



HAND IN HAND
ZIMBABWE



Introduction to our operations



HAND IN HAND
ZIMBABWE

Building Socio-economically
Resilient communities.





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ZIMBABWE

Our Clients



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Who we are

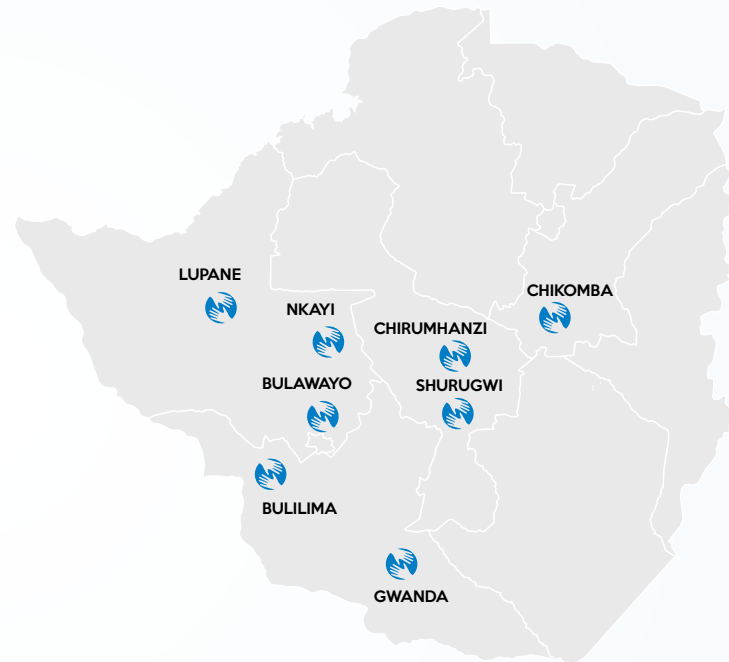
Hand in Hand Zimbabwe is a non-profit organization that helps resource limited and marginalized people in rural communities, particularly women and youth, to create better livelihoods for themselves and their families through its flagship series, the Jobs Creation Programme (JCP). JCP encompasses a self-help approach that is premised on a four-pillar model involving:

- (i) Social mobilization into self-help groups (SHGs),
- (ii) Training in entrepreneurship and economic development,
- (iii) Facilitating access to microloans and
- (iv) Facilitating market linkages and value addition.

Apart from the Jobs Creation Programme, the organisation has over the past four years incepted the Motivated and Entrepreneurial Youth (MEY) project, Community Upliftment Programme (CUP), Green Enterprises Project (GEP) and Jobs for Zimbabwe (JFZ) project, Market Linkages Project (MLP) and the Daughters of Africa project (DOA).

The organisation was registered as a non-profit trust in Zimbabwe in July 2015 and is presently supporting communities in seven (7) districts namely Bulilima, Chikomba, Chirumanzu, Gwanda, Lupane, Nkayi and Shurugwi.

Hand in Hand Future Trust Zimbabwe is part of the HIH International Network. The Network is a group of Hand in Hand organizations that have a global shared vision to alleviate poverty through job creation



Our Vision

To Build Socio-economically resilient communities



Our Mission

To alleviate poverty amongst vulnerable communities especially women and youth through capacity development, entrepreneurship and partnerships for sustainable development.

Values



Integrity



Accountability and Transparency



Teamwork and Inclusiveness



Professionalism



Innovation



Our areas of interest include but not limited to the following



Food security.



Economic Development ie promoting rural household economic stability.



Climate change and environmental management



Employment opportunities among impoverished women and young people.



Motivation, health and economic empowerment of women and youth.



Strategic Objectives



HiH Zim will focus on achieving the following key objectives:



To promote the Self Help Group (SHG) model as a vehicle for job creation.



To empower women and youth through capacity building and the creation of micro enterprises.



To facilitate access to finance for micro enterprises.



To contribute towards two of the Millennium Development Goals (MDGs):

Goal 1: Eradicate extreme poverty and hunger.

Goal 2: to achieve universal primary education

Goal 3: Promote gender quality and empower women

Goal 5: to improve maternal health

Goal 6: to combat HIV/AIDS, malaria, and other diseases

Goal 8: To develop a global partnership for development

Goal 13: Take urgent action to combat climate change and its impacts

Goal 17: Strengthen the means of implementation and re-vitalize the global partnership for sustainable development

Our guiding Principles



Pro-poor and bottom up approach.



