<i>Distribution of the Copies of the Constitution</i>); - <b>Group 6:</b> Suggest visibility messages for IEC materials and look at Monitoring and evaluation tools (presented earlier), Sections 4.7 (<i>coordination with other players</i>); 4.8 (<i>Visibility of EU</i>) and 5.0 (<i>Monitoring and Evaluation</i>).</li> </ul>	document; monitoring and evaluation tools; draft community education and awareness program	
<b>1515</b>	<b>Tea / Health Break</b>			
1545	Validating and confirming the 6-9 February strategic	<ul style="list-style-type: none"> <li>• Roving/mobile group reflections and plenary presentations and discussions (cont.)</li> </ul>		Facilitator
	process outcomes (cont.)	<ul style="list-style-type: none"> <li>•</li> </ul>		
1630	End of day 2 Closing Remarks, Prayer and	Closing remarks and prayer	None	- MoJLPA - Rt. Rev. Bishop R. Nyandoro

	Blessing			
<b>Day 6: Thursday, 21 March 2019: “Testing” the Strategy – Role playing and Animation</b>				
<b><i>Purpose:</i></b> To experience strategized methodologies for the constitutional dissemination, awareness and education through role playing and animation...				
<b><i>Session 3: Locating (geographically) 13 local languages speakers in Zimbabwe: Where and how “many” are they? Chairperson Mrs. Y. F. Matwaya...</i></b>				
0830	Registration	Participants fill in the registration form	Registration Form	Mr. C. Fombe (ZCBC- CCJPZ/CPLO)
0845	Opening Prayer	Opening Prayer	Bible	Right Rev. Bishop R. Nyandoro
0850	Role playing community mobilization, education, awareness and dissemination	<p>(i) Role playing and plenary discussions: Five participants (the size of a typical ZCBC-CCJPZ Diocesan Office) volunteer or are chosen to organize a one day community based workshop on constitutional dissemination, awareness and education whilst the rest of the participants will act the role of community stakeholders and participants. The role playing should start with mobilization and some of the important processes on the agenda / program (as would have been discussed above)</p> <p>(ii) Plenary discussions: what did you see happening?; what was well done?; what could have been done better etc</p>	Copies of the constitution; flipcharts and markers	Facilitator
<b>1015</b>	<b>Tea Break</b>			
1045	Role playing community mobilization, education, awareness and dissemination (cont).	<ul style="list-style-type: none"> <li>• Role playing and plenary discussions (cont.)</li> </ul>	Copies of the constitution; flipcharts and markers	Facilitator
1200	Next Steps – Program schedule and timelines	<ul style="list-style-type: none"> <li>• Plenary presentation and discussion of implementation schedule and implementation timelines</li> </ul>		Fr. Ndete
	Concluding	<ul style="list-style-type: none"> <li>• MoJLPA</li> </ul>		Ms. Chanduru

	Remarks			
	Closing Prayer and Blessing	<ul style="list-style-type: none"> <li>Closing prayer and blessing</li> </ul>		Right Rev. Bishop R. Nyandoro
<b>1300</b>	<b>Lunch, socialization and departure</b>			

*Appendix 7: Program for Community Workshops*



**SUPPORTED BY THE EUROPEAN UNION**

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MOJLPA)  
IN PARTNERSHIP WITH THE ZIMBABWE CATHOLIC BISHOPS' CONFERENCE (ZCBC)**

*Activity Program (deduced from 6-9 February 2019 Strategic Formulation Process) for  
Constitution awareness, education and dissemination in communities*

**Objective:** Participating communities increase awareness of the Constitution of Zimbabwe Amendment (No.20) Act 2013 in their languages and commit to put into practice in their daily lives

