WOMEN'S UNIVERSITY IN AFRICA

Addressing Gender Disparity And Fostering Equity In University Education

2025 ANNUAL REPORT



WOMEN'S UNIVERSITY IN AFRICA



Addressing Gender Disparity And Fostering Equity In University Education

Our Vision

The Women's University in Africa's vision is to be the best University in relation to the promotion of gender equity and equality in higher education.

Our Mission

The Women's University in Africa's mission is to reduce gender disparity by providing gender-sensitive and socially responsible education and research skills training.

Our Goal

Our goal is to transform WUA into a modern, effective and significant higher education institution that efficiently delivers its mandate

Our Values

Professionalism
Integrity
Accountability
Reliability
Efficiency
Honesty

University Prayer

Heavenly father we come before you trusting, not in our own goodness, but in your mercies.

We thank you Lord, Almighty for the Women's University in Africa and we praise you father God for making real the vision and dream of the founders of this University. We acknowledge you as our God, the Father, the Son and the Holy Spirit who has made it possible for this University to educate men and women whom you have chosen as stewards of the abundant human and natural resources on this earth.

Accordingly, we pray for your blessings and wisdom for the vision of education for all mankind and for the founders, we pray for the students, for the parents and for those who finance the University requirements. We pray for the staff, University Council, Board of Trustees and for the Government as the enabling bodies of the Women's University in Africa.

We ask in Jesus' name for your continued guidance and leadership for all involved stakeholders of the Women's University in Africa now and forever more. Amen

Reverend M.E. Ramushu

12/11/2005

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1.0 List of Acronyms

AAU	Association of African Universities
BOT	Board of Trustees
BOT	Build, Operate and Transfer
COIL	Collaborative Online International Learning
DAP	Direct Aid Programme
ECD	Early Childhood Development
EDI	Equality, Diversity and Inclusion
EMS	Emergency Medical Services
ERP	Enterprise Resource Planning
FAEHS	Faculty of Agricultural, Environmental and Health Sciences
FSGTS	Faculty of Social and Gender Transformative Sciences
GAPWUZ	General Agricultural and Plantation Workers Union of Zimbabwe
GBV	Gender-Based Violence
GDC	Gender and Diversity Centre
GEWE	Gender Equality and Women Empowerment
GRP	Gender Responsive Pedagogy
HICC	Harare International Conference Centre
IAU	International Association of Universities
ICT	Information and Communication Technology
IPGI	International Programmes and Global Initiatives
MoU	Memorandum of Understanding
MPVeReg	Multi-Party Vehicle Registration
NDS1	National Development Strategy 1
NEC	National Employment Council
NSSA	National Social Security Authority
ODeL	Open Distance e-Learning
OWSD	Organisation of Women in Science for the Developing World
PAYE	Pay As You Earn
RFQs	Request for Quotations
SARO	Southern Africa Regional Office
SBU	Strategic Business Unit
SDGs	Sustainable Development Goals
SoS	Students Organising for Sustainability
SRC	Student Representative Council
STEM	Science, Technology, Engineering and Mathematics
STI	Science, Technology and Innovation
SUSI	Study of the U.S. Institutes
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFPA	United Nations Population Fund
WUA	Women's University in Africa
ZIMCHE	Zimbabwe Council for Higher Education
ZimPC	ZimPartConnect
ZIMRA	Zimbabwe Revenue Authority
ZIMREN	Zimbabwe Research and Education Network
ZWRCN	Zimbabwe Women's Resource Centre and Network

2.0 University Profile and Governance Structure

2.1 About Us

Women's University in Africa (WUA) is a private institution that was co-founded by Professor Hope Cynthia Sadza, a former Public Service Commissioner, and Dr Fay King Chung, a former Minister of Education in Zimbabwe. The institution was established through a Trust Deed MA692/2001 and granted authority to operate as a University by the Parliament of Zimbabwe through Statutory Instrument 130 of 2004. The University governance structures are provided for in the Trust Deed and the Charter. The Charter provides for a three-tier governance structure comprising the Board of Trustees (BoT), Council and Senate.

The University is currently operating from five campuses in Zimbabwe namely, Harare, Bulawayo, Kadoma, Mutare and Marondera. It has Open Distance e-Learning (ODeL) students in Malawi, Zambia, Sudan, Nigeria, Cote d'Ivoire, United Arab Emirates and United Kingdom.

The University opened its doors to the public in 2002 with 145 students with a specific mandate to address gender disparity and foster equity in University education.

WUA is the only women's University in Southern Africa whose mandate is to address gender disparities in higher and tertiary education. Its enrolment policy of 85% women and 15% men is contributing towards gender equity as enunciated in the Southern Africa Development Community (SADC) Protocol on Gender and Development and the Constitution of Zimbabwe. The University currently has three Faculties namely: Agricultural, Environmental and Health Sciences; Management and Entrepreneurial Sciences and Social and Gender Transformative Sciences. In response to the advancements in technology, to cater for the diverse needs of our learners, WUA offers a flexible study timetable consisting of blended face-to-face and online teaching and learning, regular day, weekend, block release and ODeL. WUA has students from several African countries and efforts are underway to increase student enrolment from across the globe through the University's ODeL Programme.

WUA has several directorates that support its mission and operational effectiveness, including: Research, Innovation and Postgraduate Centre; Satellite Campuses; Audit and Risk; Quality Assurance; Gender and Diversity Centre housing the Feminist Knowledge Hub; Works and Estates Development; Marketing, Communication and Public Relations; International Programmes and Global Initiatives; and Business and Enterprise Development. The University has the following strategic business units, Hope Fay Hotel and Conference Centre, Helianth Farm, Driving School and the Fashion and Design Centre.

In its endeavour to address some of the barriers to women's access to university education, the University established a STEM Centre, an ECD Centre and a Nursing Parents Lounge. The WUA STEM Centre is designed to create an inclusive, equitable environment that actively supports and encourages participation of female students in areas of science, technology, engineering and mathematics, fields traditionally perceived as male domains. The ECD Centre enables female students and staff to pursue their education while ensuring their children are cared for in a safe, nurturing environment within the University. The WUA Nursing Parents Lounge provides a crucial private, clean, and comfortable space for staff and students to breastfeed thereby supporting their ability to continue nursing while fulfilling their academic and professional responsibilities.

The Annual Report highlights WUA's leadership in promoting gender equity in University education in Africa and beyond.



University Leadership



Dr Divine Simbi-Ndhlukula

Chancellor



Mrs Lizzie Mazvita Chikerema

Council Chairperson



Prof. Sunungurai Dominica Chingarande

Vice Chancellor

University Council



Mrs. Lizzie Mazvita Chikerema
Council Chairperson



Dr. Ignatious Nzero
Council Vice Chairperson



Mr. Ophias Sherewa
Council Member



Prof. Theresia Nkuo-Akenji
Council Member



Dr. Bettie Kawonga
Council Member



Dr. Winifred Goromonzi
Council Member



Eng. Fred Gweme
Council Member



Dr. Lulu Gwagwa
Council Member



Dr. Bernard Madzima
Council Member



Mr. Israel Kuveya
Council Member



Prof. Jeanette Marie Manjengwa
Council Member



Mrs. Sherree Gladys Shereni
Council Member



Mrs. Rose Nhamo
Council Member



Mrs. Lilian Matsika Takaendesa
Council Member



Prof. Edward Mutandwa
Council Member

Executive Committee



Prof. Sunungurai Dominica Chingarande
Vice Chancellor



Prof. Elizabeth Chikwiri
Pro Vice Chancellor Academic Affairs



Mr. Rodgers Murehwa
Bursar



Mr. Nephas Mufutumari
ICT Director



Ms. Plaxedes Chaitezvi
Librarian

Executive Committee



Mrs. Tafadzwa Mutyambizi
Registrar

Deans



Dr. Abigail Benhura
Dean of Students



Dr. Precious Hove
Dean, Faculty of Management and Entrepreneurial Sciences



Dr. Tavagwisa Muziri
Dean, Faculty of Agricultural, Environmental and Health Sciences



Dr. Itai Mafa
Dean, Faculty of Social and Gender Transformative Sciences

Directors



Prof. Sam Takavarasha Jr
Director, Research, Innovation and Postgraduate Centre



Dr. Solomon Mombeshora Director,
Quality Assurance



Dr. Hellen Venganai
Director, Gender and Diversity Centre



Dr. Simbayi Gwatura
Director, Marketing, Communications and Public Relations



Mrs. Semukeliso Gono
Director, International Programmes & Global Initiatives



Mrs. Bertha Mugwise
Director, Satellite Campuses



Mr. Emmanuel Badza
Director, Audit and Risk

Corporate Governance and Strategic Oversight

Corporate Governance and Strategic Oversight

In 2025, in strict adherence to Corporate Governance Policy Section 5.1.1.2 (b) and (c), the Board of Trustees, as the responsible authority, successfully appointed Dr. Divine Simbi-Ndhlukula as the new Chancellor of the Women's University in Africa. This transition was accompanied by the appointment of new Council members to bolster institutional leadership.

Following these appointments, an induction of Council members was conducted in August 2025, graced by the CEO of ZIMCHE, Professor Kuzvinetsa Peter Dzvimbo. During this session, a free and fair election was held in accordance with Section 16 of the University Charter, resulting in the appointment of Mrs. Lizzie Mazvita Chikerema as the Council Chairperson and Dr. Ignatious Nzero as the Vice Chairperson.

The Council continues to operate through the following seven key committees to ensure accountability and transparency:

1. Academic Committee;
2. Audit and Risk Committee;
3. Business Development, Resource Mobilisation and Marketing Committee;
4. Finance Committee;
5. Human Resources Committee;
6. Information Communication and Technology Committee; and
7. Infrastructure Development and Maintenance Committee.

Council Composition and Meeting Attendance

Name	Designation	Date of Appointment	End of Term of Office	Qualifications	Sector Representation	Served Committees	Council Meetings Attended in 2025	Meeting Apologies
MEMBERS WHO COMPLETED TERMS IN JULY 2025								
Advocate R. Chibaya	Chairperson up to July 2025	March 2020	July 2025	Master of Laws in Commercial Law; Bachelor of Laws	Law	Human Resources	2/2	
Mr. T. Danha	Vice Chairperson of Council and Finance Committee Chairperson	April 2022	July 2025	Institute of Chartered Secretaries and Administrators (Post Graduate Level)	Finance	Finance; Academic; Business Development and Resource Mobilisation	2/2	
Commissioner Dr. N. Matshe	Business Development and Resource Mobilisation Committee Chairperson	April 2022	July 2025	PhD Business Management; MBA Strategic Management; MSc/MA in Accounting and Finance; BSc (Hons) Economics; Diploma in Accounting and Finance; CGMA; ACMA	Finance and Governance	Finance; Human Resources; Business Development and Resource Mobilisation	2/2	
Architect T. Dzvukamanja	Infrastructure Development and Maintenance Committee Chairperson	March 2020	July 2025	Bachelor of Architecture (Hons); Bachelor of Architectural Studies (General)	Infrastructure Development	Finance; Information and Communication Technology; Infrastructure Development and Maintenance	2/2	

