



Trusting in Youth in Zimbabwe (TYZ)

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**Project Start and End Date
1 February 2013 – 31 January 2015**

**Fifth Quarterly Narrative Project Report
(January 1, 2014 to March 31, 2014)**

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List of Acronyms

BHR	Buhera District
BRDC	Buhera Rural District Council
CHT	Chitungwiza District
DA	District Administrator
FGD	Focus Group Discussion
GOZ	Government of Zimbabwe
GYBI	Generate Your Business Idea
ILO	International Labor Organization
M&E	Monitoring and Evaluation
MDC-T	Movement for Democratic Change led by Morgan Tsvangirai
MoU	Memorandum of Understanding
NPRC	National Peace and Reconciliation Commission
PA	Provincial Administrator
SADC	Southern Africa Development Community
TSU	Technical Support Unit
TYZ	Trusting Youth in Zimbabwe Project
USAID	United States Agency for International Development
YASC	Young Africa Skills Centre
YETT	Youth Empowerment and Transformation Trust

1. EXECUTIVE SUMMARY

The Trusting in Youth in Zimbabwe program is just past its halfway mark for activity implementation seeking to ensure that *Zimbabwean youth cooperate across lines of division to positively change their communities and improve their lives* continued with much enthusiasm from all interested parties in the program. The need to exercise caution for maneuvering the politically sensitive environment remained a key issue that the program team had to be cognizant of throughout the processes of executing program activities.

While the period under review marked the beginning of the second and final year of the project, key activities focused on mobilizing additional youth to participate in the project while consolidating the positive achievements of the first year of the project with the first cohort. Rolling out of activities in Year Two was smoother than during the first year. This was mainly due to the fact that the project was now known and more youth were eager to be enrolled as project participants.

By the end of the quarter under review the TYZ program had cumulatively managed to reach 746 youth (365 male and 381 female) with various project interventions. At the end of the previous quarter, we managed to reach out to 434 youth. The sharp increase in the number of youth reached in the current quarter is attributable to those youth who were enrolled as the second cohort of the project. Demand for participation in the project activities soared as the youth who did not manage to enroll in Year One were eager to start participating after being enticed by their assessment of the (positive) impact of the project on their peers. There was a mid-term assessment of the program conducted which focused primarily on the program processes as well as some interim results of the project. Findings of the mid-term assessment indicate that project activities are still relevant and the need for scaling up and covering the other wards that are not currently participating has been pointed out by various stakeholders. Key trainings conducted include business management skills, peace building, leadership and advocacy, and Internal Savings and Lending (ISAL). High profile meetings were also conducted with the Ministry of Youth and the Parliamentary Portfolio Committee on Youth.

A highlight that has reignited enthusiasm in the project was the donor approval of the Environmental Review Report which has enabled the initiation of Community Service Projects which will give the youth an opportunity to contribute positively to the betterment of their community and also change the negative perceptions that communities have about youth. Stakeholders and the youth started to work together to mobilize local resources for the approved projects. In Buhera actual construction and rehabilitation of community infrastructure will start soon, while in Chitungwiza planning meetings with stakeholders have been initiated.

Vocational training to increase income earning capacity of the youth has become an activity that the young men and women in both districts are very eager to participate in. At the time of compiling this report, the project had received a total of 111 applications from Chitungwiza youth for vocational training. In Buhera we continued to receive multiple expressions of interest for vocational training and have initiated discussions with USAID on the best way of addressing this identified need given the limited options that are in Buhera for vocational training skills.

2. CONTEXTUAL ISSUES

The period under review started off with the program team having high hopes for a better year. On the 19th of December, 2013, the Finance Minister presented the 2014 budget and most ministries spent the earlier part of the year analyzing budget allocations and mulling plans on how they were going to implement their activities during the year. This has been a daunting task in view of the fact that allocations fell far short of requested budgets that ministries had put forward in their proposals. For example, the Ministry of Youth Development, Indigenization and Empowerment had put in a budget proposal of USD \$3.8 million but only received (on paper) USD \$980,000 which is just 26% of their projected requirements. What this means is that most of the money will be used for payment of salaries and very little will be left for program implementation. Resultantly the capacity of the Ministry to fulfill its mandate of youth development and empowerment is severely hampered. This puts pressure on programs like TYZ which is supposed to be complementing government efforts but suddenly finds itself with no one to complement but rather expected to go the full mile. In BHR and CHT where we are implementing the program we have targeted eight wards out of a total of sixty. Due to the shortfalls of the government's efforts Mercy Corps has been inundated by requests coming from various quarters to scale up our interventions for total coverage both within and outside of the districts we are operating in. On the other hand while there are still some individuals and institutions that show hostile tendencies to programs such as the TYZ, we have seen government officials at the district levels warming up to partnerships with development agencies as a way of improving their capacity to deliver services.

