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A Peaceful Zimbabwe For All Generations



**Transitioning Zimbabwe from a Conflictual Past to a Sustainable,
Harmonious & Peaceful Society through Generations**

ELECTIONS CONFLICT PREVENTION STRATEGY
2022-2023

FOREWORD

The National Peace and Reconciliation Commission; as the constitutionally mandated institution to promote peaceful co-existence, unity and reconciliation has come up with a strategy of preventative actions to ameliorate conflicts before they occur, and to mediate and conciliate disputes in the event that prevention has not been successful. Preventing conflicts is one of the significant early actions to guard against simmering conflicts flaring into open hostilities against parties in dispute.

Elections are an important democratic process which guarantees the civil and political rights of all eligible nationals. As NPRC; we understand the role that we are seized with in promoting peaceful governance processes. It is our hope that the full implementation of this Election Conflict Prevention Strategy will help the country transition from the burdens of past election-related conflicts to more peaceful, sustainable and harmonious electoral contestations in the history of Zimbabwe.

On behalf of the Commission; I implore all state and non-state actors and the citizens of Zimbabwe to join us in this call to engage in peaceful elections that are free from violence, intolerance, hate speech and other malpractices that have detrimental effects to the present and future generations of our beloved nation. As we enjoy our civil and political rights, may I encourage all electoral actors, including voters and contesting candidates to maintain the values of peace and non-violence as captured in our National Objectives in Section 10 of the Constitution of Zimbabwe. Our founding values and principles not only cherish the sanctity of free, fair and regular elections but also that in the process, we all take actions that foster national unity, peace and stability. We ask of all our stakeholders at national and subnational levels to be champions of peace and unity throughout the upcoming elections.

Peace Begins with Me, Peace Begins with You, Peace Begins with All of Us!!!

Commissioner Rev. Dr. Chiropafadzo Moyo

ACTING CHAIRPERSON

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TABLE OF CONTENTS

Foreword	ii
Table of Contents	iii
List of Acronyms	iv
Definition of key terms	v
1. Introduction and Background	Pg 1
1.1 Introduction	1
1.2 Historical Background of Election Cycles in Zimbabwe	2
1.3 Legal Provisions Informing the NPRC’s Role in Election Conflict Prevention	3
2. Previous Interventions by the NPRC	4
3. Objectives of the Elections Conflict Prevention Strategy	5
4. Proposed Conflict Prevention Programs	6
4.1 Behaviour and Attitude Change Actions	6
4.2 High Level Stakeholder Engagements and Partnerships	6
4.3 Capacity Building and Enhancement	7
4.4 Visibility and Information Dissemination	8
4.5 Peace-Building Initiatives	9
5. Collaborations	12
6. Gender and Inclusivity	12
7. Implementation Framework	13
7.1 Proposed Activities, Objectives and Timelines	13
7.2 Detailed Budget and Costings	16
8. Timeframe	20
9. Risk and Risk Mitigation Strategies	20

LIST OF ACRONYMS

CEWER	Conflict Early Warning and Early Response
CSOs:	Civil Society Organizations
DRU	Dispute Resolution Unit
EWER	Early Warning and Early Response
NDS	National Development Strategy
MoHCC	Ministry of Health and Child Care
NPRC	National Peace and Reconciliation Commission
PPC:	Provincial Peace Committee
SADC	Southern Africa Development Community
SI	Statutory Instrument
ZEC	Zimbabwe Electoral Commission
ZUPCO	Zimbabwe United Passenger Company

DEFINITION OF KEY TERMS

Conflict: a serious disagreement or argument based on incompatible variance or clash

Delimitation: (boundary delimitation) is the drawing of boundaries, particularly of electoral precincts, states, countries or other municipalities

Dispute: a disagreement or argument

Election: the formal process of selecting a person for public office or of accepting or rejecting a political proposition by voting

Intra-party: events occurring within a political party

Inter-party: events occurring between political parties

Mediation: a structured, interactive process where an impartial third party assists disputing parties in resolving conflict through the use of specialized communication and negotiation techniques

Pre-election: the period of time immediately before elections or referendums when specific electoral activities are in place

Post-election: the period of time immediately after elections or referendums

Violence: an act of physical force that causes or is intended to cause harm. The damage inflicted by violence may be physical, psychological, or both.

1.0 INTRODUCTION AND BACKGROUND

1.1 Introduction

Elections are imperative to an efficiently functioning democracy as they make a fundamental contribution to democratic governance. In Zimbabwe, elections are held in terms of Section 67 of the Constitution of Zimbabwe Amendment (No 20) of 2013 (hereinafter referred to as the Constitution) which provides for Political Rights that every Zimbabwean should exercise and enjoy. The Constitution of Zimbabwe, Section 67(2)(b) and (c) emphasises that electoral processes should be conducted in a peaceful manner. Section 155 (a) and (d) further provides for regular peaceful and fair elections which are free from violence and other electoral malpractices. Various stakeholders have a role in ensuring peace and violent free elections, not least of which include political parties, electoral candidates, Chapter 12 Institutions, voters, civic society and other government institutions. The National Peace and Reconciliation Commission is mandated to ensure peace, unity, reconciliation and the development of preventative actions to ameliorate conflicts before they occur or to mediate and conciliate in the event that prevention has not been successful. This feeds into the NPRC's Mission to **“Unite Zimbabweans for sustainable peace by developing mechanism to peacefully resolve violent conflicts of the past and institutionalize approaches for preventing their recurrence in the present and future”** with a Vision of **“A peaceful Zimbabwe for all generations”**.

