



Strategic Plan

2025-2030

Table of Contents

1. Executive Summary	
2. Introduction and Context	
2.1. History of RMT	
2.2. Objectives of the Strategic Planning Process	
2.3. Methodology	
2.4. Context	
2.4. The Core Problem	
2.4. Operating Environment & Normative Frameworks	
3. The Current State of RMT	
3.1. Current Programming Approaches	
3.2. Interventions	
3.3. Current Challenges and Gaps	
3.4. SWOT Analysis	
4. Mission, Theory of Change, and Outcomes	
4.1. Our Vision, Mission and Values	
4.2. Theory of Change	
4.3. Goal, Objectives and Outcomes	
5. Target Areas, Target Groups and Stakeholders	
5.1. Target Areas	
5.2. Target Groups	
5.3. Stakeholders	
6. Strategic Approach	
6.1. Gender and Development Feminist Approach (GAD)	
6.2. Strategic Actions and Interventions	
6.3. Enabling Organisational Strategies	
7. Conclusion	
8. Annexes	
8.1 Indicator Framework (M&E Framework)	

Acknowledgments

We extend our deepest gratitude to all individuals and organisations whose invaluable contributions have shaped the development of the RMT Strategic Plan for 2025-2030. Special appreciation goes to the RMT Board members, whose guidance and oversight provided strategic direction; to Dr. Nyaradzayi Gumbonzvanda, our Founder and Advisor, whose visionary leadership continues to inspire our work; and to the Traditional Leaders whose support and endorsement are vital for genuine community engagement, especially with women, children, and marginalized groups.

We are especially grateful to the women, girls, and children of Murewa and Shamva Districts, whose voices, resilience, and lived experiences—particularly from rural and marginalised communities—have profoundly informed our strategies and aspirations. Their stories are at the heart of our commitment to fostering social justice and gender equity. Our heartfelt thanks also go to staff members and volunteers whose dedication and commitment are the backbone of our organization.

We acknowledge the critical role of government stakeholders, including the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWACSMED), Ministry of Local Government and Public Works, Ministry of Health and Child Care and Ministry of Public Service, Labour and Social Welfare through Department of Social Development, for their partnership and support in amplifying the voices and needs of women, children, and marginalized populations living in the rural areas.

Finally, we are indebted to all partners, donors, and development agencies whose collaboration, resources, and shared vision continue to empower us to make a meaningful impact. Together, we are building a future where women, children, especially in rural and marginalized communities, can live with dignity, safety, and opportunity.

Acronyms

AU	African Union
GBV	Gender Based Violence
SGBV	Sexual Gender Based Violence
GIMAC	Gender is My Agenda Campaign
HIV	Human Immune Virus
M & E	Monitoring and Evaluation
MWACSMED	Ministry of Women Affairs, Community, Small & Medium Enterprise Development
NGOs	Non-Governmental Organisations
PSEA	Prevention of Sexual Exploitation and Abuse
RMT	Rosaria Memorial Trust
SADC	Southern African Development Community
SRHR	Sexual and Reproductive Health and Rights
UMP	Uzumba Maramba Pfungwe
AU EAWG	African Union Convention on Ending Violence Against Women & Girls
ISAL	Internal Savings and Landing
GAD	Gender and Development
TFGBV	Technological Facilitated Gender Based Violence (TFGBV)
SDG	Sustainable Development Goals
EmLeRiCo	Empowerment, Leadership, Rights and Community Model
FBO	Faith Based Organisation
PLHIV	People Living with HIV

1. Executive Summary

The Rozaria Memorial Trust (RMT) envisions a world where women and children live with dignity, have access to equal opportunities, and enjoy their fundamental rights. Founded in 2007, RMT is committed to fostering social justice, gender equity, and resilience through community-led interventions. Guided by core values of collaboration, integrity, inclusiveness, commitment, and innovation, the organization primarily operates across Mashonaland East and Mashonaland Central provinces in Zimbabwe. At the same time, RMT actively amplifies community voices by engaging in national, regional, and global policy spaces, ensuring that local experiences inform broader advocacy and systemic change.

RMT advocates for crucial policy reforms and delivers integrated services that address Gender-Based Violence (GBV), Sexual and Reproductive Health Rights (SRHR), economic empowerment and climate resilience, all aimed at creating lasting systemic change.

Inspired by the legacy of Mbuya Rozaria Marumisa-Dizha—a resilient woman committed to uplifting her community—RMT’s work is rooted in principles of gender equity, sustainability, and active community participation. The organization’s mission is to support initiatives that advance gender equity, access to education, health, and entrepreneurship for women and children in marginalized communities. By empowering these vulnerable groups, RMT strives to build resilient communities capable of overcoming social, economic, and environmental challenges.

Looking ahead, the RMT’s Strategic Plan for 2025-2030 positions the organisation as a catalyst for social justice. The plan emphasizes a multi-faceted approach that promotes gender equity, shifts harmful social norms, and advocates for child protection by engaging communities, including traditional leaders and men. These efforts aim to challenge harmful practices such as Sexual and Gender-Based Violence (SGBV), while promoting positive masculinity and fostering community ownership of gender-related initiatives. RMT also focuses on delivering holistic, integrated support services—including GBV response, safe spaces, education, livelihoods, and climate resilience—to empower women and children, particularly those at risk or survivors of violence.

A key component of this strategy involves influencing local, national and regional policies aligned with the Sustainable Development Goals (SDGs). RMT seeks to strengthen rights and protection of women and children through effective advocacy and policy reform. At the community level, the organisation is committed to building local capacity, fostering strategic partnerships, enhancing local ownership, and enhancing organisational governance to ensure sustainable impact and systemic change.

Rooted in the Gender and Development (GAD) feminist framework and the Empowerment, Leadership, Rights, and Community model (EmLeRiCo), RMT’s approach emphasizes community-led, life-changing interventions alongside research and advocacy to inform policies and replicate best practices. Initiatives include expanding girls’ safe spaces—referred to as Nhanga—for SRHR education and leadership development; strengthening GBV prevention and response mechanisms through referral pathways and digital platforms; promoting economic empowerment initiatives; and improving access to formal and vocational education for children and survivors of GBV. Additionally, RMT support and advocates for climate-smart agriculture and equitable resource management to bolster community resilience.

By 2030, RMT envisions a world where women and children are empowered and protected through community-based, gender-sensitive approaches that promote resilience, rights, and economic independence—leading to sustainable social transformation. Achieving this goal involves enhancing access to comprehensive, survivor-centered services that ensure safety

and dignity, as well as fostering positive shifts in community norms to increase reporting of gender-based violence (GBV) and harmful practices.

Empowered women and children, equipped with leadership skills and knowledge of Sexual and Reproductive Health Rights (SRHR), and protected from violence, will play a vital role in transforming societal attitudes. The organization also aims to significantly reduce teen pregnancies and child marriages, and to rebuild the lives of girls and young women survivors of sexual and gender-based violence (SGBV). This will be achieved by improving access to quality education, technology, and vocational training—thereby fostering protection, economic independence, and resilience among vulnerable children.

2. Introduction and Context

2.1. History of RMT

RMT was founded in 2007 by Dr. Nyaradzayi Gumbonzvanda and Ms. Elizabeth Tawonezwi-Dizha to honour and extend the legacy of Mbuya Rozaria, a woman whose life exemplified caring, sharing, and protecting the most vulnerable, especially women and children. Mbuya Rozaria's journey was marked by resilience: she was married as a young girl, raised her children through the hardships of war, and as a widow for 28 years. She prioritized education for her children and her community, breaking the cycles of poverty for future generations. Despite facing personal challenges, including caring for children with mental health issues and being affected by HIV, she remained actively involved in community development—serving her local church, women's clubs, and other initiatives. Her guiding philosophy, "Life comes from the soil," reflected her belief in hard work and sustainable livelihood through farming. Mbuya Rozaria remains a revered heroine, a role model, and an enduring source of inspiration for all who follow her legacy. The organization is dedicated to empowering women and children in rural areas, building on her principles and vision to foster sustainable change and support vulnerable populations.