One story that dominated news headlines during the period under review is associated with violence that broke out in the Movement for Democratic Change (MDC-T) which saw one of the senior party officials being attacked by the youth in his political party. The official is being accused of pushing for leadership renewal and to pave the way for young leaders with "fresh" ideas for his party. While this incident took place in Harare away from project sites it is evident that the youth in Zimbabwe are still vulnerable to political manipulation which pushes them to perpetrate violence in return for meagre returns. High levels of drug abuse and alcoholism among the youth has also been cited as those who were involved in violence were allegedly drunk. Such circumstances indicate the need for intensification of interventions such as those of the TYZ project.

The 2013/2014 agricultural season is nearing a close, and anecdotal evidence from BHR indicates that it will be a better year; most families who used to rely on food aid are self-sufficient this year. Indications of a good season have resulted in aid agencies that were distributing food to halt their operations, and focus has shifted to strengthening the livelihood capacities of households. Youth in BHR have started working towards the development of their community gardens and other livelihood initiatives. Fewer resources will be used to purchase supplementary food and this will likely free resources that could be invested into other productive activities by the youth.

3. The TYZ Program Goal and Objectives

The theory of change that is central to this project is that *if Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives then they will be less likely to engage in violence.*

Mercy Corps working in close collaboration with partner YETT, to contribute to this desired stated through closely interlinked interventions that seek to:

- 1) *Increase youth's ability to be resilient and plan for the long term by working together on livelihood's initiatives.*
- 2) *Strengthen capacity of youth, communities and local government to protect their communities.*
- 3) *Increase youth's ability to constructively engage their communities and government (both local and national) on issues that affect them.*

The need for addressing risk factors that contribute to youth joining violent groups through helping the youth use their assets to form positive social capital remains apparent and through this program Mercy Corps has made some headway and valuable lessons that could be used for scaling up similar activities are beginning to emerge.

A: Cumulative Progress Overview Jan - March 2014

Table 1: Cumulative Program Progress

Indicator	Overall Program Target	Achievements to date			Progress towards target %
		Male	Female	Total	
Goal: Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives					
# of people from 'at-risk' groups reached through USG-supported conflict mitigation activities. Disaggregated by: gender	800	365	381	746	93.25 %
% change in youth who report engaging in or approve of political violence. Disaggregated by gender*	135	0	0	0	0%
Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihoods initiatives					
1.1.1 # of young persons completing USG-funded workforce development programs. Disaggregated by gender	800	365	381	746	93.25%
1.2.1 # of new groups or initiatives created through USG funding dedicated to resolving conflict or the drivers of the conflict	16	n/a	n/a	14	87.5%
1.2.2 # of youth-led businesses started Disaggregated by: Gender	50	18	27	45	90%
1.3.1 % change in # of youths demonstrating positive long-range 'personal planning' reaching beyond the duration of the program. Disaggregated gender*	800	0	0	0	0%
1.3.2 % change in the # of youth who are able to save money. Disaggregated by gender*	645	0	0	0	0%
1.4.1 % change in number of youth achieving greater economic independence as a result of income generation activities. Disaggregated by gender*	551	0	0	0	0%
1.4.2 % change in # of young people in target communities who feel they have something to lose if violence breaks out. Disaggregated gender*	800	0	0	0	0%
Objective 2: Strengthen capacity of youth, communities and local government to protect their communities					
2.1.1 # of USG programs supporting a conflict and/or fragility early warning system and/or response mechanism	1	n/a	n/a	1	100%
2.2.1 Number of people attending USG-assisted facilitated events that are geared toward strengthening understanding and mitigating conflict between groups Disaggregated by gender	400	79	105	184	46%
2.2.2 # of people trained in conflict mitigation/resolution skills with USG assistance. Disaggregated by gender	400	79	105	184	46%
2.3.1 # of peer to peer networks established	16	n/a	n/a	5	32%
2.3.2 % change of # of youth engaging in risky	281	0	0	0	0%