Participatory learning



Transparency and accountability in all actions.

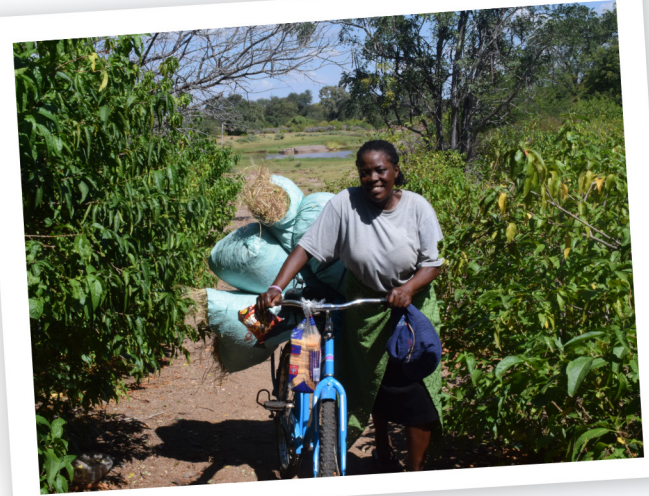


Working in co-ordination with local/community structures.



Active participation of women for equitable socio-economic development

Our target group



Poor communities in the Southern Africa Development Community



Mainly women, the disabled and out of school youth.

