



NATIONAL
TRANSITIONAL JUSTICE
WORKING GROUP
ZIMBABWE

A Guide to Understanding the

NATIONAL PEACE & RECONCILIATION COMMISSION IN ZIMBABWE



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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

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Disclaimer

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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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.

Foreword

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 (NGOs) and international organisations that have been clamouring for a Commission to help the Zimbabwean 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 and 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 depends on the good will of individuals, groups, communities and more importantly the political will of the Government. This Guide to Understanding the NPRC is the NTJWG's 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

About this Guide

Zimbabwe's Constitution of 2013 establishes the National Peace and Reconciliation Commission (NPRC) with an overarching mandate to realise 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 and
- » 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 ten basic questions about the NPRC, which are formulated as separate chapters.

This 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.



1.0

What is the
NPRC?

1.0 What is the NPRC?

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. From 2016, Parliament of Zimbabwe debated the law to enable the NPRC to carry out its work. On 5 January, 2018 the Government of Zimbabwe gazetted the NPRC Act fully operationalising the Commission. Chapter 2 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 ensure post-conflict justice, peace, healing, and reconciliation. How the NPRC is going to do this will be 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 4 offers guidance on this issue.

In order to fulfil its constitutional mandate, the NPRC will carry out numerous activities. The Constitution hints on the various activities that the NPRC will have to carry. These include investigating human rights abuses, mediation and research. This Guide explains the functions of the NPRC fully in Chapter 5.

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 6.

According to the Constitution, the NPRC should be composed of nine members including the Chairperson. The Chairperson is appointed separately. In December 2015, former 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. See annexure 1 for the biographies of the Commissioners. In February, 2016, Dr. Cyril Ndebele was then appointed as Chairperson of the NPRC. Unfortunately, Dr. Ndebele passed-on on 7 October, 2016. On 1 March 2018, President Emmerson Mnangagwa appointed retired Justice Selo Masole Nare as the Chairperson of the NPRC. Chapter 8 of this Guide is dedicated to the procedure for the appointment and composition of the Commissioners.

The NPRC is a constitutional Commission set up to support democracy and entrench a culture of human rights. To that end, the NPRC is expected to be accessible to every citizen, particularly to those who are survivors, 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 (CSOs), the international community and other Commissions in the work of the NPRC in Chapter 10.



2.0

Which law
regulates the
NPRC?

2.0 Which law regulates the NPRC?

Commissions that seek to address past human rights violations and wrongs like the NPRC are established through various means such as peace agreements, an order by the Head of State such as a President or Prime Minister – called executive decrees, and through laws made by Parliament. The NPRC is established by the Constitution of Zimbabwe which came into operation in 2013 following a constitution reform process.

2.1 The NPRC and the Constitution

The NPRC is established by section 251 of the Constitution of Zimbabwe. Section 251 further outlines the appointment procedure of the Commissioners, the tenure of the Commission, and the qualifications for the Commissioners including the Chairperson. Section 252 outlines the ten functions of the NPRC. Section 253 covers the reports of the NPRC. Of all the laws that govern the NPRC, the Constitution is the most supreme.

2.2 The NPRC Law

Apart from the Constitutional provisions discussed above, there is also the National Peace and Reconciliation Commission Act (Chapter 10:32) (the NPRC Act) which was gazetted on 5 January 2018. The Act was a product of intense lobbying by civil society.

The NPRC

Why is there a need for another law outside the Constitution? The Constitution established a skeletal framework in broad terms. An Act of Parliament provides the flesh required for the NPRC to operate. The Act sets out the operational modalities and gives the NPRC the tools it needs to achieve the functions set out in the Constitution. The Constitution is the highest law of Zimbabwe. Any piece of law made by Parliament of Zimbabwe that contradicts the Constitution is invalid. This means that the NPRC Act should

not be in contradiction with the Constitution. It further means that the NPRC Act cannot take away what the Constitution has given. 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 and was seen by many Zimbabweans as a great improvement.

The NPRC Act sets out the procedures, powers and functions of the NPRC. It addresses the issues of the offices and operations of the Commission, removal of members from office, how the NPRC will carry out its investigations, the admissibility of evidence and the issue of witnesses. The NPRC Act has an extensive section on mainstreaming gender into the affairs of the Commission. It regulates how the NPRC will establish its staff. The Act further creates a set of offences associated with the administration of the NPRC.

