



Permanent Mission of the Republic of Zimbabwe
to the United Nations

Note No: 56/2024

The Permanent Mission of the Republic of Zimbabwe to the United Nations presents its compliments to the Office of the United Nations High Commissioner for Human Rights at Geneva, Switzerland, and has the honour to inform the latter that the Government of the Republic of Zimbabwe has decided to present the candidature of **Mrs. Eunice Njovana** for election to the Committee on the Elimination of Discrimination Against Women (CEDAW), for the term 2025-2028, at elections to be held at the United Nations Headquarters in New York on 7 June, 2024. The Government of the Republic of Zimbabwe attaches great importance to the role of CEDAW in efforts to eliminate all forms of discrimination against women.

The Permanent Mission of the Republic of Zimbabwe further has the honour to attach herewith a copy of the Curriculum Vitae for **Mrs. Eunice Njovana**, as well as ANNEX III on her Biographical data.

The Permanent Mission of the Republic of Zimbabwe to the United Nations avails itself of this opportunity to renew to the Office of the United Nations High Commissioner for Human Rights at Geneva, Switzerland, the assurances of its highest consideration.

22 February, 2024



Office of the United Nations High Commissioner for Human Rights
GENEVA

CURRICULUM VITAE

EUNICE NJOVANA

Bio Data

Date of Birth: 30 October 1957

Nationality: Zimbabwean

Personal Vision

- To see definite and sustained steps taken toward the elimination of all forms of discrimination against women, girls and others.
- To make meaningful and lasting contribution in the areas of gender equality, women's empowerment and civic justice.

Skills and Subject Matter Expertise

- Strategic thinking
- Coordination and partnership building
- Programme management.
- Resource mobilization
- Policy analysis and advocacy
- Pioneering leadership ability
- Peace building and conflict transformation
- HIV, AIDS and gender equality
- Women's human right issues
- SGBV
- Children's rights and protection Issues

Experience Summary

- **Search For Common Ground**, Country Director (July 2011 – October 2016)
- **UNIFEM Sierra Leone**, Country Manager (2009 – June 2011)
- **UNIFEM Zimbabwe**, Country Manager (2005 – 2008)
- **Social Development Consultant** (1997 to Date)
- **Various Organizational & Board Membership Roles** (1996 to date)
- **Musasa Project**, Director (1993 – 1997)
- **Government of Zimbabwe**, Several Administrative Assignments (1980 to 1991)

Publications

1996: "Gender Violence in Zimbabwe need for collaborative action", Charlotte Watts and Eunice Njovana, published in a Journal - Reproductive Health Matters

1997: "Women, Violence and HIV/AIDS in Zimbabwe", Charlotte Watts, Eunice Njovana and Mavis Ndlovu, published in SAFAIDS Journal

Education

Master of Policy Studies (2001) University of Fort Hare and University of Zimbabwe

- Gender Issues in Policymaking
- Economic Analysis and Development
- Regional Integration
- International Relations

Search For Common Ground, Country Director (July 2011 – October 2016)

In the SFCG country office I carried out the following key activities:

- Initiated a high-level national dialogue platform whose objective is to facilitate multi-faceted national dialogue and consensus in order to influence transformational values that enhance the quality of life in Zimbabwe.
- Spearheaded the launch of “The Team: Zimbabwe”, a television series which tackles some of the societal issues in Zimbabwe today, such as ethnic and socio-economic differences, intergenerational relations, gender equality and the power dynamics between young men and women, and the importance of unity and working together to succeed at the individual, family, community and national levels. The team series has been taken to all provinces in Zimbabwe over a period of four years and transformed every community exposed to it towards cooperative problem solving and collective approaches to community development. Divided communities have testified of significant changes and demonstrated their newfound cohesion through collaboration and working together as modelled in the Team series.
- Brokered significant partnerships with national partners such as the Centre for Conflict Management and Transformation and the Zimbabwe Heads of Christian Denominations to promote peace in Zimbabwe and overcome the culture of intolerance, intimidation and violence.
- Led a fresh and cutting-edge multimedia peace campaign in Zimbabwe leading to, during and after the 31 July, 2013 general elections.

