



Trusting in Youth in Zimbabwe Project

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

Final Report



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List of Acronyms

BHR	Buhera District
BRDC	Buhera Rural District Council
CHT	Chitungwiza District
DA	District Administrator
DEHO	District Environmental Health Officer
FAAB	Farming as a Business
FGD	Focus Group Discussion
FST	Family Support Trust
GOZ	Government of Zimbabwe
GBV	Gender Based Violence
ICT	Information Communication Technology
IEC	Information, Education and Communication
ILO	International Labor Organization
IYB	Improve Your Business
M&E	Monitoring and Evaluation
NANGO	National Association of Non-Governmental Organizations
ONHRI	Organ for National Healing Reconciliation and Integration
PPCY	Parliamentary Portfolio Committee on Youth
TYZ	Trusting Youth in Zimbabwe Project
USAID	United States Agency for International Development
VFU	Victim Friendly Unit
WILSA	Women in Law in Southern Africa
YASC	Young Africa Skills Centre
YLMA	Youth Led Market Assessment
YETT	Youth Empowerment and Transformation Trust
ZINWA	Zimbabwe National Water Authority

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1 EXECUTIVE SUMMARY

This is an end of program narrative report of the Trusting in Youth in Zimbabwe (TYZ) project which was implemented by Mercy Corps Zimbabwe. The report gives an overview of the program's progress from the introduction in February 2013 until project close in January 2015. In this report, the contextual issues, with respect to the operational environment in Zimbabwe and issues affecting the Chitungwiza and Buhera districts are clearly detailed with particular attention to issues impacting youth. The basis of the conceptualization of TYZ rested in a needs assessment that was conducted in both BHR and CHT districts. The TYZ overall goal is then broken down into the specific objectives where the program's achievements and success are clearly defined and explained. An indicator based reporting approach was used to fully detail the successes of the program through various interventions conducted during the project implementation. On each indicator, a summary of achievements is given and more information is given on specific achievements generated from various activities implemented in both districts. A gender analysis section explains the intentions, achievements, and results in respect to the gender issues under the program. During program implementation, various challenges and lessons learned were realized and are incorporated in this report. Finally as supporting evidence of the successful implementation of the program, a summary of cumulative achievements and beneficiary success stories are included within this report.

Mercy Corps Zimbabwe implemented the two year project, Trusting in Youth in Zimbabwe (TYZ), funded by USAID/CMM from February 1, 2013 to January 31, 2015. The program helped youth form positive social connections and overcome divisions through a combination of interventions. The targeted participants were young men and women from two districts of Chitungwiza (CHT) and Buhera (BHR) ranging in age from 18 to 35 years old. The overall goal of TYZ was that Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives.

The project was implemented under the guidance of three distinct objectives:

- 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.*

Mercy Corps Zimbabwe, by the end of the project, reached 1705 youth (817 female and 888 male) with at least one project intervention, which surpassed the intended target of reaching 800 youth from both districts.

The TYZ program addressed the risk factors that led young men and women to join violent groups and/or participate in violent activities. A number of interventions were implemented under this program with the key results being:

- a) *Creating livelihood opportunities for youth to reduce financial pull of violent groups.*
- b) *Enhancing the capability of communities including the youth to detect warning signs of conflict as well as situations where youth were likely to engage in negative coping mechanisms.*
- c) *Fostering positive social connections through utilization of peer networks as well as creating opportunities for youth engagement with government and other critical non-state actors.*

During project implementation, a number of key milestones and achievements were reached by the project team in the quest of assisting youth to be constructive members of the community. Various challenges were faced during project implementation and a number of strategies were developed and adopted to address these challenges, thus ensuring the project's success in achieving its overall goal. Lessons learned were also drawn from the project as this was a pilot project, where Mercy Corps adopted and incorporated those during the implementation of the project. The TYZ theory of change was as follows:

If young men and women

1. Work together for improved economic opportunities they are likely to work together for peace
2. Are mentored by positive role models they are likely to use assets productively and are less likely to engage in negative behaviors
3. Engage constructively with government they will realize their voice and value, and begin investing more in their communities

2. THE CONTEXTUAL ISSUES

At the start of the project, the Zimbabwean operating environment was generally stable but was characterized by tension due to imminent elections in 2013. The announcement of July 31, 2013 as the election date saw an intensification of campaigning by candidates. The incumbent ZANU-PF government was elected amidst a number of irregularities cited by various election observers, including international bodies and opposition parties in Zimbabwe.

With such a turbulent political environment, more business closures were witnessed resulting in job losses and thereby leaving more and more people unemployed and struggling to feed their families. Young men and women were extremely affected and due to high levels of youth unemployment were left idle. The Zimbabwean national unemployment rate was highly politicized and ranged from the government figures of 4% to other figures which were upwards of 95%. The secretary-general of the Zimbabwe Congress of Trade Unions (ZCTU) in 2012 had estimated that the unemployment rate was actually between 80% and 90%. The country's National Association of Non-Governmental Organizations (NANGO) also suggested that the overall unemployment rate stood at 95%. In any case, unemployment levels were high and youth were the most affected.

Youth in St Mary's, Chitungwiza, one of the project implementation areas, were highly impacted by these levels of unemployment. The reality of St Mary's at the start of implementation was grim. It was known to be a hub of crime with over 2,670 criminal cases reported in 2012, drug and substance abuse, prostitution, overcrowding/overpopulated with an average of 4 families living in an incomplete 3 bedroom house. Cases of gambling and HIV/Aids were on the rise in the area. The area was characterized by demolitions of illegal structures (squatter camps) further compounding the problem of housing and overcrowding into the remaining legal structures. According to records from the Ministry of Youth, Indigenization and Empowerment, St Marys' had an average of 700 youth in each of the 25 wards, translating to about 17,500 youth, most of whom were unemployed and had dropped out of school following the privatization of education and the economic meltdown. The idleness in the area accounted for the dominance of various social vices.

With a rural background, in Manicaland Province, approximately 220km from Harare is the dry district of Buhera. With 33 wards, Buhera is characterized by poor rainfall patterns whilst the majority of the population is mainly dependent on agriculture. This was one of the districts where the TYZ project was implemented. Prior to 2013, indications were that a sizeable number of the population required food aid as the district received erratic rainfall, thereby negatively affecting crop yields. Due to the failure of the previous agriculture season, the GOZ was also increasingly concerned about assessing the extent of food shortages and registering households for food aid and input distribution for the forthcoming season. One of the wards participating in the project was singled out in BHR as being needy and was on the list of 16 out of 33 wards of the district that would benefit from food aid. It was estimated that over 2 million people required food aid.

In addition, in Buhera (BHR), it was found that an average of 52% of the youth population had access to land while the remainder did not have access to land. It was also noticeable that of those who had access to land, the average land size was 1.9 hectares and much of it was not fully utilized due to inadequate productive resources such as draught power and farm implements. This negatively affected the income generating capabilities of the BHR population, thus exposing the population to poverty and food insecurity. To worsen the situation, only 21% of the population engaged in communal gardening as a source of food and income, while the other 79% did not have any sustainable income generating activity.

The national crisis of unemployment did not spare the youth in BHR district either. Without access to farm land and employment opportunities, youth in Buhera were left vulnerable to political manipulation and high levels of frustration. Politics in Buhera are very diverse and sensitive. In 2008, the level of political violence in the district led to the deaths of various opposition political party supporters. Due to different political affiliations and memberships, families lost their members due to political violence as opposition political members were targeted. Each major political party considered its political ideology to be more credible and worth supporting and anybody with a different view was treated as an enemy. Political violence was promoted mainly by politicians using youth to attack each other. A common ground for reconciliation did not exist and this left communities divided post-2008 elections. The district

was in extreme need of peace building and reconciliation in order for people to constructively work together regardless of social and political background and differences.

From a social point of view, economic challenges in both BHR and CHT caused youth to take extreme measures to survive. As a means of income generation, young women engaged in commercial and transactional sex to meet their basic economic needs. Rates of drug and alcohol abuse also rose among young men in both districts.

It was evident at the start of project that the youth in Zimbabwe were vulnerable to political manipulation which pushed them to perpetrate violence in return for meagre returns. High levels of drug abuse and alcoholism amongst youth were often cited as those who were involved in violence were allegedly drunk. It was perceived that politicians continued to use or manipulate youth to engage and pursue their different ideologies. Political leaders would manipulate the youth in the communities to use violence and instigate fear among community members if community members did not comply with their political ambitions and paradigm. Ward based political structures were used in the various communities where groups of politically motivated youth would be given alcohol and have financial promises so that they can stop or destruct any constructive development that maybe related to the opposition parties. Such circumstances indicated the need for intensification of interventions such as those of the TYZ project.

3. THE TYZ PROGRAM GOAL AND OBJECTIVES

Trusting in Youth in Zimbabwe set out with the goal to ensure that “Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives”. The project goal was achieved under three main objectives:

- 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.*

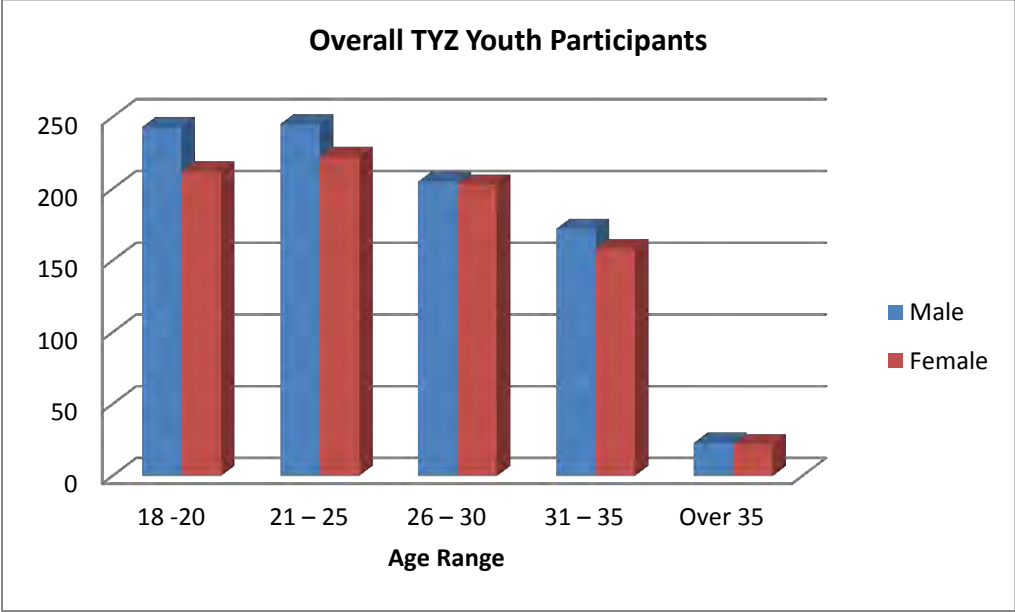
Indicator: Number of people from ‘at-risk’ groups reached through USG-supported conflict mitigation activities

Trusting in Youth in Zimbabwe was able to reach 1,705 youth (888 male and 817 female) through a number of project interventions. The project focused on two highly polarized and politicized district areas of Zimbabwe, namely Chitungwiza and Buhera. The baseline findings for these areas indicated that youth had low levels of hope for the future, justified violence as a means to solve problems and engaged in a number of risky behaviors. Through project interventions, youth perceptions of self and

their ability to impact the environment around them as well as others’ perceptions of youth began to shift (see table below).

