

SEJA ACADEMY 2022

SOCIAL & ECONOMIC
JUSTICE ACTIVIST

REPORT



CARRIBEA BAY RESORT

26TH June- 3RD July

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INTRODUCTION



#SEJAACADEMY2022 facilitator and ZIMCODD Board Chair Mukasiri Sibanda giving his introductory remarks

This report presents key highlights from the Zimbabwe Coalition on Debt and Development (ZIMCODD) 2022 Social and Economic Justice Activism (SEJA) Academy. The 2022 SEJA Academy was held at Caribbea Bay Resort, Kariba from the 26th of June to the 3rd of July 2022. A total of 35 candidates were selected across the country, taking into consideration marginalized and vulnerable communities. An inclusive candidate selection approach was adopted accounting for gender balance and Persons with Disability (PWD). The annual Academy which is ZIMCODD's flagship runs on a one week learning extensive program. This year a total of nine modules were taught and these include:

- The Role of Social and Economic Justice Ambassadors
- Stewardship of Public Resources for Prosperity
- Activism and Transformational Leadership
- Lobbying Advocacy and Movement Building for Social and Economic Justice
- Public Policy Making and Analysis
- Disability Activism for Social and Economic Justice Activism
- Engendering Social and Economic Justice Activism
- Activism and Campaign for Debt Justice: The Role of Youth
- Data Mining, Digital Activism and Social Accountability Monitoring

Background



#SEJACADEMY2022 sing and dance to a solidarity tune

Since 2019, ZIMCODD, under its 'Strengthening Transparency and Accountability Programme (STAP)' programme has been hosting an annual Social and Economic Justice Activists (SEJA) Academy. The SEJA Academy is an intensive week-long learning and experience-sharing programme that brings together a diverse group of young leaders (both male and female) below the age of 35 years from across the country onto a socio-economic justice and governance learning platform. To date, ZIMCODD has carried out four SEJA Academies and trained 140 activists. The Academies have successfully helped activists to understand the trends and dynamics of activism and how to sustain their effort in their varying fields. The core purpose of the Academy is to capacitate university graduates, youth from youth-led and youth-oriented civil society organisations, journalists and human rights defenders, in particular defenders of social and economic rights. The Academy provided ZIMCODD an opportunity to lay the basic and elementary principles of sustainable activism that are integral for the proliferation of optimum democratic governance.

The 2022 SEJA Academy comes after the first Youth Activists Master Class (YAMC) which took place in April 2022. The YAMC was an incremental strategy to the already existing knowledge and skills sharing platform, the SEJA Academy. The purpose of the 2022 SEJA Academy was to create a new breed of activists with an astute comprehension of the intersectionality of policy formulation, development discourse and movement building as the trio are critical variables in shifting development issues from the attentive public to the sub-government where policy decisions are made.

For the purpose of development, growth and sustainability, a model shift was also witnessed on the facilitators. The facilitators of the 2022 SEJA Academy were all new except for ZIMCODD Board Chairperson Mukasiri Sibanda and ZIMCODD Programmes Manager John Maketo. Tashinga Zamba, ZIMCODD Senior Programmes Officer Movement Building and Dr Mugaviri were retained from the YAMC which they first presented while Professor Masunungure had previously presented at the 2021 SEJA Academy which was held in Masvingo. The shuffling of facilitators was beneficial for the students or participants as well as for ZIMCODD as it facilitated the attainment of an incremental knowledge generation and brought about a new lense into the social and economic justice activism discourse.

The 2022 SEJA Academy

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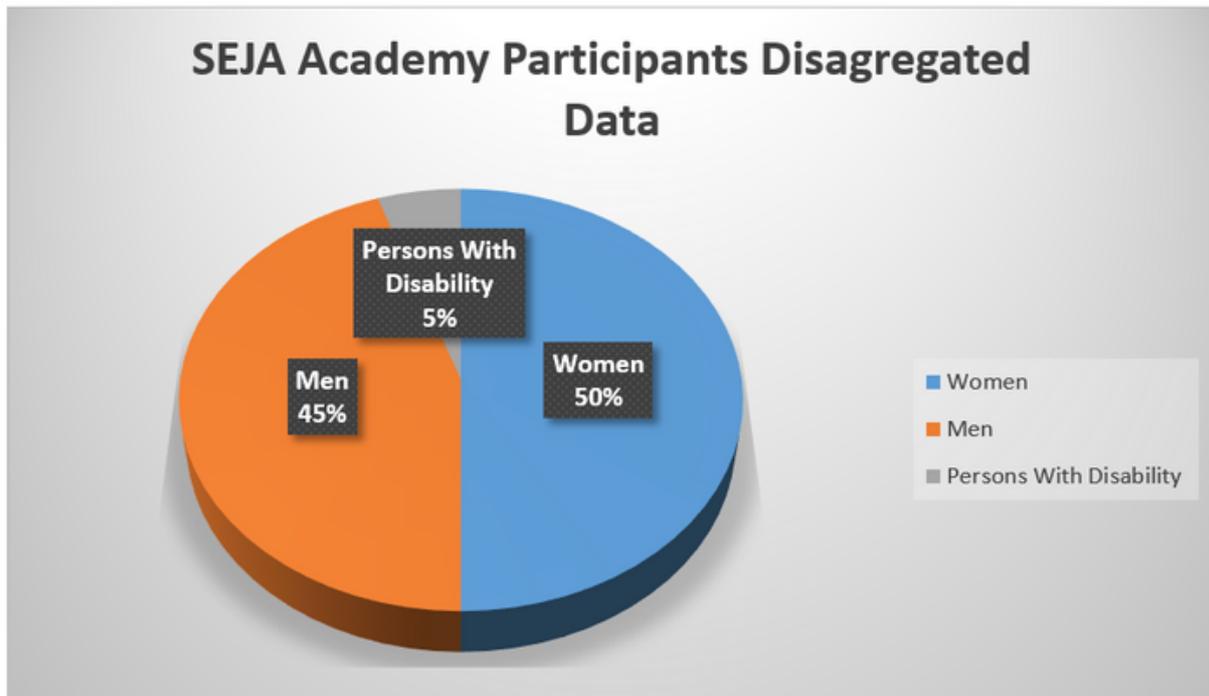


#SEJAACADEMY2022 in a group discussion

3.1 Selection Criteria and Catchment Area

An inclusive and stratified selection framework was adopted to account for all clusters of the society. The dictates and requirements of the call were at the core of the selection process. More than 350 applications were received. 100 applicants were shortlisted and from the 100, 70 best applicants were selected followed by 40 best applicants and then 35. The primis of elimination approach was expedient in coming up with a class of competitive students. The disaggregated data of the candidates was as follows: 35 youths (19 females; 17 males and 2 PWD). Fig 1 below shows the disaggregated data of participants.

Fig 1 SEJA Academy Participants Disaggregated Data



Source: Primary Data Compiled By ZIMCODD

The participants were strategically drawn from all over the country to ensure a just representation. It was also designed to ensure that ZIMCODD has representation across the country and that citizen agency is raised with respect to Social and Economic Justice issues. At the core of the catchment area was the need to promote ZIMCODD community engagement capacity. Fig 2 below shows the 2022 SEJA Academy catchment area.

Fig 2 SEJA Academy Catchment Area



Source: Primary Data Compiled by ZIMCODD

3.2 Objectives of the SEJA Academy

The Academy was underpinned by the following objectives:

- To produce champions of social and economic justice advocates of transparency and accountability in public finance management.
- To promote interest amongst youths to engage and to strengthen their activism in pursuit of accountability and engagement with duty bearers.
- To create a network of young women and men that are economically conscious and equipped with sound leadership and stewardship skills.
- To strengthen youth voices and participation in economic governance through improved economic literacy.

3.3 Methodology

The SEJA Academy took a mixed methods approach with a combination of intensive yet interactive module delivery by the resource persons, plenary sessions, question and answer sessions as well as group activities and experience sharing among the participants. The Academy emphasized high levels of participation, experience sharing and feedback to guarantee a fulfilling and engaging training process. The seven-day residential programme was organized around nine (9) modules listed below, each delivered by respective expert facilitators who have the requisite knowledge in sustainable and transformational activism.

