



NATIONAL
TRANSITIONAL JUSTICE
WORKING GROUP
ZIMBABWE

A Guide to Understanding the

**NATIONAL PEACE & RECONCILIATION
COMMISSION IN ZIMBABWE**



Third Edition 2020

Published by
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Print Edition
ISBN - 978-0-7974-9371-1
EAN - 9780797493711

Electronic Edition
ISBN - 978-0-7974-9374-8
EAN - 9780797493728

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ABOUT THE NATIONAL TRANSITIONAL JUSTICE WORKING GROUP

The National Transitional Justice Working Group (NTJWG) is a platform established by 46 Zimbabwean organisations representing various transitional justice stakeholders to provide the interface between transitional justice stakeholders and the official transitional justice processes in Zimbabwe.

Vision

A peaceful, just, accountable and democratic society.

Mission

To create inclusive space for the coordination of transitional justice stakeholders, share experiences, build synergies for comprehensive, accountable, victim-centred and participatory transitional justice processes in Zimbabwe.

Values

Integrity
Inclusivity
Impartiality

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Disclaimer

This Guide is not an official document from the *National Peace and Reconciliation Commission*.

This Guide is an informational document and should not be considered in any way as a binding legal document. The purpose of this guide is to describe in simple language the law and processes governing the National Peace and Reconciliation Commission with the aim to make it more accessible to the general public.

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Acknowledgments

The National Transitional Justice Working Group (NTJWG) acknowledges support given by various stakeholders during the development of this guide.

Special thanks go to the Secretariat of the NTJWG, which is the Zimbabwe Human Rights NGO Forum.

This guide would not have been successful without the generous support of our funding partners.

For feedback and information in this guide, we are grateful to the stakeholders who read through the draft guide and gave valuable input.

Finally, we owe it to the thousands of victims who have requested for this simplified guide. It is their enduring hope for healing which keeps us on our feet.

Foreword

On 22 May 2013, President Robert Mugabe signed into law the new Constitution of Zimbabwe following a long constitutional reform process dating as far back as 1999.

One of the key features of this Constitution is Chapter 12, which establishes five independent Commissions supporting democracy. One of the independent Commissions in this Chapter is the National Peace and Reconciliation Commission (NPRC), which is given the duty to ensure post-conflict justice, healing, and reconciliation. This Commission represents the efforts of many organisations including churches, victim groups, Non-Governmental Organisations (NGOs) and international organisations that have been clamouring for a Commission to help the Zimbabwean society come to terms with its violent past. It represents the hopes of many victims (and survivors) of past human rights violations that truth, justice and healing may see the light of the day.

The successes and failures of the NPRC are still to be seen, but what is clear is that an important conversation has already started. The success of the NPRC depends on the good will of individuals, groups, communities and more importantly the political will of the Government. This Guide to Understanding the NPRC is the NTJWG's contribution to ensuring that the NPRC is visible, its purpose understood and supported by all. The Guide is simple to use and understand. Written in plain language, the guide is a valuable resource for civic education, community leaders and facilitators, schools, survivors of human rights violence, human rights defenders, lawyers, lawmakers and anyone who wants to understand the NPRC and its work in Zimbabwe. We hope you will find this guide useful.

Muchadehama, Alec (Mr.)

NTJWG Chairperson

About this Guide

Zimbabwe's Constitution of 2013 establishes the National Peace and Reconciliation Commission (NPRC) with an overarching mandate to realise post-conflict justice, peace, healing and reconciliation. This Guide seeks to promote public education on the NPRC.

The main goal of this guide is to ensure that citizens have access to relevant, complete, timely and understandable information about the NPRC. Specifically, the guide intends to;

- Increase citizens' awareness of the mandate, duties and responsibilities of the NPRC;
- Motivate communities and citizens to participate in NPRC programmes;
- Assist and encourage victims and survivors to participate in NPRC programmes and
- Raise and improve national visibility of the NPRC.

To achieve that, this publication offers step-by-step guidance to citizens, communities and stakeholders with much needed information about the NPRC. It does so by answering the ten basic questions about the NPRC, which are formulated as separate chapters.

This publication, therefore serves as guidance for citizens to engage effectively with the ongoing processes, to address past human rights violations, securing peace and fostering healing and reconciliation in Zimbabwe.



1.0

What is the
NPRC?

NPRC stands for the National Peace and Reconciliation Commission. The NPRC is one of the independent Commissions established by the Constitution of Zimbabwe in 2013. From 2016, Parliament of Zimbabwe debated the law to enable the NPRC to carry out its work. On 5 January, 2018 the Government of Zimbabwe gazetted the NPRC Act fully operationalising the Commission. Chapter 2 addresses all the questions about the law that establishes and regulates the NPRC.

The NPRC has a very broad constitutional mandate. A constitutional mandate simply means the authority to carry out particular work given by the Constitution. According to the Constitution, the NPRC's main work is to ensure post-conflict justice, peace, healing, and reconciliation. How the NPRC is going to do this will be discussed in greater detail in Chapter three of this Guide.

The NPRC is a temporary Commission. It is expected to complete its work in ten years. There is no agreement on when to start counting these ten years. Chapter 4 offers guidance on this issue.

In order to fulfil its constitutional mandate, the NPRC will carry out numerous activities. The Constitution hints on the various activities that the NPRC will have to carry. These include investigating human rights abuses, mediation and research. This Guide explains the functions of the NPRC fully in Chapter 5.

All the operations and activities of the NPRC will be documented in yearly reports which must be submitted to Parliament through the responsible Minister. Additionally, the NPRC may, through the responsible Minister, submit reports to Parliament on particular matters relating to national peace and reconciliation. See more about these reports and recommendations in Chapter 6.

According to the Constitution, the NPRC should be composed of nine members including the Chairperson. The Chairperson is

appointed separately. In December 2015, former President Robert Mugabe appointed eight members to the NPRC. These are Lilian Chigwedere, Patience Chiradza, Choice Ngoro, Netty Musanhu, Charles Masunungure, Geoffrey Chada, Leslie Ncube and Godfrey Chekenyere. See annexure 1 for the biographies of the Commissioners. In February, 2016, Dr. Cyril Ndebele was then appointed as Chairperson of the NPRC. Unfortunately, Dr. Ndebele passed-on on 7 October 2016. On 1 March 2018, President Emmerson Mnangagwa appointed retired Justice Selo Masole Nare as the Chairperson of the NPRC. Chapter 8 of this Guide is dedicated to the procedure for the appointment and composition of the Commissioners.

The NPRC is a constitutional Commission set up to support democracy and entrench a culture of human rights. To that end, the NPRC is expected to be accessible to every citizen, particularly to those who are survivors, witnesses and perpetrators of past human rights violations. Chapter 8 addresses the question on how to approach and make use of the NPRC as a victim, survivor, witness or perpetrator.

More importantly, the NPRC will require a large amount of resources to carry out its mandate, functions and activities, employ its staff and pay for its day-to-day operations. Chapter 9 talks about the budget of the NPRC.

The NPRC will require cooperation and assistance from other organisations. This Guide finally deals with the issue of relevance and the involvement of other stakeholders such as local and international civil society organizations (CSOs), the international community and other Commissions in the work of the NPRC in Chapter 10.



2.0

Which law regulates
the NPRC?

Commissions that seek to address past human rights violations and wrongs like the NPRC are established through various means such as peace agreements, an order by the Head of State such as a President or Prime Minister – called executive decrees and through laws made by Parliament. The NPRC is established by the Constitution of Zimbabwe which came into operation in 2013 following a constitution reform process.

2.1 The NPRC and the Constitution

The NPRC is established by section 251 of the Constitution of Zimbabwe. Section 251 further outlines the appointment procedure of the Commissioners, the tenure of the Commission, and the qualifications for the Commissioners including the Chairperson. Section 252 outlines the ten functions of the NPRC. Section 253 covers the reports of the NPRC. Of all the laws that govern the NPRC, the Constitution is the most supreme.

2.2 The NPRC Law

Apart from the Constitutional provisions discussed above, there is also the National Peace and Reconciliation Commission Act (Chapter 10:32) (the NPRC Act) which was gazetted on 5 January 2018. The Act was a product of intense lobbying by civil society.

The NPRC

Why is there a need for another law outside the Constitution? The Constitution established a skeletal framework in broad terms. An Act of Parliament provides the flesh required for the NPRC to operate. The Act sets out the operational modalities and gives the NPRC the tools it needs to achieve the functions set out in the Constitution. The Constitution is the highest law of Zimbabwe. Any piece of law made by Parliament of Zimbabwe that contradicts the Constitution is invalid. This means that the NPRC Act should not be in contradiction with the Constitution. It further means that the NPRC Act cannot take away what the Constitution has given. The first

NPRC Bill was introduced in Parliament in 2015. This Bill was rejected on the basis that it was in violation of many provisions of the Constitution of Zimbabwe. A revised NPRC Bill was introduced back in Parliament in 2017 and was seen by many Zimbabweans as a great improvement.