Name	Designation	Date of Appointment	End of Term of Office	Qualifications	Sector Representation	Served Committees	Council Meetings Attended in 2025	Meeting Apologies
Prof. M. Sandada	Council Member	April 2022	July 2025	PhD Business; MSc Strategic Management; MSc Purchasing and Supply Chain Management; BSc Economics	Strategic Management and Higher Education Management	Academic; Human Resources; Business Development and Resource Mobilisation	2/2	
Dr. A. Mushavi	Human Resources Committee Chairperson	May 2020	July 2025	Master in Business Administration; Post Graduate qualification in Paediatrics; Bachelor of Medicine and Bachelor of Surgery (MBChB)	Health	Human Resources	2/2	
Mrs. T. R. Muwani	Council Member	April 2020	July 2025	Executive Masters in Business Administration Degree; Institute of Chartered Secretaries and Administrators (CIS); Higher National Diploma in Accountancy, National Diploma in Accountancy; Tax Laws	Finance and Human Resources	Finance and Human Resources	2/2	
Mr. T. Gundo	Council Member	March 2020	July 2025	Master of Business Administration in Public Management; Bachelor of Science (Hons) in Politics and Administration; Postgraduate Diploma in Project Planning and Management; Executive Certificate in Monitoring and Evaluation	Infrastructure development	Infrastructure Development and Maintenance	2/2	
Mr. D. Mambure	Council Member	April 2022	July 2025	Master of Science Marketing; Master of Public Policy and Governance; Master of Business Administration; B Comm (Hons) Marketing	Marketing and Business Development	Information and ommunication Technology; Business Development and Resource Mobilisation	2/2	
CONTINUING MEMBERS (AUGUST 2025 COMMITTEES SHOWN)								
Prof. E. Mutandwa	Academic Committee Chairperson	April 2022	Continuing	PhD Forest Resources – Economics; MSc Agricultural Economics; BSc (Hons) Agricultural Economics	Agriculture and Higher Education Management	Academic;Information and Communication Technology;	3/4	1/4
Dr. I. Nzero	Finance Committee Chairperson	April 2022	Continuing	Doctor of Laws Mercantile Law; Master of Laws Business Law; Bachelor of Laws; PG Diploma in Higher Education	Law and Higher Education Management	Finance;HumanResources;	4/4	
Mrs. L. M. Chikerema	Audit and Risk Committee Chairperson, Council Chairperson from August 2025	April 2022	Continuing	Master of Commerce Strategic Management and Corporate Governance; Master of Science in Accounting and Finance; B Comm (Hons) Accounting; Higher National Diploma in Business Studies; Intermediate CIS Certificate	Audit and Risk	Finance	4/4	
Engineer F. Gweme	ICT Committee Chairperson up to July 2025	January 2019	Continuing	MPhil in Computer Engineering; Bachelor of Science (Hons) in Computer Engineering; Executive Master of Business Administration	ICT	Audit and Risk; Human Resources	4/4	
Mr. O. Sherewa	ICT Committee Chairperson from August 2025	April 2022	Continuing	Master of Business Administration; Bachelor of Science Computer Science and Mathematics	ICT and Finance	Finance; Information and Communication Technology;	4/4	
NEW COUNCIL MEMBERS								
Prof. T. Nkuo-Akenji	Council Member	August 2025	New	PhD in Parasitology/ Immunology; MSc in Microbiology; BSc. in Medical Technology	Agriculture	Information and Communication	1/2	1/2
Prof. J. M. Manjengwa	Council Member	August 2025	New	PhD; Masters in Environmental Policy and Planning; BSc. (Hons) in Environmental Science	Higher Education	Academic	2/2	

Name	Designation	Date of Appointment	End of Term of Office	Qualifications	Sector Representation	Served Committees	Council Meetings Attended in 2025	Meeting Apologies
Dr. L. Gwagwa	Business Development and Resource Mobilisation Committee Chairperson	August 2025	New	PhD; MPhil; MSc in Social Policy and Planning (cum laude); Masters in Town and Regional Planning	Business and Higher Education	Business Development and Resource Mobilisation; Infrastructure Development and Maintenance	2/2	
Dr. W. Goromonzi	Council Member	August 2025	Continuing	Doctor of Business Administration (DBA); Master of Arts (MA) Leadership and Management; BSc. Economics and Commerce	Finance and Management	Finance Committee	2/2	
Dr. B. Madzima	Council Member	August 2025	New	MBChB; MPH	Health	Infrastructure Development and Maintenance	1/2	1/2
Mrs. S. G. Shereni	Audit and Risk Committee Chairperson	August 2025	New	MBA in Leadership and Sustainability; BSc. Honours Economics; Diploma in Banking and Finance	Audit and Risk	Audit and Risk; Business Development and Resource Mobilisation	1/2	1/2
Mrs. R. Nhamo	Human Resources Committee Chairperson	August 2025	New	MBA; Bachelor of Business Studies Honours; Diploma in Professional Consulting	Human Resources	Human Resources	1/2	1/2
Ms. M. L. Takaendesa	Council Member	August 2025	New	Master of Arts Development Studies; Bachelor of Science Politics and Administration Honours	Resource Mobilisation	Business Development & Resource Mobilisation	1/2	1/2
Mr. I. Kuveya	Infrastructure Development and Maintenance Committee Chairperson	August 2025	New	Doctorate in Theology; National Higher Certificate in Architectural Technologies; Certificate in Law; Architecture; Project Management; Theology; Entrepreneur	Infrastructure development	Infrastructure Development and Maintenance	2/2	
Dr. Bettie Kawonga	Council Member	August 2025	New	Ph.D. Animal and Food Sciences, University of Kentucky; Master of Science in Animal Science - University of Malawi; Bachelor of Science in Agriculture (Animal Science) - University of Malawi	Agriculture	Academic Committee	2/2	

3.0 Letter of Acquittal

WOMEN`S UNIVERSITY IN AFRICA

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Addressing Gender Disparity and Fostering Equity in University Education

From the Office of the Vice Chancellor, Professor Sunungurai Dominica Chirangande PhD (UZ), MSc Sociology and Social Anthropology (UZ), BSc Honours Sociology (UZ)

The Board of Trustees and Council

RE: THE VICE CHANCELLOR'S LETTER OF ACQUITTAL OF THE 2025 ANNUAL REPORT

In terms of the Women's University in Africa Charter, Statutory Instrument 130 of 2004, I hereby present the 2025 Annual Report to the University Council and Board.

Yours sincerely

.....

Professor Sunungurai Dominica Chingarande

4.0 Council Chairperson's Statement



Mrs Lizzie Mazvita Chikerema

It is my pleasure, on behalf of the University Council, to present the Annual Report and Audited Financial Statements of the Women's University in Africa for the year ended 31 December 2025 to the Responsible Authority the Board of Trustees.

The University achieved an important governance milestone by receiving an unqualified audit opinion, representing an improvement from the qualified audit opinion received in the previous financial year. This achievement reflects Council's continued commitment to strengthening financial management, governance and accountability across the University.

It is a profound honour to be re-appointed by the Board of Trustees and subsequently elected by my fellow Council members to serve as Chairperson of the Women's University in Africa Council. This appointment is a vote of confidence that I receive with great humility, gratitude, and a deep sense of responsibility.

In line with our continental mandate, the Board of Trustees has also appointed distinguished Council members from across Africa. Their diverse expertise, experience, and perspectives will greatly enrich the governance of the University as we embark on this three-year term. Together, we remain committed to providing strategic oversight that supports the University's vision of addressing gender disparity and fostering equity in higher education.

The year 2025 was significant for the University as we concluded the Mid-Term Review of the 2023–2027 Strategic Plan. The review provided an opportunity to assess our progress, celebrate achievements, identify emerging opportunities, and realign our priorities with the changing higher education landscape. As a result, 2026 will mark the commencement of a streamlined strategic framework that places greater emphasis on gender equality, diversity and inclusion; Business Development, Institutional Advancement and Financial Sustainability, Academic Excellence; Student Experience and Success and Research, Innovation and Industrialisation.

Council is encouraged by the notable progress made during the year in strengthening governance systems, enhancing academic programmes, expanding strategic partnerships, improving infrastructure, and embracing digital transformation. These achievements are a testament to the collective efforts of the Board of Trustees, Council, management, staff, students, alumni, development partners, and other stakeholders who continue to support the University's mission.

We count it a significant achievement to present this report. As Council, we remain committed to ensuring that the University is governed in a manner that promotes institutional sustainability, responsiveness to stakeholder needs, and the achievement of our strategic aspirations.

On behalf of Council, I extend my sincere appreciation to the Board of Trustees, the Vice Chancellor and Executive Management, staff, students, alumni, partners, and all stakeholders for their dedication and support. Together, we will continue to build a stronger, more innovative, and globally recognised Women's University in Africa.

Thank you

5.0 Vice Chancellor's Foreword



Professor Sunungurai Dominica Chingarande

It is with a profound sense of pride that I present the 2025 Annual Report for the Women's University in Africa (WUA), a year defined by our dynamic growth and unwavering dedication to our core mandate. This year has been marked by significant milestones and advancements across all our strategic focus areas of gender equality promotion, teaching and learning, research, innovation, internationalisation, community engagement, quality assurance, risk management and ICT as an enabler.

During the 2025 academic year, we continued to deliver on our mandate, enrolling a total of 1,403 students comprising 1,082 female students and 321 male students. We proudly celebrated the graduation of 1,183 students consisting of 1,007 female students and 176 male students. Notably, 85% of our graduates were female, underscoring our steadfast dedication to fostering equity in university education and empowering women to lead across diverse sectors.

Significant progress has been made in our academic offerings and institutional development. In our continuous drive for relevance and responsiveness, we submitted 15 academic programmes to ZIMCHE for approval and introduced ten new short courses, ensuring our curriculum remains aligned with national and global demands.

Our students and faculty championed the Education 5.0 doctrine, showcasing remarkable talents and innovations. WUA proudly registered six patents and two trademarks. These innovations included Quinoa Tilapia Feed, Saponins Biopesticide, and the Cowhorn Walking Cane Handle. Our student innovators in the Boost Enactus Club distinguished themselves by securing investment funding at the Delta Beverages 'Smart Drinking and Innovation Challenge'. Furthermore, the University was honoured with the award for Best Institutional Display at the Kadoma Agricultural Show, affirming the quality and innovative appeal of the WUA brand.

Our student body achieved remarkable global visibility, representing the University at high-profile international engagements such as the Study of the U.S. Institutes (SUSI) exchange programme in Washington DC, the Responsible Futures Student Sustainability Showcase in the UK, and regional debate tournaments in Rwanda and Kenya.

Through strategic resource mobilisation, we have enhanced the teaching and learning environment across our campuses. A major milestone toward establishing the Centre for Inclusive Education was achieved through the acquisition of assistive devices for visually impaired students and staff, supported by the Australian Direct Aid Programme. We also established dedicated, compliant counselling rooms for our Social Work students across all five campuses. Looking ahead, we have actively improved our connectivity and there are advanced plans for a larger classroom block and student accommodation facilities. The University is committed to a solarisation programme to transition toward green energy by investing in campus wide solar infrastructure.

The University's international collaborations have continued to flourish. We proudly maintained our role as the host of the Association of African Universities Southern Africa Regional Office (AAU-SARO), successfully hosting the Strategic Financial Planning and Resource Mobilisation Workshop. Our participation in the UNESCO-IAU initiative on promoting equitable and inclusive internationalisation further cemented WUA as a leader in inclusive and equitable higher education on the continent.

On the financial and operational front, we streamlined our procurement processes to achieve notable cost savings while actively encouraging the participation of women-owned businesses. Our Strategic Business Units and satellite campuses demonstrated growing viability; notably, our Kadoma Campus pioneered academic-commercial innovation through profitable consultancy projects.

In line with the University's digital transformation agenda the University migrated from Microsoft Navision Financial Management System to Sage Pastel. The transition was undertaken to improve the efficiency, reliability and functionality of the University's financial management processes.

I extend my heartfelt gratitude to the Government of Zimbabwe, regulatory bodies, strategic partners, and the entire WUA community for their unwavering support, which has driven the achievements registered by the University in 2025.

Special gratitude goes to our governance structures. In 2025, we were delighted to welcome our new Chancellor Dr Divine Simbi-Ndhlukula and the nine new Council members. We are grateful for the fresh perspectives they bring, which will undoubtedly remain instrumental in the University's continued growth and success.

Thank you.

6.0 Statement from Pro Vice Chancellor – Academic Affairs



Professor Elizabeth Chikwiri

It is my privilege and honour to share highlights of the efforts made in advancing teaching and learning, research, community engagement, innovation and industrialisation in the university in the year 2025.

Academic staff worked tirelessly in the area of research resulting in a total of sixty-four (64) publications and the acquisition of five (5) funded research grants, namely: Australian Aid Grant, Terres De Hommes (TDH), Medicins De Monte (MDM), OSWD-UNESCO, and the National Institute for Health Research NIHR-Liverpool School of Medicine. The University partnered with the OWSD Zimbabwe Chapter on a US$20,000 pilot research project to strengthen women's representation and participation in STEM fields.