In view of the need to create and promote a culture of peace before, during and after elections, the Commission has come up with a plan of action which will inform its conflict preventative responses so that conflicts and disputes are avoided. The Commission has had the opportunity to test its capacities for election conflict prevention and peace promotion in the 2022 by-elections. Gaps identified in human and material capacities have helped to strengthen efforts to refine and realign strategies so that the nation enjoys peace and unity by creating a framework and building structures and systems that curtail conflict and violence before, during and after elections.

1.2 Historical Background of Election Cycles in Zimbabwe

A retrospective analysis of the elections held in Zimbabwe from the year 1980 to date shows that they have been characterised by some level of election related disputes. Election-related conflicts pervade the electoral process worldwide and often culminate into political violence, intra and inter-party

conflicts which impede efforts to achieve political tolerance in a multi-party nation. More often than not, some of the major triggers of conflicts within political parties are common during primary elections, held before by-elections or harmonized elections. At inter-party level, conflicts are triggered by polarized hate speech, allegations of vote buying, instigation of violence against political opponents by preferred candidates, defacing posters and in worst cases, destroying property belonging to opponents. As such, political parties become instrumental in promoting peace-building within their parties and communities, as they are an authority that has a strong voice within constituencies and at the local levels.

In keeping with the Constitution, Zimbabwe conducts harmonised elections after every five years and this has been a permanent feature of post-independence governance processes. Elections in Zimbabwe have been held under different social, economic, political and historical contexts. Historically, Zimbabwe's pre-2000 elections (1980, 1985, 1990, 1995 and 2000) had relatively low incidences of conflict, disputed results and electoral violence as confirmed by the international community which endorsed them as free, fair and peaceful. However, post-2000, elections have had selected episodes of conflict and disputes around nomination of candidates, campaigns and the electoral outcomes. Contesting candidates at interparty levels have had tempestuous relations, some of which ended up in electoral related violence and legal challenge to the outcomes. The nation has been moving on a positive curve in terms of averting electoral violence, with the 2013 and 2018 pre-election periods being widely regarded as relatively peaceful¹ although events of violence and disputations over elections results affected unanimity and common purpose in describing them as conflict free.

This strategy proposes a set of programs which NPRC, in collaboration with other actors including the Zimbabwe Electoral Commission, other Independent Commissions, civic society, security structures, traditional leaders, government departments and agencies, political players, churches and faith-based communities and the national or local infrastructures for peace will come up with mechanisms, programmes and intervention strategies to proactively forestall the occurrence of conflicts. Zimbabwe's contested space for harmonized elections comprises of 210 House of Assembly seats and such number of wards as defined by the delimitation process (Section 210 of the Constitution of

¹ Elections and stability in SADC: The Zimbabwe Case (2019) Ringisai Chikohomero; Institute for Security Studies; https://media.africaportal.org/documents/Elections_and_stability_in_SADC.pdf

Zimbabwe). The Commission thus anticipates to conduct conflict prevention programs that reach out to provinces, districts, constituencies and wards so that the message of peace, unity and non-violence cascades to everyone.

1.3 Legal Provisions and Rationale Informing the NPRC’s Role in Election Conflict Prevention

The National Peace and Reconciliation Commission is constitutionally mandated to promote dialogue and prevent conflicts in Zimbabwe. Sections 252 (d), (f), (g), (h) and (i) of the Constitution of Zimbabwe mandate NPRC to:

Function (d) develop procedures and institutions at national level to facilitate dialogue among political parties, communities, organizations and other groups, in order to prevent conflicts and disputes arising in the future;

Function (f) to receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate;

Function (g) to develop mechanisms for early detection of areas of potential conflicts and disputes, and to take appropriate preventive measures;

Function (h) To do anything incidental to the prevention of conflict and the promotion of peace, and;

Function (i) to conciliate and mediate disputes among communities, organisations, groups and individuals

In addition to the Constitutional functions, the NPRC Act [Chapter 10:32] empowers the Commission:

Section 3(2)(a) To conduct investigations into any dispute or conflict within the mandate of the Commission as set out in Section 252 of the Constitution or as provided by any other law.

The National Development Strategy 1 also recognizes the critical role played by the NPRC in promoting national unity and reconciliation as well as fostering social cohesion. The Strategy recognises that Zimbabwe has gone through cycles of conflicts, and in some instances, violent conflicts which have impacted negatively on social cohesion². The thrust is on the Commission to address the legacies of conflicts by coming up with measures to ensure:

² (National Development Strategy 1 Sections 880-886; pg 225)

- a. The promotion of inclusive dialogue and tolerance among citizens;
- b. The promotion of peace building initiatives among communities, and;
- c. The strengthening of citizens' engagement through establishment of Local Peace Committees.

In a bid to meet up with these Constitutional, Statutory and Strategic responsibilities, the NPRC seeks to address electoral violence and disputations by ensuring that human behaviours, structures, systems and procedures are transformed to guarantee non-recurrence of current and past conflicts.

A conflict and peace observation plan presents a strong base for conflict prevention and management as this gives room for pro-active and early detection of election related disputes and violence rather than a reactive response mechanism. Sustained interventions are crucial to addressing the underlying causes of election violence, as well as the frustrations and incentives that perpetuate political intolerance. Peace promotion strategies aimed at conflict prevention considering conflict drivers also provide a more sustainable and evidence-based action agenda to prevent election violence. This Election Conflict Prevention Strategy is a commitment to leverage on the competencies, expertise and experiences of ongoing peace building initiatives and collaboratively mobilize for peace during the electoral period.