behaviors (drinking, drugs, transactional sex). Disaggregated by gender*					
Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.					
3.1.1 : # of youth who have completed USG-assisted civic education training programs	400	97	104	201	51%
3.2.1 # of local mechanisms supported with USG assistance for citizens to engage with their sub-national government.	8	n/a	n/a	5	63%
3.2.2 # of community-based reconciliation projects completed with USG assistance	16	n/a	n/a	0	0%
3.3.1 # of youth involved in youth-led advocacy campaigns targeted towards policy and public investment decisions.	400	97	104	201	51%
3.4.1 % change in number youth who believe that they can contribute positively to the development of their communities. Disaggregated by gender*	800	0	0	0	0%

NB: For all the indicators marked with *, the project is still to conduct a survey to determine the % changes

B: Program Interventions

Program Progress – Jan to March 2014

Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihood projects

Summary Achievements

- 180 youth (96 female and 84 male) for BHR and CHT participated in the Generate Your Business Idea business management skills training
 - 119 youth (67 female and 52 male) selected from the 180 above participated in the Business Plan Development Training
 - 45 youth (18 female and 27 male) participated in the fence making training in BHR
 - 33 youth (23 female and 10 male) attended on job training as part of their internship for vocational skills in CHT.
 - 49 youth (28 female and 21 male) were trained in the ISAL methodology in BHR.
-

Activity 1.1 Train youth in life, psychosocial, and business skills

A total of 180 young people (96 female and 84 male) participated in the Generate Your Business Idea Training. 119 youth (67 female and 52 male), out of the 180, participated in a one week follow up training on the development of business plans. Participation in Level Two training was by invitation and based on interest and potential of initiating own businesses displayed in the initial business training. In BHR 45 youth (18 female and 27 male) participated in the fence making training. By implementing this activity, the project imparted skills that could be used both for income generation and for making perimeter fences for the community gardens which the youth will be implementing in the near future.

Thirty three youth (23 female and 10 male) who had enrolled for vocational training at YASC during the October-December quarter continued with their training and underwent industrial attachments for a period of eight weeks at various workplaces gaining practical experiences in their areas of study. The internship period significantly improved the skills of various young women and this saw a couple of them being hired as permanent employees by the entrepreneurs to whom the youth were attached. For example, Violet Nyagweta studied cutting and designing and was attached to a small tailoring enterprise specializing in school uniform making. By the end of the two months' attachment period, she had done so well that the owner of the enterprise offered her a job. Violet was able to adapt and fit into the tough working environment which required quality output production, "When we were at school, we would spend a lot of the time designing a few things but now that I am at work I have learned that the environment totally changes. The set-up is different. Now I am very confident that if I get start-up capital, I will be able to establish my own business as I am also conversant with business management skills. I am also grateful that, my mentor also employed me in her company immediately completing my training."

Table 2: Cumulative Skills Training Participants Since Project Inception

AGE	Buhera			Chitungwiza			BOTH DISTRICTS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
18-20	36	30	66	19	32	51	55	62	117
21-25	31	22	53	22	41	63	53	63	116
26-30	47	40	87	16	27	43	63	67	130
31-35	36	19	55	22	12	34	58	31	89
Total	150	111	261	79	112	191	229	223	452

Activity 1.2 Conduct youth-led market assessments for livelihood opportunities in Buhera and Chitungwiza

This activity was completed during the Oct – December 2013 quarter. However, results of the market assessment continued to be disseminated by the project team at all the business trainings that were conducted. Youth market assessors who participated in the process were invited to share their findings with their peers attending business skills training, giving the trainees an opportunity to learn more about the market dynamics. This process was hailed as it enabled youth to learn about the opportunities that exist in the labor market for the youth and well as the perceptions that the market has on the youth. This information is instrumental in assisting the youth as they decide what type of employment and business they might want to venture into.