Given the sensitivity of working with youth in Zimbabwe, TYZ took an integrated approach to peacebuilding, resting in the understanding that peace was not feasible if the basic needs of youth were not satisfied. By enabling youth with trainings in life skills, business entrepreneurship, leadership, and peacebuilding, they were able to begin to put the trainings together to positively change their lives and their communities. The project activities and achievements that youth participated in are highlighted in the following sections under the three objectives of the project.

Figure 1: Youth participants in one or more interventions



Percentage change in youth who report engaging in or approving of political violence

Indicator Time Frame	Result Rating
Baseline	24%
Overall Program Target	135 youth
Mid Term Evaluation	10%
End Of Program Evaluation	2%
Percentage Change Decrease	90.9%

Results from the Mid Term Evaluation showed that only 10% of youth still felt that there were circumstances when the use of violence could be justified. Although there was an improvement from the baseline prevalence of 24%, efforts were made to establish the circumstances in which youth felt violence was justifiable. Results from the End of Project Evaluation showed that only 2% of the youth who had attended at least one project activity reported in engaging in political violence. A total 90.9% reduction in youth approving violence was seen from the baseline to the end of project.

In both Chitungwiza and Buhera, there was a significant change which was realized in project participants respecting each other regardless of their political differences. Youth from both districts testified that they used to fear some of the youth who were also registered under the program because of their violent tendencies. Throughout project implementation, youth who were seen as perpetrators of violence began to change their behavior and are now working well with other participants, visiting each other, and sharing ideas. Due to the political operational environment, at first, some youth did not participate in the various project activities; however, as their counterparts were now showing a change, one of the participants had this to say:

“When you came to my ward in 2013 talking about a youth project I decided not to enroll for it and I did not even want to be associated with anything to do with the youth. I was afraid that if I signed up for the project I would end up being used to beat up and burn houses of opponents of some politicians. I was skeptical that at the youth project meetings I might even be beaten up. But now I have realized that this project is for good things that is why I am here today. Now I am regretting all the time that I lost thinking that this was just another trick to drive youth into violence” (sic) commented, Chiedza, a female participant at the community review meeting held in Buhera in September 2014.

Through project interventions it came out quite clearly that the TYZ project had unified youth as they could work together in groups irrespective of their political persuasions. Youth clearly stated that before the project, association was based mainly on the knowledge that youth belonged to the same political party. However, as a result of the TYZ project, youth came to the realization that they can cooperate and work together irrespective of divergent political viewpoints. The TYZ project successfully managed to unify youth that were previously violent and polarized across lines of divisions to develop themselves and their communities.

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

Summary of Activities

- 18 youth (9 female and 9 male) from both districts participated in the Youth-Led Market Assessment (YLMA) for Economic and Market Environmental Scanning.
- 454 youth (223 female and 229 male) participated in the Business Management Skills Training (Generate Your Business Ideas, Business Planning, Improve Your Business)
- 88 youth (50 female and 38 male) from both districts participated in the Improve Your Business (IYB) training course.
- 185 youth (105 female and 80 male) from both districts graduated with nationally recognized certificates in various disciplines after successful completion of vocational training.
- 155 youth (118 female and 37 male) from both districts continued to participate actively in 19 ISAL groups with a total book value of USD 8,881
- 45 youth (18 female and 27 male) participated in the fence making training in BHR.

- 282 youth (103 female and 179 male) constituted by members and non-members of community gardens from BHR participated in a practical course in organic farming.
- 52 youth (23 female and 29 male) and ten adults (7 female and 3 male) received horticultural training in BHR.
- 152 youth (83 female and 69 male) and 18 adults (6 female and 12 male) received livestock production and management training in BHR
- 162 youth (104 female and 58 male) are members of the nine community gardens and are producing vegetables for household consumption with small quantities being sold.
- 83 youth (41 female and 42 male) received further coaches' training on life skills and psycho social support.
- 104 youth (64 female and 40 male) participated in a life skills training using a methodology that was developed by a consultant of the MAP4Life Institute which covers the Southern African region, offering a product called named Map4Life. This emphasized on the development of youth personal life plans.
- 904 youth (419 female and 485 male) from both districts participated in two separate inter wards psychosocial support sports tournaments.

Objective Indicators

1.1.1 The Number of young people completing USG-funded workforce development programs

Summary Results:

- 1705 youth from both districts participated in various activities under the TYZ project.
- Of these beneficiaries, 888 were male (**52.08%**) and 817 were female (**47.92%**).

1.2.1 Number of new groups or initiatives created through USG funding dedicated to resolving conflicts or drivers of conflicts

Summary Results

Indicator Time Frame	Result Rating
Overall Program Target	16 groups
End Of Program Results	34 youth groups or initiatives created
Absolute Success Rate	212%

1) Nine Groups form Community Gardens as an Income Generating Activity

Youth from BHR participated in creating gardens that they established in their respective wards as income generating activities. The gardens in Wards 13, 14 and 15 were fully flourishing which marked an improvement in the reduction of poverty and unemployment. Young men and women in Ward 15 earned income ranging from \$20.00 to \$50.00 per day per garden depending on the agricultural season and level of sales in the market. With some groups with 10 members, on sales

peak days, income per capita would range from \$5.00 to \$6.00. Some groups had effective production with a variety of products such as vegetables-tomatoes and onions, an increase from a zero dollar income earning lifestyle was seen. Some youth would individually earn a disposable income of as much as \$23.00 in two days through their sales of vegetable produce. Success points noted from participants were:

- ✓ Youth from different backgrounds were now working together and related more with each other in planning for the sustainability of their gardens.
- ✓ A few disputes arose during the group and garden formulation process, however, the members resolved these amongst themselves. Conflicts were effectively managed and did not affect the group members' relations.

2) Eight Life Skills Ward Based Groups formed around Sports Engagement

The introduction of sporting activities under the TYZ program was welcomed by youth in both CHT and BHR as one way of cementing relationships as they were now relating and socializing with youth from other wards through sport. The sporting events brought an opportunity to socialize and taught participants how to cooperate and compete fairly. Sports were the main tool that brought youth from different wards together to work collectively and resolve any differences that might cause conflicts.



CHT youth during a vocational skills training

3) Nineteen Groups form ISALs

A total of 19 groups emerged from the ISALs trainings. These groups were centralized on lending and savings. In general women in both districts were more involved in ISALs as compared to their male counterparts. Groups that were more vibrant and sustainable were groups that involved older age groups (24-35) as compared to the younger (18-23) age groups that constantly required monitoring after they started saving. Most of the youth who engaged in ISALs worked together despite their differences and this component brought about trust among the youth involved.

1.2.2 Number Youth-led businesses started

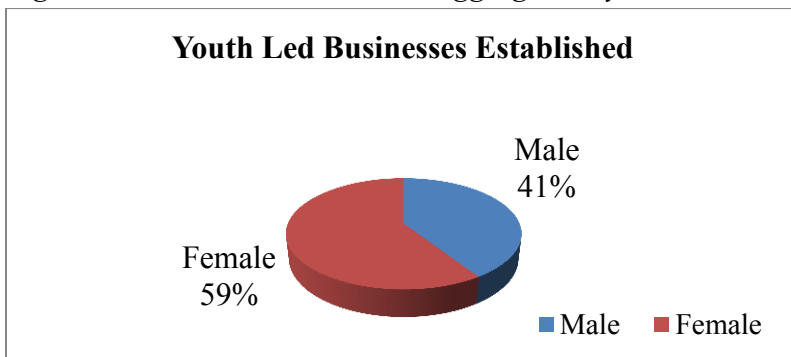
Summary Results

Indicator Time Frame	Result Rating
Overall Program Target	50 youth led businesses
End Of Program Results	98 youth led business started
Absolute Success Rate	196%

- Youth business partnerships and groups emerged
- Business networking amongst the youth was established

A total of 98 youth led business entities were started as an outcome of the various interventions of the TYZ project. 59.18% of the businesses established were female led whilst 40.82% were led by men. Due to the nature of the socio demographic distribution, young women proved to face economic hardships earlier than their male counter parts. It was found that the female youth were much more likely to start their businesses and properly manage them as it provided a source of income for their families and reduce the level of poverty.

Figure 2: Youth Led Business Disaggregated by Gender



The new businesses established ranged from cross border trading, petty trading, gardening, brick molding, livestock rearing, hair dressing outlets, dress making, trading of ICT consumables and art crafting. In BHR, most established businesses were agricultural related as youth were much more exposed to agricultural practices and business opportunities, unlike the CHT business environment which was characterized by extreme competition and market fluctuations. Youth in CHT therefore mainly resorted to trading (cross border trading, dress making and hair dressing).

Outcomes realized:

- Youth properly recoded their business transactions using proper accounting recording systems.
- Youth managed to return their profits into the business to sustain them and widen their product range.
- Business networks were created in both districts for sharing business ideas

In CHT, youth significantly increased their income generating capabilities with two young men aged 23 and 25 started operating a new art craft business selling their products to their cross border youth counter parts. The young men would earn an average sales of US\$240 per fortnight collectively depending with the sales order and products sold. Initially they did not operate any business and had now other earns to sustain them. Today, their means of living has significantly improved and changed. The two are also looking for sales orders to sustain themselves and their young families.

The Youth Led Market Assessment (YLMA) directly conducted by project participants, uncovered opportunities for self and job employment and the findings helped youth to establish their own businesses. Youth were richly capacitated with business management skills which gave them confidence to start their businesses as they were made to realize that starting businesses does not require a lot of capital at once, but businesses start small. As a source of funding, youth integrated with ISALs, an initiative which is discussed later in the report.

In BHR, some young people became budding farmers in Ward 15 of BHR. Although they were doing some gardening activities before the program, the business training challenged them to venture into high value crop production. Instead of only waiting for buyers to come to their fields, they were challenged to change their business models as a group and aimed at selling by going to the market places in Murambinda Growth Point. Through the Murambinda Growth Point, their sales increased and at a later stage they began specializing in highly paying crops, following market driven cropping calendars. The youth involved could also calculate and present their profit and loss accounts as well as keep records for their farming operations.

