

ANNUAL STAKEHOLDERS CONFERENCE REPORT

2 TO 3 DECEMBER 2021



NATIONAL
TRANSITIONAL JUSTICE
WORKING GROUP
ZIMBABWE



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BACKGROUND

In August 2019, the National Transitional Justice Working Group (NTJWG) convened an Annual Stakeholders Conference during which the NTJWG stakeholders adopted the strategic plan for 2019 to 2022. The strategic plan identified four strategic priorities for the NTJWG: coordination, monitoring, influencing, and knowledge. The stakeholders then gave the NTJWG Secretariat the mandate to implement activities in line with the strategic plan, focusing on the identified priorities.

In March 2020, the NTJWG Board met for a retreat for strategic reflection. The retreat aimed to enable the Board and the Secretariat to reflect on the progress made towards implementing the NTJWG Strategic Plan and review the strategy. During the reflections, it was clear that many contextual issues had changed from the time the NTJWG adopted its Strategic Plan in 2019 until the retreat. The key issues characterising the socio-economic and political context identified included a departure from constitutionalism, the threat of Zimbabwe receding to acute violence, closing and fragmenting civic space, severe economic decline, and the growing deep-rooted mistrust between citizens and political leaders, as well as the emergence of the COVID-19 pandemic. Some positive developments were also identified, such as the creation of the National Convergence Platform (NCP) and the increase in transitional justice discourse among citizens. The operationalisation of the NPRC was also identified as a positive change that had increased the potential for transitional justice projects to succeed. However, perceptions around its independence and effectiveness were regarded as adverse.

Part of the mandate given to the Secretariat during the 2019 Stakeholders Conference was to formalise the NTJWG's structures through the production of founding documents that could be used to guide the NTJWG's operations. To fulfil this mandate, the Secretariat commissioned the production of the NTJWG Statute detailing how the NTJWG will operate, its structure, how its different organs will relate with one another, and how membership into the NTJWG shall be gained. Therefore, after the finalisation of the statute by the Secretariat in consultation with the Board, it became necessary for the broader membership of the NTJWG to review the draft statute, discuss all proposed amendments, and adopt it. The Secretariat was also tasked with convening a stakeholders' conference in 2020, due to the COVID-19 pandemic and the lockdown measures imposed in response to it, the conference could not be convened as physical gatherings were prohibited. Considering the new normal context characterised by lockdown restrictions, it became necessary to adopt a virtual approach in convening the conference in 2021. Such an approach was necessary given that the uncertainties relating to the different levels of the COVID-19 national lockdown, which characterised 2020 and 2021, making it difficult for stakeholders to converge physically.

CONVENING THE NTJWG ANNUAL STAKEHOLDERS CONFERENCE

Against this background, the NTJWG convened the 2021 Annual Stakeholders Conference on 2 and 3 December 2021 to reflect on the work done by the Secretariat to implement its strategic plan as the 2019 to 2022 period of implementation drew to a close. In light of the COVID-19 pandemic, the conference was convened virtually through the ZOOM platform.

Main Objective

To take stock of the progress made by the NTJWG in implementing its 2019 to 2022 Strategic Plan and discuss the NTJWG founding statute for adoption.

Specific Objectives

1. To reflect on the progress made by the NTJWG to implement its strategy in 2020 and 2021.
2. To map the way forward for the NTJWG in the final year of implementation of its strategy and identify priority areas of focus.
3. To discuss and adopt the NTJWG founding statute.