The organization's mission is to support initiatives that promote gender equity, education, health, and entrepreneurship among women and children in marginalized communities. Our headquarters are located in Magaya Village, where we operate the Rozaria Memorial Trust Education and Counselling Centre (RMT ECC), with an Emergency Shelter, Knowledge Hub, and Nhanga Safe Space. We actively invest in community development across Mashonaland East and Central provinces and advocate for policy change at the national, regional, and global levels.

2.2. Track Record of RMT

RMT has a proven track record of supporting women and children, particularly girls in rural communities, through initiatives on gender equality, education, health, and entrepreneurship. Over the past 15 years, some of RMT's notable achievements include:

i. Construction and Operation of the RMT Education and Counselling Centre (RMT ECC): The Centre provides integrated services on gender-based violence (GBV) response and prevention, education, leadership development, sexual and reproductive health rights (SRHR), and entrepreneurship. Its primary beneficiaries are women and girls, with men and boys participating as secondary beneficiaries. The Centre features several facilities, including

an Emergency Shelter for survivors and at-risk women and girls, the Nhanga Safe Space, a Knowledge Hub with a community library, a Digital Hub, and a Training Room.

ii. Development of Chiefs' Commitments to End Child Marriages: RMT has focused on shifting social norms by collaborating with traditional leaders to end child marriage. It played a pivotal role in developing a methodology for engaging traditional leaders and facilitating the Chiefs' Commitment to ending child marriage in Murewa, Shamva, and Uzumba Maramba Pfungwe districts. This initiative has directly impacted over 100,000 households.

iii. Cultural Reclamation and Movement Building through Nhanga Safe Spaces: RMT conducted regional research on the Nhanga model and developed a Theory of Change and related tools. The organization supported the establishment of in-school and out-of-school Nhanga spaces, reaching over 10,000 girls and young women directly and fostering movement building. The Nhanga model has been replicated or adapted by various partners across Zimbabwe and the region for community interventions and advocacy.

iv. Supporting Survivors of Gender-Based Violence: RMT actively supports GBV survivors through response services, including emergency shelters and referral pathways for legal, medical, and psychosocial support in Murewa, Shamva, and Uzumba districts. Since 2019, RMT has operated the Dendere Emergency Shelter at its Centre, which has served over 600 survivors providing a safe space for recovery and support. The organization actively implements violence prevention programs and plays a key role in referral pathways providing support to more than 1,500 survivors of GBV requiring medical, legal and counselling and other related interventions.

v. HIV Response, Prevention, Support, and Education: Rozaria Memorial Trust (RMT) pioneered community-based responses to HIV in Murewa District starting in 2007. Our efforts focused on supporting access to treatment through the establishment of community support groups, which play a crucial role in facilitating treatment adherence, providing education, and offering counselling services. Additionally, RMT actively works to challenge stigma and discrimination associated with HIV, including in school settings. Over the past 15 years, these initiatives have supported more than 2,500 People Living with HIV (PLHIV) and their families, ensuring they receive the care, support, and empowerment needed to live healthier lives. Since 2007, RMT has led HIV-related programs focused on supporting People Living with HIV (PLHIV) and affected communities.

vi. Piloting on Technical Vocational Education Training (TVET): The organization piloted a TVET program at RMT ECC focused on skills like bag weaving, soap-making, small livestock rearing, and agribusiness, with some trainees establishing their own businesses and earning awards.

vii. Responding to COVID 19 Pandemic: Rozaria Memorial Trust (RMT) is committed to addressing environmental and health emergencies that impact the well-being of women and children. During the COVID-19 pandemic in the year 2020 and 2021, RMT actively participated in COVID-19 response efforts within Murewa and Shamva Districts. Our initiatives included community awareness campaigns, providing essential supplies such as detergents for handwashing, and supporting local clinics, schools, and community gatherings to promote health and safety. The RMT ECC was designated as COVID 19 response centre.

viii. **Contributing to the National, Regional and Global Policy Spaces:** RMT has contributed to the adoption and monitoring of the SADC Model Law Against Child Marriages and supported AU Gender Equality commitments through the Gender is My Agenda Campaign (GIMAC). It has been actively engaging in the drafting and adoption of the AU Convention on Ending Violence Against Women and Girls (AU CEVAWG). It also supported the AU Goodwill Ambassador on Ending Child Marriage from 2014 to 2023.

ix. **Organisational Strengthening:** Over the years, Rozaria Memorial Trust (RMT) has continuously enhanced its governance and organizational systems by establishing specialized Board Committees and developing comprehensive policies across key areas, including financial management, human resources, safeguarding, and the prevention of sexual exploitation and abuse. These initiatives underscore our commitment to transparency, accountability, and the effective delivery of our mission.

2.2. Objectives of the Strategic Planning Process:

The objectives of the strategic planning process were to:

- i. Establish a clear and targeted direction for RMT
- ii. Improve organizational efficiency and overall impact
- iii. Maximize resource utilization to achieve the organization's mission
- iv. Guarantee the long-term viability and sustainability of RMT.

2.3. Methodology

The approach to reviewing and developing the strategic plan was participatory and consultative, involving active input from various stakeholders and the RMT team. This process was iterative, ensuring continuous refinement based on feedback and findings. The methodology comprised the following key steps:

Desk Review of the Current Strategic Plan

The process began with a comprehensive desk review of the existing strategic plan to assess its structure, strengths, weaknesses, and the extent of its implementation and results. This review also included organizational documents such as annual reports, the constitution, policies, and best practices related to gender and child rights programming at national, regional, and international levels. The information extracted helped identify areas needing improvement in both the development and implementation of the strategic plan. A data extraction sheet was employed to systematically gather insights on strengths, weaknesses, and areas for improvement.

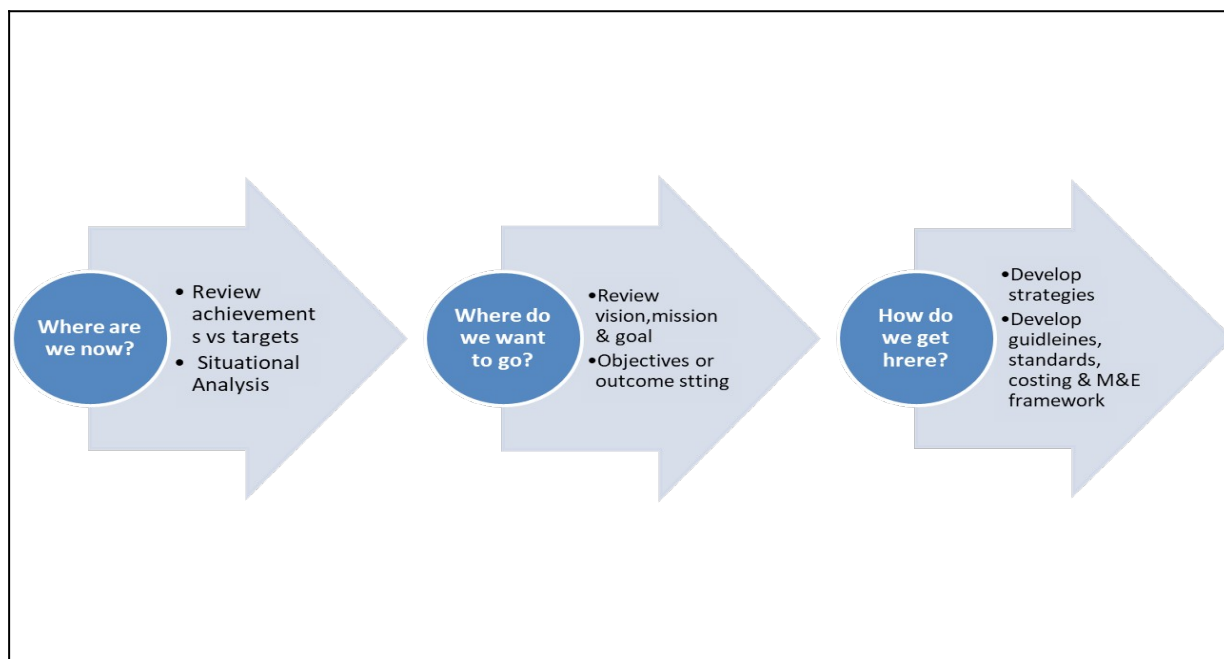
Consultative Meetings with the RMT Board, Management, and Stakeholders

