

# Report on The National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe.



## **Table of Contents**

<i>Acknowledgements</i>	v
<i>Executive Summary</i>	vi
Introduction	1
Project and baseline context	3
Scope and focus of study	5
Baseline Survey Methodological Approach	6
Safeguarding	12
Demographic features of the survey participants	13
Baseline findings	21
Recommendations for the #SIYA Project based on the survey outcomes	38
Conclusion	41

## **List of Figures**

- Figure 1: Population by province for Zimbabwe.
- Figure 2: List of Provinces and Districts.
- Figure 3: List of Provinces and Districts.
- Figure 4: Respondents ages by gender
- Figure 5: Gender Respondents by Province.
- Figure 6: Respondents Educational Background.
- Figure 7: Distribution of respondents with disabilities.
- Figure 8: The employment status of the respondent
- Figure 9: Sector of Respondents.
- Figure 10: Province and District by Gender
- Figure 11: Barriers and challenges.
- Figure 12: Opportunities and Enablers.
- Figure 13: Key challenges of youth organizations.
- Figure 14: Sub-National vs Responsiveness.
- Figure 15: Influencing factors for participation vs young women.
- Figure 16: Platforms for anonymous raising.
- Figure 18: Awareness levels of anonymous raising platforms.

## **List of Tables**

**Table 1:** Amplifying youth voices in accountability and decision-making.

**Table 2:** Gender responsive policies and laws.

**Table 3:** Strengths, limitations and opportunities for improving gender policies.



## **List of Acronyms**

1. KII– Key Informant Interview
2. NGO- Non-Governmental Organization
3. PDH– Doctorate Degree
4. Python OR- Python Operators
5. SIYA - Strengthening Institutions and Youths Agency  
in Accountability Narratives (#SIYA)
6. ZIMCodd - Zimbabwe Coalition on Debt and Development

## **Acknowledgments**

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We extend appreciation and acknowledgement of the United States Agency for International Development in Zimbabwe (USAID-Zimbabwe) for supporting this initiative under the cooperative agreement with Zimbabwe Coalition on Debt and Development (ZIMCODD) on the Strengthening Institutions and Youths Agency in Accountability Narratives (#SIYA) program.

We also acknowledge the valuable contribution of the survey consultants and research team who applied their expertise and conducted the survey with the utmost professionalism. Their meticulous efforts in designing the methodology, collecting data through interviews, focus group discussions, and case study interviews, and analysing the findings have greatly enriched the quality and reliability of this survey.

Furthermore, we would like to express our appreciation to the policymakers, government officials, and stakeholders who have shown a genuine commitment to youth participation and have participated in this survey. Their openness to evidence-based recommendations will play a vital role in driving positive change and creating an enabling environment for youth involvement in accountability and decision-making processes. We hope that the findings and recommendations of this survey will catalyse positive change, leading to more inclusive, equitable, and effective governance that addresses the needs and aspirations of the country's young population.

*This study is made possible by the generous support of the American people through United States Agency for International Development Zimbabwe (USAID-Zimbabwe). The contents are the responsibility of ZIMCODD and do not necessarily reflect the views of USAID or the United States Government”.*

## **Executive Summary**

Zimbabwe has a significant youth population that faces marginalization and limited opportunities for meaningful participation in decision-making processes. Despite their desire for greater involvement, challenges such as high unemployment rates, limited access to quality education and healthcare, and political constraints hinder their ability to engage actively in shaping their future. Recognizing the importance of youth participation, various initiatives and organizations have emerged to support and amplify youth voices.

In the pursuit of a vibrant, accountable and inclusive society, the National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe emerges as a beacon of hope. This comprehensive survey by ZIMCODD delves deep into the intricate web of challenges and opportunities surrounding youth involvement in accountability narratives in Zimbabwe.

Zimbabwe, home to a significant youth population, recognizes the pressing need to engage its young citizens in governance and decision-making. ZIMCODD, an esteemed local non-governmental organization, spearheads this noble endeavour, driven by a steadfast commitment to economic governance, transparency, and accountability. Their resolute objective is to empower youth and foster their active participation in key spheres such as governance, policy development, community building, and public service.

## **Methodology**

The survey employed a mixed-method approach, combining quantitative and qualitative data collection techniques. Through interviews, focus group discussions, and in-depth case study interviews, the consultants gathered rich and detailed information about the experiences, opinions, and aspirations of young men and women in Zimbabwe.

## **Findings**

The survey findings revealed several key insights. Firstly, there is limited access and representation of youth in formal decision-making spaces, restricting their ability to influence policies and decisions. Additionally, youth from marginalized backgrounds, including those from rural areas, low-income families, and minority groups, face additional obstacles due to structural inequalities and discrimination. Limited awareness and knowledge about civic engagement further hinder youth participation. The absence of supportive structures and mechanisms, such as mentorship programs and platforms for dialogue and collaboration, also hamper their engagement. Despite the myriad of challenges identified, there is an opportunity for increased youth participation in accountability discourse. Identified opportunities include;

- Better representation of youth: There is an opportunity to improve the representation of youth in formal decision-making spaces, allowing them to have a voice and influence policies and decisions.
- Amplification of youth voices: There is potential to work with youth and amplify their voices in decision-making spaces, ensuring that their perspectives are taken into account and their concerns are addressed.

- Contributions of youth-led organizations: Youth-led organizations have the opportunity to contribute to promoting decision-making and accountability among youth in Zimbabwe, playing an active role in advocating for good governance.
- Existing gender-responsive policies and initiatives: There are gender-responsive policies, programs, and initiatives that support the participation of young women. These policies provide opportunities for young women to engage in decision-making processes and contribute to accountability narratives.
- Strengths, limitations, and opportunities for improvement: There is an opportunity to assess the strengths, limitations, and opportunities for improvement of existing policies and programs that support young women's participation. This assessment can help enhance their effectiveness and inclusivity.
- Anonymous complaint-raising platforms: There are platforms available for anonymous complaint-raising for youth. These platforms provide an opportunity for youth to raise concerns and provide feedback without fear of reprisal.
- Awareness levels of complaint-raising platforms: There is an opportunity to increase awareness among Zimbabwean youth about the platforms available for anonymous complaint-raising. Enhancing awareness can ensure that more youth are informed about these channels for expressing their grievances.
- Recommendations for enhancing youth participation: The document provides recommendations on enhancing meaningful and inclusive participation of youth in decision-making processes. These recommendations present opportunities for improving youth engagement and ensuring their involvement in shaping their future. Recommendations for the #SIYA Project: The survey outcomes provide recommendations specifically for the #SIYA Project, which aims to strengthen institutions and youth agency in accountability narratives. These recommendations offer opportunities for the project to align its strategies with the survey findings and promote youth participation effectively.

## **Recommendations**

Based on the findings, the survey provides actionable recommendations to enhance youth participation in accountability discourse and decision making processes. These recommendations include but are not limited to:

### **1. Strengthening Youth Participation**

- Conduct Youth Empowerment Workshops to educate and inspire young people about the importance of their participation in decision-making processes. Provide training on leadership skills, civic engagement, and accountability tools.
- Develop an Accountability Toolkit, a comprehensive guide that equips youth with practical resources and step-by-step instructions on utilizing accountability tools effectively.
- Establish the #SIYA Youth Advisory Council, a platform where young people can actively participate in decision-making processes and provide feedback on policies and programs.

## **2. Addressing Gender Disparities**

- Launch the #SIYA Gender-Responsive Initiatives, including mentorship programs and leadership training specifically designed to empower young women. Collaborate with women's organizations and NGOs to ensure gender inclusivity.
- Create the #SIYA Women's Complaint-Raising Platform, a safe and anonymous space for young women to raise concerns and report issues affecting their participation in decision making. Promote awareness of this platform through targeted campaigns and partnerships with women's rights groups.

## **3. Collaboration and Dialogue**

- Organize the #SIYA Collaboration Forums, regular meetings that bring together youth, government representatives, and civil society organizations. Facilitate open discussions, knowledge sharing, and joint decision-making processes.
- Establish the #SIYA Online Platform, a digital space where youth, government officials, and civil society can engage in continuous dialogue, exchange ideas, and collaborate on projects. Promote the platform through social media and partnerships with tech-savvy youth influencers.

## **4. Technology and Accessibility**

- Implement the #SIYA Connectivity initiative to improve network coverage and provide free Wi-Fi in public spaces frequented by youth. Collaborate with telecommunication companies and local authorities to ensure widespread accessibility.
- Launch the #SIYA Tech Awareness Campaign to educate youth about technology platforms for anonymous complaint-raising. Conduct workshops, webinars, and social media campaigns to raise awareness and provide step-by-step guides on utilizing these platforms.

## **5. Capacity Building**

- Conduct the #SIYA Civic Education Workshops, offering regular training sessions on governance literacy, human rights, and active citizenship. Collaborate with educational institutions, community centres, and local NGOs to reach a wider audience.
- Establish the #SIYA Youth Entrepreneurship Program, providing training, mentorship, and financial support to young entrepreneurs. Foster economic empowerment and encourage sustainable community engagement among youth.

## **6. Monitoring and Evaluation**

- Develop the #SIYA Monitoring and Evaluation Framework to assess the impact and effectiveness of youth participation initiatives. Regularly collect data, conduct surveys, and analyse feedback to measure progress and make informed adjustments.
- Establish the #SIYA Youth Feedback Mechanism, a platform where youth can provide ongoing feedback on #SIYA programs, initiatives, and policies. Ensure transparency and accountability in program implementation.

## **7. Advocacy and Whistle-blower Protection**

- Launch the #SIYA Policy Advocacy Campaign, advocating for policy changes that promote youth representation in decision-making processes. Engage with policymakers, media, and civil society organizations to raise awareness and push for reforms.
- Develop the #SIYA Whistle-blower Protection Initiative, providing legal and psychological support to youth who report abuse of public resources. Collaborate with legal aid organizations and human rights defenders to ensure effective protection and dissemination of information.

## **8. Targeted Engagement**

- Develop the #SIYA Youth Ambassador Program, appointing influential young leaders as ambassadors to represent the program and engage with their peers. Empower ambassadors to organize local events, workshops, and awareness campaigns tailored to specific age groups.
- Conduct the #SIYA Intergenerational Dialogue Series, bringing together youth and experienced leaders to foster mutual understanding, bridge generational gaps, and promote inclusive decision-making.

By implementing these recommendations, Zimbabwe can work towards more inclusive and effective decision-making processes that address the needs and aspirations of its young population. The National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe provides a comprehensive assessment of youth involvement in accountability and decision-making. The survey's findings and recommendations serve as a foundation for evidence-based strategies, interventions, and policies that promote inclusive and equitable governance. The findings point to the need for further research and engagements with young people to understand their aspirations and concerns in accountability and decision-making processes in Zimbabwe. By actively involving youth and addressing the challenges they face, Zimbabwe can harness the full potential of its diverse population and ensure that the voices and needs of all citizens are represented and addressed.

# 1. Introduction

The National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe is a significant undertaking aimed at assessing the current state of youth involvement in the country's accountability and decision-making processes. The survey was carried out by the Zimbabwe Coalition on Debt and Development (ZIMCODD), a local non-governmental organization focused on economic governance and promoting transparency and accountability in public finance management. ZIMCODD recognizes the importance of youth participation in shaping public policy and seeks to strengthen their involvement in decision-making processes. By conducting this baseline survey, ZIMCODD aims to gather data and insights on the current landscape of youth participation, with a particular focus on governance, policy development, community development, and public service.

The objectives of this survey are two-fold. Firstly, it aims to assess the level of youth participation in accountability and decision-making processes within Zimbabwe. This includes examining their involvement in governance, policy development, community development, and public service. Secondly, it seeks to identify the barriers, challenges, opportunities, and enablers that affect youth involvement in these processes. By understanding these factors, policymakers and stakeholders can develop targeted interventions to enhance youth engagement and remove obstacles to their participation. Moreover, the survey recognizes the importance of considering the intersectionality of gender and other identities such as age, ethnicity, disability, and socio-economic status. By examining how these intersecting identities shape youth experiences and opportunities in decision-making, the survey aims to contribute to more inclusive and equitable policies and practices.

The methodology employed in this survey involved a mixed-method approach, combining quantitative and qualitative data collection techniques. The consultants utilized tools such as interviews, focus group discussions, and key informant interviews to gather rich and detailed information about the experiences, opinions, and aspirations of young men and women in Zimbabwe.

The findings of this survey will provide valuable insights that can inform policy advocacy efforts, program design, and capacity-building initiatives. By enhancing youth participation and promoting gender-responsive governance and decision-making processes, Zimbabwe can harness the full potential of its diverse population and ensure that the voices and needs of all citizens are represented and addressed.

The National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe is a comprehensive assessment aimed at understanding the current state of youth involvement in accountability and decision-making. By identifying barriers, challenges, opportunities, and enablers, this survey will contribute to evidence-based strategies and interventions that enhance inclusivity and promote meaningful youth engagement.

Through this survey, Zimbabwe can work towards more inclusive and effective decision-making processes that address the needs and aspirations of its young population.



## 2. Project and baseline context

Zimbabwe is home to a significant youth population, constituting a large proportion of the country's demographic profile. The country has a population of 15,178, 957<sup>1</sup> and 67.7% of that is youth.<sup>2</sup> However, despite their numerical strength, young people in Zimbabwe often face marginalization and limited opportunities for meaningful participation in decision-making processes. Challenges such as high unemployment rates, limited access to quality education and healthcare, and political constraints have hindered their ability to engage actively in shaping their future.

Nevertheless, the youth in Zimbabwe have demonstrated their desire for greater involvement in governance and decision-making. They have actively engaged in social and political movements, advocating for their rights, demanding accountability from leaders, and seeking opportunities to contribute to the development of their communities and the nation as a whole. Recognizing the importance of youth participation, various initiatives and organizations have emerged to support and amplify youth voices, addressing the gaps and barriers they face.

The baseline context of the National Baseline Survey highlights the existing gaps and challenges faced by youth in Zimbabwe regarding their participation in accountability and decision-making processes. These challenges include limited access to decision-making spaces, marginalization and exclusion of certain groups, limited awareness and knowledge about civic engagement, inadequate representation in decision-making bodies, and a lack of supportive structures for youth participation.

