A Guide to Understanding the

NATIONAL PEACE & RECONCILIATION COMMISSION IN ZIMBABWE
About the National Transitional Justice Working Group

The National Transitional Justice Working Group (NTJWG) is a platform established by 46 Zimbabwean organisations representing various transitional justice stakeholders to provide the interface between transitional justice stakeholders and the official transitional justice processes in Zimbabwe.

Vision
A peaceful, just, accountable and democratic society.

Mission
To create inclusive space for the coordination of transitional justice stakeholders, share experiences; build synergies for comprehensive, accountable, victim-centred and participatory transitional justice processes in Zimbabwe.

Values
Integrity
Inclusivity
Impartiality

Members
Mr. Alec Muchadehama: Chairperson/Reparations
Mr. Paul Themba Nyathi: Deputy Chairperson
Ms. Memory Kachambwa: Gender
Rev. Dr. Fradereck Chiromba: Promotion of Truth
Ms. Roselyn Hanzi: Justice and Accountability
Rev. Dr. Ray Motsi: Memorialization
Mr. Anthony Reeler: Independent Expert / Institutional Reform
Mr. Otto Saki: Independent Expert
Ms. Samukeliso Khumalo: Independent Expert

NTJWG Coordinator: Dzikamai Bere
Research Consultant: Prosper Maguchu

Physical Address
Suite 4, Number 1 Raleigh Street, Harare
P.O Box 9077, Harare
Tel - 04 – 770177/8, 772860
Email – info@ntjwg.org.zw
www.ntjwg.org.zw
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This Guide is not an official document from the National Peace and Reconciliation Commission.

This Guide is an informational document and should not be considered in any way as a binding legal document. The purpose of this guide is to describe in simple language the law and processes governing the National Peace and Reconciliation Commission with the aim to make it more accessible to the general public.
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For feedback and information in this guide, we are grateful to the stakeholders who read through the draft guide and gave valuable input.

Finally, we owe it to the thousands of victims who have requested for this simplified guide. It is their enduring hope for healing which keeps us on our feet.
On 22 May 2013, President Robert Mugabe signed into law the new Constitution of Zimbabwe following a long constitutional reform process dating as far back as 1999. One of the key features of this Constitution is Chapter 12, which establishes five Independent Commissions Supporting Democracy. One of the independent commissions in this Chapter is the National Peace and Reconciliation Commission (NPRC), which is given the duty to ensure post-conflict justice, healing, and reconciliation. This Commission represents the efforts of many organisations including churches, victim groups, non-governmental organisations and international organisations that have been clamoring for a commission to help the society come to terms with its violent past. It represents the hopes of many victims (and survivors) of past human rights violations that truth, justice and healing may see the light of the day.

The successes or failures of the NPRC are still to be seen. But what is clear is that an important conversation has already started. The success of the NPRC will depend on the general support from all stakeholders and the cooperation of the government. This Guide to Understanding the NPRC is our contribution to ensuring that the NPRC is visible, its purpose understood and supported by all. The Guide is simple to use and understand. Written in plain language, the guide is a valuable resource for civic education, community leaders and facilitators, schools, survivors of human rights violence human rights defenders, lawyers, lawmakers and anyone who wants to understand the NPRC and its work in Zimbabwe. We hope you will find this guide useful.

Muchadehama, Alec (Mr.)
NTJWG Chairperson
Harare, 2017
About this Guide

Zimbabwe’s Constitution of 2013 establishes the National Peace and Reconciliation Commission (NPRC) with an overarching mandate to realize post-conflict justice, peace, healing, and reconciliation. This guide seeks to promote public education on the NPRC.

The main goal of this guide is to ensure that citizens have access to relevant, complete, timely, and understandable information about the NPRC. Specifically, the guide intends to:

- increase citizens’ awareness of the mandate, duties and responsibilities of the NPRC,
- motivate communities and citizens to participate in NPRC programmes;
- assist and encourage victims and survivors to participate in NPRC programmes;
- raise and improve national visibility of the NPRC.

To achieve that, this publication offers step-by-step guidance to citizens, communities and stakeholders with much needed information about the NPRC. It does so by answering the nine basic questions about the NPRC, which are formulated as separate chapters.

The publication therefore serves as guidance for citizens to engage effectively with the ongoing processes; to address past human rights violations; securing peace; and fostering healing and reconciliation in Zimbabwe.
The NPRC stands for the National Peace and Reconciliation Commission. The NPRC is one of the independent commissions established by the Constitution of Zimbabwe in 2013. Since 2016 Parliament of Zimbabwe is debating the law to enable the NPRC to carry out its work. Chapter two addresses all the questions about the law that establishes and regulates the NPRC.

The NPRC has a very broad constitutional mandate. A constitutional mandate simply means the authority to carry out particular work given by the constitution. According to the constitution the NPRC’s main work is to realize post-conflict justice, peace, healing, and reconciliation. How the NPRC is going to do this is discussed in greater detail in Chapter three of this guide.

The NPRC is a temporary commission. It is expected to complete its work in ten years. There is no agreement on when to start counting these ten years. Chapter four offers guidance on this issue.

In order to fulfil its constitutional mandate the NPRC will carry out numerous other activities. The constitution hints on these other activities that the NPRC will have to carry. These include investigating human rights abuses, mediation and researching. The guide explains the functions of the NPRC fully in chapter five.

All the operations and activities of the NPRC will be documented in yearly reports which must be submitted to Parliament through the responsible Minister. Additionally, the NPRC may through the responsible Minister, submit reports to Parliament on particular matters relating to national peace and reconciliation. See more about these reports and recommendations in chapter six.

According to the Constitution, the NPRC should be composed of nine members including the Chairperson. The Chairperson is appointed separately. In December 2015, President Robert Mugabe appointed eight members to the NPRC. These are Lilian
Chigwedere, Patience Chiradza, Choice Ndoro, Netty Musanhu, Charles Masunungure, Geoffrey Chada, Leslie Ncube and Godfrey Chekenyere. In February 2016, Dr. Cyril Ndebele was then appointed as Chairperson of the NPRC. Unfortunately, Dr. Ndebele died on 7 October 2016 and had not been replaced by the time this guide was compiled. Chapter 8 of this guide is dedicated to the appointment and composition of the NPRC commissioners. In addition unofficial biographies of the current commissioners can be found in annexure 1.

The NPRC is a constitutional commission set up to support democracy and entrench a culture of human rights. To that end, the NPRC shall be accessible to every citizen particularly to those who are victims, witnesses and perpetrators of past human rights violations. Chapter 8 addresses the question on how to approach and make use of the NPRC as a victim, survivor, witness or perpetrator.

More importantly, the NPRC will require a large amount of resources to carry out its mandate, functions and activities, employ its staff and pay for its day-to-day operations. Chapter 9 talks about the budget of the NPRC.

The NPRC will require cooperation and assistance from other organisations. This guide finally deals with the issue of relevance and the involvement of other stakeholders such as local and international civil society organizations, the international community, and other commissions in the work of the NPRC in Chapter 10.
Which law regulates the NPRC?
Commissions that seek to address past human rights wrongs and abuses like the NPRC are established through various means; as a result of peace agreements; an order by the Head of State such as a President or Prime Minister – called executive decrees; and through laws made by parliaments.

2.1 The NPRC and the Constitution

The NPRC is established by the constitution of Zimbabwe under Chapter 12 independent Commissions.

2.2 The NPRC Law

Parliament of Zimbabwe is currently debating a law known as the NPRC Bill (a Bill is a draft of a proposed law presented to parliament for debate, possible amendment and adoption) to enable the NPRC to carry its work.

Why is there a need for a law? Hasn’t the Constitution already established the NPRC?

A law is needed because the Constitution has generally stated what the purpose of the NPRC is, but it has not specifically outlined the operational matters of how it will dispense its mandate. This is the gap which the law will fill.

What is the relationship between the constitution and the NPRC law (currently a bill)?

The Constitution is the highest law in Zimbabwe. Any piece of law made by Parliament of Zimbabwe that contradicts the Constitution is invalid. This means that the NPRC Bill should not be in contradiction to the Constitution. It further means that the NPRC Bill cannot take away what the Constitution gives. Neither can it propose something that overthrows the Constitution.
The first NPRC Bill was introduced in Parliament in 2015. This Bill was rejected on the basis that it was in violation of many provisions of the Constitution of Zimbabwe. A revised NPRC Bill was introduced back in parliament in 2017. At the time this guide is being published the revised NPRC Bill is still being debated. A soon as the Bill is passed this guide will be updated to include new information.

2.3 Regulations

As soon as the NPRC Bill becomes an Act of Parliament (an Act is a Bill that has been approved by both the House of Assembly and the Senate and been given acceptance by the President), NPRC commissioners will be able to pass regulations to start working. The regulations will serve as rules of procedure to enable the NPRC to conduct its activities and to guide its operations. The Constitution allows commissioners of the NPRC to make their own procedures, so long as the procedures are fair and promote transparency. These regulations should be in line with the NPRC Act and the Constitution.