The NPRC Act sets out the procedures, powers and functions of the NPRC. It addresses the issues of the offices and operations of the Commission, removal of members from office, how the NPRC will carry out its investigations, the admissibility of evidence and the issue of witnesses. The NPRC Act has an extensive section on mainstreaming gender into the affairs of the Commission. It regulates how the NPRC will establish its staff. The Act further creates a set of offences associated with the administration of the NPRC.

2.3 Regulations

Section 21 of the Act empowers the Commission to make regulations that are necessary or convenient for the NPRC to carry out its tasks. The regulations serve as rules of procedure to enable the NPRC to conduct its activities and to guide its operations. The law allows Commissioners of the NPRC to establish their own procedures, so long as the procedures are not in conflict with the law.

2.4 The Law on Gender

Both the Constitution and the NPRC Act have strong gender provisions. The Constitution is section 320 (4) requires that the Chairperson and Deputy Chairperson of the NPRC be not of the same gender. That means were the Chairperson is a woman, the deputy must be a man and vice versa.

Section 9 of the NPRC Act is dedicated to gender. It requires, among other things, the Commission to establish a specific Gender

Unit which will ensure gender mainstreaming in the work of the Commission and gender sensitivity in the operations of the NPRC. It requires that the reports of the Commission to have a specific Chapter dedicated to gender. The Commission is required to appoint or second a dedicated gender focal person to every unit, committee or body that it may establish. The Commission is obliged to monitor gender related practices within the Commission.

Summary Box

- The NPRC is established by the Constitution and made operational by the NPRC Act.
- The Act empowers the NPRC to create regulations for its convenience.
- The NPRC can further create policies for the day to day running of its affairs.
- Both the Constitution and the Act address the issue of gender in the work of the NPRC.



3.0

What exactly is the
mandate of the NPRC?

3.0

What exactly is the mandate of the NPRC?

“History, despite its wrenching pain, cannot be un-lived, however, if faced with courage, need not be lived again.”

– Maya Angelou

The NPRC has a very broad mandate specified in section 252 of the Constitution. The functions are listed in different categories to make it easy to read and understand in the tables below.

How to read the tables

- The left columns of the table states what the Constitution says and they do represent its exact wording of the Constitution.
- The examples in the right columns of the tables set out the mandate in general terms and are to be used as a guide only. You should consult the NPRC if you wish to understand the official interpretation of the mandate. These are only a few examples, the NPRC can do more.

Table 1: Functions towards achieving main Goals and Objectives of the NPRC.

Function	Examples
To ensure post-conflict justice healing and reconciliation.	<ul style="list-style-type: none">• This is a very broad function under which the NPRC can almost to anything it wishes, as long as it is designed to lead to justice, healing and reconciliation after a period of violence, the healing of victims/society and the rebuilding of relations. This may include

Function	Examples
	<p>programmes like setting up a justice committee to receive complaints from victims who believe that their reports on violations were not handled properly.</p> <ul style="list-style-type: none"> • A good example is that families of the abducted activists may want the truth told so that they can find closure. That is making of amends. • For example, a woman in Makonde who reports to the police about activists who burnt her house may want the truth told so that the case may be revived and alleged perpetrators are tried in court.
<p>To develop procedures and institutions at national level to facilitate dialogue among political parties, communities, organisations and other groups in order to prevent conflicts and disputes arising in the future.</p>	<ul style="list-style-type: none"> • A national mediation structure can be set up at national level to help with sustained dialogue and engagement among political parties. • In Malawi, the Bishops established the Public Affair Committees which facilitated continuous dialogue among political parties. During the transition from President Joyce Banda to Peter WaMutharika, the Public Affairs Committee played a crucial role in mediating between leaders

	<p>ensure that the election and the upcoming transition were peaceful.</p>
--	----------------------------------------------------------------------------

Table 2: Functions towards addressing human rights needs of victims.

Function	Examples
<p>To develop programmes to ensure that persons subjected to persecution, torture and other forms of abuse receive rehabilitative treatment and support.</p>	<ul style="list-style-type: none"> • A national counselling services agency can be established to provide free counselling services to victims of past conflicts. • Health professional can be trained to detect victims of torture and to take measures to ensure that in addition to medical attention, other support like counselling and protection are offered. • The NPRC can also support non-state actors who have always been working with such victims.

An example of a rural area in the Mashonaland West Province of Zimbabwe.

The functions toward addressing violent conflict table is on the next page

Table 3: Functions towards addressing violent conflict.

Function	Examples
To receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate.	<ul style="list-style-type: none"> • Establishment of structures for the reception of complaints from the public on any matter regarding the disturbance of peace, presence of violence or threats of potential violence and to react in time.
To develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures.	<ul style="list-style-type: none"> • Setting up a national early warning system for detecting conflict and to ensure rapid response to prevent violence.
To conciliate and mediate disputes among communities, organisations and individuals.	<ul style="list-style-type: none"> • Traditional or cultural structures, faith based structures, professional mediation offices or non-stateactors providing such services.
To do anything incidental to the prevention of conflict and the promotion of peace.	<ul style="list-style-type: none"> • Any other measures the Commission may deem necessary.

Table 4: Functions towards making recommendations.

Function	Examples
<p>To recommend legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.</p>	<ul style="list-style-type: none"> • The NPRC can make recommendations to have Parliament enact a law to ensure victims of past conflicts receive assistance. Zimbabwe has had such laws before. An example of such a law is the War Victims Compensations Act [Chapter 11:16] which established a fund to compensate victims of the liberation war. • In the report <i>Breaking the Silence</i>, the Catholic Commission for Justice and Peace in Zimbabwe recommended amendment of the existing War Victims Compensation Act to cover compensation also for victims of later conflicts.

Northern Ireland's Day of Reflection

The Day of Reflection on 21 June is a day to acknowledge the deep hurt and pain caused by the conflict in and around Northern Ireland, to reflect on our own attitudes on what more we might have done or might still do and to make a personal commitment that such loss should never be allowed to happen again.

www.healingthroughremembering.org



4.0

How does the
NPRC work?

As this Guide was compiled before the full operationalisation of the NPRC, what is contained in this Chapter may be different in practice to what the Commission will do. As a new institution, the NPRC will create its own legacy, values, ethics and organisational culture. What we only share with you here are the options available at law and best practices.

In general, the Commissioners are the supreme decision makers regarding the work of the NPRC. They have the obligation to carry out the constitutional mandate of the NPRC. There are various ways that they can carry out this constitutional mandate.

Secretarial Support

The Secretariat is the 'engine' of the Commission. Section 234 of the Constitution empowers the Commission to hire staff to help them do their work. Section 14 and 15 of the NPRC Act regulates the Commission in relation to the establishment of a Secretariat. The Secretariat is responsible for the day to day running of the affairs of the Commission. Through the Secretariat, the NPRC is expected to establish a nation-wide presence with offices and experts to attend to the needs of those who require the needs of the NPRC. At the moment, the NPRC has opened an office in Bulawayo. In 2018, a strategic planning process led to the development and launch of a strategic plan on how the NPRC intends to achieve its goals.

Activities

The NPRC's strategic plan outlines a series of activities designed to achieve the set goals. Best practices and some indications from the law give an idea of what activities the NPRC may engage in.

i. Hearings - The NPRC has a mandate to receive and consider complaints from the public and to take such action in regard to the complaints, as it considers appropriate. This is an indication that the NPRC should hold public hearings where witnesses and victims

come to give their testimonies.

ii. Mediation - The NPRC is mandated to perform some alternative dispute resolution, conflict resolution, to conciliate and mediate disputes among communities, organisations, groups and individuals.

iii. Research and Analysis - Although it is not readily obvious, the NPRC will have to carry out independent research and analysis work. This is stipulated in the Constitution that it has, 'To develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures.'

The NPRC's strategy can be accessed [here](#)

Through Committees

Section 8 of the First Schedule of the NPRC Act allows the NPRC to establish committees through which it may pursue its mandate. The Commission can appoint any other persons to the committees. In 2019, the NPRC established Provincial Peace Committees (PPCs).

The NPRC Embarks on Establishing Provincial Peace Committees

On 29 May, 2019 the NPRC announced that it will be devolving its operations to Provinces by establishing Provincial Peace Committees beginning 31 May, 2019 ending on 2 July 2019. The NPRC announced that the Provincial Peace Committees will be mandated to solve conflicts in their areas because a "one-size-fits all" approach has proved impractical.

The dates were as follows:

- Mashonaland West: 30-31 May, 2019
- Mashonaland Central: 3-4 June, 2019
- Harare: 5-6 June, 2019

- Matebeleland North: 9-10 June, 2019
- Matebeleland South: 12-13 June, 2019
- Bulawayo: 17-18 June, 2019
- Manicaland: 20-21 June, 2019
- Masvingo: 24-25 June, 2019
- Midlands: 27-28 June, 2019
- Mashonaland East: 1-2 July, 2019

The PPCs are composed of twenty-five to thirty members drawn from diverse backgrounds and organisations, including government, survivors, civil society, and traditional leaders. Each Provincial Peace Committee is led by a Chairperson who must be an NPRC Commissioner assigned to a specific Province. The two deputy Chairpersons for each PPC are elected from among the Provincial Peace Committee members.