Activity 1.3 Promote good savings practices and access to capital while increasing social cohesion among youth through development of Internal Savings and Loan groups (ISALs)

A four day ISAL training was conducted in BHR in which 49 youth (28 female and 21 male) took part. This brought the total of youth trained in this methodology by the project to date to 145 (88 female and 57 male). It is interesting to note that twenty of the youth who participated in this training had already started practicing the methodology without undergoing formal training. Their sources of the technical expertise in this methodology were their colleagues who had received the training during the first year of the program. This is clear evidence that youth

are dialoguing with each other and are encouraging their colleagues to participate in productive activities. Women who have showed interest in the ISALs continue to outnumber men, pointing out to the fact that informal microfinance activities have been valued by young women as it enables them to access capital for the micro-enterprises. Men also seem to have more alternatives than women when it comes to sources of finance.

Activity 1.4 Link young men and women to vocational training and government services to support youth led businesses

During the quarter under review 33 youth (23 female and 10 male) who completed theoretical training in vocational skills at Young Africa Skills Centre (YASC) were undertaking industrial attachment at various places in CHT. Upon completion, some of them managed to secure employment while most of them are in the process of trying to set up their own businesses. The cumulative total number of youth who have successfully completed vocational training skills by the end of this quarter stood at 86 youth (47 female and 39 male). This number includes those who completed fence making course in BHR which was facilitated by YASC as part of their outreach program.

Activity 1.5 Leverage local agricultural practices to teach youth agricultural skills and create space for dialogue

The quarter under review coincides with the peak of agricultural activities when farmers are busy weeding, tending their fields and taking their livestock for grazing. No particular training was conducted during this quarter but the youth continued to dialogue with the Agritex Extension Officers seeking advice on challenges they were coming across. For example parts of the project areas were affected by the army worm but this scourge was quickly contained as the youth pooled their resources and engaged their local councilors who in turn liaised with the District Agricultural Offices for the provision of the pesticides to control the army worm that could have negatively affected crop harvests had it been left unattended

Objective 2: Strengthen capacity of youth, communities and local government to protect their communities

Summary of Achievements

-
- 104 youth (31 male and 63 female) drawn from BHR and CHT underwent the Peace Ambassadors' Training
-

Activity 2.1 Analyze Early Warning/Early Response (EWER) system in Zimbabwe to develop recommendations and pilot

This activity was completed in the previous quarter

Activity 2.2 Develop ward level EWER system with youth and the larger community

This activity has been modified to focus more on community hazards monitoring. Our partner YETT has started to include the aspect of community monitoring in the peace ambassadors training and will continue to work with a consultant to produce training modules for community monitors. However during the quarter under review, two sessions of Peace Ambassadors Peacebuilding trainings were conducted, one in each of the two districts. A total of 104 youth

(31 male and 63 female) participated in the week-long trainings. This brought the cumulative total number of youth who have participated in the Peace Ambassadors training since program inception to 184 youths (79 male and 105 female). The training was aimed at enabling the participants to identify the causes, types and stages of conflicts that happen within their communities and equipping them with conflict mitigation skills as a measure of preventing the conflicts from escalating to violence.

Objective 3: Increase youth's ability to constructively engage their communities and government (both local and national) on issues that affect them

Summary of Achievements

- 116 youth (58 male and 58 female) participated in the two youth leadership and advocacy trainings that were conducted, one in BHR and CHT
 - 39 youth (19 male and 20 female) for both districts participated in a National Budget Analysis meeting with the Parliamentary Portfolio Committee on Youth
 - 18 community service projects underwent an Initial Environmental Examination and were approved for implementation. Stakeholder mobilization meetings were conducted and rehabilitation and construction work will start in month one of the following quarter in both districts.
 - 600 t-shirts with advocacy messages designed by the youth were printed and will be distributed to the peace ambassadors who are actively participating in project activities.
-

Activity 3.1 Develop youth's leadership and communication skills through training and platforms for community and local government engagement

Two three-day youth leadership and advocacy training sessions were held during the quarter under review. 116 youth (58 male and 58 female) from both districts participated in the training. The purpose of the training was to equip participants with knowledge and skills to enable them to build their personal leadership and advocacy capacities. In addition to imparting critical leadership skills in the youth, basic skills on how to develop and advocacy campaign and techniques of engaging with policy makers formed the core of the training. The participants were taken through the process of self-analysis and analysis of the community they live in. This involved identifying leadership practices and all the negative and positive aspects of their communities and how each of these aspects has a bearing on the youth and the well-being of their communities.