**Master(s) / Mistress(s) of Ceremonies (MCs):** 1 representative of the MoJLPA and one from ZCBC

**Facilitators:** ZCBC and MoJLPA

**Dates and Venue:** Various

Time	Activity	Process/Procedure	Materials	Facilitator / Presenter
<i>Session 1: Opening Rituals – Setting the Stage</i>				
0830	Arrival and registration of participants and breakfast	<ul style="list-style-type: none"> <li>- Participants fill in the registration form</li> <li>- Participants take their breakfast after registration</li> </ul>	-Registration Forms	MoJLPA / ZCBC
0930	Opening ceremony	<ul style="list-style-type: none"> <li>- Singing of the National Anthem (standing ovation)</li> <li>- Prayer</li> <li>- Traditional greeting</li> <li>- Welcoming messages</li> </ul>		<ul style="list-style-type: none"> <li>- All</li> <li>- ZCBC</li> <li>- Traditional Leadership (TL)</li> <li>- ZCBC and TL</li> </ul>
1000	Introduction of guests; Housekeeping	<ul style="list-style-type: none"> <li>- MCs Master of ceremony introduces guests and dignitaries</li> </ul>	None	MCs
<i>Session 2: Constitutional awareness, education and dissemination in local languages</i>				
1015	Purpose of the workshop and methodology	<ul style="list-style-type: none"> <li>- Facilitators explain the purpose of workshop and the participatory methodology (that everybody would participate and go back how</li> </ul>	Prepared presentation in local language	Facilitators

		with one or two learning points...)		
1025	What is a Constitution?	- Brief plenary presentation based on the following questions: What is a constitution? How is it written? How is it read? How is it helpful? Who should use it – where and when? Etc		
1040	Know Your Constitution in Your Local Language : Constitution education and awareness	- Participants are put into groups of maximum 10 participants each (with a consideration of gender and generational dimensions) to <b>discuss</b> and <b>summarize</b> selected sections of the constitution (in 30-40 minutes) and share back in plenary ( 10 minutes for each group) through a <b>song, dance, drama, animation, picture</b> etc backed by a verbal narration. Each group should also share in plenary why their section is important for them, the community and the nation. Everybody in the group must take part. ➤ <b>Group 1:</b> Preamble of the Constitution; <b>Group 2:</b> Section 48-51; <b>Group 3:</b> Section 52-56; <b>Group 4:</b> Section 57 – 60; <b>Group 5:</b> Section 61-62; <b>Group 6:</b> Section 63-66; <b>Group 7:</b> Section 67-69; <b>Group 8:</b> Section 70; <b>Group 9:</b> Section 75-78; <b>Group 10:</b> Section 280-282	Copies of the constitution in local languages	
<b><i>Session 3: Conclusions and closing ceremonies</i></b>				
1230	Abstracts and Conclusions	- The following stakeholders would be asked to make presentations on their roles in safeguarding constitutional values and how they would assist communities in asserting their constitutional rights; the work they do/have done and		

		<p>local contacts (5 minutes each):</p> <ul style="list-style-type: none"> <li>(i) National Peace and Reconciliation Commission</li> <li>(ii) Zimbabwe Electoral Commission</li> <li>(iii) Zimbabwe Gender Commission</li> <li>(iv) Zimbabwe Human Rights Commission</li> <li>(v) Invited CSOs and FBOs</li> <li>(vi) (local) Ministry of Primary and Secondary Education</li> <li>(vii) Office of the President and Cabinet</li> <li>(viii) Traditional Leadership</li> </ul>		
1315	Dissemination of “extra” copies of the constitution to stakeholders	<ul style="list-style-type: none"> <li>- Participating stakeholders will be given “extra” copies of the constitution for dissemination in their communities. The copies for each stakeholder will be determined by their outreach and capacity to disseminate.</li> </ul>	Copies of the Constitution in local languages	Facilitators; M&E / Documentation Officers from MoJLPA and ZCBC
1330	Closing Ceremony	<ul style="list-style-type: none"> <li>- Closing Remarks / Next Steps</li> <li>- Traditional closing and farewell</li> <li>- Closing Prayer / Prayer for Lunch and Blessing</li> <li>- Lunch and departure</li> </ul>		<ul style="list-style-type: none"> <li>- MoJLPA / ZCBC</li> <li>- TL</li> <li>- ZCBC</li> <li>- All</li> </ul>

*Appendix 8: Monitoring Tool - Constitution Workshop Attendance Register*

#	NAME	ORGANISATION	CAPACITY	EMAIL ADDRESS	PHONE No.	SIGNATURE
1						
2						
3						
4						
5						
6						
7						
8						

*This register is a true record of the Constitution workshop held on the \_\_\_\_ / \_\_\_\_ / 2019; Venue:*

.....

Approved by: ..... Capacity: ..... Signature: .....