Summary box

- The NPRC is established by the Constitution, which will be supported by a law made by parliament.
- The law from parliament will allow NPRC commissioners to make their own regulations.
What exactly is the mandate of the NPRC?
3.0 What exactly is the mandate of the NPRC?

“History, despite its wrenching pain, cannot be unlived, however, if faced with courage, need not be lived again.”

– Maya Angelou

The NPRC has a very broad mandate specified in section 252 of the Constitution. The functions are listed in different categories to make it easy to read and understand in the tables below.

How to read the tables

- The left columns of the table states what the Constitution says and they do represent the exact wording of the Constitution.

- The examples in the right columns of the tables set out the mandate in general terms, and are to be used as a guide only. You should consult the NPRC if you wish to understand the official interpretation of the mandate. These are only a few examples. The NPRC can do more.

Table 1: Functions towards achieving main goals and objectives of the NPRC

<table>
<thead>
<tr>
<th>Function</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>To ensure post-conflict justice healing and reconciliation.</td>
<td>-This is a very broad function under which the NPRC can almost do anything it wishes, as long as it is designed to lead to justice after a period of violence, the healing of victims and society and the rebuilding of relations. This may include programmes like setting up a justice committee to receive complaints from victims who believe that their reports on violations were not handled properly.</td>
</tr>
<tr>
<td>Function</td>
<td>Examples</td>
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| To develop programmes to promote national healing, unity and cohesion in Zimbabwe and the peaceful resolution of disputes. | - These may include initiatives like commemorating locally the International Day in Support of Victims of Torture every 26 June of the year. This is a day that is already commemorated worldwide.  
- In Northern Ireland, they commemorate the National Day of Reflection every 21 June with activities like storytelling about the past conflicts, showcasing community initiatives at building unity and social cohesion  
- A national mediation agency can be established with senior elderly mediators to help in mediation of disputes                                                                                                                   |
| To bring about national reconciliation by encouraging people to tell the truth about the past and facilitating the making of amends and provision of justice | - Truth telling initiatives can take place at national level or at local level.  
- In South Africa, the Truth and Reconciliation Commission held public hearing where alleged perpetrators where invited to tell the whole truth of the crimes they committed in exchange for amnesty according to conditions set up in law. Victims also told their side of the story.  
- At community level, initiatives can be encouraged where local communities share their own truths on how they experienced conflict  
- Truth telling as envisaged in the constitution must be designed to facilitate correction of past wrongs and provision of justice. A good example is that families of the abducted activists may want the truth told so that they can find closure. That is making of amends.  
- For example, a woman in Makonde who reported to the police about activists who burnt her house may want the truth told so that the case may be revived and alleged perpetrators are tried in court.                                                                                           |
| To develop procedures and institutions at national level to facilitate dialogue among political parties, communities, organisations, and other groups in order to prevent conflicts and disputes arising in the future | - A national mediation structure can be set up at national level to help with continuous dialogue and engagement among political parties.  
- In Malawi, the Bishops established the Public Affairs Committee which facilitated continuous dialogue among political parties. During the transition from President Joyce Banda to Peter WaMutharika, the Public Affairs Committee played a crucial role in mediating between leaders to ensure that the election and the transition was peaceful.                                                                 |
**Table 2: Functions towards addressing human rights needs of victims**

<table>
<thead>
<tr>
<th>Function</th>
<th>Examples</th>
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</table>
| To develop programmes to ensure that persons subjected to persecution, torture and other forms of abuse receive rehabilitative treatment and support | - A national counseling services agency can be established to provide free counseling services to victims of past conflicts  
- Health professionals can be trained to detect victims of torture and to take measures to ensure that in addition to medical attention, other support like counseling and protection is offered.  
- The NPRC can also support non-state actors who have always been working with such victims. |

**Table 3: Functions towards addressing conflict**

<table>
<thead>
<tr>
<th>Function</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>To receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate</td>
<td>- Structures for the reception of complaints from the public on any matter regarding the disturbance of peace, presence of violence or threats of potential violence and to react in time.</td>
</tr>
<tr>
<td>To develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures</td>
<td>- Setting up a national system for detecting conflict early and rapid response to prevent violence.</td>
</tr>
<tr>
<td>To conciliate and mediate disputes among communities, organisations and individuals</td>
<td>- Traditional or cultural structures, faith based structures, professional mediation offices or non-state actors providing such services.</td>
</tr>
<tr>
<td>To do anything incidental to the prevention of conflict and the promotion of peace</td>
<td>Any other measures the Commission may deem necessary</td>
</tr>
</tbody>
</table>

**Table 4: Functions towards making recommendations**

<table>
<thead>
<tr>
<th>Function</th>
<th>Examples</th>
</tr>
</thead>
</table>
| To recommend legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances | - The NPRC can make recommendations to have Parliament enact a law to ensure victims of past conflicts receive assistance. Zimbabwe has had such laws before. An example of such a law is the War Victims Compensations Act [Chapter 11:16] which established a fund to compensate victims of the liberation war.  
- In the report Breaking the Silence, the Catholic Commission for Justice and Peace Zimbabwe recommended amendment of the existing War Victims Compensation Act to cover compensation also for victims of later conflicts. |
Northern Ireland's Day of Reflection

The Day of Reflection on 21 June is a day to acknowledge the deep hurt and pain caused by the conflict in and about Northern Ireland, to reflect on our own attitudes on what more we might have done or might still do, and to make a personal commitment that such loss should never be allowed to happen again.

www.healingthroughremembering.org
4.0

How does the NPRC work?
4.0 How does the NPRC work?

When the NPRC commences its work, it will come up with a plan of how it is going to achieve its constitutional mandate and any other duties to be specified in any other law. This will include setting priorities, developing an implementation plan, identifying the strategic priorities, identifying its needs and shaping its message.

4.1 Hearings

The NPRC has a mandate to receive and consider complaints from the public and to take such action in regard to the complaints, as it considers appropriate. This is an indication that the NPRC may hold public hearings where witnesses and victims come to give their testimonies.

4.2 Investigations

The NPRC can also make investigations of human rights violations or any issues that may lead to conflict. This is derived from its broad mandate to develop programs, mechanisms or any incidental matters to carry out its explicitly stated mandate.

4.3 Mediation

The NPRC is mandated to perform some alternative dispute resolution; conflict resolution, to conciliate and mediate disputes among communities, organisations, groups and individuals.

The NPRC is different from other commissions. The NPRC has a mandate to resolve both past and ongoing conflicts. For example, in South Africa, the Truth and Reconciliation Commission (TRC), did not have authority to conciliation and mediation for ongoing conflicts and disputes. The TRC, only had authority to make recommendations to the Ministry of Justice to establish conflict resolution and mediation structures at community level.
4.4 Research and Analysis

Although it is not readily obvious, the NPRC will have to carry out independent research and analysis work. This is stipulated in the constitution that it has, 'To develop mechanisms for early detection of areas of potential conflicts and disputes, and to take appropriate preventive measures'.

How the Lessons Learnt and Reconciliation Commission (LLRC), Sri Lanka Operated

The LLRC was appointed by His Excellency President Mahinda Rajapaksa on 15 May 2010. The Commission held 57 public sessions and undertook 12 field visits at over 40 locations to talk to the people in the North and East and in other affected areas of the country. In response to its public notices, over a thousand people appeared before the Commission to make representations and the Commission additionally received and analyzed over 5100 written submissions. This public interaction activity in Colombo and throughout the country lasted nearly 11 months. The Commission also held unscheduled meetings with the general public especially in areas affected by conflict and in internally displaced (IDP) settlements. The Commission revisited certain areas in the North and East in order to further clarify issues, verify information and formulate recommendations.

Source: Archives of the Sri Lanka Ministry of Foreign Affairs

Summary box

- The NPRC has a mandate to look at both ongoing and past human rights violations, conflict prevention between individuals and political parties or any other groups.
- The NPRC will carry out hearings, mediation and research analysis.
What is the duration of the NPRC?
This chapter addresses two important issues relating to time. The duration of the NPRC and the time under which the NPRC will exercise its mandate. These two should not be confused.

5.1 Duration of the NPRC mandate

The Constitution specifies in section 251 that the duration of the NPRC shall be for a period of ten years after the effective date. There has been some debate regarding what this provision means.

Some people argue that the effective date should be understood in a narrow sense to mean the day immediately after the date on which President Robert Mugabe signed the constitution into law on 22 May 2013.

However, others have argued that the use of the phrase 'after the effective date' means the NPRC can start to work any day after 22 May 2013 but only after it has been fully made capable of functioning through an Act of Parliament and the Commissioners have been appointed and are ready to begin work.

5.2 Period to be investigated

The Constitution does not specify the time period to be investigated by the NPRC. In other countries the law mentions specific time period which is called cut-off date to be covered by such a commission. For example in Mauritius, the commission investigated violations from 1638-2008 i.e. 370 years, South Africa 1960-1994, Kenya 1963-2008. These dates indicate special periods in a country’s political history. This kind of specific time regulations has advantages as well as disadvantages. The table below highlights some of the advantages and disadvantages of having fixed dates for carrying out investigations.
The lack of a specific timeframe in the Constitution and the NPRC Bill leaves a possibility for the NPRC to use its regulations to set a cut-off date.