2.3 Regulations

Section 21 of the Act empowers the Commission to make regulations that are necessary or convenient for the NPRC to carry out its tasks. The regulations serve as rules of procedure to enable the NPRC to conduct its activities and to guide its operations. The law allows Commissioners of the NPRC to establish their own procedures, so long as the procedures are not in conflict with the law.

2.4 The Law on Gender

Both the Constitution and the NPRC Act have strong gender provisions. The Constitution is section 320 (4) requires that the Chairperson and Deputy Chairperson of the NPRC be not of the same gender. That means were the Chairperson is a woman, the deputy must be a man, and vice versa.

Section 9 of the NPRC Act is dedicated to gender. It requires, among other things, the Commission to establish a specific Gender Unit which will ensure gender mainstreaming in the work of the Commission and gender sensitivity in the operations of the NPRC. It requires that the reports of the Commission to have a specific Chapter dedicated to gender. The Commission is required to appoint or second a dedicated gender focal person to every unit, committee or body that it may establish. The Commission is obliged to monitor gender related practices within the Commission.

Summary box

- The NPRC is established by the Constitution and made operational by the NPRC Act.
- The Act empowers the NPRC to create regulations for its convenience.
- The NPRC can further create policies for the day to day running of its affairs.
- Both the Constitution and the Act address the issue of gender in the work of the NPRC



3.0

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 its 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.

Function	Examples
To ensure post-conflict justice healing and reconciliation.	-This is a very broad function under which the NPRC can almost to anything it wishes, as long as it is designed to lead to justice, healing and reconciliation after a period of violence, the healing of victims/ 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.

Function	Examples
<p>To develop programmes to promote national healing, unity and cohesion in Zimbabwe and the peaceful resolution of disputes.</p>	<p>-These may include initiatives like commemorating national days of remembrance.</p> <p>- In Northern Ireland, they commemorate the National Day of Reflection every 21 June with activities like storytelling about past conflicts, showcasing community initiatives at building unity and social cohesion.</p> <p>- A national mediation agency can be established with senior elderly mediators to help in mediation of disputes.</p>
<p>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.</p>	<p>-Truth telling initiatives can take place at national level or at local or community level.</p> <p>- In South Africa, the Truth and Reconciliation Commission held public hearings where alleged perpetrators were 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.</p> <p>- At community level, initiatives can be encouraged where local communities share their own truths on how they experienced conflict.</p> <p>- Truth telling, as envisaged in the Constitution, must be designed to facilitate correction of past wrongs and provision of justice.</p>

Function	Examples
	<p>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.</p> <p>- For example, a woman in Makonde who reports 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.</p>
<p>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.</p>	<p>-A national mediation structure can be set up at national level to help with sustained dialogue and engagement among political parties.</p> <p>-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 upcoming transition were peaceful.</p>

Table 2: Functions towards addressing human rights needs of victims.

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

¹ An example of a rural area in the Mashonaland West Province of Zimbabwe.

Table 3: Functions towards addressing violent conflict.

Function	Examples
To receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate.	-Establishment of 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.

Function	Examples
To develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures.	-Setting up a national early warning system for detecting conflict and to ensure rapid response to prevent violence.
To conciliate and mediate disputes among communities, organisations and individuals.	-Traditional or cultural structures, faith based structures, professional mediation offices or non-state actors providing such services.
To do anything incidental to the prevention of conflict and the promotion of peace.	Any other measures the Commission may deem necessary.

Table 4: Functions towards making recommendations.

Function	Examples
To recommend legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.	<p>- 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.</p> <p>- In the report Breaking the Silence, the Catholic Commission for Justice and Peace in Zimbabwe recommended amendment of the existing War Victims Compensation Act to cover compensation also for victims of later conflicts.</p>

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 around 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?

As this Guide was compiled before the full operationalisation of the NPRC, what is contained in this Chapter may be different in practice to what the Commission will do. As a new institution, the NPRC will create its own legacy, values, ethics and organisational culture. What we only share with you here are the options available at law and best practices.

In general, the Commissioners are the supreme decision makers regarding the work of the NPRC. They have the obligation to carry out the constitutional mandate of the NPRC. There are various ways that they can carry out this constitutional mandate.

