

Annex 1 – Achievement Rating Scale

Key

- 1 = fully achieved, very few or no shortcomings
- 2 = largely achieved, despite a few short-comings
- 3 = only partially achieved, benefits and shortcomings finely balanced
- 4 = very limited achievement, extensive shortcomings
- 5 = not achieved

Objective Statement	Achievement Rating for year being assessed	Log-frame Indicators	Baseline Indicators	Progress against the Indicators	Comments on changes over the last year, including unintended impacts
Purpose: Increased demand from citizens for their socio-economic and political rights and for	1	1.1 Fifty cases filed against selected ministries and government officials by 2013.	1.1 Twenty-five civil claims brought against Ministries and government officers, of which 0% compliance to by government	The target was exceeded and huge interest attracted as many people sued and demanded their rights. Cases filed per year were as follows: Year 1: 260 Year 2: 140 Year 3: 257	Police officers who violated human rights have been arrested and prosecuted demonstrating government's responsiveness to complaints by the

accountability and transparency from the government of Zimbabwe	1	1.1 Fifty cases filed against selected ministries and government officials by 2013.	1.1 Twenty-five civil claims brought against Ministries and government officers, of which 0% compliance to by government	Year 4: 90 Year 5: 23 Total: 770	public. However payment of awards remained a challenge.
		1.2 Twenty test cases/public interest cases filed between 2009 and 2013.	1.2 Twelve test and/or public interest cases filed	The target was exceeded. The cases were as follows: Year 1: 800 Year 2: 900 Year 3: 600 Year 4: 150 Year 5: 32 Total: 2 482	Multiple stakeholders in the legal fraternity cooperated in the legal challenge against a court ruling that found government not liable in a case involving a raped woman who failed to secure legal abortion.
		1.3 GNU complies with GPA	1.3 Minimal or 5% level of compliance with GPA	The GNU narrowed down GPA outstanding issues to mainly security sector, electoral and media reforms and agreed on some of the contentious ones like the role of the Attorney General, and	A Constitutional referendum was held peacefully paving the way for a new Constitution.

				SADC-JOMIC appointees.	
<p>Outputs:</p> <p>1.Increased public knowledge of socio-economic and political rights and how to access these rights</p>	1	1.1 The number of citizens participating in civic issues increases to 40 000 from 2009 to 2013	1.1 Outreach and public awareness on socio-economic and political rights reached 10 000 people in 2009	<p>This has been a huge success as indicated below:</p> <p>Year 5: 14 269 people participated in human rights training, education, awareness campaigns and commemorations.</p> <p>Year 4: 23 000 people participated in educational outreach activities by the consortium</p> <p>Year 3: 845 000 people participated in the constitutional outreach meetings</p> <p>Year 2: 130 000 citizens were engaged on civic issues by the consortium</p> <p>A cumulative total of 1 012 269 citizens participated in</p>	<p>Police participated during consortium-led Human Rights Day commemorations and made presentations on the importance of human rights protection and their role in it; there were numerous calls for peace by the state President. Political parties signed a code of conduct providing for prevention of political violence; trained chiefs are now aware of and adhere to jurisdictional issues, referring some matters to relevant courts; there was unanimity among women from</p>

				civic issues.	various political divides on women's human rights priorities. 75% of women's demands were incorporated into the draft Constitution; and human rights training is now an intergral part of training of ZPS officers.
		1.2 The number of people aware of their economic and social rights increases to 50% of a random sample	1.2 Seven out of 10 random interviewees in all the five district surveys did not understand ECSRs as rights they could demand from government	Beneficiaries of the Programme were as follows: Year 1: 150 000 Year 2: 300 000 Year 3: 300 000 Year 4: 600 000 Year 5: 1 012 269 Total: 2 362 269	Demand for legal services surpassed capacity. Beneficiaries of the outreach programmes marketed legal assistance services to members of the public
		1.3 Five thousand disadvantaged and	1.3 Two thousand citizens had access	Target exceeded. Beneficiaries of legal	The number of citizens who came for

		vulnerable people have access to legal assistance from 2009 to 2013.	to legal assistance	assistance were as follows: Year 1: 60 000 Year 2: 150 000 year 3: 200 000 Year 4: 400 000 Year 5: 21 387 Total: 831 387	legal assistance/ advice upon informal referrals increased, showing increased community awareness of the work of the Consortium. The challenge for the Consortium is meeting the demand for assistance in an era where resources keep dwindling.
2.Capacity provided to law enforcement agents and service providers on how to interpret the law correctly and support citizens access their	1	2.1 Two thousand law enforcement agents and service providers trained on legal interpretation between 2009 and 2013	2.1 Fifty law enforcement agents and service providers trained.	Target has been exceeded as illustrated below: Year 1: 50 Year 2: 1 406 Year 3: 712 Year 4: 270 Year 5: 130 Total: 2 560	Most law enforcement agents no longer perceive human rights education as regime change agenda and now actively take part in trainings.
		2.2 Litigation cases on human rights		The target was exceeded.	Some reported cases from the 2008 period