### Table 5

<table>
<thead>
<tr>
<th>Advantages of Specifying the Period of Investigations</th>
<th>Disadvantages of Specifying the Period of Investigation</th>
</tr>
</thead>
<tbody>
<tr>
<td>The NPRC is clear on what it is to investigate.</td>
<td>This can be deemed to be targeting certain persons hence creating potential resistance</td>
</tr>
<tr>
<td>The NPRC will be efficient as no time is wasted looking into this issue.</td>
<td>Many times the cutoff date is hardly agreed by all actors.</td>
</tr>
<tr>
<td>A cutoff date is partly an acknowledgment of human rights violations.</td>
<td>There is a danger of some victims being left out if they fall outside the cutoff date.</td>
</tr>
<tr>
<td>It is easier for the NPRC to design a work plan with specific dates.</td>
<td>The cutoff date can affect comprehensiveness of the NPRC work.</td>
</tr>
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The NPRC has duration of ten years.
There is no agreement on the date to start counting the ten-year period.
The Constitution does not specify the time the NPRC should exercise its mandate.

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**URUGUAY’S COMMISSION FOR PEACE**

Uruguay’s Commission for Peace was established by President Jorge Batelle in 2000 to investigate the fate of the disappeared during the military regime from 1973 to 1985. This was in accordance with the 1986 Amnesty Law, which required the government to investigate the fates of the estimated 200 disappearances. The Commission operated for only two years. The reason why the commission was able to do its work in only two years is because the Commission was a successor to previous Commissions of Inquiry. Secondly, it was tasked with investigating a specific issue - disappearances of 200 people between 1973 and 1985. Zimbabwe’s NPRC has a much broader mandate and no specific focus, hence a period of 10 years is not a lot of time.

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**Summary box**

- The NPRC has duration of ten years.
- There is no agreement on the date to start counting the ten-year period.
- The Constitution does not specify the time the NPRC should exercise its mandate.
How does the NPRC make reports and recommendations?
According to the Constitution, the NPRC is required to produce yearly reports during its ten-year period. Additionally, Parliament can request the NPRC to produce any other reports that it finds necessary. The NPRC can use these reports to make its recommendations to members of parliament to make laws on specific issues.

6.1 Reports

The NPRC must submit to Parliament a report describing in full its operations and activities. The NPRC must submit the report before the end of March following the year to which the report relates.

The NPRC Bill envisages under clause 15 that Parliament may through the relevant Parliamentary Portfolio Committee Chairperson request the NPRC to submit reports in regard to its operations, undertakings and property.

Moreover, according to the constitution, the NPRC, in addition to the compulsory yearly report, it may submit reports to Parliament on particular matters relating to national peace and reconciliation which, in the Commission’s opinion, should be brought to the attention of Parliament.

The NPRC Bill proposes that the Minister must lay before Parliament the reports of the NPRC within 10 days on the next sitting date from the date he or she receives them. 10 days from date on which the reports are expected to be before Parliament, the reports of the commission will be made public. The Bill further proposes that all other operational reports of the Commission will then be public after 18 months from the date to which the information relates. The actual position on this matter can only be clarified as soon at the final law is passed.
6.2 Recommendations and Contents of Reports

According to the Constitution the NPRC recommends parliament to make legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.

The NPRC Bill envisages other contents and recommendations that can be included in the NPRC Reports. The complete list is as follows:

(a) the nature and extent of the NPRC’s investigation and its principal findings arising therefrom; or

(b) the nature, extent and consequences of the conflict found by the NPRC to be in existence; or

(c) appropriate recommendations for the peace building measures; or

(d) a comprehensive strategy for incorporating a gender perspective in conflict prevention, management and resolution and peace building measures; or

(e) a summary of all its recommendations to prevent, manage or resolve the conflict; or

(f) appropriate steps for the maintenance and promotion of peace; whether the conflict in question is specifically attributable to any identifiable practice, custom, law or other impediment prejudicial to the peace building exercise, or to the absence of any law or to any deficiency in the law; or

(g) what legislative administrative or other practical reforms if any, should be taken to prevent, manage or resolve the conflict in question; or
(h) any other work that the NPRC has undertaken during the period under review; or

(i) any other matter or consideration it deems fit to bring to the attention of Parliament.

Please take note that all reference to the NPRC Bill will have to be updated as soon as the Bill becomes law.

Summary box

- The NPRC produces compulsory yearly reports on its full operations and activities.
- The reports are presented to the Parliament.
- The NPRC does not make law it can only recommend the making of law and other initiatives to Parliament.
7.0

How are the NPRC Commissioners appointed?
Commissioners have a significant impact on the work of the NPRC. Citizens’ trust in the Commissioners gives validity to the NPRC’s work. The appointment process has been introduced briefly in chapter one. This chapter gives a detailed outline of the appointment process, the right, manner and term of holding office, including the characteristics of Commissioners.

7.1 Appointment of the Chairperson

The Constitution provides for appointment of eight commissioners plus one Chairperson. The Chairperson is appointed by the President in consultation with the Judicial Service Commission (JSC) and the Committee on Standing Rules and Orders (CSRO). The Chairperson must be a person who has been qualified to practise as a legal practitioner in Zimbabwe for at least seven years. In appointing the Chairperson, if the President decides not to go by the recommendations of the JSC and the CSRO he must notify the CSRO as soon as practicable.

The law requires that the Chairperson and the Deputy Chairperson must belong to different genders.

7.2 Appointment of other Commissioners

The procedure for the appointment of other eight Commissioners is different. The Parliament, through the CSRO is supposed to advertise the call for members of the public to make nominations. When nominations are received, the CSRO will shortlist candidates who will be interviewed publicly. From the public interviews, the CSRO will select and present to the President not less than twelve names of likely Commissioners. From these names, the President will appoint only eight. For the current Commissioners, this is the process that was followed.
7.3 Political non-involvement

The law requires that members of the NPRC, including the chairperson, be independent and politically neutral. If they are members of a political party on their appointment to the NPRC they will have to resign that membership within 30 days after being appointed.

7.4 Experience

The law further requires that “Commissioners be chosen for their integrity and their knowledge and understanding of, and experience in mediation, conciliation, conflict prevention and management, post-conflict reconciliation or peace building.”

7.5 Duration of office

The Chairperson and other members are appointed for five-year terms, which can be renewed once.

A Commissioner can only be removed before end of term if they are unable to perform their functions because of physical or mental incapacity, serious incompetence, guilty of serious misconduct or has become ineligible for appointment. Before removal from office, the President must appoint a tribunal to consider the question of the removal of a Commissioner in line with the Constitution. The President can only remove the Commissioner when the tribunal makes such a recommendation. This procedure is designed to protect the independence of the Commissioners.
The NPRC should have 9 Commissioners including a Chairperson. The Chairperson and the Deputy Chairperson must belong to different genders. Members of the public make nominations to the Parliament following a public call for nominations. Parliament makes a shortlist and carries out interviews and makes another shortlist from the interviews. Parliament presents to the President a list of not less than 12 nominees. President appoints 8 Commissioner from the list. Commissioners must be independent and not involved in party politics. Commissioners must have experience in mediation, conciliation, conflict prevention and management, post-conflict reconciliation or peace building. Commissioners are appointed for five-year terms, which can be renewed once. Commissioners are protected from unfair dismissal from work.
How do I approach the NPRC?
For the NPRC to successfully achieve its task, it has to reach out to victims, and perpetrators including witnesses. This will assist to give a broad picture of the source and nature of the conflict. The NPRC must give equal voice to victims, survivors, and perpetrators. It may not be impossible to collect statements from everyone. Still, the NPRC must reach out as many people as possible.

8.1 NPRC Offices

The regulations allow the NPRC secretariat to choose their own offices. The location of the NPRC is very significant. To date the NPRC has not secured office space. It is important that the offices of the NPRC be accessible to the public including people with disabilities. The offices must also be friendly. It must not be a place that frightens people from giving their testimonies.

For instance, during the NPRC Bill public hearings in Bindura, victims complained that the Parliament was carrying out public hearings in a place that used to be a torture camp. Whatever location the Commission chooses, it must make sure that it is friendly especially to the victims. The location must encourage maximum participation.

8.2 Victims

The Constitution is silent on how victims should approach the NPRC. This also does not seem to be addressed in the NPRC Bill currently being debated. The procedure for lodging of complaints to the NPRC can then be determined by the Commissioners in the regulations. As soon as the procedure is available, the guide will be updated to make that information accessible.
8.3 Witnesses

Under clause 9(12) of the Bill, the NPRC must guarantee the safety and protection of witnesses before, during and after its hearings. The NPRC Bill if passed into law under its current form, does not say how the NPRC is to honour these guarantees nor does it give the Commission any means of doing so. We hope the regulations will give further guidance on how witness protection is guaranteed.