UNIFEM Sierra Leone, Country Manager (2009 – June 2011)

Under my leadership, among other things, UNIFEM Sierra Leone carried out and supported the following very significant activities:

- UNIFEM provided financial and technical support for the strengthening and finalization of the National Gender Strategic Plan for Sierra Leone (2009-2012).
- I ensured the formation of the first Gender Donor Coordination Group in Sierra Leone
- UNIFEM supported the Ministry of Defense (MOD) and Republic of Sierra Leone Armed Forces (RSLAF) to develop a gender-sensitive Defense Policy and a gender training manual.
- In July 2009, UNIFEM provided the services of an international human rights lawyer to the Bankole Thompson Commission of Inquiry into allegations of rape and sexual abuse against women at the Sierra Leone People’s Party Headquarters on 16 March, 2009. UNIFEM’s support was to ensure that the inquiry was equipped to handle the special issues arising in sexual violence cases, and that the Commission was sensitive to the needs of survivors I provided technical support to DfID, European Commission, the World Bank and the African Development Bank to conduct gender assessments/audits within their organizations.
- On behalf of UNIFEM, I participated in a national taskforce set up to develop the Sierra Leone National Action Plan of action on UNSCR 1325 and 1820, 1888 and 1889.
- Under my leadership, UNIFEM was responsible for ensuring that the stand-alone Gender Equality and Women’s Empowerment Programme in the United Nations Family Joint Vision is premised on CEDAW, The National Gender Strategic Plan, and the UNSCR 1325 and 1820. In addition, I supported and ensured that the template for developing all the other programmes in the UN Joint Vision was gender responsive.

UNIFEM Zimbabwe, Country Manager (2005 – 2008)

In this role, I was able to achieve the following:

- I supported and guided the Zimbabwe United Nations Country Team in integrating gender in a comprehensive assessment of the capacity of the National Aids Council of Zimbabwe (NAC) commissioned by the Global Fund. The assessment produced two reports, one on the capacity and skills assessment of the NAC and a gender audit. The results of the gender audit were used to develop a gender mainstreaming strategy and work plan. As a consequence of the gender audit and the follow up actions, NAC has taken a decision to appoint a senior level gender officer to continue to support the gender mainstreaming process from the UNIFEM supported gender audit.
- Through bilateral consultations with civil society, UN Agencies, bilateral and multilateral funding organizations, I successfully mobilized for the setting up of Donors Round table consultative forum for donors supporting gender programmes in Zimbabwe. There are over 12 donors' representatives and members of the United Nations Country Team that participate at the Donors Round Table Forum.
- I made serious efforts to raise the profile of UNIFEM in Zimbabwe through stakeholder consultations and extensive fund-raising efforts. This visibility resulted in civil society organizations asking UNIFEM to be fund manager and technical advisor for a Women's Coalition's funding request put to the European Commission for 1,000,000 Euro for two years. This grant will support over 25 organizations.
- In 2005, I facilitated UNIFEM in developing part of the work plan for the implementation of the Secretary General's task force recommendations on Women, Girls HIV and AIDS in Southern Africa.
- I coordinated the process of crafting a multimedia nationwide campaign to raise the profile of home-based care and the burden of care work on women and girls. This policy initiative on home-based care resulted in a UNCT team (of which I was a part) engaging Zimbabwe parliamentary portfolio committees for Health and Gender and Children to give information on the challenges and policy gaps in home-based care including mobilizing the sector committee members to take responsibility for issues and to enact remedial and gender responsive policies on home-based care.

Social Development Consultant (1997 to Date)

As a social development consultant, I have conducted over 50 organizational evaluations for non-governmental organizations. Through this, I have become versatile and can multitask in varying work environments. I can handle a multicultural and diverse setup with ease.

As a consultant, I have also acquired extensive experience on children's rights issues. I have worked with some United Nations Agencies, the non-governmental sector and international children's rights organizations such as UNICEF, Save the Children UK and Norway, and Farm Orphans Trust, a non-governmental organization supported by SIDA (Sweden). I conducted programme and institutional evaluations for different children's and other programmes with great success funded by HIVOS, CIDA Canada, Sida (Sweden), UNFPA, UNDP, UNIFEM, DFID, ADB. All the evaluations were well received and have been used to improve the management and programming in the different organizations.

Organizational & Board Membership (1996 to date)

1996-1997: Board member of the Parirenyatwa Group of Hospitals - Harare, Zimbabwe

1997: Board member of the Southern African Feminist Centre - based in Harare, Zimbabwe

1999- : Member of the Women's Coalition of Zimbabwe.

2005-6: Board member, Legal Resources Foundation

2007-2009: Board member, Southern Africa HIV and AIDS Information Dissemination Service

2017-2020: Chairperson, Anti Domestic Violence Council of Zimbabwe

2017 to date: Council Member, Gwanda State University

2019 to date: Board Member, Culture Fund

2016 to date: Member of the UN-Women Civil Society Advisory Group for Zimbabwe and East and Southern Africa

Director, Musasa Project (1993 – 1997)

As Director of this non-governmental organization that addresses violence against women and children, I facilitated the recognition of violence against women as a social problem that requires commitment from government and non-state actors. Hitherto, there had been denial and trivialization of violence against women generally and domestic violence in particular.