Many youth in Zimbabwe encounter barriers that prevent them from accessing formal decision-making spaces such as political offices, government institutions, and community leadership roles. This lack of access restricts their ability to influence policies and decisions that affect their lives and communities. Additionally, youth from marginalized backgrounds, including those from rural areas, low-income families, and minority groups, face additional obstacles in participating in decision-making processes due to structural inequalities and discrimination. Limited awareness and knowledge about their rights and available mechanisms for participation hinder the youth's ability to engage effectively. Furthermore, inadequate representation in decision-making bodies means that the voices and perspectives of youth are not adequately considered, leading to policies and decisions that may not reflect their interests and needs. The absence of supportive structures and mechanisms for youth participation, such as mentorship programs, access to funding and resources, and platforms for dialogue and collaboration, further hampers their ability to engage effectively.

The National Baseline Survey on Youth Participation in Accountability and Decision-Making Processes in Zimbabwe is a comprehensive research project that aims to assess the current state of youth involvement, identify barriers and challenges, explore opportunities and enablers, and understand the intersectionality of gender and other factors influencing their engagement.

1. <https://zimbabwe.opendataforafrica.org/anjtpc/2022-population-housing-census-preliminary>  
2. <https://www.ohchr.org/sites/default/files/Documents/Issues/Youth/ZimbabweHRCommission.pdf>

Through a mixed-method approach, the survey sought to gather comprehensive data to inform policy advocacy, program design, and capacity-building initiatives. The ultimate goal is to enhance youth participation, promote gender-responsive governance, and ensure that the diverse population of Zimbabwe can actively contribute to shaping the future of their communities and the nation as a whole.

### **3. Scope and focus of the study**

#### **3.1 Purpose of the Baseline Study**

The purpose of the National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe is to assess the current state of youth involvement in accountability and decision-making processes in Zimbabwe. The study aims to identify the gaps, challenges, opportunities, and enablers that exist to enhance inclusivity and promote meaningful engagement of youth in these processes. The baseline study had the following specific objectives:

- To conduct a comprehensive baseline survey to assess the level of youth participation in accountability and decision-making processes.
- To identify barriers, challenges, opportunities, and enablers that affect youth involvement in these processes.
- To explore gender and intersectional dynamics to understand the diverse experiences and needs of youth from different backgrounds.
- To provide actionable recommendations to enhance youth participation and inform policy advocacy, program design, and capacity-building initiatives.

Additionally, the study aimed to provide actionable recommendations based on its findings. These recommendations are intended to enhance youth participation and inform policy advocacy, program design, and capacity-building initiatives. The goal is to develop evidence-based strategies and interventions that promote inclusivity and meaningful engagement of youth in decision-making processes. By identifying the barriers and challenges faced by youth, policymakers, and stakeholders can develop targeted interventions to address these obstacles and create an enabling environment for youth participation.

Overall, the purpose of the baseline study report is to provide a solid foundation of knowledge and understanding regarding the gaps and opportunities for youth participation in accountability and decision-making processes in Zimbabwe. The findings of the survey will serve as a basis for developing evidence-based strategies, interventions, and policies that promote inclusive and equitable governance and decision-making. By actively involving youth and addressing the challenges they face, Zimbabwe can harness the full potential of its young population and ensure that decision-making processes are representative, inclusive, and responsive to the needs and aspirations of all citizens.

## 4. Baseline Survey Methodological Approach

The data collection approach included a mixed method design, integrating both quantitative and qualitative methods of data collection to inform project indicators. Based on the nature of the survey, a highly qualitative and participatory survey approach was utilized. A qualitative survey approach allowed for a deep dive, in-depth analysis of the “Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe”.

Qualitative data was collected through direct and participant observation, interviews, focus group discussions, and case studies and from written records. This was done using Google Forms, downloaded into comma-separated values (CSV), and analysed using Python OR. Analyses of qualitative data included examining, comparing contrasting, and interpreting patterns to conclude using the aforementioned methodologies.

The methodology of the survey incorporated the following:

**a) Consultative:** In harnessing the various youth experiences in accountability and decision-making, a highly consultative approach to get the perspectives of different youth groups and how their attitudes, perceptions, and practices have played out in accountability and decision-making was utilized. The Consultants engaged different stakeholders/ duty holders as well as different community groups i.e. young men and women, persons with disabilities (PWDs), CSOs, government, and academia. Consulting these different groups, across sectors gave a more nuanced analysis of the progress made. It brought out all the different voices for a comprehensive analysis of what Gaps and Opportunities for Women and Youth Participation in Accountability and Decision-Making Processes in Zimbabwe.

**b) Participatory:** To enhance active participation, the survey made deliberate efforts to encourage the participation of different groups to come out with a balanced output. Simple methods of engagement with stakeholders were therefore used which gave more emphasis to their participation and amplified their voices. During Focus Group Discussions, the survey team used participatory methods like ranking, brainstorming, and storytelling, while the facilitator steered the discussions to remain on course. These simple methods of engagement ensured that all participants took part in the discussion and were ultimately involved in the conclusion that the group took on a certain topic.

**c) Disability, Gender, and Age Sensitive:** Methods of engagement were used to ensure that various stakeholders like PWDs, young women, and men openly engage in the discussions. The survey team took note of the religious, cultural, and social restrictions that confine women’s participation in spaces where men are present. Group discussions with people of the same sex were conducted, and where necessary participants were further classified by age groups to ensure that even adolescent girls as part of the young people could easily participate and give factual contributions to the survey without restraint or hesitation. The survey team also ensured that individual experiences/case studies were shared in private or at non-audible distances from other people present.

## **4.1 Data Collection Techniques**

### **4.1.1 Review of Secondary Data**

The survey drew on existing information and data in the form of previous research on youth done by other institutions at varying levels. The review of secondary data for this national survey on gaps and opportunities for youth's participation in accountability and decision-making processes in Zimbabwe provided valuable insights into the current landscape. By analysing existing data, this review aimed to identify the challenges, gaps, and potential opportunities for enhancing youth engagement in decision-making. The secondary data review encompassed multiple sources, including research reports, surveys, governmental publications, and academic studies. It examined indicators such as political participation, representation, access to resources, and barriers faced by youth in Zimbabwe. The following are some of the documents used during the review of secondary data:

The findings presented in this report on the youth landscape in Zimbabwe are the result of a comprehensive desk review that drew upon a wide range of authoritative sources. These sources include evaluations and impact assessments, such as the "Evaluation Report: Youth Empowerment Program" conducted by the Ministry of Youth, Sport, Arts and Recreation, and the "Assessing Impact: Youth Leadership Development Program" by the Youth Development Organization. Reports and publications by international organizations, including the United Nations Development Programme (UNDP) and the World Bank, were consulted to gain insights into youth empowerment, participation, and governance in Zimbabwe. Policy briefs and advocacy documents from local and international NGOs provided valuable recommendations and perspectives on youth rights, participation, and inclusion in decision-making processes. Media articles and news reports from reputable newspapers like The Herald, The Daily News, and Newsday, as well as online news platforms and news agencies, shed light on youth activism and involvement in accountability and decision-making. Case studies and success stories, such as those highlighted in "Youth Accountability Champions: Case Studies of Impactful Initiatives" by Accountability Action Zimbabwe and "From Activism to Action: Youth-Led Campaigns for Accountability in Zimbabwe" by the Youth Power Coalition, showcased successful youth-led initiatives for transparency and accountability. Academic journals and publications in the fields of youth studies, political science, governance, and participatory approaches provided scholarly insights, including the article "Youth Participation and Democratic Governance: A Case Study of Zimbabwe" published in the Journal of Youth Studies. Online resources, such as YouthHub Zimbabwe and Youth Voices Blog, as well as social media discussions, forums, and groups like the Facebook group "Youth Engagement Forum Zimbabwe," provided additional perspectives and discussions on youth participation and accountability. This comprehensive desk review ensured that the findings and analysis in this report are well-informed and grounded in a diverse range of reliable sources.

The baseline survey of the project "Strengthening Institutions and Youths Agency in Accountability Narratives (#SIYA) in Zimbabwe" employed different sampling techniques to ensure a comprehensive assessment. The survey utilized both probability and non-probability sampling methods, including simple random sampling, purposive sampling, and snowball sampling, to select participants from various targeted groups and external stakeholders.

## 4.2 Sampling

### 4.2.1 Simple Random Sampling

Simple random sampling was used to randomly select a subset of participants from the population of targeted beneficiaries. This technique ensured that every individual in the population had an equal chance of being selected. Survey questionnaires were administered through simple random sampling to assess the knowledge, attitudes, and perceptions of Zimbabwean youth regarding corruption, governance, accountability, and the capacity of sub-national governance institutions.

### 4.2.2 Purposive Sampling

Priority was given to purposive sampling, as the consultants leveraged existing networks to access members within them. Key informants were purposively selected to provide additional insights and perspectives on the project. In-depth interviews were conducted to collect data from these key informants, who were chosen based on their expertise, experience, or involvement in relevant areas.

### 4.2.3 Snowball Sampling

Snowball sampling was employed to identify additional participants within the targeted population in selected locations. This approach involved selecting key participants who then referred a limited number of other individuals from their social circle. To ensure diversity, each person was restricted to recruiting three other members. In-depth interviews were conducted with the individuals identified through snowball sampling to collect data and gain further insights.

By utilizing these sampling techniques, the baseline survey aimed to gather comprehensive data from various stakeholders, including targeted beneficiaries, key informants, and individuals identified through snowball sampling. This diverse sampling approach will provide valuable insights into the project's objectives and contribute to a comprehensive analysis of youth agencies in accountability narratives in Zimbabwe.

## 4.3 Primary Data Collection

Primary data collection was undertaken in agreed sampled areas. Zimbabwe has a population of 15,178,957<sup>3</sup> and 67.7% of that is youth<sup>4</sup>. To have a truly representative sample, the survey team conducted 385 in-depth interviews which gave the survey a 95% accuracy rate with a 5% margin of error. The following is the matrix used to formulate the sample of the population and size: *The sample size  $n$  and margin of error  $E$  are given where  $N$  is the population size,  $r$  is the fraction of responses that you are interested in, and  $Z(c/100)$  is the critical value for the confidence level  $c$ .*<sup>5</sup>

3. <https://zimbabwe.opendataforafrica.org/anjlpct/2022-population-housing-census-preliminary>

4. <https://www.ohchr.org/sites/default/files/Documents/Issues/Youth/ZimbabweHRCCommission.pdf>

5. <http://www.raosoft.com/samplesize.html>

## 4.4 Delimitation of the Survey

### Population Distribution by Province

		2022	2012
1	Harare	2,427,209	2,123,132
2	Manicaland	2,037,762	1,752,698
3	Mashonaland West	1,893,578	1,501,656
4	Midlands	1,811,908	1,614,941
5	Mashonaland East	1,731,181	1,344,955
6	Masvingo	1,638,539	1,485,090
7	Mashonaland Central	1,384,891	1,152,520
8	Matabeleland North	827,626	749,017
9	Matabeleland South	760,345	683,893
10	Bulawayo	665,940	653,337

Figure 1: Population by province for Zimbabwe<sup>6</sup>

The above is the distribution of Zimbabwe's population by Province and the above figures were used to come up with the numbers to be utilized in each district during the survey. To get the number of interviewees per district, the ratio of the population of the district was used against the number of interviews to be administered. The Provinces with a larger population ratio got a slightly higher number of interviewees.

The following is a list of the Provinces and Districts where the survey was conducted.

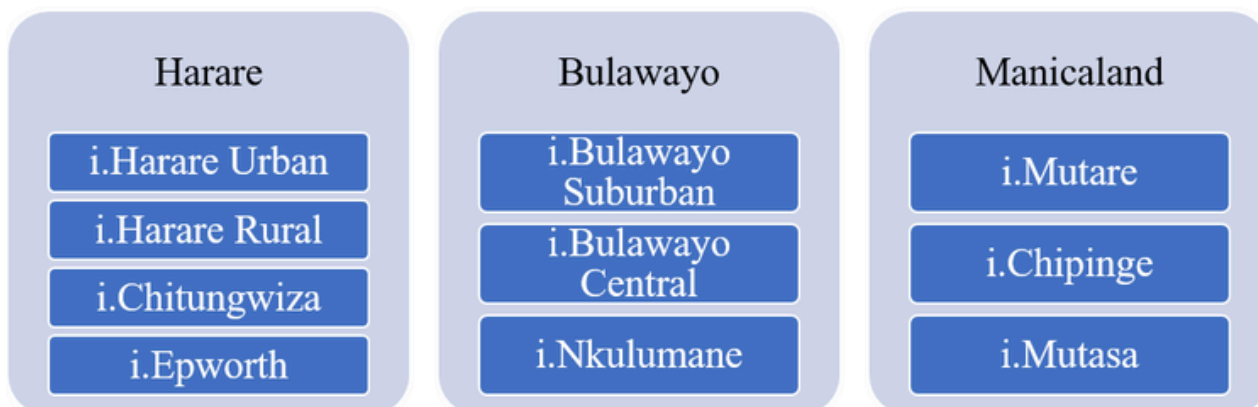


Figure 2: List of Provinces and Districts

6. <https://zimbabwe.opendataforafrica.org/anjlptc/2022-population-housing-census-preliminary>

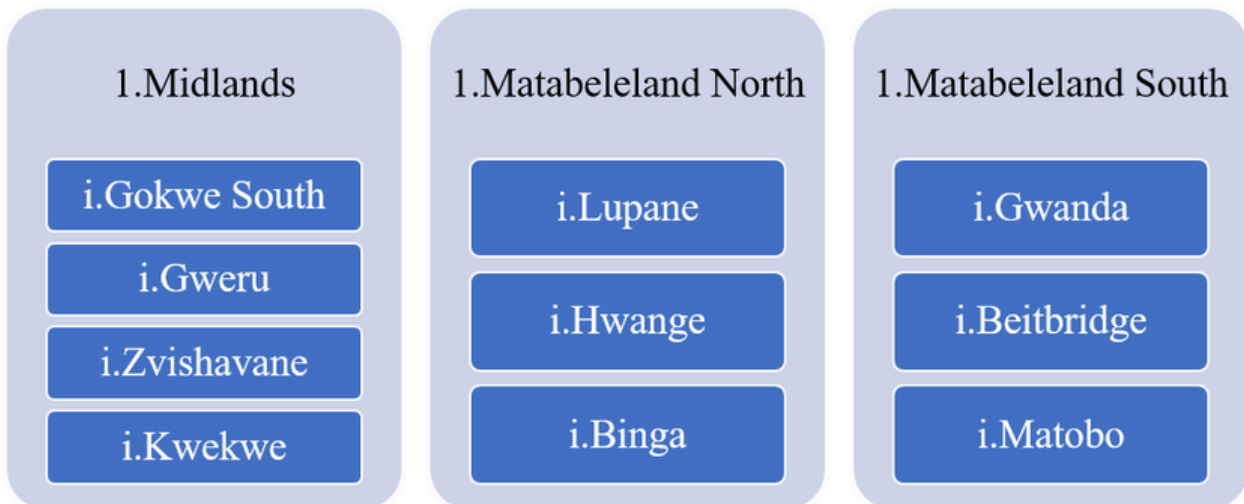


Figure 3: List of Provinces and Districts

#### 4.5 Key Informant Interviews

The survey also employed a key informant interview (KII) approach to gather information from a diverse range of individuals engaged in unpaid care/domestic and informal work. This method involved conducting individual consultations with stakeholders to obtain valuable insights. In line with the determined sample size, a total of 24 KIIs were conducted. Each district had one KII conducted in the specific area. The selection of key informants was based on specific categories identified as key audiences for the survey. These categories served as guidelines for identifying individuals who could provide relevant and insightful perspectives.