The Secretary of each Provincial Peace Committee was picked from Secretariat of the NPRC. The rest of the Provincial Peace Committee members were nominated from the general membership or organisations represented.

The NTJWG stakeholders such as CCJPZ, IPLG, CSU, Tree of Life and ZLHR were elected into the committees in their individual capacities. The NTJWG commends the NPRC for managing to implement its programme within the announced dates and looks forward to the full report.

Roles and Responsibilities of the PPCs

According to the NPRC (2019), these peace committees are designed to promote peace, tolerance building within provinces, conduct public education on national peace and reconciliation and raise awareness about conflict indicators within Provinces and responding to issues identified in the Provinces, among other roles.

Chairpersons and Deputies of the PPCs are as follows, respectively:

- Mashonaland West: Commissioner Choice Ndoro, Deputised by Mr. Godfrey Mavankeni.
- Mashonaland Central: Commissioner Charles Masunungure, Deputised by Dr. Savir Munoriarwa and Dr. Cyprian Muchemwa.
- Harare: Commissioner Lilian Chigwedere, Deputised by Professor Medial Hove.
- Matabeleland North: Retired Justice Chairperson Selo Nare, Deputised by Reverend T. Sithole.
- Matabeleland South: Commissioner Leslie Ncube, Deputised by Miss Sakhile Ndlovu and Rev. P. Dube.
- Bulawayo: Retired Justice Chairperson Selo Nare and Mr. Johnson Mkandhla and Ms. Nokuthula Dube.
- Manicaland: Commissioner Patience Chiradza, Deputised by Dr. Solomon Mungure and Ms. Getrude Chimange.
- Masvingo: Commissioner Dr. Golden Chekenyere Deputised by Rev. Themba Siwela and Ms. Netsai Mushauri.
- Midlands: Commissioner Netty Musanhu, Deputised by Conelius Mupereri and Mrs Ethel Mkwende and
- Mashonaland East: Commissioner Dr. Godfrey Chada Deputised by Shillah Rugonye and Emmanuel Manyati.

The Current Leadership in the Provincial Peace Committees is as follows:

Responsible Commissioner	Province	Email Address	Cell Number
Retired Justice Selo Nare (Chairperson) and Commissioner Mr. Leslie Ncube	Bulawayo, Matabeleland North and Matabeleland South	smasolenare@nprc.co.zw leslie.ncube 752@nprc.co.zw	0712845513 0777849325

Commissioner Mrs. Lillian Chigwedere (Deputy Chairperson)	Harare	lchigwedere7 @nprc.co.zw	0774948040
Commissioner Dr. Geoffrey Chada	Mashonaland East	gtzchada@ nprc.co.zw	0712874828
Commissioner Dr. Golden Chekenyere	Masvingo	gchekeneyer e@nprc.co.zw	0775916823
Commissioner Ms. Patience Chiradza	Manicaland	pchiradza@ nprc.c.zw	0772889817
Commissioner Reverend Charles Masunungure	Mashonaland Central	cmasunungur e@nprc.co.zw	0772393926
Commissioner Mr. Leslie Ncube	Midlands	leslie.ncube75 2@nprc.co.zw	0777849325
Commissioner Ms. Choice Ndoro	Mashonaland West	choicendoro @nprc.co.zw	0778767519

The NPRC's Thematic Committees

According to the NPRC's 2018 – 2022 Strategic Plan, outcome number 4, the NPRC aimed for enhanced national capacities for

sustaining peace, healing and reconciliation through the setting up of thematic committees which would focus on specific matters such as justice, complaints handling and conflict prevention. In November, the NPRC introduced the following committees:

- Committee on Prevention and Conflict Prevention, Management, Resolution and Transformation Committee, which is consistently scoping the environment and coming-up with strategies to mitigate conflict;
- Complaints Handling and Investigation Committee which receives and investigates any complaints from the public, and
- Victim Support, Gender and Diversity Committee which implements programs which ensure the welfare of victims and survivors of human rights violations.

These committees serve as multi-stakeholder platforms for the Commission providing advisory support to the NPRC in accordance with the Commission’s Act and Regulations.

Commissioners and the Committees they are Overseeing:

Name	Committee
Commissioner Patience Chiradza	Conflict Prevention and Non-Recurrence, Healing and Reconciliation.
Commissioner Choice Ngoro	Research and Knowledge Management.
Commissioner Lilian Chigwedere	Victim Support, Gender and Diversity.
Commissioner Leslie Ncube	Healing, Reconciliation and Rehabilitation.

Other Actors

The Constitution in section 235 (2) obliges all state institutions and agencies of government at every level to assist independent commissions and to protect their independence, impartiality, integrity and effectiveness. Section 6 (3) (b) of the NPRC Act allows the NPRC to request support from existing institutions which maybe state or non-state actors. Section 6 (4) empowers the NPRC to call upon any institution of government to carry out certain act and such institution shall be obliged to do so. This power of course is to be exercised judiciously.

Lessons from other Commissions

The NPRC is different from other Commissions, which are established to address past conflicts only. The NPRC has a mandate to resolve both past and ongoing conflicts. For example, in South Africa (SA), the Truth and Reconciliation Commission (TRC), did not have authority to conciliation and mediation for ongoing conflicts and disputes. The SA-TRC only had authority to make recommendations to the Ministry of Justice to establish conflict resolution and mediation structures at community level.

How the Lessons Learnt and Reconciliation Commission (LLRC), Sri Lanka Operated

The LLRC was appointed by His Excellency President Mahinda Rajapaksa on 15 May, 2010. The Commission held 57 public sessions and undertook 12 field visits at over 40 locations to talk to the people in the North, East and in other affected areas of the country. In response to its public notices, over a thousand people appeared before the LLRC to make representations and the Commission additionally received and analysed over 5100 written submissions. This public interaction activity in Colombo and throughout the country lasted nearly 11 months. The Commission also held unscheduled meetings

with the general public, especially in areas affected by conflict and in internally displaced (IDP) settlements. The Commission revisited certain areas in the North and East in order to further clarify issues, verify information and formulate recommendations.

Source: Archives of the Sri Lanka Ministry of Foreign Affairs

Summary Box

- The NPRC as a new institution will create its own practice and culture
- Its work will be done mainly through the Commissioners, the Secretariat, Committees or any other actors that it may delegate
- Activities will emerge from the strategy although some activities like hearings are already obvious.



5.0

What is the duration
of the NPRC?

This chapter addresses two important issues relating to time. The duration of the NPRC and the time under which the NPRC will exercise its mandate. These two should not be confused.

5.1 Duration of the NPRC mandate

The Constitution specifies in section 251 that the duration of the NPRC shall be for a period of ten years after the effective date. There has been some debate regarding what this provision means.

Some people argue that the effective date should be understood in a narrow sense to mean the day immediately after the date on which former President Robert Mugabe signed the Constitution into law on 22 May 2013.

However, others have argued that the use of the phrase 'after the effective date' means that the NPRC can start to work any day after 22 May 2013, but only after it has been fully made capable of functioning through an Act of Parliament and the Commissioners have been appointed and are ready to begin work.

5.2 Period to be investigated

The Constitution does not specify the time period to be covered by the NPRC. In other countries, the law mentions the specific time period which is called the cut-off date to be covered by such a Commission.

For example, in Mauritius the Commission investigated violations from 1638-2008 i.e. 370 years, South Africa 1960-1994 and Kenya 1963-2008. These dates indicate special periods in a country's political history. This kind of specific time regulations has advantages as well as disadvantages. The table below highlights some of the advantages and disadvantages of having fixed dates for carrying out investigations.

Advantages of Specifying the Period of Investigations	Disadvantages of Specifying the Period of Investigation
The NPRC is clear on what it is to investigate.	This can be deemed to be targeting certain persons hence creating potential resistance.
The NPRC will be efficient as no time is wasted looking into this issue.	Many times the cut-off date is hardly agreed by all actors.
A cut-off date is partly an acknowledgment of human rights violations.	There is a danger of some victims being left out if they fall outside the cut-off date.
It is easier for the NPRC to design a work plan with specific dates.	The cut-off date can affect comprehensiveness of the NPRC work.

The lack of a specific timeframe in the Constitution and the NPRC Act leaves the NPRC with some flexibility on how to approach this issue.

URUGUAY'S COMMISSION FOR PEACE

Uruguay's Commission for Peace was established by President Jorge Batelle in 2000 to investigate the fate of the disappeared during the military regime from 1973 to 1985. This was in accordance with the 1986 Amnesty Law which required the government to investigate the fates of the estimated 200 disappearances. The Commission operated for only two years. The reason why the Commission was able to do its work in only two years is because it was a successor to

previous Commissions of Inquiry. Secondly, it was tasked with investigating a specific issue - disappearances of 200 people between 1973 and 1985. Zimbabwe's NPRC has a much broader mandate and no specific focus, hence a period of 10 years is not a lot of time.