MODULE	FACILITATOR
<i>The Role of Social and Economic Justice Ambassadors</i>	Tashinga Zamba
<i>Stewardship of Public Resources for Prosperity</i>	John P Maketo
<i>Activism and Transformational Leadership</i>	Dr Charles Mugaviri
<i>Lobbying Advocacy and movement Building for Social and Economic Justice</i>	John P Maketo
<i>Public Policy Making and Analysis</i>	Professor Eldred V Masunungure
<i>Disability Activism for Social and Economic Justice Activisms</i>	Barbra Nyangairi
<i>Engendering Social and Economic Justice Activism</i>	Kudzwai J Gokova
<i>Activism and Campaign for Debt Justice: The Role of Youth</i>	Margret Mutsamvi
<i>Data mining, Digital Activism and Social Accountability Monitoring</i>	Mukasiri Sibanda

Two overall facilitators, Tashinga Zamba and Angellah Mandoreba (ZIMCODD Programs Officers) maintained the link between the trainers, the participants and ZIMCODD secretariat members who were supporting the initiative throughout the process.



Facilitator Dr Charles Mugaviri

Key Highlights from Module Sessions

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#SEJAACADEMY2022 sing and dance to a solidarity tune

4.1 Welcome Remarks and Context of the SEJA Academy- John. P Maketo

The ZIMCODD Programs Manager welcomed the 2022 participants to the Academy. He congratulated the successful candidates and articulated them how competitive the selection process was as there were over 350 applicants. The Programs Manager stated that the Academy must not be seen as a one-week session but rather a lifetime opportunity to understand and comprehend the social and economic justice discourse in Zimbabwe. The academy is fertile ground for future leaders and transformational activists that are determined to see Zimbabwe prospering. He urged the participants to feel free to engage and contribute to the discourse. The history of the emergency of ZIMCODD, its vision, mission and objectives was shared with the participants.

4.2 Participant Introductions and Expectations

Angellah Mandoreba led the introductions and participants' expectations session. The expectations of the participants are attached in the annex section.

4.3 The Role of Social and Economic Justice Ambassadors- Tashinga Zamba

- Activism involves challenging power, as such, it's not a child's game nor for the faint hearted.
- To be an effective SEJA, one must Understand, Participate, Organise and Influence. Thus, for an effective SEJA a four dimensional approach has to be taken.
- An understanding into the matters affecting the country, community and surrounding household is essential.
- After understanding one has to participate in an organized manner thus a movement has to be organized and unified by the same cause and purpose.
- The last dimension is about influencing. Influencing goes beyond influencing the people you share the same challenges with but even those who are not experiencing it.
- Issues that SEJAs deal with include but are not limited to advocacy, equity, oppression, support, discrimination, justice, protests and civic engagement.

4.4 Stewardship of Public Resources for Prosperity- John P Maketo

Stewards of The Economy or Public Resource

'Economy' has its roots in the Greek word 'oikos'. It is a construct of two (2) root words: eco (habitat or household) + nomos (the rules). Economics therefore means the rules or the way the household works to sustain the life and well-being of its inhabitants. Oikonomos (Greek word) is usually translated in English as "steward", the one who knows the household rules and cares for the life of household members.

- Resources as anything that can be used by humankind, they can be natural or manmade, they can also be renewable or non-renewable, they can be financial or non-financial.
- Public goods are commodities or services that are made available to all members of a society and these services are usually administered by governments and paid for collectively through taxation, such as health and education.
- Stewardship on the other hand goes beyond management to incorporate 'caring for', an overseer or the surrogate of another or others by managing their property, financial affairs, an estate, or anything entrusted to them and that the steward will be responsible for overseeing and protection of something considered worth caring for and preserving. Stewardship is also a role that is entrusted on all individuals both the governor & the governed.
- Stewardship is beneficial in that it:
 1. Contributes to peace. Where there is no proper governance of resources, societies break down into chaos.
 2. Enhances justice in that there is no one who gets at the expense of others. It addresses issues of equitable access, the laws put in place allow all people to have access to these goods without them being deprived for whatever reason
 3. Enhances human dignity. Human beings are created in the image of God with equal dignity. In this understanding, resources are meant to clothe human beings so that none goes naked, hungry or without a shelter. In Isaiah 5vs8 there is a warning against capitalist accumulation.
 4. Ensures Sustainability for posterity.
- Public administrators have a responsibility towards citizens to exercise care in their use of public monies, whatever the source: taxes, customs duties, fees, charges, tariffs or other revenues. This fiduciary duty is brought into sharp relief in times of restricted fiscal envelopes as governments face pressure to justify every dollar of expenditure, to drive down deficits and to erode public debt. In this context, spending at every level – national, regional, and local must be both efficient and effective.
- To ensure that public finances are managed prudently, every civil and judicial administration must have its own arrangements for budgetary planning, execution, monitoring, control and auditing.
- These processes of public financial management (PFM) vary from country to country but should always be underpinned by principles of good financial governance. These principles should be commonly applicable, irrespective of the policy field or institution and most importantly, ensure the integrity and effectiveness of the public finance management system.

NB: Public Resources are the nerve-center of national growth and development. They are essential in promoting optimum service delivery which advances social and economic rights. Stewardship best explains the concept of social contract and the fiduciary responsibility of the state. Thus, the government does not own resources, it only manages them on behalf of the citizens as they are the shareholders and the government the employees. Good stewardship is premised on accountability, transparency, responsibility and good governance. The session was robust and interactive as it drew some biblical analogies to reinforce the participant's understanding.

4.5 Activism and Transformational Leadership- Dr Mugaviri

An interesting and effective interactive engagement is the perfect description of Dr Mugaviri's session. The session benefited from the facilitator's experience with student activism during his tenure as Dean of Students at the University of Zimbabwe and also his leadership mentorship experience. A video which shows the development and transformation of Dubai from an oil-led economy to tourism-led economy was played. At the heart of the video was the urgency of new sources of income as oil was running out. The crown prince, through transformational leadership engineered the construction of Dubai Palm Island, the most popular tourist destination in the world. The session was informative and intriguing as it made the participants understand that with the right mindset, positive attitude and determination nothing is impossible.

4.6 Lobbying Advocacy and movement Building for Social and Economic Justice – John P Maketo

Lobbying, advocacy and movement building are the integral ingredients of an effective social and economic justice activism. Research based advocacy and lobbying is the epitome of social and economic justice activism. Informed advocacy brings the much needed results and is imperative in power mapping which is the nerve-centre of movement and coalition building. SEJAs must be informed and be able to strike a balance between sentiments and facts as this will enable them to gain traction in their quest for a Zimbabwe they want. Some of the key principles that should be considered in advocacy include but are not limited to the following:

- Advocates are people that represent issues of others, i.e, speak on behalf of self and other.
- It starts with problem identification. Problem should be shared.
- Consider your locus standi.
- Be good in stakeholder mapping.
- There should be a long-term goal and eye view.
- Effective communication.
- Consider the messenger, packaging of the messages.
- Consistency and persistency.
- Consider the appropriate strategy [engage/confront]
- Have safety nets
- Risk mapping

Advocacy vs Campaigning

- Advocacy is the process of effecting positive change in people's lives through influencing decision-makers and individuals to change their policies and practices, attitudes or behaviours.
- Campaigning as one of the tools used for advocacy which usually refers to mobilizing or organizing the public for influencing their attitudes and behaviours on certain issues.

Tools for Advocacy

- The tools for advocacy consist of the Lobbying Process, contacting government, organizing Events (awareness raising and information campaigns etc.) and communicating an Effective Message through media platforms and moving to action through fundraising and mobilizing resources.
- Awareness-raising can be enacted through the media including street theatre, letters to the editor, press conferences, radio, web pages, internet, TV and paid advertisements.

Lobbying vs. Advocacy

- Lobbying and advocacy are NOT interchangeable. Advocacy encompasses many kinds of activities designed to promote a cause or idea. Lobbying refers to specific activities intended to influence legislation and there are rules governing these activities. The role of an advocate is to offer independent support to those who feel they are not being heard and to ensure they are taken seriously and that their rights are respected. It is also to assist people to access and understand appropriate information and services.

The nine (9) Steps of creating an advocacy campaign encompass:

- Developing Advocacy Strategy
- Developing Advocacy Objectives
- Identifying Your Audiences
- Building Advocacy Partnerships
- Messages and Media
- Taking Action
- Identifying Resources and Gaps
- Evaluating Your Advocacy
- Taking Your First Steps

Advocacy is not just one way of doing things. It is taking all these strategies and bringing them together, that's when you are saying you have an advocacy strategy. It includes campaigning, leveraging, networking, coalition-building, research, lobbying and other aspects that are brought together to form an advocacy strategy."

Group work

The facilitator gave the participants a group work which was to be submitted on Friday.