#### 4.6 Focus Group Discussions

To gain insights into the factors influencing gender-specific participation in accountability and decision-making processes, the survey employed Focus Group Discussions (FGDs). These discussions aimed to explore the narratives surrounding the existing gaps and identify potential opportunities for enhancing youth engagement in decision-making. Additionally, the FGDs incorporated tools such as Social Network Mapping and Gender Boxes to facilitate a comprehensive understanding of the dynamics at play.

The primary objective of the FGDs was to elicit valuable insights from diverse perspectives represented by different stakeholders involved in accountability and decision-making. By tapping into their perceptions and experiences, the discussions aimed to document shared narratives and identify commonalities among youth participants. Moreover, the FGDs were expected to highlight specific cases that could be further investigated through in-depth case studies.

To ensure a comprehensive analysis, a minimum of 15 FGDs were conducted. These discussions were designed to gather useful insights and foster meaningful dialogue among participants, enabling the research team to better understand the factors influencing gender-specific participation and identify strategies to enhance youth engagement in accountability and decision-making processes.

#### 4.7 In-depth case study interviews

The follow-up interviews were conducted in a one-on-one format, utilizing references obtained from the Key Informant Interviews (KIIs) or Focus Group Discussions (FGDs).



Before individuals were asked to share their stories or experiences, their consent was obtained as a priority. To enhance the information collected about the gaps and potential opportunities for enhancing women and youth engagement in decision-making, illustrative case studies were utilized. These case studies provided in-depth examples and added realism to the findings. By showcasing the lived realities of youth participation, these case studies complemented other data and contribute to a comprehensive understanding. In total, 385 in-depth interviews were conducted as part of the survey.

#### **4.8 Data analysis and management plan**

Qualitative data collection primarily involved the use of questionnaires, and where feasible, voice recorders were utilized to ensure the collection of high-quality data. To safeguard the data against unintended, unlawful, or unauthorized access, disclosure, or theft, a robust procedure was established at the beginning of the study. The personal information of participants was either encoded or removed to protect their privacy, in line with ZIMCODD's Safeguarding Policies. Additionally, data backup procedures were implemented before the research commenced to ensure secure data storage and record-keeping practices.

During the data analysis phase, a disaggregation approach was employed based on various demographics, including district, thematic area, gender, level of education, religion, economic status, and the sector to which the youth belonged. This analysis aimed to identify correlation between behaviour and the distribution of work, which would be instrumental in targeting communication efforts effectively. The objective was to gain insights into the determinants of perceptions based on observations, familiarity with the context, and regular interactions with the target audience.

Python Operators (Python OR), Power BI, and machine learning were utilized throughout the survey for data analysis purposes. These analytical tools facilitated the processing and interpretation of the collected data, enabling the research team to derive meaningful insights from the dataset.

## **5. Safeguarding**

The baseline survey subscribed to the do-no-harm principle when conducting their work. It is appreciated that ZIMCODD is committed to actively safeguarding communities from harm and ensuring participants' rights to protection are fully realized. As such in the conduct of their duties, the survey team endeavoured to promote safe practices and protect communities from harm, abuse, neglect, and any form of exploitation.

## 6. Demographic features of the survey participants

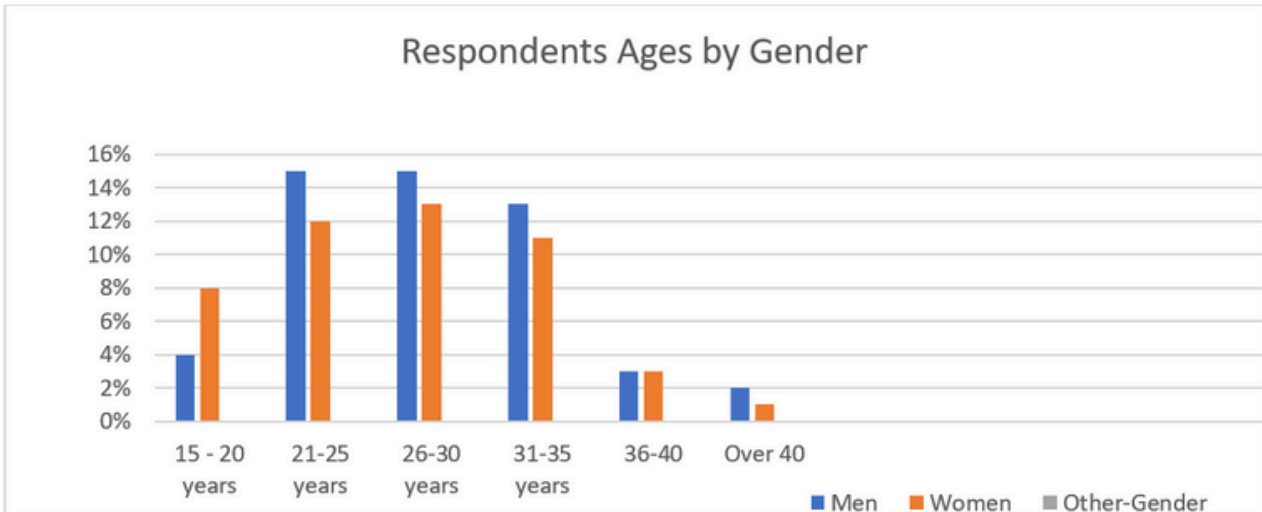


Figure 4: Respondents ages by gender

The age distribution of research participants demonstrates a diverse range of perspectives, with active engagement from both younger individuals and those in their late twenties. The study benefits from the fresh insights and experiences of the youth, with 13,5% falling in the 15-20 age range and an additional 27,5% in the 21-25 age range. Additionally, the substantial representation of individuals in their late twenties, comprising 28,5% of the sample, brings valuable perspectives and maturity to the study. This diverse age distribution enhances the validity and relevance of the findings, ensuring a comprehensive understanding of the research topic. Additionally, the 36-40 age range and the dominant presence of informants over 40 years old highlight the importance of their expertise in shaping the research outcomes and enriching the understanding of the topic.

### 6.1 Respondent's Gender by Province

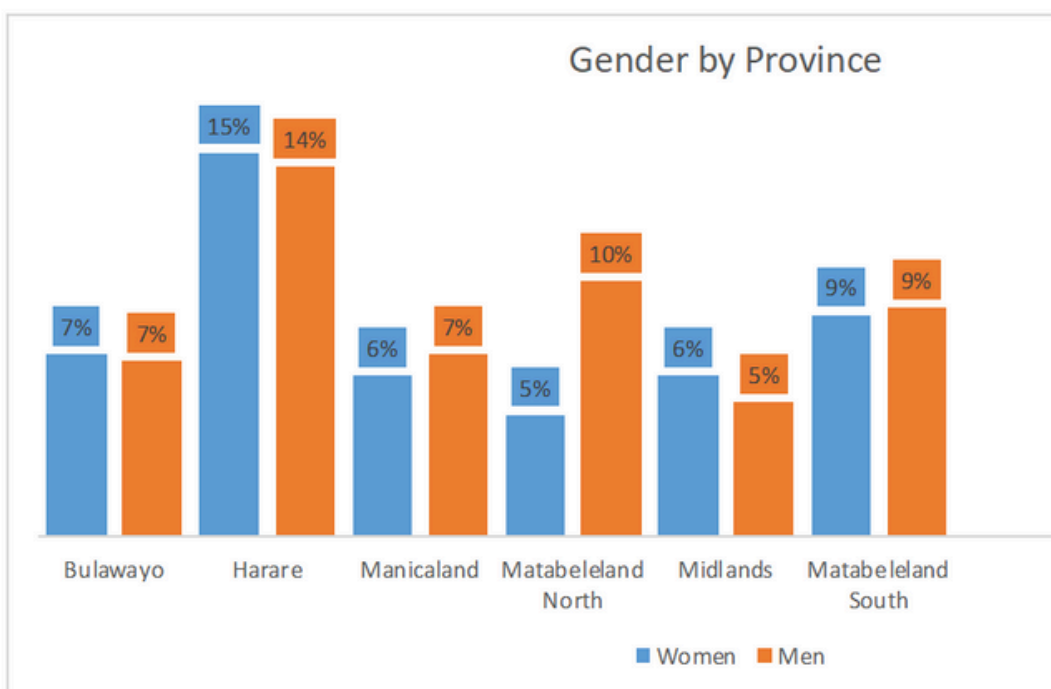


Figure 5: Gender Respondents by Province

The survey revealed varying levels of gender representation across different provinces. It was crucial to ensure that diverse perspectives were included in the in-depth interview process to capture a comprehensive understanding of the topic under investigation. Harare stands out with a relatively balanced representation of women (15%) and men (14%) out of the total number of men and women interviewed, indicating a positive effort towards inclusivity in the selection of participants. Matabeleland North shows a significant gender disparity, with a higher participation of men (10%) compared to women (5%). Women tended to be more reserved in responding to the questionnaires compared to their male counterparts.

## 6.2 Educational background

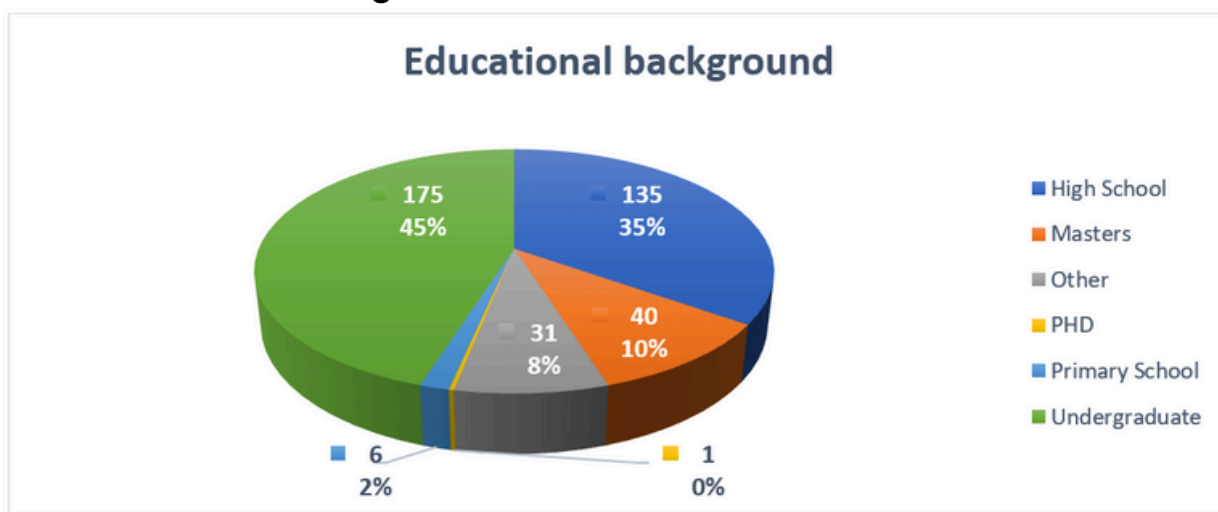


Figure 6: Respondent's Educational Background

Undergraduate degree holders represented the largest group, accounting for 45% of the participants. High school graduates comprised 35% of the respondents. Master's degree holders represented 10% of the participants whilst, individuals with "Other" educational backgrounds made up 8% of the respondents. Respondents with primary school education represented 2% of the participants and respondents with a Doctorate degree (PhD) comprised 1% of the interviewees.

The key insights of the above educational narratives of the respondents revealed that the educational background of the respondents indicated a diverse range of qualifications, ranging from basic education to advanced degrees. This diversity contributed to a richer understanding of the research topic, as it incorporated perspectives from individuals with varying levels of formal education. The presence of respondents with undergraduate and master's degrees indicates a significant level of expertise and specialization in their respective fields. These individuals provided valuable insights based on their academic training and knowledge.

The inclusion of respondents with a high school education provided an opportunity to capture perspectives from individuals with practical experience and knowledge gained outside formal academic settings.

Their insights offered a real-world perspective and contributed to a more comprehensive analysis. All these ages fall under the ZIMCODD programmatic dynamic of 15 to 35 years of age which defines their youth bracket.