The year 2025 also presented twelve (12) research paper presentations at regional and international conferences, demonstrating strong global research engagement. These presentations were delivered at platforms including the United Nations (UN) Multi-stakeholder Forum on Science, Technology and Innovation for the Sustainable Development Goals (SDGs), the Association of African Universities (AAU) Quadrennial General Conference, the Southern African–Nordic Centre (SANORD) Conference, the Regional Universities Forum for Capacity Building in Agriculture (RUFORUM) Annual General Meeting, the Common Market for Eastern and Southern Africa (COMESA) Research Forum, the World Conference on Women's Studies, and the United Nations Educational, Scientific and Cultural Organization (UNESCO) forums..

The Faculties of Agricultural, Environmental and Health Sciences and Management and Entrepreneurial Sciences exhibited their innovations at the Presidential Innovation Fair and Mashonaland East, Kadoma, and Harare Agricultural Shows. These innovations focused mainly on quinoa value addition.

The Student Affairs Department together with students from various faculties actively participated in community outreach programmes. Activities primarily involved the distribution of food and clothing items to vulnerable members of society.

The university participated in weekly radio programmes which discussed emerging trends in agriculture.
Strong emphasis was also placed on short courses in Early Childhood Development, poultry production, digital marketing, business analytics, labour law, customer experience and counselling.

The university continued to make an impact internationally through the recruitment of students from the United Arab Emirates, United Kingdom, and Malawi in the areas of Social Work, Early Childhood Development and Disaster and Livelihoods Management. The University also maintained an international presence on campus through its diverse student population drawn from across the globe.

In 2025, the Faculty of Social and Gender Transformative Sciences continued to offer foreign language programmes, as part of the University's programme qualification mix, namely Mandarin, French, Spanish, and Portuguese, and as we look ahead, the faculties remain committed to advancing academic excellence, strengthening research, innovation and industrialisation.

I extend my sincere appreciation to Council, Senate, Members of Executive Management, the Deans, academic staff, students, partners, and all stakeholders whose dedication and hard work continue to drive the University forward. Together, we will build on the achievements recorded during the year and continue to position the Women's University in Africa as a leading institution that transforms lives through quality, inclusive, and impactful higher education.

Thank you

7.0 Statement from the Registrar



Mrs. Tafadzwa Mutyambizi

The year 2025 was defined by governance shifts and a renewal of institutional leadership that reinforces our commitment to excellence.

Most notably, we celebrated the historic inauguration of Dr. Divine Simbi-Ndhlukula as Chancellor during the graduation ceremony in August 2025, an event preceded by a celebratory Chancellor's Dinner held in her honour.

The University also managed a seamless transition within its governing body. This process involved retirement of some Council members, the strategic reappointment of other Council members to ensure continuity, and the introduction of new members whose diverse expertise will be vital to our future growth. These collective changes reflect a revitalised governance framework, positioning the University for stability and forward-thinking leadership as we enter the next phase of our strategic mandate.

Additional key administrative highlights for the year
In November 2025, the University conducted a mid-term strategic review of the 2023–2027 Transformational Strategy which served as a recalibration exercise to ensure that the University remains agile in a rapidly evolving higher education landscape.

To ensure financial and operational stability, the University enforced a policy requiring students to finalise all registration formalities prior to the commencement of examinations. By restricting examination access to fully registered students, the University successfully mitigated financial risk and significantly improved debt recovery rates. This systematic approach ensures that institutional resources are protected while maintaining the academic integrity of the assessment process and reinforcing the excellence of our operational standards.
The University's human capital composition reflects a strong commitment to gender equity and operational flexibility. Our total staff complement of 331 members maintains a female-to-male ratio of 55:45 (181 female to 150 male). This commitment to female representation is even more pronounced at the executive level where women occupy 4 of the 6 principal officer roles, representing a 67% female leadership ratio. Furthermore, our academic delivery model balances institutional stability with specialised expertise, with a ratio of 39% full-time (131) to 61% part-time (205) academic staff.

The University has institutionalised a comprehensive Wellness Programme to optimise human capital performance, centred on a weekly Sports Wednesday alongside other wellness activities. This strategic investment delivers significant physiological resilience by serving as a preventative health measure against sedentary-related illnesses thereby enhancing physical vitality. Furthermore, the initiative generates psychological and operational impact and creativity while functioning as a proactive intervention against professional burnout. By fostering non-hierarchical social engagement, the programme strengthens institutional cohesion and team morale ultimately demonstrating a firm commitment to a sustainable work-life balance that directly improves job satisfaction and staff retention.

We bade farewell to Professor Elizabeth Chikwiri (Pro-Vice Chancellor Academic Affairs) and Mr. William Mapani (Bursar). Notably, Professor Chikwiri continues as a Professor in the Department of Continuing Education.

Outlook for 2026
The University is looking forward to implementing an individualised performance management system to drive the 2026 streamlined strategic plan.

Thank you

8.0 Key Performance Areas

8.1 Key Performance Area 1: Gender Equality Promotion

Performance Highlights

In 2025 the University advanced its mandate to promote gender equality and women's empowerment through a range of targeted professional development initiatives.

Across faculties, such as the Faculty of Agricultural, Environmental and Health Sciences, deliberate efforts were made to enrol more female students across all programmes to align with the University policy of making education accessible to women. Crucially, this effort was expanded at the University's satellite campuses, which maintained a strong gender-inclusive enrolment profile, capturing learners who face structural barriers to higher education, such as single mothers, informal traders, and women from low-income households.

The provision of blended learning while combining physical and online modes and weekend classes proved instrumental in enabling women to pursue higher education without compromising caregiving or employment obligations. Furthermore, female students were given priority consideration for the work-for-pay programme.

To complement those academic access measures, campus facilities were strengthened to directly support student-parents: the Harare Campus operated an Early Childhood Development (ECD) Centre that provided convenient childcare for student-parents and staff, enabling them to concentrate on their studies while their children engaged in age-appropriate learning and play; and the Gender and Diversity Centre (GDC) housed a Parents' Nursing Lounge, a dedicated, comfortable space where nursing parents cared for their infants on campus.

Women's Professional Networks and Capacity Building

Various leadership training workshops were tailored for female staff and students, management, and Student Representative Council (SRC) members. These were notably facilitated by Visiting Fulbright Scholars from the United States, Dr. Edith Chears and Dr. Latoya Conner. The GDC also successfully launched its 'Dendere Wednesdays' series, providing an empowering and networking space for staff and students to discuss grooming, etiquette, and personal digital branding, and various gender related issues.



ECD Centre



Nursing Parents' Lounge

Gender-Responsive Pedagogy and Budgeting

The GDC initiated Gender-Responsive Pedagogy (GRP) training sessions for teaching staff to promote inclusive teaching approaches and ensure equal learning opportunities. Additionally, a Gender-Responsive Budgeting workshop was facilitated by the Zimbabwe Women's Resource Centre and Network (ZWRCN) to enhance institutional capacity in embedding gender considerations into resource allocation.

EDI Champions

The University appointed eleven Equality, Diversity and Inclusion (EDI) Champions in January, drawn from students and staff across all campuses, to support diversity initiatives.



Equality, Diversity and Inclusion (EDI) Champions during their orientation

Institutional Gender Audit

An Institutional Gender Audit was conducted to assess gender integration across all University policies, systems, and practices. The audit indicated notable progress over time in advancing gender equality at the University. Increased participation of female students in leadership roles reflected a growing commitment to empowering the girl child within institutional structures.



Dr. Edith Chears facilitating a female leadership workshop

The University implemented a comprehensive policy framework, including the Gender Policy, a gender-sensitive Human Resources Policy (which provided for maternity and paternity leave), and an Anti-Sexual Harassment Policy. These frameworks were instrumental in addressing gender disparities and safeguarding students and staff. However, the audit highlighted the need to strengthen awareness and understanding of these policies across the University community.

In relation to male engagement, the findings emphasised the importance of involving men in gender equality initiatives without marginalising them. Promoting awareness and sensitisation around gender dynamics among men was identified as essential for fostering

inclusive leadership.

The audit also established that the University had promoted gender equality beyond the campus through partnerships with like-minded organisations in the civil and private sectors. These collaborations supported the commemoration of gender-related events and initiatives thereby raising awareness on issues of equality and inclusion.

To further enhance inclusivity, the University had established the Centre for Inclusive Education in partnership with organisations such as the Australian Embassy through the Direct Aid Programme. In addition, the Disability Policy promoted the full and equal participation of persons with disabilities within the University.

Inclusive education

To strengthen inclusive education, the University with assistance from the Australian Direct Aid programme, supports students and staff who are differently abled by providing assistive devices, including, braille one reader, hark reader, book reader and scanning.

Gender-Based Violence (GBV) Initiatives

During the 16 days of Activism Against GBV, the University demonstrated its role in the national GBV discourse, through participating in various GBV initiatives.

The University moderated the National Round Table on Child Marriages and the National Multi-Stakeholder Consultative Meeting on Technology-Facilitated Gender-Based Violence (TFGBV).

Media Outreaches

The University participated in a ZBC TV panel discussion titled "GBV - Moving from Awareness to Accountability".

Public engagement was further strengthened through expert contributions such as panellists on Star FM's State of Affairs programme, supporting informed dialogue on men, women and technology as a unified front against gender-based violence.

Capacity building and community awareness

WUA also hosted a major commemorative event at the Harare campus in partnership with UNFPA, the Divine Simbi-Ndhlukula (DSN) Foundation, and Musasa Project. The event brought together 270 students and teachers from nine schools who were oriented about Technology-Facilitated Gender-Based Violence (TDSNF). Beyond classroom access and internal networking, the campuses actively drove gender empowerment within their respective communities. Kadoma campus hosted a Gender-Based Violence (GBV) Awareness Drive at Rimuka Hall to improve awareness of reporting mechanisms. Marondera campus commemorated World Social Work Day with an emphasis on raising awareness against the perpetuation of GBV.

Mutare campus hosted commemorations for the International Day of Women and Girls in Science, celebrating female innovators and aligning with the National Development Strategy 1 (NDS 1). Capacity building was extended to UN Zimbabwe staff through a targeted webinar on unpacking technology-facilitated gender-based violence in Zimbabwe, while regional advocacy was advanced through a presentation at the African Union webinar on Africa-led solutions for protecting women and girls online.

8.2 Key Performance Area 2: Teaching and Learning

Performance Highlights



Students studying at the Harare Campus

Teaching and learning remained core to the University's mandate of inclusive and transformative education.

Quality Assurance in Teaching and Learning

The University carried out student satisfaction surveys in teaching and learning and student satisfaction with university and peer evaluations. As an institution, all our programmes are accredited by ZIMCHE and where relevant, other professional bodies including among others Nurses Council of Zimbabwe, Council of Social Work and Allied Health Practitioners Council.

In response to the socio-economic challenges and contemporary issues, the University developed and submitted 15 new programmes for ZIMCHE accreditation which included key programmes such as: BEd in Inclusive Education and Assistive Technologies; MSc in Computing and Information Systems; MSc in Social Work - Clinical Practice; MSc in Social Work - Developmental Practice.

Accreditation visits were conducted by the Nurse's Council and the Council of Social Work in a bid to ascertain the compliance level to professional standards for running the programmes.

The integrity of examinations was maintained through stringent internal moderations prior to external review. Furthermore, stringent monitoring of lecturer attendance ensured value and quality for the student body.

The University continues to review regulations for its programmes which are already on offer in line with ZIMCHE guidelines.

Capacity building

In 2025, the University conducted Induction training programmes for staff and students, and weekly capacity development for online teaching and e-learning sessions for newly appointed teaching staff to enhance quality output. Some of the training programmes which were held include:

- Cyber and Data protection;
- Examination processing and ethics;
- Information and digital skills for staff and students;
- Teamwork and collaboration;
- Empowerment of women to leadership symposium;
- Ethical use of AI in teaching, learning and research;
- Content development for online learning;
- Artificial intelligence integration; and
- Orientation on utilisation of the University's myHope digital learning platform.