Key meetings were held with senior management, the board, and stakeholders—including government representatives and NGOs working in gender and child rights—to gather diverse perspectives. These meetings or key informant interviews explored what had worked well, challenges faced, expectations for the new or revised strategic plan, and recommendations for improvement. For members unable to attend in person, virtual interviews were conducted to ensure their input was captured. The meetings took place at RMT offices to minimize costs. Participatory techniques such as small group discussions and brainstorming sessions were used to facilitate meaningful engagement, enabling a thorough analysis of strategic interventions and potential solutions.

Refinement and Packaging of the New Strategic Plan

Following the collection of feedback, the Strategic Plan was refined to include updates to the vision, mission, goals, strategic objectives, and results-based strategies for RMT's programming and service delivery. Additionally, a budget, a costed action plan, and a

monitoring and evaluation (M&E) framework with indicators and tools were developed. This refinement process was finalized after presenting preliminary findings to the RMT Board and Management during a results presentation meeting. During this session, the findings and suggested modifications were discussed, and necessary adjustments incorporated into the final Strategic Plan for 2025-2030.



2.4. Context

i. The Core Problem

Women and children in Zimbabwe's rural and marginalized communities face entrenched gender inequalities, high rates of GBV, limited access to quality and economic opportunities, and climate vulnerabilities. These challenges perpetuate cycles of poverty, disempowerment, and social exclusion, hindering national development and social cohesion.

Key Elements that Perpetuate the Problem

- **Cultural and Social Norms:** Patriarchal beliefs, harmful practices like child marriage, and gender stereotypes.
- **Weak Enforcement of Laws:** Despite progressive legal frameworks, enforcement remains weak, especially in rural areas.
- **Limited Community Ownership:** Interventions often lack local buy-in, leading to unsustainable programs.
- **Resource Constraints:** Insufficient logistics, funding, and infrastructure impede service delivery.
- **Under-representation:** Women and girls are underrepresented in decision-making and leadership roles.
- **Climate Vulnerability:** Droughts, floods, and climate change impact livelihoods, disproportionately affecting women and their families.

ii. Operating Environment & Normative Frameworks

The Operating Environment

Zimbabwe's socio-political and environmental landscape is shaped by ongoing challenges related to gender inequality and climate change. These intersecting issues influence the rights, health, and livelihoods of women and children, necessitating targeted interventions aligned with national and international commitments.

a. Normative Frameworks, Laws, and Policies Protecting the Rights of Women and children.

The work of RMT is underpinned by a robust array of international and regional normative frameworks that safeguard women's and children's rights and obligate member states to uphold these protections.

At the international level, key instruments include:

- The **Convention on the Rights of the Child (CRC)**, which emphasizes non-discrimination, protection from violence, and the abolition of child marriages.
- The **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, often called the "bill of rights for women," guarantees a broad spectrum of human rights, with particular emphasis on reproductive health and women's empowerment.
- The **Vienna Declaration and Programme of Action** underscore the importance of protecting girls from discrimination, violence, and harmful practices like child marriage, advocating for the elimination of discriminatory laws and customs.
- The **Beijing Platform for Action (1995)** highlights the girl child as a priority area, urging action against issues such as female genital mutilation, sex-selective abortions, and child marriages.
- The **International Covenant on Civil and Political Rights (ICCPR)** safeguards civil and political rights, including freedoms of expression and participation relevant to girls' rights.

Regionally, frameworks include:

- The **African Charter on the Rights and Welfare of the Child**, which explicitly addresses children's rights, prohibits child marriage, and advocates for setting the minimum marriage age at 18 years.
- The **African Charter on Human and Peoples' Rights on the Rights of Women in Africa** affirms women's human rights across Africa, recognizing land rights and rights of widows.
- The **SADC Protocol on Gender and Development** commits member states to promoting socioeconomic, political, and security rights for women.

These instruments, complemented by efforts from various organizations, contribute to the recognition and protection of women's and children's rights across the continent and region.

National Legal and Policy Framework of Zimbabwe

Zimbabwe's legal landscape provides protections for women and girls through several key laws and policies:

- The **Constitution of Zimbabwe** emphasizes equality and prohibits discrimination based on sex or gender. Sections 56 and 80 specifically guarantee equal protection under the law and uphold women's rights, including opportunities in political, economic, and social spheres. The Constitution also expressly bans forced and child marriages.

- The **Children's Act (Chapter 5:06)** defines a child as anyone under 18, criminalizes acts of indecency involving children, and prescribes penalties to strengthen protections against sexual exploitation and abuse.
- The **Marriage Act** stipulates that marriage is only valid for adults over 18 years, effectively outlawing child marriages.
- The **Criminal Laws Amendment (Protection of Children and Young Persons) Bill, 2024** raises the age of sexual consent from 16 to 18, further safeguarding minors.
- The **Zimbabwean National GBV Strategy (2023–2030) and the Revised Gender Policy of 2025** aim to address persistent gender-based violence and harmful practices. The overarching goal is a gender-just society free from GBV, with a target of reducing prevalence by 30% by 2030. It highlights challenges such as weak law enforcement, limited resources, patriarchal attitudes, poor coordination, and low awareness. The strategy sets out a comprehensive framework with specific priorities to prevent and respond to GBV, including prevention and early detection, protection and support services, Integration of GBV mitigation in humanitarian efforts, capacity building, data collection and research, strengthening coordination and resource mobilisation.

b. Gender and the Cultural Environment in Zimbabwe

Zimbabwe has made notable progress toward gender equality and equity, ranking 50th on the **Global Gender Gap Index**. Despite this progress, significant challenges remain in political representation, economic participation, and social norms. According to **UN Women Zimbabwe**, about 66.7% of legal frameworks promoting gender equality and monitoring violence against women are in place. However, **UNICEF** reports that 33.7% of women aged 20–24 were married or in union before age 18.

Women's political participation remains limited as they hold 31% of seats in the National Assembly and 44% in the Senate, but their representation at local government levels is lower (16%), and women's participation in the cabinet is about 11.5%. Traditional leadership roles are predominantly male dominated, with inheritance and chieftainship passing through male lineage, further marginalizing women in decision-making processes.

Women's economic participation is also limited. The **World Bank** reports a labor force participation rate of 34% for women compared to 53% for men. Fewer women occupy wage employment (22% vs. 41%), and women's earnings are approximately two-thirds those of men. Many women are engaged in subsistence farming within the informal sector, with limited access to land, credit, and resources, which hampers agricultural productivity.

In terms of violence and reproductive health, **2018 data** indicate that 18.2% of women aged 15–49 experienced physical or sexual violence by an intimate partner within the past year. Child marriages and sexual violence against girls and young women remain high, with the national child marriage rate at 33%, reaching 38% in Mashonaland East and 50% in Mashonaland Central. The **2011-2012 Zimbabwe Demographic and Health Survey (ZDHS)** reports that 20.5% of women aged 20–24 had their first child before age 18.