### 6.3 People with disabilities

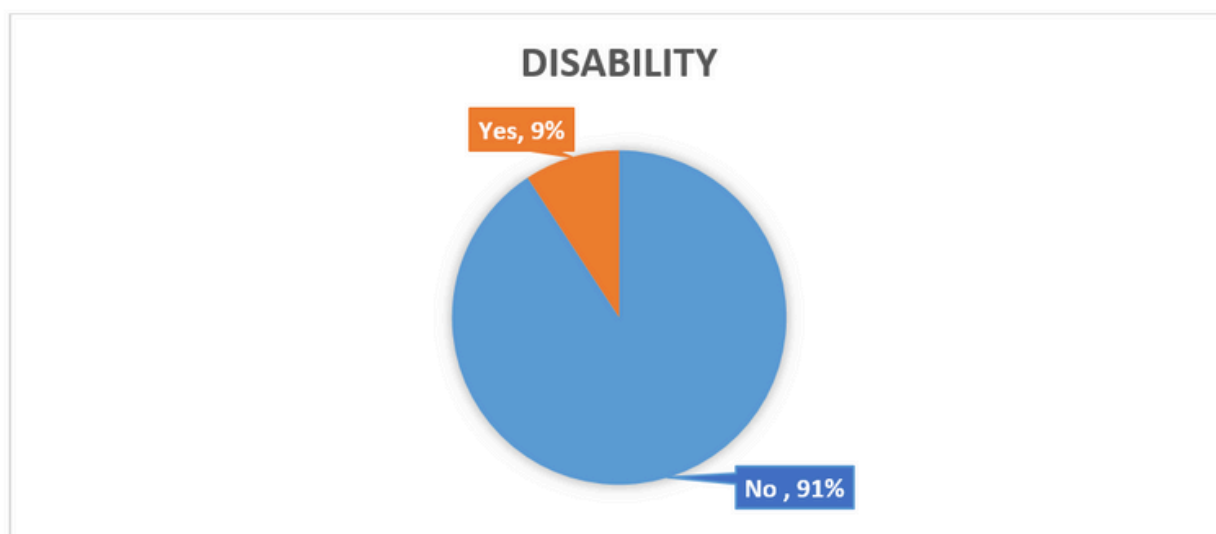


Figure 7: Distribution of respondents with disabilities

Respondents who self-identified as having a disability represented 9% of the participants. This indicates that a minority of the interviewees have disclosed having a disability. Respondents who do not have a disability constitute the majority, accounting for 91% of the participants. This suggests that the majority of the interviewees do not identify as having a disability.

Based on the data analysis, it was found that respondents who self-identified as having a disability represented a minority (9%) of the participants, while the majority (91%) did not identify as having a disability. In light of this, #SIYA should prioritize project recommendations that promote inclusivity and address the needs of persons with disabilities. These recommendations include implementing inclusive outreach and engagement strategies to actively involve persons with disabilities, adapting programs to be more disability-inclusive through accessibility features and reasonable accommodations, providing capacity-building opportunities for both staff and persons with disabilities, collaborating with disability organizations, advocating for disability-inclusive policies, conducting further research on the experiences of persons with disabilities, and using data to inform evidence-based advocacy and program design. #SIYA, by harnessing the above insights can work towards creating a more inclusive society where persons with disabilities have equal opportunities for participation in accountability and decision-making processes.

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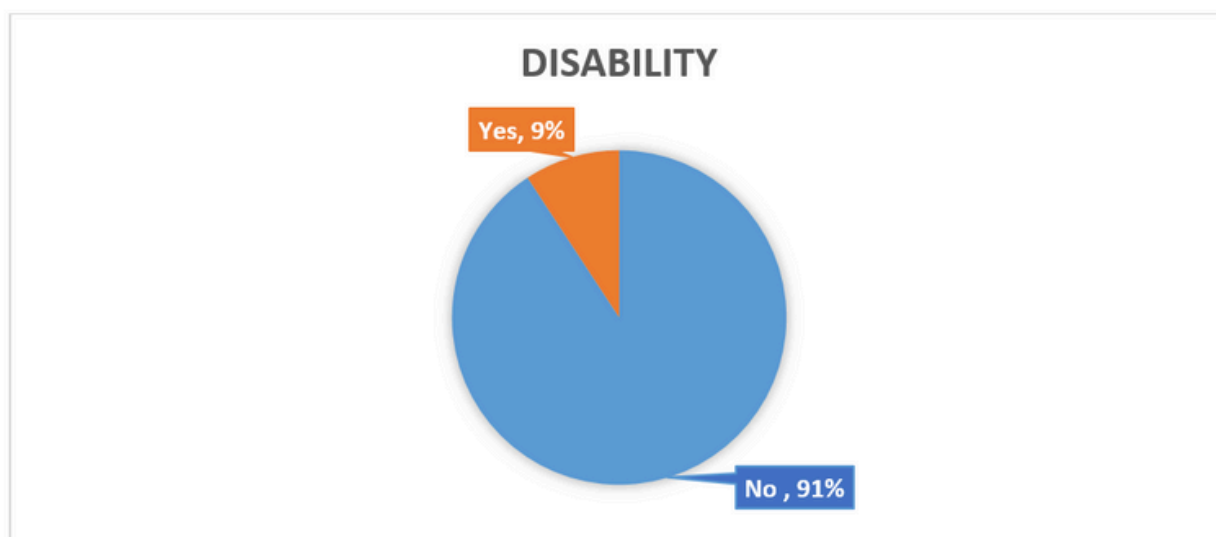


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## 6.4 The employment status of the respondents

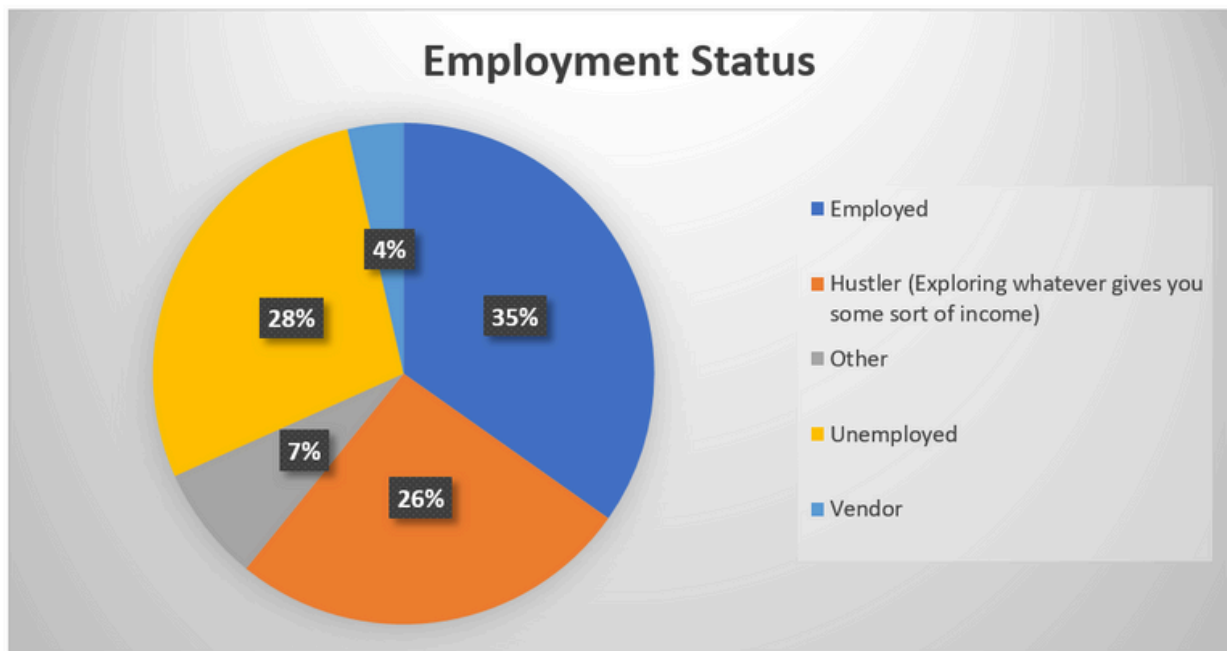


Figure 8: The employment status of the respondents

The findings from the survey regarding employment status and income generation have implications for project design and implementation. Approximately 35% of the survey respondents are currently employed, with 26% falling into the category of engaging in various income-generating activities, although their employment may not be stable or traditional. It is important for project design to consider the specific needs and challenges faced by individuals in this category, such as the unpredictability of income sources and the negative sense of vision and predictability surrounding their livelihoods. This could involve creating interventions that support entrepreneurship, skills development, and financial literacy to enhance income-generating opportunities and promote stability.

Furthermore, the survey revealed that around 28% of individuals are currently unemployed, indicating a lack of job opportunities or regular sources of income. This highlights the need for projects to address unemployment by providing job placement services, vocational training, and support for job seekers. Additionally, approximately 4% of individuals are involved in vending as a means of income generation. In project design, consideration should be given to supporting and formalizing informal vending activities through training, access to markets, and support for small businesses.

Overall, project design and implementation should take into account the diverse employment statuses and income-generating activities identified in the survey. This includes addressing the challenges faced by individuals with unstable employment, providing support for the unemployed to access job opportunities, and recognizing and supporting individuals involved in informal income-generating activities such as vending.

By tailoring project interventions to the specific needs and realities of different employment categories, the #SIYA Project can effectively contribute to reducing unemployment and enhancing income generation among the surveyed population.

### 6.5 Sectors of the Respondents

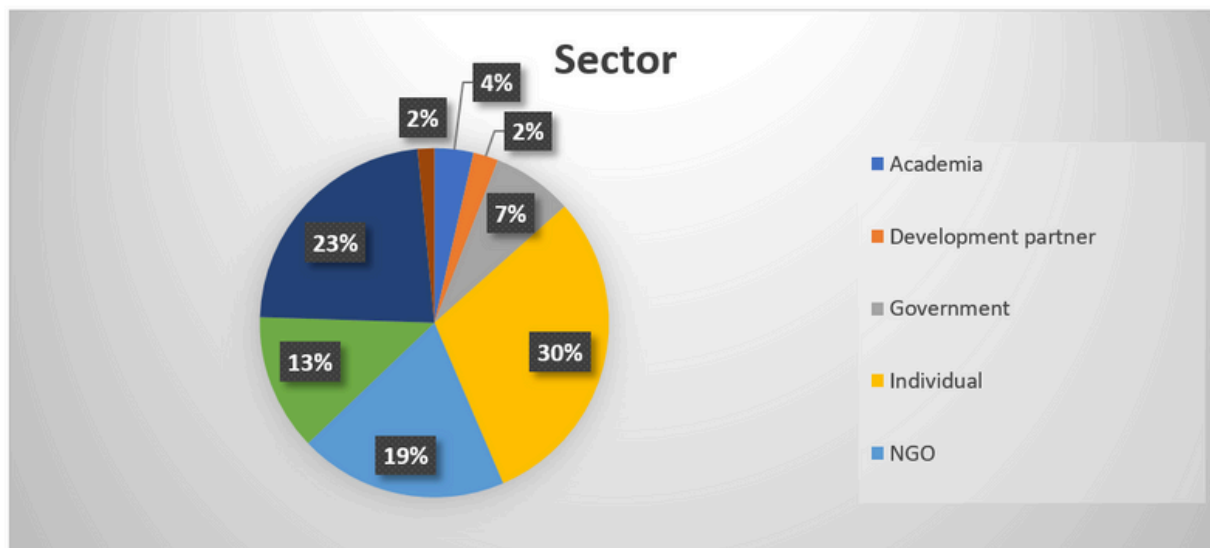


Figure 9: Respondent's Sector

The survey responses were falling under various sectors as shown in the following analysis. The largest proportion of individuals (30%) fall into the "Individual" category, indicating a significant presence of self-employed individuals or those working independently. This suggests a notable level of entrepreneurial activity or individuals pursuing income-generating opportunities on their own. Approximately 23% of individuals are students, indicating a significant proportion of the population is currently pursuing education and not yet employed in a professional capacity. This finding highlights the importance of education and the potential future workforce. About 19% of individuals work in non-governmental organizations (NGOs). This suggests a substantial presence of organizations focused on addressing social or environmental issues, indicating a strong civil society presence and a commitment to social causes. The government sector employs around 7% of individuals, indicating a moderate level of public sector employment. This suggests the presence of various government institutions at the national, regional, state, provincial, or local levels. Approximately 13% of individuals fall into the "Other" category, indicating that their sector or affiliation is not specifically mentioned or provided. This finding suggests the presence of diverse sectors or organizations not explicitly mentioned in the given data. The academia sector (4%) and development partner organizations (2%) have a relatively smaller representation in the employment landscape. However, their presence indicates the involvement of academic institutions and international development agencies in the given context. Roughly 2% of individuals work in sub-national governments, such as regional, state, provincial, or local government entities. This finding suggests the presence of governance structures and institutions at lower administrative levels.