Summary Box

- The NPRC has duration of ten years.
- There is no agreement on the date to start counting the ten-year period.
- The Constitution does not specify the time the NPRC should exercise its mandate.



6.0

How does the
NPRC make Reports
and Recommendations?

Reports

According to the Constitution, the NPRC is required to produce yearly reports. The NPRC Act provides that Parliament can request the NPRC to produce any other reports that it finds necessary. Additionally, the NPRC can submit further reports to the Parliament on its own initiative. Reports submitted through the responsible Minister must be presented to Parliament within ten days of the sitting of Parliament from the date the Minister has received them.

In thirty days from the day the reports are supposed to be presented to Parliament, the NPRC is obliged to make public such reports. Each report of the NPRC must have a specific chapter on gender. After 18 months, the commission will be obliged to make public information pertaining to its business.

Recommendations

The NPRC should use these reports to make its recommendations to the National Assembly and government. Within six months after the NPRC's annual report has been presented in Parliament, the Minister is obliged to respond to such a report indicating which recommendations of the Commission Government intends to implement and the way such implementation will take place. The Minister will also be expected to indicate which recommendations the Government intends not to implement and the reasons for such non-implementation. Within 15 days of the Minister's report, Parliament must debate that report.

The NPRC only makes recommendations. It does not make the law. According to the Constitution, the NPRC recommends Parliament to make legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.

The NPRC Act envisages other contents and recommendations that can be included in the NPRC reports. The complete list is as follows:

(a) The nature and extent of the NPRC's investigation and its principal findings arising there-from or

(b) The nature, extent and consequences of the conflict found by the NPRC to be in existence or

(c) Appropriate recommendations for the peace building measures or

(d) A comprehensive strategy for incorporating a gender perspective in conflict prevention, management and resolution and peacebuilding measures or

(e) A summary of all its recommendations to prevent, manage or resolve the conflict or

(f) Appropriate steps for the maintenance and promotion of peace; whether the conflict in question is specifically attributable to any identifiable practice, custom, law or other impediment prejudicial to the peace building exercise, or to the absence of any law or to any deficiency in the law or

(g) What legislative administrative or other practical reforms if any, should be taken to prevent, manage or resolve the conflict in question or

(h) Any other work that the NPRC has undertaken during the period under review or

(i) Any other matter or consideration it deems fit to bring to the attention of Parliament.

Summary Box

- The NPRC produces compulsory yearly reports on its full operations and activities.
- The reports are presented to Parliament.
- Apart from the yearly reports, best practice require the NPRC to produce a final report at the close of its work, containing a consolidation of its work, its operations in relation to its mandate, its findings and recommendations.
- The NPRC does not make law, but it can only recommend the making of law and other initiatives to Parliament.



7.0

How are the NPRC
Commissioners
Appointed?

Commissioners have a significant impact on the work of the NPRC. Citizens' trust in the Commissioners gives validity to the NPRC's work. The appointment process has been introduced briefly in Chapter one. This Chapter gives a detailed outline of the appointment process, the right, manner and term of holding office, including the characteristics of Commissioners.

7.1 Appointment of the Chairperson

The Constitution provides for appointment of eight commissioners plus one Chairperson. The Chairperson is appointed by the President in consultation with the Judicial Service Commission (JSC) and the Committee on Standing Rules and Orders (CSRO). The Chairperson must be a person who has been qualified to practise as a legal practitioner in Zimbabwe for at least seven years. In appointing the Chairperson, if the President decides not to go by the recommendations of the JSC and the CSRO, he must notify the CSRO as soon as practicable.

The law requires that the Chairperson and the Deputy Chairperson must belong to different genders.

7.2 Appointment of other Commissioners

The procedure for the appointment of other eight Commissioners is different. The Parliament, through the CSRO, is supposed to advertise the call for members of the public to make nominations. When nominations are received, the CSRO will shortlist candidates who will be interviewed publicly. From the public interviews, the CSRO will select and present to the President, not less than twelve names of likely Commissioners. From these names, the President will appoint only eight.

7.3 Political neutrality

The law requires that members of the NPRC, including the Chairperson, be independent and politically neutral. If they are members of a political party on their appointment to the NPRC, they will have to resign that membership within 30 days after being appointed.

7.4 Experience

The law further requires that Commissioners be chosen for their integrity and their knowledge and understanding of, and experience in mediation, conciliation, conflict prevention and management, post-conflict reconciliation or peace building.

7.5 Duration of Office

The Chairperson and other members are appointed for five-year terms, which can be renewed once.

NPRC Commissioners can only be removed before end of term if they are unable to perform their functions because of physical or mental incapacity, serious incompetence, guilty of serious misconduct or has become ineligible for office or appointment. Before removal from office, the President must appoint a tribunal to consider the question of the removal of a Commissioner in line with the Constitution. The President can only remove the Commissioner when the tribunal makes such a recommendation. This procedure is designed to protect the independence of the Commissioners.

In the scenario that a Commissioner resigns, the vacant post is published in the press and new interviews are held and a new appointment made within the most practicable timeframe.

Summary Box

- The NPRC should have 9 Commissioners including a Chairperson.
- The Chairperson and the Deputy Chairperson must belong to different genders.
- Members of the public make nominations to the Parliament following a public call for nominations.
- Parliament makes a shortlist and carries out interviews and makes another shortlist from the interviews.
- Parliament presents to the President a list of not less than 12 nominees.
- The President appoints 8 Commissioners from the list.
- Commissioners must be independent and not involved in party politics.
- Commissioners must have experience in mediation, conciliation, conflict prevention and management, post-conflict reconciliation or peace building.
- Commissioners are appointed for five-year terms, which can be renewed once.
- Commissioners are protected from unfair dismissal from work.



8.0

How do I approach
the NPRC?

8.0

How do I approach the NPRC?

For the NPRC to successfully achieve its task, it has to reach out to victims, and perpetrators including witnesses. This will assist to give a broad picture of the source and nature of the conflict. The NPRC must give equal voice to victims, survivors and perpetrators. It may not be possible to collect statements from everyone. Still, the NPRC must reach out to as many people as possible.

8.1 NPRC Offices

The Constitution and the NPRC Act empower the NPRC to hire its own staff. The Act further allows the NPRC to have a head office to be situated in places to be determined by the Commission in consultation with the responsible Minister and the Minister of Finance. The offices must be easily accessible to the public and to persons with disability. It is recommended that the offices of the Commission be as friendly especially to victims as possible. The location must encourage maximum participation and engagement.

The NPRC has offices located at:

HEAD OFFICE

7th Floor, First Mutual Building
99 Jason Moyo Avenue
Harare
Tel: +263 242 792676-9, 792469, 792390, 791757
Email: info@nprc.org.zw

BULAWAYO OFFICE

6th Floor, First Mutual Building
Cnr 9th Ave & Joshua Nkomo Street
Bulawayo
Tel: +263 292 70101, 70105, 70099

8.2 Survivors

The Constitution is silent on how survivors and victims should approach the NPRC. This also does not seem to be addressed in the NPRC Act currently. However, the procedure for lodging of complaints to the NPRC has been developed.

Complaints Handling and Investigations

The National Peace and Reconciliation Commission (NPRC) is mandated to receive and investigate complaints from the public in instances where conflicts arise as a result of human rights violations as provided for in section 252(f) of the Constitution and section 3(2)(a) of the NPRC Act [Chapter 10:32].

Who may lodge a complaint with the NPRC?

Section 8(1) (2) of the NPRC Act as read with section 18(1) of the NPRC Regulations, SI 90/2018 provides that a complaint may be lodged with the Commission by four categories of persons namely:

- any person directly or indirectly affected or suffered human rights violation
- any group of people which has suffered human rights violation arising from a shared or common dispute or conflict
- any person acting on behalf of any person or group of persons who are unable or incapable to lodge complaint
- any person or group acting in the public interest.

Where can a complaint be lodged?

A complaint relating to a human rights violation which creates disputes or conflicts may be lodged at any office of the NPRC regardless of where the human rights violation occurred (s 18(4)). This was done to alleviate challenges associated with travelling by the public. The NPRC has offices in Harare and Bulawayo and is currently in the process of putting in place mechanisms for further decentralization so that it is easily accessible and for expeditious disposal of cases. The NPRC Provincial Peace Committee structures

have been activated in all the ten provinces to assist in the receiving and processing of complaints.

How is a complaint lodged?

Not everyone can make a written complaint or call the Commission during business hours. We live in a diverse community where people have different communication preferences and needs. Section 8(1) of the NPRC Act as read with section 18(6) (b)-(d) of the NPRC Regulations provides that a complaint is lodged at a Commission office in either of the following ways/forms:

- in writing and handed in at a Commission offices;
- made orally or by telephone to a Commission office;
- sent to the office by post, tele-facsimile or e-mail; and
- Complete a complaint form online via the NPRC's website and transmit it electronically to the Commission.