Youth were made to understand that before they can be leaders in their communities, they needed to be able to manage themselves effectively. This training helped to place leadership and advocacy training in context of the community they were coming from. At the end of the training, participants drafted personal development and ward based action plans. These plans form a guide for interventions that the youth will be focusing on for the betterment of their communities. The training motivated the participants to start talking about the changes that they wanted to see in their communities. With follow up community monitoring training and support visits that are planned, it is hoped that the youth will be able to execute activities that will positively transform their neighborhoods.

Activity 3.2 Consult with local government stakeholders on the value of youth engagement in local forums

A meeting with the Parliamentary Portfolio Committee on Youth was facilitated during the quarter under review. A total of 39 youth (19 male and 20 female) drawn from BHR and CHT participated in the meeting. Other youth from Chinhoyi, Masvingo, Domboshawa and Ruwa who are working with YETT on different programs were also invited and they took part in the activity. The event's aim was to provide a platform for youth working under the TYZ project to engage with government at the National Level on issues affecting youth. The theme of the meeting was "*The 2014 National Budget in addressing Youth Livelihoods*". A development consultant presented a detailed budget analysis from a youth perspective coined "*Youth budgeting makes cents*". The analysis covered 2012, 2013 and 2014 national budget trends and priorities and how issues of youth livelihoods were addressed. In response, the youth raised a number of issues depicting how the budget process was not allowing for youth participation. Of concern was that the public hearing sessions were conducted at venues that were not accessible to the youth and that youth issues as presented in the budget do not reflect real concerns of the youth on the ground. The need for youth to provide collateral security for them to access the youth fund was self-defeating as most of the youth did not have any property that they could borrow against. The youth also wanted to know how the Ministry was going to be able to implement youth development and empowerment activities given that the budget allocation to the youth ministry fell far short of what was requested.

The Youth Parliamentary Portfolio Committee Chairperson who spoke on behalf of the Committee urged the youth to acquaint themselves with the national policies such as the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZimAsset) He also promised that the Committee would invite concerned stakeholders to come before the Committee and respond to the issues that were raised by the youth in the meeting. The chairperson invited the youth to visit the parliament and Portfolio Committee meetings which are open to the public.

By the end of the meeting, participants had gained a better understanding of the budgeting process as well as the opportunities that existed for them to continue networking with policy makers. Youth from BHR and CHT invited the committed to visit them in their communities and get to interact with more youth who had not managed to come for the breakfast meeting.

Activity 3.3 Facilitate collaborations between youth and government to implement 16 community service projects to improve their communities

The youth worked with their leadership at the community and local government level to identify community service projects to improve their communities. The identified projects were put under the Initial Environmental Examination Review process. The projects that the youth would like to implement to improve their communities include: drilling and rehabilitation of boreholes, clean up campaigns, repairing of classroom blocks, construction of school latrines and repairs to portions of service roads. USAID approved the implementation of these activities and Mercy Corps has initiated the process of mobilizing local resources through stakeholder meetings. The program team has also worked with technical experts based at district levels for quantity estimation of materials that need to be procured. The procurement of requisite materials is

underway and implementation of activities is expected to start during month one of the forthcoming quarter.

Activity 3.4 Host exchanges between youth in urban and rural areas to develop a deeper understanding of the issues that affect youth in Zimbabwe:

No exchanges were planned for this period. The activity will be conducted later in the year.

Activity 3.5 Conduct information campaigns around National Youth Policy and the National Healing Framework

As part of making materials available for advocacy campaigns 600 t-shirts bearing messages drafted by the youth at the peacebuilding trainings were printed. These t-shirts will be distributed to youth who are bright spots in the program and those that have been contributing to the positive transformation of their communities. Availing of these information, communication and education materials is part of a broader advocacy campaign of the program. The expected outcome of this campaign is to ensure that youth have developed capacity to constructively engage with the relevant policy makers at both the local and national levels.

