

**SOUTHERN AFRICAN NETWORK FOR WOMEN ECONOMISTS  
(SANWE)**

**WORKSHOP**

**3 May 2006, Meikles Hotel, Harare**

**Implemented by E-Knowledge for Women in Southern Africa (EKOWISA)**



**With United Nations Fund for Women (UNIFEM) funding**



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## **1.0 Welcome and Introductions**

E-Knowledge for Women in Southern Africa (EKOWISA) with United Nations Fund for Women (UNIFEM) funding held a workshop for women economists from government departments, the University of Zimbabwe and the NGO sector.

Mrs. M. Zunguze, Executive Director of E-knowledge for Women in Southern Africa (EKOWISA) welcomed the participants who attended the meeting whose aims included:

1. Develop a critical mass of gender sensitive women economists to push the gender agenda in this workplaces
2. Talk about the role of EKOWISA in providing an electronic platform for networking amongst women economists

Mrs. M. Zunguze gave a brief overview of the SANWE programme and its expected outputs which include:

- Developing gender sensitive knowledge and information to be stored and disseminated
- Create opportunities for women economists in policy advocacy and lobbying
- Develop strategic alliances and partnerships
- Participate in gender economic research
- Charting the way forward for the SADWE programme

The workshop was facilitated by Mrs. M. Zunguze. There were seventeen participants (16 females and 1 male). The workshop's guest speaker was the Honourable Minister of Women's Affairs, Gender and Community Development, Cde Oppah Muchinguri (MP). The organizations where the women economists work include: Reserve Bank of Zimbabwe, Zimbabwe Women Resource Centre and Network (ZWRCN), Zimbabwe Revenue Authority (ZIMRA), MWENGO, Zimbabwe Academy Arts for Educational Development (ZAAED), Y-CAP Consultants, Farm Orphan Support Trust, University of Zimbabwe, New Ziana and EKOWISA.

## **2.0 Opening Speeches**

### **2.1 *UNIFEM Representative- Ms Cecelia Muchada***

Ms Cecilia Muchada presented the speech on behalf of the regional programme director of UNIFEM Southern Africa who is now working in Johannesburg. Ms Muchada began by explaining the general role of UNIFEM within the United Nations system which is to provide technical and financial assistance to innovative programmes and strategies that promote gender equality, women's human rights, political participation and economic security. In addition UNIFEM has developed four major regional programmes in response to the development challenges in Africa which are; women's economic and security rights, governance and leadership, gender, human rights, HIV/AIDS and peace and security. Key issues highlighted by M Cecelia Muchada include:

- Women remain disadvantaged in terms of access to economic structures and resources due to gender insensitive macroeconomic policies and modes, lack of recognition of women's unpaid care work, gender insensitive trade policies and agreements, gender insensitive poverty reduction strategies and lack of access to and ownership of land and water rights by women
- The Gender Empowerment Measure which measures gender inequality in key areas of economic and political participation and decision making in both public and private sectors is generally low in most southern African countries
- UNIFEM launched the regional network of Women Economists in Dakar in 2004 whose objective is to increase options, capacities and resources of African women in order to reduce feminised poverty and vulnerability to violence and HIV/AIDS by promoting women's economic empowerment
- Responsibilities of SANWE are as follows:
  - a. Alternative gender macroeconomic frameworks for policy makers developed
  - b. Advocating for gender sensitive economic policies
  - c. Lobbying for the recognition of women's unpaid care work
  - d. Lobbying government to engender national budgets, trade policies and agreements
  - e. Research that will inform policymakers on gender sensitive programmes, processes, systems and policies
  - f. Capacity building, cascade training on gender and economics

## **2.2 ZINWE Representative- Ms Phides Mazhawidza**

Ms Phides Mazhawidza gave an overview of the origins of the Zimbabwe Network of Women Economists (ZINWE) and what its strategies were. Key issues highlighted in her speech include:

- ZINWE was formed in 2005 as the Zimbabwean chapter of SANWE, supported by UNIFEM.
- Short term strategies of ZINWE are:
  - Revive national gender policy review
  - Develop a gender awareness programme for women economists which includes retooling and re-killing women economists
  - Ensure women economists in decision making posts are engendered
  - Ensure a gender focal person in every institution
  - Identify networking partners for collaboration
- Long term strategies of ZINWE are:
  - Resocialization of men and women
  - Gender mainstreaming by 2010
  - Generate information and a gender disaggregated data centre
- Ongoing strategies of ZINWE are:
  - Carry out mobilization of interested parties
  - Carry our gender awareness workshops
  - Carry out a gender review the National Economic Development Priority Programme and other economic blueprints

## **3.0 Keynote Address- Honourable Minister of Women's Affairs, Gender and Community Development, Cde Oppah Muchinguri (MP)**

The Honourable Minister began by commending the appropriateness of the workshop especially at a time when her Ministry is endeavoring to achieve its mandate to empower women. She also congratulated UNIFEM for launching the SANWE initiative and particularly for choosing Zimbabwe to launch the first country programme in southern Africa. Key issues highlighted in her address include:

### *Women Economists and Economic Policies*

- Women economists are critical as they are involved and participate in policy formulation, policy implementation and project planning and design in both public and private sectors
- There is great need for gender sensitive women economists who will influence the designing of these policies and programs to give them a gender perspective
- The past decade has seen a steady increase in the number of women in decision making position and foremost in these positions are women economists who occupy a central and critical space for mainstreaming gender and have space to influence the development of gender sensitive economic policies, indicators and targets
- Economic policies such as National Budgets, Monetary Policy, Economic Turnaround Strategies and the recently announced National Economic Priority Development Programme have different consequences on women and men as they differ in their economic and social status and women tend to be marginalized in accessing private and public resources
- Economic policies often do not have gender sensitive targets thus most are failing to meet their intended objectives. This existence of gender blind or gender neutral policies is to a large extent caused by a lack of interaction among women economists and experts

### *Ministry of Women's Affairs, Gender and Community Development's Work*

- The Government of Zimbabwe has adopted the Millennium Development Goal 3 which is to Promote Gender Equality and Empower Women as one of its critical areas of intervention
- The Ministry of Women's Affairs, Gender and Community Development is in the process of operationalizing the national gender policy through the development of a national plan of action
- The national plan of action provides a framework for gender mainstreaming in various sectors, thus there is need for a concerted effort, having the right people who understand and appreciate gender as a development concept.
- Professional women such as women economists need to support the national plan of action

- Ministry has been receiving support from donor agencies to advance its national plan of action e.g. ACBF recently donated a grant worth USD 1 Million for gender budgeting, UNFPA just donated computers to be used in advancing women's computer literacy
- There are many areas for collaboration between the Ministry and women economists. Areas. Such areas of collaboration include engendering the national budget, national economic policies such as the National Economic Development Priority Programme, national monetary policy and carrying out economic impact assessments for economic programmes
- This collaboration would enable women economists to make a significant contribution to the promotion of gender sensitive policies and the protection of women's rights, thus there is need for a critical mass of gender sensitive women economists in Zimbabwe
- The Ministry of Women's Affairs, Gender and Community Development expects to work together with women economists and carry out and promote gender sensitive research, lobby for and advocate for gender sensitive policies, increasing gender awareness among women economists to achieve and develop a common goal.

### **3.1 *Discussions***

After the address the Honourable Minister responded to questions and comments from the participants. Here is a summary of the key issues that were discussed:

- Ministry of Women's Affairs, Gender and Community Development has managed to influence to the adoption of the gender policy and affirmative action in the country's constitution
- The Ministry is still young and is working on a plan of action to implement national gender policy. All ministries will be required to come with sectoral policies which are results oriented.
- Human rights commission will audit the implementation of gender sensitive policies in all ministries
- Gender focal persons/points are ineffective without a plan of action