constitutional rights		increases from 50 to 500 between 2009 and 2013.		Year 1: 800 Year 2: 900 Year 3: 600 Year 4: 150 Year 5: 109 Total: 2 559	were prescribed and could only be pursued through the criminal courts and/or the local courts.
3.Strengthened capacity of civil society organizations and HRDs to engage in activities to build sustainable good governance	2	3.1 All consortium members trained on good governance issues.	3.1 Three consortium members trained on or engaged in transitional justice and governance issues	Four Programme Officers from the Forum participated in a three-week tailor-made intensive training on Transitional Justice at the University of Ulster, Northern Ireland in January 2013. The Forum trained 30 CSOs on transitional justice advocacy and also hosted an international conference on transitional justice in Zimbabwe Women's human rights issues were mainstreamed in the work of different	Zimbabwe's human rights issues have been brought to the attention of the domestic and international media as well as human rights mechanisms. There is now adequate capacity within the consortium to implement the Programme as established through capacity reviews and quality of work of consortium members.

				<p>CSOs trained by ZWLA.</p> <p>420 ZPP peace monitors were trained in International Standards on Human Rights Monitoring and Documentation</p> <p>ZADHR organised capacity building training for CSOs that monitored utilisation and access to the Global Fund in Zimbabwe</p>	
		3.2 One thousand activists trained in human rights between 2009 and 2013	3.2 One hundred activists trained on human rights	<p>The target has been exceeded.</p> <p>Year 1: 350 Year 2: 300 Year 3: 600 Year 4: 4 186 Year 5: 1 333 Total: 5 519</p>	<p>The Forum was invited by Government to sit on its Steering Committee on the implementation of the UPR recommendations. HRDS have been more professional and accurate in their reports and there has been more receptivity to human rights CSOs</p>

					in communities despite perceived state attempts to stifle the operating environment for CSOs. Some political activists still frown upon CSOs and try to stop activities in communities.
4.Improved documentation of rights violations and systems for data management	1	4.1 Level of accuracy of documentation of rights violations increases from 50% to 70% from 2009 to 2013	4.1 Human rights reports reviewed as compared with source documents revealed a 50% discrepancy in numbers of violations recorded.	There has been a remarkable improvement in the accuracy of documentation. Year 1: 50% Year 2: 50 % Year 3: 60% Year 4: 70% Year 5: 90%	The accuracy of the reports by the Consortium have not been questioned and are relied upon by both local and international media
		4.2 Reports of human rights abuses by Forum members finalized within 30		ZPP monthly human rights reports published by 15 th day of every month and plans are at an advanced	There were raids by the police that affected timely completion and

		days of data collection		stage for an online human rights violations database and a violence map.	publication of reports
5. Consortium members have increased capacity to effectively monitor their own impact, learn lessons and disseminate evidence based findings to different audiences	2	5.1 Each Consortium member has M&E tools and/training.	5.1 Progress reports show two members have received training from M & E experts	31 consortium programmatic staff trained in Monitoring and Evaluation using the Results Based Management Model (RBM)	There has been improved scientific based performance management. However, not all consortium staff have benefitted from the training.
		5.2 M & E framework developed for each consortium member with clear baseline to measure outcomes and impact of consortium projects by end of march 2010	5.2 Three consortium members have M&E plans in place	14 Strategic Planning meetings were carried out by the Consortium partners in the 5-year period and one Consortium programme Mid Term Review was conducted.	Recommendations from the Mid Term Review and Strategic Planning Meetings have been shared among the members and informed discussions during review meetings
6. Increased opportunities for people to	2	6.1 Two amended or new Acts of Parliament in place	6.1 Analysis of POSA and AIPPA undertaken by	75% of women's demands incorporated into the new Constitution. A Draft	Socio-economic rights, including the right to health which

<p>influence policy and legislation</p>		<p>which have an impact on the lives of the citizens by 2013</p>	<p>Forum members</p>	<p>Amendment Bill to the Prison Act and a model Anti-torture Bill have been presented to legislators by the Consortium. A draft Family Law Bill is being developed in conjunction with the Ministry of Justice</p> <p>CEDAW shadow report was produced highlighting Government shortcomings in fulfilling its obligations under this international Convention</p> <p>Advocacy for access to justice paid dividends after Judicial Services Commission (JSC) removed stamp duty fees for <i>Maintenance and Protection Order Applications</i> starting January 2013. Statutory Instrument 143 reviewed the monetary jurisdiction of</p>	<p>the Consortium was campaigning for, were incorporated into the new Constitution</p> <p>All courts now obliged to provide free court forms to litigants. An estimated two million women will access justice and obtain relief against domestic violence. More cases can now be finalised within the magistrate's courts</p> <p>Citizens are now aware that they can contribute to the content and scope of policies and legislation</p>
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