In 1995 I brokered a critical relationship between the public television broadcaster, Zimbabwe Broadcasting Corporation and Musasa Project to run a groundbreaking 13-week television series on the problem of violence against women and children.

In 1996 I fundraised for and purchased a shelter for battered women in Zimbabwe. This was the first ever temporary shelter for battered women in Zimbabwe. I also raised sufficient funds to purchase office premises for Musasa Project.

Government of Zimbabwe (1980 to 1991)

Ministries of Agriculture, Home Affairs, Public Service Commission.

I was recruited as Administrative Officer, promoted to Senior Administrator and then served as Assistant Secretary. My key function as Assistant Secretary was serving in the Secretariat of the Commission set up to guide and make recommendations on the professionalization of the civil service. I also served for 2 years in that Commission on secondment to the Office of the President and Cabinet.

Annex III

Biographical data form of candidates to the Committee on the Elimination of Discrimination against Women

(Please respect the specified amount of lines when completing this form)

Name (family name, first name): **NJOVANA Eunice**
.....

Nationality: **Zimbabwean**
.....

Date and place of birth: **30/October/1957; Harare, Zimbabwe**
.....

Working languages:

- **English**
-
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Current position/function:

(5 lines maximum)

Social Development Consultant (1997 – To DATE)

Conducted over 50 organizational evaluations for Governments, UN agencies and NGOs as follows:

- **2021: UN-Women consultant on gender analysis of 13 UN Sustainable Development Cooperation Frameworks (UNSDCF) for 13 Countries in East and Southern Africa,**
- **2020-2021: Evaluation of UNFPA East and Southern Africa Regional Programme,**
- **Implementation Plan for the Zimbabwe National Action Plan to End Child Marriage 2019-2021 commissioned by UNICEF,**
- **The development of an Implementation Plan and Results Framework for African Union Strategy for Gender Equality and Women's Empowerment 2018-2028; and**
- **Gender Technical Advisor to the National Peace and Reconciliation Commission of Zimbabwe.**

Main professional activities¹:

(10 lines maximum)

Country Manager, UNIFEM, Sierra Leone (2009 – June 2011):

- **UNIFEM provided financial and technical support for the National Gender Strategic Plan for Sierra Leone (2009-2012);**
- **Ensured that the stand-alone Gender Equality and Women's Empowerment Programme in the United Nations Family Joint Vision is premised on CEDAW.**

Country Manager, UNIFEM, Zimbabwe (2005 – 2008):

- **Supported and guided the Zimbabwe United Nations Country Team in integrating gender in a comprehensive assessment of the capacity of the National Aids Council of Zimbabwe (NAC) commissioned by the Global Fund,**

- Mobilized funding from the European Commission for Women's Coalition for two years, supporting 25 organizations under a grant of 1m Euro; and
- Coordinated the process of crafting a multimedia nationwide campaign to raise the profile of home-based care and the burden of care work on women and girls.

Educational background:
(5 lines maximum)

Master of Policy Studies, University of Fort Hare and University of Zimbabwe (2001)

Bachelor of Administration, University of Zimbabwe (1979)

Other main activities in the field relevant to the mandate of the Convention on the Elimination of All Forms of Discrimination against Women:
(10 lines maximum)

Director of Musasa Project, an NGO addressing violence against women and children in Zimbabwe

- **2007-2009: Board member, Southern Africa HIV and AIDS Information Dissemination Service.**
- **2017-2020: Chairperson, Anti Domestic Violence Council of Zimbabwe.**
- **2016 to date: Member of the UN-Women Civil Society Advisory Group for Zimbabwe and East and Southern Africa.**
- **Board member, Culture Fund; as gender equality and women's human rights expert.**
- **Member of the Gwanda State University Council representing women's groups in Zimbabwe, and**
- **Member of the International Precious Stones Foundation Board for the affirmation of women and girls' value and potential.**

List of most recent publications in the field of discrimination against women and advancement of their human rights:
(5 lines)

1996: "*Gender Violence in Zimbabwe need for collaborative action*", Charlotte Watts and Eunice Njovana, published in a Journal - Reproductive Health Matters

1997: "*Women, Violence and HIV/AIDS in Zimbabwe*", Charlotte Watts, Eunice Njovana and Mavis Ndlovu, published in SAFAIDS Journal

¹ It should be noted that membership in the Committee on the Elimination of Discrimination against Women requires participation in three annual sessions of three weeks duration, plus participation (on a rotating basis) in a pre-session working group of one week in respect of each session.