During the lockdown period, the NPRC's Complaints Handling and Investigations Department will be operational discharging its mandate in the manner explained above. A full list of Complaints Handling and Investigations Officers will be published separately. The department has also broadened its Complaints receiving platform by creating WhatsApp lines through which it will be receiving complaints covering three regions as will appear more fully below. The contact details of the Complaints Handling and Investigations Department are as follows:

Harare Office: +263242792646 | +263712906826 | +263712845518
| +263719527597 | +263719527596

Bulawayo Office: +263 29270101 | +263719527641 | +263712845520

Website: www.nprc.org.zw

Email: complaints@nprc.org.zw

WhatsApp: +263714035328

Bulawayo, Midlands, Matabeleland South and Matabeleland North: +263719527642

Manicaland and Masvingo Provinces: +263719527638

Harare, Mashonaland Central, Mashonaland East and Mashonaland West: +263719524708

You can access it by following this:

<http://www.nprc.org.zw/complaints-handling-and-investigations-protocol-2/>

Or getting a copy of the form from the NPRC Offices or call the NPRC on numbers above.

8.3 Witnesses

Under clause 10(13) of the Act, the NPRC guarantees the safety and protection of witnesses before, during and after its hearings. However, the NPRC Act does not say how the NPRC is going to guarantee such. Regulations fill this gap.

8.4 Perpetrators/ Violators

The Constitution says the NPRC must bring about national reconciliation by encouraging people to tell the truth about the past and facilitating the making of amends and provision of justice. The Constitution does not mention how the NPRC will encourage alleged perpetrators to come forward.

Generally, other Commissions encourage people to come and talk by offering them amnesty or if they are not willing to do so by using threats of punishment. This can take the form of encouraging them to come and speak what happened for instance, what they did to whom and who sent them in exchange of forgiveness. The NPRC Act compels any person called upon to appear before the

Commission to do so.

Under section 10 (3) the NPRC Act, 'The Commission shall afford any person who is alleged to be directly or indirectly responsible for perpetrating, implementing, perpetuating or permitting the continuance of any violence, dispute or conflict, fourteen working days from the date when he or she is notified of the allegations in writing by the Commission to respond to such allegations in writing.'

Summary Box

- The NPRC must reach out to as many people as possible.
- NPRC offices must be accessible and located in a friendly place that does not frighten people from giving their testimonies.
- There is no law yet in place on how victims can approach the NPRC.
- The NPRC Act and the NPRC must guarantee the safety and protection of witnesses before, during and after its hearings.
- The Constitution says the NPRC must encourage people to tell the truth about the past and facilitate the making of amends and provision of justice.

Lodging a Complaint with the NPRC

1st Paragraph

Contains the particulars of the complainant i.e. full names, National Identity numbers residential address, employment details (complainant can be a natural or juristic person). When acting in a representative capacity state reasons.

2nd Paragraph

The details of the adversely mentioned person if known i.e. full names, address, employment details. (adversely mentioned person can also be natural or juristic person)

3rd Paragraph

Brief synopsis and grounds of the dispute or conflict and dates when it happened.

4th Paragraph

Any witnesses if known and their particulars.

5th Paragraph

Information regarding any steps the complainant has taken to try to resolve the issues arising from the dispute/conflict.

6th Paragraph

Remedy that the complainant seeks.

Signature of recording official

Date statement recorded

Place where statement recorded



9.0

Where does the
NPRC get resources
and personnel?

The NPRC is going to require a variety of people to work for it. These may include such people as human rights experts, investigators, legal experts, researchers, therapists or social workers, translators, computer specialists, data-entry staff and security personnel, to name just a few categories. The position of the Executive Secretary is critical to overall management of the day to day business of the NPRC.

9.1 Financial resources

Under section 322 of the Constitution, 'Parliament must ensure that sufficient funds are made available for all the Commissions created under it to do their work effectively.'

The NPRC will not be wholly dependent on the Government for funding as provided for under the NPRC's Act section 18. According to section 18 of the NPRC Act, the NPRC can receive any donations, grants or bequests made by any person or organisation or any government of any country. However, section 18 of the NPRC Act requires the NPRC to consult with the Minister before accepting such donations, grants or bequests.

So far the NPRC has not been receiving enough funding for its activities. According to official financial records, for the 2016 financial year the Commission was allocated \$200 000. In 2017, it was reported that the Commission was allocated \$1 900 000. In 2019, according to press reports, "the NPRC received a budget vote of ZWL\$2, 4 million against its ZWL\$4, 7 million bid which was inadequate to support the full extent of the Commission's work.

In December 2019, the NPRC appeared before the Parliamentary Portfolio Committee on Justice, Legal and Parliamentary Affairs and the Senate Thematic Committee on Human Rights and pleaded incapacitation as a result of inadequate funding from the

Treasury.”¹

9.2 The NPRC's Secretariat

Section 234 of the Constitution gives the NPRC power to hire and fire its own Secretariat. This means that the Commission must develop its own recruitment policy, draft its own needs, job descriptions, advertise and hire competent staff without being directed by anyone. The details of how this will be done in practice will be spelt out in the policies and procedures of the NPRC.

Summary Box

- The Constitution under section 322 provides that Parliament must ensure that sufficient funds are made available for all the Commissions created under Chapter 12 to do their work effectively.
- According to the NPRC Act, the NPRC will not be wholly dependent on the Government for funding, but can seek funding from other sources subject to certain procedures.
- Section 234 of the Constitution gives the NPRC power to hire and fire its own Secretariat.

1. Nqobani Ndlovu (2019). *Cracks Emerge in the NPRC over Funding*. *The Standard*. Accessed on 1 July 2020. <https://www.thestandard.co.zw/2019/10/06/cracks-emerge-nprc-funding/>



10.0

Who are the NPRC
Stakeholders?

10.0 Who are the NPRC Stakeholders?

"It will be folly for us as a commission to think that of all those 10 functions, only the 9 of us can do it."

– Commissioner Lilian Chigwedere, 15 March 2018 at the NTJWG-NPRC Briefing

The NPRC is not working alone. It will be engaging with other Government departments, Non-Governmental Organisations (NGOs) and the international community to do its work. The NPRC Act allows the Commission to work with such actors as they may enable it to achieve its goals.

Constitutional and Statutory Bodies

The NPRC is expected to work alongside other human rights institutions such as the Zimbabwe Human Rights Commission, Zimbabwe Gender Commission and Zimbabwe Media Commission. It will also work with the Judiciary including traditional courts, prosecutors and the police. It will make its recommendations to Parliament through the responsible Minister. It will also work with the Parliament, Ministers and the Cabinet.

Citizens can work with the CSOs directly engaged with reconciliation and post-conflict, form social groups to address reconciliation issues or approach their local members of Parliament to whom the NPRC addresses its findings.

Civil Society

The NPRC works with the many non-state actors. The role of civil society is to remain independent from the NPRC, while assisting it with information, contacts and expertise. Civil society organisations have been monitoring the NPRC's activities and provide honest feedback to all relevant actors. The role of CSOs includes pushing the NPRC to respond appropriately to the needs of survivors and affected communities. At the end of this Guide, there is a directory of

some of the organisations that may be important to get in touch with as stakeholders to the work of the NPRC.

International development partners

International actors also have an important contribution to make. International organisations may be able to offer the NPRC with specific areas of expertise, through training and access to materials that set out international best practice for similar Commissions, as well as background on international human rights law that may be relevant to the NPRCs work. The international community may also facilitate the provision of international expertise that it can access from other countries, including providing consultations or training of trainers and with funding some of the NPRCs activities.

Summary Box

- The NPRC works with both state and non-state actors in pursuit of its mandate.
- Civil society plays an important role to make sure the NPRC meets its constitutional goals.
- International development partners can assist the NPRC with finances, training and other resources it needs to accomplish its work.



Annexes

Justice S.M Nare (Chairperson)

Justice Nare has been in the legal fraternity since 1998. A seasoned legal expert, Justice Nare served as a Senior Regional Magistrate in 1998, then as President of the Administrative Court in Harare and Bulawayo in 2001 and 2003, respectively. He was later appointed judge of the Bulawayo Labour Court until his retirement in 2013. Retired Justice Nare is currently an elder in the Church of Christ Congregation in Bulawayo.

Commissioner Lilian Chigwedere (Deputy Chairperson)

Commissioner Chigwedere started off as a high school Mathematics and Science teacher for fifteen years. For the next ten years she served in the diplomatic service with her husband Ambassador Stanislaus Chigwedere. While on mission in Canada, United States of America and Namibia she chaired the Diplomatic Spouse's Association which engaged in many voluntary charity activities.

In the ten years of her diplomatic life, she also took time to engage in further studies. She is a holder of BA Honours in Psychology from Carleton University in Canada. While in the United States of America, she graduated with a Masters in Counselling from the University of the District of Columbia in Washington and is listed in the 'Who is Who Among African Students' in America, a record of students who maintain an Honours achievement throughout their studies.