8.4 Perpetrators/ violators

The Constitution says the NPRC must bring about “national reconciliation by encouraging people to tell the truth about the past and facilitating the making of amends and provision of justice.” The Constitution does not mention how the NPRC will encourage alleged perpetrators to come forward.

Generally, other commissions encourage people to come and talk by offering them amnesty or if they are not willing to do so by using threats of punishment. This can take the form of encouraging them to come and speak what happened for instance; what they did to whom and who sent them in exchange of forgiveness. Where a person is expected to give evidence before the Commission, a law may make provision for the Commission to compel the person to appear and give such evidence.

Summary box

- The NPRC must reach out to as many people as possible.
- NPRC offices must be accessible and located in a friendly place that does not frighten people from giving their testimonies.
- There is no law yet in place on how victims can approach the NPRC.
- The NPRC Act and the NPRC must guarantee the safety and protection of witnesses before, during and after its hearings.
- The Constitution say the NPRC must encourage people to tell the truth about the past and facilitating the making of amends and provision of justice.
Where does the NPRC get resources and personnel?
The NPRC is going to require a variety of people to work for it as human rights experts, investigators, legal experts, researchers, therapists or social workers, translators, computer specialists, data-entry staff and security personnel, to name just a few categories. The position of Executive Secretary is critical to overall management of the daily business of the NPRC.

### 9.1 Financial Resources

The constitution under section 322 provides that Parliament must ensure that sufficient funds are made available for all the Commissions created under it to do their work effectively.

The NPRC will not be wholly dependent on the Government, for funding if the NPRC Bill clause 16 is passed in its current form. According to clause 16 of the NPRC Bill, the NPRC can receive any donations, grants or bequests made by any person or organisation or any government of any country. However, clause 16 of the NPRC Bill requires the NPRC to consult with the Minister before accepting such donations, grants or bequests.

So far the NPRC has not been receiving enough funding for its activities. According to official financial records, for the 2016 financial year the Commission was allocated $200,000. In 2017, the Commission has been allocated $1,900,000. Researchers were not able to access the reports of the NPRC to establish what they did with the allocated amount.

### 9.2 The NPRC secretariat personnel

Section 234 of the Constitution gives the NPRC power to hire and fire its own Secretariat. The NPRC has power to employ its own staff. This means that the Commission must develop its own recruitment
policy, draft its own needs, job descriptions, advertise and hire competent staff without being directed by anyone. The details of how this will be done in practice maybe spelt out in the Act of Parliament.

**Summary box**

- The constitution under section 322 provides that Parliament must ensure that sufficient funds are made available for all the Commissions created under it to do their work effectively.
- According to the NPRC Bill, if it becomes law in the current state, the NPRC will not be wholly dependent on the Government, for funding but can seek funding from other sources subject to certain procedures.
- Section 234 of the Constitution gives the NPRC power to hire and fire its own Secretariat.
Who are the NPRC stakeholders?
10.0 Who are the NPRC Stakeholders?

The NPRC is not working alone, it will be engaging with other government departments, non-governmental organisations and international community to do its work.

10.1 Constitutional and Statutory Bodies

The NPRC will be expected to work alongside other human rights institutions such as the Zimbabwe Human Rights Commission, Gender Commission, Media Commission. It will also work with the Judiciary including traditional courts, prosecutors, and the police. It will make its recommendations to parliament through the responsible Minister. It will also work with the Parliament, Ministers, and the Cabinet.

Citizens can work with the CSOs directly engaged with reconciliation and post conflict, form social groups to address reconciliation issues, or approach their local members of parliament to whom the NPRC addresses its findings.

10.2 Civil Society

The NPRC is working with the civil society such as non-governmental organisations. The role of NGOs is to remain independent from the NPRC, while assisting it with information, contacts, or expertise. NGOs have been monitoring the NPRC’s developments activities and provide honest feedback. The role of NGOs includes encouraging the NPRC to respond appropriately to the needs of victims and communities. At the end this Guide carries a directory of some of the organisations that may be important to get in touch with as stakeholders to the work of the NPRC.

10.3 International Development Partners

International actors also have an important contribution to make. International organisations may be able to offer the NPRC with specific areas of expertise, through training and through access to
materials that set out international best practice for similar commissions, as well as background on international human rights law that may be relevant to the NPRCs work. The international community may also facilitate the provision of international expertise that it can access from other countries, including providing consultations or training of trainers and with funding some of the NPRCs activities.

- The NPRC is designed to work for and with other government institutions such as ministries, the parliament, courts and independent commissions.
- Civil society plays an important role to make sure the NPRC meet its constitutional goals.
- International development partners can assist the NPRC with finances, training and other resources it needs to accomplish its work.
Annexes
Commissioner Lilian Chigwedere (Deputy Chairperson)
Commissioner Chigwedere started off as a high school Mathematics and Science teacher for fifteen years. For the next ten years she served in the diplomatic service with her husband Ambassador Stanislaus Chigwedere. While on mission in Canada, United States of America and Namibia she chaired the Diplomatic Spouse’s Association which engaged in many voluntary charity activities.

In the ten years of her diplomatic life, she also took time to engage in further studies. She is a holder of BA Honors in Psychology from Carleton University in Canada. While in the United States of America, she graduated with a Masters in Counselling from the University of the District of Columbia in Washington and is listed in the Who is Who Among African Students in America, a record of students who maintain an Honors achievement throughout their studies.

On coming back to Zimbabwe Commissioner Chigwedere worked as a consultant with UNDP on HIV/AIDS education and counseling programmes for all the UN staff in Zimbabwe. She went on to do similar work with other NGOs like CESVI, GTZ, ZAPSO and others. Thereafter she worked with the ministry of Health in cooperation with NGOs to train nurses and doctors in counseling under the PMTC programme aimed at preventing mother to child HIV transmission. Throughout the training programmes, she developed a counseling manual for use by health workers. In between consulting programmes she also lectured Psychology at the University of Zimbabwe and the Zimbabwe Open University respectively. She was part of the team that developed the Counselling degree curriculum at the Zimbabwe Open University.

At the start of the land reform programme she ventured into farming which she is ably running to this day. It is from this humble
background that Commissioner Chigwedere was sworn in and appointed Deputy Chairperson of the National Peace and Reconciliation Commission on February 24, 2016, a position she holds up to this day.

Commissioner Charles Masunungure

Commissioner Reverend Charles Masunungure has been a pastor for the past 22 years and has worked in various pastoral capacities in the Family of God Church before he became a Regional Overseer and member of the Family Covenant Church Provincial Council, National Council and Governing Council in 2016. He is a holder of a Certificate in Systemic Therapy (Connect-Zimbabwe Institute of Systemic Therapy-1997), BSc in Counselling (Zimbabwe Open University-2005), MSc in Peace, Leadership and Conflict Resolution (Zimbabwe Open University-2016) and a Certificate of Competency in Dialogue, Negotiation and Mediation (Africa University-2017). He is a Marriage and Family Psychotherapist and a peace practitioner who mediated between political parties in the Bindura North and South Constituencies alongside the SADC Observer Team in the 2013 Harmonized Elections.

Commissioner Masunungure served in the Zimbabwe Republic Police, initially as a police officer at Mkoba Police Station, Gweru (1990 to 1997) then Provincial Chaplain for Midlands, Mashonaland Central and Harare (1998 to 2002) and as the Deputy Chaplain General at Police General Headquarters (2003 to 2004). He retired on gratuity with an exemplary conduct classification in 2004. His duties and responsibilities in the Zimbabwe Republic Police included complaints handling, investigations, community relations and liaison, crime records management, mediation and dispute resolution, counseling, administration and processing of deceased estates, solemnization of marriages and policy design and training for
chaplains. He is a member in good standing of the USA based International Conference of Police Chaplains.

Commissioner Masunungure is also passionate about helping orphans and abandoned children. Alongside his wife Judith, they co-founded Precious Child Orphanage in 2002, which is a family based program that is involved in the adoption and fostering of abandoned and orphaned children. He is a well sought after motivational speaker and life coach in marriage and family matters. He is the author of a life-changing book “The Marriage Mentor’s Manual.”

**Commissioner Choice Ndoro**

Since 2010, Commissioner Ndoro has worked as a Senior Governance Consultant at the Great Zimbabwe Scenarios Project. The objective of The Great Zimbabwe Scenarios Project is “to provide an opportunity for Zimbabweans to engage in a strategic conversation about possible futures with a view to catalyzing action and collaboration for a desired future”.

In the past, Commissioner Ndoro worked for the Zimbabwe Election Support Network and has written extensively on Zimbabwe’s electoral processes. She holds degrees in Politics and Administration and Public Administration and has also lectured at the University of Zimbabwe’s department of politics and administration.