Vocational skills’ training was one of the livelihood components that motivated and encouraged youth to establish their own businesses. In both districts, women who were previously housewives could begin to contribute to the family income through the IGAs. Portia Zulu a youth from CHT said that,

“I am now capable of assisting my husband as a wife in generating income to cater for our family needs as I have opened my hair saloon outlet. This was after attaining knowledge and skills from the vocational skills training offered to us by Mercy Corps.”

1.3.1 Percentage change in the number of youths demonstrating positive long-range ‘personal planning’ reaching beyond the duration of the program.

Summary Results:

Indicator Time Frame	Result Rating
Baseline Percentage	84%
Overall Program Target	800 youth
End of Program Results	871 youth
Absolute Success Rate	109%
Percentage Change Increase	+29.6%

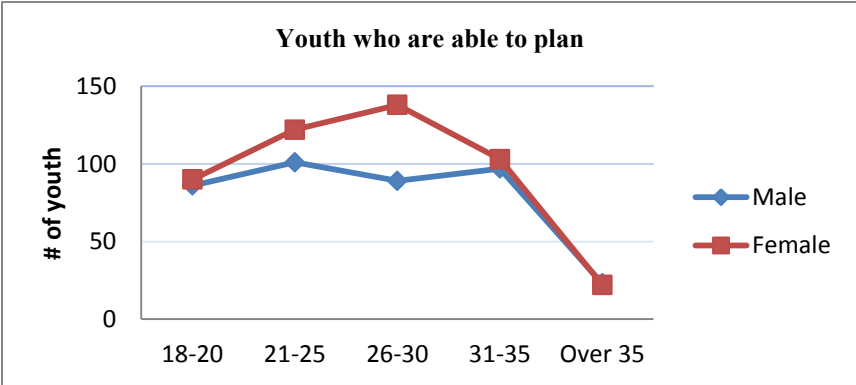
At baseline, 84% demonstrated positive long range personal planning reaching a total number of 672 youth. By the end of project, a total number of 871 youth demonstrated long term planning reaching beyond the project. A total of a 29.6% increase in youth who were demonstrating their ability to engage in personal planning was achieved.

Youth, by end of the project, especially those who had started ISALs and businesses, understood the time value of money, where they noted that getting a \$100 today would make them invest it in their business or ISAL borrowings. The seeded \$100 would then yield much more interest in the future through savings and borrowing or profit. An example of this is Tawanda Mazibiye, a youth from CHT, who noted that his plans were now forecasting into a two to three year future life span where once receiving a \$100, he would buy more machinery and equipment for his barber shop which he established as a result of the business training. The equipment bought, if used effectively, would then return his invested \$100 plus more profit to be earned in the future. He cited that this is also a way that he can establish his brand name and increase his sales to an average of \$30 daily when sales are at peak. He also planned to employ one employee and expand by integrating a hair dressing saloon targeting women by collaborating with the young women who had received vocational skills in hair dressing.

Through the various interventions under the TYZ project, youth are now able to show long term planning in individual skills development, employment, livelihoods and their social life reaching. A summary and indication of these achievements appear below:

- 98 youth established businesses being operated in various business sectors facing different environmental factors.
- 19 groups developed from the ISALs were still saving and lending their money for financial sustainability. Borrowing and lending of money, even after the end of the project, continued, with some groups adjusting their interest rates and borrowing cycles. Some groups had also incorporated community elders in their groups as they bring in stability in group dynamics.
- 185 youth managed to finish their vocational skills training and graduated with nationally recognized certificates. In CHT, more than 50 youth were now working with their business mentors from the vocational training whilst others started their own business.
- 104 youth developed personal goal mapping frameworks and groups to assist other peer networks in developing career path and hygiene road maps. The goal setting mapping exercise focused on daily, weekly, monthly and yearly planning and goal setting. Youth then developed ward based purpose clubs where they will meet fortnightly to help each other assess their projects in achieving their personal goals. This was achieved through the Life Skills MAP4 Life Trainings.

Figure 3: Youth Demonstrating positive long range personal planning



There was not much difference in this indicator in terms of gender from the ages of 18-20 years as men and women exhibited similar thinking in long term planning. A significant change was noted in the age range between 21-25 years and 26-30 years respectively. More women were engaged in activities that proved their ability to plan way beyond the project's close out period. Young women enrolled themselves into groups and networks where they would share ideas for generating income. In BHR ward 15, a business group, Kumboedza, owned by a group of 12 females, started a poultry production business with 100 chickens. The group employed mukando (ISAL) to raise their initial capital through savings of \$10.00 per head. Proper group formulation processes were followed with the designing and signing of the group constitution and development of a leadership structure to manage the business continuously was seen. Their level of commitment was seen as they face various challenges during the group formulation and market forces such as the unavailability of day old chicks. However, to withstand such shocks the group managed to devise other strategies of expanding their production and venturing into other business products such as trading of vegetables and kapenta fish within their ward.

Yeukai Marukutira and Faith Warimba from Ward 7 were some of the women who were involved in the carpentry business as a group of 6 females and 2 males who have been repairing wardrobes, making stools, pushing trays and television stands. Today the group aims to develop and continue operating for their sustainable development as they have already established networks with potential customers around Murambinda growth point to expand their market base and increase sales.

- PSS and Life Skills training through sports resulted in youth developing community based groups where social and personal issues could be shared and discussed. At project completion, the youth were still using the ward based sports games and training sessions to meet and discuss various cross cutting issues through the peer to peer network and they aimed to continue beyond the end of the project. In CHT, youth planned to develop a St Mary's netball team that aimed at competing with other well established sports teams in Harare. The young women engaged a former national player to help them establish their netball team and engage in various tournaments.
- Youth developed ward based community service committees which were responsible for developing schedules for their community service. Through leadership training and engagement with the CHT Municipality for those in CHT, Ward Based Committees engaged with community leaders when they periodically cleaned their communities. Youth even organized a mechanism of collecting community service cleaning materials and equipment received under the TYZ project and they were shared by any community member who wished to clean the community. The materials are kept at the Ward 2 and 4 local schools, Ward 5 church, and CHT Municipality Health Offices.

1.3.2 Percentage change in the number of youth who are able to save money

Summary Results:

Indicator Time Frame	Result Rating
Baseline Percentage	40%
Overall Program Target	645 youth
Mid Term Evaluation	60%
End of Program Results	422 youth (151 male and 271 female)
Absolute Success Rate	65.43%
Percentage Change (Increase)	+63.57%

- 454 youth (223 female and 229 male) participated in the Business Management Skills Training
- More than 200 youth trained in ISALs
- 155 youth actively participating in ISALs
- 19 groups were established and functional
- Total book value savings of ISALs of US\$8,881.00
- Personal savings by youth at households were being demonstrated

At the baseline stage, 40% of youth were able to save any amount of money, a number representing 258 youth. At the midterm evaluation, 60% of youth were able to save an average of \$57 per month. By the end of the project, 422 youth proved to be able to save money, with an average of \$77 per month. There was a 63.57% increase in the youth who were able to save money.

One young female attributed her enhanced ability to save to the business training where they were urged to separate business money from money for personal or day to day household use.



BHR youth during an ISAL Group Meeting

“We were taught not to eat into our profits but to save and reinvest business money. One thing also taught was that we are our own household thieves if we eat our profit -that is business witchcraft.” (sic)

To complement the business training, youth were also trained in ISALs. A total number of 155 (102 female and 53 male) youth formed 19 ISAL groups with a total book value of US\$8,881. This represented an average increase of 17% or a \$10 on average savings per individual per quarter. Only an overall rate of 8% in ISAL group membership reduction was seen in the last quarter of project implementation and this was attributable to relocation and changed priorities by those who dropped out.

Members of the ISAL groups who also had micro-enterprises continued to grow their businesses, making use of the funds borrowed from the groups.

“When I joined the ISAL group I had five chickens. I used my loan to buy more chickens which I later sold at a profit. After a few months I had bought goats that I fattened for resale. I used the money that I earned from the sale of my six goats to buy cows. Now I have two cows and I intend to grow my herd in the few coming months,” remarked Bybit Chikonzo, a member of the Kuguta Kushanda Stars ISAL group in BHR.

1.4.1 Percentage change in number of youth achieving greater economic independence as a result of income generation activities.

Summary Results:

Indicator Time Frame	Result Rating
Baseline Percentage	57%
Overall Program Target	551 youth
Mid Term Evaluation	70%
End of Program Results	637 youth (267 male and 370 female)
Absolute Success Rate	115.60%
Percentage Change (Increase)	+102.22%

At baseline, 57% of the youth reported to have started some income generating activities at some point in their lives. By the end of the project, 637 youth had gained economic independence as a result of income generating activities. A 102.22% positive percent change was achieved in the increase in the number of youth who demonstrated that they can financially sustain themselves through income generating activities.

In both districts, ISALs enabled a number of youth to start some businesses and the business training capacitated them to run the businesses professionally, which means that many of the youth are increasingly enjoying economic independence.



BHR Established Community Gardens

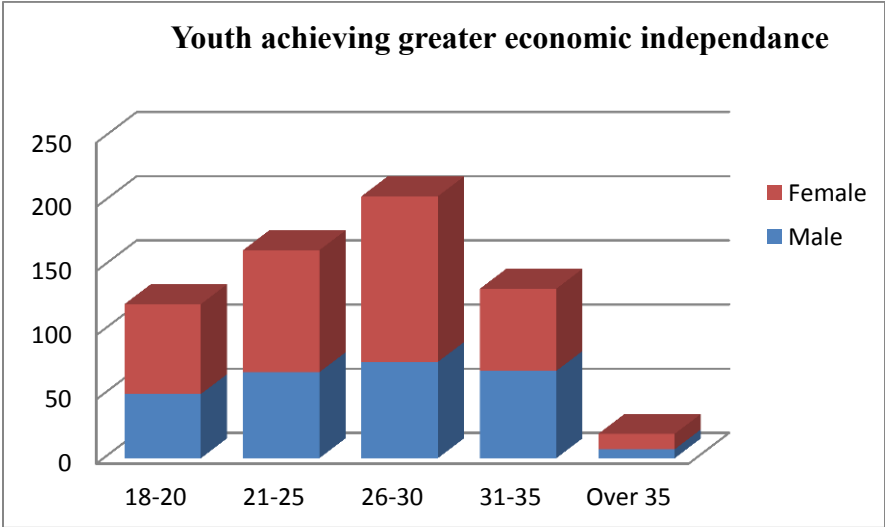
In Buhera, youth established their own community gardens in their respective wards as income generating activities. Before the establishment of the gardens, both male and female youth underwent a fence-making training which equipped them with skills in making garden fences for selling within their Wards and for their own consumption at the Ward based gardens.

It was clear that apart from the money realized from selling the garden produce, the gardens themselves enabled youth to work as a unit, respecting their garden leadership. In Ward 15, youth were very happy to have a garden established specifically for them, where

they could meet and discuss issues that affect them as youth. Their gardens were made from treated poles and fences which ensured the produce was secure, unlike prior to the TYZ program where youth were using bushes as fences, and therefore, were at risk of losing their produce to unmonitored livestock.