Secretarial Support

The Secretariat is the 'engine' of the Commission. Section 234 of the Constitution empowers the Commission to hire staff to help them do their work. Section 14 and 15 of the NPRC Act regulates the Commission in relation to the establishment of a Secretariat. The Secretariat will be responsible for the day to day running of the affairs of the Commission. Through the Secretariat, the NPRC will be expected to establish a nation-wide presence with offices and experts to attend to the needs of those who require the needs of the NPRC. A strategic planning process will lead to the development of a strategic plan on how the NPRC intends to achieve its goals. When such establishment comes into existence, this Guide will be updated to give such information.

Activities

The NPRC's strategic plan will outline a series of activities designed to achieve the set goals. Best practices and some indications from the law give an idea of what activities the NPRC may engage in.

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 should hold public hearings where witnesses and

victims come to give their testimonies.

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

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.'

Through Committees

Section 8 of the First Schedule of the NPRC Act allows the NPRC to establish committees through which it may pursue its mandate. The Commission can appoint any other persons to the committees.

Other Actors

The Constitution in section 235 (2) obliges all state institutions and agencies of government at every level to assist independent commissions and to protect their independence, impartiality, integrity and effectiveness. Section 6 (3) (b) of the NPRC Act allows the NPRC to request support from existing institutions which maybe state or non-state actors. Section 6 (4) empowers the NPRC to call upon any institution of government to carry out certain act and such institution shall be obliged to do so. This power of course is to be exercised judiciously.

Lessons from other Commissions

The NPRC is different from other Commissions, which are established

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

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, East and in other affected areas of the country. In response to its public notices, over a thousand people appeared before the LLRC 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 as a new institution will create its own practice and culture
- Its work will be done mainly through the Commissioners, the Secretariat, Committees or any other actors that it may delegate.
- Activities will emerge from the strategy although some activities like hearings are already obvious.



5.0

What is the
duration of the
NPRC?

5.0 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 former 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 that 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 covered by the NPRC. In other countries, the law mentions the specific time period which is called the 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 and 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.

Table 5

Advantages of Specifying the Period of Investigations	Disadvantages of Specifying the Period of Investigation
The NPRC is clear on what it is to investigate.	This can be deemed to be targeting certain persons hence creating potential resistance
The NPRC will be efficient as no time is wasted looking into this issue.	Many times the cut-off date is hardly agreed by all actors.
A cut-off date is partly an acknowledgment of human rights violations.	There is a danger of some victims being left out if they fall outside the cut-off date.
It is easier for the NPRC to design a work plan with specific dates.	The cut-off date can affect comprehensiveness of the NPRC work.

The lack of a specific timeframe in the Constitution and the NPRC Act leaves the NPRC with some flexibility on how to approach this issue.

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 it 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.

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.



6.0

How does the NPRC
make Reports and
Recommendations?

6.0 How does the NPRC make Reports and Recommendations?

Reports

According to the Constitution, the NPRC is required to produce yearly reports. The NPRC Act provides parliament can request the NPRC to produce any other reports that it finds necessary. Additionally, the NPRC can submit further reports to the Parliament on its own initiative. Reports submitted through the responsible Minister must be presented to Parliament within ten days of the sitting of Parliament from the date the Minister has received them. In thirty days from the day the reports are supposed to be presented to Parliament, the NPRC is obliged to make public such reports. Each report of the NPRC must have a specific chapter on gender. After 18 months, the commission will be obliged to make public information pertaining to its business.

Recommendations

The NPRC can use these reports to make its recommendations. Within six months after the NPRC's annual report has been presented in Parliament, the Minister is obliged to respond to such a report indicating which recommendations of the Commission Government intends to implement and the way such implementation will take place. The Minister will also be expected to indicate which recommendations the Government intends not to implement and the reasons for such non-implementation. Within 15 days of the Minister's report, Parliament must debate that report.

The NPRC only makes recommendations. It does not make the law. 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 Act 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 there-from 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 peacebuilding 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.

Summary box

- The NPRC produces compulsory yearly reports on its full operations and activities.
- The reports are presented to Parliament.
- Apart from the yearly reports, best practice require the NPRC to produce a final report at the close of its work, containing a consolidation of its work, its operations in relation to its mandate, its findings and recommendations.
- The NPRC does not make law, but it can only recommend the making of law and other initiatives to Parliament.



7.0

How are the NPRC
Commissioners
Appointed?

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.

7.3 Political neutrality

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.

NPRC Commissioners 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 office or 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.

Summary box

- 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.
- The President appoints 8 Commissioners 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.



8.0

How do I
approach the
NPRC?

8.0 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 possible to collect statements from everyone. Still, the NPRC must reach out to as many people as possible.