She has experience in training and facilitation. She conducted training in gender and human rights in different part of Africa. In 2010, she trained 65 community leaders in Namibia on gender issues in the health sector, economic emancipation, politics and representation, education and culture, social and household issues as well as gender budgeting. The initiative resulted in 16 representatives being selected from the training and embarking on a study tour to Zimbabwe. They met the Vice President Of Zimbabwe the then Deputy Prime Minister,
the then Minister of Gender, civil society organizations, parliament among others.

Commissioner Ndoro has also facilitated the training of the Women's caucus in the Zimbabwean Parliament in both Houses of Assembly and Senate on advocacy and lobbying for various legislation to enhance gender development. Some of the advocacy issues have resulted in the passing of various legislation including the establishment of Gender desks and Gender Focal Persons, 50-50 women representation, victim friendly courts, Domestic Violence Act and Sexual Offenses Act among others. The female MPs were also empowered to lobby their respective political parties on the merits of gender mainstreaming, stopping gender-based violence during primary elections, patriarchy and stereotyping and possible systems of governance and electoral systems for Zimbabwe.

Previously, she headed a team that spearheaded the Gender Budgeting programme in Zimbabwe. She facilitated the training of 45 Directors of Finance, 109 Gender Focal Persons, 98 Council Treasurers, and 35 Heads of Departments in one and a half years. She supported the capacity building in Ministries of Agriculture, Water and Sanitation and health to assist them to adhere to a new government call circular on the 2006-7 national budgets calling for gender equality.

During the 2013 constitution making process, she was a co-Chair of the Thematic Committee on Systems of Governance and a Resource-person on Elections and Transitional Mechanisms. Other notable achievements include Diplomas in, Theology (2010), Leadership (2009) and Nursing (1989). The Ford Foundation and DAAD of Germany also awarded her two scholarships for outstanding work. She is currently a PhD student at UKZN. Her experience in research, training, facilitation, advocacy, networking and conflict transformation will be a good addition to the commission.
Commissioner Geoffrey Chada
At the time of his appointment, Commissioner Chada was the Executive Director of the Scientific and Industrial Research and Development Centre (SIRDC). He is a historian by training and has previously been a Professor of African History at the University of Toronto. Commissioner Chada currently sits on the Broadcasting Authority of Zimbabwe (BAZ) Board and is serving as the Chairperson of Domboshawa Theological College.

From 1990 to 2001, Commissioner Chada was the Chief Executive and Executive Secretary of the Zimbabwe Mass Media Trust, the Holding Company of the Zimpapers 1980 Ltd, Hunyani Paper Holdings (Pvt) Ltd, Kingstons Ltd, ZIANA News Agency and the Community Newspapers Group. In 1994, he founded the National Initiative for Reconciliation, a Non-Governmental Organisation for peace building, dialogue and reconciliation. In 2011, he was a consultant for The Great Zimbabwe Scenarios Project, which sought to provide opportunities for Zimbabweans to engage in dialogue about the possible futures for the country.

Commissioner Chada also presented three research papers on “Dialogue, Discussion, Openness and Peace-building as a Process of creating a New Future”, “Importance of a Shared Vision in National Healing, Reconciliation and Integration: Shalom for Zimbabwe and “Security Sector Reforms for Zimbabwe”.

Commissioner Golden Chekenyere
Commissioner Chekenyere has a PhD in Education and is an experienced development practitioner. He has done a significant amount of consultancy work in international development in the past two decades when he worked in education and human capital development projects for USAID. He played an important role in high impact education and training programmes in Zimbabwe.
Commissioner Chekenyere also has experience in business and is familiar with processes of policy initiation, formulation and implementation.

He has varied human resources management experience and international development experience spanning 24 years, including consultancy services. He was an executive board director at National Foods Limited for nine years. Further, for more than four years, he has held a non-executive board director position at Agribank, chairing the human resources management sub-committee.

**Commissioner Leslie Ncube**

Commissioner Leslie Ncube is a development expert, with 15yrs of experience and service in various developmental portfolios and spheres. He has worked for National Aids Council, Southern Africa Trust in Midrand in Johannesburg, having done extensive work in the Regional poverty observatory. He has also held directorship at Kusena diamond, a joint venture with the state owned Zimbabwe Mining Development Corporation (ZMDC). He has also held directorship at Traffic Safety Council of Zimbabwe (TSCZ) having been instrumental coming up with policies and strategies to curb road traffic accidents, as well as growing the institution to become the regional leader in continuously reducing deaths injury and damage caused by road traffic accidents.

Between 2009-2013, Commissioner Ncube worked for the Joint Monitoring and Implementation Committee as a liaison Officer servicing five provinces namely Mat North, Mat South, Bulawayo, Midlands and Masvingo. As a liaison Officer, Commissioner Ncube and his team undertook the task of ensuring the implementation in the letter and Spirit of the Global Political Agreement. Responsibilities included receiving reports and in respect of any issue related to the implementation, enforcement and execution of the agreement, promoting understanding and tolerance amongst political parties,
and that of promoting a culture of dialogue and zero tolerance on any form of violence and that of cultivating and promoting an atmosphere of mutual, trust and understanding among political parties.

Commissioner Ncube is a holder of a MA in Development studies, BA Honors, in Development studies with the university of the Witwatersrand, a Bachelor of Social Sciences Special Honors in Monitoring and Evaluation (LSU), a postgraduate Diploma in Management Development for Municipal Finance with Wits Business School, a certificate on Governance and Peace with the UN University in collaboration with the Wits School of International Relations and another certificate on HIV/AIDS care and counseling with UniSA. He is also a PhD candidate with Wits and has research interest on service delivery.

Commissioner Ncube has been hands on and has an appreciation of the peace-building ecosystem in Zimbabwe and beyond. During his service at Jomic and study at Wits, he has travelled widely to Kenya, Rwanda, Denmark and Netherlands where he amassed relevant experience with regard to peace, reconciliation and human rights.

Commissioner Ncube is also a devoted Christian and farmer.

**Commissioner Netty Musanhu**

At the time of appointment to the Commission, Commissioner Netty Musanhu was the Executive Director of Musasa Project. She has over 17 years’ experience in project implementation and management. She has worked briefly both in government and private practice before joining the Zimbabwe Women Lawyers Association (ZWLA). At ZWLA, she served in various capacities in the legal aid and legal education departments. She moved to Child Protection Society as an Advocacy Coordinator where she successfully lobbied mobile birth registration in the country. From 2002 to date, she has managed
programmes and projects both within local non-governmental organizations and international agencies including the LEAD program where she was the Legal Consultant for the Laws and Inheritance Programme.

She moved to Actionaid Zimbabwe where she served in various capacities including Sponsorship Manager responsible for fundraising through child sponsorship. It was in this capacity that she facilitated the opening of new Development Areas in different parts of the country. Commissioner Musanhu subsequently moved to the HIV/AIDS thematic area as HIV/AIDS Coordinator where she led all projects and programs under this theme including identification and working with partners at different levels. She also supported the Humanitarian and Emergency thematic areas at different levels.

From Actionaid, she joined Musasa Project in 2010 at a time when the organization was almost folding. She led a process of designing and executing change and leadership development projects and programs, which not only strengthened the organization’s internal systems but also resulted in stakeholders’ confidence in the organization being enhanced. Commissioner Musanhu spearheaded the fundraising, relationship building and strategic visioning and direction of the organisation. She also led a process of piloting new interventions that are life changing in the area of Gender Based Violence in the country including, community based shelters, one stop centres, on line data management system etc. Through her efforts Musasa has become a lead organisation in the area of GBV. Commissioner Musanhu was part of the Anti-Domestic Violence Council until 2015, and board Chairperson of ZIMCET up to 2015. She is the current Chairperson of the Private Voluntary Organisation board, tasked with the responsibility of registration of NGOs in Zimbabwe. She is also part of the steering committee for the Africa Women and Shelters and seats on Masaisai Trust School board.
Commissioner Musanhu is a holder of Bachelor of Laws Degree and a Masters in Women’s Law from the University of Zimbabwe.

**Commissioner Patience Chiradza**

Commissioner Chiradza was the Joint Monitoring Implementation Committee’s (JOMIC) National Director from 2009 to 2013, and is currently the Business and Human Capital Advisor at Dexterity Labour Solutions. Commissioner Chiradza holds a Masters in Business Administration (MBA) (UZ), Masters in International Relations (MSc IR) (UZ), Diploma in Retail Management and she is an accredited CIS member. Commissioner Chiradza is an Oxford Scholar in International Politics Summer School and Applied Conflict Transformation Course, Action Support Centre; South Africa. She possesses other several professional and academic qualifications in business and project management and expertise in business transformation, conflict management and human capital management.
We have created here a directory of the organisations that may help you in all matters associated with the NPRC. If you cannot get in touch with the NPRC for one reason or the other, please feel free to get in touch with any of the following organisations.