Satellite Campuses and Open Distance and e-Learning (ODeL)

The University continued to be accessible in and

out of Zimbabwe through satellite campuses and Online Distance e-Learning (ODeL) initiatives. The University has student reach in the United Kingdom (UK), United Arab Emirates (UAE), Malawi, Australia and Zambia through ODeL. Most of the University programmes continue to attract more female students, a development which aligns with the University's mandate of 85% female students and 15% male students.

In 2025 the University enrolled a total of 1,403 students, 1,082 female students and 321 male students.

During the March semester, the overall student body stood at 5,518, consisting of 4,568 female students (82.8%) and 950 male students (17.2%). This trend remained stable into the August semester, which recorded a total enrolment of 4,889 students, comprising 3,986 female students (81.5%) and 903 male students (18.5%).

The University also graduated 1,183 students, 1,007 female students and 176 male students.

Digital Pedagogy and Blended Learning

The University successfully maintained its modular blended teaching and learning framework. The myHope Learning Management System (LMS) remained the central hub for academic delivery with faculties ensuring that comprehensive course outlines and reading materials were fully developed and uploaded onto the (LMS) prior to the commencement of the semester.

Experiential Learning and Curriculum Responsiveness

To bridge the gap between theory and practice, students were actively exposed to industry dynamics through public lectures, induction to work-related learning and work-study programmes. The following public lectures were conducted: :

US Embassy and WUA commemorated Women's Month through the Economic Prosperity Panel aimed at promoting dialogue on women's empowerment, entrepreneurship, leadership and economic inclusion;

The Public Service Commission in collaboration with WUA hosted a public lecture on navigating skills change and building human capital. The initiative aimed to fuse the public service sector with higher education to produce creative thinkers;

Retirement Planning;

Knowledge and Business Credibility

The University carried out work related learning induction programmes with the intent of grounding students on good conduct at the workplace. In addition, the University introduced work-study programmes to empower students with leadership skills and exposure to the work environment.

Staff Mobility and Academic Exchange

The University supported contact leave for academic staff including a notable placement at the Ministry of ICT, Postal and Courier Services. The intention of staff mobility and academic exchange was bench marking on best practices, knowledge exchange and mentorship to foster industry alignment. In 2025, we had staff members going to Zimbabwe Ezekiel Guti University (ZEGU), Zimbabwe Open University (ZOU), Bindura University of Science Education (BUSE) and Canada on contact leave.

The University hosted one (1) sabbatical scholar from the University of Zimbabwe (UZ), and several academics on contact leave from other institutions including Great Zimbabwe University

(GZU), Midlands State University (MSU) and the National University of Science and Technology (NUST).

Short Courses

The University developed short courses which included the following:

- Certificate in Occupational Health and Environmental Management;
- Certificate in Community Water, Sanitation and Hygiene;
- Paramedics Training of Trainers;
- Certificate in Chemical Handling and Personal Protective Equipment for Pest Control Services;
- Certificate in Industrial Garment Development and Construction;
- Feed Formulation and Livestock Nutrition; and
- Commercial Fruit Production Masterclass

8.3 Key Performance Area 3: Research



Faculty Staff attending an internal research seminar

Performance Highlights

The University maintained its robust research culture, with academic staff actively publishing in accredited regional and international journals and presenting at high-level conferences.

Research Dissemination

The Faculty of Agricultural, Environmental, and Health Sciences produced eighteen (18) research outputs, comprising nine (9) journal articles, one (1) book chapter, and eight (8) conference presentations. This research explored critical agricultural and ecological imperatives, such as the adoption of biopesticides among smallholder farmers and the modelling of urban growth using cellular automata, and featuring in prominent publications such as the East African Medical Journal and the European Journal of Wildlife Research.

The Faculty of Management and Entrepreneurial Sciences contributed eighteen (18) journal articles addressing highly relevant socio-economic and technological paradigms, including corporate governance in smallholder farming, blended learning resilience amidst infrastructure deficiencies, and digital marketing strategies for Small to Medium Enterprises (SMEs). Faculty members actively disseminated their findings internationally, notably discussing the leveraging of artificial intelligence for Sustainable Development Goals (SDGs) at Makerere University in Uganda and presenting at the SARUA Conference in Zambia.

Furthermore, the Faculty of Social and Gender Transformative Sciences recorded twenty-eight (28) research outputs. These notable contributions advanced the discourse on the integration of indigenous knowledge into climate health policies, pathways for unlocking women and girls' participation in STEM, and frameworks for safeguarding vulnerable children. Academics in this faculty achieved significant global visibility, participating as panellists at the UN Headquarters in New York for the Multi-stakeholder Forum on Science, Technology and Innovation (STI) for the SDGs, and presenting at the International Association of Intercultural Communication Conference in Brazil.

Complementing these strategic efforts, all satellite campuses achieved commendable advancements in research output and academic scholarship, collectively contributing twenty-five (25) peer-reviewed publications. Key thematic areas encompassed industrialisation, disability inclusion, public policy, mental health, livelihoods, gender, and child protection.

Local and International Conferences

To advance institutional internationalisation and global footprint expansion, academic and administrative staff actively participated in a diverse array of local, regional, and international forums.

As stated earlier, academics from the Faculty of Social and Gender Transformative Sciences were panellists at the UN Headquarters in New York for the 10th Multi-stakeholder Forum on Science, Technology and Innovation (STI) for the SDGs, and they also facilitated sessions at the Association of African Universities' (AAU) 16th Quadrennial General Conference in Rabat, Morocco.

Similarly, the Faculty of Management and Entrepreneurial Sciences actively projected the University's research capabilities on the continental stage, presenting on post-COVID academic workforce resilience at Moi University in Kenya.

The Faculty of Agricultural, Environmental, and Health Sciences demonstrated strong local and international policy engagement, contributing to the SANORD Conference at Aarhus University in Denmark, presenting at the 21st RUFORUM Annual General Meeting, and engaging locally with the Parliamentary Portfolio Committee on Higher and Tertiary Education as well as the Horticulture Development Council.

The University also maintained a consistent presence at key regional assemblies, including the COMESA Annual Research Forum and the World Conference on Women's Studies.

The University, through the Library Department, reinforced this internationalisation matrix by presenting on academic integrity in generative AI environments at the 3rd UNESCO Global Forum on the Ethics of AI in Bangkok, Thailand, while also delivering papers at the UNESCO AI4IA Conference, UbuntuConnect 2025, and the Collection Development in Africa Conference. One of our staff members delivered a paper titled "Upholding Academic Integrity through AI Literacy in the Era of Generative AI," which was awarded First Prize for Best Paper at the Forum.

Research Support Programmes

Aligning with its core mandate to uplift women's experiences, the University collaborated with the Organisation of Women in Science for the Developing World (OWSD) Zimbabwe Chapter on a US$20,000 Gender and STEM pilot research project aimed at generating evidence to strengthen women's participation in STEM fields.

Research capacity development was further expanded through targeted activities, including the facilitation of a Brown Bag series designed to support research initiatives and broaden access to critical scholarly resources.

The Library Department played a pivotal role in these support structures by providing a comprehensive suite of targeted resources and instructional tools. Key provisions included:

- Subscriptions to six (6) multidisciplinary scholarly eResource databases maintained;
- 2,146 donated physical books mobilised from international partners such as Book Aid International and the UNDP;
- Optimising flexible learning and off-campus research by implementing IP-based authentication and RemoteXS, successfully facilitating secure digital access for over 2,200 new registered remote users;
- Developing eighty-nine (89) Course Resource Guides and delivering an updated digital literacy module to 1,300 students.
- The University's footprint was expanded



WUA Deputy Librarian, Dr Nancy Kwangwa representing the University at the 3rd UNESCO Global Forum on the Ethics of AI.

through the redesign of the WUA Institutional Repository, which integrated scholarly items to improve the visibility of the University's research outputs.

The University initiated the development of a policy for Early Career Researchers which provided a structured mentorship and apprenticeship framework for newly graduated PhD holders. This policy enabled early career researchers to gain experience in postgraduate supervision, grant writing, research leadership, and academic publishing under the guidance of experienced academics before assuming independent supervisory and research roles.

8.4 Key Performance Area 4: Community Engagement

Performance Highlights

Community outreach expanded significantly through strategic partnerships, commemorative events, and public health dialogues, reaching over 7,500 beneficiaries.

Public Health and Social Welfare Outreach

The University led the Light in the Darkness Campaign #HopeChallenge, a significant



H.E. United States of America Ambassador Pamela Tremont facilitating the Economic Prosperity Panel

mental health awareness and suicide prevention initiative in Mabvuku and Tafara, partnering with key external stakeholders including the Zimbabwe Republic Police, Friendship Bench, and the National AIDS Council to empower 1,200 beneficiaries.

In addition, the University expanded its psychosocial and public health footprint across various cities. In Kadoma, a regional outreach included a Mental Health Outreach Programme at Rock Foundation School reaching 200 attendees alongside a Community Health Fellowship at Luna Lodge. In Bulawayo, a strategic psychosocial outreach was conducted in collaboration with Ingutsheni Mental Hospital, benefiting 150 clients as well as providing volunteer support to Mpilo Hospital. Furthermore, in Mutare, the University actively engaged external community members by participating in Pink October breast cancer initiatives and the Mhatso Mhenyu event, reaching 400 participants with funding support from DIGNI/Norway.

Strategic Partnerships and Events

The University leveraged strategic diplomatic partnerships to foster community dialogues heavily focused on external stakeholders.

The University co-hosted an Economic Prosperity panel facilitated by H.E. Ambassador Pamela Tremont of the U.S. Embassy, alongside a Women's Empowerment Lecture Series with the Korean Embassy and an Intersectionality Conference on Climate Change.



Students after participating in the Light in the Darkness Campaign

Broadening its social welfare impact across the regions, the University also delivered material and psychosocial aid to vulnerable groups and external institutions. This included collaborative programmes with the King George VI Memorial Centre in Bulawayo. Essential aid was also extended to the Good Shepherd Children's Home, the Rimuka Old People's Home, and inmates at Kadoma Prison.

Similarly, in Marondera, the University

provided sanitary wear and basic commodities to 100 female inmates and nursing mothers at the Marondera Female Prison alongside grocery donations and psychosocial interaction with the elderly at Idawekwako Old People's Home.

Gender-Based Violence (GBV) Initiatives

The University advanced its efforts towards combating GBV through the National Roundtable on Child Marriages and a 16 Days of Activism event focusing on Technology-Facilitated GBV. These initiatives successfully engaged 270 students from nine (9) different schools, in partnership with UNFPA and the Musasa Project, reflecting a comprehensive institutional commitment to social protection.

In addition, regional efforts in Kadoma included a Gender-Based Violence Awareness Drive at Rimuka Hall, targeting local women and youth to improve awareness of reporting mechanisms and support systems. Parallel awareness campaigns encouraging local communities to report GBV cases were emphasized in Marondera during the World Social Work Day commemorations.



Participants from the Manresa Estate Community after the 5km Breast Cancer Awareness walk held at Women's University in Africa Harare Campus

Additionally, to commemorate Breast Cancer Awareness Month, the University partnered directly with the Manresa Estate Community to conduct a 5 km Breast Cancer Awareness Walk, comprehensive breast and blood pressure screenings, and community fitness activities which positively impacted 300 participants.

Educational and Agricultural Extension

The University delivered AGRIC4She extension training to over 500 local farmers in the Uzumba Maramba Pfungwe and Mutoko districts, equipping them with vital agricultural skills. The University, through faculty personnel, also hosted a national agricultural radio programme in May 2025 to educate communities on winter wheat farming strategies across various ecological regions in Zimbabwe.

Further extending its educational capacity to external stakeholders, the University facilitated an AI literacy workshop for over 100 librarians and Ministry of Primary and Secondary Education officials at the Zimbabwe Library Association Annual Conference and hosted over 50 external students from the National University of Science and Technology for a practical academic learning tour.

8.5 Key Performance Area 5: Innovation and Industrialisation

Performance Highlights

As a way of demonstrating commitment to the Education 5.0 doctrine, the University continued to champion innovation and industrialisation as core pillars of its transformation agenda. These efforts showed WUA's growing contribution to knowledge creation, technology transfer, and economic development. The registration of Intellectual Property Rights for one of the University's notable research initiatives in the area of quinoa value addition commenced.