SUMMARY OF DAY ONE PROCEEDINGS

Opening Remarks

The opening remarks were delivered by the NTJWG Vice-Chairperson, Mr Paul Themba Nyathi. In his remarks, Mr Nyathi highlighted the following:

- There has been a regression in the operating context, which has hampered the work of the NTJWG, its stakeholders, and external partners. Specifically, the emergence of the COVID-19 pandemic and the new normal it has ushered in has limited programming to mainly virtual programming with very few in-person engagements, affecting the NTJWG's ability to reach communities.
- The operating context has largely been characterised by a difficult political landscape that has affected any activities aimed at bringing about change negatively.
- A key concern from transitional justice stakeholders in the current operating context is the assignment given to the chiefs by the President of Zimbabwe to address issues around the Gukurahundi. This development calls for transitional justice stakeholders led by the NTJWG to find ways to participate in the process and set parameters within which the process can take place in a manner that best serves the survivors, victims, their families and adhere to best practices.
- There is a need to recognise that Gukurahundi cannot be solved through projects that are characteristic of civil society programming. There is a need for the process to be victim and survivor-centric to ensure they get closure, justice, and healing.
- The task of the stakeholders during the conference included reviewing the work done by the NTJWG since 2020 with a focus on what worked, what did not, the reasons thereof, and how the NTJWG can improve going forward. In that vein, Mr Nyathi thanked the Secretariat for the good work done since 2020.
- The gazetting of the Public and Voluntary Organisations Amendment Bill (PVO Amendment Bill) was going to affect the work of the NTJWG and its stakeholders greatly; thus, there was need for a thorough discussion of how this development could be responded to.
- The conference provided a good platform for the NTJWG to meet with its stakeholders, discuss who they are, where they are, and what they are doing, as they are an integral part of the NTJWG.

Presentation and Adoption of Program Agenda

Mr Anthony Reeler, the NTJWG Thematic Leader on Institutional Reform, presented the program agenda and sought its adoption. The agenda items were accepted with the following changes in their order on the program:

1. The presentation of the NTJWG 2020 and 2021 Progress Report and the subsequent plenary session was moved to the Day 2 program;
2. The presentation on Reflections on Contextual Developments: Opportunities and Challenges and the subsequent plenary session was moved to items four and five on the program for day 1.
3. The presentation of the draft NTJWG statute and the subsequent plenary were moved from the day 2 program to the day 1 program as agenda items six and seven.

Reflections on Contextual Developments: Opportunities and Challenges

Dr Frances Lovemore, the NTJWG Thematic Leader on Reparations highlighted the following issues in her presentation:

- There are challenges facing transitional justice stakeholders in Zimbabwe, which stakeholders were encouraged to discuss during the conference.
- The push for national dialogue in the country led to the National Convergence Platform, which has since lost its energy. This has increased concern that there might be no effective dialogue happening or likely to happen. This provides an opportunity for the NTJWG to lead in fostering dialogue.
- The Political Actors Dialogue (POLAD) is a problem as it is ineffective for dialogue purposes and has increased citizens' mistrust in State-driven solutions to political problems.
- The COVID-19 pandemic has caused mayhem, fear, uncertainty and negatively impacted the finances of those who have been infected. It has also increased repression, with the lockdown measures being used to abuse power. There is a need for the NTJWG to find ways to investigate and expose the excesses and abuses of power experienced and advocate for reforms that will ensure that such violations do not recur.
- The exclusion of the National Peace and Reconciliation Commission (NPRC) from the Gukurahundi consultations was noted as a concerning issue. It was highlighted as particularly concerning because while the NTJWG and other transitional justice stakeholders have publicly condemned the exclusion, the NPRC has been ominously silent on the matter.
- The issue of the lifespan of the NPRC is still unresolved before the courts, which creates uncertainty regarding whether the NPRC's lifespan will end in 2023 or 2028.
- There is a need for the NTJWG and its stakeholders to be aware of the impact of the PVO Amendment Bill on the work of civil society if passed and strategies on how to stop the passing of the Bill. The NTJWG must identify its working partners as part of formulating its strategy to deal with the PVO Amendment Bill, looking specifically at independent commissions and whether the NTJWG should proceed with them as working partners or not.
- Violence against citizens is on the rise and will likely lead to civil unrest as the country heads towards the 2023 elections.