<table>
<thead>
<tr>
<th>Name of organisation</th>
<th>Contact person and contact details</th>
<th>Email/website</th>
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<tbody>
<tr>
<td>Abammeli Human Rights Lawyers Bulawayo and Matabeleland Provinces</td>
<td>Mr. Tineyi Mukwewa 09 – 250207</td>
<td><a href="http://www.abammelliaorneys.com/abammelliaorneys@gmail.com">www.abammelliaorneys.com/abammelliaorneys@gmail.com</a></td>
</tr>
<tr>
<td>Bulawayo Progressive Residents Association</td>
<td>Emmanuel Ndlovu Suit 4, Fidelity life centre Cnr fife Str /11 avenue 0775233581</td>
<td><a href="http://www.bprazim.org">www.bprazim.org</a> <a href="mailto:umanu.ndlovu@gmail.com">umanu.ndlovu@gmail.com</a> <a href="mailto:progressiveresidence@gmail.com">progressiveresidence@gmail.com</a></td>
</tr>
<tr>
<td>Catholic Commission for Justice and Peace, Bulawayo</td>
<td>Rev. Patrick Mpofu Number 33A, Duncan Road Suburbs, Bulawayo Bulawayo +263 8677171147 0778063825</td>
<td><a href="mailto:eugene8gemini@gmail.com">eugene8gemini@gmail.com</a></td>
</tr>
<tr>
<td>Center for Public Engagement</td>
<td>Dr. S. Hadebe 33A Clark Road Suburbs, Bulawayo 0782318744</td>
<td><a href="mailto:centreforpublicengagement@gmail.com">centreforpublicengagement@gmail.com</a></td>
</tr>
<tr>
<td>Grace to Heal, Bulawayo</td>
<td>Dumisani Ngwenya Number 7, 8th Avenue, Bulawayo 292 250267</td>
<td><a href="mailto:gth@yoafrica.com">gth@yoafrica.com</a> <a href="mailto:ngwenya@gracetoheal.org">ngwenya@gracetoheal.org</a></td>
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<td>Name of organisation</td>
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<tr>
<td>Justice for Children Bulawayo</td>
<td>Patience Moyo Mership House Joshua Nkomo / 9th Avenue Bulawayo Tel:+263 9 78957 +263 778 402 177</td>
<td><a href="mailto:jctbyo@gmail.com">jctbyo@gmail.com</a></td>
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<tr>
<td>Legal Resources Foundation</td>
<td>Namatirai Gwasha Amalungelo House, 94 Fort Street, Bulawayo Tel 09-68926/ 74091</td>
<td><a href="mailto:adminbyo@lrf.co.zw">adminbyo@lrf.co.zw</a> <a href="mailto:Byo.director@lrf.co.zw">Byo.director@lrf.co.zw</a> <a href="mailto:Byo.admin@lrf.co.zw">Byo.admin@lrf.co.zw</a></td>
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<tr>
<td>Masakhaneni Projects Trust</td>
<td>Dumisani Mpofu Number 10, Derby Road, Hillside 09 241 003 0772 355 358</td>
<td><a href="mailto:masakhaneni.projects.trust@gmail.com">masakhaneni.projects.trust@gmail.com</a></td>
</tr>
<tr>
<td>Nhimbe Trust</td>
<td>Joshua Nyapimbi 98A Lobengula str/8th Avenue extension Bulawayo 0784268614</td>
<td><a href="http://www.nhimbe@org">www.nhimbe@org</a> <a href="mailto:info@nhimbe.org">info@nhimbe.org</a></td>
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<tr>
<td>People’s Legal Advice Foundation Trust</td>
<td>Wellington Nkawu Hemco Building Office 64 Cnr 6th Avenue/ Joshua Nkomo Street</td>
<td><a href="mailto:nkawuwellington@gmail.com">nkawuwellington@gmail.com</a></td>
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<tr>
<td>Transparency International Zimbabwe</td>
<td>Muchaneta Mundopa Masiye Pambili Business Centre 4th Avenue Bulawayo 09 881397, 08677004073</td>
<td><a href="mailto:mundopam@tpi.org">mundopam@tpi.org</a></td>
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<tr>
<td>Ukuthula Trust</td>
<td>Shari Eppel Number 10, Derby Road, Hillside 09240600 0772323424</td>
<td><a href="mailto:ukuthulatrust@gmail.com">ukuthulatrust@gmail.com</a></td>
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<td><strong>Bulawayo and Matabeleland Provinces</strong></td>
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<td>Women of Zimbabwe Arise</td>
<td>Jenni Williams 0712213885/0772898110/0772898110</td>
<td><a href="http://wozazimbabwe.org/">http://wozazimbabwe.org/</a></td>
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<tr>
<td>Zimbabwe Lawyers for Human Rights (ZLHR)</td>
<td>Lizwe Jamela 3rd Floor Barclays Building 8 Joshua Nkomo Avenue Bulawayo 0972201/086077005348</td>
<td><a href="mailto:lizwejamela@gmail.com">lizwejamela@gmail.com</a></td>
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<tr>
<td>Zimbabwe Peace Project, Bulawayo (ZPP)</td>
<td>Peter Muchengeti Sunlie House 39 Fife treet Bulawayo 0772736155</td>
<td><a href="mailto:muchengetips@gmail.com">muchengetips@gmail.com</a></td>
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<tr>
<td>Zimbabwe Women Lawyers Association (ZWLA)</td>
<td>Sethulo Ncube 134 Josiah Tongogara and 44th Avenue Bulawayo 09-887185-7 / Hotline - 0776 931313</td>
<td><a href="mailto:sethulo@zwla.co.zw">sethulo@zwla.co.zw</a></td>
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<tr>
<td>ZimRights, Bulawayo</td>
<td>Celia Mafu 4 Esat House 4th street Bulawayo 0778683376</td>
<td><a href="mailto:mafucelia@gmail.com">mafucelia@gmail.com</a></td>
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<td>ASAP</td>
<td>Causemore Samanga 22 Jason Moyo Hillside Golf Club Murambi Mutare 0776164792</td>
<td><a href="mailto:causemore@asap.co.zw">causemore@asap.co.zw</a> <a href="mailto:scausemore@asao.co.zw">scausemore@asao.co.zw</a></td>
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<tr>
<td>Catholic Commission for Justice and Peace</td>
<td>G Chimange 7 Jeff Road Chikanga 2 0772490787</td>
<td><a href="mailto:geex.pax@gmail.com">geex.pax@gmail.com</a></td>
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| Institute of Peace Leadership and Governance | Dr. S. Mungure  
Africa University  
Fairview Rd (Off-Nyanga Rd) Old Mutare, Mutare  
02060026 / 60075 439 | mungures@africau.edu                                                   |
| Justice for Children                  | Ground Floor, Winston House  
Cnr 2nd Street & 1st Street Mutare  
Tel:+263 20 60359 +263 20 60439 | http://www.justiceforchildren.org.zw  
jctrust@iwayafrica.com  
jctmutare@justiceforchildren.org.zw |
| Legal Resources Foundation Mutare      | Mrs. V. Zviuya  
First Floor Winston House  
Corner First Avenue and Second Street Mutare  
020 6526263 | mutare.director@lrf.co.zw  
admin@lrfmutare.co.zw |
| Mutasa Youth Forum                    | Munguma Lloyd  
Stand Number 49, Watsomba Business Centre,  
0716348863 | lloydmunguma@yahoo.com                                                 |
| NANGO                                 | Reginald Ngwenya  
2nd Floor Musenga Windsor Building Mutare  
0733916559 | nangoeastern@gmail.com                                                |
| Transparency International            | Fadzai Jekemu  
Number 4, Carlos Flat, Corner D Avenue and Fourth Street Mutare  
0715644538 | fadzai@tizim.org                                                     |
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| Zimbabwe Lawyers for Human Rights                           | ✆ Blessing Nyamaropa  
Winston House  
Crner 1st street and second Avenue Mutare  
☎ 02060660 | ✉ blessingnyamaropa@gmail.com |
| Zimbabwe Political Victims Foundation, Nyanga                | ✆ Mr. Sekai Gombe  
0773894125 | ✉ sekaigombe@yahoo.com |
| ZimRights                                                      | ✆ Mugwede Rukudzo  
Number 4, Carlos Drive Mutare  
☎ 0776956426 | ✉ runiemugwede@gmail.com |
| **Harare**                                                    |                                    |               |
| Amnesty International                                        | ✆ Cousin Zilala  
No.54 Midlothian Ave, Eastlea, Harare  
☎ 0772712418 | ✉ czilala@amnesty.co.zw  
♦ www.amnesty.org/en/region/zimbabwe |
| Catholic Commission for Justice and Peace                    | ✆ Arkmore Kori  
29/31 Selous Avenue Mutare  
☎ +263-(0)4-70 44 15 | ✉ ccjp@zcbc.co.zw |
| Combined Harare Residents Association                        | ✆ Lorraine Mupasiri  
No. 12 Oxford Avenue Newlands Harare  
☎ 0772127397  
☎ 0772345304 | ✉ crainfo@gmail.com |
| Counselling Services Unit                                   | ✆ Fidelis Mudimu  
Suite 1 No.1 Raleigh Street Harare  
☎ 263 4 772222,  
☎ +263 4 772843 | ✉ csu@medico.co.zw |
| Crisis in Zimbabwe Coalition                                | ✆ Memory P. Kadau  