8.1 NPRC Offices

The Constitution and the NPRC Act empower the NPRC to hire its own staff. The Act further allows the NPRC to have a head office to be situated in places to be determined by the Commission in consultation with the responsible Minister and the Minister of Finance. The offices must be easily accessible to the public and to persons with disability. It is recommended that the offices of the Commission be as friendly especially to victims as possible. The location must encourage maximum participation and engagement.

8.2 Survivors

The Constitution is silent on how survivors and victims should approach the NPRC. This also does not seem to be addressed in the NPRC Act currently. 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 10(13) of the Act, the NPRC guarantees the safety and protection of witnesses before, during and after its hearings. However, the NPRC Act does not say how the NPRC is going to guarantee such. Regulations will be expected to fill into this gap.

9.4 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. The NPRC Act compels any person called upon to appear before the Commission to do so.

Under section 10 (3) the NPRC Act ⁴, The Commission shall afford any person who is alleged to be directly or indirectly responsible for perpetrating, implementing, perpetuating or permitting the continuance of any violence, dispute or conflict, fourteen working days from the date when he or she is notified of the allegations in writing by the Commission to respond to such allegations in writing.'

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 says the NPRC must encourage people to tell the truth about the past and facilitate the making of amends and provision of justice.



9.0

Where does the
NPRC get resources
and personnel?

9.0 Where does the NPRC get resources and personnel?

The NPRC is going to require a variety of people to work for it. These may include such people 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 the Executive Secretary is critical to overall management of the day to day business of the NPRC.

9.1 Financial resources

Under section 322 of the Constitution ‘, 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 as provided for under the NPRC’s Act section 18. According to section 18 of the NPRC Act, the NPRC can receive any donations, grants or bequests made by any person or organisation or any government of any country. However, section 18 of the NPRC Act 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, it was reported that the Commission was allocated \$1 900 000.

9.2 The NPRC Secretariat

Section 234 of the Constitution gives the NPRC power to hire and fire its own Secretariat. 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 will be spelt out in the policies and procedures of the NPRC.

Summary box

- The Constitution under section 322 provides that Parliament must ensure that sufficient funds are made available for all the Commissions created under Chapter 12 to do their work effectively.
- According to the NPRC Act, 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.



10.0

Who are the NPRC
Stakeholders?

10.0 Who are the NPRC Stakeholders?

"It will be folly for us as a commission to think that of all those 10 functions, only the 9 of us can do it."

Commissioner Lilian Chigwedere, 15 March 2018 at the NTJWG-NPRC Briefing

The NPRC is not working alone. It will be engaging with other Government departments, Non-Governmental Organisations (NGOs) and the international community to do its work. The NPRC Act allows the Commission to work with such actors as they may enable it to achieve its goals.

Constitutional and Statutory Bodies

The NPRC is expected to work alongside other human rights institutions such as the Zimbabwe Human Rights Commission, Zimbabwe Gender Commission and Zimbabwe 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.

Civil Society

The NPRC works with the many non-state actors. The role of civil society is to remain independent from the NPRC, while assisting it with information, contacts and expertise. Civil society organisations have been monitoring the NPRC's activities and provide honest feedback to all relevant actors. The role of CSOs includes pushing the NPRC to respond appropriately to the needs of survivors and

affected communities. At the end this Guide, there is a directory of some of the organisations that may be important to get in touch with as stakeholders to the work of the NPRC.

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 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.

Summary box

- The NPRC works with both state and non-state actors in pursuit of its mandate
- Civil society plays an important role to make sure the NPRC meets its constitutional goals.
- International development partners can assist the NPRC with finances, training and other resources it needs to accomplish its work.

Annexure 1 NPRC Commissioners Biography

Justice S.M Nare (Chairperson)

Justice Nare has been in the legal fraternity since 1998. A seasoned legal expert, Justice Nare served as a Senior Regional Magistrate in 1998, then as President of the Administrative Court in Harare and Bulawayo in 2001 and 2003, respectively. He was later appointed judge of the Bulawayo Labour Court until his retirement in 2013. Retired Justice Nare is currently an elder in the Church of Christ Congregation in Bulawayo.

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 Honours 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 Honours achievement throughout their studies.