On coming back to Zimbabwe Commissioner Chigwedere worked as a consultant with UNDP on HIV /AIDS education and counselling programmes for all the UN staff in Zimbabwe. She went on to do similar work with other NGOs like CESVI, GTZ, ZAPSO and others. Thereafter she worked with the ministry of Health in cooperation with NGOs to train nurses and doctors in counselling under the

PMTC programme aimed at preventing mother to child HIV transmission. Throughout the training programmes, she developed a counselling manual for use by health workers. In between consulting programmes she also lectured Psychology at the University of Zimbabwe and the Zimbabwe Open University, respectively. She was part of the team that developed the Counselling degree curriculum at the Zimbabwe Open University.

At the start of the land reform programme she ventured into farming which she is ably running to this day. It is from this humble background that Commissioner Chigwedere was sworn in and appointed Deputy Chairperson of the National Peace and Reconciliation Commission on February 24, 2016, a position she holds up to this day.

Commissioner Charles Masunungure

Commissioner Reverend Charles Masunungure has been a pastor for the past 22 years and has worked in various pastoral capacities in the Family of God Church before he became a Regional Overseer and member of the Family Covenant Church Provincial Council, National Council and Governing Council in 2016. He is a holder of a Certificate in Systemic Therapy (Connect-Zimbabwe Institute of Systemic Therapy-1997), BSc in Counselling (Zimbabwe Open University-2005), MSc in Peace, Leadership and Conflict Resolution (Zimbabwe Open University-2016) and a Certificate of Competency in Dialogue, Negotiation and Mediation (Africa University-2017). He is a Marriage and Family Psychotherapist and a peace practitioner who mediated between political parties in the Bindura North and South Constituencies alongside the SADC Observer Team in the 2013 Harmonized Elections.

Commissioner Masunungure served in the Zimbabwe Republic Police, initially as a police officer at Mkoba Police Station, Gweru (1990 to 1997) then Provincial Chaplain for Midlands, Mashonaland Central and Harare (1998 to 2002) and as the Deputy Chaplain

General at Police General Headquarters (2003 to 2004). He retired on gratuity with an exemplary conduct classification in 2004. His duties and responsibilities in the Zimbabwe Republic Police included complaints handling, investigations, community relations and liaison, crime records management, mediation and dispute resolution, counseling, administration and processing of deceased estates, solemnization of marriages and policy design and training for chaplains. He is a member in good standing of the USA based International Conference of Police Chaplains.

Commissioner Masunungure is also passionate about helping orphans and abandoned children. Alongside his wife Judith, they co-founded Precious Child Orphanage in 2002, which is a family based program that is involved in the adoption and fostering of abandoned and orphaned children. He is a well sought after motivational speaker and life coach in marriage and family matters. He is the author of a life-changing book *"The Marriage Mentor's Manual."*

Commissioner Choice Ndoro

Since 2010, Commissioner Ndoro has worked as a Senior Governance Consultant at the Great Zimbabwe Scenarios Project. The objective of The Great Zimbabwe Scenarios Project is *"to provide an opportunity for Zimbabweans to engage in a strategic conversation about possible futures with a view to catalyzing action and collaboration for a desired future"*.

In the past, Commissioner Ndoro worked for the Zimbabwe Election Support Network and has written extensively on Zimbabwe's electoral processes. She holds degrees in Politics and Administration and Public Administration and has also lectured at the University of Zimbabwe's department of politics and administration.

She has experience in training and facilitation. She conducted

training in gender and human rights in different part of Africa. In 2010, she trained 65 community leaders in Namibia on gender issues in the health sector, economic emancipation, politics and representation, education and culture, social and household issues as well as gender budgeting. The initiative resulted in 16 representatives being selected from the training and embarking on a study tour to Zimbabwe. They met the Vice President of Zimbabwe the then Deputy Prime Minister, the then Minister of Gender, civil society organizations, parliament among others.

Commissioner Ndoro has also facilitated the training of the Women's caucus in the Zimbabwean Parliament in both Houses of Assembly and Senate on advocacy and lobbying for various legislation to enhance gender development. Some of the advocacy issues have resulted in the passing of various legislation including the establishment of Gender desks and Gender Focal Persons, 50-50 women representation, victim friendly courts, Domestic Violence Act and Sexual Offences Act among others. The female MPs were also empowered to lobby their respective political parties on the merits of gender mainstreaming, stopping gender-based violence during primary elections, patriarchy and stereotyping and possible systems of governance and electoral systems for Zimbabwe.

Previously, she headed a team that spearheaded the Gender Budgeting programme in Zimbabwe. She facilitated the training of 45 Directors of Finance, 109 Gender Focal Persons, 98 Council Treasurers, and 35 Heads of Departments in one and a half years. She supported the capacity building in Ministries of Agriculture, Water and Sanitation and health to assist them to adhere to a new government call circular on the 2006-7 national budgets calling for gender equality.

During the 2013 constitution making process, she was a co-Chair of the Thematic Committee on Systems of Governance and a

Resource-person on Elections and Transitional Mechanisms. Other notable achievements include Diplomas in, Theology (2010), Leadership (2009) and Nursing (1989). The Ford Foundation and DAAD of Germany also awarded her two scholarships for outstanding work. She is currently a PhD student at UKZN. Her experience in research, training, facilitation, advocacy, networking and conflict transformation will be a good addition to the commission.

Commissioner Geoffrey Chada

At the time of his appointment, Commissioner Chada was the Executive Director of the Scientific and Industrial Research and Development Centre (SIRDC). He is a historian by training and has previously been a Professor of African History at the University of Toronto. Commissioner Chada currently sits on the Broadcasting Authority of Zimbabwe (BAZ) Board and is serving as the Chairperson of Domboshawa Theological College.

From 1990 to 2001, Commissioner Chada was the Chief Executive and Executive Secretary of the Zimbabwe Mass Media Trust, the Holding Company of the Zimpapers 1980 Ltd, Hunyani Paper Holdings (Pvt) Ltd, Kingstons Ltd, ZIANA News Agency and the Community Newspapers Group. In 1994, he founded the National Initiative for Reconciliation, a Non-Governmental Organisation for peace building, dialogue and reconciliation. In 2011, he was a consultant for The Great Zimbabwe Scenarios Project, which sought to provide opportunities for Zimbabweans to engage in dialogue about the possible futures for the country.

Commissioner Chada also presented three research papers on “Dialogue, Discussion, Openness and Peace-building as a Process of creating a New Future”, “Importance of a Shared Vision in National Healing, Reconciliation and Integration: Shalom for Zimbabwe and “Security Sector Reforms for Zimbabwe”.

Commissioner Golden Chekenyere

Commissioner Chekenyere has a PhD in Education and is an experienced development practitioner. He has done a significant amount of consultancy work in international development in the past two decades when he worked in education and human capital development projects for USAID. He played an important role in high impact education and training programmes in Zimbabwe. Commissioner Chekenyere also has experience in business and is familiar with processes of policy initiation, formulation and implementation.

He has varied human resources management experience and international development experience spanning 24 years, including consultancy services. He was an executive board director at National Foods Limited for nine years. Further, for more than four years, he has held a non-executive board director position at Agribank, chairing the human resources management sub-committee.

Commissioner Leslie Ncube

Commissioner Leslie Ncube is a development expert, with 15 years of experience and service in various developmental portfolios and spheres. He has worked for National Aids Council, Southern Africa Trust in Midrand in Johannesburg, having done extensive work in the Regional poverty observatory. He has also held directorship at Kusena diamond, a joint venture with the state owned Zimbabwe Mining Development Corporation (ZMDC). He has also held directorship at Traffic Safety Council of Zimbabwe (TSCZ) having been instrumental coming up with policies and strategies to curb road traffic accidents, as well as growing the institution to become the regional leader in continuously reducing deaths injury and damage caused by road traffic accidents.

From 2009 to 2013, Commissioner Ncube worked for the Joint

Monitoring and Implementation Committee as a liaison Officer servicing five provinces namely Mat North, Mat South, Bulawayo, Midlands and Masvingo. As a liaison Officer, Commissioner Ncube and his team undertook the task of ensuring the implementation in the letter and Spirit of the Global Political Agreement. Responsibilities included receiving reports and in respect of any issue related to the implementation, enforcement and execution of the agreement, promoting understanding and tolerance amongst political parties, and that of promoting a culture of dialogue and zero tolerance on any form of violence and that of cultivating and promoting an atmosphere of mutual, trust and understanding among political parties.

Commissioner Ncube is a holder of a MA in Development studies, BA Honours in Development studies with the university of the Witwatersrand, a Bachelor of Social Sciences Special Honours in Monitoring and Evaluation (LSU), a Postgraduate Diploma in Management Development for Municipal Finance with Wits Business School, a certificate on Governance and Peace with the UN University in collaboration with the Wits School of International Relations and another certificate on HIV/AIDS care and counselling with UniSA. He is also a PhD candidate with Wits and has research interest on service delivery.

Commissioner Ncube has been hands on and has an appreciation of the peace-building ecosystem in Zimbabwe and beyond. During his service at JOMIC and study at Wits, he has travelled widely to Kenya, Rwanda, Denmark and Netherlands where he amassed relevant experience with regard to peace, reconciliation and human rights.

Commissioner Ncube is also a devoted Christian and farmer.