The distribution of youth demonstrating greater economic independence was as follows:

Figure 4: Youth demonstrating achieving greater economic independence



1.4.2 Percentage change in the number of young people in target communities who feel they have something to lose if violence breaks out

Summary Results

Indicator Time Frame	Result Rating
Baseline Percentage	78%
Overall Program Target	800 youth
End of Program Results	1705 youth (888 male and 817 female)
Absolute Success Rate	218%
Percentage Change (Increase)	+173.24%

During and after project implementation, youth who had participated in at least one of the project’s intervention activities from both BHR and CHT felt they had something to lose if violence breaks out in their respective areas at project completion, compared to a baseline of 78%. Youth, by the midterm and end of the project, indicated that violence would hinder the business they started, some feared loss of livestock to thugs, loss of human lives, loss of creditors “*vatiine zvikwereti navo, inobva yafa yakaloder*” (for those who owe us money, they will die with our credit or would have every reason not to pay up their credits). *(sic)*

Bennigna Amoda (35) a youth from CHT said that she benefited from the conflict management because prior to the program, she used to contribute to violence, but nowadays she is a peace

maker courtesy of the program, because of a conflict mitigation workshop they had with ONHRI.

It was also seen that through the engagement of sports, youth from different backgrounds managed to work together regardless of their political differences. Sports were used to bring together youth to share a common ground, which in the past didn't happen due to the political incidences which occurred in the 2008 and 2013 elections. In Ward 7 of Buhera, testimonies from local leaders, councilors, youth, and elders in the community revealed that the Ward was now at peace.

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

Summary of Activities

- 231 youth (104 male and 127 female) from both districts received training in Peace Ambassador Peace Building Trainings.
- 155 youth (118 female and 37 male) from both districts continued to participate actively in ISALs. In total, 19 groups were formed.
- 83 youth (41 female and 42 male) received further coaches' training on life skills and psycho social support.
- 104 youth (64 female and 40 male) participated in a life skills training using a methodology that was developed by a consultant Map4Life Institute in the region named Map4Life, which emphasizes the development of personal life plans.
- 904 youth (419 female and 485 male) from both districts participated in two separate inter wards psychosocial support sports tournament.
- 49 youth (33 male and 16 female) participated in an Awareness on Gender Based Violence Workshop.

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

A consultant was hired to assess the feasibility of setting up a EWER system in Zimbabwe as part of the TYZ project. Discussions by the consultant with UNDP incorporated Church and Civil Society Forums, representatives of government ministries, NGOs and youth from both BHR and CHT. At a general level, the assessment found out that without government support, a EWER system would not be effective in Zimbabwe and therefore recommended that the project discontinue pursuing a EWER system that monitors violent conflicts and supports a community hazards monitoring system. The project largely adopted these recommendations and worked towards community monitors. The idea then supported youth to monitor and document community hazards that affect them in their communities and to organize advocacy platforms where they used the findings of their monitoring activities as evidence for the issues that they advocated for.

The Community Monitoring/Mapping Exercise

A community monitoring training module was developed and used to conduct trainings for youth who participated in peace building, leadership, and advocacy trainings.

Youth were able to develop a toolkit and an action plan on how to run a community monitoring systems on issues that concerned them. 81 participants (28 male and 53 female) attended the training in BHR and 63 participants (29 males and 34 females) attended the training in CHT.

Young men and women from CHT identified youth unemployment and alcohol and drug abuse as the main issues affecting youth in their area. Findings of this mapping exercise were presented at a youth meeting with local councilors. The youth put forward their suggested recommendations that they wanted their respective councilors to take up.

For youth unemployment they suggested the following:

- Providing youth entrepreneurs with information on ways of regularizing their micro businesses in tandem with local council's by-laws.
- Designating industrial and non-industrial land for youth led micro-businesses at a ward level which are priced at affordable rates for youth.
- Pushing for council budgets to include funding for youth entrepreneurial development.

The following recommendations were put forward for combating drug and substance abuse by the youth:

- Supporting a district wide youth-led initiative to raise awareness on the dangers of drug and substance abuse.
- Pushing the council to prioritize allocation of resources in the City Health and Community Services Departments as the key players in fighting drug and substance abuse.
- Ensuring that the City Council outlaws the allocation of business and residential stands on land that is meant for community reactional facilities.

The councilors who participated in the meetings were expected to take forward the youth concerns and recommendations to their respective community leaders and Local Municipality and Government Officials. The councilors acknowledged that they had forwarded the youth's concerns and contribution; however, response to the community and youth from the officials had not come yet.

2.2.1 Number of people attended activities geared towards strengthening understanding and mitigating conflict groups

The output, outcomes and impact of this indicator were based on the activities highlighted in Indicator 2.2.2.

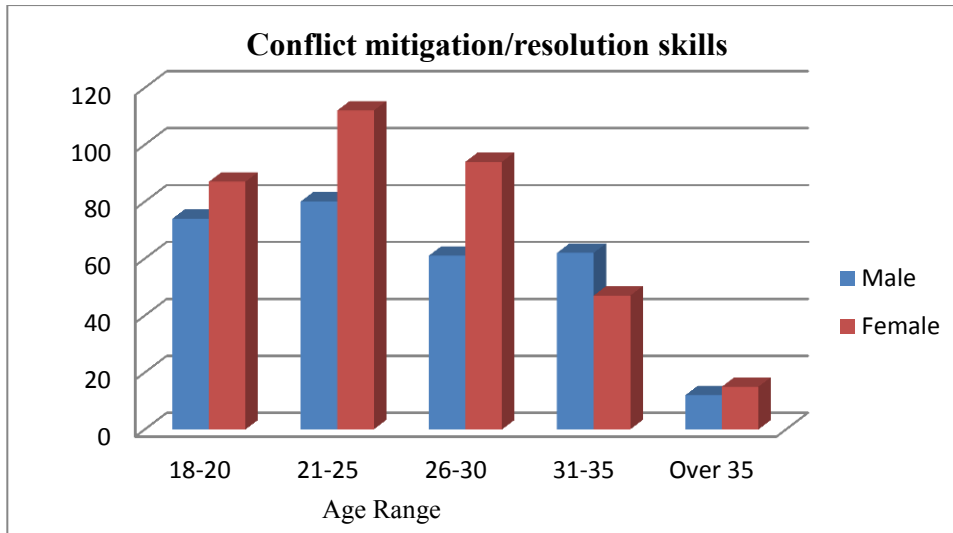
2.2.2 Number of people trained in conflict mitigation/resolution skills with USG assistance

Summary Results:

Indicator Time Frame	Result Rating
Overall Program Target	400 youth
End of Program Results	644 youth (289 male and 355 female)
Absolute Success Rate	161%

To achieve this target, two training tool kits on Youth Peace Building and Youth Advocacy were developed. The toolkits consisted of a standard collection of concepts and techniques, which were applied in the peace building and advocacy trainings. The figure below shows the distribution of the youth who attended the various activities.

Figure 5: Distribution of youth trained in conflict/mitigation resolution skills



After the project, regardless of age, sex or political background, 664 youth out of an overall project intended target of 400 youth demonstrated an understanding on using accommodation, collaboration and mediation as conflict resolution techniques other than violence.

For instance, in BHR, youth used to face challenges on issues related to community resource sharing, such as community gardens. It was difficult for the young people from different cultural and political backgrounds to face each other when there was a misunderstanding. Usually, the young men and women would end up either dissolving the partnership or it ended in violence. Initially, the allocation of land portion to farm caused tensions as some would prefer portions with better soil structure and terrain. Even in the allocation of duties to conduct manual work of clearing shrubs and stones in the gardens, conflict would arise. However, by project end, youth were sharing land portions and differences were

being solved diplomatically. Youth-led committees with mixed personalities and mixed genders were developed to manage and effectively manage issues that would likely bring tension and conflicts. If the



BHR youth during a Sports Tournament

issue proved to be quite complicated, youth would use the conflict management strategy of consulting with elders or community leaders to assist.

In CHT, the ability to resolve conflicts was seen to be evident during the youth community service clean up campaigns through the distribution 8,200 plastic refuse collection bins branded “Yes Youth Can, Keep Chitungwiza Clean” to more than 7,500 houses and various institutions and centers such as schools, hospitals, clinics and business centers. The timing of the distribution process brought about arguments. Initially

some youth resorted to shouting and using indecent language due to anger and frustration. After the project’s conflict training, youth were seen to be more polite and maintained a controlled temper when discussing with others, showing an increased understanding in the effects of their actions.

Sports brought together various youth from different locations and even some youth who initially did not want to participate in the TYZ program. For the youth who had joined the project at a later stage, it was noted that they appeared influenced by their counterparts.

A noticeable event in Chitungwiza came about from a decision made by an official during a soccer match, which was unfavorable to the other ward. A great deal of tension rose because of the incident but the youth collectively resolved the error by accepting the decision made. Other community members, who were not active under the program but who were observers of the match, instigated violence. However, with their respective Ward Sports Leaders, youth who had attended the TYZ activities, showed maturity in resolving conflicts by explaining to the other members that the use of violence and emotions in resolving this conflict was not a solution. A young man even went to one of the elder community members who wanted to use violence and showed his t-shirt message, “*ndiri mumiriri werunyararo*”, “*I am a Peace Ambassador*”. The young man further went on to the Public Address System and reminded everyone that the sports tournament had a theme, “*Play sport, Make Peace*”.

2.3.1 Number of Peer to Peer Networks Established (Community protection mechanisms in targeted communities supported with USG assistance)

Summary Results:

Indicator Time Frame	Result Rating
Overall Program Target	16 peer to peer networks
End of Program Results	12 peer to peer networks established
Absolute Success Rate	75%

Various project interventions resulted in the development of youth peer to peer networks as mechanisms for protection in the communities. The networks were used by the youth as Ward based group meetings and systems to assist each other in issues affecting them. The peer to peer networks were all ward based and were as follows: ISALs groups, a gender based violence youth training system, business clusters, psychosocial and life skills coaching, MAP4 Life community purpose groups, ward based community based gardens, community service committees, ward based sports leagues, community mapping teams, community empowerment teams through project MomMa, and ward based health and hygiene youth promoters.

The following were the outcomes of the 5 network systems developed:

- **ISAL group membership:** ISAL trainings led to the development of 19 savings groups. From this activity, it was noticeable that youth from other groups would interact and share ideas on how they were managing their groups. Irene from Ward 4 CHT, highlighted:

Our ISALs groups are no longer just for saving and lending money but we are also discussing other various life issues that affect our living in our families as women who are married and girls who are not yet married. We have also noticed that other ISALs group members are also doing the same.”