There is a growing movement among traditional leaders to lead norm and attitude shifts regarding ending sexual and gender-based violence (SGBV) and child marriage. Chiefs such as Chief Mangwende, Chief Mutasa, and Chief Bushu have actively committed to ending child marriage within their communities.

GBV is a severe violation of human rights and dignity and remains prevalent especially in the rural and marginalized communities. Despite legal advances to protect women and girls, high rates of child marriage and sexual exploitation persist. Deep-rooted patriarchy, social norms, and cultural attitudes continue to hinder progress. While initiatives and policies are

in place, effective implementation remains a challenge, highlighting the need for stronger enforcement, community engagement, and addressing harmful norms.

Efforts are ongoing to promote gender equality through programs focusing on financial inclusion, gender-responsive budgeting, and violence prevention. However, further action is needed to ensure women and children can access opportunities and resources equally and safely.

c. Digital State and Technology-Facilitated Violence in Zimbabwe

In many rural communities in Zimbabwe, women and children face significant barriers to accessing technology, including limited access to computers, reliable internet connectivity, and digital resources both in schools and in their daily lives. This digital divide hampers their ability to participate fully in educational, economic, and social opportunities, thereby widening existing inequalities. Despite these challenges, recent improvements in mobile phone penetration have begun to bridge some of these gaps. Widespread mobile device usage has enhanced access to mobile messaging platforms, enabling communities to stay connected and receive vital information. This technological shift has also opportunity to introduce digital community-centered approaches to mobile messaging addressing gender-based violence (GBV), allowing for quicker and more discreet response mechanisms, support networks, and awareness campaigns. However, continued efforts are essential to ensure equitable access to digital tools and infrastructure, empowering women and children in rural areas to participate actively in the digital age.

Zimbabwe is experiencing rapid growth in internet access and social media use, including among rural and marginalized communities. While this digital expansion offers opportunities for education, social engagement, and information sharing, it also introduces significant risks related to technology-facilitated gender-based violence (TFGBV). Nearly half of young women and adolescent girls active online have faced backlash for expressing their views, highlighting widespread online harassment, hate speech, cyberbullying, non-consensual sharing of intimate content, and online stalking. These violations threaten women's rights, safety, and participation in public discourse, undermining constitutional protections such as freedom of expression and the right to privacy. Although Zimbabwe has enacted legislation like the Cyber Security and Data Protection Act (2022), it currently lacks specific provisions addressing the gendered nature of TFGBV, leaving gaps in legal protections. Addressing TFGBV requires strengthening legal frameworks, raising awareness, and building community resilience to ensure digital spaces are safe and inclusive for women and marginalized groups. Overall, while technological advancements and increased mobile phone penetration have improved access and community responses, addressing the digital divide and online safety concerns remains critical for fostering equitable and secure digital environments for women and children in rural areas.

d. Gender and Climate Change

Climate change significantly exacerbates vulnerabilities for women, particularly those in rural, agriculture-dependent communities. These communities are on the frontline of climate impacts, facing recurrent droughts and erratic weather patterns that threaten food security and livelihoods. The Zimbabwe Climate Change Gender Action Plan underscores the importance of integrating gender perspectives into climate adaptation strategies and champions women's leadership in sustainable resource management. Addressing these intersecting issues is crucial for building resilient communities and promoting gender equality amid environmental challenges.

Zimbabwe has been enduring persistent droughts that severely undermine food security, especially for rural households whose livelihoods depend heavily on agriculture. Women and children bear the brunt of these climate-induced hardships; over 60% of Zimbabwe's rural population comprises women, who often lack access to resources and decision-making power. The decline in household income due to crop failures and reduced agricultural productivity hampers children's access to education, healthcare, and social services. Moreover, hunger and economic vulnerability increase the risk of girls being exposed to sexual exploitation and abuse, further entrenching gender inequalities and social vulnerabilities.

3. The Current State of RMT

3.1. Current Programming and Operational Approaches:

At Rozaria Memorial Trust, our work is guided by a holistic, community-centered approach that integrates advocacy, research, capacity building, and innovative programming. We believe that sustainable change is rooted in community ownership, gender-sensitive policies, and empowering marginalized women and children to become active agents of transformation.

Our strategies are intersectional, feminist, and inclusive, ensuring that every initiative amplifies the voices of those most affected by social norms, violence, and inequality.

Through strategic partnerships and evidence-based interventions, we aim to create safe, inclusive, and resilient communities where gender equality and social justice can flourish.

Our approach is anchored in the following key areas:

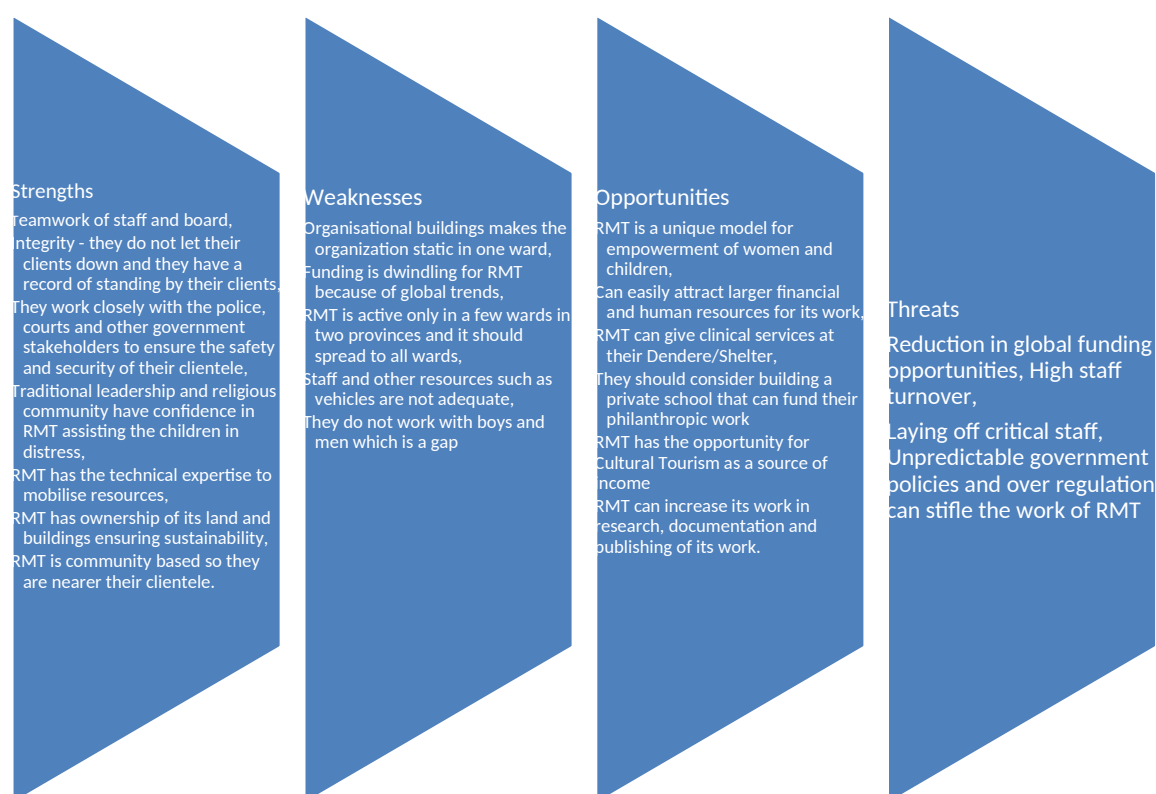
- **Integrated GBV Services:** Providing emergency shelter, referral services, and community training to support survivors.
- **Community-Led Norms Change:** Engaging traditional leaders, faith-based groups, men, and boys to challenge harmful social norms and foster community ownership of gender equality and GBV prevention.
- **Feminist Movement Building:** Strengthening Nhangas Safe Spaces to promote collective agency, sexual and reproductive health and rights (SRHR), leadership, and social norm transformation.
- **Research & Evidence Generation:** Conducting both quantitative and qualitative research to amplify marginalized voices, inform advocacy, and influence policies on child marriage, mental health, disability inclusion, and GBV.
- **Policy Engagement:** Influencing national, regional, and continental policies by centering girls' experiences, participating in forums such as the African Union (AU), Southern African Development Community (SADC), and United Nations (UN), and supporting the ratification of regional treaties like AU Campaign to End Violence Against Women and Girls (CEVAWG).
- **Innovative Programming:** Utilising arts, sports, digital media, and storytelling to empower girls, foster inclusive participation, and promote social change.
- **Partnership & Capacity Building:** Collaborating with government bodies, regional networks, academic institutions, and donors, while strengthening staff and youth capacities through targeted training and leadership development.