[click here to download the presentation!](#)



Mr Anthony Reeler moderated the plenary session, and the following issues were raised during the discussion:

- The NPRC is seemingly never available for meetings with the NTJWG, making it necessary for the NTJWG and its stakeholders to reflect on how to proceed in its engagements with the Commission. The Secretariat advised the stakeholders that efforts are currently being made to work with other independent commissions. It was reported that the Zimbabwe Gender Commission (ZGC) and the Zimbabwe Media Commission had indicated their willingness to engage the NTJWG, the ZHRC had indicated that it sees transitional justice as falling under the purview of the NPRC and recommended that the NTJWG engage the NPRC directly. The Zimbabwe Electoral Commission indicated that it is willing to engage the NTJWG and even invited the NTJWG to a meeting which it was convening with civil society (the meeting was cancelled at the last minute). It was also reported that the Secretariat was planning an engagement with all the commissions in commemoration of International Human Rights Day. There were discussions on collaborating with the ZGC and the ZHRC.
- Stakeholders such as Tree of Life also confirmed the NPRC's unavailability for collaboration. However, they recommended that there was still need to invite the NPRC to programs relevant to its mandate. It was emphasised that the NTJWG should engage more loosely and not be rigid in its engagements with the NPRC; this was noted to be key to ensuring that the NTJWG develops programs that can accommodate the NPRC's participation but do not hinge on it and can proceed without the NPRC.
- It was noted that the challenges experienced with regards to the NPRC provide the NTJWG with both challenges and opportunities. An example of an opportunity that was given was that the NTJWG must use the NPRC's unavailability to model interventions beyond the NPRC that can be effectively implemented with or without the Commission's participation. It was suggested that the NTJWG's NPRC Watch Report evolve to be a Transitional Justice Watch Report, which could then be used to monitor other commissions and their role in transitional justice per their constitutional mandates.
- It was highlighted that the NTJWG's work predates the NPRC. As such, if the NPRC is unavailable or unwilling to work with the NTJWG, the NTJWG and its stakeholders should continue to carry out programs on the ground, and where those intersect with the NPRC's work collaboration could be pursued if possible. The NTJWG was encouraged to work in a manner that will make it inevitable for the NPRC to seek collaboration if it wishes to implement transitional justice programs effectively. To that end, it was emphasised that due to the lack of the NPRC's visibility on the ground, the NTJWG needed to fill in the Commission's gap in communities.
- Concerning the NPRC it was noted that the NPRC is unknown in most rural areas and it was suggested that there was a need to compile evidence of the NPRC's lack of visibility and then publicly engage the Commission on the issue.
- The NTJWG was cautioned against reducing itself to the board members or Secretariat, instead, the NTJWG was encouraged to identify stakeholders already working with the NPRC and work with them. It was suggested that such an approach would enable the NTJWG to work with the NPRC indirectly and to be aware of what initiatives the NPRC is implementing.

- Regarding the PVO Amendment Bill, the stakeholders agreed that it would greatly hamper the work of civil society during the upcoming 2023 elections. One stakeholder stated that the interference with the work of civil society had already begun in Matabeleland. He reported that civil society in the region were told they could not implement activities on Gukurahundi unless a chief accompanied them.
- Other stakeholders working in Bulawayo, Matabeleland, and the Midlands reported that the parallel process on Gukurahundi led by chiefs was a problem because it was being done without a strategy or training or even resources. They opined that there seemed to be a strategy to have the government provide a secretariat to support the chiefs in their work. This strategy was criticised because of the history of state perpetrated violence in the regions during Gukurahundi, which would undoubtedly discourage the victims, survivors, and their families from trusting a process with heavy government participation. It was also reported that there were divisions among the chiefs, with some thinking that they were part of ZANU-PF and should discharge their mandate in a manner that is in line with the interests of the party. In contrast, others disagreed and viewed their mandate as one that should prioritise the interests of the victims, survivors and their families. Stakeholders from the region indicated that at the moment, they were taking advantage of the little access the chiefs were granting them, but they were convinced that this access would soon be very restricted if the divisions continued.
- Stakeholders expressed concern over the state of civil society in Zimbabwe, noting that divisions existed that needed to be addressed urgently, particularly in the face of the gazetting of the PVO Amendment Bill which it was agreed should be met with unified opposition a multi-pronged strategy.
- Concern was expressed over the timing of the public hearings for the PVO Amendment Bill, and stakeholders agreed that conveying the hearings during the festive season was indicative of a strategy to either discourage participation in the hearings or fast-track the public passing of the Bill into law.
- It was agreed that the PVO Amendment Bill was profoundly unconstitutional, and while it was targeted at human rights organisations, it would also affect humanitarian organisations. To that end, it was agreed that there was need for human rights and humanitarian organisations to work together to fight the Bill.
- It was further stated that the PVO Amendment Bill would affect communities, and there was a need for communities to understand the effect its passing would have on them so they could join the fight against it.
- The Secretariat informed the stakeholders that a CSOs coordinating committee on the PVO Amendment Bill was mobilising communities to attend the public hearings. It was further reported that an analysis of the Bill had been produced, and a meeting was planned to adopt a CSOs position on the Bill.
- It was stated that generally, the lives of ordinary Zimbabweans were now worse than before due to the deterioration of the economy, which had been hampered by the emergence of the COVID-19 pandemic and the resultant losses in life and employment. This worsening of the quality of life was viewed as a possible cause for the lethargy which was seen in the people of Zimbabwe.