## 6.6 Province and District by Gender

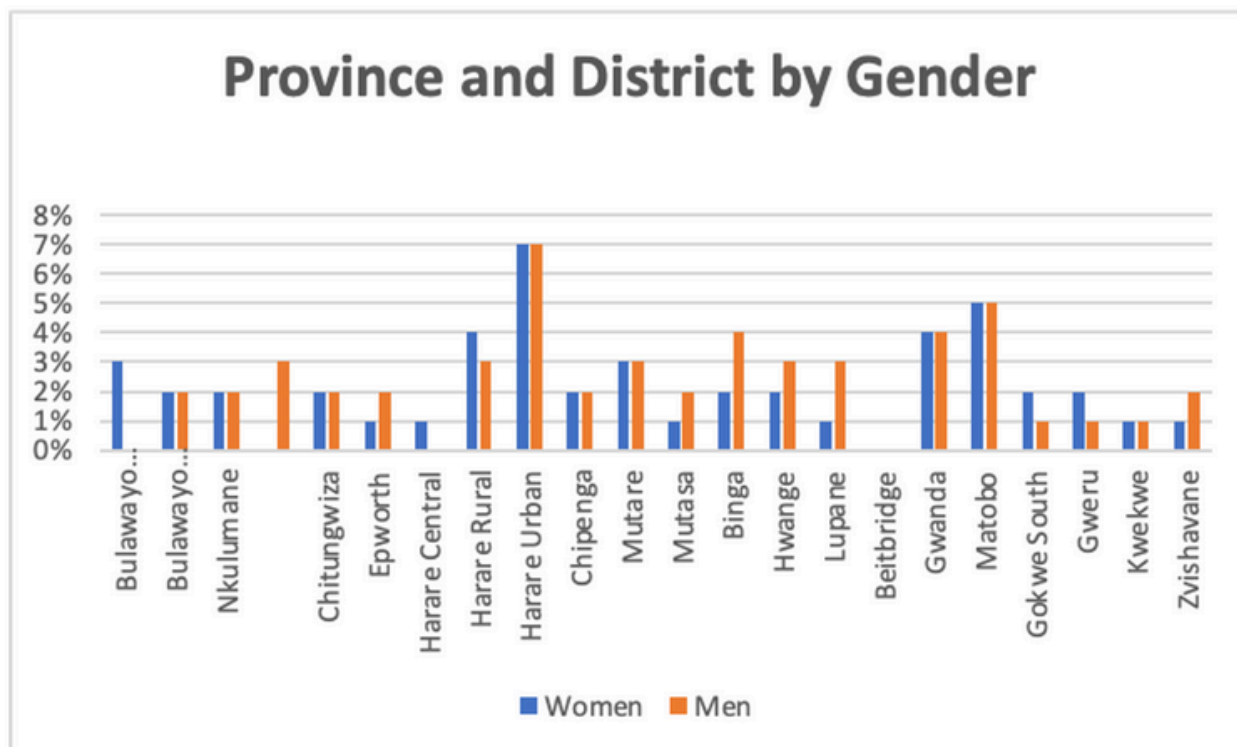


Figure 10: Province and District by Gender

The provided data reveals interesting insights into the percentages of women and men across different provinces and districts in Zimbabwe. In Bulawayo, the percentages of women and men vary slightly across districts. Bulawayo Central has a higher percentage of women at 3% compared to 2% of men. Similarly, Bulawayo Suburban also shows a slightly higher percentage of women at 2% compared to 2% of men. In Nkulumane, the trend is reversed, with women constituting 2% and men representing 3% of the population. Within Harare, the capital city of Zimbabwe, there are notable differences in gender percentages across districts. Chitungwiza and Epworth both have equal proportions of women and men at 2%. Harare Central, on the other hand, has a higher percentage of women at 1% compared to no men reported. Harare Rural shows a higher representation of women at 4% compared to 3% of men. In Harare Urban, both women and men have the highest representation, each accounting for 7% of the population. In Manicaland, the gender percentages remain relatively consistent across districts. Chipinge and Mutare have equal proportions of women and men at 2% and 3% respectively. Mutasa shows a slightly lower percentage of women at 1% compared to 2% of men. In Matabeleland North, there are variations in gender percentages across districts. Binga has a higher percentage of men at 4% compared to 2% of women. Hwange also shows a higher representation of men at 3% compared to 2% of women. Lupane, however, has a higher percentage of men at 3% compared to 1% of women.

Beitbridge district reports no women or men in the provided data. In Gwanda, both women and men are equally represented at 4%. Similarly, the Matobo district also shows equal proportions of women and men at 5%. In the Midlands, the gender percentages remain relatively consistent across districts.

Gokwe South and Gweru both have equal proportions of women and men at 2% and 1% respectively. Kwekwe and Zvishavane also show similar patterns, with women and men each representing 1% and 2% respectively. Overall, the cross-tabulation analysis provides a snapshot of the gender distribution in different provinces and districts of Zimbabwe. While some districts exhibit gender parity, others show slight variations or discrepancies in the representation of women and men. These findings can serve as a basis for further analysis as #SIYA is finalizing its project implementation narrative and also in policymaking to address any gender imbalances and promote gender equality in the respective regions.

## 7. Baseline findings

### 7.1 Main Barriers and Challenges that Hinder Youth Involvement in Decision-Making and Accountability.

To identify the main barriers and challenges that hinder youth involvement in decision-making and accountability here is a cross-tabulation of the different barriers and challenges mentioned during the survey along with their respective percentages:

Percentage vs. Barriers and Challenges

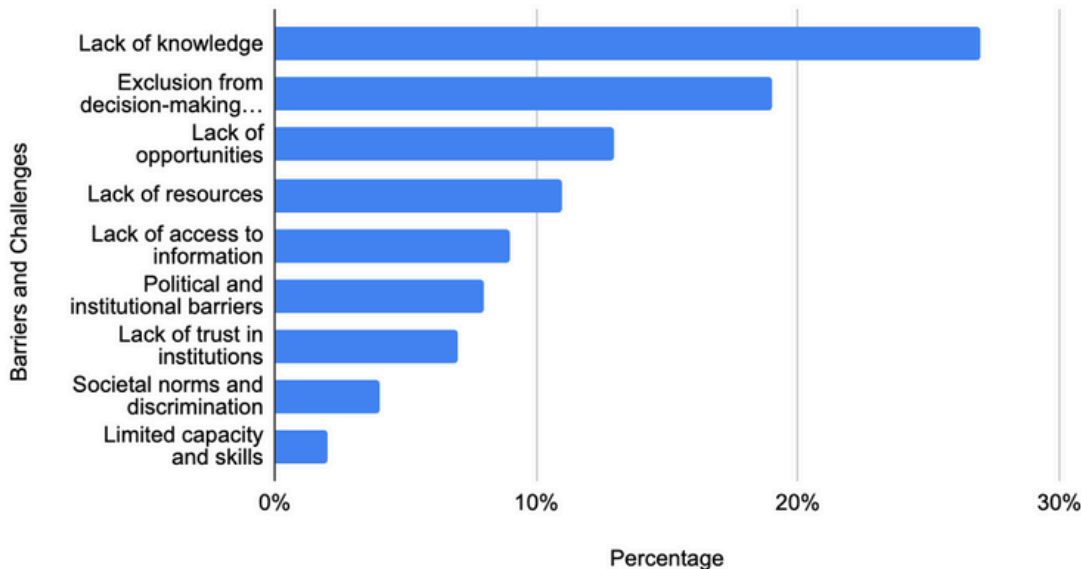


Figure 11: Barriers and challenges

Several barriers and challenges hinder youth involvement in decision-making and accountability as identified during the survey. The most prominent barrier mentioned is the lack of knowledge among young people, with approximately 27% of the responses highlighting this issue. Many youths are unaware of the importance of their participation in decision-making processes and lack the necessary information to engage effectively. Exclusion from decision-making processes is another significant challenge, mentioned by around 19% of the respondents. Youth often find themselves left out of decision-making platforms and are not given opportunities to provide their views and visions. This exclusion can be attributed to factors such as ageism and the perception that only adults should partake in decision-making.

Lack of opportunities, including limited access to resources and employment, was identified as a barrier by approximately 13% of the respondents. Economic challenges, such as unemployment and lack of disposable income, can preoccupy young people and leave them with little time and space to participate in decision-making activities. Around 11% of the responses highlighted the lack of resources as a hindrance to youth involvement.

This includes financial resources, technology, and other forms of support necessary for effective participation. Additionally, approximately 9% of the respondents mentioned the lack of access to information as a challenge, which limits youths' ability to make informed decisions.

Political and institutional barriers, mentioned by approximately 8% of the respondents, further impede youth involvement. These barriers can include political intolerance, unwillingness to include youth, and gatekeeping by older generations. Lack of trust in institutions, societal norms, and discrimination were also identified as challenges, collectively accounting for 11% of the responses.

Some direct quotes from the survey respondents on challenges youth face:

*"Not being given the space to make decisions in one's upbringing is a significant challenge"*  
**Survey Respondent**

*"Peer pressure and constant control that elders have over children hinder youth involvement in decision-making."*  
**Survey respondent**

*"Youth face a lack of exposure to more opportunities as a barrier to their engagement in decision-making processes."*  
**Survey Respondent**

Limited capacity and skills were mentioned by around 2% of the respondents, indicating that some young people may lack the necessary knowledge and training to engage effectively in decision-making processes. The main barriers and challenges hindering youth involvement in decision-making and accountability include lack of knowledge, exclusion from decision-making processes, limited opportunities and resources, lack of access to information, political and institutional barriers, lack of trust, societal norms and discrimination, and limited capacity and skills. These barriers collectively contribute to the marginalization of youth voices and their limited participation in shaping decisions that affect them.

During the KIIs and FGDs, the following were highlighted as critical recommendations for #SIYA to explore to address the mentioned barriers and challenges:

1. Implement awareness programs to address peer pressure and encourage independent decision-making.
2. Establish youth-friendly spaces that provide a platform for expression without fear of judgment.
3. Develop mentorship programs to support youths in dealing with stress and anxiety.
4. Create initiatives to educate elders about the importance of trusting and involving youth in decision-making processes.
5. Address financial limitations through targeted funding programs for youth-led initiatives.

## 7.2 Opportunities and Enablers Supporting Youth Engagement

### Opportunities and Enablers

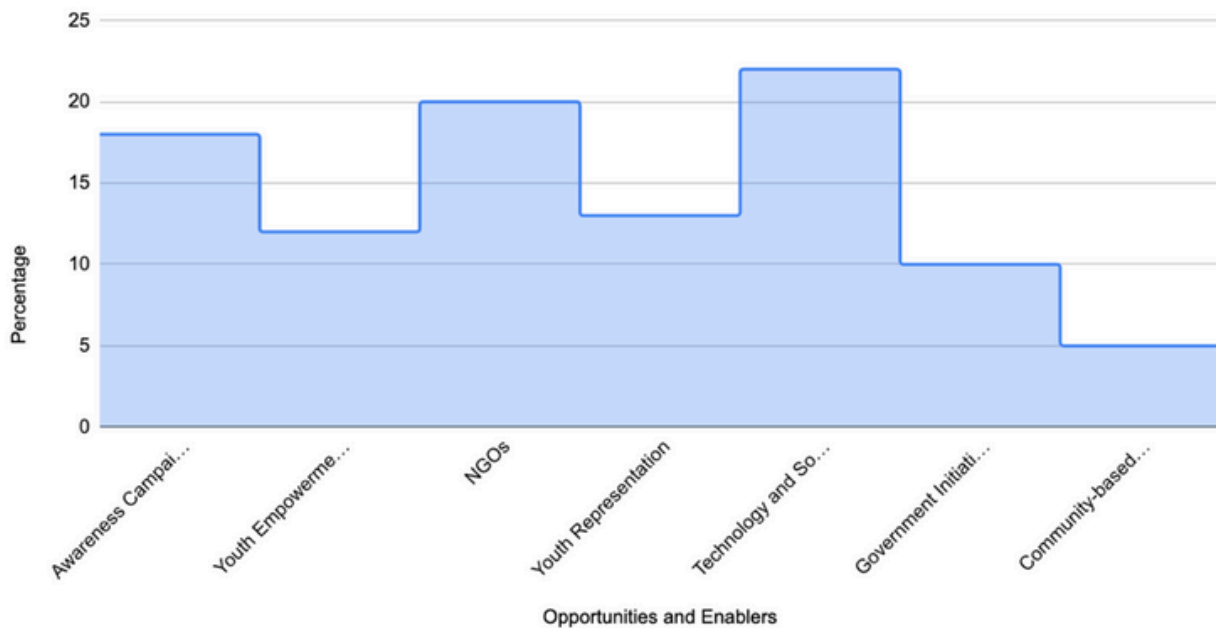


Figure 12: Opportunities and Enablers

In Zimbabwe, various opportunities and enablers support youth engagement in accountability and decision-making. The insights from the responses highlight the significance of technology and social media platforms like WhatsApp, with 23% of respondents mentioning them as essential tools for youth participation. These digital platforms have empowered young people to connect, share information, and mobilize support, amplifying their voices in decision-making processes. Non-Governmental Organizations (NGOs) play a vital role, as mentioned by 20% of respondents, by providing resources, training, and platforms for youth engagement. Awareness campaigns and youth empowerment programs, mentioned by 18% and 12% of respondents, respectively, equip young people with skills and knowledge to actively participate in decision-making.

Youth representation in formal institutions, such as parliaments and councils, is seen as an enabler by 30% of respondents, providing young people with a platform to contribute to decision-making processes. Government initiatives focused on youth, mentioned by 10% of respondents, also create opportunities for engagement. Community-based organizations, mentioned by 7% of respondents, play a crucial role in providing spaces at the grassroots level for youth to actively participate in accountability and decision-making.

The combination of these opportunities and enablers, including technology, NGOs, awareness campaigns, youth empowerment programs, government initiatives, and community-based organizations, creates a supportive ecosystem for youth engagement in accountability and decision-making in Zimbabwe. These avenues ensure that young voices are heard, valued, and actively involved in shaping the future of the nation and #SIYA can utilize such narratives to enhance the effectiveness and efficiency of its work.

### **7.3 Better representation of youth and amplification of their voices in decision-making spaces**

For youth to be better represented and their voices amplified in decision-making spaces here is a breakdown of the key strategies and opportunities mentioned during the survey:

<b>1. Youth Representation and Leadership Opportunities</b>
<ul style="list-style-type: none"><li>• Elected Positions</li><li>• Junior Councillors</li><li>• Youth MPs</li><li>• Youth in Leadership Structures</li><li>• Youth Quotas or Reserved Seats</li><li>• Youth Advisory Boards</li><li>• Youth Hubs and Organizations</li></ul>
<b>2. Involvement in Decision-Making Processes</b>
<ul style="list-style-type: none"><li>• Inclusion in Decision Making</li><li>• Participating in Decision Making</li><li>• Involving Youth in Policy Development</li><li>• Engaging Youth in All Decision-Making Processes</li></ul>
<b>3. Empowerment and Capacity Building Opportunities</b>
<ul style="list-style-type: none"><li>• Training and Skill Development</li><li>• Youth-led Organizations and Movements</li><li>• Livelihood Skills Capacitation</li><li>• Empowering Youth through Trainings</li><li>• Capacitating Youth with Knowledge and Skills</li></ul>
<b>4. Creating Enabling Environment and Supportive Policies</b>
<ul style="list-style-type: none"><li>• Supportive Policies and Programs</li><li>• Devolution of Powers for Youth Participation</li><li>• Establishing Youth Coordinating Structures</li><li>• Eradicating Partisan Politics in Decision Making</li><li>• Depoliticizing and '<i>Depatriarcalizing</i>' Participation Structures</li></ul>

<b>5. Technology and Social Media Platforms</b>
<ul style="list-style-type: none"> <li>• Using Technology to Amplify Youth Voices</li> <li>• Leveraging Social Media Platforms</li> </ul>
<b>6. Awareness and Advocacy</b>
<ul style="list-style-type: none"> <li>• Awareness Raising and Civic Education</li> <li>• Advocacy and Lobbying Initiatives</li> <li>• Engaging with Decision Makers</li> </ul>
<b>7. Youth Engagement and Representation at Various Levels</b>
<ul style="list-style-type: none"> <li>• District, Province, and National Representation</li> <li>• Youth Representatives in Committees and Boards</li> <li>• Youth Groups in Communities</li> </ul>
<b>8. Youth Participation in Decision-Making Bodies</b>
<ul style="list-style-type: none"> <li>• Youth Participation in Government and Civil Society</li> <li>• Youth Representation in Decision-Making Bodies</li> </ul>

Table 1: Amplifying youth voices in accountability and decision-making

The survey results depicted above, show that the most prominent strategies for better youth representation and voice amplification in decision-making spaces. Youth representation and leadership opportunities had (44%) response rate, involvement in decision-making processes (29%), empowerment and capacity building opportunities (22%), creating an enabling environment and supportive policies (18%), and utilizing technology and social media platforms (8%). Additionally, there is a significant emphasis on awareness and advocacy (12%) and youth engagement and representation at various levels (10%).