2. Previous Interventions by the NPRC

In the previous harmonized elections, an Integrated Elections Strategy (2018) was put in place in order to support efforts geared towards inclusive prevention of conflict and promote lasting peace in the country. The major efforts included the Early Warning Early Response (EWER) Roundtable in which the Commission learnt from experiences of stakeholders that have been implementing conflict early warning systems. This became the basis for exploring avenues for a coordinated, collaborative and integrated approaches to conflict prevention, early detection of areas of potential conflicts and disputes as required by Section 6 (3)(b) of the NPRC Act. In addition, the Peace Caravan which moved around the country in the form of road shows was part of awareness raising on peaceful elections. The Political Parties Dialogue and Peace Pledge was also a strong call to political parties to declare their commitment to promoting peace processes before, during and in the aftermath of elections. A team of election observers which the Commission deployed also played a critical role to inform judgement about the environment within which the elections were being conducted, observe the conduct of elections; assess

the pre, election and post-election environment and bring to light any irregularities in the conduct of elections to ZEC and other stakeholders. The 2018 Commission's Annual Report to Parliament of Zimbabwe captures some of the recommendations proffered as a result of this monitoring process. Selected cases of violence were reported after the 2018 harmonized elections but NPRC managed to assist in the investigations as well as in the promotion of peace education, dialogue and mediation for sustained peace despite the existence of a myriad of challenges among them human capital, financial and equipment shortages to thoroughly and independently execute the Commission's mandate.

In line with this, the Commission has been making strides to establish multi-inclusive infrastructures for peace at provincial levels as part of genuine efforts to promote dialogue and consensus and to ensure that Zimbabwe remains a peaceful and cohesive nation for all generations. A Conflict Early Warning and Early Response (CEWER) System (in line with Section 252g of the Constitution of Zimbabwe) has been developed so that in the upcoming elections, it will be easier to detect areas of potential conflict, including hot spots of election related violence and polarity and respond before escalation into violence. The Commission's Complaints Handling and Investigations Unit continues to receive complaints, some of which relate to contestations within and among political parties and the hope is to strengthen these efforts as strategies to prevent elections related conflicts.

3. Objectives of the Elections Conflict Prevention Strategy

The proposed strategy is expected to bring on board critical stakeholders, namely the churches, civil society, political parties, independent candidates, traditional and community leaders, peace committee members, government departments and ministries and Independent Commissions of Zimbabwe and is expected:

- 2.1 To come up with measures to promote inclusivity and tolerance during electoral contestations and to curb election related violence;
- 2.2 To reach out to all essential influencers in the peace circle with the aim of ensuring that election cycles are less hostile, less polarized and more tolerant;
- 2.3 To build inter-generational and all-inclusive conversations on electoral peace processes;
- 2.4 To strengthen local level efforts to build peace and promote unity by coming up with, and implementing local conflict resolution strategies when disputes arise.

4.0 Proposed Conflict Prevention Programs

In line with its mandate, the NPRC seeks to contribute towards peaceful elections in Zimbabwe. Proposals shared hereunder relate to the Commission's commitment to ensure that the electoral cycle from pre-elections, elections to the post elections, are characterised by unity, peace and tolerance. The following clustered programs will be conducted:

4.1 Behaviour and Attitude Change Actions

4.1.1 Peace Solidarity Messages

As a way of uniting the nation and promoting peace during the electoral cycle, the NPRC will engage political parties to have joint peace statements and commitments by candidates of the main political parties at national, provincial and district levels. This is important in ensuring that supporters exercise tolerance amongst each other as exemplified by the messages which would have been sent by their leadership. Similar programs will be conducted with the political structures so that their Provincial Chairpersons of Main Wings, Youth Leagues and Women's Wings address their party members calling for unity, tolerance and cohesion during elections. In the same manner, NPRC will utilize its social media platforms under the **'#NPRC365PeaceCampaign'** to share peace messages on a daily basis. These messages, which will be posted throughout the year, will address issues of peace, tolerance, Ubuntu, cyber bullying among other topical issues.

4.1.2 Women and Youth for Peace Initiative

Considering the demographic dividend of women and youths and the role they play during the electoral period; targeted peace building programs will be carried out. A series of youth-focused and youth-led events to depolarise and encourage young people to transform from being perceived perpetrators of violence to being peace builders during election period will be conducted, drawing participants from all political parties and other youth and women's groups at local levels. Some of the activities include seminars, sporting and music galas/festivals in order to bring the youths together regardless of political affiliation. In similar manner, women drawn from political parties, civic society and community leadership will be engaged separately in line with Section 9 of the NPRC Act to support depolarisation of electoral spaces.

4.2 High Level Stakeholder Engagements and Partnerships

4.2.1 Stakeholder and Conflict Hotspot Mapping

The Commission will identify key electoral stakeholders, who include but may not be limited to political parties, Independent Commissions, civil society organizations in election observation and civic education, peacebuilding stakeholders, government agencies and local community leaders. Collaboration will also be extended to the Multiparty Liaison Committees constituted at national, constituency and local levels to enforce the Electoral Code of Conduct of Political Parties as provided for in Section 160A-C of the Electoral Act [Chapter 2:13]. Conflict hotspot mapping will be conducted as an important step in determining volatile areas and the suggested preventive measures to be taken together with local stakeholders. This will help in tailor making awareness engagements for communities. Regular peace meetings will be done between these key stakeholders and the Commission to develop locally managed solutions for response where hotspots would have been identified.