3.2. Current Challenges and Gaps:

Despite its successes, RMT faces several challenges that require strategic attention:

- **Limited Geographical Reach:** The organization's activities are concentrated in a few wards within Mashonaland East and Central provinces, whereas demand exists across the entire country.
- **Community Ownership:** There is a need to foster greater community ownership of programs to ensure sustainability for initiatives such as the Nhanga Safe Spaces and Chiefs Commitments.
- **Resource Constraints:** RMT has limited financial resources to expand its interventions and does not have vehicles, limiting its ability to serve remote and hard-to-reach areas.
- **Monitoring and Learning:** A significant gap in the organization's current approach is the limited documentation of its impact. Due to constrained resources, Rozaria Memorial Trust has had minimal investment in establishing a dedicated Monitoring and Evaluation (M&E) department. Strengthening this area is essential to effectively track progress, demonstrate outcomes, and inform strategic decision-making for future growth.
- **Research and Documentation:** There is a need for more comprehensive documentation and ownership of the models and approaches pioneered by RMT.
- **Inclusive Focus:** Greater emphasis is needed on engaging men and boys as partners in change

3.3. SWOT Analysis



4. Mission, Theory of Change, and Outcomes

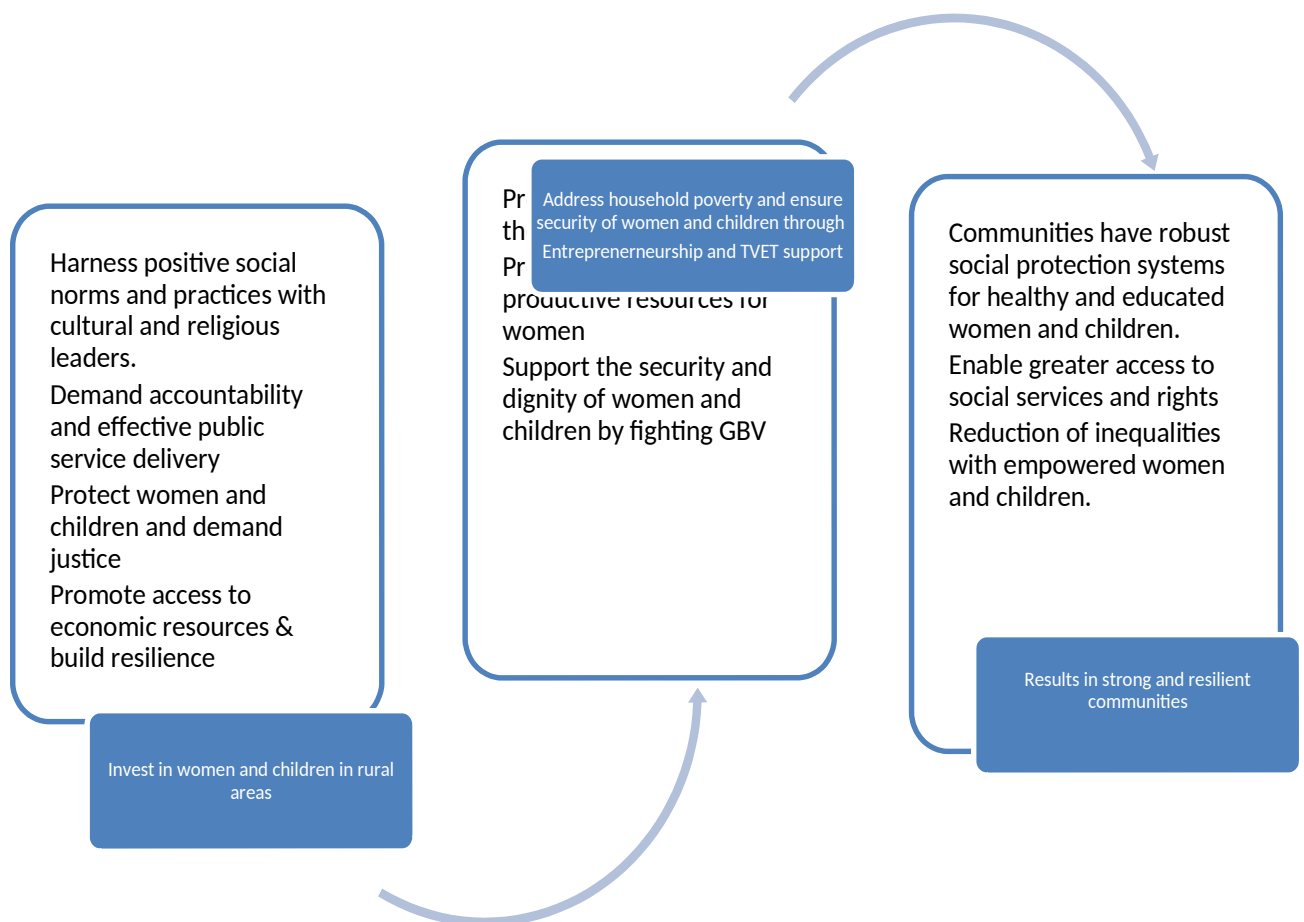
The following Mission, Theory of Change and Outcomes guide the overall Strategic Plan for 2025-20230:

4.1. Our Vision, Mission and Values

- i. **Vision:** A world in which women and children live in dignity, accessing equal opportunities and enjoying their rights.
- ii. **Mission:** To support initiatives that foster gender equity, education, health and entrepreneurship for women and children in marginalized communities.
- iii. **Values:**
 - **Collaboration:** Building partnerships to amplify impact.
 - **Commitment:** Dedicated to sustainable and transformative change.
 - **Community & Indigenous Knowledge:** Valuing local cultures and practices.
 - **Gender & Disability Inclusion:** Ensuring accessibility and participation for all.
 - **Innovativeness:** Employing creative solutions to complex challenges.
 - **Integrity:** Upholding transparency and accountability.
 - **Ubuntu:** Recognizing shared humanity and collective responsibility

4.2. Theory of Change

When RMT invests in women and children through community-led initiatives, advocacy, and systemic reforms, it catalyzes a shift in social norms, enhances access to justice and services, and promotes economic resilience. This leads to empowered individuals and, strengthened communities where gender equality is normalised, Gender Based Violence (GBV) is reduced, and climate adaptation practices are mainstreamed. The change is sustained through continuous community ownership, policy influence, and regional collaboration, resulting in a Zimbabwe where women and children thrive in dignity and opportunity.