Design an advocacy strategy that is most suitable for finding a lasting solution to an identified problem in Zimbabwe in the interest of an identified group. The strategy must among other things include:

- a. context analysis
- b. clear problem identification
- c. smart objectives
- d. clear strategy of execution
- e. appropriate messaging and messengers including a tag line
- f. risk mapping
- g. clearly spelt out outcomes
- h. cost implications of the strategy

4.7 Public Policy Making and Analysis- Professor EV Masunungure

- Public policy is whatever governments choose to do or not do; it can be seen in the behaviour of government officials and agencies; it defines the relationship of government to its environment. A policy is a purposive course of action taken to deal with a problem or concern.
- Public policy is developed by governmental officials or agencies. It is a goal-oriented or purpose action, not random or chance behaviour. Policies are courses of action taken over time by government officials not separate or discrete decisions.
- Policies emerge in response to demands made by other actors on government, although different units of government can emit conflicting policies in response to demands of opposing groups. Policy is what governments actually do rather than what they say they intend to do.
- Policy can be either positive or negative in that government can choose to act or choose not to act; government can either prohibit or compel its citizens to act. Policy is based on law and is authoritative and legally coercive. Policy is pervasive and is intertwined with politics.

Types of Policies

- Regulatory- a policy that imposes limits on the behaviour of some identifiable groups or individuals; reduces the freedom or discretion to act or not act; is usually the result of conflict between two (or more) groups; there are clearly identifiable winners and losers. Carries punitive sanctions, for example, regulation of criminal activity, business activity, access to public goods, consumer protection etc.

- **Distributive-** policy that benefits some people but at no discernible costs to others; allocates government benefits to individuals and groups; uses public funds; little direct competition or challenge from other groups; no direct costs to any identifiable group; clear winners but no clear losers; Example: agricultural subsidies, government sponsored research; river improvements.
- **Re-distributive-** a policy that makes a deliberate re-allocation of resources among identifiable social groups; there are clearly identifiable winners and losers; power is re-divided between haves and have-nots; difficult to enact because of strong opposition from potential losers; Examples: social welfare, progressive income tax, social security, etc.

Process of Public Policymaking

There are 6 basic steps to policy formulation:

Problem Getting Government to See the Problem	ID- Government to Consider Problem	Agenda - Getting to the Government to Consider Solutions	Formulation- Getting Government to Consider Solutions	Policy Adoption- Getting Government to Adopt a Solution	Policy Implementation- Getting Government to Apply the Solution to the Problem	Policy Evaluation
What is the problem?	Where is the problem presented?	What are the proposed solutions?	What is done about the problem?	How does govt. do what it decides to do?	Did it work?	

SEJA Participants Discussion on Wicked Policy Problems

- Wicked policy problems are characterized by conflicting values and perspectives, uncertainties about complex causal relationships and debate about the impacts of policy options. In Zimbabwe, the wicked problem is closely linked to the toxic, partisan and often militarised politics.
- The militarization of Zimbabwean politics has been the major impediment to citizen participation, with past involvement of the military in electoral violence being a key threat to democracy in the country. Beyond the foreseeable future things might not change in Zimbabwe because of the military factor. Further, the sense of entitlement-to-govern-forever by the ruling party (the "chinhu chedu" mantra) is the greatest impediment to greater public participation. All this makes the Zimbabwean situation "wicked" and "complex", and many policy stakeholders do not understand it.
- New complications are being brought in by state capture and ever deepening corruption and rent-seeking.
- The national question should be debated in a non-partisan way. Challenges equalize the ruling and opposition parties. There is no service delivery that is calibrated to favour citizens along partisan lines. To this end, the citizens should utilize poor public service delivery to engage the leaders.

- The reason why Zimbabwe has so many Statutory Instruments and Policies is because we are afraid to solve the bigger policy problem. So, we are trying to patch our challenges with SI's and policies that are not wholesome in redressing the Zimbabwean question. Our other challenge is we are obsessed with political parties rather than development and growth which address issues.
- While we are discussing about public policy, are we also thinking about those who are in the remote rural areas such as (Gokwe, Uzumba). This is emanating from the fact that much of public policy discourse in Zimbabwe is being taken to Twitter and Facebook far away from the real issues and real problems. It is critical to carry along those in the rural areas, those with disability and marginalised on Twitter and Facebook to have their voices and aspirations echoed.
- As SEJAs We should start our policy contributions at local level, let's start to deal with problems that affects us at the local level. This will help us build social capital and build an unstoppable momentum, social capital is built through networking and identifying other communities that are encountering the same challenges and leverage on their numbers to advance a common cause.
- Zimbabwe has been called the graveyard of public policy. There are very good policies, but those policies do not even materialize. Since 1980 we have had so many economic blueprints, but they never materialized. There is therefore a need to detoxify our politics, create a more enabling environment for citizen participation in pro-poor developmental public policy which is inclusive and leaves no one behind.

4.8 Disability Activism for Social and Economic Justice Activisms- Barbra Nyangairi

- There are a lot of myths regarding disability in the African society, with many of the beliefs unfortunately not grounded in science (e.g., the theories regarding witchcraft, bad luck, curses etc). These unfortunately lead to stigmatization and discrimination of persons with disabilities
- There are many models of understanding disability, each with their own merits and demerits
- Disability activism is about working to break institutional, physical, and societal barriers that prevent people with disabilities from living their lives like other citizens.
- Disability activism is complex because there are multiple ways in which a person with a disability can have their rights violated in different socio-political, cultural, and legal contexts.
- The general perception of disability is that it is homogenous, yet disability can take various forms from physical to mental, from visible to invisible and not-so-apparent types of disabilities, each differing in severity.
- Modern social justice activism, including disability activism, often seems intimidating as many activists are worried, they don't know enough, or are afraid of being publicly humiliated for "mistakes" they might make and people they might offend.

Key Highlights from Module Sessions

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- Disability activism is however an important part of being a SEJA, as it presents an opportunity to promote equality and socio-economic justice to a marginalised section of society. There is therefore need to appreciate inclusion as part of socio-economic justice activism work, right from design to implementation
- Owing to many years of manipulation, the disability sector has also become closed and protective, hence the need to meaningfully engage and collaborate with actors in the sector for successful disability activism.

4.9 Engendering Social and Economic Justice Activism-Kudzwai Gokova

Emergence of Gender Considerations in Socio-economic Justice

- Gender equality is fundamental in the quest for socio-economic justice.
- Women's economic agency is critical to mitigating poverty, denial of education, safety and security.
- 1st wave of feminism: emerged at the end of the 19th century and carried on into the first two decades of the 20th century.
- It was about the fight for women's suffrage and also concerned with women's education, employment and equal pay for women, world peace, prohibition and social welfare.
- 2nd wave: 1960s/1970s. After WW2, women had entered the labour market but still weren't treated equally with men on pay and conditions of work.
- African Feminism: specifically addresses the conditions and needs of continental African women.
- African feminist thought can be traced back to the women's movements that emerged in the context of transnational emancipatory discourses of the late nineteenth and twentieth centuries.
- African feminist movement has expanded in policy, legislation, scholarship and culturally.

Key Highlights from Module Sessions

4

Disaggregation of Women's Movements

Recognition of differences along the lines of a specific identity e.g., race, sexuality, disability, age, class.



Feminist triggers"- Why feminism?

Historical disadvantages: the right to vote, property rights, inheritance, labour rights, minority status, guardianship....



Feminist Strategies in Social and Economic Justice

- Intention: to achieve transformative change.
- Transformative change: change that is sustainable and long-lasting, and which fundamentally challenges and shifts power as well as systemic and structural inequalities.
- Transformative change ensures that those most impacted by an issue can exercise choice, access and agency to address it.

- Taking long-term, sustainable approaches to tackle the root causes of discrimination, including structural discrimination, inequality and unequal power dynamics in order to achieve gender equality
- It starts from the premise that people live multiple, layered identities derived from social relations, history and the operation of structures of power. Intersectional analysis aims to reveal multiple identities, exposing the different types of discrimination and disadvantage that occur as a consequence of the combination of identities.
- There is no single model. Building collective power through movements helps convert the struggle for human rights, equality and justice into a political force for change that cannot be ignored.

4.10 Activism and Campaign for Debt Justice: The Role of Youth-Magret Mutsamvi

- Social and economic justice can never be attained without an effective debt activism and campaign.
- This is because debt undermines government social spending which is integral in addressing the social ills being encountered by society.
- Debt affects optimum public service delivery and it can undermine the economic performance of a country.
- Zimbabwe currently has a multifaceted crisis, made up of the Post -Colonial State Problem, Executive- Military Alliance Problem, Systematic Corruption Crisis, Coronavirus Crisis and Debt Crisis. Poor policies have been drivers of debt crisis in Zimbabwe. Furthermore, financial crime and corruption have hampered the chances for fiscal sustainability. The ruling executive-military alliance is also among the major beneficiaries of corruption.
- The Major Debt Drivers consist of Ballooning Fiscal Deficit, inflation, poor Fiscal Accounting of Public Resources, and lack of Diversified Exports.