4.2.2 Commission Meetings with Political Leadership and their Election Agents

The Commission will mobilise for and hold meetings with political party leadership and their election agents to raise awareness on the need to uphold peaceful electoral processes. The Commission will also share its mandate and how it can assist political parties to develop internal conflict prevention safeguards. These platforms will be used to enhance the Commission's strategy on the conflict preventive interventions and to unlock engagement avenues with other tiers of the political leadership up to the local level, including avenues for engagement of the demographic wings (women, youth, war veterans etc) within those political structures.

4.2.3 Commission Meetings with Traditional and Other Local Leaders

In line with Section 6(3)(b) of the NPRC Act, the Commission will meet with Traditional Leaders and other local level leaders as they are recognized gatekeepers who command the respect of communities. These platforms will seek to strengthen and reinforce local level and community owned solutions to dealing with disputes as they arise. NPRC will work closely with Traditional leaders in identifying parties in disputes and, where possible setting up joint platforms to resolve conflicts amicably using local and traditionally acknowledged approaches. Community gatherings will also be an opportunity for the NPRC and community leaders to address the public on the need for peace and unity.

4.3 Capacity Building and Enhancement

4.3.1 Intra/Inter-Party Dispute Resolution Capacitation

In terms of Section 252(i) of the Constitution of Zimbabwe and Sections 53-64 of the NPRC Regulations, SI90 of 2018, dispute resolution forms a critical component of the Commission's mediation and conciliation mandate. Targeted capacity building trainings will be conducted for political parties, with the intention to manage intra and inter-party conflicts before they escalate. These are expected to target those at leadership levels within political party structures to ensure that capacities for conflict sensitive political activism are strengthened and that effective mechanisms for internal dispute resolution are ingrained.

4.3.2 Community Peace Monitors, Peace Ambassadors and Peace Champions

Despite the establishment and existence of the Provincial Peace Committees, there is need for community peace monitors for easier identification and cascading of peace threats to the NPRC. While efforts are still in progress to establish district level infrastructures, community level peace monitors and ambassadors will be identified to help the NPRC in detecting early potential conflicts. Capacity building and adequate tooling, including provision of data and airtime will be useful for the peace monitors to effectively discharge their work. Due to the high costs of engaging such monitors (payment for data, airtime and allowances), this will be done a few weeks before the elections.

NPRC will identify Peace Champions in the form of musicians, actors or influencers, who will become goodwill ambassadors for peace in Zimbabwe. Due to their influence, they command a following which is a readily available target for dissemination of peace messages. In the past, local artists have participated in the promotion of peace by composing songs and poems and developing dramas and skits which have been popularised around the country. Similar efforts will be made to promote peace and unity during the forth-coming elections.

4.3.3 Setting up of National and Provincial Election Peace Rooms

To ensure non-violent elections, a Commission team of observers and peace-monitors, as identified in 4.3.2 above will be capacitated to observe, report on and respond to cases of election-related conflicts in the pre-election, during election and post-election phases. Communication from peace rooms set up

at district and provincial levels will be cascaded to the National Peace Room from where official positions on the prevailing peace and conflict situation in the country will be shared.

4.4 Visibility and Information Dissemination

4.4.1 Collaboration & Engagements with Law Enforcement Officers

Section 235(2) of the Constitution of Zimbabwe states that the State, all institutions and agencies of Government must assist independent Commissions in executing their mandate. Section 10(1)(d) of the NPRC Act provides for the Commission to request the assistance of the Zimbabwe Republic Police in supporting the Commission's investigative work. As such the NPRC (consistent to the provisions in Section 342 & 252 (d) will collaborate with the Zimbabwe Republic Police to monitor and raise awareness on election related conflicts and disputes. Joint public addresses and engagements with the Zimbabwe Republic Police and NPRC will be carried out with a view to increasing public awareness on prevention of crime and conflicts.

4.4.2 Media Campaign on Peaceful Elections

In line with Section 11 of the NPRC Regulations SI 90 of 2018, a series of programs will be carried out on both social and traditional media to promote a culture of peace, tolerance and harmony before, during and after elections. This will be complemented by sponsoring peace building programs where election candidates speak about their commitment to building peace and unity during elections on various media platforms. Short message services with peace promotion messages will also be used working together with network service providers in Zimbabwe. Television and radio programmes (discussions/infomercials, documentaries and news interviews), jingles, newspaper advertorials, music videos and other interventions shall be used as part of the media campaign.

4.4.3 Peace Bus Campaign

Another form of awareness will be the branding of public transport/buses with peace messages; working together with a nationally networked transport service provider (preferably with ZUPCO since it is a parastatal) with both intercity and rural routes. Inside and outside the bus, still adverts and audio messages will be done for a few buses and then NPRC will agree on a schedule of trips that they will take around the country. Where the Commission's peace infrastructures intend to conduct provincial peace building programs, the peace bus will be released so that it moves around as a way of raising awareness on the value of peace, unity and tolerance.

4.5 Peace-Building Initiatives

4.5.1 Political Rallies Engagement and Voter Peace Education

Building on engagements with political parties, emphasis will be made on explaining to prospective voters and the candidates the need for peaceful contestation in exercising their political rights as provided for in Section 67 of the Constitution of Zimbabwe. Officers of the Zimbabwe Republic Police will also accompany the NPRC in this process and if need be, share joint peace messages as captured in 4.4.1 above. This will be part of Voter Peace Education and the engagement process with various political actors.