90 Fourth Street, Cnr Fourth/ Baines Harare  
☎ 086441194777 | ✉ www.crisiszimbabwe.org  
✉ director@crisiszimbabwe.org |
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<td>GALZ</td>
<td>Chesterfield Samba 35 Collenbrander Milton Park Harare 740614/740610</td>
<td><a href="https://galz.org">https://galz.org</a> <a href="mailto:director@galz.co">director@galz.co</a></td>
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<tr>
<td>Justice for Children</td>
<td>Petronella Nyamapfeni 66 Blake way, Drive Belvedere Harare 741781/797723</td>
<td><a href="http://www.justiceforchildren.org.zw">www.justiceforchildren.org.zw</a> <a href="mailto:admin@jctrust.co.zw">admin@jctrust.co.zw</a> <a href="mailto:director@jctrust.co.zw">director@jctrust.co.zw</a></td>
</tr>
<tr>
<td>Law Society of Zimbabwe</td>
<td>Edward Mapara 5th Floor, Law Society House No.46 Kwame Nkruma Avenue, Harare 04 751 000, 04 779207-9</td>
<td><a href="mailto:secretary@lsz.co.zw">secretary@lsz.co.zw</a> <a href="http://www.lawsociety.org.zw">www.lawsociety.org.zw</a></td>
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<tr>
<td>LRF</td>
<td>Deborah E Baron 16 Oxford Road, Avondale, Harare 04 333 707</td>
<td><a href="http://www.lrfzim.com/">http://www.lrfzim.com/</a> <a href="mailto:lrfnd@lrf.co.zw">lrfnd@lrf.co.zw</a></td>
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<tr>
<td>Media Monitors</td>
<td>Patience Zirima No. 38 Harvey Brown Milton Park Harare 086 77178362</td>
<td><a href="mailto:info@mediamonitors.org.zw">info@mediamonitors.org.zw</a> <a href="http://www.mediamonitors.org.zw">www.mediamonitors.org.zw</a></td>
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<td>MISA</td>
<td>Tabani Moyo No. 84 McChlery Avenue, Eastlea, Harare 0712603439 04 776165 04 746838</td>
<td><a href="mailto:misa@misazim.co.zw">misa@misazim.co.zw</a> <a href="mailto:ennie@misazim.co.zw">ennie@misazim.co.zw</a> <a href="mailto:tabani@misazim.co.zw">tabani@misazim.co.zw</a></td>
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<tr>
<td>Musasa Project</td>
<td>Netty Musanhu 64 Selous Ave, Cnr 7th Street, Harare, Zimbabwe +4-794983, 706284, 706152</td>
<td><a href="http://www.musasa.co.zw/">http://www.musasa.co.zw/</a> <a href="mailto:director@musasa.co.zw">director@musasa.co.zw</a> <a href="mailto:musasaprog@musasa.co.zw">musasaprog@musasa.co.zw</a></td>
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<td><strong>Harare</strong></td>
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</table>
| NANGO                 | L. Mandishara                     | info.nangozim@gmail.com  
director.nango@gmail.com |
|                       | Kudakwashe Chitsike               | info@rau.co.zw  
admin@rau.co.zw  
http://researchandadvocacyunit.org/ |
| RAU                   | Simbarashe Moyo                   | www.studentsolidarity.org  
simbarashemoyo77@gmail.com |
| Student Solidarity    | Sarai Mutondoro                  | sarai@tizim.org  
www.tizim.org |
| Trust                 | Lynn Walker                       | lynnwalker@tolzim.org  
www.treeoflifezimbabwe.org |
| Transparency          | Val Ingham-Thorpe                 | veritas@mango.zw  
www.veritaszim.net |
| International         | Sali Ncube                        | http://www.wcoz.org/  
coalition@zol.co.zw |
| Tree of Life          | Women’s Coalition                 | director@thewomenstrust.org.zw  
http://www.women.org.zw/ |
<p>|                       | 7 Walterhill, Eastlea,            |               |
|                       | Harare                            |               |
|                       | 04 797978/708724                 |               |</p>
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| ZACRO                                                    | Edson Chiota  
Stand No.12922  
Ndhlela Way  
PO Box msk 260  
Mbare Harare  
04 770046/333707                                                                                     | edson@zacro.org.zw                 |
| ZADHR                                                    | Calvin Fambirai  
No.23 Frank Johnson Avenue, Harare  
0777604610                                                                                               | http://www.zadhr.org/  
info@zadhr.org                      |
| ZCFU                                                     | Jeremiah Terera  
No. 101 Harare Agricultural Show ground  
0778 269 273                                                                                               | Jeremiahtvr20@gmail.com  
www.zcfu.org.zw                    |
| ZCTU                                                     | Japhet Moyo  
2nd & 3rd Floors Gorlon House  
No.7 Jason Moyo Street  
+263 4 794253  
0772 243 048                                                                                               | info@zctu.co.zw  
sgjm@zctu.co.zw  
www.zctu.co.zw                   |
| ZESN                                                     | Rindai Chipfunde-Vava  
10 Rochester Crescent, Belgravia, Harare, Zimbabwe  
+263 4 250736 / 791443 / 798193 /                                                                                         | http://www.zesn.org.zw  
vava@zesn.net                      |
| Zimbabwe Catholic Bishops Conference                     | Father Fredrick Chiromba  
Africa Synod House  
No. 29/ 31 Selous Avenue  
Harare  
04 704368/9                                                                                                  | gensec@zcbc.co.zw  
www.zcbc.co                        |
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<td>Zimbabwe Civic Education Trust</td>
<td>Gladys Hlatswayo Flat Number1, Greentrees Gardens 44 Southey Road, Hillside, Harare, Zimbabwe. 08644058312</td>
<td><a href="http://zimcet.weebly.com">http://zimcet.weebly.com</a> <a href="mailto:zimcet@mweb.co.zw">zimcet@mweb.co.zw</a></td>
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<tr>
<td>Zimbabwe Democracy Institute</td>
<td>Pedzisai Ruhanya 66 Jason Moyo &amp; First Street @ 2nd Floor Harare 0783 963 894</td>
<td><a href="mailto:pruhanya@gmail.com">pruhanya@gmail.com</a> <a href="mailto:zditrust@gmail.com">zditrust@gmail.com</a> <a href="http://www.zimdem.org">www.zimdem.org</a></td>
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<tr>
<td>Zimbabwe Peace Project</td>
<td>Jestina Mukoko 15 Cardiff Road Belvedere Harare (04) 2930180/182</td>
<td><a href="mailto:zppinfo@gmail.com">zppinfo@gmail.com</a> <a href="http://www.zimpeaceproject.com/">http://www.zimpeaceproject.com/</a></td>
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<tr>
<td>ZimRights</td>
<td>Okay Machisa No. 90 Fourth Street Harare 04 704 598</td>
<td><a href="mailto:okaymachisa@gmail.com">okaymachisa@gmail.com</a> <a href="http://www.zimrights.co.zw">www.zimrights.co.zw</a></td>
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<tr>
<td>ZINASU</td>
<td>0779 665 677</td>
<td><a href="http://zinasustudentsunion.blogspot.com/">http://zinasustudentsunion.blogspot.com/</a></td>
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<tr>
<td>ZLHR</td>
<td>Roselyn Hanzi 6th Floor Beverly Court, 100 Nelson Mandela Ave, Harare, Zimbabwe (263) 4-25 14 68 or 4-70 53 70 or 4-76 40 85</td>
<td><a href="http://www.zlhr.org.zw">www.zlhr.org.zw</a> <a href="mailto:info@zlhr.org.zw">info@zlhr.org.zw</a></td>
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<tr>
<td>ZWLA</td>
<td>Abgail Matsvayi No. 17, Fife Avenue, Harare 04 708491 0772381495</td>
<td><a href="mailto:director@zwla.co.zw">director@zwla.co.zw</a> <a href="http://www.zwla.co.zw">www.zwla.co.zw</a></td>
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<td>Catholic Commission for Justice and Peace</td>
<td>Norbert Mauta Cnr 7th and Lobengula Avenue 0775160751</td>
<td><a href="mailto:nmauta@gmail.com">nmauta@gmail.com</a></td>
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<tr>
<td>Child Advocacy Solidarity Trust</td>
<td>Kennedy Msengezi 14 Kerswick, Daylesford 0773594322</td>
<td><a href="mailto:msengezkennedy@gmail.com">msengezkennedy@gmail.com</a></td>
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<tr>
<td>Civic Education and Network Trust</td>
