

# ZIMBABWE:WORKS

## PROGRAM OVERVIEW

Zimbabwe:Works (Z:W) was a five-and-a-half-year, US\$12.5 million initiative funded by the U.S. Agency for International Development (USAID), the U.K. Department for International Development (DFID), and the Embassy of Sweden (Sida). The project, which ended in December 2017, strengthened non-governmental organizations (NGOs) and private sector organizations to build skills and improve the employment and self-employment status of young Zimbabweans, thus helping them to contribute towards, and benefit from, economic growth in Zimbabwe.

In response to project learning and with new DFID and Sida support, Z:W shifted focus in 2015 to deepen entrepreneurship and access to finance activities, for young women in particular. Since the inception of Z:W in 2012, nearly 29,000 young people—61 percent of them women—have participated in training services and products.

### COMPONENT 1



#### Partner Capacity Strengthening & Gender Mainstreaming

Gender integration into partner programming, strategic planning, resource decision-making, and monitoring and evaluation (M&E) systems and processes.



73%  
of Phase II implementing partners reached 80% and above of their milestones related to strengthened organizational capacity to use gender approaches and products

### COMPONENT 2



#### Enterprise Startup & Growth

Improved access to relevant entrepreneurship and business training/development services, mentorship, business awards, and networking opportunities.



88%  
of Phase II entrepreneurship participants reported an improvement in self-employment status after the program

**1,900+ JOBS**

were created in Phase II through new start-ups or expansion of existing youth-owned businesses

### COMPONENT 3



#### Financial Inclusion

Increased young women's and men's access to financial services, linked to entrepreneurship and business training activities.



Nearly 7 out of 10 women (68%) in the target group received financial literacy training



Over 7 out of 10 women (73%) received loans

### COMPONENT 4



#### Access to Formal Sector Employment

Increased private sector partnerships focused on supporting youth, particularly young women, to access employment in key growth sectors through internships, mentorships, and job placement services.



80%  
of youth interns transitioned to full-time employment, in partnership with 745 private sector companies that provided internships



43%  
of youth participating in internships in occupations traditionally underrepresented by women were women

## ADDITIONAL RESULTS

- Phase II beneficiaries are projected to earn US\$31,171,482<sup>1</sup> in incremental income over a 12-month period through employment and business growth; and
- 100 percent of 23 Phase II implementing partners demonstrated increased organizational capacity, assessed through the Organizational Capacity Assessment Tool.

## PARTNERSHIPS

### Donors



### National Government Partner

Zimbabwe Ministry of Small and Medium Enterprises and Cooperative Development

### Local Implementing Partners

African Women's Entrepreneurship Program (AWEP); BOOST Fellowship; Bulawayo Project Center (BPC); Buy Zimbabwe Trust; Deloitte Advisory Services; Empretec Zimbabwe; Inclusive Financial Services; Jekesa Pfungwa Vulingqondo (JPV); Junior Achievement Zimbabwe (JAZ); Knowledge Transfer Africa (KTA); Kunzwana Women's Association; Microking, M.o.B Capital Ltd; Portify Investments Ltd; Professional Women, Women Executives and Business Women's Forum Trust (PROWEB); Restless Development; Royal Business Consult Trust (RBCT); Small and Medium Enterprises Association of Zimbabwe (SMEAZ); Techwomen Zimbabwe; Thrive Microfinance; VIRL Ltd; Young Africa (YA); Zambuko Trust; Zimbabwe Farmer's Union (ZFU); and Zimbabwean National Chamber of Commerce (ZNCC).



<sup>1</sup> Based on Phase II sample of Z:W graduates reported earnings over one month and annualized for a 12-month period.