Where complaints are raised, the Commission's Complaints Management Unit will have a team to capture these, and, working through the Provincial Peace Committees (after capacitation on elections peace promotion and complaints management), institute conflict de-escalation activities as the situation requires. The mainstream traditional media, social media, community peace champions and ambassadors (which electoral candidates can address) will also be used to share peace messages to emphasize the importance of long-term prevention through the cultivation of democratic norms and tolerance in society.

4.5.2 Community Peace Dialogues

Drawing lessons from regional and international best practices on community level electoral peace processes, the NPRC will have community peace dialogues especially in communities identified as conflict hotspots. These preventative dialogues will be facilitated by some members of the Provincial Peace Committees, depending on the level and the stakeholders being engaged. For example, if there is need to engage War Veterans in a particular area, the membership of the War Veterans Association in the Provincial Peace Committee will be engaged to lead the dialogue process, with the support of other members and the NPRC secretariat. The main thrust of such dialogue initiatives is to inculcate a culture of conversing on peace and conflict prevention including application of participatory local conflict prevention and resolution strategies during electoral periods.

4.5.3 Mediation Services and Local Dispute Resolution

The NPRC's Dispute Resolution Unit (DRU) is constituted in terms of Part VII of the NPRC Regulations to provide mediation services for related disputes so that by all means necessary, none will

result into any form of violence. To support local dispute resolution, Provincial Peace Committees will be capacitated, and, working together with Provincial Managers, facilitate local dispute resolution where electoral related threats to violence and actual conflicts arise. This is important in addressing conflicts at their latent stage and take advantage of the skills the Provincial Peace Committee members have. Where disputes have escalated beyond the capacity of the provincial level, the Dispute Resolution Unit of the Commission will be activated; supported by the political leadership of the affected parties contesting the elections. This is expected to help ensure that political leadership have a say in the manner in which conflicts affecting, targeted at, or allegedly perpetrated by their membership are brought to the attention of their leadership for active resolution.

4.5.4 Political Parties and Electoral Candidates Peace Pledge

Political parties have an important role in ensuring that peace prevails before, during and after elections. Section 252(d) of the Constitution of Zimbabwe empowers the NPRC to facilitate dialogue among political parties and other stakeholders. To that effect, the NPRC can convene platforms where all registered political parties convene to develop, adopt and sign a Peace Pledge, which will promote inclusive prevention of violence and conflicts as a strategy for promoting lasting peace. The Peace Pledge will be made in the spirit of the Code of Conduct for Political Parties and Candidates as provided for in the Fourth Schedule of the Electoral Act [Chapter 2:13].

NPRC will thus work closely with ZEC and political parties so that pledges are made by candidates from the Presidential, Parliamentary to Ward level elections. The NPRC National Office, led by the Chairperson of the Commission will coordinate the Presidential Pledges to peaceful and non-violent elections while the Commissioners responsible for provinces will convene parliamentary and local government candidates' pledges. The sittings of the Nomination Courts are an opportune platform to facilitate these pledges and commitment to peaceful elections. Other stakeholders such as the church, ZRP and religious leaders will be active witnesses to the Peace Pledge at all levels.

4.5.5 Early Warning and Early Response Mechanism

Underpinning all the preventive actions will be the national early warning system which is expected to coordinate the receipt of complaints and the dispatch of response actors as well as follow up on actions taken. Carefully coordinated actions will be taken together with local level warners with support from

other local players, election observers, candidates and the electorate. A toll-free service will be installed while short message service with auto response will be activated for the nation to have a 24-hour access to NPRC election conflict prevention services.

One of the key roles of NPRC is to conduct investigations into any dispute or conflict within the mandate of the Commission and to receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate (Section 252f of the Constitution and Section 3(2)(a) of the NPRC Act). Against this background, it will be important to receive and investigate any reported cases of election-related conflicts before escalation into violent conflicts. Early detection and handling of conflicts will be done through the use of the CEWER system and collaborations with other key institutions and response actors such as the Zimbabwe Republic Police, other Independent Commissions and local level gatekeepers.

4.5.6 Deployment of Elections Peace Observers

In addition to the above programs the Commission's capacity to report on the actual activities taking place on the ground and the extent to which the entire electoral cycle is free from conflicts and violence will be a key basis for a credible elections' peace observation process. This will entail the deployment of long term and short-term observer teams before, during and after elections, supported by the Commission Members and Secretariat (for long term) and members of the peace infrastructures (for short term observer teams). The Commission anticipates to deploy teams at provincial level at least one month before and two weeks after the election and will expand coverage to districts and constituencies a week before elections until soon after announcement of the elections results. Pre-elections, elections and post elections peace and conflict situation reports will be generated and shared with stakeholders from the national peace centre. To ensure standardization of the work of peace observers, the Commission will come up with terms of reference for the observers as well as a checklist of items that will be of interest to note during the observation process.

5 Collaborations

The Committee on Conflict Prevention and Non-Recurrence shall work with other Departments, Units and Committees within the Commission to attain collective impact. Electoral candidates and their political organizations will play a major role in supporting the NPRC's election conflict prevention efforts. NPRC will collaborate with local actors such as traditional leaders and community leaders to

uncover networks of violence and identify avenues for peace building tapping from the grassroots structures upwards. The local infrastructures for peace, represented by provincial and district peace committees will be called upon to support the proactive activation of networks which will respond to the conflicts as they arise or where they have potential to arise. Multi-pronged networks of response actors comprising the Zimbabwe Republic Police, local leaders, political candidates and the political principals will be engaged so that they are on call to dissipate or dispel any potential or actual conflicts.

