



## **16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE**

**25 November – 10 December 2024**

**Theme: “UNITE! To End Violence against women: Towards 30 years of the Beijing Declaration and Platform for Action.”**

The 16 Days of Activism Against Gender Based Violence (GBV) is an international campaign that runs from November 25<sup>th</sup> (the United Nations Day for the Elimination of Violence Against Women) to December 10<sup>th</sup> (Human Rights Day). The campaign this year calls on governments, civil society and the private sector to accelerate progress towards eliminating violence against women and girls. In 2025, the global community marks the 30<sup>th</sup> anniversary review of the implementation of the Beijing Declaration and Platform for Action, hence the combined theme. The campaign continues to highlight that violence against women and girls is a violation of human rights.

The IDBZ is cognisant of other significant dates for commemoration within the 16 Days of Activism and these are:

- 29 November – International Women Human Rights Defenders Day
- 1 December – World AIDS Day. The day raises awareness about the impact of HIV and AIDS especially on women and girls.
- 3 December – International Day of Persons with Disabilities. The day highlights the intersectionality of disability and gender-based violence.
- 5 December – International Volunteer Day for Economic and Social Development. This day recognises the contributions of volunteers and organisations working to end violence against women and girls.
- 10 December – International Human Rights Day. This day marks the end of the 16 Days of Activism and is a celebration of human rights and the progress made towards ending violence against women and girls.

These commemorative days serve as important reminders of the need to continue working towards a world free from gender-based violence.

In line with the Bank's commitment on Gender justice, we join the rest of the world in commemorating the 16 Days of Activism against Gender-Based Violence. The theme for this year: **“UNITE! To End Violence against women: Towards 30 years of the Beijing Declaration and Platform for Action”**, calls on all stakeholders to come together and Act Now. The theme acknowledges the critical need to involve everyone in changing social norms, attitudes and behaviors that contribute to GBV.

According to UN Women Data Hub (<http://data.unwomen.org/global>) and the World Bank (<https://www.worldbank.org> World Bank Group 29 April 2024), this year's commemoration comes amidst concerning statistics:

- 1 in 3 women in Zimbabwe have experienced physical violence in their life.
- 1 in 4 women have experienced sexual violence since age 15.
- In Zimbabwe, a woman is raped every hour.
- Shelter, health care and legal support are difficult to access by women.

In view of these statistics, the Bank acknowledges that GBV can have a significant impact on staff performance, affecting not only the individual but the organisation as a whole, including:

- Absenteeism and presentism: these affect productivity, workload, and team performance.
- Reputation and brand damage; this affects the organization's ability to attract clients, customers or top talent.
- Stigma and shame: this causes members to hide their experiences, avoid discussing their situations, or become withdrawn.
- Depression and anxiety: GBV can lead to depression, anxiety and post-traumatic stress disorder (PTSD), affecting staff members mood, motivation, and overall well-being,

As we commemorate this year's celebration, the following issues are critical:

- Reflect on the progress made so far on Gender-Based Violence initiatives, as we move towards Beijing +30.
- Involve everyone in changing social norms, attitudes and behaviours that contribute to GBV, and challenge social norms that sustain GBV in the workplace.

- Break the silence by sharing our voice, amplifying the message, and collaborating with others.

Ending all forms of violence against women and girls is possible only if we act together and now.

Let's End GBV together!

#16 Days

#DignityForAll