On coming back to Zimbabwe Commissioner Chigwedere worked as a consultant with UNDP on HIV /AIDS education and counselling 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 counselling under the PMTC programme aimed at preventing mother to child HIV transmission. Throughout the training programmes, she developed a counselling 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 Offences 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 year. 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 Honours in Development studies with the university of the Witwatersrand, a Bachelor of Social Sciences Special Honours 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 counselling 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 17years' 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.

Annexure 2 Directory of CSOs working on the NPRC

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 fill free to get in touch with any of the following organisations.

Name of organisation	Contact person and contact details	Email/website
Bulawayo and Matabeleland Provinces		
Abammeli Human Rights Lawyers	 Mr. Tineyi Mukwewa  09 – 250207	 www.abammelilawyers.com/  abammelilawyers@gmail.com
Bulawayo Progressive Residents Association	 Emmanuel Ndlovu  Suit 4, Fidelity life centre Cnr fife Str /11 avenue  0775233581	 www.bprazim.org  umanu.ndlovu@gmail.com  progressiveresidence@gmail.com
Catholic Commission for Justice and Peace, Bulawayo	 Rev. Patrick Mpofu  Number 33A, Duncan Road Suburbs, Bulawayo Bulawayo  +263 8677171147  0778063825	 eugene8gemini@gmail.com
Center for Public Engagement	 Dr. S. Hadebe  33A Clark Road Suburbs, Bulawayo  0782318744	 centreforpublicengagement@gmail.com
Grace to Heal, Bulawayo	 Dumisani Ngwenya  Number 7, 8th Avenue, Bulawayo  292 250267	 gth@yoafrica.com  ngwenya@gracetoheal.org

Name of organisation	Contact person and contact details	Email/website
Bulawayo and Matabeleland Provinces		
Justice for Children Bulawayo	 Patience Moyo  Mership House Joshua Nkomo / 9th Avenue Bulawayo  Tel:+263 9 78957  +263 778 402 177	 jctbyo@gmail.com
Legal Resources Foundation	 Namatirai Gwasha  Amalungelo House, 94 Fort Street, Bulawayo  Tel 09-68926/ 74091	 adminbyo@lrf.co.zw  Byo.director@lrf.co.zw  Byo.admin@lrf.co.zw
Masakhaneni Projects Trust	 Dumisani Mpofu  Number 10, Derby Road, Hillside  09 241 003  0772 355 358	 masakhaneni.projects.trust@gmail.com
Nhimbe Trust	 Joshua Nyapimbi  98A Lobengula str/8th Avenue extension Bulawayo  0784268614	 www.nhimbe@org  info@nhimbe.org
People's Legal Advice Foundation Trust	 Wellington Nkawu  Hemco Building Office 64 Cnr 6th Avenue/ Joshua Nkomo Street	 nkawuwellington@gmail.com
Transparency International Zimbabwe	 Muchaneta Mundopa  Masiye Pambili Business Centre 4th Avenue Bulawayo  09 881397, 08677004073	 mundopam@tpi.org
Ukuthula Trust	 Shari Eppel  Number 10, Derby Road, Hillside  09240600  0772323424	 ukuthulatrust@gmail.com

Name of organisation	Contact person and contact details	Email/website
Bulawayo and Matabeleland Provinces		
Women of Zimbabwe Arise	 Jenni Williams  0712213885/0772898110 /0772898110	 http://wozazimbabwe.org/
Zimbabwe Lawyers for Human Rights (ZLHR)	 Lizwe Jamela  3rd Floor Barclays Building 8 Joshua Nkomo Avenue Bulawayo  0972201/086077005348	 lizwejamela@gmail.com
Zimbabwe Peace Project, Bulawayo (ZPP)	 Peter Muchengeti  Sunlie House 39 Fife treet Bulawayo  0772736155	 muchengetips@gmail.com
Zimbabwe Women Lawyers Association (ZWLA)	 Sethulo Ncube  134 Josiah Tongogara and 44th Avenue Bulawayo  09-887185-7 /  Hotline - 0776 931313	 sethulo@zwla.co.zw
ZimRights, Bulawayo	 Celia Mafu  4 Esat House 4th street Bulawayo  0778683376	 mafucelia@gmail.com
Manicaland Province		
ASAP	 Causemore Samanga  22 Jason Moyo Hillside Golf Club Murambi Mutare  0776164792	 causemore@asap.co.zw scausemore@asao.co.zw
Catholic Commission for Justice and Peace	 G Chimange  7 Jeff Road Chikanga 2  0772490787	 geex.pax@gmail.com