6 Gender and Inclusivity

In its strategies, NPRC will increase women's participation and ensure inclusion of the disabled, the elderly and other marginalised groups. Inclusion, gender and diversity mainstreaming will be considered as central cross cutting issues in the implementation of this strategy and other intervention strategies thereto. Emphasis on gender mainstreaming, equality and equity in electoral peace monitoring will be critical to the proposed activities. The gender and inclusion agenda for this program will be focused on:

- a) Illuminating the importance of gender and inclusion in the electoral conflict prevention and peace monitoring process;
- b) Implementing strategies that enhance participation, gender and social inclusion in peaceful political participation of women, rural communities, oppressed communities and persons with disabilities;
- c) Conducting gender responsive electoral conflict analysis as part of conflict hotspot mapping;
- d) Embracing victim-centred and gender responsive observations through the NPRC peace rooms and providing real time analysis and response to human security situations for women, men and other vulnerable groups;
- e) Fostering synergies for referrals to other relevant organisations and Government Ministries for sheltering and support of emergency cases of victims of electoral conflict related gender-based violence. Women and women's groups will be engaged to contribute and participate in gender related elections peace programmes by such organisations.

7. Implementation Framework

The implementation framework together with the proposed activities as well as the details of the budget for the implementation of the program are shared below. The matrix also identifies the period of the elections cycle when activities will be implemented.

7.1 Proposed Activities, Objectives and Timelines

Key Action Steps	Activity Objective & Location	Electoral Cycle	Timeline	Election Targeted
Behaviour and Attitude Change Actions				
Peace Solidarity Messages	To have joint addresses or statements by political leadership of the main political parties at provincial level	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

Key Action Steps	Activity Objective & Location	Electoral Cycle	Timeline	Election Targeted
Women and Youth for Peace Initiative	To bring women and youths from different political parties through interactive engagements	Pre-elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

High Level Stakeholder Engagements & Partnerships				
Stakeholder and Conflict Hotspot Mapping	To identify areas which are volatile towards election related conflicts and political parties in Zimbabwe and their focal persons across all the country's 10 provinces.	Pre-, during and post elections	January to April 2022 January to December 2023	2022 By-Elections 2023 Harmonized elections
Commission Meetings with Political Leadership and their Election Agents	To provide awareness and training for political parties on conflict prevention and management	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

Commission Meetings with Traditional and Other Local Leaders	To uncover networks of violence and identify avenues for peace building tapping from the grassroots structures right up to the highest point	Pre-, during and post elections	January 2022 to December 2023	2023 Harmonized elections
Capacity Building and Enhancement				
Intra-party Dispute Resolution Capacitation	To build the capacity of political parties on conflict prevention and management within their political parties	Pre-elections	January-February 2022 January-December 2023	2023 Harmonized elections
Community Monitors, Peace Ambassadors and Peace Champions	To train selected community monitors on Conflict Identification, Reporting and Documentation (IRD)	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

Key Action Steps	Activity Objective & Location	Electoral Cycle	Timeline	Election Targeted
Setting up of National, Provincial and District Election Peace Rooms	To create a monitoring and reporting system which is proactive and responsive to electoral related conflicts	Pre-, during and post elections	February to April 2022 March to September 2023	2022 By-Elections 2023 Harmonized elections
Visibility and Information Dissemination				
Public Engagement with Law Enforcement Officers	To train and collaborate with law enforcement officers on conflict resolution and the code of conduct, so as to minimise electoral violence pre and post elections and to partner these sectors in raising awareness	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

Media Campaigns on Peace Before, During and After Elections	To promote a culture of peace, tolerance and harmony before, during and after the elections through the use of media	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections
Peace Bus Campaign	To raise awareness on the importance of peace during the electoral cycle	Pre and during elections	March to December 2023	2023 Harmonized elections
Peace-Building Initiatives				
Political Rallies Engagement and Voter Peace Education	To observe any conflict related issues and conduct voter education and peace awareness to the electorate	Pre-elections	January to March 2022 March to December 2023	2022 Byelections 2023 Harmonized elections
Community Peace Dialogues	To engage community leaders and the community members of identified conflict hotspot areas on conflict prevention and management	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections
Key Action Steps	Activity Objective & Location	Electoral Cycle	Timeline	Election Targeted
Mediation Services and Local Dispute Resolution	To facilitate local dispute resolution utilizing the pre-existing infrastructures for peace	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections
Political Parties and Electoral Candidates Peace Pledge	To promote inclusive prevention of violence and conflicts as a strategy for promoting lasting peace	Pre-elections	March-July 2023	2023 Harmonized elections
Proactive Complaints Handling and Investigations	To actively resolve conflicts that arise during the electoral cycles	Pre-, during and post elections	January 2022 to December 2023	2022 By-Elections 2023 Harmonized elections

Early Warning and Early Response Mechanism	To enhance the early detection and early response wo conflicts in collaboration with other actors	Pre-, during and post elections	February 2022 to September 2023	2023 Harmonized elections
Deployment of elections peace observers	To monitor and report on the levels of peacefulness as well as have teams on the ground to activate responses to curtail any potential conflicts	Pre-, during and post elections	January/March 2022 June to August 2023	2022 ByElections 2023 Harmonized elections