Innovation Showcases

Members of the Faculty of Agricultural, Environmental and Health Sciences, alongside the Faculty of Management and Entrepreneurial Sciences STEM Centre, successfully exhibited their innovations at the Presidential Innovation Fair in December 2025 at the Marondera Agricultural Show Grounds. These platforms provided visibility for WUA's practical solutions in agriculture, health, and sustainable development while connecting researchers with potential industry partners and investors.



Students from the Faculty of Agricultural, Environmental and Health Sciences exhibiting their innovations at the Presidential Innovation Fair in December 2025

Student Innovation

The University's Boost Enactus Club participated in the Delta Smart Drinking Innovation Challenge held at the Harare International Conference Centre (HICC), winning an investment prize worth US$350. This achievement highlighted the entrepreneurial capacity of WUA students and reinforced the University's role in nurturing innovation talent aligned with national development priorities.

Research and Innovation Collaborations

The University strengthened its innovation capacity through international research partnerships, notably with the Liverpool Tropical School of Medicine on National Institute for Health Research (NIHR)-funded projects:

CEI Experiences Study: Working with researchers on Global Health Research to document community experiences with innovative health interventions;

WHO Intrapartum Care Guideline Intervention: Development and evaluation of context-specific strategies to improve maternal health outcomes through innovative implementation approaches.

These collaborations enhanced WUA's research infrastructure, provided access to global expertise, and positioned the University as a contributor to evidence-based health solutions.

Innovation Support Programmes

The University sustained its support for innovation through structured programmes that bridged research, entrepreneurship, and commercialisation. These initiatives created pathways for faculty, students, and researchers to develop, protect, and market their innovations while aligning with national industrialisation



Students in the STEM Centre working on their innovations

goals. The integration of innovation activities across faculties and satellite campuses further demonstrated the University's commitment to Education 5.0 principles.

Strategic Impact

The 2025 innovation portfolio reflected WUA's multidisciplinary strengths in agriculture (Quinoa Tilapia Feed, Saponins Biopesticide), health (Cowhorn Walking Cane Handle, Veridian Seating), animal nutrition (Moringa Garlic Chick Boost, Bunny Gold), and digital solutions (MPVeReg, ZimPC).

Participation in high-profile national events and international research partnerships enhanced institutional visibility, attracted investment opportunities, and positioned WUA as a contributor to Zimbabwe's innovation ecosystem and the sustainable development agenda.

8.6 Key Performance Area 6: Internationalisation



The Director International Programmes & Global Initiatives and Coordinator for AAU SARO, Mrs Semukeliso Gono, giving a guided tour of the AAU SARO Office to the AAU SARO Board Member Prof. Stephen Simukanga

Performance Highlights

The University significantly strengthened its global partnerships and visibility throughout 2025 through the work of the Department of International Programmes and Global Initiatives (IPGI). Internationalisation efforts were advanced through staff mobility, student mobility, strategic partnerships, alumni engagement, and active participation in regional and global higher education platforms.

Global Governance and Engagement

The Vice Chancellor and the Director of the Gender and Diversity Centre participated in the 7th General Assembly in Bogotá, Colombia, where the University showcased its exemplary practices in gender equity and STEM research. The University also remained active in continental and global higher education platforms, including the Association of African Universities (AAU), the International Association of Universities (IAU), UNESCO, SARUA, and The Technological Higher Education Network South Africa (THENSA). As host of the AAU Southern Africa Regional Office (SARO), WUA continued to serve as a regional coordination point for higher education collaboration and policy engagement.

The University's internationalisation agenda was further strengthened through its participation in the UNESCO-IAU initiative on promoting equitable and inclusive internationalisation at universities in Africa. This process included a site visit by international experts, self-assessment activities, validation exercises, a report-back session to senior management on 20 November 2025, and an all-stakeholder workshop held on 21 November 2025 at Holiday Inn, Harare. These engagements provided the University with an opportunity to benchmark its internationalisation practices and refine its strategic direction.



International Experts holding interviews with the WUA Team – an IAU UNESCO Project on Promoting Equitable and Inclusive Internationalisation at Universities in Africa from 19 to 20 November 2025.

Mobility, Exchange, and COIL

Faculty members participated in Collaborative Online International Learning (COIL) fellowships, particularly with Michigan



Professor Inga Zaleniene, the Rector of Mykolas Romeris University in Lithuania and Professor Wondwosen Tamrat, the President of St Mary's University in Ethiopia showcasing their souvenirs at the all-stakeholder workshop

State University, where they worked on the development of entrepreneurial solutions. Academic staff also participated in international exchange programmes, including a placement at Dublin University which broadened professional exposure and strengthened cross-border academic networks.

The Department additionally supported staff learning visits, collaboration meetings, and participation in international conferences, contributing to capacity building in teaching, research, entrepreneurship, sustainability, and institutional development. These exchanges helped to strengthen the University's academic visibility and expand its international partnerships.

Student Mobility and International Exposure

Student mobility remained an important component of the University's internationalisation strategy. Under Erasmus+, the University prepared frameworks for selecting students from Humanities disciplines for mobility opportunities in the 2026/27 academic year. This laid the foundation for structured cross-border academic exchange and enhanced global learning opportunities for students.

The University also participated in the UN Responsible Futures Initiative through the Students Organising for Sustainability (SoS) programme and was awarded a badge in recognition of its contribution. In addition, one (1) student from the Faculty of Environmental, Agricultural and Health Sciences was selected to present at the UK Sustainability Showcase, giving the University international visibility and affirming the quality of its student engagement initiatives.

A student from the Faculty of Management and Entrepreneurial Sciences coordinated a series of debate tournaments in Kigali, Rwanda and Nairobi, Kenya which brought together students to engage on contemporary issues, including governance, development, and global affairs.

Strategic Partnerships

The University expanded its partnership portfolio through both formalised and exploratory collaborations. Memoranda of Understanding were formally established with international entities, including the Royal Agricultural University in the United Kingdom. The University also strengthened ties with Welwitchia University in Namibia and advanced discussions with AMREF International University in Kenya, where a Memorandum of Understanding was in progress.

Further exploratory engagements were pursued with Burapha University in Thailand and the Hope Education Foundation, a network of 130 universities across Asia and Europe. These partnerships opened pathways for study tours, co-teaching, programme collaboration, joint research, and capacity building. WUA also

maintained active involvement with AAU, IAU, UNESCO, SARUA, and THENSA, strengthening its place in wider policy and academic conversations.

Internationalisation of Teaching, Research, and Curriculum

Internationalisation was also reflected in teaching, research, and curriculum-related activities. Academic staff participated in peer review exercises, scientific committees, and international congresses, contributing to scholarly exchange and institutional visibility. These engagements enabled the University to share its perspectives on gender equity, inclusive education, and higher education transformation while learning from international peers.

The University further supported the integration of global perspectives into university practice through the Students on Sustainability initiative and the UNESCO-IAU inclusive internationalisation process. The University was selected by the International Association of Universities (IAU) and Students Organising for Sustainability (SoS) UK as one of the pioneering institutions globally that embeds holistic sustainability environmental stewardship and social justice at the heart of campus life and student learning.

These activities reinforced the link between internationalisation, curriculum renewal, and student development.

Alumni Engagement

Alumni engagement was strengthened through the launch of the WUA Alumni Engagement Lecture Series on 31 July 2025. Three lecture series events were successfully held during the year featuring CEOs, development experts, innovators, researchers, and public sector leaders. The discussions focused on African identity, leadership, innovation, collaboration, and inclusive development.

The initiative contributed towards reconnecting the University with its more than 17,000 graduates and created a structured channel for alumni to contribute to mentoring, networking, institutional visibility, and community building. It also enhanced WUA's reputation as an institution that values lifelong engagement with its graduates.

AAU SARO Initiatives

As host of the AAU Southern Africa Regional Office, WUA played a significant role in regional coordination during 2025. The office supported AAU membership recruitment, communication, workshop coordination, and regional planning of AAU activities. A major achievement was the hosting of the Strategic Financial Planning and Resource Mobilisation Workshop in Harare, Zimbabwe, which attracted participants from ten African countries.

The office also coordinated AAU Day commemorations and contributed to regional panel discussions and planning processes. In addition, it supported preparatory work for the 2026 Responsible Artificial Intelligence in Higher Education Conference and strengthened collaboration with SARUA, AAU Europe, and UNESCO University Twinning and Networking Programme (UNITWIN) Cooperation. The office also supported the development of the Early Career Researchers Excellence Policy to support newly qualified PhD holders in developing into competent researchers,

project leaders, supervisors, and contributors to the University's research, innovation, and industrialisation agenda.

Stakeholder Engagement Visits

The University supported benchmarking and exchange visits, including the visit by Chinhoyi University of Technology and
the University of Johannesburg, further demonstrating its commitment to intercultural learning and international student engagement. These activities enhanced the University's external visibility and created opportunities for institutional learning and relationship building.



Visit by the University of Johannesburg Students on a Cultural Exchange Programme

8.7 Key Performance Area 7: Facilities

Performance Highlights

The University prioritised maintenance of existing infrastructure and continued planning for strategic development.

The Bulawayo campus relocated from the central business district to a built site on Belmont Bradfield Road which offers a more spacious and accessible environment as well as enhanced facilities to support teaching and learning.

The Mutare campus acquired additional space at the same premise which will be used as the campus library.

The University was granted a certificate of occupation by Harare City Council. This resulted in the new building being used to house AAU SARO, as well as for office use for staff members from different directorates and the Board of Trustees.

Major Projects

The following were the major projects undertaken during the year under review:

Installation of tanks at the Marondera campus to improve water availability and retention;

Gating of the Bulawayo campus to enhance security and access control;

Grading and improvement of the car park to enhance accessibility and parking conditions; and painting and refurbishment works across the Harare campus.

Projects Under Consideration

The following projects are earmarked for future implementation and remain under consideration:

Construction of additional lecture rooms and office space;

Development of student accommodation facilities;

Upgrading of utilities (water, sewer, and energy systems);

Expansion of infrastructure in line with the University Master Plan;

Implementation of sustainable and cost-effective infrastructure solutions;

Expanding the University's solar power system to provide sufficient energy for the entirety of the Harare campus with the long-term goal of being independent from the national grid;

Optimising space utilisation across campuses





Water tanks installed at various campuses

8.8 Key Performance Area 8: Human Capital

Performance Highlights

Conditions of service for staff were generally maintained at a competitive level in spite of the unstable economic climate in the country resulting in a high staff retention rate of 94%.

The University offered benefits to staff members which included contact leave, research funds for academic staff, and opportunities for promotion to higher grades.

Staffing Levels

The University had a total of 331 full time staff members. Of the total staff, 181 (55%) were females and 150 (45%) were males.

Women constituted 50% of the University's management and leadership positions, reflecting the institution's commitment to gender equality and inclusive leadership.

Senior appointments that were made during the period include that of the Bursar, Registrar, Dean



Staff members during a retirement workshop hosted by Chiedza Retirement Services

of the Faculty of Agricultural, Environmental and Health Sciences, Deputy Bursar and Director, School of Social Work.

As part of cost containment measures, management implemented a staff rationalisation exercise which resulted in the appointment of eleven (11) eligible administrative staff as lecturers. The staff rationalisation exercise assisted in reducing the number of part-time lecturers in the University.

The ratio of full-time to part-time lecturers was 39% to 61% at the end of the reporting period.

Academic Staff Tenure and PhD Holders

The University's Academic Appointment Board granted tenure to five (5) lecturers who satisfied the requirements.

The number of PhD holders increased by 20% from thirty-five (35) recorded at the end of the prior year to forty-two (42) recorded in the reporting period.

Inclusive Recruitment and Support

In line with the University's inclusivity vision, the University employed three (3) visually impaired lecturers supported by two (2) dedicated Teaching Assistants for teaching and mobility assistance, fostering an accessible academic environment.