Plenary- cont

- It was noted that Zimbabwe was now in pre-election season, and thus far, the season had been characterised by a trend in escalation for violence and impunity, which is worrisome, particularly because there seemed to be no investigations of the incidents of violence and the attacks against citizens in broad daylight.
- In closing the plenary session, it was agreed that there was a need for a proactive approach that would enable the NTJWG to anticipate what could happen and work to counter the likely impact of the possibilities. It was emphasised that being proactive was particularly important considering the government's ongoing attacks on civil society. Regarding the PVO Amendment Bill, it was conceded that the Bill was dangerous for CSOs doing human rights and humanitarian work equally and its passing would also harm the communities in which CSOs work thus there was a need for all Zimbabweans to work together in the fight against the Bill.

Action Points

The following action points emanated from the plenary session:

1. On the PVO Amendment Bill
 - Develop a strategy to deal with the Bill premised on a multi-pronged approach in which all CSOs have a clear role to play and amplify each other's efforts.
 - Convene a national meeting for all CSOs to adopt the strategy developed for implementation.
 - Consider producing a petition expressing the CSOs position on the Bill to be presented to Parliament.
2. Broaden the NPRC Watch Report to be TJ Watch Report.
3. Adopt a proactive approach that is multi-layered and flexible to ensure the continuity of the work of the NTJWG in light of state repression.
4. Develop a good communication strategy for quicker communication within the NTJWG.
5. Implement programs through and in partnership with the NTJWG's stakeholders.
6. Invite the NPRC to programs being implemented but plan with the probability of their unavailability or unwillingness to attend in mind.

Presentation of NTJWG Statute

Ms Roselyn Hanzi, the NTJWG Thematic Leader on Justice and Accountability, presented the draft NTJWG Statute below to the stakeholders for discussion. Ms Hanzi prefixed her presentation by stating that the NTJWG had been operating since its inception in 2014 without a founding document and that was an undesirable situation. She then highlighted that the draft she was going to present was produced to ensure that the NTJWG codified its rules that govern what structures the NTJWG has, how those structures interact with each other and how NTJWG membership was gained, among other issues.

[Click here to download the statute!](#)



After Ms Hanzi's presentation, Mr Alec Muchadehama, the NTJWG Chairperson, moderated the plenary session during which the stakeholders shared their thoughts on the draft statute. The following issues emanated from the discussion:

- It was said that the draft read well and looked good.
- Concern was expressed that the adoption of the draft could make the NTJWG's operations too rigid and further separate the members from the Secretariat and Board.
- In response to the concerns about rigidity, it was said that there was a need to strike a balance between flexibility and identity. Flexibility was said to hinge on ensuring that the NTJWG remained flexible enough to adjust to any necessary operational adjustments as well as developments in the operating environment. On the other hand, identity was said to hinge on the NTJWG maintaining a clear identity that was understood by all stakeholders, the Board, and the Secretariat.
- It was conceded that founding documents could sometimes be rigid, but they could also give direction if they were developed through consultative processes in which stakeholders were involved and engaged so they could have a real sense of ownership over the document. To that end, it was asserted that the true test for the draft was whether it would help the NTJWG to create better systems and improve operations.
- It was suggested that the draft could be amended to include the issue of coordination under the mandate of the Secretariat to speak to the coordination function of the NTJWG. It was also suggested that to increase flexibility, and working procedures could be developed and adopted by the stakeholders and subjected to regular review in light of operational and contextual developments. Both suggestions were, however, not supported.
- It was highlighted that for any organisation or platform to operate to its maximum potential, there needs to be a framework to guide its operations. As such, the production of a founding document for the NTJWG was unavoidable.
- To address the issue of flexibility, it was suggested that the draft could be adopted and used on a trial basis with amendments made and as and when deemed necessary by the stakeholders drawing on lessons learnt in its use.
- Attention was drawn to paragraph five of the Preamble, which affirmed the centrality of victims and survivors to the transitional justice process. This wording was viewed as not adequately capturing the importance of victims and survivors who should own the process and not just be central to it as the process cannot happen without them. The following replacement for paragraph five was suggested and accepted:

INSISTING that no transitional justice process takes place without the full involvement and agreement with the victims and survivors as has been agreed by all meetings and conferences on transitional justice since the foundational conference in 2003

- Given the provisions regarding membership of the NTJWG, the requirements for membership were viewed as favourable as it was emphasised that it was important for the NTJWG not to constrict its membership requirements so much that other stakeholders working on transitional justice would be excluded.

Plenary- cont

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- It was enquired how much feedback had been received from stakeholders and it was suggested that the draft be circulated among stakeholders to enable them to share their input. In response to this, the Secretariat indicated that the draft had been circulated three times previously, and no feedback had been received from stakeholders.

Mr Muchadehama closed the plenary session by suggesting postponing the voting on the adoption of the draft statute to day 2 of the conference. He reasoned that the postponement would give the stakeholders more time to go through the draft and share any feedback. It would also enable stakeholders that were not represented during day 1 of the conference to be part of the voting process. This suggestion was accepted.

Closing Remarks and Outline for Agenda for Day Two

Mr Muchadehama ended the first day of the conference by thanking the stakeholders for their participation and inviting the participants to address any issues emanating out of the day that they felt required further discussion. When the participants confirmed that they had no issues to raise Mr Muchadehama highlighted that the program for the second day of the conference would consist of the following agenda items:

1. Presentation of NTJWG 2020 and 2021 Progress Report;
2. Voting on Adoption of NTJWG Statute; and
3. Discussion on Elective Conference.

SUMMARY OF DAY TWO PROCEEDINGS

Check-ins and Recap of Day 1

Mr. Alec Muchadehama led this session, and in his summary of the presentations from the previous day, highlighted the following:

- Challenges emanating from the emergence of the COVID-19 pandemic hampered the work of the NTJWG and limited the work it could carry out in an environment in which physical gatherings were either banned or discouraged.
- The operating context was characterised by the weaponisation of the judiciary leading to lawfare being the order of the day, which continued to be a challenge.
- The NPRC is reluctant to engage with other stakeholders working on transitional justice issues.
- The gazetting of the PVO Amendment Bill is an attack aimed at civil society organisations and their work.
- The draft NTJWG statute which Ms. Hanzi had presented codifies the experiences and ideals of the NTJWG and sets out how it will be operating going forward if adopted.