- **Improve Your Business Group Clusters:** Youth who had established businesses managed to develop business clusters where real business issues were discussed. Youth also managed to use this platform to motivate each other in business related issues and establish mentoring as big brothers/big sisters. Gift Karimanzira, a 35 year old youth from CHT Ward 5 who specializes in Art Craft business said:

“The initiation of business group clusters has motivated me to develop relationships with other younger youths in our Ward whom I initially viewed as competitors. My thinking was that if I assisted them in improving their crafting skill, then I will create competition for myself. Right now I have trained the young ones in designing the art and they are also assisting me with information about the market and new ideas. We share a lot.”

- **Community Service Groups:** Youth managed to develop networks through the implementation of their community services activities. With the objective of finishing their toilet latrines in BHR, youth developed a network system where they would encourage each other to positively contribute in developing their communities. This network system was used mainly by the elder youth (25-35 years) in motivating their younger counterparts to feel as part of the community by positively engaging in such community development activities.
- **PSS and Life Skills:** Youth, on different days, met for their sports practice sessions during the sports league games, the youth coaches (peer educators) would first assemble other youth for a mini lecture or discussion, which usually did not last for more than 45 minutes. Various sessions

were conducted as the youth were trained and equipped within their wards with various psychosocial support and life skills information and knowledge. This fostered positive transformation and self-awareness on behavior change, risk avoidance, interpersonal skills, leadership and healthy decision making lifestyles.

- **Community Empowerment Through Project MonMa**

One of the components in the TYZ program that brought about emotional peer to peer networking was a visit from the women of Project MonMa. This was a team of young women who had come to Zimbabwe to complete a bike ride from Harare to Bulawayo to raise awareness about women's empowerment. The women were from diverse backgrounds, but met each other through their travels and were brought together by their mutual interest in the stories of women around the world.

It was a great opportunity for the Project MonMa visitors to hear from young Zimbabwean women and young women who came together to talk about their experiences. The young women shared their stories and they came prepared with poems and written pieces about their lives, their sisters' lives, and their mothers' lives. The visitors were able to share with representatives from the Ministry of Women's Affairs and Ministry of Social Welfare. The morning's conversation provided strong insight into these young women's lives and provided an opportunity for an NGO, government counterparts and beneficiaries to connect and share their experiences. Participants commented that this opportunity made them feel more empowered as they were hearing from others, particularly from women and girls they'd never met across the world, and that this had a palpable effect on all present.

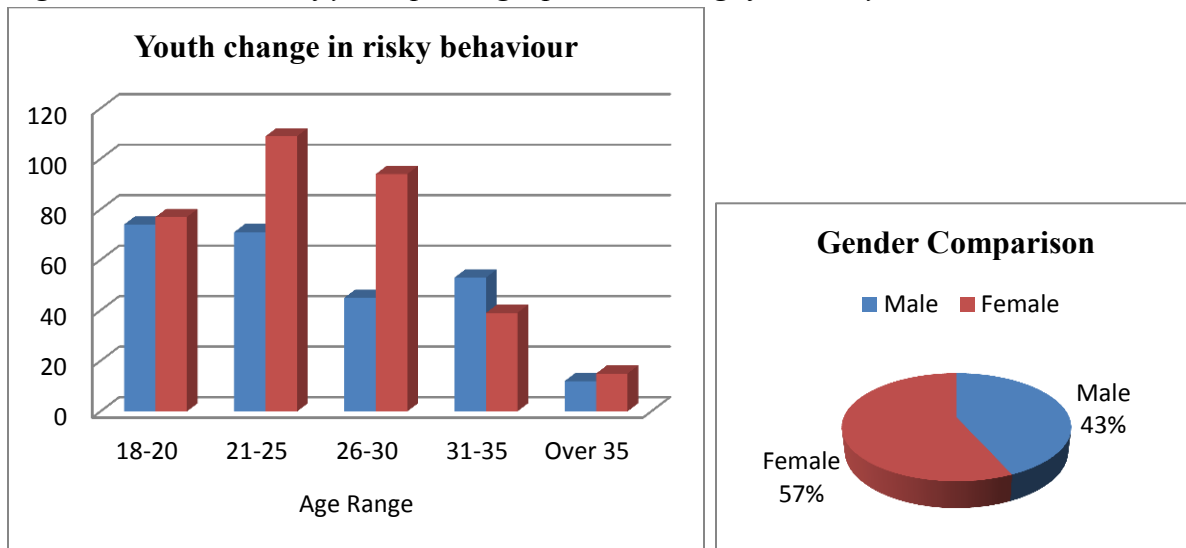
2.3.2 Percentage change of the number of youth engaging in risky behaviors (drinking, drugs, and transactional sex)

Summary Results:

Indicator Time Frame	Result Rating
Baseline Percentage	29%
Overall Program Target	218 youth
End of Project Output Results	589 youth (255 male and 334 female)
Percentage Change (Decrease)	18%

There was an 18% decrease in the number of youth who were engaging in risk in risky behavior as self reported. The change in behaviour was seen as youth directly stopped using drugs, reported on their capacity to stop prostitution as means of income generation, and 75% of youth indicated that they would always use condoms during sex. The distribution of youth who showed to have changed their behaviour was as follows:

Figure 6: Distribution of youth proving a positive change from risky behaviour



From the youth who showed a change in risky behavior, 57% were female and 43% male. It was also seen that the female youth were much quicker to change in terms of behavior as opposed to their male counterparts. As female participants highlighted, they were at risk due to their sexual counterparts' behavior, so they were much willing to reduce any risky behavior so that their chances of getting HIV/AIDs would reduce. Females from the age range of 21-25 proved to be much more willing to adjust their behavior than other age ranges. It was also seen that in the age range of 31-35 years, more male youth changed their behavior than the females. This group indicated that they were now committed to their families and wives, thus, they aimed at having only one sexual partner and would use condoms if ever they would engage in sexual activities with another partners. The male age group ranges noted that engaging in sexual activities with prostitutes would negatively affect their finances as they would unnecessarily dispose their hard earned income. Female youth highlighted that they would advocate stopping prostitution as means of income generation. Instead of depending on commercial sex and engaging in relationships with married men, the youth indicated that much focus was now on using the skills gained in business and vocational skills trainings to earn a living. Some youth also indicated that they would now abstain from sexual activities till they get married. The female youth also indicated that they were now well educated in terms of condom use and could stand for themselves by advising their sexual partners in using condoms always as a protective means of sexual activities.

People in the communities also recognized the changes in the behavior of youth. One local church pastor in Chitungwiza stated:

'Your Mercy Corps TYZ program has been unique ever since I started working in Chitungwiza as a Pastor with regards to the youth. Youth from St Mary's really needed some assistance with regards to drug abuse and prostitution. This was really a disaster in the making and killing the youth. With the TYZ program, youth underwent various training, practicing ISALs and those vocational skills as YASC. Youth initiated Ward based sports have reduced the spreading of

HIV/AIDS. Youth are now occupied and no longer think of doing any risky behaviors. I have seen a positive change in these youth, this program should span to other areas and we can make CHT a better place.”

A participant in BHR expressed how prior to the program he had misled others in his life in regard to sexual partners. He used to spend all his hard earned money, which was not sufficient enough to cater for his family needs, on girlfriends and commercial sex in Murambinda Growth Point. He highlighted that the Business Training in which a discussion on HIV/AIDS was held helped him to understand that his behavior could lead to dire consequences. He cited that the little profits earned by youth entrepreneurs could be eroded by the negative behaviors of using profit to pay commercial sex workers or engage in risky sexual behavior, thus leading to business failure and HIV/AIDS. He stated that he experienced change in his mindset and thinking with regards to commercial sex, and transactional sex, as did other youth as well.

The project, through the business training, community projects, and life skills training through sport, gave young men and women opportunities to engage in positive behaviors during their free time, therefore limiting idle time which could be a window for negative behavior. Not only did this help prevent some youth from experimenting with drugs, the program also helped them to value people of different genders and general community members. By the end of the project, the youth also demonstrated that they would continue this positive behavior beyond the duration of the project as members of the community. To demonstrate the change, youth from both districts highlighted the following:

- Youth developed life plan wheels which were adopted in their Life Skills Purpose clubs. The Life Purpose clubs would meet weekly in the wards for discussions on issues affecting the youth.
- Youth developed personal goal setting plans on health and fitness which they were using for weekly and monthly action plans of non-drug use. The plans were to be assessed and evaluated as groups after 3 months as a follow up mechanism.

Youth said through discussions that they were no longer engaging in risk behaviour as they set goals of reducing their use of alcohol and violence. These plans will also be followed up by the Ministry of Youth official ward based officers for monitoring after the end of project.

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

Summary of Activities:

- 43 youth (20 female and 23 male) from BHR attended a one week training workshop for peace ambassadors focused peace building skills.
- 47 youth (22 female and 25 male) from both districts participated in a familiarization tour at the Parliament of Zimbabwe.

- 216 youth (118 female and 98 male) from CHT actively participated in community service projects – these included clean up and household hygiene awareness campaigns and they distributed 8,200 refuse bins to all households in the St Mary’s area of the CHT district.
- 129 youth (73 female and 56 male) from both districts participated in meetings with the Ministry of Youth and in a livelihoods government expo (both local and national) on issues that affect them.
- 34 youth (17 female and 17 male) from both districts participated in two way exchange visits between the two districts.
- 69 youth (36 female and 33 male) from both districts held meetings with the Organ on National Healing and Reconciliation (ONHRI).
- 90 youth (57 female and 33 male) from both districts participated in separate meetings with the Ministry of Youth on National Youth Policy sensitization.
- 49 youth (33 female and 16 male) participated in an awareness raising workshop on gender based violence.
- 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.
- 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.

3.1.1 Number of youth who have completed USG-assisted civic education training programs

Summary Results:

Indicator Time Frame	Result Rating
Overall Program Target	400 youth
End of Project Output Results	589 youth (255 male and 334 female)
Percentage Change (Decrease)	148%

A total of 589 (334 female and 255 male) youth completed civic education training through Trusting in Youth in Zimbabwe. A number of trainings in leadership, advocacy and peacebuilding and dialogues with government officials were conducted over the course of the project. Each of the activities empowered the youth to understand that they have a civic duty as a young person in Zimbabwe.

A number of youth leadership and advocacy trainings were conducted in both Chitungwiza and Buhera. The purpose of this training was to equip participants with knowledge and skills to enable them to build up their personal leadership and advocacy capacities. Participants were equipped with the basic skills of how to develop advocacy campaigns and how to engage with policy makers within their local community. The participants were also equipped with planning tools to use in developing advocacy campaigns. Under leadership training, the participants refined their understanding of the concept of

leadership and were exposed to personal leadership skills such as time management, goal setting, and defining a vision for one's life.

Through the trainings in leadership, advocacy and peace building, youth were equipped with the necessary skills to effectively engage with their local government officials. As evident by the level at which they took up community service projects, engaged with public officials and worked to influence their peers, it seems many of the youth used the trainings to find ways to impact their environment.