4.3. Goal, Objectives and Outcomes

- i. **Overarching Goal:** To empower and protect women and children through community-based, gender-sensitive approaches that promote resilience, rights, and economic independence, leading to sustainable social transformation.
- ii. **Objectives, Outputs, & Outcomes:**

Objectives	Outputs	Outcomes
Objective 1: To deliver community-centered and integrated services that prevent Gender-Based Violence (GBV) and provide support to survivors and their families.	-Provide emergency shelter and counselling services to GBV survivors. - Ensure GBV cases are documented, managed appropriately, referred to relevant services, and followed up on within specified timeframes. -Connect GBV survivors to health, psychosocial support, and legal services, with follow-up to ensure service utilisation. -Conduct community engagement sessions with traditional leaders, and men and boys to shift social norms and promote positive masculinities. -Launch and operationalise digital platforms or tools on online GBV responses -Training sessions conducted and the percentage of participants demonstrating increased knowledge and understanding of TFGBV risks and prevention measures.	-Improved access to integrated services that prevent Gender-Based Violence (GBV) and support survivors and their families -Enhanced Survivor Centred Support and Safety -Positive Shift in Community Norms and Increased Reporting -Reduced incidence of TFGBV among children and youth, along with increased reporting and awareness of digital safety issues within communities.
Objective 2: To promote safe spaces and foster movement building for young women and children, especially girls on Sexual and Reproductive Health Rights (SRHR), as well as leadership development.	-Strengthen and operationalise Village and School based Nhangas safe spaces on SRHR and leadership. -Establish and launch the fellowship and mentorship programme in the Nhangas Safe Spaces and ensure community ownership.	-Empowered Girls on Leadership and SRHR Knowledge -Reduced incidence of Teen Pregnancies and Child Marriages -Enhanced self-representation and voices of young women and girls on advocacy

Objectives	Outputs	Outcomes
	-Establish the Nhangang Alumni for cross learning and provide clear operational procedures for communities. -Increased participation of young women and girls in local, national and regional advocacy.	and policy influence.
Objective 3: To safeguard young women and children at risk of GBV by increasing their access to formal education, digital skills and Technical and Vocational Education and Training (TVET) opportunities.	-Establish and expand TVET and ISALs programs to enhance economic opportunities and independence. -Enrol young women and girls at risk and survivors in TVET and ISALs programs to enhance their vocational skills and economic empowerment. -Facilitate educational assistance and re-entry to formal education to survivors of SGBV for protection and rebuilding.	-Improved access to quality education and vocational training for survivors and children at risk of GBV, fostering protection, economic independence, and resilience. - Increased retention and completion rates in formal and non-formal education for survivors and girls at risk.

Objectives	Outputs	Outcomes
Objective 4: To enhance climate resilience, reduce climate-related risks, and promote sustainable livelihoods and equitable resource access for women in rural and marginalized communities.	-Women adopting climate-smart and resilient farming practices -Community-based early warning systems for climate-related hazards are established and operational. -Commitments/agreements from Traditional Leaders documented on promoting equitable resource access, such as land <i>and inputs</i>. -Women's participation in the decision-making bodies, such as the village, ward, and district development committees responsible for resource management and allocation.	-Increased resilience of women-led livelihoods to climate shocks. -Improved sustainable resource management by women. -Greater gender equity in resource access and decision-making
Objective 5: To advance research, documentation, dissemination, and advocacy efforts focused on gender equity, GBV, and health interventions.	-Research reports, operational manuals, policy briefs and advocacy materials produced and disseminated on Gender Equity, SRHR, GBV -Regional and national advocacy campaigns contributed to. -Online repository of success stories. -Strategic national and regional advocacy partnerships established.	-Positively contribute to policy reforms on Gender Equality, SRHR, and GBV driven by evidence. -Increased public awareness and engagement on gender issues. -Strengthened evidence based for gender-responsive interventions

5. Target Areas, Target Groups and Stakeholders

5.1. Target Areas

RMT will primarily focus its program implementation within Mashonaland East, and Mashonaland Central provinces of Zimbabwe, where the greatest need and potential for impact have been identified. In addition to direct engagement in these regions, RMT will expand its reach across other provinces through strategic collaborations and partnerships with like-minded organizations. This collaborative approach ensures a broader national footprint and leverages collective strengths for greater impact.

Furthermore, the local experiences and insights gained from program activities will serve as a vital foundation for influencing policy at both the national and regional levels. RMT aims to translate community knowledge into compelling advocacy efforts, fostering policy environments that support gender equity, education, health, and entrepreneurship for women and children in marginalized communities in Zimbabwe and across Africa.

5.2. Target groups

The primary target group for the organisation in the next five years will be women and children (boys and girls). The secondary target is older women as mentors of young women. However, to enhance and sustain intervention results, men and boys will be targeted to shift negative to positive masculinities as well as mobilise them to support GBV prevention and mitigation efforts and women's economic empowerment. Community leadership, which consists of men in various leadership positions, will be targeted. RMT will continue to collaborate with other community institutions, such as traditional leadership, development organisations, and the religious community, because these systems uphold patriarchy, and it is necessary to engage them to enhance the well-being of the community. Indirectly organisation will involve or engage men to change their perceptions and attitudes towards gender equality and equity.

The table below shows the target beneficiaries for each year in the next five years.

Target group	Year 1	Year 2	Year 3	Year 4	Year 5
Children (boys and girls)	xxx	xxx	xxx	xxx	xxx
Young Women	xxx	xxx	xxx	xxx	xxx
Mature women	xxx	xxx	xxx	xxx	xxx
Men	xxx	xxx	xxx	xxx	xxx

Other	xxx	xxx	xxx	xxx	xxx
-------	-----	-----	-----	-----	-----

5.3. Stakeholders

Rozaria Memorial Trust will operate at the local level, actively engaging communities while bringing their experiences and insights to influence national and regional policy spaces. This approach ensures the effective delivery of our Strategic Plan for 2025–2030, with the ultimate goal of advancing the rights, health, and well-being of women and children across communities, nationally, and regionally.

Central to our strategy is fostering strong, collaborative partnerships across diverse stakeholders—recognizing that sustainable change requires an inclusive, community-driven approach. We are committed to actively involving women and children as vital stakeholders, while also acknowledging that engaging men as allies and Traditional Leaders as community champions is essential for transforming societal norms and promoting gender equality. These stakeholders are key to cultivating community champions who advocate for positive change from within.

Our stakeholder engagement includes the following groups:

Traditional Leaders (Chiefs, Headmen, Village Heads): As custodians of cultural values and community mobilizers, their influence and authority are vital for fostering acceptance, participation, and positive norm shifts toward ending harmful practices.

Women, Children and Men: Ensuring that the voices of those most affected—especially women and children—are central to our initiatives. Engaging men as allies helps promote community ownership and sustainable change.

Faith-Based Organizations (FBOs): Their influence within communities can promote social cohesion and reinforce gender equality and respect for the rights of women and children.

Child Care Workers (CCWs) and Village Health Workers (VHWs): At the community level, they safeguard the well-being of women and children through outreach, education, and service delivery.

Women and Children Networks: Strengthening networking and support systems at all levels to enhance programme ownership, empowerment, resource mobilization, influence, and advocacy efforts.

Government Departments: Collaborating to align our initiatives with national policies and leverage institutional support for greater impact.

Universities and Colleges: Facilitating research, documentation, and the development of evidence-based interventions that inform our work and foster innovation.

Civil Society Organizations: Partnering for collaborations, referrals, advocacy, and sharing best practices at local, national, and global levels.

Funding Partners: Providing the necessary financial resources to ensure program sustainability and scalability.

United Nations Agencies: Offering strategic guidance, technical and financial assistance, and advocating for policy change on a global scale, aligning our efforts with international standards and commitments.

Regional Economic Blocs (e.g., SADC) and the African Union: Engaging with regional bodies to influence policy development, leverage technical assistance, and promote regional cooperation on issues affecting women and children’s rights, health, and well-being.

By fostering inclusive partnerships that embrace women, girls, men, and boys, Rozaria Memorial Trust aims to cultivate community champions who will lead sustainable, culturally sensitive change—creating environments where the rights, health, and well-being of women and children are protected and promoted at every level.