A narrative summary of the insights gained from the survey reveals specific opportunities to enhance youth representation and voice amplification:

- Youth Leadership Positions:** Creating opportunities for youth to be elected as councillors, MPs, and leaders in decision-making bodies.
- Youth Quotas and Advisory Boards:** Implementing youth quotas at varying decision making levels or reserved seats and establishing dedicated youth advisory boards to ensure youth representation.
- Inclusion in Decision Making:** Actively involving youth in decision-making processes and policy development.
- Empowerment and Capacity Building:** Providing training, skills development, and support for youth-led organizations and movements.
- Enabling Environment and Supportive Policies:** Creating an environment conducive to youth participation through supportive policies, devolution of powers, and depoliticization of participation structures.
- Technology and social media:** Leveraging technology and social media platforms to amplify youth voices and facilitate communication with decision makers.

**7. Awareness and Advocacy: Conducting** awareness campaigns, civic education, and advocacy initiatives to raise awareness about youth issues and concerns.

**8. Youth Engagement at Various Levels:** Ensuring youth representation at district, province, and national levels, as well as involving them in committees, boards, and community groups.

For #SIYA to be effective in its programming work with youth in Zimbabwe, it is critical to be aware of these narratives so as to ensure effectiveness of the interventions the partners will employ.

#### **7.4 Organizations contribution to promoting decision-making and accountability among youth in Zimbabwe**

The insights provided in the responses, during the survey show that organizations in Zimbabwe have various opportunities to promote decision-making and accountability among youth. The highest percentage of responses emphasized the importance of involving youth in decision-making processes and providing them with platforms to contribute and share their views. This highlights the significance of giving youth a voice and creating opportunities for their active participation. Capacity building and training programs were also identified as crucial in empowering youth with the necessary skills, knowledge, and resources to engage effectively in decision-making. These programs can focus on leadership skills, advocacy, policy analysis, and effective communication.

Furthermore, awareness campaigns and information dissemination play a vital role in raising awareness among youth about government policies, their rights, and the opportunities available to them. Organizations can utilize technology, social media, and localized engagements to reach out to youth, especially those in remote areas.

Advocacy and accountability were highlighted as important aspects to promote decision-making among youth. Organizations can advocate for youth inclusion and participation, collaborate with government and stakeholders, and monitor accountability by acting as watchdogs. Organizations in Zimbabwe like ZIMCODD through its #SIYA Project, have significant opportunities to contribute to promoting decision-making and accountability among youth. By providing capacity-building programs, empowering youth, conducting awareness campaigns, involving youth in decision-making processes, and advocating for their rights, organizations can create an enabling environment for youth to actively participate, contribute, and hold decision-makers accountable.



## 7.5 Key challenges faced by youth-led organizations in advocating for accountability and good governance

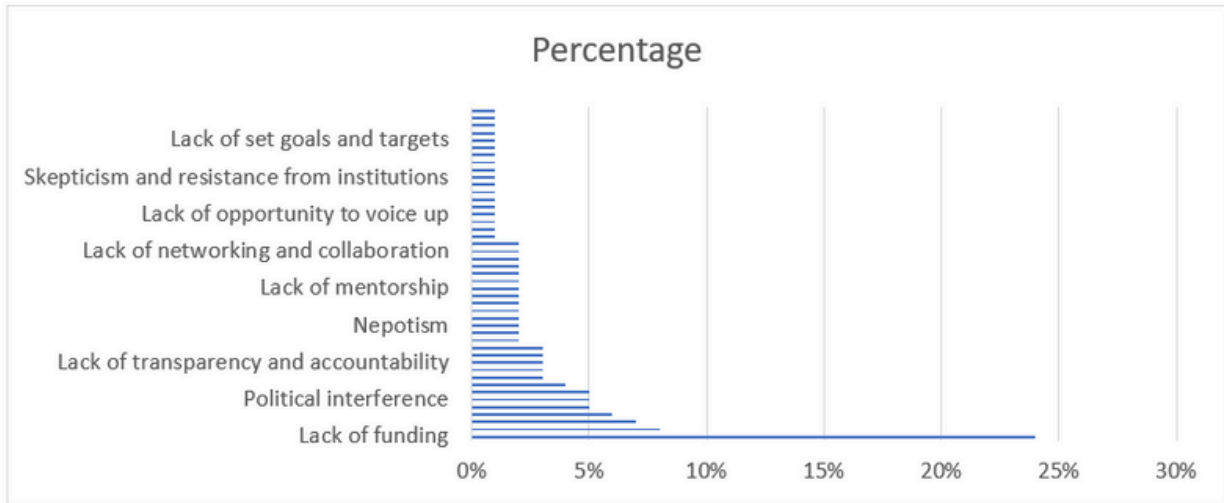


Figure 13: Key challenges of youth organizations

The key challenges faced by youth-led organizations in advocating for accountability and good governance are diverse and multifaceted. The most prominent challenge identified during the survey is a lack of funding, which is mentioned by 24% of the insights. Insufficient financial resources hinder the smooth functioning and effectiveness of youth-led organizations in their advocacy efforts. Another significant challenge is the lack of youth representation in decision-making structures, with 8% of the insights highlighting this issue. The absence of young people in key government and private sector positions limits their ability to influence policy and decision-making processes effectively.

Additionally, 7% of the insights mention a lack of support as a challenge. Youth-led organizations often struggle to garner support from the wider community, government, and other established NGOs, which impedes their advocacy work. Opportunities to address these challenges exist in various areas. Firstly, there is a need for increased funding for youth-led organizations, both from external sources and through partnerships with larger organizations. This would enable them to carry out their activities effectively and sustainably. Furthermore, creating platforms and mechanisms for meaningful youth participation in decision-making processes is crucial. This includes increasing youth representation in government structures, private sector organizations, and civil society platforms. Empowering young people to have a voice and actively contribute to governance processes is vital for accountability and good governance.

Capacity building and mentorship programs can address the lack of leadership qualities, guidance, and experience mentioned in the insights. Providing opportunities for skill development, training, and networking can enhance the effectiveness of youth-led organizations in their advocacy work. To overcome negative perceptions and gain recognition, youth-led organizations through #SIYA can focus on showcasing their achievements, impact, and expertise.

Building credibility and trust through transparent and accountable practices will help overcome scepticism and resistance from institutions. Collaboration and networking among youth-led organizations and with larger NGO's can provide opportunities for resource sharing, and knowledge exchange.

### 9.6 Sub-national institutions (i.e. regional, state, provincial, or local governments) in Zimbabwe and their responsiveness and accountability to youth concerns

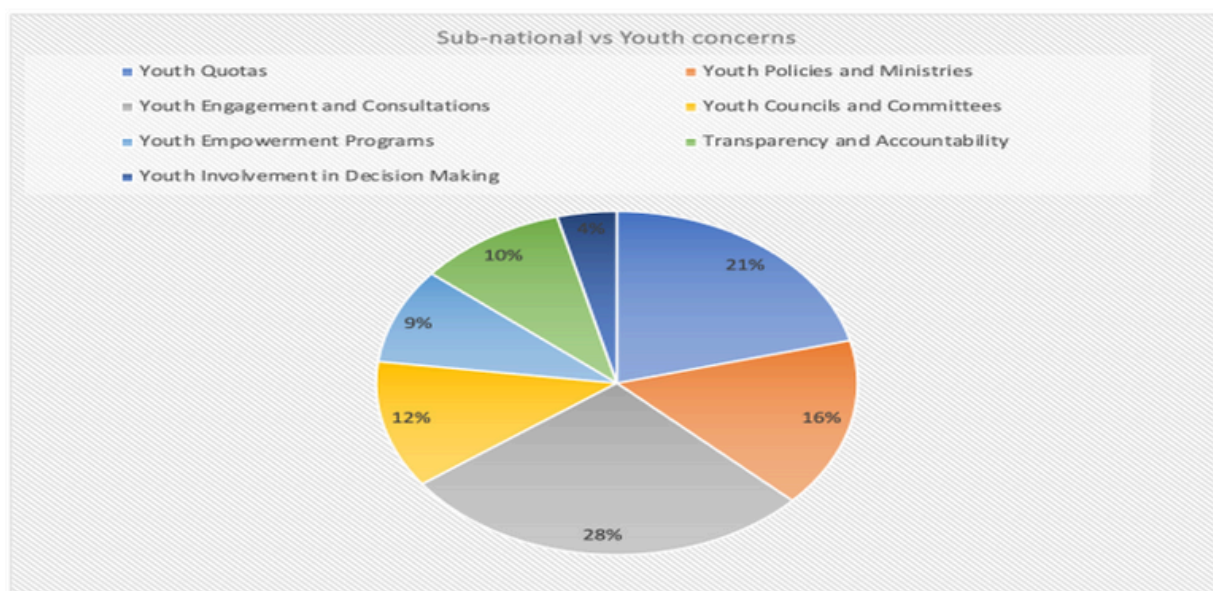


Figure 14: Sub-National versus Responsiveness

The table above reveals that the most common action taken by these institutions is engaging youth through consultations, forums, meetings, and dialogues, accounting for approximately 28% of the responses. This indicates a recognition of the importance of gathering young people's perspectives and involving them in decision-making processes. Youth quotas, which involve providing youth representation in decision-making bodies like Parliament and local authorities, are also a significant action taken, accounting for approximately 21% of the responses. This demonstrates an effort to ensure that youth have a voice in shaping policies and making decisions that affect them.

The establishment of youth-specific policies and ministries ranks third, constituting approximately 16% of the responses. This highlights the recognition of the unique needs and concerns of young people and the importance of dedicated structures and policies to address them. Other actions, such as establishing youth councils and committees, implementing youth empowerment programs, promoting transparency and accountability, and involving youth in decision-making processes, are also present but to a lesser extent, accounting for approximately 12%, 9%, 10%, and 4% of the responses, respectively.

The aforementioned insights show that in Zimbabwe, several initiatives and policies are in place to ensure decision-making and accountability within government departments.

The survey, through the crosstabulation of the KIIs and FGDs revealed the following as key frameworks to facilitate for youth participation in accountability and decision-making by the government:

- **Legislative Framework:** Acts such as the Public Service Act, Public Finance Management Act, and Access to Information and Protection of Privacy Act provide a legal framework for management and accountability.
- **Ethical Standards:** Ethics codes and standards are established to promote integrity and ethical behaviour among public officials.
- **Public Participation:** Mechanisms are implemented to encourage public involvement in decision-making processes, allowing citizens to provide input and hold the government accountable.
- **Anti-Corruption Measures:** Zimbabwe has anti-corruption laws, agencies, and strategies aimed at preventing and combating corruption within government departments.
- **Transparency and Accountability:** Initiatives like parliamentary committee hearings, Auditor General reports, and investigations by the Anti-Corruption Commission promote transparency and accountability.
- **Youth Inclusion:** Policies and platforms, such as junior parliament and youth desks, aim to involve young people in decision-making processes.
- **Gender Empowerment:** Government initiatives support women's empowerment and address gender-based violence.
- **Whistleblowing and Feedback Mechanisms:** Whistleblowing policies, suggestion boxes, and complaint-making offices provide channels for reporting misconduct and gathering feedback.
- **Information Access:** The Constitution and access to information laws protect citizens' right to information, promoting transparency.
- **Internal Controls:** Internal audits and auditors' departments play a role in ensuring accountability within government departments.

It was much emphasized throughout the survey by the youth, KII and during FGDs that while there are efforts being made by sub-national institutions in Zimbabwe to address youth concerns, there is room for improvement in terms of the range and effectiveness of actions taken. Increased focus on youth empowerment, evident political will be seen by actioning of what the youth will have suggested, stronger transparency and accountability measures, and greater youth involvement in decision-making processes can further enhance the responsiveness and accountability of these institutions to the concerns of young people. Here #SIYA could explore how best to facilitate for more learning and growth for efficiency.

## 7.6 Factors that influence youth participation, especially young women, in decision-making and accountability processes.