Commissioner Patience Chiradza

Commissioner Chiradza was the Joint Monitoring Implementation Committee's (JOMIC) National Director from 2009 to 2013, and is currently the Business and Human Capital Advisor at Dexterity Labour Solutions. Commissioner Chiradza holds a Masters in Business Administration (MBA)(UZ), Masters in International Relations (MSc IR)(UZ), Diploma in Retail Management and she is an accredited CIS member. Commissioner Chiradza is an Oxford Scholar in International Politics Summer School and Applied Conflict Transformation Course, Action Support Centre; South Africa. She possesses other several professional and academic qualifications in Business and Project Management and expertise in Business Transformation, Conflict Management and Human Capital Management.

Annexure 2

Directory of CSOs working on the NPRC

We have created here a directory of the organisations that may help you in all matters associated with the NPRC. If you cannot get in touch with the NPRC for one reason or the other, please feel free to get in touch with any of the following organisations.

Name of organisation	Contact person and contact details	Email/ website
Bulawayo & Matebeleland Provinces		
Abammeli Human Rights Lawyers	Mr. Tineyi Mukwewa 0292 250207	www.abammllawyers.com abammellawyers@gmail.com
Bulawayo Progressive Residents Association	Emmanuel Ndlovu Suit 4, Fidelity Life Centre, Cnr Fife Str/ 11 Avenue, Bulawayo 0775233581	www.bprazim.org umanu.ndlovu@gmail.com progressiveresidence@gmail.com
Catholic Commission for Justice and Peace, Bulawayo	Rev. Patrick Mpofo Number 33A, Duncan Road, Suburbs, Bulawayo 086 7717 1147	eugene8gemini@gmail.com
Centre for Public Engagement	Dr. S. Hadebe 33A Clark Road Suburbs, Bulawayo 0782318744	centreforpublicengagement@gmail.com
Grace to Heal, Bulawayo	Dumisani Ngwenya Number 7, 8th Ave, Bulawayo 0292 250267	gth@yoafrica.com ngwenya@gracetoheal.org

Name of organisation	Contact person and contact details	Email/ website
Bulawayo & Matebeleland Provinces		
Justice for Children Bulawayo	Patience Moyo Mership House, Joshua Nkomo/9th Avenue, Bulawayo 0292 78957 0778402177	jctbyo@gmail.com
Legal Resources Foundation	Namatirai Gwasha Amalungelo House, 49 Fort Street, Bulawayo 0292 68926, 74091	adminbyo@lrf.co.zw byo.director@lrf.co.zw byo.admin@lrf.co.zw
Masakhaneni Projects Trust	Dumisani Mpofu Number 10, Derby Road, Hillside, Bulawayo 0292 241003	masakhaneni.projects.trust@gmail.com
Nhimbe Trust	Josua Nyapimbi 98A Lobengula Str/ 9th Avenue extension Bulawayo 0784268614	info@nhimbe.org www.nhimbe.org
People's Legal Advice Foundation Trust	Wellington Nkawu Hemco Building Office 64, Cnr 6th Avenue/ Joshua Nkomo Street, Bulawayo	nkawuwellington@gmail.com

Name of organisation	Contact person and contact details	Email/ website
Bulawayo & Matebeleland Provinces		
Transparency International Zimbabwe	Muchaneta Mundopa Masiye Pambili Business Centre, 4th Avenue, Bulawayo 0292 881397 086 77004073	mundopam@tpi.org
Ukuthula Trust	Shari Eppel Number 10, Derby Road, Hillside, Bulawayo 0292 40600 0772 323424	ukuthulatrust@gmail.com
Women of Zimbabwe Arise	Jenni Williams 0712213885 0772898110	www.wozazimbabwe.org
Zimbabwe Lawyers for Human Rights (ZLHR)	Lizwe Jamela 3rd Floor Barclays Building, 8 Joshua Nkomo Avenue, Bulawayo 0292 72201 086 77005348	lizwejamela@gmail.com
Zimbabwe Peace Project, Bulawayo (ZPP)	Peter Muchengeti Sunlie House 39 Fife Street Bulawayo 0772736155	muchengetips@gmail.com

Name of organisation	Contact person and contact details	Email/ website
Bulawayo & Matebeleland Provinces		
Zimbabwe Women Lawyers Association (ZWLA)	Sethulo Ncube 134 Josiah Tongogara and 44th Avenue Bulawayo 0292 887185-7 0776931313	sethulo@zwla.co.zw
ZimRights, Bulawayo	Celia Mafu 4 Esat House, 4th Street, Bulawayo 0778683376	mafucelia@gmail.com
Manicaland Province		
ASAP	Causemore Samanga 22 Jason Moyo Hillside Golf Club Murambi Mutare 0776164792	causemore@asap.co.zw scausemore@asap.co.zw
Catholic Commission for Justice and Peace	G. Chimange 7 Jeff Road Chikanga 2 0772490787	geex.pax@gmail.com
Institute of Peace Leadership and Governance	Dr. S. Mungure Africa University Fairview Road (Off-Nyanga Road) Old Mutare, Mutare 020 60026/ 60075	mungure@africau.edu

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Manicaland Provinces		
Justice for Children	Ground Floor, Winston House, Cnr 2nd Street & 1st Street, Mutare 020 60359/ 60439	jctrust@iwayafrica.com jctmutare@justiceforchildren.org.zw www.justiceforchildren.org.zw
legal Resources Foundation Mutare	Mrs. V. Zviuya First Floor, Winston House, Cnr 1st Ave & 2nd Street, Mutare 020 6526263	mutare.director@lrf.co.zw admin@lrfmutare.co.zw
Mutasa Youth Forum	Munguma Lloyd Stand Number 49, Watsomba Business Centre 0716348863	lloydmunguma@yahoo.com
NANGO	Reginald Ngwenya 2nd Floor Musenga Windor Building, Mutare 0733916559	nangoeastern@gmail.com
Transparency International	Fadzai Jekemu Number 4, Carlos Flat, Cnr D Avenue and 4th Street, Mutare 0715644538	fadzai@tizim.org
Zimbabwe Political Victims Foundation,	Mr. Sekai Gombe, Nyanga 0773894125	sekaigombe@yahoo.com

Name of organisation	Contact person and contact details	Email/ website
Manicaland Provinces		
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ZimRights	Mugwede Rukudzo Number 4, Carlos Drive, Mutare 0776956426	runiemugwede@gmail.com
Harare		
Amnesty International	Cousin Zilala No. 54 Midlothian Ave, Eastlea, Harare 0772 712 418	czilala@amnesty.co.zw www.amnesty.org/en/region/zimbabwe
Catholic Commission for Justice and Peace	Arkmore Kari 29/31 Selous Avenue Harare 0242 704415	ccjp@zcbc.co.zw
Combined Harare Residents Association	Lorraine Mupasiri No. 12 Oxford Avenue Newlands, Harare 0772127397 0772345304	crainfo@gmail.com
Counselling Services Unit	Fidelis Mudimu Suite 1, No. 1 Raleigh Street, Harare 0242 772222/ 772843	csu@medico.co.zw

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GALZ	Chesterfield Samba 35 Collenbrander Milton Park Harare 0242 740614/ 740610	director@galz.co www.galz.org
Justice for Children	Petronella Nyamapfeni. 66 Blake Way Drive, Belvedere, Harare 0242 741781/ 797723	admin@jctrust.co.zw director@jctrust.co.zw www.justiceforchildren.org.zw
Law Society of Zimbabwe	Edward Mapara 5th Floor, Law Society House, No. 46 Kwame Nkruma Avenue, Harare 0242 751000/779207-9	secretary@lsz.co.zw www.lawsociety.org.zw
LRF	Deborah E. Baron 16 Oxford Road, Avondale, Harare 0242 333707	info@lrfzim.co.zw www.lrfzim.com
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Harare		
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Musasa Project	Netty Musanhu 64 Selous Ave, Cnr 7th Street, Harare 0242 794983, 706284, 0242 706152	director@musasa.co.zw musasaprog@musasa.co.zw www.musasa.co.zw
NANGO	L. Mandishara No. 15 Bodel Avenue, Eastlea, Harare 0242 703599	info.nangozim@gmail.com director.nango@gmail.com
RAU	Kudakwashe Chitsike 7 Sudbury Avenue, Monavale, Harare 0777224476	info@rau.co.zw admin@rau.co.zw researchandadvocacyunit.org
Student Solidarity Trust	Simbarashe Moyo 2 Edmond Road, Belvedere, Harare 0773214322	simbarashemoyo77@gmail.com www.studentsolidarity.org
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Harare		
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Women's Coalition	Sali Ncube Women's Coalition of Zimbabwe 13 Bates Road, Milton Park, Harare 0242 701995/6	coalition@zol.co.zw www.wcoz.org
Women's Trust	7 Walterhill, Eastlea, Harare 0242 797978, 708724	director@thewomenstrust.org. zw www.women.org.zw
ZACRO	Edson Chiota Stand No. 12922, Ndhlela Way, P.O. Box msk 260 Mbare Harare 0242 770046/ 333707	adson@zacro.org.zw