3.2.1 Number of local mechanisms supported with USG assistance for citizens to engage with their sub-national government

Summary Results:

- A total of 8 local mechanisms were supported to increase youth engagement with their local government. This was a 100% target success rate achievement. These mechanisms included:
 - ✓ Ward Based Community Service Activities
 - ✓ Meeting with the Parliamentary Portfolio Committee
 - ✓ Meetings with the OHRI
 - ✓ National Parliament Visits
 - ✓ Meeting with the Ministry Of Youth Officials
 - ✓ Awareness on Gender Based Violence
 - ✓ Community Monitoring and Mapping
 - ✓ Peace Building and Leadership and Advocacy Training

Increasing opportunities for youth to dialogue with policy makers and other government stakeholders was a key priority for this project. As such, the TYZ program managed to network youth in BHR and CHT with policymakers such as the parliamentary portfolio committee on youth, Organ for National Healing, and national and local government officials. In post meeting evaluations and feedback sessions, 80% of participants from BHR and CHT stated that meeting with policymakers in the same room and deliberating issues of concern to them, increased their self-confidence in their ability to engage policymakers at both local and national levels in their everyday lives.

The Youth Empowerment and Transformation Trust (YETT), Mercy Corps local NGO partner under TYZ, organized a youth expo; the theme was *Orienting Policy Makers on Youth Issues*. Twenty- two members of the Parliamentary Portfolio Committee on Youth, Indigenization and Economic Empowerment led by their Chairperson participated in the expo. The aim of this and other events was to encourage youth to deliberate on issues affecting them and to influence the direction of policy around topical issues of concern which include youth unemployment, HIV and AIDS, National Youth Policy, and the Constitution. Various youth organizations took advantage of the opportunity provided by the expo to showcase their work through exhibition stands to display their products and disseminate information about their work to their peers and to the parliamentarians.

In a visit to parliament youth learned of the functions of parliament. Prior to the visit 40% of the youth indicated that they knew how youth could get involved in influencing national policy, yet in a post visit evaluation, 90% of youth reported having an understanding. During the visit, the youth expressed concern over how National Youth Funds were distributed. The issues raised by the youth prompted the chairperson of the parliamentary portfolio committee on youth to invite the Minister of Youth to stand before the committee and answer questions on the beneficiaries of the National Youth Fund. The parliamentarians even extended an invitation to youth to address the committee on issues that impact them. After the experience one youth stated,

“I was not aware that I could come to attend sessions of various parliamentary portfolio committees, which are open to the public. Thanks to the TYZ tour of Parliament, I am now aware and I will organize my friends so that we contribute to some sessions of interest.”

3.2.2 Number of community service projects implemented by youth

Summary of Results:

Indicator Time Frame	Result Rating
Overall Program Target	16 Community Service Projects
End of Program Results	24 Community Service Projects
Absolute Success Rate	150%

In order to put to use the skills that were acquired by the youth in various trainings, projects were conducted to inspire a sense of responsibility towards pertinent community issues amongst the youth.



TYZ supported youth led community service projects.

Youth underwent a process of completing application forms and holding planning meetings with stakeholders to identify community projects in all eight wards across BHR and CHT. The youth came up with projects ranging from drilling and rehabilitating boreholes, clean up campaigns, repairing classroom blocks, construction of school latrines and repairs to portions of service roads. The selected projects then underwent an environmental review process.

Mercy Corps held stakeholder meetings to begin the process of finding resources and engaged technical experts to assist with the projects. The youth then established project implementation teams and assigned leadership roles. A series of engagement meetings were held with the project committees and various stakeholders from the Departments of Water, Waste Management, District Development Fund, Zimbabwe National Water Authority (ZINWA), the district administrators and other community leaders. In these meetings, implementation plans for the community service projects were discussed and agreed upon.

Overall, 233 youth (126 female and 107 male) participated in the 24 community service projects.

In Chitungwiza, three of the four wards carried out clean up and hygiene awareness campaigns and access road rehabilitation while the other ward is working on clearing a site where a community borehole will be drilled. In Buhera, the youth worked on infrastructure provisions: school latrine construction and rehabilitation of community assets such as classroom blocks and community boreholes. The Buhera youth also constructed latrines at youth led community gardens sites.

Youth-led community service projects became the most visible aspect of the project. Community members who worked with the youth in these service projects said they were surprised by how much the youth are actually able to do to positively impact their communities.

Leadership Skills through Community Engagement

In CHT, youth took a leading role in the implementation of their community service projects. For youth from CHT Ward 5, from their community mapping assessment, they identified the lack of safe and clean drinking water as the major hazard in their community. Against this background, as a group from different backgrounds, the Ward 5 youth selected a community service committee to lead them in developing their borehole drilling project proposal. Besides their political differences, the team managed to seek permission to drill the borehole from all relevant stakeholders which included the Local Ward 5 Councilor, CHT Municipality Water Engineer, District Administrator and the community members at large.



The youth, in collaboration with the technical assistance of the CHT Municipality Officials, assessed the site and verified that the site was suitable for bore drilling. Community members were also engaged in the process as they were going to be the direct owners of the borehole. With the assistance of experienced company, the borehole was drilled and the youth led the construction of the handworks apron, water drain and sock away. All the work was done with the assistance and inspection of the CHT Municipality officials. On completion of the drilling and installation of the borehole, water quality tests for the borehole water were conducted to assess the health status of the borehole water. The water passed the chemical test but failed bacterial tests. The CHT Municipality Health Department conducted sensitization sessions for the water users and encouraged the community to treat water for consumption using Water Guard.

Due to various community dynamics and political intentions for some community members and leaders, it emerged that some political leaders were now taking credit away from the youth by claiming they were responsible for drilling of the borehole.



Borehole commissioning with Government, CHT Municipality Officials, and the community members

With such claims, political tensions were rising with some community members threatening not to use the borehole. However, as a risk management process, a borehole commissioning ceremony was planned and coordinated by the Ward 5 youth. The objective was to explain and clarify to the community members that the borehole was an initiative by the youth and not politically motivated. Various stakeholders, such as the DA Office, CHT Municipality, Ministry of Youth, Security Forces, church leaders, community leaders and more than

150 community members attended the ceremony. This gave a chance for Learnmore Jewure to fully explain the roadmap they took for the borehole to be drilled by youth. Today the borehole is under the custodian of the borehole committee with various community members and the CHT Municipality also monitoring the borehole. As a result, today Ward 5 has a safe supply of water.

3.3.1 Number of youth involved in youth-led advocacy campaigns targeted towards policy and public investment decisions

Summary of Results:

Indicator Time Frame	Result Rating
Overall Program Target	400 youth
End of Program Results	589 youth (255 male and 334 female)
Absolute Success Rate	148%

A total of 589 youth (334 female and 255 male) were involved in various youth-led advocacy campaigns targeted towards policy and public investment decisions. Youth received leadership and advocacy trainings that enabled them to see how they could become leaders in their community.

As part of the youth leadership trainings, youth were asked to come up with advocacy messages for their communities. Such messages when then taken up to are part of the t-shirts distributed to the youths: “Yes Youth Can”

- “Vechidiki tiri vamiriri verunyarararo” As youth we are peace ambassadors.

The messages were then printed onto t-shirts which were distributed at sporting events. The messages were aimed to constructively engage both local and national level officials in issues facing youth.

Meetings with Ministry of Youth officials were held in both Chitungwiza and Buhera. The purpose of these meetings was to sensitize youth to the National Youth Policy. The meetings created an environment where youth were familiarized with the contents of the policy document and the relevance of the policy to young people in Zimbabwe as well as the mechanisms that they can use to hold the government accountable towards fulfilment of the provisions of the policy document. The meetings were facilitated by the provincial officers from the respective provincial offices of Mutare and Harare. The meeting facilitators emphasized the fact that the Government of Zimbabwe is a signatory to the African Youth Charter and is therefore obliged to develop and operationalize a youth policy at the country level. Meeting participants were taken through the guiding principles of the national youth policy, policy goals, objectives, the priority target groups and the strategic priority areas of the policy focusing on youth development and youth empowerment.

A meeting with the Parliamentary Portfolio Committee on Youth was facilitated. A total of 39 youth (19 male and 20 female) drawn from BHR and CHT participated in the meeting. The event's aim was to provide a platform for youth working under the TYZ project to engage with the 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 incorporating 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 the real concerns of the youth on the ground. For instance, 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. In addition, youth from BHR and CHT invited the committee to visit them in their communities in order to interact with more youth who had not managed to come for the breakfast meeting.

3.4.1 Percentage change in the number of youth who believe that they can contribute positively to the development of their communities

Indicator Time Frame	Result Rating
Baseline Percentage	63%
Overall Program Target	800 youth
End of Program Results	1705 youth (888 male and 817 female)
Absolute Success Rate	213.13%
Percentage Change (Increase)	+238.29

TYZ baseline findings indicated that only 63% of youth felt that they could contribute to improving the conditions of their communities. Mid-term evaluation findings indicated that 95% of youth were feeling as if they had something to contribute. By the end of the project, youth who had participated in the project's interventions felt and believed that they could contribute to their communities through various activities such as community services, community sports and business advisory to general community members. This is evident by the issues brought forward to local councilors, including changing regulations that impacted their lives and businesses. In BHR, youth also approached the management at a local mine asking why local youth weren't being hired. Management appeared to take this into consideration and hired some youth as casual workers.

The magnitude of community service projects listed above is also testament to the shifting attitude of youth in terms of their ability to contribute. Project interventions were planned to not only equipped youth with the know-how to involve relevant stakeholders but instill the critical thinking and problem solving skills necessary to identify local issues and propose a solution. Such interventions empower youth to continue to identify ways in which they can positively contribute to their communities.

4 GENDER ANALYSIS

Trusting in Youth in Zimbabwe was very intentional throughout project implementation to be gender inclusive. Of all the project participants, 817 were female and 888 were male. Each of the project interventions were well balanced as well and the project attempted to influence participants to think and act outside of traditional gender roles.

There were a number of activities which saw one gender participating at higher levels than another. For instance, more men participated in the sporting activities and income generating activities that seemed to have quicker returns. More women attended trainings overall. Women seemed to experience more success in creating and maintaining ISALs. A higher number of women reported being able to save money (271 to 151 males) as well as reporting greater economic dependence (370 females to 267 males) after project completion. However, it should be noted that fewer women reported experiencing economic dependence than men at project implementation, so the above numbers represent aggregate figures.

Of course there were some challenges that were faced in terms of promoting gender inclusivity. A few women who attended vocational trainings reported that their husbands asked them to stop attending their internships as the women were working in what was perceived as a male dominated workplace. This shows that although some barriers have been breached there are still a number of gender barriers to tackle.