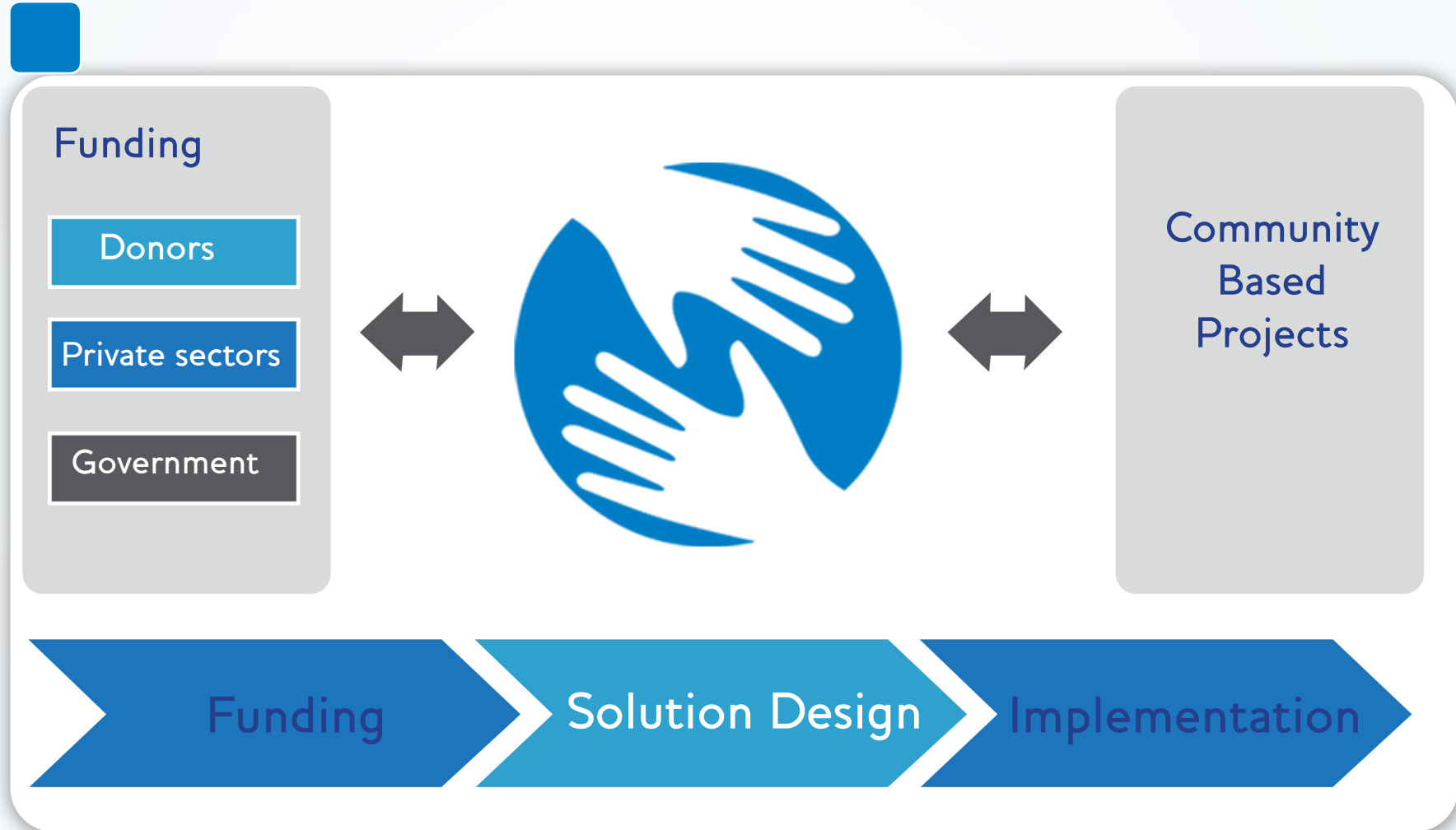


Subsistence farmers needing growth in their business.



Small-scale entrepreneurs lacking skills to grow and develop their micro enterprise

The Business Model



Features of a self help group



Homogeneous Background.



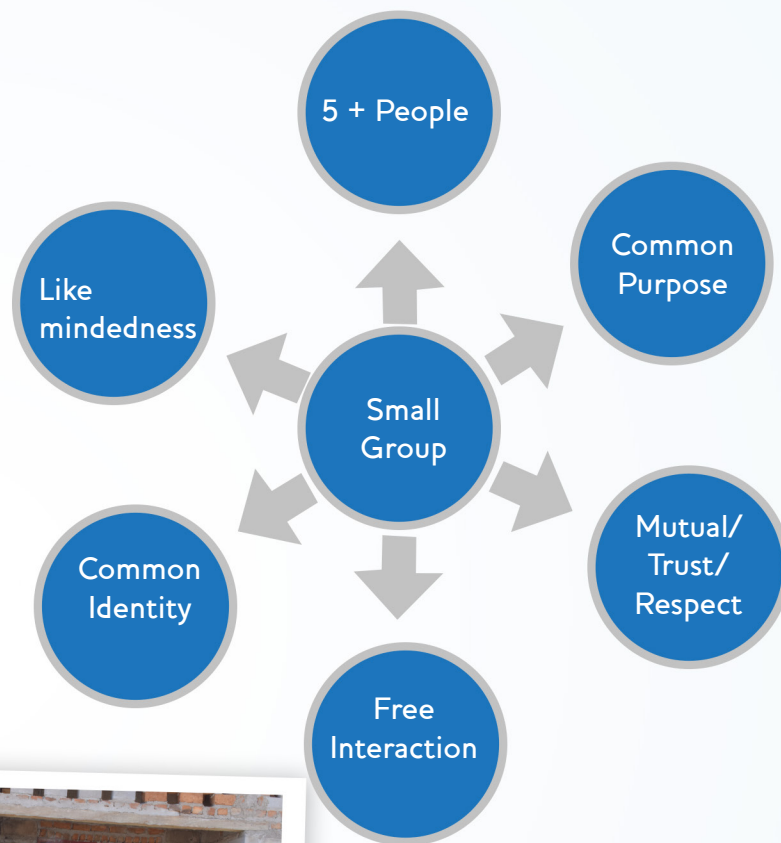
Common Purpose.



Self-Help and Mutual Trust.



Formal or Informal.



Hand in Hand Model



Social Mobilization

Hand in Hand helps men and women form Self-Help Groups or Common Interest Groups. Group members learn about the power of a shared goal and group support, as well as the importance of savings and financial discipline. Through these groups people are able to grow a common fund to use as an initial investment for their business ideas.



Business Training

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Access to Credit

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Linking Entrepreneurs to Markets

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Sustainability of the programme activities and outcomes



HiH Zimbabwe's livelihood projects address sustainability of outcomes through its help to self-help model. The model focuses on creating sustainable livelihoods by providing individuals and groups with the knowledge and skills in business development and management and to mobilize their own savings, manage their own family enterprises and finances, and seek value addition.

The Hand in Hand model inspires Self Help Group members to become self-sufficient, pursuing sustainable economic activities that generate a surplus to live on. Furthermore, through the engagement with local partners and local stakeholders, such as community leaders and women's leaders, HiH Zimbabwe ensures sustainability of outcomes as they can provide continued support after the organization is withdrawn. This model and strategy ensures that development is in the hands of the participants in the programme and the community.