6. Strategic Approach

RMT will adopt the Gender and development feminist approach (GAD) as well as the Empowerment, Leadership, Rights and Community (EMLeRoCo) model to guide their work with women and children as well as with men.

The GAD approach shifts the focus from 'women' to 'gender' in that it looks at women and men in their relative positions within the socio-economic, political, and cultural structures. The approach advocates bottom-up movements of the grass-roots people (women and children) for the attainment of their human rights as well as the enactment of laws and policies to ensure gender equality. This is in line with the approach that RMT has taken, where it advocates legislative and policy changes at the regional, national, and local levels and simultaneously builds the capacity of women and children to form local feminist movements and advocate for their rights starting at the community level. The GAD approach considers women and children in the complexity of 'social relations of gender'. As a holistic approach, it calls for fundamental changes in socio-economic and political structures. It sees women and children as agents of change rather than passive recipients of development efforts. One of the suggested by the GAD approach is the self-organization of women and children at the local, regional, and national levels. In this regard RMT will actively engage girls, women, men and boys to ensure that its goals are met.

The Empowerment, Leadership, Rights and Community model – The EmLeRiCo model has been adopted by RMT since its formation and has guided their work. The model is community development through empowerment, leadership and rights for women and girls. The Community, the girls and young women are at the heart of the work of RMT. The organisation promotes leadership growth, facilitates social and economic empowerment, then prevent and respond to rights violations especially SGBV. RMT influences policy to have a supportive legislative and policy environment for their work. This work ultimately promotes gender equality and gender equity for women and girls and promotes their decision making and dignity.

6.1. Specific Strategic Actions to deliver the Programme Interventions:

<i>Objectives</i>	<i>Strategies</i>
Objective 1: To deliver community-centered and integrated services that prevent Gender-Based Violence (GBV) and provide support to survivors and their families.	✓ Strengthening of GBV referral pathway and accountability mechanisms, including Emergency Shelters, case management, access to health, psychosocial, livelihoods, and legal support that is survivor centred. ✓ Implement standard follow-up protocols to ensure survivors' ongoing access to services ✓ Developing and strengthening of village-based Code of Conduct on Chiefs' Commitment on GBV for strengthened

	community prevention, monitoring, and accountability. ✓ Capacity Building of Traditional Leaders on laws and policies on GBV, and enforcement of Chiefs' Commitments and Code of Conduct on GBV. ✓ Support peer-led trans-formative engagement/dialogues with Traditional Leaders, religious leaders, men and boys on the harmful social norms, and practices and promote positive masculinity. ✓ Develop and deploy digital platforms (apps, hotlines, online reporting tools) accessible to survivors and their community for reporting and support. ✓ Implement comprehensive digital literacy and online safety training programs for children, and young women to raise awareness about TFGBV risks and promote responsible digital behaviour. ✓ Capacity strengthening of community workers on GBV and child protection.
Objective 2: To promote safe spaces and foster movement building for young women and children, especially girls on Sexual and Reproductive Health Rights (SRHR), as well as leadership development.	✓ Scale up and strengthen and routinely operate Village and School based Nhanga safe spaces focusing on SRHR, GBV, leadership, entrepreneurship especially agribusiness, access to technology and life skills. ✓ Launch and sustain mentorship and fellowship programs within the Nhanga Safe Spaces especially computer and IT training to enhance connectivity, access and knowledge. • Establish a network of Nhanga alumni for peer learning, mentorship, and advocacy activities. • Facilitate capacity-building workshops on advocacy, rights, and leadership to amplify young women's voices at local, national, and regional levels • Organize career expos in the Nhanga Safe Spaces to expose girls to various career pathways and opportunities • Partner with local health centres (clinics and district hospitals) to set up Nhanga Safe Space for adolescent-friendly reproductive health education and services, ensuring confidentiality and easy access • Hold annual Sports Tournament to mobilise children and communities to advance SRHR, GBV prevention, and build leadership and resilience in girls. • Mobilize for self-representation and amplifying the voices of young women and children in local, national, and regional advocacy initiatives on gender equity, health and education right.
Objective 3: To empower young women and children by increasing their access to formal education and Technical and Vocational Education and Training (TVET) opportunities.	• Establish a TVET programme at RMT ECC and establish partnerships with TVET Centers to increase enrolment and retention. • Provide targeted outreach, scholarships, and re-entry support for GBV survivors, at-risk girls and children from marginalised families. • Facilitate educational re-entry programs through supporting institutional capacities and psycho-social support for survivors to address barriers to re-entry. • Offer computer and IT training, life skills and economic empowerment training and incubation alongside vocational programs.

Objective 4: To enhance climate resilience, reduce climate-related risks, and promote sustainable livelihoods and equitable resource access for women in rural and marginalized communities.	• Conduct training workshops on climate-smart farming practices tailored for rural farmers, especially women. • Facilitate dialogues and agreements with traditional leaders to promote equitable land and resource access and ownership. • Support access to climate-resilient farming practices and resources, including in renewable energy solutions, and water management. • Provide livelihoods support via climate-smart agriculture, micro-enterprise development, and skills training. • Establish community-based early warning systems with local leaders and community members for disaster preparedness. • Support women participation in village, ward, and district decision making processes
Objective 5: To advance research, documentation, dissemination, and advocacy efforts focused on gender equity, GBV, and health interventions.	• Conduct and publish research studies and policy briefs on gender issues, SRHR, and GBV, and leverage regional platforms (SADC, AU) to advocate for women and children's rights. • Organize regional and national advocacy campaigns utilizing media, workshops, and stakeholder engagements. • Develop and maintain an online repository of success stories and best practices. • Build strategic partnerships with government, CSOs, and research institutions to strengthen evidence-based advocacy for policy reforms and strengthening • Use media and advocacy campaigns to raise awareness at national and regional levels

6.2. Enabling Organisational Strategies

i. Position culture to transform society:

- **RMT has integrated culture into its structures:** Embed desired cultural elements into organizational processes and structures to make the change sustainable.
- **Communities are empowered through ownership:** RMT has given individuals and communities a sense of ownership over the change by involving them in decision-making, having them lead the structures and giving them authority to operate the structures eg Nhangas.
- **Identify and engage key traditional influencers:** Target influential leaders such as chiefs and headman who are respected within the community to help shape culture and encourage new behaviours
- **Form a "top team":** Create a designated group, with representatives from different parts of the society, to champion the vision and act as a voice for others throughout the process.

ii. Institutional Strengthening:

- Build organizational capacity, governance, and policies aligned with best practices.
- Enhance staff skills, resource mobilization, and partnerships to sustain programs.
- Explore initiatives to mobilise more resources locally for RMT

iii. Monitoring, Learning and Evaluation

- **Ensure data collection through** use of standardised tools, digital platforms, and community feedback mechanisms for timely data gathering.
- Organise periodic reflection meetings with staff, partners, and community members to discuss successes, challenges, and lessons learned.
- **Ensuring knowledge sharing through** developing and disseminating success stories, case studies, and best practices through reports and online platforms.
- **Conduct Mid-term and End-line Evaluations** for comprehensive assessments to measure achievement of objectives and overall impact.

iv. **Build Community Ownership**

- Establish a community-led advisory group comprising representatives from traditional leadership, Nhanga Mentors, Child Care Workers/Village Health Workers, and Women Elders.
- Create Dzemunhanga Advisory Team, led by the girls themselves, to foster youth-led participation and ownership

7. Conclusion

The Rozaria Memorial Trust's 2025-2030 Strategic Plan charts a bold and comprehensive pathway towards achieving gender equality and improving the lives of women and children. By empowering women and children, transforming social norms, and influencing policy, RMT aspires to build a society where all citizens enjoy dignity, rights, and opportunities—contributing to a more equitable and inclusive society.