Name of organisation	Contact person and contact details	Email/website
Manicaland Province		
Institute of Peace Leadership and Governance	<p>👤 Dr. S. Mungure</p> <p>🌐 Africa University Fairview Rd (Off-Nyanga Rd) Old Mutare, Mutare</p> <p>☎ 02060026 / 60075 439</p>	<p>✉ mungures@africau.edu</p>
Justice for Children	<p>👤 Ground Floor, Winston House Cnr 2nd Street & 1st Street Mutare</p> <p>☎ Tel:+263 20 60359</p> <p>📞 +263 20 60439</p>	<p>🌐 http://www.justiceforchildren.org.zw</p> <p>✉ jctrust@iwayafrica.com</p> <p>✉ jctmutare@justiceforchildren.org.zw</p>
Legal Resources Foundation Mutare	<p>👤 Mrs. V. Zviuya</p> <p>🌐 First Floor Winston House Corner First Avenue and Second Street Mutare</p> <p>☎ 020 6526263</p>	<p>✉ mutare.director@lrf.co.zw</p> <p>✉ admin@lrfmutare.co.zw</p>
Mutasa Youth Forum	<p>👤 Munguma Lloyd</p> <p>🌐 Stand Number 49, Watsomba Business Centre,</p> <p>📞 0716348863</p>	<p>✉ lloydmunguma@yahoo.com</p>
NANGO	<p>👤 Reginald Ngwenya</p> <p>🌐 2nd Floor Musenga Windsor Building Mutare</p> <p>📞 0733916559</p>	<p>✉ nangoeastern@gmail.com</p>
Transparency International	<p>👤 Fadzai Jekemu</p> <p>🌐 Number 4, Carlos Flat, Corner D Avenue and Fourth Street Mutare</p> <p>📞 0715644538</p>	<p>✉ fadzai@tizim.org</p>

Name of organisation	Contact person and contact details	Email/website
Manicaland Province		
Zimbabwe Lawyers for Human Rights	 Blessing Nyamaropa  Winston House Crnr 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 Harare Zimbabwe  +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

Name of organisation	Contact person and contact details	Email/website
Harare		
GALZ	 Chesterfield Samba  35 Collenbrander Milton Park Harare  740614/740610	 https://galz.org  director@galz.co
Justice for Children	 Petronella Nyamapfeni  66 Blake way, Drive Belvedere Harare  741781/797723	 www.justiceforchildren.org.zw  admin@jctrust.co.zw  director@jctrust.co.zw
Law Society of Zimbabwe	 Edward Mapara  5th Floor, Law Society House No.46 Kwame Nkruma Avenue, Harare  04 751 000, 04 779207-9	 secretary@lsz.co.zw  www.lawsociety.org.zw
LRF	 Deborah E Baron  16 Oxford Road, Avondale, Harare  04 333 707	 http://www.lrfzim.com/  lrfnd@lrf.co.zw
Media Monitors	 Patience Zirima  No. 38 Harvey Brown Milton Park Harare  086 77178362	 info@mediamonitors.org.zw  www.mediamonitors.org.zw
MISA	 Tabani Moyo  No. 84 McChlery Avenue, Eastlea, Harare 0712603439  04 776165 04 746838	 misa@misazim.co.zw  ennie@misazim.co.zw  tabani@misazim.co.zw
Musasa Project	 Netty Musanhu  64 Selous Ave, Cnr 7th Street, Harare, Zimbabwe  +4-794983, 706284, 706152	 http://www.musasa.co.zw/  director@musasa.co.zw musasaprog@musasa.co.zw

Name of organisation	Contact person and contact details	Email/website
Harare		
NANGO	 L. Mandishara  No. 15 Bodel Avenue, Eastlea Harare  04 703 599	 Info.nangozim@gmail.com  director.nango@gmail.com
RAU	 Kudakwashe Chitsike  7 Sudbury Avenue Monavale Harare  +263 777 224 476	 info@rau.co.zw  admin@rau.co.zw  http://researchandadvocacyunit.org/
Student Solidarity Trust	 Simbarashe Moyo  2 Edmond Road Belvedere  0773214322	 www.studentsolidarity.org  simbarashemoyo77@gmail.com
Transparency International	 Sarai Mutondoro  No. 96 Central Avenue Harare  04 797 288 793246/793277	 sarai@tizim.org  www.tizim.org
Tree of Life	 Lynn Walker  Number 2, Wetmore Clause Highland  04 496 643	 lynnwalker@tolzim.org  www.treeoflifezimbabwe.org
VERITAS	 Val Ingham-Thorpe  No. 25 Canterbury Road Avondale, Harare  0772859999  +263 4 793592	 veritas@mango.zw  www.veritaszim.net
Women's Coalition	 Sali Ncube  Women's Coalition of Zimbabwe 13 Bates Road Milton Park Harare  +263 (04) 701995/6	 http://www.wcoz.org/  coalition@zol.co.zw
Women's Trust	 7 Walterhill, Eastlea, Harare  04 797978/708724	 director@thewomenstrust.org.zw  http://www.women.org.zw/






