Things You Should Know About Debt in Africa

1. Africa is the net creditors of all the nations in the world.
2. Debt is a human right violation
3. International Financial Institutions are responsible for Africa's misery and debt.
4. Global Institutions (Multinational Corporations)
5. Global Illicit Financial Flows
6. China (Resource Backed loans)
7. Laws
8. Special Drawing Rights

Policy Interventions For Sustainable Debt Management in Zimbabwe

- Comprehensive Debt Audit,
- Comprehensive Debt Management Policy,
- Adherence to Debt Management Legal Provisions,
- Growing the Economy,
- Promote non-Debt Flows to the Budgetary Requirements,
- Political and Economic Reforms and
- Domestic Resource Mobilization.

Domestic Resource Mobilization for Debt Sustainability

- The country has massive comparative advantages that include Natural Resource Endowment, Minerals, Forestry, wildlife, Arable Land, Fisheries, Climate and Human resources.
- General Factors that have led to the current crisis in Zimbabwe include the following: Corruption, Extractivism, Sanctions, Political Squabbles and Political Will.
- DRM Comprises of savings mobilization, investment, and intermediation; enhancing the efficacy, coherence, and consistency of macroeconomic policies; Increasing tax revenues and widening tax bases.
- Enhanced DRM denotes increased (public, private-corporate and household) savings mobilization, increased, and improved (i.e., more efficient) intermediation (savings into investment), and greater allocative efficiency of investment, increased and improved public sector (non-debt domestic) revenue mobilization and improved allocative efficiency of public.
- Challenges of DRM include the narrow Tax Base, Informalized Economy, underbanked, low incomes, corruption, Tax Exemptions, and illicit Financial Flows. Public Finance Management focuses on the systems in place relating to the following three components, resource generation, resource allocation and expenditure management.
- Innovative Financing Mechanisms encompass Private Partnership, Remittances, Diaspora Bonds, Sovereign Wealth Funds, the Gaming Industry and Digital Economies.
- For sustainable debt reduction and management, there would be imperative need to Curb Illicit Financial Flows and to stimulate International Re-engagement. Structural Transformation would also be essential for this to happen.

4.11 Data Mining, Citizen Journalism and Social Accountability Monitoring- Mukasiri Sibanda

- When dealing with a 'cyclone' of data – before mining comes exploration. An avalanche of data is not a matter of strong possibility, but strong probability. Herbert A Simon, "A wealth of information creates a poverty of attention".
- Data sources include national and local budget statements, auditor general's reports, annual reports generated by listed companies, monetary policy statement, mineral production and export data, tax revenue performance reports among others and moreover planning is important, at individual and organization level.

What to prioritize?

- Participants must read every day as this is the most obvious, cliché, and overused advice in the world. And that's because it works.
- Procurement is the harbinger of corruption which syphons public resources thereby prejudicing essential service delivery– health, education, water, and sanitation including quality public works (forever work in progress, poor quality, non-delivery). When it comes to corruption, there is the demand and supply side, that is why due diligence on companies involved in procurement matters.
- Dealing with the Office of the Registrar of Companies and Other Business Entities – what documents are publicly available and how to make use of the information to oil public demand for transparency and accountability.
- Beneficial ownership, names of directors and company address, why are these details crucial and where to search for the information. Because a company is not a natural person, but a juristic person, its intelligences are its directors.
- Knowing the name of the directors enables SEJAs to understand the identity of the company's aspirations, motives, and ethics. Knowing and understanding the person making decisions creates avenues for engagement. Such avenues include exploiting social capital, for instance, at church, sports club, or bar. A human touch to the struggle is important. If the director goes to the church, this is an opportunity to reach out to the pastor, for example, to bring out community concerns against the company he or she directs.
- Knowing the directors of a company shifts gears on engagement with the mining company which is largely focused on the management or other lower-level employees. The management is accountable to the directors who have a fiduciary duty to protect the interest of the company. By profiling the directors of a company, SEJAs can gain intel whether the directors are Politically Exposed Persons (PEPs) - HAVING strong political ties or high-ranking government officials are involved.
- Knowing the physical address of the mining company civil society or communities want to engage with is also critical in many ways. A Mere glance of the physical premise of the head office of the company can tell a lot in terms of the integrity of the company we are dealing with.
- Do not judge a book by its cover, it can be possible that a company may not be operating at the registered premise or have no legible name of the company at their premises. A simple walk in at the company head office can also create space for civil SEJAs to interact with the top management of the companies. The top management of several mining companies may not be operating at the mining site but headquartered in big towns like Harare or Bulawayo.

SEJAs must analyse and track devolved funds by:

- Referring to the Constitution, Section 301 (3), national budget, revenue performance reports – ZIMRA, monthly income and expenditure reports, local development plan, local budget, quarterly income & expenditure reports, audited financial statements, social service delivery points – schools, clinics, water infrastructure etc.

By dealing with audited annual reports for mining companies. A case study of Zimbabwe Platinum Mines (ZIMPLATS)'s 2019 annual integrated reports and by making a Socio-economic assessment of mining benefits – Taxes, employment and skills development, community enterprises development, infrastructure linkages, CSR and environmental management.

Knowing your WHY for social media influencing

Participants should not be accused of being missing in action and must bridge the gap between perception & reality. Participants must be vocal about their concerns at global level and should not leave communities behind. Some SEJAs will be on the ground doing what they know best, but Visibility is a huge challenge. Most of the hard work done by SEJAs is suffocated by poor communication. In the game of influence, advice can be borrowed from the legal fraternity – justice must not only be served, but it must be seen to be served.

Bridging the gap between perception and reality – tell your story

Due to poor communication, interested parties can be in the dark in terms of operations undertaken by SEJAs. In an environment denominated by suspicion, SEJAs are viewed as having a nefarious agenda to undermine national development interest. There are strong allegations that CSOs & SEJAs are foreign funded, they advance the interest of the West – regime change agents so by openly communicating the work that CSOs SEJAs do via social media, it helps to narrow the gap between perception and reality. Additionally, those that have ulterior motive of labelling the work of CSOs & SEJAs as being at cross purpose with national development interests are easily exposed.

Globalizing our concerns.

- Participants do not have to keep in the locker our activities, knowledge, innovation, and opinions on illicit financial flows but ensure that our voices are heard beyond the walls through social media outlets tools like Blog, Twitter, Facebook, YouTube, and WhatsApp. Blogs can be distributed via email list, WhatsApp, Twitter, and Facebook for instance.
- Open data works because mainstream media, print and online is always looking for stories and civil society organizations, academics and communities are eager to tell their stories on illicit financial flows and corruption. By promoting open access to data and resisting temptation to sell information, we open ourselves to greater returns and multiple media houses can freely publish our stories, all what they need to do is to acknowledge.
- It is possible to create partnerships with multiple media houses who can even share the same story, thereby promoting a wider reach. Participants should make a compelling case for companies to engage.

Discussion Tips on how to be an effective blogger

When writing a blog:

- A title can make a huge difference, never mind the quality of the contents; and that at times structuring your title as a question can encourage the reader to search for answers from your article especially when the question revolves around topical national development issues
- After the title, the introduction can put off or encourage the reader to keep going until the last sentence.
- When we write, we should always be mindful about the noisy environment, examples include national disasters like elections.
- There's so much to read and people do not have time, so hit the nail on the head, be direct and concise on the message you want to share.
- Sticking to your lane normally helps, as there are opportunities to build, grow and sustain your networks when you are known for driving a certain agenda, for instance socio-economic justice.



#SEJAACADEMY2022 participants in a group discussion

Closing remarks John P. Maketo



In closing, the ZIMCODD Programs Manager, John Maketo thanked the participants for the engagement and participation throughout the process, making mention of the proactive engagement of the young women and the role they played in making the process a success. He urged participants to go back and speak for social and economic justice in their respective communities and areas of work. There would be need to speak against unaccounted debt, poor service delivery, infrastructural gaps and grand corruption. The 2022 SEJA class was regarded as the most proactive one and its selection process brought about a microcosm of the macrocosm of national representation.