As a result of some of these issues coming to the forefront in CHT, project staff decided that it was critical to implement a gender-based violence awareness workshop. Forty nine youth (33 female and 16 male) from CHT participated in the GBV workshop where issues of women in the law, property rights and inheritance, and sexual and domestic violence were addressed. The workshop was successful in that participants reported that they had never been sensitized to such issues and were committed to disseminating the information to peers that were unable to attend.

During this session two young women came out to have private sessions of counselling as they were victims of the gender based violence. One of the women, a 28 year old, narrated how she has actually slept outside with her two children as she had been chased away by her husband who had come home drunk and became frustrated due to the economic challenges there were facing. She narrated to the VFU police officer her story and she was assisted with ideas on how to handle her case. This was also motivational in helping other young women to discuss their issues.

Despite some challenges from gender issues, there were some key signs of shifting attitudes around traditional gender roles. There were a few reported cases of participants receiving vocational trainings in areas traditional for the opposite sex, for example a woman attending welding and mechanics classes and a male participant attending interior décor classes. Additionally, male participants became much more active in community gardening and selling vegetables, helping to alleviate some of the female participant's workload.

5 Learnings

Trusting in Youth in Zimbabwe was a relatively short project, but in that time there were a number of discoveries that were made that can impact future programming for youth and beyond. The project did a number of things that helped to ease project implementation in a turbulent context. From integrating sensitive topics, to keeping stakeholders informed and influencing behavior change, the project made substantial headway.

- 5.1** At the start of the project, tensions were high with the impending election and space for civil society to engage with community members was both limited and highly regulated. Without political sensitivity and a deliberate apolitical approach, the project could have come to a standstill. The limited trust was not only on the behalf of the government but also of the participants. Participants maintained a level of fear that something could happen to them should they participate. For this reason, project management took the approach of integrating touchy

subjects into other activities and implementing them gradually. This gave youth the chance to build up trust of the project, their peers and begin to see some of the successes of the project.

- 5.2** Remaining transparent in this context was critical, as there were instances in which project implementation could have been derailed had it not been for stakeholders understanding the project goal and understanding its alignment with National Youth Policy. Stakeholders from local authorities, religious leaders, police, district officials, and MPs were all informed of project activities and curriculum throughout project implementation. Operating in an environment in which information dissemination was mandated under the guise of regulation worked to the benefit of the project in that it sensitized local level leaders to the voice of their community members. The mere sharing of information heightened curiosity and encouraged the involvement of a number of local authorities. This enabled an environment where the participants felt safer to take part in activities.
- 5.3** Throughout project implementation, monitoring and evaluation played a strong role. Monthly reports were formulated to keep a consistent eye on project progress and emerging success stories. Doing so not only eased the burden of quarterly reporting but it enabled a strong feedback loop from beneficiaries. Throughout the project concerns and questions about the implementation were taken into consideration and used to adjust programming if applicable. The practice of incorporating lessons learnt from monitoring and evaluation efforts can greatly benefit project participants and make for more impactful programming.
- 5.4** The success of the project is captured in the behavior changes witnessed amongst participants. Youth are reaching out to local authorities, involving themselves in businesses and community projects, and reducing engagement in risky behavior. Youth also have reported having more of a sense that there is something to lose by engaging in violent behavior. This shows that not only have youth increased their livelihoods but also their sense of hope for the future. Youth showing this shift to being optimistic about their future can aid in creating a sense of ownership over the project's achievements and increases the likelihood that project advances will be sustained.
- 5.5** CHT youth, especially females, noted the worrying high incidence of gender based violence (GBV) and highlighted the need for their community to be sensitized to GBV. Mercy Corps, working with the Ministry of Women Affairs, Gender and Community Development, contracted the services of Women in Law in Southern Africa (WILSA) to conduct a sensitization workshop. Resource people for this workshop were drawn from the Zimbabwe Republic Police's Victim Friendly Unit (VFU) and Family Support Trust (FST). Forty nine youth (33 female and 16 male) participated in this workshop which addressed issues that include gender and the law as provided for in the Constitution, property rights and inheritance, sexual and domestic violence. Copies of the Constitution were distributed to the participants for their own use. For most this is the first time they had held the document with the country's supreme law and this made the youth feel

that they are part of the development processes taking place in the country and therefore have a role to play. At the end of the workshop, participants expressed gratitude as they mentioned that they were now more aware of GBV and response mechanisms that exist in the country which they could tap into. They also came up with an action plan of disseminating the knowledge to their peers who did not manage to participate in the workshop. However, what is evident from the deliberations of the workshop is that GBV is a serious issue affecting the youth and more broad based interventions ranging from legal, social to economic are required to address this problem that affects peace at various levels of the society.

With regards to availing information materials for advocacy activities, posters and a comic book on the National Youth Policy were developed. The comic book presents a simplified version of the National Youth Policy thereby making the policy document accessible to individuals with low levels of literacy. The IEC materials produced are being distributed in both districts to allow the youth to have a reference point when engaging with both local and national government stakeholders.

6 CHALLENGES

The project began amidst a very uncertain environment, given the election in the middle of the first year of implementation. Tensions were high and this created high levels of polarization amongst youth across political lines. Given the nature of the climate in which the project was operating, there were some challenges that came about during the course of the project.

6.1 Misconception of the stakeholders - government

Mistrust from government officials was high and it was therefore critical to do everything possible to attempt to mitigate roadblocks in implementation. Project information and documents were shared with relevant local authorities and government officials. A great deal of work went into providing information and outlining the project's objectives alongside of National Youth Policies. Although this did a great deal in aiding with the implementation of the project, there were still a number of capacity gaps and limited resources within government offices.

6.2 Politically related disturbances

Towards the 2013 elections, some activities were cancelled and rescheduled as the political environment was unstable. Threats of violence in the districts were on high alert, thus, the project team had to stop some of the activities on the ground. Some of the project's activities were linked to politics despite their non-political nature to the extent that security officials were always scrutinizing the project's team staff. Other community gatherings were disturbed by politicians who felt that the project was drawing too much attention to the youth and used unofficial means to cancel the project activities or even directly threatening the project staff. This was partly due to the fact the youth involved were their constituents and they may have felt threatened by the increased level of knowledge their constituents gained through program activities. Stakeholder engagement

and transparency was used to minimize such dilemmas. Strategic community stakeholders were made aware of the project intentions and activities on the ground.

6.3 The Unknown Political Fear

In the beginning of TYZ, there was a level of mistrust on the behalf of the project participants as well. Prior to the project, the word “youth” was often associated as being politically charged and therefore many youth were skeptical of the intentions of the project or fearful of the repercussions attending an event may have. As the project began picking up and youth started to see some of the positive impacts the project was making on their peers’ lives, more youth were interested in participating.

6.4 Youth Mobility

Youth were highly mobile, especially those from CHT, where massive relocation was experienced. This reduced the success rate of the project as some youth could not finish other project activities such as vocational skills training. Some youth were also high motivated by the short financial gains which emerged to the extent that they opted at forgoing the project’s interventions, which had a long term financial goal. Capacity building on life skills and mapping the youth’s action plans were conducted and they were able to assess the importance of long term goals.

6.5 Limited Access to Capital

A number of youth entered the project with an expectation that youth were going to be receiving some funds after business trainings to help kick-start their business ideas. Although the project team tried to manage those expectations, the limited access to capital for youth continued to be an issue. A number of youth expressed that they felt redundant after trainings due to limited resources to begin their business enterprises. Without continued practical application of the training material they feared that it would be rendered useless. ISALs that were established by youth did provide some access to start-up funds for some, but there remained a need for more.

6.6 Stakeholder high expectations

Some stakeholders had high expectations for the project to address the high micro level issues and national challenges which were beyond the scope of the project. Some stakeholders always expected financial gains from the project. Constant reminders through communication of the jurisdiction of the project and resource targeting were done by the project team.

7 ANNEXES

Annex 1: CUMULATIVE PROGRESS OVERVIEW

Cumulative Progress Overview February 1, 2013 – January 31, 2015

Table 1: Cumulative Program Progress

Indicator	Overall Program Target	Achievements to date			% to date
		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: age and gender	800	888	817	170	218%
	Age			5	
	18 -20	243	212	455	
	21 – 25	245	222	467	
	26 – 30	205	203	408	
	31 – 35	172	158	330	
Over 35	23	22	45		
% change in youth who report engaging in or approve of political violence.	135	Base line 24%	End of program 2%		90.9%
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: age and gender	800	888	817	170	218%
	Age			5	
	18 -20	243	212	455	
	21 – 25	245	222	467	
	26 – 30	205	203	408	
	31 – 35	172	158	330	
Over 35	23	22	45		
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	34	212%
1.2.2 # of youth-led businesses started, disaggregated by: age and gender	50	40	58	98	196%
	Age				
	18-20	5	4	9	
	21-25	7	12	19	
	26-30	9	18	27	
	31-35	19	24	43	
Over 35					
1.3.1 % change in # of youths demonstrating positive long-range 'personal planning' reaching beyond the duration of the program. Disaggregated by: age and gender	800				+29.6%
	Age	396	475	871	
	18-20	86	90	176	
	21-25	101	122	223	

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
	26-30	89	138	227	
	31-35	97	103	200	
	Over 35	23	22	45	
1.3.2 % change in the # of youth who are able to save money. Disaggregated by: age and gender	Baseline	151	271	422	+63.57%
	645				
	18-20	24	38	62	
	21-25	34	87	121	
	26-30	41	73	114	
	31-35	29	51	80	
	Over 35	23	22	45	
1.4.1 % change in number of youth achieving greater economic independence as a result of income generation activities. Disaggregated by: age and Gender	Baseline				+102.22%
	551	267	370	637	
	18-20	50	70	37	
	21-25	67	95	45	
	26-30	75	129	59	
	31-35	68	64	40	
	Over 35	7	12	18	
1.4.2 % change in # of young people in target communities who feel they have something to lose if violence breaks out. Disaggregated by: age and gender	800	888	817	1705	+173.24%
	Age				
	18-20	243	212	455	
	21-25	245	222	467	
	26-30	205	203	408	
	31-35	172	158	330	
	Over 35	23	22	45	
Objective 2: Strengthen capacity of youth, communities and local government to protect their communities					
1.1.1 # 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: age and gender	400	289	355	644	161%
	Age				
	18-20	74	87	161	
	21-25	80	112	192	
	26-30	61	94	155	
	31-35	62	47	101	
	Over 35	12	15	27	
2.2.2 # of people trained in conflict mitigation/resolution skills with USG assistance. Disaggregated by: age and gender	400	289	355	644	161%
	Age				
	18-20	74	87	161	

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
	21-25	80	112	192	
	26-30	61	94	155	
	31-35	62	47	101	
	Over 35	12	15	27	
2.3.1 # of peer to peer networks established	16	n/a	n/a	12	75%
2.3.2 % change of # of youth engaging in risky behaviors (drinking, drugs, transactional sex). Disaggregated by: age and gender	218	255	334	589	-18%
	Age				
	18-20	74	77	151	
	21-25	71	109	180	
	26-30	45	94	139	
	31-35	53	39	92	
	Over 35	12	15	27	
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	255	334	589	148%
	Age				
	18-20	74	77	151	
	21-25	71	109	180	
	26-30	45	94	139	
	31-35	53	39	92	
	Over 35	12	15	27	
3.2.1 # of local mechanisms supported with USG assistance for citizens to engage with their sub-national government.	8	n/a	n/a	8	100%
3.2.2 # of community-based reconciliation projects completed with USG assistance	16	n/a	n/a	24	150%
3.3.1 # of youth involved in youth-led advocacy campaigns targeted towards policy and public investment decisions.	400	255	334	589	148%
	Age				
	18-20	74	77	151	
	21-25	71	109	180	
	26-30	45	94	139	
	31-35	53	39	92	
	Over 35	12	15	27	
3.4.1 % change in number youth who believe that they can contribute positively to the development of their communities. Disaggregated by: age and gender	800	888	817	1705	+238.29%
	Age				
	18-20	243	212	455	
	21-25	245	222	467	
	26-30	205	203	408	
	31-35	172	158	330	
	Over 35	23	22	45	

Annex 2: SUCCESS STORIES

Beneficiary Story 1: Engagement with the Community



Gift Karimanzira is a 34 year old man and a father of three who lives in CHT, a high density town about 30kms from the capital city Harare. After finishing school, Gift found that his artwork was the only means through which he could sustain himself. The harsh economic challenges which included high levels of unemployment led Gift to be an entrepreneur but he had one challenge: how to manage and sustain his business.