7.2 Detailed Budget and Costings

Activity	Unit Description/ Measurement	No of Units	Unit Cost	Total Budget US\$
Specific Programme Activities				
<u>1. Provincial Stakeholder and Conflict Hotspot Mapping</u>				
1.1 Provincial and District Meetings				
a. Travel Costs	Per province	10	\$ 1,500.00	\$ 15,000.00
b. Stationery	Per Meeting	10	\$ 150.00	\$ 1,500.00
c. Lunches and refreshments	Per Meeting	500	\$ 15.00	\$ 7,500.00
d. Venue hire	Per Meeting	10	\$ 1,000.00	\$ 10,000.00
SUB TOTAL				\$ 34,000.00
<u>2. Commission Meetings with Political Leadership/ Election Agents</u>				
2.1 Venue hire	Per Meeting	10	\$ 1,000.00	\$ 10,000.00
2.2 Accommodation for participants	Per Meeting	250	\$ 90.00	\$ 22,500.00
2.3 Transport reimbursement	Per Individual	250	\$ 25.00	\$ 6,250.00
2.4 Travel costs	Per Province	10	\$ 1,500.00	\$ 15,000.00
2.5 Stationery	Per Meeting	10	\$ 150.00	\$ 1,500.00
2.6 Regalia (T-shirts, hats, caps, field jackets, branded masks)	Per Participant	300	\$ 10.00	\$ 3,000.00

SUB TOTAL				\$ 58,250.00
<u>3. Provincial Meetings with Traditional and Other Local Leaders</u>				
3.1 Venue hire/ Conference Cost	Per Session	10	\$ 1,000.00	\$ 10,000.00
3.2 Transport reimbursements	Per Province	10	\$ 1,000.00	\$ 10,000.00
3.3 Accommodation and meals for participants	Per Participant	50	\$ 180.00	\$ 9,000.00
3.4 Stationery	Per Session	10	\$ 150.00	\$ 1,500.00
3.5 Information pack	Per Participant	50	\$ 8.00	\$ 400.00
3.6 Regalia (T-shirts, hats, caps, field jackets, branded masks)	Per Participant	250	\$ 10.00	\$ 2,500.00
SUB TOTAL				\$ 33,400.00
<u>4. Political Rallies Engagement and Voter Peace Education</u>				
4.1 Travel costs	Per Province	10	\$ 2,500.00	\$ 25,000.00
4.2 IEC materials	Per Engagement	1	\$ 500.00	\$ 500.00
4.4 Staff and peace committee members accommodation	Per Province	10	\$ 2,500.00	\$ 25,000.00
SUB TOTAL				\$ 50,500.00
<u>5. Intra-party Dispute Resolution Capacitation</u>				
5.1 Accommodation and meals for participants	Per Province	10	\$ 4,500.00	\$ 45,000.00
5.2 Travel costs	Per Province	10	\$ 1,500.00	\$ 15,000.00
5.3 Transport reimbursements	Per Participant	250	\$ 25.00	\$ 6,250.00
5.4 Stationery	Per Training	10	\$ 150.00	\$ 1,500.00
5.5 IEC material	Per Training	10	\$ 150.00	\$ 1,500.00
SUB TOTAL				\$ 69,250.00
<u>6. Community Monitors, Peace Ambassadors and Champions</u>				
6.1 Cell-phones	Per Monitor	200	\$ 85.00	\$ 17,000.00
6.2 Airtime	Per Monitor	200	\$ 50.00	\$ 10,000.00
6.3 Travel costs	Per Province	10	\$ 1,500.00	\$ 15,000.00

6.4 Stationery	Per Province	10	\$ 150.00	\$ 1,500.00
6.5 IEC materials	Per Province	10	\$ 150.00	\$ 1,500.00
6.6 Regalia (T-shirts, hats, caps, field jackets, branded masks)	Per Person	200	\$ 10.00	\$ 2,000.00
6.7 Production of preventive messages & songs	Per Production	5	\$ 750.00	\$ 3,750.00
6.8 Capacity building of monitors	Per person	200	\$ 90.00	\$ 18,000.00
SUB TOTAL				\$ 68,750.00
<u>7. Community Peace Dialogues</u>				
7.1 Travel Costs	Per Province	10	\$ 2,500.00	\$ 25,000.00
7.2 Lunch and refreshments for participants	Per Person	5000	\$ 5.00	\$ 25,000.00
7.3 Facilitation	Per Province	20	\$ 150.00	\$ 3,000.00
7.4 Advertising and Documentation	Per Province	10	\$ 150.00	\$ 1,500.00
SUB TOTAL				\$ 54,500.00
<u>8. Collaboration with Law Enforcement Officers</u>				
8.1 Venue hire	Per Engagement	10	\$ 1,500.00	\$ 15,000.00
8.2 Travel costs	Per Engagement	10	\$ 1,500.00	\$ 15,000.00
8.3 Transport reimbursements	Per Participant	750	\$ 25.00	\$ 18,750.00
8.4 Lunches and refreshments	Per Participant	750	\$ 10.00	\$ 7,500.00
8.5 Stationery	Per Engagement	10	\$ 150.00	\$ 1,500.00
8.6 IEC material	Per Engagement	10	\$ 150.00	\$ 1,500.00
SUB TOTAL				\$ 59,250.00
<u>9. Mediation Services and Local Dispute Resolution</u>				
9.1 Conference packages	Per Session	50	\$ 30.00	\$ 1,500.00
9.2 Accommodation for DRU/ members	Per Person	50	\$ 90.00	\$ 4,500.00
9.3 Mediation trainings/meetings costs	Per province	10	\$ 1,500.00	\$ 15,000.00
9.4 Stationery	Per Session	10	\$ 150.00	\$ 1,500.00
9.5 IEC material	Per Session	10	\$ 150.00	\$ 1,500.00
SUB TOTAL				\$ 24,000.00
<u>10. Political Parties Peace Pledge</u>				
10.1 Logistical and administrative support	Per Engagement	75	\$ 300.00	\$ 22,500.00
10.2 Presidential candidates pledge	Per Engagement	1	\$ 5,000.00	\$ 5,000.00
10.3 Parliamentary candidates pledge	Per Province	10	\$ 2,500.00	\$ 25,000.00
10.4 Local government pledge	Per District	75	\$ 750.00	\$ 56,250.00
SUB TOTAL				\$ 108,750.00
<u>11. Peace Solidarity Messages</u>				