#SEJAACADEMY2022 participants pose for a photo after sessions

Results



#SEJAACADEMY2022 group discussions

The SEJA Academy is an effort to develop young change makers who will go out into their communities and stand for socioeconomic justice. Through, the conversations held during the course of the academy, we already began to see the potential impact in the wealth of knowledge exhibited by the participants. On the final academy day, with an eye to sustainability and continuing the effort, the SEJA's developed resolutions and action plans as shown below.

Five Key Resolutions

- To form a steering committee for planning on the auctioning resolutions.
- Alumni conducted a baseline survey on Youth issues (pending results).
- Due to the capacitation from the Academy, class of 2022 Alumni have used the training and certification provided to join other prestigious global programs. For one, Ruvimbo Chivere has gone on to the Inaugural Transformational Leadership Development Program of the US Department of State's Bureau of Educational and Cultural Affairs, chosen from a pool of 4400+ global applicants. Ruvimbo noted, "the SEJA Academy has been transformational for me in terms of governance perspectives, life and career opportunities. I benefited from the wide network of SEJA Academy alumni and the ZIMCODD mentorship program in movement building and citizen engagement."
- Class of 2022 alumni have increased their activism in the digital space, joining the ZIMCODD advocacy bubble. To note, alumni are using twitter to advocate for youth issues while tagging ZIMCODD and key public institutions.
- To scale advocacy issues in places of employment, religious worship, at home etc. Activism has no bounds and to seek to capacitate all the people around us as advocacy is a number's game.

Structure formed

SEJA's formed a Steering Committee to put into practice some of the resolutions made as a class during the last session of the Academy. The vision for the class is to effectively lobby and advocate for social economic justice that are unique to the youth. For example, arising issues are in climate change activism, those who work with rural communities, feminists, health activism etc., varying across the country. Sub-Committees will be formed based on the arising themes from a baseline survey. The Committee will primarily utilise digital means to collect data, meet and tabulate a position paper to forward to the relevant authorities. Lobbying authorities should be information and data based for credibility purposes, thereby necessitating the below action.

Furthermore, class of 2022 created a WhatsApp group for constant updates and conversations in the socioeconomic struggle. The group shares resources on key issues and also use it as a platform of continuous learning from the ZIMCODD staff in the group. Alumnus are able to track ZIMCODD programmes going forward and vice versa.

Emerging Actions

Through the steering committee, SEJA's established that they needed to determine a baseline to inform their interventions. Following, they developed a digital survey to collect data and information to chart a way forward and while setting priority areas in socioeconomic justice that they can effect change on. The survey was circulated on social media on personal accounts and also utilizing the ZIMCODD platforms and will culminate in a position paper. The target is to get a minimum of 1000 responses. The survey is accessible here: <https://bit.ly/3yNY3xJ>

Post Evaluation

The class of 2022 Academy join a growing alumnus of hundreds which is established across the country. While not all will remain tethered to ZIMCODD, what is key is the confidence that they are capacitated to keep pursuing socioeconomic justice wherever they are. ZIMCODD is actively following individual progress in the WhatsApp group while also supporting individual campaigns that the alumnus is carrying out. We are also currently harvesting stories of change which should show what alumni benefitted and how they intend to continue the effort.

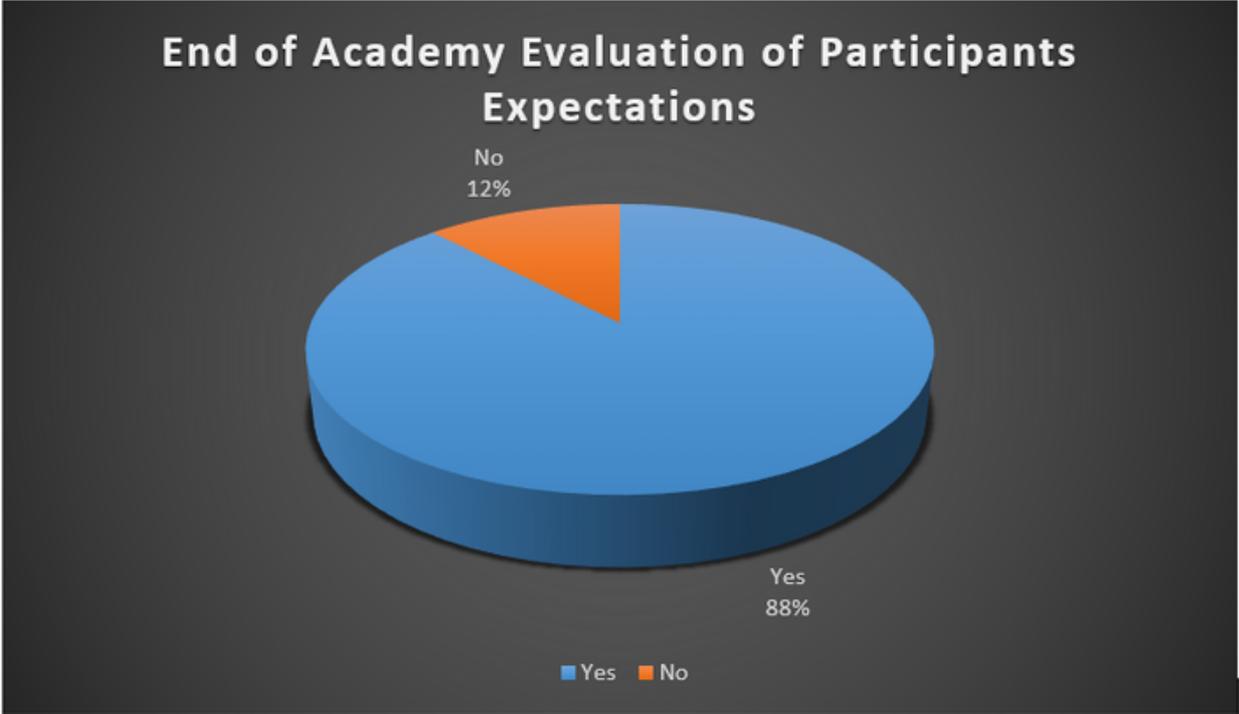
Annex 1

- To learn about areas where there are opportunities for advocacy and activism work with regards to the economic crisis in our country.
- To interact and gain professional relationships with fellow academy classmates.
- To learn ways of pushing for social and economic justice for our people.
- Learn more on our role as youths in this fight for social and economic justice.
- Learn about our socio-economic rights.
- Learn more on who's/what's causing the injustice
- To gain more understanding on advocacy
- To understand how social economic justice influence good governance in Zimbabwe
- Network and exchange ideas
- To have a deeper appreciation and increased knowledge of Public Finance Management
- To learn effective movement building strategies and techniques
- To be economically literate
- To become aware of some of the key or prime and similar principles that align my relationship as a member of the fourth estate to ZIMCODD.
- To enhance my reporting skills, especially with regards to the issues to do with social an economic justice
- To understand my role better as a member of the fourth estate in as far as advocating for social and economic justice in the country is concerned.
- To receive mentorship and training on how to become an effective social and economic justice activist.
- Have a better understanding on public policy analysis.
- Acquire more knowledge and skills on monitoring social accountability
- To know more about how best we can hold duty bearers accountable
- To learn about the role the citizens have to play for social and economic justice to be achieved
- To learn about how to get everyone onboard as far as the social and economic justice discourse is coo learn more about ZIMCODD's tremendous social justice work and more importantly contribute to the development of the social and economic justice movement in Zimbabwe.
- To be effectively influential young female activists in our communities impacting the social, economic justice movement
- To network with young people and how we can be useful to each other
- I expect that after this 6 days I have a comprehensive understanding of debt in Zimbabwe and specifically how myself, as a feminist and writer can use media to bring about the change that we all hope to see in Zimbabwe.
- Firstly, it is of utmost importance to allude that growing up I saw firsthand the corrosive power that corruption and socio-economic injustices have on the society and I am determined to 'check' that, this Academy hopefully will equip me with level of expertise and experience to achieve that goal through Activism.
- Secondly, I have realized that most if not all of the SEJA Academy participants are better qualified than me and have a lot of exposure, hence, I am willing to learn a thing or two, harness any knowledge I can get from each and every participant through networking, interactions etcetera.