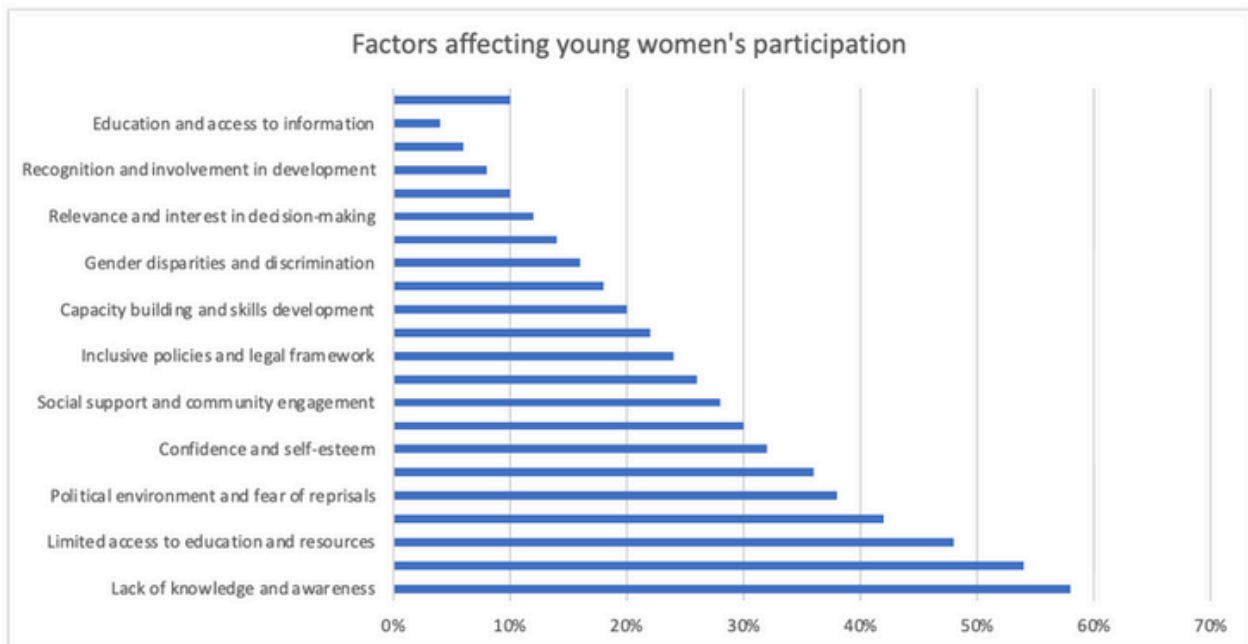


Figure 15: Influencing factors for participation vs young women

The factors influencing youth participation, particularly young women, in decision-making and accountability processes are diverse and multifaceted. The most prominent factor indicated by the respondents is the lack of knowledge and awareness, with 58% highlighting its significance. This suggests that many young women may not be adequately informed about their rights, opportunities, and the importance of their participation. Cultural norms and gender stereotypes are also notable contributors, with 54% of respondents recognizing their influence. These norms often limit the involvement of young women, confining them to traditional roles and undervaluing their potential in decision-making processes.

Limited access to education and resources emerged as a significant factor affecting youth participation, with 48% acknowledging its impact. The lack of educational opportunities and financial resources hinders young women from acquiring the necessary skills and confidence needed to engage in decision-making. Economic factors, such as unemployment and limited resources, were mentioned by 42% of respondents. These challenges make it difficult for young women to prioritize participation in decision-making when their immediate livelihood needs are not met. The political environment and fear of reprisals were cited by 38% of respondents, suggesting that young women may be hesitant to participate due to concerns about potential consequences or a lack of freedom of expression.

Furthermore, the lack of representation and role models (36%) and confidence and self-esteem issues (32%) were identified as factors that impede young women's involvement in decision-making. Without visible role models and a belief in their own capabilities, young women may feel discouraged from participating. Access to information and resources (30%) and social support and community engagement (28%) were recognized as facilitators of youth participation. When young women have access to relevant information and supportive networks, they are more likely to engage in decision-making processes. Other factors, such as inclusive policies, empowerment, capacity building, and mentorship, also contribute to youth participation, though to a lesser extent.

It is important for #SIYA to address these factors comprehensively to create an enabling environment for youth, particularly young women, to actively participate in decision-making and accountability processes. This can be achieved through awareness campaigns, educational opportunities, empowerment initiatives, supportive networks, and the promotion of inclusive policies and legal frameworks.

### 7.7 Existing gender-responsive policies, programs, or initiatives that support young women's participation

Policy/Program/Initiative	Percentage of Mention
National Gender Policy	28%
Women and Girls Empowerment Program	20%
Women's Affairs Department in the Ministry of Youth, Sport, Arts, and Recreation	11%
Women in Politics Support Unit (WIPSU)	7%
50-50 Campaign	5%
African Union's Agenda 2063	3%
African Union's Framework for Action on Sexual and Reproductive Health and Rights	2.5%
United Nations' Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	1%
United Nations' Beijing Declaration and Platform for Action	3.5
African Union's Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa	2
Other	17%

Table 2: Gender responsive policies and laws

#### Gender responsive policies and laws

Based on the data from the survey, the most frequently mentioned gender-responsive policy is the National Gender Policy, accounting for 28% of the responses. This policy aims to promote gender equality and women's empowerment across all sectors. It provides strategies for capacity building, training, increased access to education, and enhancing the representation of women in government and civil society organizations.

The Women and Girls Empowerment Program was mentioned by 20% of the respondents.

This program focuses on empowering young women and girls through various initiatives and activities, although specific details about its implementation were not provided. The Women's Affairs Department in the Ministry of Youth, Sport, Arts, and Recreation was mentioned by 11% of the respondents. This department plays a role in promoting women's participation and addressing their specific needs within the ministry's scope. The Women in Politics Support Unit (WIPSU) was mentioned by 7% of the respondents. WIPSU aims to increase women's representation in parliament and decision-making spaces, advocating for gender equality and women's empowerment in political spheres.

The 50-50 Campaign, mentioned by 5% of the respondents, focuses on promoting gender equality and increasing women's representation in politics. It seeks to achieve a balanced representation of men and women in decision-making positions. Other gender-responsive policies, programs, or initiatives collectively accounted for 17% of the responses. However, specific details about these initiatives were not provided in the dataset.

It is interesting that the Constitution of Zimbabwe was mentioned under other. #SIYA could use this insight to raise awareness around the Constitution of Zimbabwe and what it outline in support of women's participation in accountability and decision making processes.

### **7.8 The strengths, limitations, and opportunities for improvement of the policies, programs that support young women's participation**

<b>Strengths</b>	<b>Limitations</b>	<b>Opportunities for Improvement</b>
30%	45%	25%

*Table 3: Strengths, limitations, and opportunities for improving gender policies*

#### **Strengths, limitations, and opportunities for improving gender policies**

According to the data collected during the survey, the strengths of the mentioned policies, programs, and initiatives account for 30% of the overall insights. These strengths include promoting gender equality, increasing women's participation in decision-making processes, empowering women and girls, and raising awareness about women's rights. These efforts have shown positive outcomes in terms of increased leadership skills, team collaboration, and support from families and communities.

On the other hand, the limitations represent 45% of the insights shared by the respondents. These limitations highlight the challenges faced by the policies, programs, and initiatives. They include the inability to reach all parts of the country, limited resources and funding, political interference, resistance from stakeholders, lack of stakeholder engagement, and inadequate implementation of gender-responsive policies. Additionally, cultural beliefs and gender discrimination pose obstacles to women's empowerment and participation.

The remaining 25% represents opportunities for improvement. These opportunities include the need for more training and advocacy work at the grassroots level, strengthening the implementation of existing policies, increasing monitoring and evaluation efforts, aligning policies with constitutional provisions, extending the term of junior MPs to enhance their expertise, providing adequate resources such as funding and vehicles for NGOs, expanding visibility and voice of women through quotas in decision-making processes, and addressing the specific needs of young women.

To fully capitalize on these opportunities, #SIYA can address the limitations by allocating sufficient financial resources, enhancing coordination and collaboration among stakeholders, raising awareness about gender equality, and creating an environment that supports the implementation of these policies, programs, and initiatives. Additionally, there is a need for comprehensive research and data collection throughout the project implementation to measure the effectiveness of these initiatives and ensure that they are inclusive and empowering for all young women.

Conclusively, it can be noted that whilst the mentioned policies, programs, and initiatives have shown strengths in promoting gender equality and women's empowerment, there are still significant limitations that need to be addressed. #SIYA can seize the available opportunities for improvement, there is a potential to enhance the impact of these initiatives and create a more inclusive and equitable society.

### 7.9 The platforms available for anonymous complaint-raising for youth

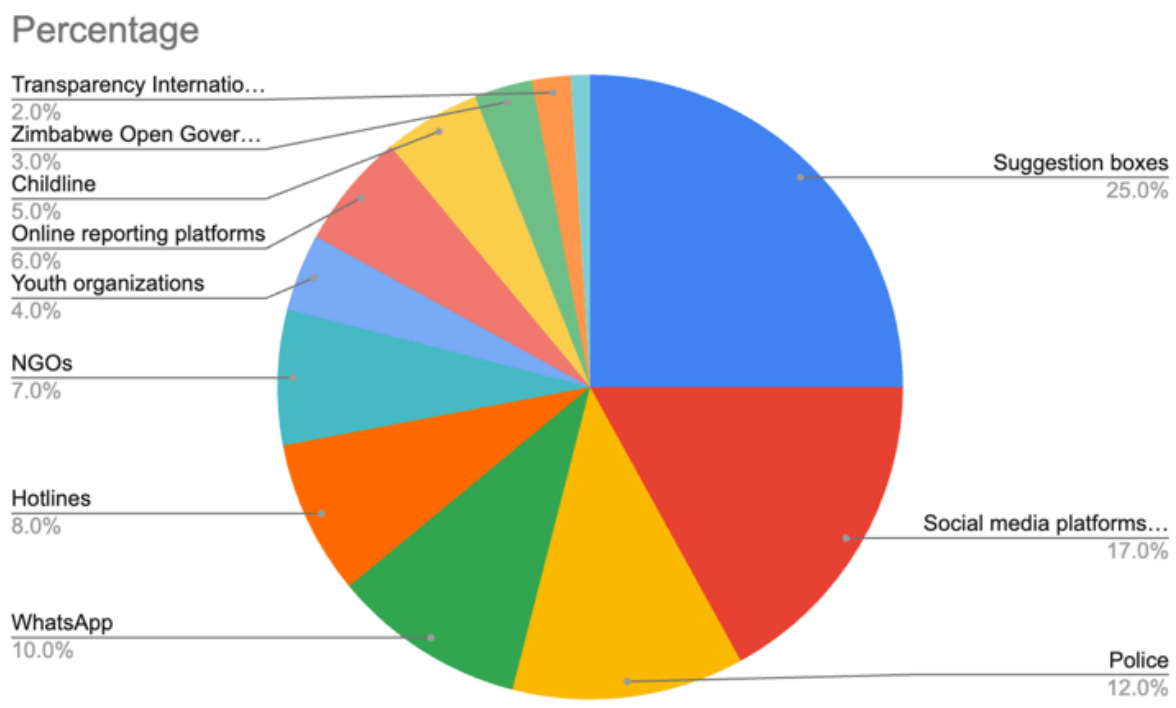


Figure 16: Platforms for anonymous raising

The survey revealed that platforms are available for anonymous complaint-raising for youth. The most commonly mentioned platform is suggestion boxes, with 25% of the responses indicating its availability. Suggestion boxes provide a physical means for youth to anonymously raise their concerns or complaints. Social media platforms, such as Facebook and Twitter (now X), are also widely used for anonymous complaint-raising, with 17% of the responses mentioning them. These platforms provide a digital space where youth can voice their concerns without revealing their identities.

Around 12% of the responses indicated that the police offer a platform for anonymous complaint-raising. This suggests that youth have the option to approach the police with their complaints while maintaining anonymity. WhatsApp is another platform mentioned by 10% of the responses. It appears that youth can use private messaging on WhatsApp to raise complaints anonymously. Hotlines, both general and specific to certain institutions or issues, were mentioned in 8% of the responses. These hotlines provide a confidential channel for youth to report their concerns. Non-governmental organizations (NGOs) were identified as a platform for anonymous complaint-raising in 7% of the responses. These organizations likely offer dedicated channels or helplines for youth to voice their complaints anonymously.

Youth organizations themselves were mentioned in 4% of the responses. It seems that these organizations create spaces and mechanisms for youth to raise concerns anonymously within their networks. Online reporting platforms, such as websites or apps, were mentioned by 6% of the responses. These platforms likely provide a digital avenue for youth to submit anonymous complaints. Childline, a helpline dedicated to children and young people, was mentioned in 5% of the responses. This suggests that youth can reach out to Childline to raise anonymous complaints. Additionally, 3% of the responses highlighted the Zimbabwe Open Government Initiative (ZOGI), which offers a mobile app and website for anonymous issue reporting. Transparency International's Advocacy and Legal Advice Centre (ALAC) was mentioned by 2% of the respondents, indicating that it provides legal advice and support on corruption-related issues. It is important to note that 1% of the responses fell into the "Other" category, suggesting the existence of additional platforms not explicitly mentioned in the provided text.

The available platforms for anonymous complaint-raising for youth include suggestion boxes, social media platforms, the police, WhatsApp, hotlines, NGOs, youth organizations, online reporting platforms, Childline, ZOGI, ALAC, and other unspecified platforms. These platforms offer diverse channels through which youth can express their concerns anonymously, ensuring their voices are heard and their issues addressed. #SIYA could support sharing these platforms and encourage utilization so that they become more effective.



## 7.10 Zimbabwean youth awareness levels of the platforms available for anonymous complaint-raising, and their perception of these platforms

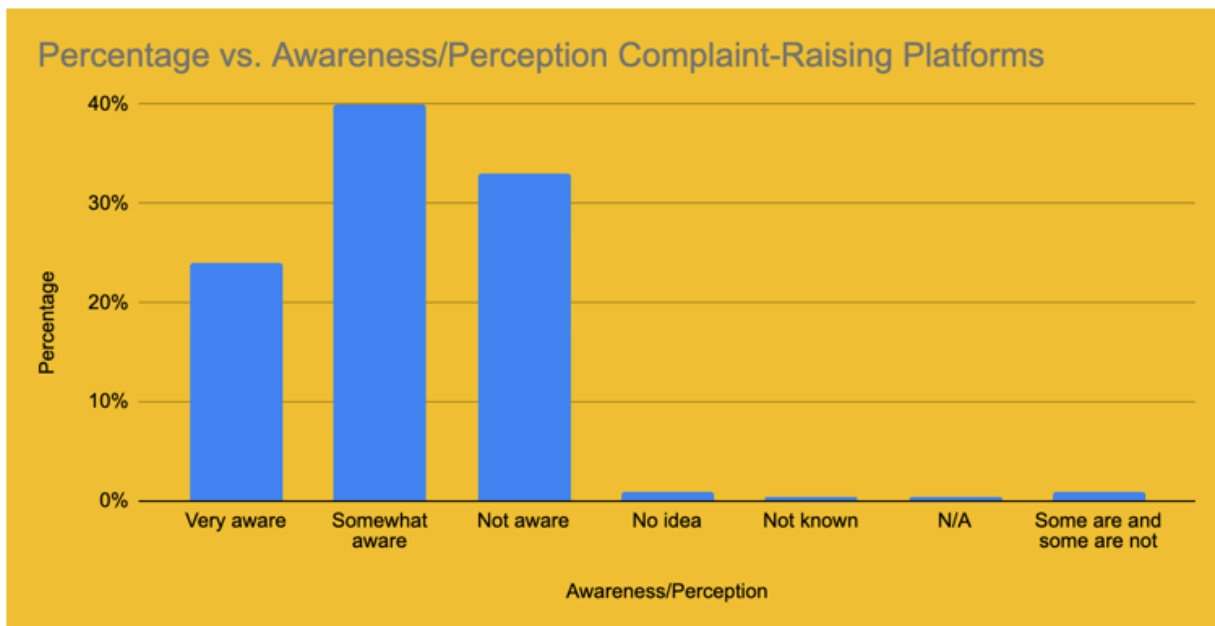


Figure 17: Awareness levels of anonymous raising platforms

The awareness levels of Zimbabwean youth regarding platforms available for anonymous complaint-raising vary. Among the respondents, 24% indicated being very aware of these platforms. This suggests that a significant portion of the youth population knows of the existence and purpose of platforms where they can raise anonymous complaints. Furthermore, 40% of the responses indicated that the youth are somewhat aware of these platforms. This indicates that a considerable number of Zimbabwean youth have some understanding of the available avenues for anonymous complaint-raising, although their knowledge may not be as comprehensive as those who are very aware.