Projects



HAND IN HAND PROJECTS



Jobs Creation Programme (JCP)



Hand in Hand Zimbabwe's flagship project, the Jobs Creation Programme (JCP), is being implemented in six (6) districts of Zimbabwe namely Bulilima, Chikomba, Gwanda, Lupane, Nkayi and Shurugwi. The programme, which targets mostly women and youths, aims at improving sustainable household economic activities for the targeted communities through a self-help approach.

Through this project, Hand in Hand Zimbabwe commits to implement sustainable interventions that contribute to the attainment of the following Sustainable Development Goals (SDGs): 1- No Poverty; 2-Zero Hunger; 5-Gender Equality; 6-Clean Water and Sanitation; 8-Decent Work and Economic Growth; 13-Climate Action and 17-Partnerships for the Goals.

Specific programme outcomes include the establishment or enhancement of viable enterprises in targeted communities and enhanced involvement of women and youths in economic activities. The programme deliberately targets at least 80% women and 20% men. The SHG members are taught to practice the Internal Savings and Lending (ISAL), which involves members saving some money on a monthly basis depending on resources at their disposal. The aim is for the SHG members have a group common fund where they can access internal loans to start or enhance their enterprises thereby creating employment for themselves.

The money saved will be borrowed by the members at an agreed interest rate. Members can use the money saved for various purposes such as creating or enhancing individual and group enterprises. The beneficiaries are trained on six (6) Hand in Hand modules namely SHG Strengthening, Manage Money, Opportunity Identification and Enterprises Planning, Marketing, Manage Enterprise Finance and Credit Management. Besides the modular trainings, the SHG members receive tailor-made technical skills trainings offered in partnership with various Government Ministries. The Jobs Creation Programme has an annual target of mobilizing 168 SHGs, 1 176 SHG members and creating 1 176 individual enterprises and jobs. Members receive graduation certificates upon completion six-month modular training.

Motivated and Entrepreneurial Youth Project

The Motivated and Entrepreneurial Youth (MEY) Project is a three-year (3) project that commenced in April 2017 and will end in March 2020. This project is implemented in Shurugwi and Chirumanzu districts collaboratively with relevant Government of Zimbabwe line ministries. The project is being implemented in partnership with Midlands Aids Services Organisation (MASO) and Star for Life (South Africa) who are experts in motivation trainings whereas Hand in Hand Zimbabwe provides expertise in entrepreneurship training.

The project is in line with the Sustainable Development Goals (SDGs), 1 - No poverty, 3 - Good Health and well-being and 17 - partnerships for the goals. It is also in line with the UNAIDS 90-90-90 goal which targets to eradicate HIV/AIDS by 2020. The MEY project contributes to sustainable development in Zimbabwe through Improving health awareness and entrepreneurial motivation among adolescents who attend school (15-18 years). This is achieved by offering customized training to improve self-confidence among school-going students (in-school-component), motivation and hope for the future. The training is based on health and motivational programs, combined with training in entrepreneurship. The project also



aims at strengthening health awareness, self-esteem and motivation for the unemployed and disadvantaged young people (18-35 years) who are not in school (out-of-school component). The project component targets the unemployed youth who dropped out-of-school or find themselves in vulnerable situations. These are mobilized into social and economic "Star Clubs" where they get a tailor-made training based on health and motivational programs and complete entrepreneurship training. The expected project outcomes are:

- 1) An increase of young men and women's (15-35 years) motivation and capacity to maintain good health and livelihoods,
- 2) An increase in strengthening health awareness, motivation and economic activity of young people who are not in school (unemployed and disadvantaged young people, 18-35 years).