Annex 1

- Last but not least, I look forward to learning all the nitty-gritties pertaining to advocacy and I have no doubt that this Academy will do justice to that.
- I expect to receive a better understanding of social economic justice in its broader mission for change in Zimbabwe.
- To be able to identify positions of change in terms of social economic justice.
- To come out as an ambassador of change socio-economically.
- Expecting to know more about activism since its 1 of the area that i want to develop into
- Expecting to learn about Laws and responsibilities
- Expecting to learn from others on how to manage a CBO
- Expecting to learn how we can achieve social and economic justice through advocacy initiatives
- Demonstrate engagement with education by being prepared for class, arriving to class on time, participating actively in classroom activities, and displaying self-reliance in learning.
- Display intellectual curiosity, envision new ways of thinking and learning, and eagerly and respectfully discuss ideas and issues throughout the learning process.
- Build community through interactions that demonstrate a passion for learning and respect for diversity
- To learn about advocacy models, necessary in advocating for socially and economically disadvantaged groups
- To learn how to monitor the political economy and it's implications on vulnerable groups
- To learn networking skills needed in movement building to generate greater capacity to influence policy change
- To learn more about what is really ZIMCODD
- To have knowledge about public debt management in Zimbabwe
- To learn more about Public resource management
- To Learn more about ZIMCODD
- Understand the concept of monitoring of public resources
- Learn how to effectively advocate for proper resource allocation
- Understanding what is social and economic rights and which rights do we have as Zimbabwean citizens
- To learning on how young people from especially from rural areas can be able to stand up for themselves. Considering that most of them they are school dropouts
- Hoping to learn new things from all of us.
- To learn more about how to lobby and advocate for Social and economic Rights
- To know more about how to hold duty bearers accountable.
- To know how ZIMCODD is advocating for socio economic Right How social media activism has helped in order to hold leaders to account eg #HowFar
- Understand how public debt has impacted on livelihoods of people in Zimbabwe
- To learn on movement building
- Am expecting to network with others,

Annex 2: End of Academy Evaluation of Participants Expectations



Source: Primary Data Compiled by ZIMCODD



#SEJAACADEMY2022 Certification ceremony

Annex 3: SEJA Academy Class 2022 Participants' Biographies

Constentine Njabulo Mpofu holds an Honours Degree in Geography and Population Studies from Lupane State University. He is the Co-founder and Programs Manager of Matobo Youth Development Initiative, a youth led organization that empowers young people in rural communities. He is the editor of the Matobo Community Magazine, a platform for sharing stories of change in rural communities. He is a Media and Information Literacy trainer and a content creator having done two documentaries on youth participation in the electoral process and gender-based violence in rural communities.

Fortunate Chilenje is a holder of a Bachelor's of Laws (Hons) LLB Degree from Great Zimbabwe University, Herbert Chitepo Law School. She is a young lady with a strong environment background and interest which has seen her taking part in various social, economic and environmental programmes. She believes in Sustainability for the future and is self-driven. She has also written a dissertation on Child Participation on Climate change Law and Policy in Zimbabwe.

Esther Chinavainzva is a Program Officer at Zano Mukadzi Trust. She also works with different organizations and hold different posts. She is also a member of ZIMCODD, Young Women Forum, Chairperson at Women's Coalition of Zimbabwe Chinhoyi chapter, Youth organizer at Zimbabwe Chamber of Informal Economic Association and also the Chinhoyi Chapter leader at For Youths By Youths. Esther founded the Let love lead Trust.

Sukuluhle Mhlanga is a young woman who is a strong advocate for Persons with Disabilities. She is currently pursuing a Degree in Development Studies at Lupane State University. She capacitates communities around Bulawayo on Gender and Disability mainstreaming. Through these trainings she sensitizes communities to embrace people with disabilities as they are part of the society. She is also passionate about women rights activism. Basically, issues relating to disability and women are close to her heart.

Nthandoyenkosi Masundulwane is a Midlands State University graduate (2021). He holds a second upper Class (2.1) Honors Degree in Geography and Environmental Studies. He has worked for World Vision Zimbabwe in Bulawayo as a Baseline Enumerator.

Panashe Elizabeth Chikonyora is a young female journalist who recently graduated from the University of Zimbabwe with a Bachelor of Arts Honors in Journalism and Media Studies Degree (2021). She has published a lot of business articles during the time she was on attachment at Zimpapers' Business Weekly and has also contributed to some of the Media Centre's donor funded projects. She is passionate about promoting social and economic justice and transparency through writing various articles that were published online on the Zimsentinel. She is currently the Assistant Programs Officer at the Media Center and also a presenter (Graduate Trainee) for a Chipinge based community radio - Vemuganga FM.

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Tariro Matengu is a social economic and climate justice activist as well as an agricultural economist who graduated from the Midlands State University. He has worked in various community development projects focusing on food security and climate change in Zimbabwe. His research interests include climate change and food systems, agricultural trade, land and agrarian.

Kudakwashe Tagwireyi is a mass media student at Midlands State University. He is also a journalist at Alpha Media Holdings where he writes and contributes for the two papers the Standard and Newsday. His main interest is in developmental and advocacy reportage as evidenced by many of the stories he has written.

Belinda Cathrine Malunga is a social justice activist with special interests in Sexual Reproductive Health. She has facilitated in various SRH workshops, promoting and establishing SRH clubs in schools and communities. She also participated in the 2019 African Charter on Democracy, Elections and Governance (ACDEG) information dissemination campaign. She recently completed an internship with an online magazine The Efficient Woman, where she researched on Sexual Reproductive Health issues relating to Sub Saharan African women.

Blessing Matasvais a team leader at Green Institute Trust, a community-based organization that focuses on Climate Action and Gender Empowerment in Chipinge District. He is a fellow at the SIVIO Institute (Public Policy Analysis and Advocacy). He is a holder of a Bachelor's Degree in Marketing and Economics from Great Zimbabwe University, and a National Diploma in Environmental Health.

Nongcebo Hazel Gumbo is a third-year Development Studies student from the Zimbabwe Open University. Her aspirations are to assist in the emancipation of women in patriarchal societies and the alleviation of poverty in underprivileged communities. Ms. Gumbo is involved in a wide range of development programs, which include the after-school learning program at Ngozi Mine. She is passionate about environmental management and sustainable development. She is also a former student leader, having served as a student representative council member, i.e., the National Gender secretary, regional Information and External Affairs secretary, and Acting Secretary General, from the years 2020 to 2021. She holds membership in the Do It For The Kids organization (DIFTK) as well as the Zimbabwe Coalition on Debt and Development (ZIMCODD) institution.

Sheunopa Zhou is a Development Studies graduate of Great Zimbabwe University and an aspiring activist of social and economic justice. Previous notable activism work includes being one of the lead activists in the launching of the red stein campaign in partnership with Katswe Sistahood, advocacy against GBV through radio and community dialogues in Zvishavane, training of 50 environmental monitors in Mhondongori community to successfully engage 3 local miners to own their commitment to environmental protection. Currently Sheunopa is a Field Officer at Hands of Hope foundation in Zvishavane where he is influencing communities to demand quality services from duty bearers.

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Stephen Chidhau is an experienced researcher, communications specialist, graphic designer and humanitarian photographer. He holds a Master's Degree in Public Administration, a Special Honors degree in Politics and Administration and a Bachelor of Arts Degree in History, all from the University of Zimbabwe. He is currently the Research and Communications Assistant at Transparency International Zimbabwe.

Tapiwa Muzondidya is an Administration graduate from the University of Zimbabwe. He has previously worked with ZCTU on research to analyse the impact of trade unions in improving the industrial relations in Zimbabwe. He is currently in Rusape where is focusing on his other passion which is farming.

Oprah Chido Mupona is currently a student at the Christian Leaders Institute awaiting a certification in Continuing Ministry, for church ministry. She is part of the Advisory Council within Maranatha Trust, an organisation that seeks to uphold and empower the underprivileged in society. She is a former Domestic Violence Ambassador courtesy of the Miss Valentine Zimbabwe pageant in 2017. She is also a holder of a certificate in Gender, Social and Community Development from Equity Africa as well as an Honours Degree in Theatre Arts from the University of Zimbabwe.

Selina Chipunza is a registered legal practitioner from the University of Zimbabwe with a keen interest in promoting and upholding human rights in particular access to justice for the marginalized and vulnerable communities. She has civil society experience and has worked on various projects, providing legal services; conducting legal education; contributing towards concepts notes and advocacy initiatives. Selina is currently working as the Project Assistant Officer for Women and Law in Southern Africa Education and Research Trust (WLSA) an organization whose mandate is to promote and protect women and girls' rights. In addition, she sits in the Zimbabwe Council of Churches Multidisciplinary Expert Facility Board as a legal advisor.

Blessing Tendai Chimombo is a holder of Bachelor of Arts Honours degree in Development studies and Masters in social sciences (Gender and Policy studies). She is passionate about women and youth rights. She is also passionate about making a difference in her community through volunteering. She has worked with many women led and youth led organizations. She once worked at Masvingo United Residents Association as the Programs intern. She also worked at Masvingo Department of Social Development as a social work Graduate intern. She was once a volunteer at Youth Advocates Zimbabwe. Blessing is currently the Volunteer Masvingo Junior Coordinator for an organization called Whispers which works with young women. She is currently working at Women's Coalition of Zimbabwe as the Masvingo Provincial coordinator.