4. GENDER ANALYSIS

The project is making deliberate efforts to ensure equal participation from both men and women. During the quarter under review the number of women participating in project activities was slightly more than men and the ratio stands at 51:49 in favor of women. This is a slight change from the previous quarter where we had a slightly higher percentage of men. This could be an indication that project activities are deemed relevant and worthwhile engaging in by both young men and women as both sexes continue to prioritize their participating in the project activities. Young women are also taking up leadership roles in the groups that they are participating in especially the ISAL groups. We have also seen women taking a keen interest in vocational skills such as welding and fence making that are traditionally viewed as a preserve for men. On the other hand a few men have also taken courses such as interior décor and catering irrespective of the fact that these are predominately viewed as feminine trades.

5. ENVIRONMENTAL ANALYSIS SECTION

Activity	Mitigation action	Responsible Party	Monitoring/Verification Method	Monitoring Reporting Frequency	Progress Report Jan – Mar 2014
Borehole Drilling and Rehabilitation	Locate latrines and other polluting sources at least 30 meters from the borehole	District Environmental Health Officer, Local Leadership	Sanitary surveying of borehole sites with guidance from EMA and MOC and BRDC	Quarterly	Activity will be implemented in the forthcoming quarter as we were still waiting for the approval of Water Quality Assurance Plan
	Regular water quality testing for possible biological or chemical contamination	Mercy Corps Ministry of Health-DEHO ZINWA District	Water quality tests for adherence to Zimbabwe drinking water quality criteria and WHO Guidelines for	Quarterly	Boreholes are still to be drilled and rehabilitated

Activity	Mitigation action	Responsible Party	Monitoring/Verification Method	Monitoring Reporting Frequency	Progress Report Jan – Mar 2014
		Officer, Local Authority	Drinking Water Quality		
	Construction of impermeable concrete aprons and brick lined drains with soak away ditch and animal watering troughs	Mercy Corps, Youth, community	Visual inspections for adherence to guidelines in the GoZ Well Sinking Manual 1990	Quarterly	To be implemented with effect from the forthcoming quarter
	Controlled grazing around boreholes and separating human and livestock water access	Local leadership, youth, community	Visual inspections	Quarterly	Future activity
	Obtain sand and stones from EMA approved/registered sites	Youth, DDF, EMA	Visual inspections for adherence to SI 7: Environmental Management Act 2007	Quarterly	EMA has identified approved sites in BHR for sand and stones.
School Latrine construction	Locate latrines at least 30 meters downstream of known surface and ground water sources (through sanitary surveying conducted prior to rehabilitation)	District Environmental Officer	Sanitary Surveying of latrine sites	To be done once prior to construction	Latrines have been appropriately located with the guidance and supervision of the District Environmental Officer
	Dig latrine pits depth at least 1.5 meters of the highest water table.	DEHO, Builders, Youth	Site Inspections	To be done once during construction	Latrine pits were dug and inspections were conducted by the DEHO who approved the activity
	Grade, replant vegetation and construct drainage (to prevent accumulation of stagnant water and soil erosion) around the latrines	DEHO, BRDC, Youth	Site Inspections	To be done once during construction	Activity currently underway
	Sensitize school children on the proper use and	DEHO, SDC	Site Inspections	Quarterly	Sensitization sessions are on-going Hand washing facilities

Activity	Mitigation action	Responsible Party	Monitoring/Verification Method	Monitoring Reporting Frequency	Progress Report Jan – Mar 2014
	<p>maintenance of latrines</p> <p>Install hand washing facility</p>				are under construction together with the latrine super structure
	Obtain sand and stones from EMA registered sites as per Environmental Management Act Chapter 20:27 as read with Statutory Instrument 7 of 2007	Youth, EMA, BRDC	Visual Inspections for adherence to EMA Act	Quarterly during construction	EMA has identified approved sites and the youth are collecting sand and stones from these sites
Community Gardens	Construct latrines within reach of gardens	Mercy Corps, DEHO, BRDC, EMA	Site Inspection	Quarterly	Seven gardens have been pegged and maps drawn by the Department of Mechanization. Each Garden has a double pit toilet located within 30 meters of its reach and the toilets are also located at least 30 meters from the water sources. <i>(Please see annex 1 - sample of garden map)</i>
	<p>Promote Intercropping</p> <p>Apply appropriate soil and water conservation measures such as mulching, planting of vertiver grasses as stabilizing bund, live fencing, composting and use of contour ridges</p> <p>Plant trees provide fruit and shade for humans and livestock</p> <p>Rotate crops</p> <p>Intercrop with legumes or other nitrogen-fixing</p>	<p>Agritex, Youth, Local leadership</p> <p>Mercy Corps and USAID</p>	<p>Visual Inspection</p> <p>Site visits</p> <p>Document review</p>	<p>Quarterly</p> <p>Quarterly</p>	Activity will be implement with effect from the next quarter