On the other hand, 33% of the responses indicated that the youth are not aware of the platforms available for anonymous complaint-raising. This suggests a significant lack of knowledge among a substantial portion of the youth population, potentially limiting their ability to raise complaints anonymously. Additionally, a small percentage of respondents (1%) expressed having no idea about the platforms, indicating a lack of information or understanding about anonymous complaint-raising options. Another 0.5% of respondents mentioned that the platforms were not known to them, suggesting a lack of awareness within their circles. It is worth noting that a small percentage of respondents (0.5%) indicated that the concept of awareness or perception of these platforms did not apply (N/A) to them. This could be due to various reasons, such as limited exposure or engagement with the topic. Interestingly, 1% of responses indicated that awareness and perception of these platforms varied among Zimbabwean youth. This suggests that some individuals within the youth population are aware of these platforms, while others are not. This disparity could be attributed to various factors, including differences in access to information and communication networks.

Zimbabwean youth are somewhat aware or very aware of the platforms available for anonymous complaint-raising, but there is still a considerable number of youth who lack awareness. This highlights the need for increased education and promotion of these platforms by #SIYA to ensure that all youth have equal opportunities to raise complaints anonymously and have their voices heard.

### 7.11 Recommendations on enhancing the Meaningful and inclusive participation of Youth

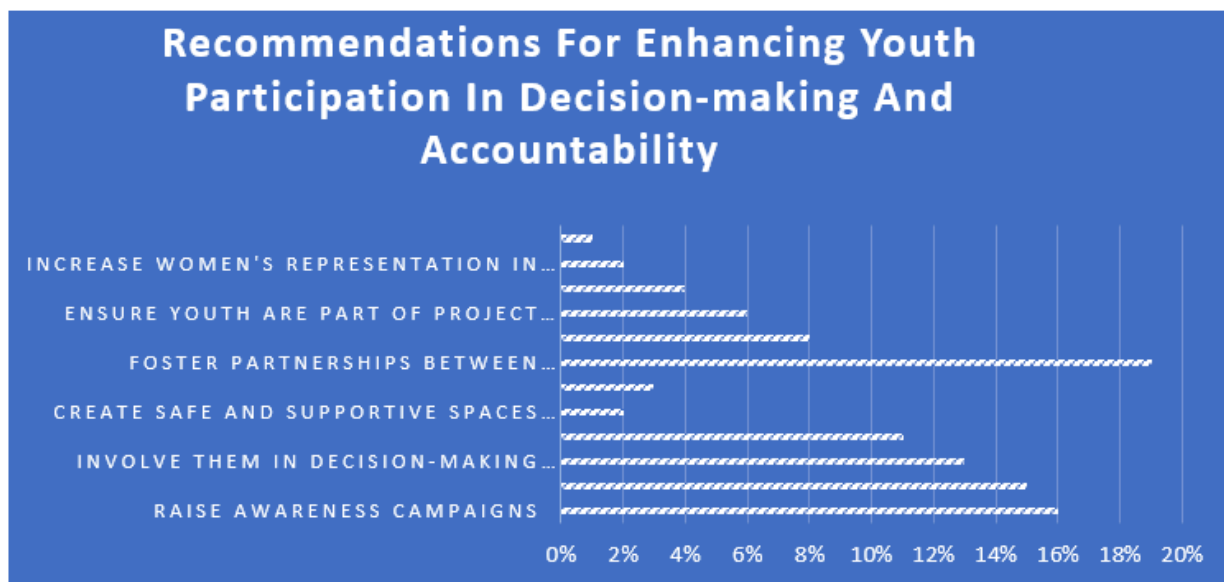


Figure 18: Recommendations for Youth Participation

Based on the insights from the survey's respondents, the recommendations for enhancing youth participation, especially young women, around accountability and decision-making can be further elaborated as follows:

1. **Raise awareness campaigns:** Conduct targeted awareness campaigns to inform young women about the importance of their participation in decision-making processes. These campaigns should highlight the benefits of their involvement and create awareness of existing platforms for their engagement.
2. **Public Education for youths about the importance of participation in decision-making:** Implement comprehensive educational programs in schools and communities to educate youth, especially young women, about the significance of their participation in decision-making processes. These programs should provide information on their rights, civic responsibilities, and the impact they can make through active involvement.
3. **Involve the youth in decision-making platforms:** Actively and intentionally include young women in decision-making platforms at various levels, from local to national. Provide opportunities for their voices to be heard and their perspectives to be considered in policy formulation and implementation.
4. **Provide capacity-building programs and training:** Offer capacity-building programs and training sessions specifically designed for youth, focusing on leadership skills, advocacy, and effective engagement in decision-making processes. 1.These programs should empower young women with the necessary knowledge and skills to actively participate and contribute.

**5. Create safe and supportive spaces for youths to express concerns & feedback (feedback & complaint mechanisms):**

Establish platforms and spaces where young women feel safe and encouraged to express their concerns, ideas, and opinions. These spaces can include youth forums, mentorship programs, and community dialogues, enabling them to engage in meaningful discussions and promote accountability.

**6. Promote youth-led organizations and networks:** Support and promote youth-led organizations and networks that provide opportunities for young women to take leadership roles and actively participate in decision-making processes. These organizations can serve as platforms for mentoring, networking, and collective action.

**7. Foster partnerships between organizations and youth:** Encourage collaborations and partnerships between governmental and non-governmental organizations and youth groups. These partnerships can facilitate the exchange of knowledge, resources, and expertise, creating a more inclusive and collaborative decision-making environment.

**8. Strengthen education on civic participation:** Enhance civic education in schools and communities to deepen young women's understanding of their rights, responsibilities, and the mechanisms of democratic participation. Foster a culture of active citizenship and encourage their engagement in decision-making processes.

**9. Ensure youth are part of project planning and implementation:** Involve young women in the planning and implementation stages of projects that directly impact their lives. Provide them with opportunities to contribute their ideas, skills, and perspectives, fostering a sense of ownership and accountability.

**10. Encourage youth leadership development:** Establish mentorship programs, leadership training, and mentorship opportunities to equip young women with the necessary skills, knowledge, and confidence to engage in decision-making processes. Empower them to take on leadership roles and advocate for their rights and interests.

**12. Increase women's representation in decision-making bodies:** Ensure gender parity and increase the representation of young women in decision-making bodies at all levels. Implement measures that promote equal opportunities and eliminate barriers to their participation.

**13. Enforce gender equality policies and practices:** Advocate for the enforcement of gender equality policies and practices that promote equal representation and participation of young women in decision-making processes. This includes addressing cultural and societal norms that hinder their inclusion.

These recommendations aim to enhance the meaningful and inclusive participation of youth, particularly young women as alluded to during the survey, in the decision-making and accountability processes in Zimbabwe. By implementing these measures, #SIYA can facilitate the amplifying of the voices and perspectives of young women can be effectively integrated into the decision-making processes, leading to more inclusive and representative governance.

## **8. Recommendations for the #SIYA Project based on the survey outcomes**

The following recommendations are tailored to address the challenges identified through the analysis of the data collected from The National Baseline Survey on Gaps and Opportunities for Youth Accountability and Decision-Making Processes in Zimbabwe. By leveraging the insights gained and focusing on actionable steps, the #SIYA Program will foster meaningful youth participation, promote gender inclusivity, encourage collaboration, utilize technology effectively, build capacities, monitor progress, advocate for change, and create an environment where young people can actively contribute to accountability and decision-making processes. These recommendations serve as a roadmap to empower the youth of Zimbabwe, ensuring their voices are heard and their potential is realized in shaping a brighter future for their communities and the nation as a whole:

### **1. Strengthening Youth Participation**

- Conduct Youth Empowerment Workshops to educate and inspire young people about the importance of their participation in decision-making processes. Provide training on leadership skills, civic engagement, and accountability tools.
- Develop an Accountability Toolkit, a comprehensive guide that equips youth with practical resources and step-by-step instructions on utilizing accountability tools effectively.
- Establish the #SIYA Youth Advisory Council, a platform where young people can actively participate in decision-making processes and provide feedback on policies and programs.

### **2. Addressing Gender Disparities**

- Launch the #SIYA Gender-Responsive Initiatives, including mentorship programs and leadership training specifically designed to empower young women. Collaborate with women's organizations and NGOs to ensure gender inclusivity.
- Create the #SIYA Women's Complaint-Raising Platform, a safe and anonymous space for young women to raise concerns and report issues affecting their participation in decision making. Promote awareness of this platform through targeted campaigns and partnerships with women's rights groups.

### **3. Collaboration and Dialogue**

- Organize the #SIYA Collaboration Forums, regular meetings that bring together youth, government representatives, and civil society organizations. Facilitate open discussions, knowledge sharing, and joint decision-making processes.
- Establish the #SIYA Online Platform, a digital space where youth, government officials, and civil society can engage in continuous dialogue, exchange ideas, and collaborate on projects. Promote the platform through social media and partnerships with tech-savvy youth influencers.

#### **4. Technology and Accessibility**

- Implement the #SIYA Connectivity initiative to improve network coverage and provide free Wi-Fi in public spaces frequented by youth. Collaborate with telecommunication companies and local authorities to ensure widespread accessibility.
- Launch the #SIYA Tech Awareness Campaign to educate youth about technology platforms for anonymous complaint-raising. Conduct workshops, webinars, and social media campaigns to raise awareness and provide step-by-step guides on utilizing these platforms.

#### **5. Capacity Building**

- Conduct the #SIYA Civic Education Workshops, offering regular training sessions on governance literacy, human rights, and active citizenship. Collaborate with educational institutions, community centres, and local NGOs to reach a wider audience.
- Establish the #SIYA Youth Entrepreneurship Program, providing training, mentorship, and financial support to young entrepreneurs. Foster economic empowerment and encourage sustainable community engagement among youth.

#### **6. Monitoring and Evaluation**

- Develop the #SIYA Monitoring and Evaluation Framework to assess the impact and effectiveness of youth participation initiatives. Regularly collect data, conduct surveys, and analyse feedback to measure progress and make informed adjustments.
- Establish the #SIYA Youth Feedback Mechanism, a platform where youth can provide ongoing feedback on #SIYA programs, initiatives, and policies. Ensure transparency and accountability in program implementation.

#### **7. Advocacy and Whistle-blower Protection**

- Launch the #SIYA Policy Advocacy Campaign, advocating for policy changes that promote youth representation in decision-making processes. Engage with policymakers, media, and civil society organizations to raise awareness and push for reforms.
- Develop the #SIYA Whistle-blower Protection Initiative, providing legal and psychological support to youth who report abuse of public resources. Collaborate with legal aid organizations and human rights defenders to ensure effective protection and dissemination of information.

#### **8. Targeted Engagement**

- Develop the #SIYA Youth Ambassador Program, appointing influential young leaders as ambassadors to represent the program and engage with their peers. Empower ambassadors to organize local events, workshops, and awareness campaigns tailored to specific age groups.
- Conduct the #SIYA Intergenerational Dialogue Series, bringing together youth and experienced leaders to foster mutual understanding, bridge generational gaps, and promote inclusive decision-making.

By implementing these recommendations, the #SIYA Program can empower youth, address gender disparities, enhance collaboration, utilize technology effectively, build capacities, monitor progress, advocate for change, and engage youth in meaningful ways, ensuring their active participation in accountability and decision-making processes.

## **9. Conclusion**

In conclusion, the National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe has provided valuable insights into the current state of youth involvement in governance and decision-making. The survey, conducted by the Zimbabwe Coalition on Debt and Development (ZIMCODD), aimed to assess the level of youth participation, identify barriers and challenges, explore opportunities and enablers, and understand the intersectionality of gender and other factors influencing their engagement.

The findings of the survey highlight the existing gaps and challenges faced by youth in Zimbabwe. Despite their numerical strength, young people often face marginalization and limited opportunities for meaningful participation. Barriers such as limited access to decision-making spaces, inadequate representation, limited awareness and knowledge about civic engagement, and a lack of supportive structures hinder their ability to influence policies and decisions that affect their lives and communities. However, the survey also recognizes the desire of Zimbabwean youth for greater involvement in governance and decision-making. They have actively engaged in social and political movements, advocating for their rights and demanding accountability from leaders. Various initiatives and organizations have emerged to support and amplify youth voices, addressing the gaps and barriers they face.

To enhance youth participation and promote inclusive governance, the survey provides actionable recommendations. These include the development of targeted interventions to address barriers and challenges, the provision of mentorship programs, access to funding and resources, and the creation of platforms for dialogue and collaboration. By actively involving youth and addressing the challenges they face, Zimbabwe can harness the full potential of its young population and ensure that decision-making processes are representative and responsive to their needs and aspirations. The National Baseline Survey on Gaps and Opportunities for Youth Participation in Accountability and Decision-Making Processes in Zimbabwe serves as a foundation of knowledge and understanding. Its findings will inform evidence-based strategies, interventions, and policies that promote inclusive and equitable governance. By working towards more inclusive and effective decision-making processes, Zimbabwe can create an enabling environment where the voices and needs of all citizens, particularly the youth, are represented and addressed.