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ZESN	R. Chipfunde-Vava 10 Rochester Crescent, Belgravia, Harare 0242 250736, 791443, 798193	vava@zesn.net www.zesn.org.zw
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Name of organisation	Contact person and contact details	Email/ website
Harare		
Zimbabwe Civic Education Trust	Gladys Hlatswayo Flat Number 1, Green Trees Gardens, 44 Southey Road, Hillside, Harare 086 44058312	zimcet@mweb.co.zw www.zimcet.weebly.com
Zimbabwe Democracy Institute	Pedzisai Ruhanya 66 Jason Moyo & 1st Street, 2nd Floor, Harare 0783963894	pruhanya@gmail.com zditrust@gmail.com www.zimdem.org
Zimbabwe Peace Project	Jestina Mukoko 15 Cardiff Road, Belvedere, Harare 0242 2930180/182	zppinfo@gmail.com www.zimpeaceproject.com
ZimRights	Dzikamai Bere No. 90 Fourth Street, Harare 0242 704598	dzikamai@zimrights.org.zw www.zimrights.org.zw
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Name of organisation	Contact person and contact details	Email/ website
Harare		
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Midlands		
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Community Development Trust in Zimbabwe	Tobias Saratiel CABS Building, Robert Mugabe Way 0773067073	saratieltobias1996@gmail.com
Community Working Group on Health	Timothy Mpofu c/o Gweru Provincial Hospital 0772916156	tmpofu9@gmail.com

Name of organisation	Contact person and contact details	Email/ website
Midlands		
Consumer Council of Zimbabwe	Chiedza Harunashe 2nd Floor, CABS Building, Gweru 0712553192	headoffice@ccz.org
Food for the World	Darlington Nyika 897 Mkoba, Gweru 0774382026	foodfortheworld@gmail.com
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Gweru United Residents Association	Mduba Davison 73 Magwaya Road, Mambo, Gweru 0775400120	mdubadavison@yahoo.com
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Midlands		
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Musasa Project	Princess Khumalo 1 Josiah Tongogara, Gweru 0772686794	musasagw@gmail.com
Padare Men's Forum on Gender	Munyaradzi Nhengo 1028 Leeds Road, LIS, Gweru 0772606196	munyaradzinhengo@gmail.com
Progressive Teachers Union of Zimbabwe	Moses Mhaka Pd44 2nd Floor Post Office Building 0772849435	moses@ptuz.org
Students Christian Movement	Nyaradzo Madzikura 5 Fudzamombe Road, Mkoba 1, Gweru 0772894753	nyaradzo1980@gmail.com

Name of organisation	Contact person and contact details	Email/ website
Midlands		
Vimbai and Shuvai Students Arts Organisation	Vimbai Chadya 1682 Mkoba 12 Gweru 0772408246	vssao.org@gmail.com
Women's Coalition	Florence Guzha c/o Red Cross 0775256079	florence.guzha@gmail.com
Women's International Coalition	Rebecca Chirenga 30 Lalbagh Road, Ridgmont, Gweru 0772358569	wicozimbabwe@gmail.com
Young Women's Christian Association	Rachel bvute 6025 Mkoba 1, Gweru 0772837343	ycwamkoba@gmail.com
Zimbabwe Association of Crime and Rehabilitation of the Offender	Merjury Makunere PD 40 2nd Floor, Post Office Building 0772698386	maichidom@yahoo.com
Zimbabwe Congress of Trade Unions	Anthony Nyashanu 9 Main Street, Gweru 0773859590	zctucent@gmail.com
Zimbabwe National Council for the Welfare of Children	Alexio Muguda Blue Hills, Senga Road 0773435591	

Name of organisation	Contact person and contact details	Email/ website
Midlands		
Zimbabwe National Network for People Living with HIV and AIDS	Tryvinne Musokeri c/o Midlands State University 0772466978	zinasuzinasu@gmail.com
Zimbabwe National Students Union	Nkosilathi Moyo 1 CABS Building, Kwekwe 0775037579	zoyporg@gmail.com
Zimbabwe Organisation for the Youth in Politics	Brenna Matendere c/o Midlands Hotel 0775561754	bmatendere@gmail.com
ZWLA	Ropafadzo Munemo Gweru One Stop Centre, Gweru Provincial Hospital, Gweru 054 221265 0783279479	gweru@zwla.co.zw
Masvingo		
Community Tolerance Reconciliation and Development	Gamuchirai Mukura Office 2, Brianne Court, Hughes Street, Masvingo 0775504809	gmukura@cotradtrust.org cotradcordinator@gmail.com www.cotradtrust.org

Name of organisation	Contact person and contact details	Email/ website
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TellZim	Golden Maunganidze 39/41 Hallet Street Masvingo 0773280487	editor@tellzim.co.zw

Part 6

National Peace and Reconciliation Commission

251 Establishment and composition of National Peace and Reconciliation Commission

(1) For a period of ten years after the effective date, there is a commission to be known as the National Peace and Reconciliation Commission consisting of:

- (a) A Chairperson appointed by the President after consultation with the Judicial Service Commission and the Committee on Standing Rules and Orders and
- (b) Eight other members appointed by the President from a list of not fewer than twelve nominees submitted by the Committee on Standing Rules and Orders.

(2) The Chairperson of the National Peace and Reconciliation Commission must be a person who has been qualified for at least seven years to practise as a legal practitioner in Zimbabwe.

(3) If the appointment of a chairperson to the National Peace and

(4) Members of the National Peace and Reconciliation Commission must be chosen for their integrity and their knowledge and understanding of and experience in, mediation, conciliation, conflict prevention and management, post-conflict reconciliation or peace building.

252 Functions of National Peace and Reconciliation Commission **The National Peace and Reconciliation Commission has the following functions:**

(a) to ensure post-conflict justice, healing and reconciliation;

(b) to develop and implement programmes to promote national healing, unity and cohesion in Zimbabwe and the peaceful resolution of disputes;

(c) to bring about national reconciliation by encouraging people to tell the truth about the past and facilitating the making of amends and the provision of justice;

(d) to develop procedures and institutions at a national level to facilitate dialogue among political parties, communities, organisations and other groups, in order to prevent conflicts and disputes arising in the future;

(e) to develop programmes to ensure that persons subjected to persecution, torture and other forms of abuse receive rehabilitative treatment and support;

(f) to receive and consider complaints from the public and to take such action in regard to the complaints as it considers appropriate;

(g) to develop mechanisms for early detection of areas of potential conflicts and disputes and to take appropriate preventive measures;

(h) to do anything incidental to the prevention of conflict and the promotion of peace;

(i) to conciliate and mediate disputes among communities, organisations, groups and individuals; and

(j) to recommend legislation to ensure that assistance, including documentation, is rendered to persons affected by conflicts, pandemics or other circumstances.

253 Reports of National Peace and Reconciliation Commission

In addition to the report it is required to submit in terms of section 323, the National Peace and Reconciliation Commission may, through the appropriate Minister, submit reports to Parliament on particular matters relating to national peace and reconciliation which, in the Commission's opinion, should be brought to the attention of Parliament."

Annexure 4

Provincial Peace Committees Contacts

Province	Chairperson	Deputy Chairpersons	Secretary
Bulawayo	Rtd Justice S.M. Nare 0712845513 Commissioner L. Ncube 0777849325	Mr J. Mnkandla 0784414090 Mrs N. Dube 0772392210	Cynthia Mawema 0712906835
Harare	Commissioner L. Chigwedere 0774948040	Prof M. Hove 0772702596	Joseph Mashingaidze 0712906839
Manicaland	Commissioner P. Chiradza 0772889817	Mrs G. Chimange 0772490787 Dr S. Mungure 0778071844	Joseph Mashingaidze 0712906839
Mashonaland Central	Commissioner C. Masunungure 0772393926	Dr S. Munoriarwa 0772717018 Dr C. Muchemwa 0773429935	Tichafanana Sithole 0712906841
Mashonaland East	Commissioner G. Chada 0712874828	Mrs S. Rugonye 0772929169 Mr E. Manyati 0773555723	Mercy Mtombeni 0712802203
Mashonaland West	Commissioner C. Ndoró 0778767519	Mr Mavankeni 0772364034	Donald Chirunga 0712906841
Matabeleland North	Rtd Justice S.M. Nare 0712845513	Rev T. Sithole 0785363725	Cynthia Mawema 0712906835

Matebeleland South	Commissioner L. Ncube 0777849325	Mrs S. Ndhlovu 0772397431 Rev P. Dube 0772667537	Cynthia Mawema 0712906835
Masvingo	Commissioner G. Chekenyere 0775916823	Chief Inspector C. Mazula 0772928157 Rev T. Siwela 0772241382	Simbarashe Tongayi 0773610130
Midlands	Rtd Justice S.M. Nare 0712845513 Commissioner L. Ncube 0777849325	Mr C. Mupereri 0772414176 Inspector E. Mukwende 0776031578	Simbarashe Tongayi 0773610130



**NATIONAL
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