Staff Development Programme

The University continued to offer a staff development programme through which eligible employees and their immediate family members received a tuition waiver. The programme also served as a key staff retention strategy. A total of nineteen (19) staff members were benefiting from the Staff Development Programme. Ten (10) beneficiaries of the Staff Development Programme completed their studies and graduated at the University in 2025.

The University augmented its human capital to support expanding academic demands, recruiting 12 full-time staff (doctoral and master's level) across faculties, reducing part-time lecturer reliance by 25%.

Staff Wellness

The University promoted staff wellness through a range of initiatives including the following:

I. Wednesday afternoons were set aside for staff sports and recreational activities to encourage physical fitness and work-life balance;

II. Wellness days were hosted in partnership with medical service providers during which staff received free health screenings, including blood pressure checks and other wellness assessments. In addition, activities such as Zumba sessions were organised to promote healthy lifestyles; and

III. The University further participated in the Chancellor's Games held in Chinhoyi fostering staff teamwork and engagement.



Staff exercising by dancing Zumba during a staff wellness day

8.9 Key Performance Area 9: Resources and Assets

Performance Highlights

During the year under review, the University continued to strengthen its asset base and resource capacity to support teaching, learning, research, and student welfare. Key acquisitions included four motor vehicles, one of which was allocated to support the operations of the Board of Trustees.

The University also invested in ICT equipment to enhance administrative efficiency, service delivery, and the learning environment. In addition, library resources were expanded through the purchase of new books, complemented by book donations received from partners and stakeholders.

To enhance student support services and ensure compliance with the requirements of the Council of Social Work Zimbabwe, the University procured counselling couches for the Social Work counselling rooms, creating a conducive environment for counselling services and practical training.

These investments contributed to the University's commitment to providing quality education, effective governance, regulatory compliance, and a supportive learning and working environment.

Planned Asset Acquisition

The University has identified several strategic capital investments aimed at enhancing operational efficiency and service delivery:

I. Procurement of new buses to support student and staff transportation;
II. Acquisition of additional pool vehicles to strengthen institutional mobility; and
III. Purchase of a 9-tonne truck to improve logistics, maintenance and support services across the University campuses.

Cost Efficiency

To ensure optimal utilisation of financial resources, the University managed procurement processes for goods, services, and works across all campuses utilising competitive bidding, Requests for Quotations (RFQs), and direct procurement where justified. Cost efficiency was a major priority. The University negotiated favourable terms with suppliers, promoted bulk purchasing, and established framework agreements. By strengthening supplier competition, the institution achieved notable cost savings across key procurement categories while securing high-quality resources.

Furthermore, the University updated its supplier database and conducted strict due diligence to ensure reliability, actively encouraging the participation of women-owned businesses by offering them a twenty percent (20%) discount on supplier registration.

Asset Upgrades and Strategic Sourcing

The procurement framework directly supported institutional growth by facilitating the timely acquisition of critical physical assets and materials. Throughout the year, the University successfully procured teaching and learning materials, Information and Communication Technology (ICT) tools, and specialised research equipment to support ongoing academic projects. In addition, the University also acquired the Sage Pastel system that provided enhanced financial reporting, stronger internal controls, streamlined transaction processing and thereby strengthened the University's financial management and governance framework

8.10 Key Performance Area 10: Business Development



Performance Highlights

The WUA Fashion and Design Centre achieved significant commercial and industry recognition during the year. The Centre was adjudicated as the "Best New Entrant for 2025" at the Clothing Manufacturers Association annual awards ceremony held in Harare.

One of the tailoring at the WUA Fashion and Designs Centre working on an outfitFrom our business development initiatives, in the year 2025 the University sucessfully generated USD 137,363.06.

Revenue Diversification Initiatives

The University successfully broadened its commercial portfolio through the launch of several new Strategic Business Units (SBUs) and resource mobilisation actions.

Academic and Sporting Regalia

The University offered academic regalia to first-year students at a fee. This initiative enhanced the student experience while generating additional income for the University, contributing to institutional sustainability and resource mobilisation.

The University continued to manufacture academic and sporting regalia inhouse and supplied it to graduands. This initiative enhanced revenue generation while supporting the University's income diversification efforts.

Academic Extension

The Fashion and Design Centre successfully launched a commercially viable short course, the Certificate in Basic Garment Construction which was offered to students, staff and the University community.

University Driving School

The University officially launched the driving school as part of its commitment to skills development, entrepreneurship and income generation. The driving school provided practical driving skills to students, staff, and members of the public enhancing employability and enhancing road safety. In addition, it serves as an added income stream initiative that contributes to the University's business development efforts.



University Mobile Canteen (UMC)

The University Food Mobile Canteen (UMC) provided affordable and convenient catering services to students, staff, and visitors. The initiative improved access to food services across the University and during events while generating additional revenue and supporting

the University's commercialisation and sustainability objectives.



A staff member from the WUA Mobile Canteen preparing to serve WUA staff

Facility Hire

The University successfully mobilised resources through the leasing of facilities such as the Main Hall for activities such as church conferences. This demonstrated the institution's capacity to attract high-volume clients and strengthen its income streams.

8.11 Key Performance Area 11: Marketing and Brand Development

Performance Highlights

The University implemented various strategies towards amplifying its visibility and brand projection through targeted student enrolment campaigns and comprehensive image management. The University amplified its digital footprint by actively engaging both local and international audiences.

University Rankings and Institutional Reputation

WUA maintained a strong competitive position, consistently ranking within the top 10 universities in Zimbabwe (fluctuating between 7th and 8th position) according to the 2025 EduRank ratings. This standing is a direct reflection of the University's growing research impact, supported by 275 academic publications and 1,464 citations. Furthermore, enhanced social media engagement successfully placed WUA on the SchoolsAndCollegeListings, a premier global educational service provider directory. The University was also successfully integrated into Zimbabwe's indigenous Higher Education Management Information System (HEMIS), known as DuraIsiphala263.

Digital Transformation and Global Reach

Consistent content delivery and active community engagement yielded substantial audience growth across all major channels including Facebook, Instagram, LinkedIn, TikTok, YouTube, X (formerly known as Twitter) and WhatsApp. The University's digital platforms experienced a growth rate of 27.54% following strategic software enhancements and targeted advertisement strategies.

Audience analytics revealed a strong international footprint. While Zimbabwe constituted the primary audience (79.1%), digital platforms successfully reached the regional and international diaspora, including South Africa (9.3%), the United Kingdom (5.5%), Botswana (1.6%), the United States (1.2%), and Malawi (1%).

The University re-launched its website which served as a dynamic platform for promoting the University's brand, strengthening student engagement, and showcasing our values. Content on the website was reviewed and updated to meet stakeholder expectations and global standards.

Targeted Recruitment and Enrolment Drives

To directly support the University's financial sustainability and student population growth, the University launched strategic enrolment initiatives including:

- Invitational enrolment campaigns; and
- Onsite visitations.

Activity Marketing

The University successfully participated in national and provincial agricultural shows, high-impact career guidance days, and attended international trade platforms such as the Zimbabwe International Trade Fair (ZITF). This



Visit from North Star High School

grew the University's visibility, digital traffic and sustained enrolments.

The University also developed various knowledge products to promote and inform various communities on its offerings and unique value propositions.

8.12 Key Performance Area 12: Quality Assurance

Performance Highlights

The University strengthened its internal quality assurance and monitoring processes. This was done as a result of stakeholder feedback self-evaluation for continuous improvement.

The University strengthened its strategic planning and key decision-making through data-driven feedback from quality assurance surveys and evaluations.

Institutional Validity and Compliance

The University continued to improve its offerings in line with the feedback received from the previous ZIMCHE institutional audit. Infrastructure and compliance highlights presented in 2025 included upgrading internet connectivity, infrastructure development and student classroom facilities.

The University remains committed to hostel development initiatives and improvements in student transportation.

The institution also presented a satisfactory academic staff qualifications audit to ZIMCHE in June 2025.

The institution continued to enhance its mandate of providing gender-sensitive and socially responsible education and training in an environment of principled inquiry, tolerance, and equity as the reports on teaching, research, community engagement innovation and industrialisation and internationalisation have shown.

The University established a Data Protection Office (DPO) and received a data controller licence certificate for being compliant with regulatory standards set by the Postal and Telecommunications Regulatory Authority of Zimbabwe (POTRAZ).

The University created awareness throughout its community on data protection through training sessions and virtual information dissemination programmes.

The University upheld academic quality and standards set by professional bodies in delivering relevant and demand-driven programmes. As a result, the University received compliance visits from the Nurses Council of Zimbabwe (NCZ) regarding programmes in the Department of Family and Health Sciences as well as a visit by the Council of Social Work relating to the School of Social Work programmes in all our campuses. The Allied Health Practitioners Council of Zimbabwe continued to liaise with the University regarding compliance of academic staff with their requirements.

Quality Culture Capacity Building Initiatives

The University conducted a series of induction trainings for all academic staff to promote a culture of continuous improvement and alignment to the gender centred institutional mandate, excellence in service delivery and adherence to regulatory standards.

In addition, the University also offered trainings in data protection and compliance with the Data Protection Act, quality assurance trainings in liaison with the Southern African Quality Assurance Network (SAQAN) and SARUA particularly on the involvement of students in maintaining quality in institutions of higher learning. The University also participated in the Patent Search and Customised Intellectual



Data Analyst from the quality assurance department giving a presentation on data and cyber security.

Property training offered by the African Regional Intellectual Property Organisation (ARIPO).

The Quality Assurance Department worked closely with AAU, the Global Quality Assurance Association, International Network for Quality Assurance Agencies in Higher Education (INQAAHE) in benchmarking its quality assurance standards with international best practices.

Governance Framework

The following key policies were developed, reviewed, and approved by the University Council during the reporting year:

- The Women's University in Africa Code of Conduct;
- Postdoctoral Fellowship Policy;
- WUA Grant Management Policy;
- Drug and Substance Abuse Policy;
- Records and Information Management Policy;
- Records Retention and Disposal Policy;
- Policy on Intellectual Property;
- Open Science Policy;
- Open Educational Resources Policy;
- Research Data Management Policy; and
- Collection Development and Management Policy.

Data-Driven Quality Assurance

The University consistently sought feedback to ensure the quality of its academic and support offerings.

The overall satisfaction score representing the quality of services offered at WUA based on student feedback across areas such as Library, ICT, Student Life, Registration, Examinations, Finance, and Ablution facilities—was 3.4 out of 5 (68% satisfaction). This points to the need for enhanced continuous improvement in the provision of support services.

The evaluation of teaching and learning yielded a high satisfaction score of 4.4 out of 5 (88% satisfaction).

Peer Evaluation

A comprehensive 2025 peer evaluation assessed academic staff performance across multiple areas. Feedback highlighted that lecturers consistently demonstrated a high degree of punctuality, effectively engaged students with clear objectives, and dressed in a smart, professional manner. Furthermore, lecturers employed diverse teaching methods, maintained clear voice projection, effectively linked course content to real-world applications, and showcased a strong grasp of their subject matter.

Programme Development

Programme development progressed significantly in 2025 with the introduction of ten new short courses. Additionally, the 15 academic programmes that had been previously submitted to ZIMCHE were recalled, revised, and resubmitted for accreditation.

8.13 Key Performance Area 13: Student Welfare and Development

Performance Highlights

Throughout 2025, the University maintained its commitment to safeguarding the physical, emotional, and mental wellbeing of its students while fostering their holistic development through robust support systems, governance restructuring, and high-level extracurricular engagements.

Student Governance and Inclusivity

A new Student Representative Council (SRC) was inducted into office following a leadership training that equipped them to carry out their duties effectively.

To enhance institutional inclusivity and widen student representation, the SRC Constitution was amended to decentralise leadership roles. The Vice President portfolio is now strategically resident at the second largest campus (Bulawayo), while the Spokesperson role rotates among the satellite campuses.



A student casting her vote during the Student Representative Council elections

Student Welfare and Financial Support

The University successfully implemented the Student Assistantship programme to provide support to financially disadvantaged students and assist them in the payment of their tuition fees while also assisting them in gaining practical work experience within the various university departments.

In accordance with the Student Bereavement Policy, the University provided support to bereaved families through financial assistance, moral support, and psychosocial counselling.