This strategic plan outlines a clear focus on advancing gender equity, health, education, social justice, and climate resilience in rural and marginalized communities. Rooted in community participation, national and regional advocacy, its success relies on strengthened partnerships, innovative programming, and sustained resource mobilization. Guided by a strong vision and mission, the plan emphasizes community engagement, the development of safe spaces, delivering integrated services on gender-based violence (GBV), and promoting resilience through education and livelihood support. These efforts aim to address both immediate needs and underlying challenges faced by women and children in rural and marginalised communities.

The plan reaffirms the organization's commitment to building resilient communities where women and children can live free from violence and discrimination. Its focus on partnerships, research, and advocacy ensures that interventions are informed, evidence-based, and aligned with regional and international frameworks. Adopting a participatory and inclusive approach, RMT aims to mobilize community stakeholders, traditional leaders, government agencies, and development partners to collaborate toward shared goals of social justice and gender equality.

Looking ahead, the success of this strategic direction depends on effective resource mobilization, fostering community ownership, and continuous learning. RMT is dedicated to leveraging its strengths, addressing existing gaps, and adapting to emerging challenges to ensure the sustainability of its efforts. By remaining true to its core values of collaboration, integrity, and innovation, RMT will contribute to a world where women and children are

empowered, their rights protected, and their full potential realized—ultimately contributing to a more equitable and inclusive society for al

8. Annexes

Indicator Framework (M&E Framework)

A detailed set of Key Performance Indicators (KPIs), baselines, targets, means of verification, and risk assessments will support ongoing monitoring and evaluation. Examples include: This framework ensures accountability, learning, and adaptive management throughout the strategic period.

Narrative Summary	Description	Indicator	Means of Verification	Risks and Assumptions
a. Promoting safe spaces and movement building for women and children on GBV, SRHR, and leadership in Mash East and Mash Central Provinces				
Outcome	-Improved access to integrated services that prevent Gender-Based Violence (GBV) and support survivors and their families -Enhanced Survivor Centred Support and Safety -Positive Shift in Community Norms and Increased Reporting -Reduced incidence of TFGBV among children and youth, along with increased reporting and awareness of digital safety issues within communities.	% and # women and children reporting improved access to services for preventing and responding to GBV # and % survivors satisfied with support and safety from the organisation % beneficiaries reporting a positive shift in community norms and case reporting. % incidence rate for TFGBV among children and youths %reporting increased reporting and awareness of digital safety issues within communities	-Evaluation surveys	TBA
Output	-Provide emergency shelter and counseling services to GBV survivors. - Ensure GBV cases are documented, managed appropriately, referred to relevant services, and followed up on within specified timeframes.	#emergency shelters created for survivors # survivors accessed services from shelters #cases documented #% survivors accessing health and legal services. #community engagement sessions	Program reports	TBA

	-Connect GBV survivors to health and legal services, with follow-up to ensure service utilisation. -Conduct community engagement sessions with traditional leaders, and men and boys to shift social norms and promote positive masculinities. -Launch and operationalise digital platforms or tools for online GBV responses -Training sessions and the percentage of participants demonstrating increased knowledge and understanding of TFGBV risks and prevention measures were conducted.	conducted.; # people reached in the sessions #operational digital platforms launched #training sessions conducted; # reached during sessions, % reporting improved knowledge and understanding of TFGBV		
Objective 2: To promote safe spaces and foster movement building for young women and children, especially girls on Sexual and Reproductive Health Rights (SRHR), as well as leadership development.				
Outcome	-Empowered Girls on Leadership and SRHR Knowledge -Reduced incidence of Teen Pregnancies and Child Marriages -Enhanced self-representation and voices of young women and girls on advocacy and policy influence.	% girls reporting application of applying SRHR and leadership knowledge in their lives. % reduction in teen pregnancies and child marriages in the target population % young women and girls participating in advocacy and policy influencing activities	-Evaluation Surveys -Situational analysis reports	TBA
Outputs	-Strengthen and operationalise Village and School based Nhangas safe	#strengthened nhanga village safe spaces.	-Program report -Program monitoring data.	TBA

	spaces on SRHR and leadership. -Establish and launch the fellowship and mentorship programme in the Nhanga Safe Spaces and ensure community ownership. -Establish the Nhanga Alumni for cross learning and provide clear operational procedures for communities. -Increased participation of young women and girls in local, national and regional advocacy.	#benefiting from nhanga safe space fellowship and mentorship programme. #Nhanga Alumni activities reached; #reached through the Alumni activities. #women and girls participating in advocacy (disaggregated by level)		
Objective 3: To safeguard young women and children at risk of GBV by increasing their access to formal education and Technical and Vocational Education and Training (TVET) opportunities.				
Outcomes	-Improved access to quality education and vocational training for survivors and children at risk of GBV, fostering protection, economic independence and resilience. - Increased retention and completion rates in formal and non-formal education for survivors and girls at risk.	% of children at risk and survivors of GBV accessing quality education and vocational training. % supported children and survivors completing formal and non-formal education	-Program assessments -Evaluation Surveys	TBA
Outputs	-Establish and expand TVET and ISALs programs to enhance economic opportunities and independence.	# and types of TVET programs established to enhance economic opportunities and independence. # women and children at risk of GBV and survivors enrolled in TVET and ISALs	-Program monitoring data. -Program Reports	

	-Enrol women and children at risk and survivors in TVET and ISALs programs to enhance their vocational skills and economic empowerment. -Facilitate educational assistance and re-entry to formal education to survivors of SGBV for protection and rebuilding.	programs # SGBV survivors receiving educational assistance and re-entry to formal education.		
Objective 4: To enhance climate resilience, reduce climate-related risks, and promote sustainable livelihoods and equitable resource access for women in rural and marginalized communities.				
Outcomes	- Increased resilience of women-led livelihoods to climate shocks. -Improved sustainable resource management by women. -Greater gender equity in resource access and decision-making	% of women reporting increased livelihood resilience to climate shocks. % women reporting improved and sustainable resource management. % of men and women reporting greater gender equity in resource access and decision making.	-Program surveys -Evaluation Surveys	TBA
Outputs	-Women adopting climate-smart and resilient farming practices -Community-based early warning systems for climate-related hazards are established and operational. -Commitments/agreements from Traditional Leaders documented on promoting equitable resource access, such as land and inputs. -Women's participation in the decision-making bodies,	# women adopting climate-smart and resilient farming practices. # of community-based early warning systems established for hazards is operational. # documented commitments from Traditional Leaders on promoting equitable resource access, such as land and inputs. % women participating in decision-making bodies, eg, village, ward, and district development committees, are responsible for resource management.	-Program Reports -Program monitoring data.	

	such as the village, ward, and district development committees responsible for resource management and allocation.			
Objective 5: To advance research, documentation, dissemination, and advocacy efforts focused on gender equity, GBV, and health interventions.				
Outcomes	-Positively contribute to policy reforms on Gender Equality, SRHR, and GBV driven by evidence. -Increased public awareness and engagement on gender issues. -Strengthened evidence-based for gender-responsive interventions	# policy changes made as a result of RMT advocacy efforts. % public is engaged and aware of gender issues. # repositories for research evidence on gender responsive interventions	-Policy documents -Gender Assessment Surveys -Research publications and manuscripts, reports, policy or impact briefs	
Outputs	-Research reports, operational manuals, policy briefs, and advocacy materials produced and disseminated on Gender Equity, SRHR, GBV -Regional and national advocacy campaigns contributed to. -Online repository of success stories. -Strategic national and regional advocacy partnerships established.	# research outputs (reports, manuscripts, policy briefs) on gender responsive interventions). # regional and national advocacy campaigns which RMT contributed towards. # people accessing the repository. # strategic national and regional advocacy partnerships established.	-Program Reports -Program monitoring data.	