Name of organisation	Contact person and contact details	Email/website
Harare		
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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Zimbabwe Democracy Institute	<p>👤 Pedzisai Ruhanya</p> <p>🌐 66 Jason Moyo & First Street @ 2nd Floor Harare</p> <p>☎ 0783 963 894</p>	<p>✉ pruhanya@gmail.com</p> <p>✉ zditrust@gmail.com</p> <p>🌐 www.zimdem.org</p>
Zimbabwe Peace Project	<p>👤 Jestina Mukoko</p> <p>🌐 15 Cardiff Road Belvedere Harare</p> <p>☎ (04) 2930180/182</p>	<p>✉ zppinfo@gmail.com</p> <p>🌐 http://www.zimpeaceproject.com/</p>
ZimRights	<p>🌐 Okay Machisa</p> <p>No. 90 Fourth Street Harare</p> <p>☎ 04 704 598</p>	<p>✉ okaymachisa@gmail.com</p> <p>www.zimrights.co.zw</p>
ZINASU	<p>☎ 0779 665 677</p>	<p>🌐 http://zinasustudentsunion.blogspot.com/</p> <p>zinasustudentsunion@gmail.com</p>
ZLHR	<p>👤 Roselyn Hanzi</p> <p>🌐 6th Floor Beverly Court, 100 Nelson Mandela Ave, Harare, Zimbabwe</p> <p>☎ (263) 4-25 14 68 or 4-70 53 70 or 4-76 40 85</p>	<p>🌐 www.zlhr.org.zw/</p> <p>✉ info@zlhr.org.zw</p>
ZWLA	<p>👤 Abgail Matsvayi</p> <p>🌐 No. 17, Fife Avenue, Harare</p> <p>☎ 04 708491</p> <p>☎ 0772381495</p>	<p>✉ director@zwla.co.zw</p> <p>🌐 www.zwla.co.zw</p>

Name of organisation	Contact person and contact details	Email/website
Midlands		
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Child Advocacy Solidarity Trust	 Kennedy Msengezi  14 Kerswick, Daylesford  0773594322	 msengezikennedy@gmail.com
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Community Development Trust in Zimbabwe	 Tobias Saratiel  CABS Building, Robert Mugabe Way  0773 067 073	 saratieltobias1996@gmail.com
Community Working Group on Health	 Timothy Mpofu  c/o Gweru Provincial Hospital  0772 916 156	 tmpofu9@gmail.com
Consumer Council of Zimbabwe	 Chiedza Harunashe  2nd floor Cabs building, Gweru  0712553192	 headoffice@ccz.org
Food for the World	 Darlington Nyika  897 Mkoba, Gweru  0774 382 026	 foodfortheworld@gmail.com
Gweru Residents and Ratepayers Association	 Cornilia Selipiwe  54 Bedford, Light Industrial Site  0773013266	 corniliaselipwe@gmail.com
Gweru United Residents Association	 Mduba Davison  73 Magwaya Road, Mambo, Gweru  0775400120	 mdubadavison@yahoo.com

Name of organisation	Contact person and contact details	Email/website
Midlands		
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Heal Africa Trust	 Brian Dube  CABS Building, Robert Mugabe Way, Gweru  0773 078 897	 dubebrian2000@yahoo.com
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Legal Resources Foundation	 Sheila Mhlanga – Fashu  4th Floor, First Mutual Centre, Robert Mugabe Way Gweru  054-221665 / 224507	 Gweru.admin@lrf.co.zw
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Midlands Conflict Managers Association	 Ngoni Nyanhete  0777333520	 nnyanhete@yahoo.com
Musasa Project	 Princess Khumalo  1 Josiah Tongogara, Gweru  0772686794	 musasagw@gmail.com
Padare Men's Forum on Gender	 Munyaradzi Nhengo  1028 Leeds Rd, LIS, Gweru  0772 606 196	 munyaradzinhengo@gmail.com
Progressive Teachers Union of Zimbabwe	 Moses Mhaka  PD44 2nd Floor Post Office Building  0772849435	 moses@ptuz.org