To advance institutional inclusivity of the diverse student community, the University supported the establishment of the office of the Secretary for Gender and Inclusivity in the SRC.

Health, Wellness, and Community Engagement

The University hosted the "Love Gogo Campaign" in New Mabvuku, Harare, to support grandmothers who are primary caregivers for orphaned grandchildren. The initiative highlighted their struggles with poverty and health challenges, distributed donations to show community support, and encouraged their involvement in addressing broader socio-economic issues.

Students and staff during the Love Gogo campaign

The University hosted a comprehensive Health Fair at the Harare campus in collaboration with stakeholders such as the Female Students Network and Population Services Zimbabwe. The event provided critical access to sexual and reproductive health services and mental health information.

Students spearheaded various community outreach initiatives, including a charity donation of clothing and groceries to Batsirai Special School which supports children with autism and intellectual disabilities.



Students and staff during the Love Gogo campaign

Across the Marondera and Bulawayo campuses, students actively participated in national monthly clean-up campaigns, environmental hygiene promotions, and commemorations of the International Social Workers' Day.

Sports, Clubs, and International Excellence

WUA sports teams participated in all Zimbabwe Universities Sports Association (ZUSA) cluster games, resulting in the netball team and two athletes qualifying for the Zimbabwe Tertiary Institution Sports Union (ZTISU) games.

As mentioned before, student innovators from the Boost Enactus Club participated in the Delta Beverages 'Smart Drinking and Innovation Challenge', successfully securing USD $350 in investment funding.

The student body achieved remarkable global visibility, with representatives participating in high-profile international engagements, including the Study of the U.S. Institutes (SUSI) exchange programme in Washington DC, the Responsible Futures Student Sustainability Showcase in the United Kingdom (UK), and regional debate tournaments in Rwanda and Kenya.



Students from the WUA Boost Enactus club presenting their innovations at the Delta Beverages 'Smart Drinking and Innovation Challenge.'



Students during a clean-up campaign at Harare Campus



Women's Hockey Team

8.14 Key Performance Area 14: Risk Management

Performance Highlights and Framework

TThe University focused on strengthening governance, internal controls, risk management, and assurance across the all departments. The University adopted robust risk management strategies to foster a culture of compliance and efficient resource utilisation through the reduction or elimination of risks.

It enhanced its risk governance by developing a comprehensive Risk Management Policy to guide processes, supported by practical instruments such as risk logs for operational identification, risk registers for strategic tracking, and a risk matrix to assess and prioritise risks based on likelihood and impact.

Oversight was actively maintained by the Audit & Risk Committee which monitored the effectiveness of risk management and made recommendations to the Council, supported by quarterly risk reviews and a capacity-building risk management workshop.

Audit Execution and Compliance Oversight

Operating on a risk-based approach to focus efforts on high-risk areas, the University successfully executed internal audits and implementation reviews, enhancing the University's ability to address gaps noted in previous internal and external audits.

Institutional Risks and Areas for Improvement

During the audit and risk reviews, several key operational and institutional risks were identified that require the University's attention. A pressing need was identified for an Enterprise Resource Planning (ERP) system to integrate all University processes.

The University remained committed to compliance with statutory obligations including NSSA, PAYE, ZIMRA, and NEC in its operations.

Strategic Business Units (SBUs) and Satellite Campus Risks and Compliance

The University's strategic business units were subjected to risk assessments, governance and compliance verification ensuring continuous alignment with the transformational strategy of the University.

Institutional risk governance across the satellite campuses remained aligned with the central Women's University in Africa framework. As part of the University's Risk Management Framework, satellite campuses were subject to both internal and external audit processes. These audits facilitated early detection and effective mitigation of risks and ensured uniformity of standards across all campuses.

9.0 Compliance Report for the Year 2025

1. Introduction

The Council of the Women's University in Africa (WUA) is committed to maintaining high standards of institutional integrity, accountability, transparency and regulatory compliance. During 2025, the University continued to operate within the applicable statutory, regulatory and institutional framework governing higher education in Zimbabwe. The year under review was characterised by leadership transitions and the successful recruitment and appointment of key executive management, including the Bursar and Registrar. These appointments strengthened governance, administrative and financial oversight. Management continued to monitor compliance obligations, internal controls and corrective actions, and no material instances of non-compliance were identified that adversely affected the University's operations or accreditation.

2. Statutory and Legal Compliance

The University maintained compliance with applicable statutory requirements covering taxation, social security, labour, health and safety, professional regulation, data protection and other requirements relevant to its operations. During the year, the University developed a comprehensive Staff Code of Conduct which was approved by the University council, aligned with applicable labour legislation and amendments to the Labor Act. The Code provides a clear framework for professional conduct, ethical behaviour, disciplinary procedures, grievance handling and dispute resolution.

3. Statutory Obligations

3.1 Zimbabwe Revenue Authority (ZIMRA)

The University complied with applicable tax obligations, including Pay As You Earn (PAYE), Value Added Tax (VAT), withholding tax on suppliers of goods and services, and withholding tax on non-executive directors' allowances. Timely submission of tax returns and prompt payments of related taxes enabled the University to maintain valid Tax Clearance Certificates throughout the year. The University also addressed and regularised outstanding legacy customs duty obligations, which had resulted in the University being flagged for non-compliance by the Reserve Bank of Zimbabwe. The resolution of these obligations led to the removal of the compliance restriction, enabling the University to resume international telegraphic transfers, which had been suspended for more than two years.

3.2 National Social Security Authority (NSSA)

The University maintained compliance with applicable employee and employer social security contribution requirements and related records, resulting in a valid NSSA Compliance Certificate. The University also continued to monitor other statutory obligations, including employment, procurement, health and safety, professional practice and data protection requirements.

4. Governance Framework Compliance

The University's governance framework continued to be guided by the Women's University in Africa Charter, Statutory Instrument 130 of 2004, Council directives and approved University policies. During 2025, the University maintained compliance through

adherence to the Charter and governance structures; appropriate segregation of roles; implementation of Council-approved policies and procedures; delegated authority and accountability; and oversight by Council and its committees. The University also strengthened executive management capacity by appointing the Bursar and Registrar and continued to monitor institutional risks and internal controls.

5. Regulatory and Academic Compliance

The University maintained compliance with the requirements of the Zimbabwe Council for Higher Education (ZIMCHE) and relevant professional regulatory bodies. The University's accreditation status remained in place, supported by internal quality assurance processes covering academic programmes, staffing, teaching and learning, examinations, research, student support and institutional resources. Compliance was also maintained with applicable professional bodies, including the Nurses Council of Zimbabwe, Allied Health Practitioners Council of Zimbabwe, Council of Social Workers and other relevant statutory and professional regulatory bodies.

6. Financial Reporting and Compliance

The University's financial statements for the year ended 31 December 2025 were prepared in accordance with International Financial Reporting Standards (IFRSs) and applicable statutory requirements. The unmodified/ unqualified audit opinion from the external auditors, confirms that the financial statements fairly present the University's financial position and performance in accordance with the applicable financial reporting framework. The University continued to strengthen financial governance through budgeting and expenditure controls, reconciliations, procurement controls, segregation of duties, asset management and implementation of audit recommendations. The successful migration from Microsoft Navision 2009 to Pastel Evolution further strengthened the University's accounting systems and internal financial controls.

7. Employment, Ethics and Accountability

The University continued to comply with applicable labour and employment requirements, including recruitment, employment contracts, remuneration, employee relations, disciplinary procedures, occupational health and safety and employee welfare. The University continued to promote a culture of integrity, fairness, transparency and responsible stewardship of institutional resources.

8. Gender Equality and Inclusion

Gender equality remains central to the University's mandate. The 2025 graduation cohort comprised 76% female and 24% male graduates, demonstrating continued strong female participation in higher education. Although the graduation ratio differs from the University's policy enrolment target of 85% female and 15% male, the results nevertheless reaffirm the University's strong commitment to empowering women through gender sensitive education. The University will continue to monitor gender participation across recruitment, enrolment, retention, progression and completion.

9. Conclusion

Council and Management reaffirm their commitment to a strong culture of compliance, ethical leadership, accountability and continuous improvement. The University will continue to monitor legislative and regulatory developments, strengthen governance and internal controls,

maintain academic and professional standards, and ensure responsible and transparent management of institutional resources in pursuit of its mandate and strategic objectives.

10.0 Operating Environment Outlook

The global operating environment in 2025 remained challenging, shaped by moderate economic growth, geopolitical tensions, climate-related shocks and uncertainty in international trade. Although inflation eased, financing costs remained high, affecting household incomes and investment. Higher education institutions faced increased competition, rapid digital transformation and growing demand for flexible learning, employability and technology-driven skills, reinforcing the need for innovation, diversified income streams and strategic partnerships.

Across Africa, economic resilience continued despite inflation, unemployment, climate risks and constrained public finances. Demand for higher education grew, supported by the continent's youthful population and increased emphasis on digital learning, research, entrepreneurship and skills development. Limited public funding continued to create opportunities for private universities to expand through innovative delivery models and partnerships.

Zimbabwe's economy showed signs of recovery during 2025, supported by improved agricultural output, mining activity and relative macroeconomic stability. However, high operating costs, inflationary pressures and affordability challenges continued to affect households and businesses, influencing students' ability to finance tertiary education.

Against this backdrop, Women's University in Africa (WUA) operated in a competitive yet opportunity-rich environment. The University responded by strengthening flexible learning, expanding strategic partnerships and enhancing programmes aligned with women's empowerment, digital skills and entrepreneurship. Prudent financial management, curriculum innovation and stakeholder engagement remained central to sustaining growth and advancing the University's mission.

The University remained committed to ensuring sound financial stewardship, transparency, accountability and good corporate governance throughout the 2025 financial year. Significant progress was made in strengthening financial management systems and addressing historical audit findings, resulting in improved financial reporting and internal controls.

10.1 Consolidated Financial Statement

The University's Consolidated Audited Financial Statements received an unqualified audit opinion for the year ended 31 December 2025, representing a significant improvement from the qualified audit opinion issued in 2024. This achievement reflects the successful implementation of corrective actions and strengthened internal control systems by management during the year under review.

The improved audit outcome demonstrates the commitment of management to sound financial management, good governance and improved operational efficiency. It also reinforces the University's capacity to sustainably deliver on its core mandate of reducing traditional gender disparities through the provision of quality higher education, research, innovation and community engagement.

Financial Performance Analysis

RATIO ANALYSIS FOR FINANCIAL PERFORMANCE		
	2025	2024
Operating Margin	-8.46 %	-3.55%
Staff Cost Ratio	68.99%	52.10%
Administration Cost Ratio	33.9%	48.6%
Total Cost-to-Income Ratio	108.5%	103.5%

Management has noted the widening negative operating margin and continues to monitor the trend closely. The deterioration was primarily driven by a significant shift in exchange gains and losses, from an exchange gain of ZWG 35,933,713 in 2024 to an exchange loss of ZWG 2,490,499 in the current period.

Management remains committed to strengthening operating performance through prudent cost management and expenditure controls, with the objective of restoring and sustaining a positive operating margin.

Financial Position Analysis

RATIO ANALYSIS FOR FINANCIAL POSITION		
	2025	2024
Cash Ratio	0.36	0.07
Quick Ratio	2.49	3.00
Current Ratio	2.51	3.02
Equity Ratio	87.61%	88.31%
Debt Ratio	12.39%	11.69%

The current ratio indicates a strong liquidity and solvency position, demonstrating that the University's current assets cover its current liabilities by 251%. This reflects a healthy capacity to meet short-term financial obligations.

The University also maintains a low gearing ratio of 12.39%, meaning that 87.61% of its assets are financed through reserves and equity rather than debt. This underscores a strong financial position and a prudent capital structure, which are positive indicators of long-term financial sustainability.

WOMEN'S UNIVERSITY IN AFRICA

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025



Ralph Bomment.
Greenacre & Reynolds

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GENERAL INFORMATION

Nature of operations
The University and its subsidiaries' core operations centre around the provision of higher education, hospitality, farming and facilities for research activities.