Ruvimbo Chivere is a Social Worker with 3 years of experience working within a civil society sector on developmental and socio-economic justice issues affecting girls, women and youth. She holds a Bachelor of Social Work Honors Degree from the University of Zimbabwe and has published academic papers on Green Social Work and Resilience Building through alleviating Gender Based Violence. She also holds a National Certificate.

Annex 3: SEJA Academy Class 2022 Participants' Biographies

in HIV and AIDS Prevention and other professional qualifications in civic and transformative leadership; UN certification in Comprehensive Sexuality Education and Prevention of Sexual Exploitation and Abuse. Ruvimbo is also a member to local and international women and youth platforms for socio-economic justice and is the current Vice Chairperson of Women's Coalition of Zimbabwe Harare Chapter. She works with the Zimbabwe Coalition on Debt and Development as a Movement Building assistance contributing to the growth and expansion of the socio-economic justice movement.

Tanaya Christabel Sibanda is a Development Studies student at Midlands State University. She has been involved in mobilizing youths in tertiary institutions to fight economic injustice especially at MSU Zvishavane Campus where she initiated a Youth Hub of 33 youths. She has also been facilitating information dissemination and awareness raising on economic governance issues among youths under the Zvishavane Youth Hub banner.

Mufaro Jonasi is a youth development professional and a grassroots sports administrator currently working as a Swimming Pool Supervisor at Gweru City Council. Mufaro's work is focused on poverty alleviation through practical initiatives in low-income communities such as skills coaching clinics and literacy development programs through supporting local schools with text books. Mufaro Jonasi strives to provide a platform for young people in low-income communities to achieve their athletic goals, thus he became the first person to initiate the Gweru Swimming Festival in 2018 and the Mkoba Swimming Exhibition in 2020. Mufaro holds a BA degree in English and Communication Studies from Zimbabwe Open University where he was the Students Representative Council President and National Secretary for Academic and Legal Affairs. He is currently enrolled for a Bachelor of Laws at Zambia's University of Africa with the hope of becoming a civil rights lawyer upon completion. In his spare time Mufaro assists survivors of domestic violence find a course to justice. He is an avid socialist and has published two articles as follows socioeconomic lessons from the Covid-19 Pandemic (The Echo ,2021) and Public-Private Partnerships: A Bridge Towards Addressing Systemic Inefficiencies (The Midlands Monitor Newspaper, 2022).

Perseverance Shingirirai Mawushe is an undergraduate Mining Engineering Student at Gwanda State University where he is currently the Student Executive Council Minister of Information and Publicity. He was the National Blood Service Zimbabwe peer promoter (2017-2018) and is currently a Gwanda State University SAYWHAT Peer Educator. His influence in church has seen him taking up leadership roles such as the Reformed Church in Zimbabwe (RCZ) Harare Cluster Youth Treasurer, RCZ Kariba Youth Chairperson & ZCC Kariba Youth Committee Member.

Tinashe Blessing Makotore was born and bred in the City of Gweru in Zimbabwe. He is a second year second semester (2.2) LLB Honours Degree in Law student at the Midlands State University Law School. He completed his Advanced level Arts in 2019 at Lower Gwelo Adventist High School (2018-2019) where he scored 14 out of 15 points. At this institution he was part and parcel of the voluntary outreach programs organized to network with the members of the community. Prior to his A' level, he studied at Fletcher High School (2014-2017). Tinashe is well acquainted with Digital Advocacy skills

Annex 3: SEJA Academy Class 2022 Participants' Biographies

as he was once part of the workshop conducted by the Media Institute of Southern Africa Zimbabwe (MISA) in 2021.

Shumiraishe Maliseni is in her third year of studies at the University of Zimbabwe where she is majoring in Economic History. Shumi is currently doing her internship at ZIMCODD where she is part of the Programmes Team. She is passionate about issues to do with Social Economic Justice and also has an interest in influencing public policy in Zimbabwe for the benefit of the poor and vulnerable in society. Shumi envisions a just Zimbabwe.

Precious Mudzviti is studying Community Development at Zimbabwe Women's University in Africa. She is in her third year of study and is passionate about empowering various sections of society which include creating employment opportunities for the youth and promoting gender equality.

Lennox Machoko is a student at the University of Zimbabwe. He was born and bred in Chitungwiza and attended Allan Wilson Boys. Lennox is a natural born leader pursuing a Bachelors in Pharmacy Hons Degree. An avid article writer and student activist who is currently the SRC President of the University of Zimbabwe and founding Director of Students Action For Change - a radical students platform seeking to promote consciousness around issues affecting students and young people in Zimbabwe.

Brilliant Nobuhle Ndlovu is a young and keen Zimbabwean Human Rights Activist who is passionate about youth development. As an Information Technology practitioner, she has used her expertise to empower and encourage youths in her rural Bulilima to better their livelihoods and know-how and be self-employed in the IT field. Nobuhle is a strong advocate for youth participation in the socio economic and socio-political discourse and local governance issues.

Tapiwanashe Nyamukapa is a Midlands State University graduate, holder of a Development Studies Honours Degree. As a young lady and an aspiring leader, she is passionate about social and economic justice issues hence so much inclined to working with young people (adolescents and youths) regarding issues like Sexual and Reproductive Health and Rights in schools. Tapiwanashe is passionate about the wellbeing of youths in communities, thus whenever possible she volunteers to do sensitization and awareness campaigns.

Obedience Mazenge is a Project Officer at My Age Zimbabwe Trust and a sustainable development goals champion. He has led three community- based projects to completion since 2018. He is a first-class graduate of Political Science and Public Management at Midlands State University (2013-2017). He is currently leading the Girls Choose project at My Age Zimbabwe Trust and is a skilled in youth leadership, advocacy, sexual reproductive health and rights. He is also the founding leader of a registered renewable energy company in Masvingo (M.G Energy Pvt Ltd) . Obedience was awarded two awards by My Age Zimbabwe Trust in 2020, that is the consistency performance award and leadership award.

Annex 3: SEJA Academy Class 2022 Participants' Biographies

Allan Nyamande is currently serving as Financial Analyst student with the ALX Academy, looking to further his education from his time at the University of the Free State. He possesses an analytical mind with a thirst for problem solving. Allan is also eager about improving social and economic welfare through sustainable means. This has been highlighted through his work at Enactus ZA (UFS chapter) as an executive of the organisation and continues to do his work at local community level. He is also an avid reader who harbors ambitions of writing and improving awareness on economic matters.

Fortune Marangwanda is a young man who is currently studying Information Systems and an advocate for gender equality with the belief that when all are given an opportunity, our communities will benefit much better. Currently he is working with a youth organization in Masvingo that is My Age Zimbabwe and also in the National team for the Young People's Network on Sexual Reproductive Health and Rights. He has gained a lot of skills which include videography, photography, acting and graphic designing. Furthermore, he is also part of the Advocacy Core Team and COMPASS Project, where he is representing Masvingo province as a young Community Activist.

Chiedza Mapfumo is a Chemical and Process Engineering graduate from the Harare Institute of Technology. She is a former student leader who is a feminist and an activist. She is also a blogger and an aspiring writer.