11.1 Payments for Advertisements	Per Advert	50	\$ 100.00	\$ 5,000.00
11.2 T-shirts, Hats and Caps	Per person	3500	\$ 10.00	\$ 35,000.00
SUB TOTAL				\$ 40,000.00
<u>12. Media blitz on peace during elections</u>				
12.1 Community radio programs	Per Episode	25	\$ 350.00	\$ 8,750.00
12.2 Jingles	Per Broadcast	25	\$ 75.00	\$ 1,875.00
12.3 Peace medley song development and publication	Per Broadcast	2	\$ 2,500.00	\$ 5,000.00
12.4 Broadcast messages (SMS)	Per Bulk SMS	150000	\$ 0.05	\$ 7,500.00
12.5 Billboards	Per Location	20	\$ 750.00	\$ 15,000.00
12.6 Banners (Roll-up, tear & backdrop)	Per Item	10	\$ 250.00	\$ 2,500.00
12.7 A3 colour posters	Per Poster	500	\$ 3.00	\$ 1,500.00
SUB TOTAL				\$ 42,125.00
<u>13. Peace Bus Campaign</u>				
13.1 Full bus branding/Advertising	No of Buses	10	\$ 7,500.00	\$ 75,000.00
13.2 Bus exterior	290cm x 68cm	5	\$ 3,500.00	\$ 17,500.00
13.3 Audios and videos	60 seconds	20	\$ 100.00	\$ 2,000.00
13.4 Flash stick	Per Unit	20	\$ 25.00	\$ 500.00
13.5 Bus hire	Per Province	5	\$ 2,500.00	\$ 12,500.00
SUB TOTAL				\$ 107,500.00
<u>14. Women and Youth for Peace Initiative</u>				
14.1 Seminar/ Symposium	Per Meeting	20	\$ 2,000.00	\$ 40,000.00
14.2 Sports galas	Per Meeting	20	\$ 2,000.00	\$ 40,000.00
14.3 Peace music festival	Per Engagement	10	\$ 2,000.00	\$ 20,000.00
14.4 Provincial meetings	Per Meeting	10	\$ 2,500.00	\$ 25,000.00
SUB TOTAL				\$ 125,000.00
<u>15. Proactive Complaints Handling and Investigations</u>				
15.1 Desktop/Laptop computers	Per item	10	\$ 1,200.00	\$ 12,000.00
15.2 Investigations costs	Per Province	10	\$ 5,000.00	\$ 50,000.00
SUB TOTAL				\$ 62,000.00
<u>16. Setting up of National, Provincial and District Election Peace Rooms</u>				
16.1 Capacitation of Peace - Conflict Observers	Per Province	10	\$ 5,000.00	\$ 50,000.00
16.1 Rental and or Hire of Space	Per District	50	\$ 500.00	\$ 25,000.00
16.3 Allowances for Manning of Provincial Peace Rooms	Per District	10	\$ 1,500.00	\$ 15,000.00
SUB TOTAL				\$ 90,000.00

17. Early Warning and Early Response Mechanism				
17.1 Voice over Internet Protocol System (Landline)	Per Unit	5	\$ 150.00	\$ 750.00
17.2 LAN Switches and Ethernet Cables	Per Unit	50	\$ 25.00	\$ 1,250.00
17.3 SIP Phones	Per Unit	50	\$ 50.00	\$ 2,500.00
17.4 Mobile Phones	Per Unit	5	\$ 150.00	\$ 750.00
17.5 Headsets	Per Unit	5	\$ 50.00	\$ 250.00
17.6 Laptops	Per Unit	5	\$ 1,200.00	\$ 6,000.00
17.7 TV Screens	Per Unit	1	\$ 1,500.00	\$ 1,500.00
SUBTOTAL				\$ 13,000.00
18. Deployment of Elections Peace Observers				
18.1 Travel Costs	Per vehicle	50	\$ 600.00	\$ 30,000.00
18.2 DSAs- Long term observers	Per person	80	\$ 2,200.00	\$ 176,000.00
18.3 DSAs-Short term observers	Constituency	210	\$ 275.00	\$ 57,750.00
18.4 Communication	Per Province	10	\$ 500.00	\$ 5,000.00
18.5 Stationery	Per province	10	\$ 250.00	\$ 2,500.00
SUB TOTAL				\$ 271,250.00
TOTAL				\$ 1,298,525.00

8. Timeframe

The strategy will be implemented on an on-going basis once electoral processes have begun.

9. Risk and Risks Mitigation Strategies

a. Resistance

The strategy might be met with initial resistance by other critical stakeholders with divergent views including those who might view NPRC as a competitor rather than an ally. NPRC will start by mapping all the stakeholders, seek their buy-in, engage them collectively and start collaborations.

b. Delays in funding

Resource constraints are anticipated and there will be need to increase the Commission's resource mobilization base. Limited resources, delayed disbursements and loss in the value of the local currency are likely to impact on the program.