- There is opportunity of engendering education curriculum particularly in teachers colleges whereby there are now more women than men enrolled. The Ministry of Women's Affairs, Gender and Community Development is liaising with the Ministries of Agriculture and Higher Education in engendering education.
- While many laws about women have been passed in the past and have been ineffective it is encouraging to note that recent land laws now give women access and control of land. Women need to know about legislation. Current land lease forms now allow for both women and men's names to appear on the form..
- Women need to network, strategize and lobby together to access and control resources e.g. women bank managers encouraged to promote other women
- Not all women in decision making positions are gender sensitive, however the Ministry is training women leaders in gender, ICTs, economic issues, education. Women leaders are trying their best and they should not be judged but rather encouraged and supported
- The gender sectoral policies are commended as this will encourage the development of gender disaggregated data which is currently not easily available in the ministries e.g. data on women entrepreneurs.
- The Ministry of Women's Affairs, Gender and Community Development together with the Ministry of Small and Medium Enterprises Development and the Ministry of Youth are forming a national taskforce. This taskforce will oversee the collection of data on women entrepreneurs, training needs, markets available for women, context of trade agreements.
- Ministry of Women's Affairs, Gender and Community Development has seconded experts to the Youth Fund.
- Ministry of Women's Affairs, Gender and Community Development is influencing the Indigenization Policy
- Ministry of Women's Affairs, Gender and Community Development requires support in
  - the analysis of policies before they are passed,
  - developing community development offices,
  - establishing government scholarships,
  - analyzing the Basic Education Assistance Module ( BEAM)
  - analyzing inheritance and domestic violence issues

## **4.0 Overview of Gender Issues- Ms Cecelia Muchada, UNIFEM**

This presentation was carried out with the active contribution of the participants.

### **4.1 *Gender Concepts***

#### Introduction

Ms Cecelia Muchada began by asking two volunteers from the audience to draw a man and a woman. The participants were then asked to comment on the drawings and the issues that arose from the comments include:

- There is a dress distinction between men and women
- There are different reproductive roles between men and women
- Women and men have different roles e.g. division of labour where women fetch water while men cut firewood.

These comments indicated that there is a socialization of roles for men and women. Society teaches men and women their roles from when they are born. Even behaviour is socialized e.g. men have assertive behaviour while women can cry and are supposed to be submissive. Thus in a nutshell gender is a social construct.

#### Sex Disaggregated Data

- This is defined as the analysis of women and men's situations whereby data is then disaggregated between men and women ( numbers, analysis of behaviour and effect)

#### Gender Mainstreaming

- Gender mainstreaming is making gender central to a policy, programme, project, process, system, structure and monitoring and evaluation
- There is need for systematic integration of gender in all aspects. Stand alone policies on gender do not work. Gender should be an integral component of every policy/programme.
- There is still need for the existence of gender units and focal points in government structure. However the gender focal persons should have influence on policymaking. They also need to be trained in self confidence.

- There is opportunity for women economists to influence curricula at universities. However women economist lecturers should be trained in gender.

### Gender Analysis

- Gender experts need to tactically write documents, particularly exposing the crucial sex disaggregated statistics
- Preparation in presenting statistics on strategic needs is required so that they have impact on the policy makers

### Gender Blindness/Gender Neutral

- Gender neutral documents do not talk about gender
- Gender blind documents contain assumptions biased against women

### Access to and Control of Resources

- It is difficult for women to access resources let alone control them.
- Of those women who have access they mostly do not have control e.g. women have access to land but do not own it.

## **5.0 Gender and Macroeconomics: Role of Women Economists- Ms Phides Mazhawidza, ZINWE**

### *Introduction*

- Governments the world over are signatories to several international and regional conventions and agreements, which seeks to promote development and to bring equality in resource allocation and participation in decision making processes between women and men.
- The Zimbabwe Government is no exception to this as evidenced by the adoption CEDAW, Beijing Plat Form of Action and the current MDGs to mention but just a few.
- Some of these conventions and agreements were enacted as a response to the strong voices of women which have been growing strong since 1975 when the first world conference on women was held in Mexico. The result of this conference was the Women

In Development (WID) approach which gave birth to a world wide strong women's movement. The process of emancipating women was started. This was followed by the Nairobi Conference of Women in 1985 with the theme Forward Looking Strategies, a number of women's organizations whose mandate was to empower women, socially, economically and politically were formed. In Zimbabwe, COMESA and SADC region, there are such organizations as:

- Women In Law in Southern Africa (WLSA)
- Women In Business and Skills Development (WIBZ)
- Zimbabwe Women Lawyers Association (ZWLA)
- Women and the Media
- Women and Land in Zimbabwe (WLZ)
- Musasa Project; to mention but just a few were formed
- These organizations have visibly empowered women, as women now know their legal rights, they can appeal to courts, own property and start businesses in their own right.
- An impact evaluation of this approach which was conducted by the United Nations, revealed a 33% success rate. Various reasons for this low achievement were recorded, but the key problem was the traditional practices which have for long marginalized a woman, taking her as a minor, with no rights.
- The women in development concept empowered the woman who was still operating in a male dominated environment. Examples of male dominated environments and positions include:
  - The work place
  - The bank manager
  - The supplier of goods
  - The magistrate at court
  - The community leader (headman, councilor, DA)
- Thus there was need for change of attitude, an encompassing approach which would facilitate for the change of men's attitude towards women. There was need to recognize a woman as major not a minor. This required an approach that would also build the confidence of women and recognize the roles and responsibilities of the two genders and to bring equality. Hence the introduction of the Gender and Development Approach

### *Gender and Development*

- Gender is an analytical concept which focuses on women's socially constructed roles and responsibilities in relation to those of men.
- It can be defined as a psychological or cultural concept which refers to normative concepts, institutional structures and internalized self-images which through a process of socialization define masculinity and femininity and articulates these roles within power relations.
- Gender Roles- these are functional responsibilities that may be assigned by society to males and females and are influenced by culture, political, religious or economic situation
- Gender Issues- they are needs or concerns that arise when there is a sense of felt injustice based on gender roles
- Gender Imbalances- are inequalities which exist between females and males that are not related to their sex roles
- Disaggregated Data-Presentation of statistics by male/female classification
- Gender Blind-Failing/ignoring to address the gender issues and concerns
- Empowerment-The process of gaining access to resources and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, socio-cultural, political and religious terms

### *Role of Women Economists*

- Women economists are in key decision making positions where they can mainstream gender. They have the opportunity to influence the development of gender sensitive economic policies.
- As mentioned before economic policies have different impact on women and men because women and men differ in their economic and social status. They have different sets of PRIVATE RESOURCES. Their levels of access to PUBLIC RESOURCES is also different.
- Against this background there is need to target women economists as a critical entity in engendering economic policies. This is because:
  - They have the right education

- They occupy the right space
- They have the capacity to engage in policy dialogue on gender and macro economics

### *Zimbabwean Case*

- A case in point is the **Agriculture Sector Productivity Enhancement Facility (ASPEF)**. This is an initiative of the Zimbabwean Government through the Reserve Bank of Zimbabwe to support the new farmer. The facility is accessed by farmers through the Commercial Bank, whose mandate is to assess the:
  - Credit worthiness of the applicant
  - Reasons for applying for the loan
  - Collateral
  - Repayment period
  - Type of crop to be planted
  - Usefulness of crop to food security and/or foreign currency earning etc
- Following this assessment the loan application will go to the Reserve Bank for further verification. But who is the target group of this facility- both women and men farmers. What is their difference :
  - economic and social status
  - access to private resources (cattle, equipment, security items)
  - access to public resources (men's negative attitude towards women)
  - acceptance in society (marginalization of women)
  - woman farmer's lack of confidence or knowledge of
  - approaching a commercial bank (bias towards the woman farmer is targeted)
- By the mere nature of its design, this facility is set to benefit men while marginalizing women.
- Women will then remain as laborers not producers, being a clear case of feminization of poverty. This is just but one of the economic policies that are not gender sensitive and it is gender blind. Gender sensitive women economists will either
  - Gender influence this facility at design stage

- Challenge this policy for it to be gender responsive
- Have a 30% of the facility set aside for women
- Have a strategy of ensuring women's participation

### **5.1 Discussions**

Key issues highlighted in the discussions include the following points:

- There is socially constructed behaviour in addition to roles
- Women have lack of access or control to private resources ( car, house, cattle) and public resources ( national programmes, finance)
- Targets of economic policies are not gender sensitive
- The Agricultural Sector Production Enhancement Facility is not gender sensitive as most women do not have access to commercial banks. Most have access to the POSB which is not commercial.
- Being a woman does not mean you are gender sensitive

## **6.0 Gender Budgets: A Tool for Optimal Resource Allocation- Violet Mukotsanjera, ZWRCN**

### *Definition of a Budget*

There are several definitions of a budget. Here are some definitions and key features of a budget:

- The budget reflects the values of a country- who it values, whose work it values and who it rewards... and who and what and whose work it does not.” ( Pregs Govender, 1996, South Africa)
- It is a financial statement which shows the government's expected revenue and intended expenditure for a given year.
- A budget has the role in planning and control of the economic activities of a country.
- A budget involves resource allocation.
- It is a measure by which the government can maintain control over their activities and functions.

### *Gender Budgeting*

- It is the analysis of general government budgets and policies from a gender perspective.
- It involves the analysis of the allocation of public resources and expenditure from a gender perspective and its differential impact on women and men (since they have different needs).
- Gender budgeting is for awareness raising, advocacy and training purposes
- It shows existing gaps in planning because of the situational analysis of needs, helps in meeting specific needs of different social groups.
- It is for planning, monitoring and accountability purposes
- It is for efficiency, effectiveness & transparency
- It is for gender equality & development

### *Steps for Gender Budgeting*

- Step1: Definition of the situation
- Step 2: Examination of government policies
- Step 3: Examination of the budget
- Step 4: Monitoring utilization of resources
- Step 5: Examination of the impact

### *Tools for Gender Budgeting*

- Gender aware policy appraisal- This is linking policy to budgets (resource allocation). It examines the position of men and women, boys and girls in the programme taking into account age, ethnic group, religion, class and location.
- Gender disaggregated beneficiary assessment- Assesses and examines whether the programmes and/or policy meet the needs of the men and women as they perceive them and what the opinions and priorities are.
- Gender disaggregated tax incidence analysis- Examines both direct and indirect taxes in order to calculate how much taxation is paid by different individuals or households. Its limitation is that it assumes equal sharing of income within households

- Gender disaggregated analysis of the impact of the budget on time use- This is the analysis of the relationship between the national income (Gross Domestic Product) and the time use in household – women’s unpaid productive work/ care economy ( child rearing etc )
- Gender aware budget statement- This is an accountability process which may use any of the above mentioned tools. Ministries and departments undertake an assessment of the gender impact of their own budgets

### *ZWRCN’S Gender Budget Initiative*

This was initiated by ZWRCN in 1999. ZWRCN is implementing a 3 year programme aimed at

- Capacity building, research and publications, advocacy and networking
- Reducing gender inequalities and promote gender sensitive development policies for poverty reduction

### *Conclusion*

Gender budgeting has the potential to promote gender equality and contribute to poverty reduction especially among women. It is an instrument that can contribute to optimal allocation of resources. It calls for the change of mindset from the conventional economics where unpaid economies are not accounted for in the national statistics.

## **7.0 Way Forward and Evaluation**

Due to limited time, the workshop participants agreed to evaluate this workshop and chart the way forward ZINWE via emails and by online discussion forum on the SANWE webpage available on the EKOWISA website, [www.ekowisa.org.zw](http://www.ekowisa.org.zw). Follow up activities include:

- A ZINWE organized meeting for the women economists to discuss the current economic blueprints, National Economic Development Priority Programme ( NEDPP) and the Agricultural Sector Production Enhancement Facility. After which the findings will be posted on the SANWE webpage
- Discussions and information exchanges to be carried out on the website

- All relevant documentation including workshop presentations will be stored and disseminated via the SANWE webpage website
- Profiles for women economists will be collected and posted on the SANWE webpage
- EKOWISA to manage the electronic storage of ZINWE documents.

The workshop ended at 2 pm.

## 8.0 Participants' List

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