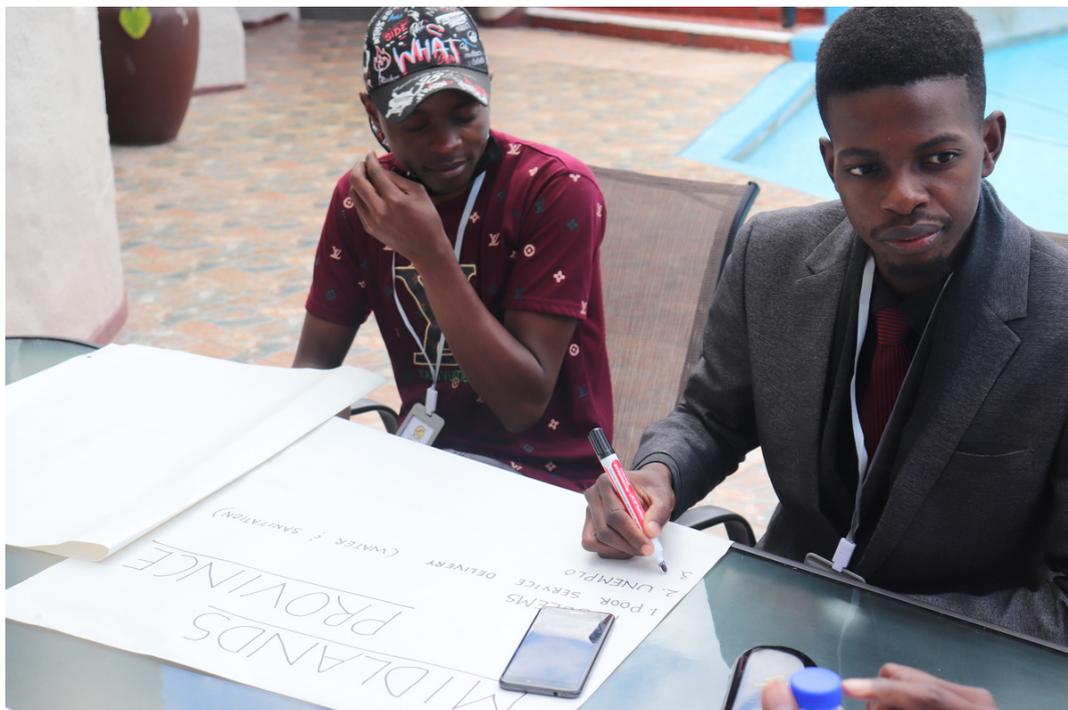
Tatenda Kombora is a young professional whose passion for advocacy and writing was conceived when she successfully won the seat of child legislator, becoming the youngest Junior Member of Parliament from her constituency. Her passion for leadership development for young girls has led her to mentor them on their human rights, constitutional and legal provisions and processes that enable them to find their voices so that they can be able to change social norms that inhibit their growth and potential. She has also petitioned the Parliament and has written an open letter to the President to advocate towards a mandatory sentence on rape. Currently she is a student under a scholarship by Africa24 Media House in Kenya studying Visual and Audio Production. It is conviction in equality that has shaped and continues to shape her journey as a human rights defender, an aspiring legislator and a writer. Some of her work has been published by the Women's Institute for Leadership Development here <http://www.womenforleadership.org/why-do-we-have-few-females-in-leadership-positions/>

Osman Ngwenya is Sexual Reproductive Health Rights expert with over 8 years of team building experience. He is currently serving as the Director of a community-based organisation called Hopley Can Change Trust. He is a child rights and child participation activist. Osman is also a Project Co-ordinator under the Spotlight Initiative Consortium. Osman holds certificates in the following fields: Adolescent Sexual and Reproductive Health (ASRH)MSF Belgium- 2017; Leadership Development Programme, CIVNET 2016; Leadership and Urban Participatory Assessment (RNCYPT -2016) among others.

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Chiedza Manyumwa is an undergraduate student at the National University of Science and Technology studying Statistics and Operations Research. She has an Executive Certificate in Project Management Monitoring and Evaluation with the Catholic University. She is a Christian, an entrepreneur, human rights defender and a philanthropist. She is governed by her core values which are honesty, integrity and independence. In 2021 she opened an organization named Kodzero which is a group of young people mainly focused on humanitarian acts and civic participation. Currently, she is an intern at Manica Youth Assembly as the MEAL Officer. She volunteers in a number of organizations namely TIZ, Section7 and Letters to Strangers.

Tendai Nyamadzi is a brand as well as a Community Resource Monitoring Agent (CORA). His main area of focus as a CORA is the use of public funds and natural resources at community level in Manicaland. Tendai believes that Section 298 of the Constitution must be a fundamental check point on the utilization of public resources. He currently serves as Project Assistant for a project called Towards Enhancing Active Citizen Participation (TECA) in local governance issues under UMRRT which is one of the four biggest Residents Associations in Zimbabwe. He is passionate about active youth participation in all public issues and proffering innovative solutions. Tendai believes that there is nothing for the youth without the youth. In addition, he is a gender activist because he amplifies the voices of marginalized girls and women so that they speak out on gender injustices. Lastly Tendai is a (CCC) which stands for Climate Change Champion and he endorses that climate action is the new normal and young people are the drivers for the Sustainable Development Goals (SDGs).



Academy participants go through group work

Annex 4: Facilitators Profiles

Mukasiri Sibanda- Mukasiri is the coordinator of the Stop the Bleeding Campaign in Africa. He is a chartered governance and accountancy expert. Mukasiri is a solid researcher and writer on socio-economic justice issues, and he runs a personal blog that has over 130 articles. Previously, worked with Tax Justice Network Africa (TJNA) as a tax and natural resource governance expert for eight (8) months. Before his engagement with TJNA, Mukasiri worked with Zimbabwe Environmental Law Association (ZELA) as Economic Governance for nearly 9 years. Reggae music, Bob Marley particularly, is his well of inspiration.

Kudzwai J. Gokova- Kudzwai is a registered legal practitioner with the High Court of Zimbabwe. She holds an LL.B from Nelson Mandela University and an LL.M in Women's Law. Her passion lies in social and economic rights activism with an active quest for women's rights and improving women's socio-economic status. Kudzwai has been involved in women's rights advocacy through access to justice initiatives and by bringing to the fore gendered and sexed deficiencies in laws, highlighting barriers that specifically affect women and girls. She is currently serving as a legal analyst and is responsible for advancing ZIMCODD's feminist approach.

Barbra Nyangairi- Babra is a social disrupter who changed the way society thinks and tackles disability inclusion in Zimbabwe. She has contributed to ensuring that disability inclusion is prioritized and is part of the national agenda. She holds a Masters in Migration Studies, BSc in Public Administration and Diploma in Education. She is the Executive Director of Deaf Zimbabwe Trust; a research and advocacy think tank on Deaf and disability issues in Zimbabwe. Under her leadership, DZT has successfully advocated for policy reform and inclusion of persons with disabilities in education, economic empowerment, employment, electoral processes, increased access to information, SRHR and psychosocial support for parents and children with disabilities. She has researched on the Deaf and access to information, sign language variations and Deaf education. Her research interests are education, democracy, elections, disability and political participation. She is the author of a book, thriving as a step parent.

Dr Charles Mugaviri- Dr Mugaviri is a Certified Leadership Master Coach (Certified Coaches Federation, CCF Canada), a Purpose Empowerment and Career Coach author. He is the Global Mission President for Legacy Building Leaders, Leadership Coaching Community.

Margret Mutsamvi- Margret is an Economist from the University of Zimbabwe with a Masters degree in Development Policy and Practice from Geneva Graduate Institute. A trained leadership practitioner from University of Washington (DC). Margaret is a socio-economic Justice activist since 2009 and is the founding director of the Economic Justice for Women Project, a young women-focused initiative aiming to strengthen young women's voice and agency in Economic governance, leading and benefiting from the micro and macro economies towards economic leadership and eventually gender equity and equality. Her vision is a vibrant socio-economic movement advocating for people-driven economic governance processes where equality thrives.

Annex 4: Facilitators Profiles

Eldred Vusomuzi Masunungure is a Political Science and Public Administration graduate of the University of Zimbabwe and Dalhousie University (Canada) He has published widely, including editing and contributing to Zimbabwe's Trajectory: Stepping Forward or Sliding Back (2020), Defying the Winds of Change: Zimbabwe's 2008 Elections (2009), and co-editing and contributing to Zimbabwe: Mired in Transition (2012). He is the Director of the Harare-based Mass Public Opinion Institute, where he is the Principal Investigator of the Afrobarometer Project.

John P Maketo is the Programs Manager at ZIMCODD. He brings Fifteen (15) years working experience in human rights and governance work in the NGO and Civil society sector in Zimbabwe. His areas of specialty and interest include governance, anti-corruption advocacy, human rights advocacy, economic and social development. He has worked for various organizations such as: Transparency International Zimbabwe (TI-Z), CARE International Zimbabwe, Zimbabwe Community Development Trust (ZCDDT), National Association of NGOs (NANGO) and Development Practitioners Network Researcher. All this experience was relevant and expedient for the academy as it enabled him to bring the gap between theory and practice for the participants.

Tashinga Vivian Zamba is a democracy, human rights, governance, policy and movement builder with over ten years of experience in non profit sectors of livelihoods, Public finance management, climate change, anti-corruption ,social accountability and debt transparency. He is a holder of a MSc in Public Administration, MSc Public Policy and governance, Executive certificate in M&E from University of Zimbabwe. Tashinga is also a graduate from the school of integrity and law from Romeris Mykolas University in Lithuania and a Transparency International fellow in Germany. He is a senior programs officer (movement building portfolio) with ZIMCODD.