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Midlands		
Students Christian Movement	 Nyaradzo Madzikura  5 Fudzamombe Rd, Mkoba 1, Gweru  0772 894 753	 nyaradzo1980@gmail.com
Vimbai and Shuvai Students Arts Organisation	 Vimbai Chadya  1682 Mkoba 12 gweru  0772408246	 vssao.org@gmail.com
Women's Coalition	 Florence Guzha  c/o Red Cross  0775 256 079	 Florence.guzha@gmail.com
Women's International Coalition	 Rebecca Chirenga  30 Lalbagh Rd, Ridgemont, Gweru  0772 358 569	 wicozimbabwe@gmail.com
Young Women's Christian Association	 Rachel Bvute  6025 Mkoba 1, Gweru  0772 837343	 ywcamkoba@gmail.com
Zimbabwe Association of Crime and Rehabilitation of the Offender	 Merjury Makunere  PD 40 2nd Floor, Post Office Building  0772698386	 maichidom@yahoo.com
Zimbabwe Congress of Trade Unions	 Anthony Nyashanu  9 Main Street, Gweru  0773859590	 zctucent@gmail.com
Zimbabwe National Council for the Welfare of Children	 Alexio Muguda  Blue Hills, Senga Road  0773 435 591	
Zimbabwe National Network for People Living with HIV and AIDS	 Moses Chananuka  Gweru Theatre, Gweru  0772 881 120	 moseschanaz@gmail.com

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Midlands		
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Zimbabwe Union of Journalists	 Brenna Matendere  c/o Midlands Hotel  0775561754	 bmatandere@yahoo.co.uk
ZWLA	 Ropafadzo Munemo  Gweru One Stop Centre Gweru Provincial Hospital Gweru  054 221265  0783 279 479	 gweru@zwla.co.zw
Masvingo		
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Institute for Community Development in Zimbabwe	 Mrs Maposa  14285 Jongwe Street Mucheke Masvingo  0775504809	 http://www.icodzim.org/ pmaphosa@icodzim.org
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Name of organisation	Contact person and contact details	Email/website
Masvingo		
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TellZim	 Golden Maunganidze  39/41 Hallet Street Masvingo  0773280487	 editor@tellzim.co.zw

Part 6**National Peace and Reconciliation Commission**

251 Establishment and composition of National Peace and Reconciliation Commission

(1) For a period of ten years after the effective date, there is a commission to be known as the National Peace and Reconciliation Commission consisting of—

- (a) A Chairperson appointed by the President after consultation with the Judicial Service Commission and the Committee on Standing Rules and Orders and
- (b) Eight other members appointed by the President from a list of not fewer than twelve nominees submitted by the Committee on Standing Rules and Orders.

(2) The Chairperson of the National Peace and Reconciliation Commission must be a person who has been qualified for at least seven years to practise as a legal practitioner in Zimbabwe.

(3) If the appointment of a chairperson to the National Peace and

(4) Members of the National Peace and Reconciliation Commission must 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.

252 Functions of National Peace and Reconciliation Commission

The National Peace and Reconciliation Commission has the following functions—

(a) to ensure post-conflict justice, healing and reconciliation;

(b) to develop and implement programmes to promote national healing, unity and cohesion in Zimbabwe and the peaceful resolution of disputes;

- (c) to bring about national reconciliation by encouraging people to tell the truth about the past and facilitating the making of amends and the provision of justice;
- (d) to develop procedures and institutions at a national level to facilitate dialogue among political parties, communities, organisations and other groups, in order to prevent conflicts and disputes arising in the future;
- (e) to develop programmes to ensure that persons subjected to persecution, torture and other forms of abuse receive rehabilitative treatment and support;
- (f) to receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate;
- (g) to develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures;
- (h) to do anything incidental to the prevention of conflict and the promotion of peace;
- (i) to conciliate and mediate disputes among communities, organisations, groups and individuals; and
- (j) to recommend legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.

253 Reports of National Peace and Reconciliation Commission

In addition to the report it is required to submit in terms of section 323, the National Peace and Reconciliation Commission may, through the appropriate Minister, 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."



**NATIONAL
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