Presentation and Adoption of the Agenda for Day 2

Mr. Muchadehama presented the agenda for day two, which was adopted with the following items:

1. Presentation of the 2020 & 2021 Progress report followed by the plenary
2. Voting on the Adoption of the draft NTJWG Statute
3. Discussion on the Elective Conference
4. Any other business

Discussion on the Work Done by the NTJWG in 2020 and 2021

Advocate Wilbert Mandinde presented the 2020 and 2021 progress reports below on behalf of the NTJWG Secretariat, highlighting the work done by the NTJWG in the two years since the last conference in 2019. [Click here to download the report!](#)



Plenary

Mr Muchadehama moderated the plenary session, and the following issues were raised during the discussion:

- Stakeholders commended the work being done by the Secretariat. Stakeholders were urged to always participate in activities and render assistance when called upon to do so.
- The meetings with thematic groups were viewed as important activities that had finally been carried out since it was previously agreed that the NTJWG should operate through the various thematic areas.

- It was stated that the mapping exercise was an important exercise that was done to ascertain the number of stakeholders that the NTJWG has. The stakeholders and members in the meeting were encouraged to reach out to the Secretariat to indicate any more members that should be engaged.
- It was indicated that the NTJWG is missing a range of important coalitions, such as the Heads of Christian Denominations, the National Association of Youth Organisations, Women's Coalition, and the Zimbabwe Congress of Trade Unions. To that end, the NTJWG was encouraged to get support from the coalitions and broaden the constituency pushing for transitional justice.
- It was agreed there should be a multi-level communication strategy that addresses the issues of national dialogue.
- It was highlighted that interference of the State in the processes of the NTJWG, other CSOs, and independent commissions is an issue that needs to be tackled effectively. The NTJWG was encouraged to look at the activities presented, flag out activities interfered with by the State, and draw lessons and coping mechanisms.
- It was noted that the NPRC is not willing to find a solution to the destruction of plaques or to show its support to the communities affected. This was evident when the NPRC was not willing to meet with the people from Silobela after receiving an invitation from the NTJWG. It is reported that the NPRC had distanced itself from the issue resulting in the NTJWG and Ibheshu Likazulu engaging the Silobela community without the NPRC's involvement.
- A suggestion was made for the issue of Gukurahundi to be tackled from a children's rights point of view because one of the challenges stemming from the Gukurahundi was that of people and children without identity documents who require assistance. Further to that, it was suggested that as the Secretariat is implementing its programming, it should have a template that captures the issues of children affected by human rights violations so that such information becomes a point of evidence for purposes of advocacy and engaging relevant authorities.
- It was put forward that those issues of violation of children's rights concerning transitional justice should be part of programming, and stakeholders who deal with such issues should be able to lead the NTJWG on related interventions.
- It was pointed out that the reports presented show the continued difficulties to engage with the NPRC as a common theme. It was pointed out that it is supposed to serve the citizens as an independent commission. As such, there is a need for the NTJWG to publicly hold the NPRC accountable for its failure to implement its constitutional mandate.
- It was agreed that in the future, there is need to re-energise the transitional justice discourse and to be creative in doing this to gain more members and focus on issues of justice and transformation.
- It was also agreed that inasmuch as there are major transitional justice issues such as Gukurahundi, the NTJWG should focus on those and extend to other issues such as those including corruption and land reform program issues which have also not been addressed, linking them to the NTJWG's programming.
- The NTJWG was encouraged to look for collaborations beyond the NPRC and explore opportunities to work with other independent commissions that deal with transitional justice issues.

Action Points

The following are the action points emanating from the plenary session:

- Increase cooperation and coordination amongst stakeholders. A communication strategy that is multi-levelled should be developed.
- Reach out to other important coalitions not represented in the Working group such as the Heads of Christian Denominations, National Association of Youth Organisations, Women's Coalition, ZCTU, amongst others, to broaden the constituency.
- Flag out all the activities which were interfered with by the state in 2020 and 2021 to help navigate a way forward in dealing with such issues when they arise.
- Develop a template that captures the issues of violation of children's rights concerning transitional justice issues.
- Publish statements whenever the NPRC fails to implement its mandate.

Adoption of NTJWG Statute

The session was led by Mr. Muchadehama, who stated that stakeholders had been given ample time to go over the statute as presented by Ms Hanzi during the first day of the conference to enable them to vote on the adoption of the statute. Mr. Anthony Reeler proposed the adoption of the statute, and Mr. Mbofana seconded it. Mr Muchadehama allowed participants opposing the adoption of the statute to address the meeting, but there were no oppositions. Resultantly, the statute of the NTJWG was officially adopted on 3 December at the 2021 Annual Stakeholders Conference.