Community Upliftment Programme (CUP)



The Hand in Hand Zimbabwe Community Upliftment Programme (CUP) was formulated to enhance the community's capacity to support itself through starting or strengthening group enterprises and economic activities. The interventions are built on help to self-help approach and seek to enable individuals, families, and communities to sustain themselves. Through the implementation of the CUP, Hand in Hand Zimbabwe seeks to reduce poverty in communities through job creation at the same time protecting the environment. Currently there are five CUPs implemented in Zimbabwe. Duration for implementing CUPs is 30 months and pilot CUPs commenced in June 2018 in Bulilima and Chikomba and these are ending in 2020. Three other CUPs commenced in June 2019 in Chirumanzu, Nkayi and Lupane and are ending in December 2021. Through this project, Hand in Hand Zimbabwe commits to implement sustainable interventions that contribute to the attainment of the following Sustainable Development Goals (SDGs): 1- No Poverty; 2 -Zero Hunger; 5- Gender Equality; 6- Clean Water and Sanitation; 8-Decent Work and Economic Growth; 13-Climate

Action and 17- Partnerships for the Goals. The project's goal is to contribute sustainable economic activities for the target population including women and youth (80%) and men (20%). To achieve this goal, the project facilitates the establishment of cohesive SHGs and viable enterprises through six (6) modular trainings in self-help group strengthening and business development.

The project's activities encompass social mobilization, conducting business training, training entrepreneurs on environmentally friendly practices and climate change, supporting garden enterprises through drilling boreholes and provision of fencing materials, establishing a market center with stalls, establishing incubator hatchery machines, supporting food processing enterprises with solar driers and linking entrepreneurs to markets. Other technical trainings conducted for the entrepreneurs as per need and these include Value addition, Gender mainstreaming, Branding and Packaging. Training of pump minders and Post-harvest handling will also be addressed. By the end of the project, rural households living in poverty and vulnerable situations should be equipped with entrepreneurial and managerial skills, including savings and financial management. Environmentally friendly viable enterprises should be established or enhanced in targeted communities. Jobs are expected to be created through these interventions.

Green Enterprises Project



Green Enterprises Project is one of the economically and environmentally viable projects that has been adopted by Hand in Hand Zimbabwe as a pilot venture in Gwanda district. The project was implemented in September 2018 and is expected to be completed by August 2021. The project seeks to achieve improved sustainable economic activities and strengthened resilience to climate change for the resource-constrained – particularly women and young people. This goal will be achieved through climate-smart agriculture (irrigated horticulture) and bee-keeping, which are part and parcel of climate change adaptive strategies. By its very nature the project targets to benefit 80% women and 20% men in Ward 6,7,14 and 20 in Gwanda.

The project also targets to benefit at least 30% youth of the targeted population as taking on board women and youths in economic activities has proved to enhance their participation in decision-making at household and community level, subsequently reducing their vulnerability to all forms of abuse. Further, the project will take into account environmental issues by reducing deforestation to acceptable levels during project operation, through afforestation, reforestation and agroforestry, climate-smart agriculture, renewable and sustainable energy and waste management and recycling. To achieve viable outcomes, the project will partner with government ministries and local authorities among others. By August 2021, the project is expected to establish at least 300 individual and 30 group enterprises that are adaptive and/or mitigate climate change shocks, improve climate change resilience of the enterprise and increase the entrepreneurs' income generation and also to have individuals employed in green enterprises.

The Market Linkages Project (MLP)

The Market Linkages Project's is being implemented in seven (7) districts of operation namely Bulilima, Chikomba, Chirumanzu, Gwanda, Lupane, Nkayi and Shurugwi. The three-year project which commenced in June 2019 is set to end in December 2020 and targets 512 entrepreneurs. It is fully funded by the Osterberg Foundation.

The objective of the project is to increase the incomes of Hand in Hand Zimbabwe's supported entrepreneurs and boost enterprises' sustainability through the establishment of market linkages with high-value input and output markets. The project seeks to reinforce access to markets and access to finance for entrepreneurs supported by Hand in Hand Zimbabwe. The project focuses on complimenting already established enterprises under JCP, MEY, Green Enterprises and CUP through strengthening access to finance and market linkages in selected value chains such as horticulture, small livestock, apiculture and food processing in order to boost productivity, competitiveness, high income and sustainability.

To enhance already established enterprises under Hand in Hand Zimbabwe projects, entrepreneurs in selected enterprises are expected to receive specific technical trainings tailor-made according to their individual needs. Technical skills support the entrepreneurs in their enterprises thereby increasing productivity. Through the Market Linkages Project, entrepreneurs are capacitated to form cluster and commodity associations for collective efficiency in marketing. Look and learn exchange visits of cluster committees are undertaken. Enterprise Competitions are held between participating groups to enhance competitiveness.



Through this project, entrepreneurs are capacitated on market engagement, conducting market survey including full market assessment on high value markets. Entrepreneurs undergo trainings, mentoring and coaching sessions on engaging with markets to enhance their bargaining skills.