Activity	Mitigation action	Responsible Party	Monitoring/Verification Method	Monitoring Reporting Frequency	Progress Report Jan – Mar 2014
	plants to provide green manure Practice low-tillage farming Training youth and community on integrated pest management techniques (IPM) Promote organic farming using improved seed, manure; using multiple cropping; Encourage planting during pest-free days to reduce the need for pesticides Non Use of Pesticides until Governing IEE (Initial Environmental Examination) is amended to include and or adopt an approved PERSUAP (Pesticide Evaluation report and safe user Plan)				
Classroom Block completion	Controlled Disposal through burying of waste materials (paint, chemicals) in concrete lined pits Perforation of empty chemical containers to avoid use for water and/or food storage.	Mercy Corps, EMA, SDC, BRDC, DEHO	Visual inspection for adherence to EMA Act	Ongoing during Construction	Sensitization of proper waste disposal has been conducted with the youth, school authorities and the builders. Mercy Corps and the District Environmental Officer are conducting site visits to the site for compliance. Activity implementation is still to be conducted and the project will closely monitor adherence to the provisions of the mitigation activities.

6. PLANS FOR THE NEXT PERIOD: April – June 2014

Objective 1: Increase youth's confidence to invest in their communities by supporting youth-led businesses.

- i. Conduct Farming as a Business Skills training for BHR youth and establish market linkages for agricultural produce building on the information obtained from the youth led labor market assessment
- ii. Monitor and support youth enrolled for Vocational Training Skills for CHT Youth
- iii. Assess alternative mechanisms of responding to the demand for vocational training skills in BHR
- iv. Life skills and psychosocial support training
- v. Conduct agricultural production skills training for youth participating in community garden activities

Objective 2: Strengthen capacity of youth, communities and local government to protect their communities

- i. Conduct Peace Ambassador's Training
- ii. Community Monitors' Training for evidence based advocacy
- iii. Conduct life skills and psychosocial support training

Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.

- i. Meetings with the Ministry of Youth and Parliamentary Portfolio Committee on Youth
- ii. Youth leadership and advocacy training
- iii. Stakeholder meetings on and implementation of community service projects
- iv. Campaigns on National Youth Policy

7. Annexes

Annex 1: Sample Community Garden Map

MINISTRY OF AGRICULTURE, MECHANISATION AND IRRIGATION DEVELOPMENT
 DEPARTMENT OF AGRICULTURAL MECHANISATION
 SOIL AND WATER – CONSERVATION WORKS (SOIL/WATER)

Farmer's
 NAME CHIDAMBOYO GARDEN VILLAGE DENGA
 HEADMAN MUDINDWA CHIEF NYASHANU
 BUHERA DISTRICT WARD 15

The map shows a rectangular garden plot measuring 50m by 50m. To the west of the plot is a 'MUSEMBO RIVER' with a 'gate' and a 'Toilet' nearby. To the east is a 'STORM DRAIN' and a '50m x 50m Garden Area'. A 'Rock out crop' is indicated at the bottom right. A north arrow is located in the top right corner.

Works design/approved
 By MURIRWA / MUSEMBO

Remarks Storm drain Construction to be commence as soon as possible

I ID as the owner/approved representative was present when the above were pegged. I understand the above statements and attachments, and undertake to complete the construction of the works within of the following date

Signed Mudinda Date 12/03/2014

N.B: While all care is taken in the pegging and setting out of soil and water conservation works, the Government can accept no responsibility for any matters arising therefrom except in cases of gross negligence attributable to a government officer and or employee. All persons utilizing the land for any purpose must comply with provisions laid down in the EMA Act and in the event of any contravention of the Act will be liable to any penalties arising therefrom

DISTRICT AGRICULTURAL EXTENSION OFFICER (ACCOUNTS)
 17 MAR 2014
 AGRIC-MECH Mw C
 ZIMBABWE

Annex 2:
Two stories from the field (attached).

Annex 3:
TYZ Mid-term Evaluation Report