The Chairperson expressed gratitude to the Secretariat, board members, and stakeholders for their contributions to the process. He emphasised that the document must work for the NTJWG, and stakeholders should be able to amend it if the need arises.

Discussion on Elective Conference

Mr. Muchadehama led this session. The following issues emanated from the discussion:

- It was agreed that the current NTJWG board would constitute the interim Board until the elective conference is held in 2022.
- It was proposed that the elective conference be held during the first quarter of 2022
- In light of the uncertainty of the COVID-19 pandemic, it was suggested that the conference be held in April 2022 in the hope that the situation would have stabilised enough to allow people to gather for the conference.

Action points

The following action point emanated from the plenary session.

- The Secretariat would communicate the date for the elective conference early in 2022.

Any Other Business

With the main business of the conference concluded, Mr Muchadehama invited participants to raise any issues they felt required discussion before the conclusion of the conference. The only issue raised during this session was regarding the United Nations Special Rapporteur on the negative impact of unilateral coercive measures on the enjoyment of human rights. It was reported that her preliminary report had been published following the Special Rapporteur's country visit to Zimbabwe from 18 to 28 October 2021. The Secretariat was encouraged not to wait until the publication of her final report to react to her findings. To that end, it was suggested that the Secretariat should a comprehensive analysis of the Special Rapporteur's preliminary report.

Closing Remarks

In his closing remarks, Mr. Muchadehama thanked the presenters, the Secretariat, the board members, and the stakeholders for their attendance and contributions during the conference. Additionally, he urged the stakeholders to participate in the Secretariat's programs and activities. He highlighted that with the 2023 elections fast approaching, the NTJWG should not tire but rather continue with the good work.

ANNEXURE 1-PARTICIPATION

Stakeholders

1. Amnesty International, Zimbabwe
2. Catholic Commission for Justice and Peace in Zimbabwe
3. Civic Education Network Trust
4. Community Tolerance Reconciliation and Development Trust
5. Counselling Services Unit
6. GALZ
7. Grace to Heal
8. Gweru Residents and Ratepayers Association
9. Hands of Hope Trust
10. Heal Zimbabwe Trust
11. Masakhaneni Projects Trust
12. Mutasa Youth Forum
13. People's Legal Advice Foundation Trust
14. Research and Advocacy Unit
15. Tree of Life
16. Women In Communities Zimbabwe
17. Young Women Christian Association of Zimbabwe
18. Zimbabwe Association of Doctors for Human Rights
19. Zimbabwe Catholic Bishops Conference
20. Zimbabwe Human Rights Association
21. Zimbabwe Lawyers for Human Rights
22. Zimbabwe Peace Project
23. Zimbabwe Political Victims Foundation Trust

Board

1. Mr Alec Muchadehama – Chairperson
2. Mr Paul Themba Nyathi – Vice-Chairperson
3. Dr Frances Lovemore – Thematic Leader on Reparations
4. Mr Anthony Reeler – Thematic Leader on Institutional Reform
5. Mr Otto Saki – International Advisory Board Chairperson
6. Ms Roselyn Hanzi – Thematic Leader on Justice and Accountability
7. Reverend Dr Raymond Motsi – Thematic Leader on Memorialisation
8. Mr Wellington Nkawu – Survivors' Group Leader
9. Father Dr Frederick Chiromba – Thematic Leader on Promotion of Truth

Secretariat

1. Advocate Wilbert Mandinde – Programs Coordinator
2. Mr Fortune Kuhudzehwe – Transitional Justice Coordinator
3. Mr Kevin Sanchez – Technical Advisor
4. Ms Farirai Sibanda – Transitional Justice Specialist
5. Everson Mushava – Media and Communications Specialist
6. Ms Rumbidzai Muyendeseni – Transitional Justice Associate
7. Ms Desire Dobie – Transitional Justice Intern



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