Along came TYZ

Apart from his enterprise development ambitions, Gift had a passion to positively contribute to his community and assist young men and women to prevent them from engaging in any negative behavior. Just like other young men or women in his community, Gift happened to know about the Trusting in Youths in Zimbabwe (TYZ) program through a sensitization meeting held by the Program manager and managed to register to join.

Engagement with the community

The young man had an opportunity to attend the business skills training, leadership, peace building and an exchange visit with youths from Buhera. He managed to go through the business training which assisted him with skills to plan for his business sustainability. Gift operated his business as a hand-to-mouth business without any strategic planning and even basic record keeping. This resulted in him incurring losses and failing to grow as he did not account for any of his business operations and financials. The business skill training managed to equip him with the knowledge on how to properly manage his business, and today, Gift has records for his business and can successfully trace all his business transactions.

Apart from the skill attained in business trainings, Gift also participated in leadership trainings which equipped him with the skills that were required for him to fulfill his ambition of community engagement. He successfully planned and coordinated community service activities in his Ward with the other youth. Blocked storm drains and uncollected waste were causing flooding in the houses in his community and some members lost their property due to this. Thus, with the TYZ community services, Gift managed to engage the local leadership, local government and community members in the cleanup campaign and storm drain clearing which resulted in the removal of waste. This was praised by community members and some felt that they had to contribute as well. Today, Gift is popular in his community, he has also trained other youth in art and assists a group of young men who are also working producing wire artifacts.

Beneficiary Story 2: Two Young Women Overcome Adversity

Growing a Business:

Judith Makonye, age 31, and Sekai Makoni, age 33, participated in the business and life skills trainings in Buhera, Zimbabwe held by the Trusting in Youth in Zimbabwe program. Both Judith and Sekai run their own small businesses importing clothes, shoes, and housewares and selling them in their rural town. They both participated in business trainings through TYZ, and both have noticed significant changes in their business since they completed the training. Judith noted that before the training she wouldn't cost her labor, and would use the money from her business to make purchases in her personal life—when interviewed she said that since the training the worth of her business has grown from USD \$150 to \$500. Sekai discussed how the trainings encouraged her to diversify her business, and she now raises poultry to supplement her income.

Long-term Business Plans:

When interviewed, the two women discussed their long-term business plans. Sekai had a timeline for her future, she has plans to build a shop by December 2014—she has already purchased some of the building materials and is working on obtaining a permit. By 2015, Sekai hopes to be making enough profit to send her two school-age children to boarding school so they can have a good education.

Problem Solving for a Brighter Future:



Judith and Sekai sharing their success story

Judith and Sekai are both widows, and due to the cultural stigma this places on them, they have both struggled to be treated with respect by their families and communities. Sekai used the skills she learned in the peacebuilding training to work with her late husband's family to obtain a copy of his death certificate, so that she could get the birth certificates of her three children. Before she had the certificates of completion from the business, Internal Savings and Lending (ISAL), and other trainings, her late husband's family refused to talk to her, making it nearly impossible for her to get the support and certificates she needed for her children. Judith is

still negotiating and working with her in-laws to obtain similar support. Both women noted that through these trainings, their families have begun to respect them more, and take them more seriously, which is allowing for room for a bright future where both of them and their families can grow.

Annex 3: END OF PROGRAM IMPACT ASSESSMENT EVALUATION

An impact assessment evaluation of the interventions for the Trusting in Youth in Zimbabwe (TYZ) program funded by USAID and implemented by Mercy Corps Zimbabwe in collaboration with Youth Empowerment and Transformation Trust (YETT) as a technical partner was conducted at the end of the project. The evaluation was an objective based assessment which aimed at comparing the results of the project against the planned course of action of the project. An indicator based assessment approach was adopted by assessing end of project findings, outcomes, and the impact. Focus groups discussions, key informants interviews, face to face interviews and most significant change were used in the collection of data in Buhera and Chitungwiza districts.

Based on these indicators, it was established that the TYZ program had increased youth's ability to be resilient and plan for the long term by working together on livelihoods initiatives. Program interventions increased household and intra household food security, thus contributing to the achievement of the MDG of eradicating extreme poverty and hunger. Young men and women have been empowered, as they were constructively engaging their local leaders, communities and government (both local and national). Engaging local leaders, community members, and government (Headman, chiefs, Councilors, Local Council) ensured sustainability of the project activities.

The evaluation methodology

The evaluation was field-based and was conducted over 5 days from the 22nd to 26th of January 2015. The results of this evaluation were based on data collected through both qualitative and quantitative methods. The data collection techniques employed included focus group discussions, key informant interviews, youth interviews and most significant change assessment. 172 youth participated in the evaluation as shown by the table below.

Figure 7: Distribution of youth participated in the end of program evaluation

Age (years)	Frequencies					Percentage				
	CHT	BHR	Total	M	F	BHR	CHT	Total	M	F
18-20	25	15	40	22	18	9	15	23	13	10
21 – 25	26	20	46	24	22	12	15	27	14	13
26 – 30	24	14	38	16	22	8	14	22	9	13
31 – 35	13	22	35	13	22	13	8	20	8	13
Above 35	0	13	13	8	5	8	0	8	5	3
Total	88	84	172	83	89	49	51	100	48	52

Focus group discussions: The purpose of focus groups was to gather qualitative information and explore issues in depth, to understand youth and adult perceptions, views, and opinions of the program. The evaluation team conducted 6 Focus Group discussions in Buhera and Chitungwiza, average attendance in the focus group was 28 per group.

Key informant interviews: Key informant methodology protocols were used and interviews were loosely structured, relying on a list of issues to be discussed. This methodology was employed to understand the motivation, behaviour, and perspectives of stakeholders working with youth directly or indirectly during the TYZ program. Key informant interviews were useful as they gave more detail on the successes and barriers of TYZ program, to generate recommendations. 12 key informant interviews were conducted with the Ward Councilors, Ministry Of Youth Officials, District Administrator Officials and Ward Officers, partner organizations (Young Africa Skills Africa CHT), community school teachers and various community leaders. Key informant interviews:

- Provided information directly from knowledgeable people
- Provided flexibility to explore new ideas and issues not anticipated during planning

Individual youth interviews: Multi staged sampling was used to select respondents for interviews. The youth who were interviewed were amongst those who participated in focus group discussions. Before and after focus groups, individual and informal youth interviews were conducted to better understand changes in attitudes, behaviors and motivations of TYZ participants as they related to the program goal and objectives. Rapport building was also necessary to promote trust and ensure a level of comfort with young people and anonymity for participants. 40 individual youths were interviewed in the evaluation which represented an average of 5 individual interviews per ward.

Literature review:

A comprehensive and extensive literature review of Mercy Corps TYZ program documentation including a baseline summary and districts monthly progress and activities reports, project output summaries, community review report and a mid-term evaluation report were also used for the literature review.

Summary of major findings:

- TYZ offered 1,705 youth a platform to have meaningful interactions with each other. Beyond what had been common place interactions involving drug and alcohol abuse and politically related violence.
- There was an 18% significant change in terms of a decrease in risky behaviour such as alcohol drinking, drug abuse and transactional sex. Before the program, 66% of the young women and men surveyed were heavily engaged in drug and alcohol abuse due to idleness.

- TYZ interventions decreased the division of labor as men were now assisting women in projects, gardening especially in Buhera. Prior to this, often, women shouldered the huge part of the work as they were responsible for all the household chores.
- Youth were empowered with livelihood and life skills. The majority of them are engaged in income generating activities, empowered with skills and knowledge and some have already established business ventures. ISALs (mukando) and other businesses like Opaque Beer Brewing in Buhera and Generating Wire Wares in Chitungwiza were established. Prior to TYZ, youth lacked the expertise to venture into new businesses, hence the program managed to equip them with business management skills that promoted an entrepreneurial mindset.
- Through the 16 community reconciliation projects completed, with an average of 150 youth participating from the 8 wards, youth can now constructively engage with community members in issues affecting their lives. They were able to identify critical issues affecting their communities and were able to utilize various resources for the benefit of the community. Community members were now accessing clean and safe water from the boreholes in BHR Ward 13, Ward 7, and CHT Ward 5.
- 98 unemployed youth started their own businesses to generate income such as retailing, welding, and carpentry. Skills attained from the vocational skills training enhanced their capacity to develop and start their own businesses.
- Youth from different political and social backgrounds were now working together in various groups such as ISALs, community gardens, community services activities and sporting activities.
- Sports were essential in uniting youth across from different political, religious, ethnic backgrounds. Community based teams were developed which managed to bring together different age ranges and gender amongst the youth. Life skills training and sharing of ideas was made easier through the engagement of sports.
- The TYZ program was a unifier of youth from various political backgrounds who used not to interact due to political divides in the communities. The youth pointed out that the program had also demystified the term “youth” as it was often misconstrued with political issues and violence.
- Prior to the TYZ program, youth were once noted as the perpetrators of violence, but to a certain extent, now they are no longer engaging in violent activities because they have been educated on the effects of violence. Youth learned how to resort to dialoguing and discussions as problem solving techniques in cases of disputes as they understood that violence can result in losses of individual and community assets.

- Fifty one percent of the youth who participated in the TYZ program demonstrated the ability to make future plans that can sustain themselves to improve their lives. Youth were now using knowledge and experience gained through various trainings and activities to plan for their lives as groups and as individuals.