To increase productivity, Hand in Hand Zimbabwe's revolving fund plays a pivotal role in boosting the enterprises supported by the project in the form of micro-loans. Microloans are facilitated through the Revolving Fund as well as through contacts with external financial linkages. Hand in Hand Zimbabwe coordinates with micro-finance and lending institutions with a view of promoting access to alternative sources of funds. Hand in Hand Zimbabwe, however, seeks to ensure that 60% of the population benefitting from loans are women and youth.

Through this project, Hand in Hand Zimbabwe facilitates platforms for entrepreneurs to networking with other value chain actors through market fairs at ward and district level and participation in business expos and exhibitions where entrepreneurs market and sell their products.

To increase productivity, HiH Zim's revolving fund plays a pivotal role in boosting the enterprises supported by the project in the form of micro-loans. Microloans are facilitated through the HiH Revolving Fund as well as through contacts with external financial linkages for enterprises. HiH Zim coordinates with micro-finance and lending

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Through this project, Entrepreneurs are capacitated on market engagement, conducting market survey including full market assessment with high value markets. Entrepreneurs undergo trainings, mentoring and coaching sessions on engaging with markets so that they are able to bargain with buyers on their own. This will actively respond to the increasing marketing capacities and market participation of entrepreneurs supported by HiH Zim.

Hand in Hand through this project, facilitates platforms for entrepreneurs for networking with other value chain actors through market fairs at ward and district level and participation in business expos and exhibitions where entrepreneurs market and sell their products.

The Jobs For Zimbabwe Project (JFZ)

The Jobs for Zimbabwe project aims to improve sustainable household economy for the target population including women and youth.

The project was implemented after having noted that Women in Chirumanzu who play a pivotal role in feeding for the families have low educational levels, lack adequate entrepreneurial skills and technical skills, have no financial support and those that attempt to start-up micro-enterprises have no access to lucrative markets and/or micro-finance. It was noted that their vulnerability further exacerbated by the unabated closure of industries which has resulted in high unemployment rates and poverty.

To improve a sustainable economy for the populace through this project HiHZim, takes up a 4-step model consisting of social mobilisation into self-help groups (SHGs), training in entrepreneurship and economic development, facilitating access to internal and external microloan schemes, market linkage and value addition and technical, gender and environmental trainings in collaboration with various line Ministries and local authorities.

To ensure that the overall objective and the main outcomes are achieved, aspiring SHG members are mobilised into SHGs that range from 6 to 20 members and then trained in six training modules. The SHG concept is important for fostering SHG cohesion and sharing ideas among the members. The module trainings play a pivotal role of instilling business acumen skills among the women and youth.



The Daughters of Africa Project (DOA)



The Daughters of Africa (DoA) Project is a project that aims to instill hope for the future of young people in Namibia and South Africa through training in health, motivation, livelihood, and strengthening South Africa (S.A) and Namibia's future development. The project is being implemented by two (2) strategic partners, Hand in Hand Zimbabwe (HIH), an enterprise development-oriented organization and Star for Life (SFL) which has extensive experience in motivational and health awareness. Hand in Hand Sweden offers technical support for the project.

Star for Life is responsible for the project monitoring, reporting and is accountable to the project sponsor. Technical support is also provided by the Star for Life Sweden and S.A particularly in the implementation and monitoring of the motivation, health and entrepreneurship component of the young men and women in the project. The DoA project will eventually contribute to sustainable socio-economic development in South Africa and Namibia through the following target areas, reducing girls and young women's risk of violence and sexual exploitation, strengthening their control over their sexual and reproductive health and Creating opportunities to secure economic independence for young women.

To achieve the desired result, DoA has adopted a customized training to strengthen the school children's self-confidence in entrepreneurship both in Namibia and South Africa.



Results



17,815 members

Members mobilized between October 2015 and August 2019. Hand in Hand Zimbabwe entrepreneurs start as members of Self-Help Groups. Members learn financial discipline and receive business training.



10,628 businesses

Businesses established between October 2015 and August 2019. Our entrepreneurs farm crops, manufacture goods, run shops and so much more.



11,965 jobs

Jobs created between October 2015 and August 2019. Our entrepreneurs make their own success, breaking the cycle of dependency.



90% program spending

90 cents of every dollar we raise is spent on programs.





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WHERE WE ARE