<td>Jabulisa Tshuma Odds and Ends Building, 3rd Street, Kwekwe 0773 196 386</td>
<td><a href="mailto:jabulisatj@gmail.com">jabulisatj@gmail.com</a></td>
</tr>
<tr>
<td>Community Development Trust in Zimbabwe</td>
<td>Tobias Saratiel CABS Building, Robert Mugabe Way 0773 067 073</td>
<td><a href="mailto:saratieltobias1996@gmail.com">saratieltobias1996@gmail.com</a></td>
</tr>
<tr>
<td>Community Working Group on Health</td>
<td>Timothy Mpofu c/o Gweru Provincial Hospital 0772 916 156</td>
<td><a href="mailto:tmpofu9@gmail.com">tmpofu9@gmail.com</a></td>
</tr>
<tr>
<td>Consumer Council of Zimbabwe</td>
<td>Chiedza Harunashe 2nd floor Cabs building, Gweru 0712553192</td>
<td><a href="mailto:headoffice@ccz.org">headoffice@ccz.org</a></td>
</tr>
<tr>
<td>Food for the World</td>
<td>Darlington Nyika 897 Mkoba, Gweru 0774 382 026</td>
<td><a href="mailto:foodfortheworldd@gmail.com">foodfortheworldd@gmail.com</a></td>
</tr>
<tr>
<td>Gweru Residents and Ratepayers Association</td>
<td>Cornilia Selipiwe 54 Bedford, Light Industrial Site 0773013266</td>
<td><a href="mailto:corniliaselipwe@gmail.com">corniliaselipwe@gmail.com</a></td>
</tr>
<tr>
<td>Gweru United Residents Association</td>
<td>Mduba Davison 73 Magwaya Road, Mambo, Gweru 0775400120</td>
<td><a href="mailto:mdubadavison@yahoo.com">mdubadavison@yahoo.com</a></td>
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<td>Hands of Hope Trust</td>
<td>☎ Millencent Nhutsve 222 Mkoba 1, Gweru ☎ 0778 100 611</td>
<td><a href="mailto:handsofhopetrust@gmail.com">handsofhopetrust@gmail.com</a></td>
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<tr>
<td>Heal Africa Trust</td>
<td>☎ Brian Dube  CABS Building, Robert Mugabe Way, Gweru ☎ 0773 078 897</td>
<td><a href="mailto:dubebrian2000@yahoo.com">dubebrian2000@yahoo.com</a></td>
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<tr>
<td>Hopeful Life for Widows and Orphans in Africa</td>
<td>☎ Alice Shiri 13 Barbet Avenue, Northlea, Gweru ☎ 0775 023 244</td>
<td><a href="mailto:hopefullifec.c@gmail.com">hopefullifec.c@gmail.com</a></td>
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<td>Legal Resources Foundation</td>
<td>☎ Sheila Mhlanga – Fashu 4th Floor, First Mutual Centre, Robert Mugabe Way Gweru ☎ 054-221665 / 224507</td>
<td><a href="mailto:Gweru.admin@lrf.co.zw">Gweru.admin@lrf.co.zw</a></td>
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<tr>
<td>Media Institute of Southern Africa</td>
<td>☎ Norman Dururu 71 7th Street Gweru ☎ 0775 598743</td>
<td><a href="mailto:normdur06@yahoo.com">normdur06@yahoo.com</a></td>
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<tr>
<td>Midlands Conflict Managers Association</td>
<td>☎ Ngoni Nyanhete 0777333520</td>
<td><a href="mailto:nnyanhete@yahoo.com">nnyanhete@yahoo.com</a></td>
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<tr>
<td>Musasa Project</td>
<td>☎ Princess Khumalo 1 Josiah Tongogara, Gweru ☎ 0772686794</td>
<td><a href="mailto:musasagw@gmail.com">musasagw@gmail.com</a></td>
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<td>Padare Men’s Forum on Gender</td>
<td>☎ Munyaradzi Nhengo 1028 Leeds Rd, LIS, Gweru ☎ 0772 606 196</td>
<td><a href="mailto:munyaradzinhengo@gmail.com">munyaradzinhengo@gmail.com</a></td>
</tr>
<tr>
<td>Progressive Teachers Union of Zimbabwe</td>
<td>☎ Moses Mhaka PD44 2nd Floor Post Office Building ☎ 0772849435</td>
<td><a href="mailto:moses@ptuz.org">moses@ptuz.org</a></td>
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<td>Students Christian Movement</td>
<td>nyaradzo Madzikura 5 Fudzamombe Rd, Mkoba 1, Gweru 0772 894 753</td>
<td><a href="mailto:nyaradzo1980@gmail.com">nyaradzo1980@gmail.com</a></td>
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<tr>
<td>Vimbai and Shuvai Students Arts Organisation</td>
<td>Vimbai Chadya 1682 Mkoba 12 gweru 0772408246</td>
<td><a href="mailto:vssao.org@gmail.com">vssao.org@gmail.com</a></td>
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<td>Women’s Coalition</td>
<td>Florence Guzha c/o Red Cross 0775 256 079</td>
<td><a href="mailto:Florence.guzha@gmail.com">Florence.guzha@gmail.com</a></td>
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<td>Women's International Coalition</td>
<td>Rebecca Chirenga 30 Lalbagh Rd, Ridgemont, Gweru 0772 358 569</td>
<td><a href="mailto:wicozimbabwe@gmail.com">wicozimbabwe@gmail.com</a></td>
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<tr>
<td>Young Women’s Christian Association</td>
<td>Rachel Bvute 6025 Mkoba 1, Gweru 0772 837343</td>
<td><a href="mailto:ywcamkoba@gmail.com">ywcamkoba@gmail.com</a></td>
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<tr>
<td>Zimbabwe Association of Crime and Rehabilitation of the Offender</td>
<td>Merjury Makunere PD 40 2nd Floor, Post Office Building 0772698386</td>
<td><a href="mailto:maichidom@yahoo.com">maichidom@yahoo.com</a></td>
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<td>Zimbabwe Congress of Trade Unions</td>
<td>Anthony Nyashanu 9 Main Street, Gweru 0773859590</td>
<td><a href="mailto:zctucent@gmail.com">zctucent@gmail.com</a></td>
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<td>Zimbabwe National Council for the Welfare of Children</td>
<td>Alexio Muguda Blue Hills, Senga Road 0773 435 591</td>
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<td>Zimbabwe National Network for People Living with HIV and AIDS</td>
<td>Moses Chananuka Gweru Theatre, Gweru 0772 881 120</td>
<td><a href="mailto:moseschanaz@gmail.com">moseschanaz@gmail.com</a></td>
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<td><a href="mailto:zinasuzinasu@gmail.com">zinasuzinasu@gmail.com</a></td>
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<td>Zimbabwe Organisation for the Youth in Politics</td>
<td>Nkosilathi Moyo 1 CABS Building, Kwekwe 0775037579</td>
<td><a href="mailto:zoyporg@gmail.com">zoyporg@gmail.com</a></td>
</tr>
<tr>
<td>Zimbabwe Union of Journalists</td>
<td>Brenna Matendere c/o Midlands Hotel 0775561754</td>
<td><a href="mailto:bmatandere@yahoo.co.uk">bmatandere@yahoo.co.uk</a></td>
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<tr>
<td>ZWLA</td>
<td>Ropafadzo Munemo Gweru One Stop Centre Gweru Provincial Hospital Gweru 054 221265 0783 279 479</td>
<td><a href="mailto:gweru@zwla.co.zw">gweru@zwla.co.zw</a></td>
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<td><strong>Masvingo</strong></td>
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<td>Community Tolerance Reconciliation and Development</td>
<td>Gamuchirai Mukura Office 2, Brianne Court, Hughes Street, Masvingo, 0775504809</td>
<td><a href="mailto:gmukura@cotradtrust.org">gmukura@cotradtrust.org</a></td>
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<td><a href="mailto:cotradordinator@gmail.com">cotradordinator@gmail.com</a></td>
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<td><a href="http://www.cotradtrust.org/">http://www.cotradtrust.org/</a></td>
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<tr>
<td>Institute for Community Development in Zimbabwe</td>
<td>Mrs Maposa 14285 Jongwe Street Mucheke Masvingo 0775504809</td>
<td><a href="http://www.icodzim.org/">http://www.icodzim.org/</a></td>
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<td><a href="mailto:pmaphosa@icodzim.org">pmaphosa@icodzim.org</a></td>
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<td>NANGO</td>
<td>Moreblessing Manenji Alpha Cottages Children’s Home 1002 Mutirikwi Road Eastvale Masvingo</td>
<td><a href="mailto:0915117681moby@gmail.com">0915117681moby@gmail.com</a></td>
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<td>Zimbabwe Human Rights Association</td>
<td>Mr Mbetu 2nd Floor, Eastwing Zimra Building 0772318047</td>
<td><a href="mailto:t.mbetu@gmail.com">t.mbetu@gmail.com</a></td>
</tr>
<tr>
<td>TellZim</td>
<td>Golden Maunganidze 39/41 Hallet Street Masvingo 0773280487</td>
<td><a href="mailto:editor@tellzim.co.zw">editor@tellzim.co.zw</a></td>
</tr>
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</table>
Contact Details
Physical Address - Suite 4
Number 1 Raleigh Street
Harare, P.O. Box 9077, Harare.
Tel - 04 – 770177/8
Email – info@ntjwg.org.zw
Website: www.ntjwg.org.zw