**Appendix 9: Monitoring Tool - Constitution Pre- Workshop Evaluation Sheet**



SUPPORTED BY THE EUROPEAN UNION

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MoJLPA)**  
**In partnership with the Zimbabwe Catholic Bishops' Conference (ZCBC)**  
*Constitution Pre - Workshop Evaluation Sheet*

<b>Province:</b>			
<b>District:</b>			
<b>Venue:</b>			
<b>Date:</b>		<b>Mother Language:</b>	

<b>Constitution Awareness Baseline</b> ( <i>tick "√" your chosen response</i> )						
1.	Have you ever read the Constitution of Zimbabwe before?				<b>Yes</b>	<b>No</b>
2.	How is your understanding of the Constitution of Zimbabwe?	Very Poor	Poor	Good	Very Good	
3.	What have been your challenges in accessing the Constitution of Zimbabwe Amendment (No. 20) ACT 2013?					

**Appendix 10: Monitoring Tool - Constitution Workshop Evaluation Sheet**



SUPPORTED BY THE EUROPEAN UNION

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MoJLPA)**  
**In partnership with the Zimbabwe Catholic Bishops' Conference (ZCBC)**  
*Constitution Workshop Evaluation Sheet*

<b>Province:</b>			
<b>District:</b>			
<b>Venue:</b>			
<b>Date:</b>		<b>Mother Language:</b>	

**Section 1: Participant's Details**

*(Tick "√" Your chosen response)*

1. Male:       Female:       Sex:       2. Age

16 – 25 years	
26 – 35 years	
36 – 45 years	
46 – 55 years	
56 +	

3.	Do you have a disability? <i>(tick "√" your chosen response)</i>	<b>Yes</b>	<b>No</b>
4.	If "Yes" to question 3, what form of disability do you have? <i>(tick "√" your chosen response)</i>		
i.	Vision Impairment		
ii.	Deaf or hard of hearing		
iii.	Mental Health Condition		
iv.	Physical Disability		
v.	Autism Spectrum Disorder		
vi.	Intellectual Disability		
vii.	Acquired Brain Injury		
viii.	Memory Loss		
ix.	Other, specify		

<b>Section 2: After The Workshop</b> ( <i>tick “√” your chosen response</i> )					<b>YES</b>	<b>NO</b>	
5.	Did you receive a PERSONAL copy of the translated Constitution of Zimbabwe?						
6.	Did you receive an EXTRA copy for sharing with other community members?						
7.	How is your understanding of the Constitution of Zimbabwe?	Very Poor	Poor	Good	Very Good		
8.	What are the NEW knowledge and/or skills that you have acquired from this Constitution workshop?						
9.	What did you find most useful in the Constitution of Zimbabwe?						
<b>Section 3: Workshop Effectiveness Questions</b> ( <i>tick “√” your chosen response</i> )					<b>YES</b>	<b>NO</b>	
10.	Did the workshop meet your LEARNING expectations on the Constitution?						
11.	Were the education material in this Constitution workshop useful?						
12.	How do you rate the Time Management of this workshop?	Very Poor	Poor	Good	Very Good		
13.	How is the quality of the Constitution Education that you received on the Constitution in this workshop?	Very Poor	Poor	Good	Very Good		
14.	How do you rate the knowledge and preparedness of the people who talked about the Constitution?	Very Poor	Poor	Good	Very Good		
15.	What are your thoughts on the venue for this Constitution workshop?						
16.	Any further information you might want to add?						

*Appendix 11: Monitoring Tool - Community Stakeholders Dissemination*



SUPPORTED BY THE EUROPEAN UNION

**THE MINISTRY OF JUSTICE, LEGAL AND PARLIAMENTARY AFFAIRS (MoJLPA)**  
**In partnership with the Zimbabwe Catholic Bishops' Conference (ZCBC)**  
*Community Stakeholders Dissemination Sheet*

Province:	
District:	
Organization name:	
Contact Person Name:	
Contact Person Capacity:	
Email address:	
Phone No.	
Date of Receipt:	
How many copies have you received on behalf of your organization?	
What language are the Constitution copies you received?	
Signature of Recipient:	
<b><i>For office use:</i></b>	
Signature of Coordinator: .....	
Official Stamp:	