Council

Mrs L.M Chikerema	Council Chairperson
Dr. I Nzero	Vice Council Chairperson and Finance Committee Chairperson
Dr. W Goromonzi	Council Member
Mr O Sherewa	ICT Committee Chairperson
Professor E Mutandwa	Academic Committee Chairperson
Professor T Akenji	Council Member
Mr I Kuveya	Infrastructure Development and Maintenance Committee Chairperson
Engineer F Gweme	Council Member
Dr. B Kawonga	Council Member
Professor J Manjengwa	Council Member
Dr. L Gwagwa	Business Development and Resource Mobilisation Committee Chairperson
Ms M. L Takaendesa	Council Member
Mrs S Shereni	Audit and Risk Committee Chairperson
Dr. B Madzima	Council Member

Registered address
549 Arcturus Road
Manresa
Harare

Legal advisors
Dr Rodgers Mashikidze
Matlaw
20 Wembley Crescent
Eastlea
Harare
0242762764

Main bankers
Stanbic Bank Limited
5 Sheffield Terrace, Sam Nujoma Street Extension
Belgravia
Harare

Independent auditors
Ralph Bomment. Greenacre & Reynolds
143 Chiremba Road
Queensdale
Harare

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These financial statements are expressed in Zimbabwe Gold (ZWG).

WOMEN'S UNIVERSITY IN AFRICA AND ITS SUBSIDIARIES

COUNCIL'S RESPONSIBILITY STATEMENT

The Council is required to maintain adequate accounting records and is responsible for the content and integrity of the financial statements and related financial information included in this report. It is its responsibility to ensure that the financial statements fairly present the state of affairs of the University and its subsidiaries as at the end of the financial year and the results of its operations and cash flows for the year then ended. The financial statements are prepared in accordance with the International Financial Reporting Standards ("IFRS").

The Council acknowledges that it is ultimately responsible for the system of internal financial control established for the University and its subsidiaries and places considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, it sets standards for internal control aimed at reducing the risk of fraud, error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the University and its subsidiaries, and all employees are required to maintain the highest ethical standards in ensuring that the University and its subsidiaries' business is conducted in a manner that in all reasonable circumstances is above reproach. The Council has assessed the ability of the University and its subsidiaries to continue as a going concern and believes that the preparation of these financial statements on a going concern basis is still appropriate. However, the Council believes that under the current economic environment a continuous assessment of the ability of the University and its subsidiaries to continue to operate as a going concern will need to be performed to determine the continued appropriateness of the going concern assumption that has been applied in the preparation of these financial statements.

The focus of risk management in the University and its subsidiaries is on identifying, assessing, managing and monitoring all known forms of risk across the University and its subsidiaries. While operating risk cannot be fully eliminated, the Council endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council is of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, but not absolute, assurance against material misstatement or loss.

The external auditors are responsible for independently auditing and reporting on the University and its subsidiaries' financial statements. The financial statements have been examined by the University and its subsidiaries' external auditors, and their report is presented on **pages 2 to 4.**

The financial statements set out on **pages 5 to 25**, which have been prepared on the going concern basis, were approved by the Council on 30/07/**2026** and were signed on its behalf by:

Chungwanda

Vice Chancellor
Date: 8/08/**2026**

Chairperson
Date: 14/08/**2026**

Ralph Bomment.
Greenacre & Reynolds

Public Auditors Registered (Zimbabwe)
143 Chiremba Road
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Harare
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INDEPENDENT AUDITOR'S REPORT

To the Council of the Women's University in Africa and its Subsidiaries

We have audited the accompanying financial statements of Women's University in Africa and its Subsidiaries, set out on **pages 5 to 25**, which comprise the statement of financial position as at 31 December 2025, the statement of profit or loss and other comprehensive income, the statement of changes in reserves and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Opinion

In our opinion, the financial statements present a true and fair view of the financial position of Women's University in Africa and its Subsidiaries as at 31 December 2025, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) and its own requirements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the University and its subsidiaries in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with ethical requirements that are relevant to our audit for the financial statements in Zimbabwe, and we have fulfilled our ethical responsibilities in accordance with these requirements and the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. There were no key audit matters to be communicated separately in our report.

Other information

The Council is responsible for other information. This comprises of the Council's Responsibility Statement and the information included in the University and its subsidiaries' Annual Reports for the year ended 31 December 2025 but does not include the financial statements and our audit report thereon. Our opinion on the financial statements does not cover other information and we do not express an opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read other information and, in doing so consider whether other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If based on the work we have performed on other information, we conclude that there is a material misstatement of this information; we are required to report that fact. We have nothing to report in this regard.

Council's responsibility for the financial statements

It is the Council's responsibility to ensure that the financial statements fairly present the state of affairs of the University and its subsidiaries. The external auditors are responsible for independently reviewing and reporting on the financial statements.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University and its subsidiaries' internal controls.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.

- Conclude on the appropriateness of the Council's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University and its subsidiaries' ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are adequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the University and its subsidiaries to continue as a going concern or not.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, whether the financial statements represent the underlying transactions and events in the manner that achieves fair presentation.

We communicate with Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that we identify during the audit.

Report on legal, regulatory and other requirements

In our opinion, the financial statements of Women's University in Africa and its Subsidiaries comply with the reporting requirements of the University and its subsidiaries and other laws and regulations.

The engagement partner on the audit resulting in this independent auditor's report is Ms Nyasha L. Muza; Public Accountants and Auditors Board registration number 0691.

Nyasha Lucy Muza FCCA, ACA, BFP.
Registered Public Auditor (Zimbabwe)
Practising Certificate Number PAAB 0691

Ralph Bomment. Greenacre & Reynolds
Registered Public Auditors (Zimbabwe)
Harare

Date: 14 / 09 /2026

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	Notes	2025 ZWG	2024 Restated ZWG
Assets			
Non-current assets			
Property and equipment	4	222 703 002	217 826 944
Intangible assets	5	734 656	125 019
Biological assets	6(a)	885 422	913 378
Investment property	7	22 127 164	22 127 164
Total non-current assets		**246 450 244**	**240 992 505**
Current assets			
Trade and other receivables	8	94 353 797	127 451 598
Inventory	9	821 069	755 129
Other current financial assets	10	41 751	24 448
Other current assets	6(b)	-	135 152
Cash and cash equivalents	11	16 142 408	3 084 819
Total current assets		**111 359 025**	**131 451 146**
Total assets		**357 809 269**	**372 443 651**
Reserves and liabilities			
Reserves			
Accumulated funds		55 125 123	73 616 049
Available for sale asset reserve		40 425	23 122
Donated asset reserve		-	56 924
General fund		471 758	471 758
Other reserves		78	78
Revaluation reserve		186 934 691	184 234 308
Translation reserve		70 916 407	70 486 847
Total reserves		**313 488 482**	**328 889 086**
Current liabilities			
Trade and other payables	12	19 656 659	21 297 003
Leave pay liability	13	9 148 818	10 706 387
Founders' levy	14	15 515 310	11 551 175
Total current liabilities		**44 320 787**	**43 554 565**
Total reserves and liabilities		**357 809 269**	**372 443 651**

Chungarande

Vice Chancellor
Date: 13 /08 /2026

Chairperson
Date: 14 / 08 /2026

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 ZWG	2024 Restated ZWG
Income			
Fees	Sch 1a	181 455 525	127 001 777
Rental income	Sch 1b	1 909 235	953 933
Finance income	Sch 1c	597 383	189 862
Other operating income	Sch 1d	34 675 792	63 474 125
Total income		**218 637 935**	**191 619 697**
Expenditure			
Cost of sales	Sch 2a	(856 055)	(363 495)
Administration expenses	Sch 2b	(74 051 806)	(93 053 040)
Staff costs	Sch 2c	(150 837 619)	(99 828 817)
Other operating expenses	Sch 2d	(11 377 743)	(5 177 252)
Assets written-off	Sch 2e	(5 638)	-
Total expenditure		**(237 128 861)**	**(198 422 604)**
Loss for the year		**(18 490 926)**	**(6 802 907)**
Other comprehensive income			
Revaluation	4	2 700 383	142 828 892
Total comprehensive (loss)/profit for the year		**(15 790 543)**	**136 025 985**

CONSOLIDATED STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	General funds ZWG	Translation reserves ZWG	Accumulated profit ZWG	Available for sale reserve ZWG	Donated assets reserve ZWG	Other reserves ZWG	Revaluation reserve ZWG	Total ZWG
As at 1 January 2024		471 758	(890 670)	43 014 167	108 495	68 121	78	31 182 530	**73 954 479**
Translation reserve		-	71 377 517	-	-	-	-	-	**71 377 517**
Available for sale reserve		-	-	-	(85 373)	-	-	-	**(85 373)**
Loss for the year		-	-	(6 802 907)	-	-	-	-	**(6 802 907)**
Revaluation for the year		-	-	-	-	-	-	10 222 886	**10 222 886**
Donated asset reserve		-	-	-	-	(11 197)	-	-	**(11 197)**
Balance as at 31 December 2024		**471 758**	**70 486 847**	**36 211 260**	**23 122**	**56 924**	**78**	**41 405 416**	**148 655 405**
As at 1 January 2025		471 758	70 486 847	36 211 260	23 122	56 924	78	41 405 416	**148 655 405**
Prior year adjustment	17	-	-	37 404 789	-	-	-	142 828 892	**180 233 681**
Restated balances		**471 758**	**70 486 847**	**73 616 049**	**23 122**	**56 924**	**78**	**184 234 308**	**328 889 086**
Loss for the year		-	-	(18 490 926)	-	-	-	-	**(18 490 926)**
Revaluation for the year		-	-	-	-	-	-	2 700 383	**2 700 383**
Translation reserve		-	429 560	-	-	-	-	-	**429 560**
Donated assets depreciation		-	-	-	-	(56 924)	-	-	**(56 924)**
Available for sale reserve		-	-	-	17 303	-	-	-	**17 303**
Balance as at 31 December 2025		**471 758**	**70 916 407**	**55 125 123**	**40 425**	**-**	**78**	**186 934 691**	**313 488 482**

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 ZWG	2024 Restated ZWG
Cash generated from operations			
Loss for the year		(18 490 926)	(6 802 907)
Adjustment for non-cash items:			
Other non-cash items		(11 300 363)	44 589 906
Effect of translation		(164 667)	(4 649 438)
Depreciation charge for the year	4	7 713 072	7 713 072
Impairment of intangible asset	5	-	15 588
Written off intangible assets		-	61 081
Fair value loss/(gain) on biological assets	6	27 955	(805 532)
Prior year adjustments	17	-	37 404 789
Bad debts	Sch 2b	9 301 334	44 878 688
Finance income	Sch 1c	(597 383)	(189 862)
Loss on disposal of assets	Sch 2d	150 975	-
Exchange loss/(gain)	Sch 2d	2 490 499	(35 933 713)
Discount income	Sch 1d	(5 054)	-
Assets written off	Sch 2e	5 638	-
Operating cash flow (utilised)/generated before changes in working capital		**(10 868 920)**	**86 281 672**
Changes in working capital:			
Decrease/(increase) in trade and other receivables		33 097 801	(107 816 008)
(Increase)/decrease in other current financial assets		(17 303)	1 474 067
Increase in inventories		(65 940)	(644 399)
Decrease/(increase) in biological asset crop		135 152	(135 152)
(Decrease)/increase in trade and other payables		(1 640 344)	15 058 751
Increase in founders levy		3 964 135	5 265 664
(Decrease)/increase in leave liability		(1 557 569)	8 445 754
Net cash generated from operations		**23 047 012**	**7 930 349**
Cash flows from investing activities			
Acquisition of property and equipment	4	(10 033 538)	(12 612 175)
Work in progress of intangible assets	5	(609 637)	(81 839)
Net cash flows utilised in investing activities		**(10 643 175)**	**(12 694 014)**
Cash flows from financing activities			
Finance income		653 752	(7 065 711)
Net cash flows generated/(utilised) from financing activities		**653 752**	**(7 065 711)**
Net increase/(decrease) in cash and cash equivalents		13 057 589	(11 829 376)
Cash and cash equivalents at beginning of the year		3 084 819	14 914 195
Cash and cash equivalents at end of year	11	**16 142 408**	**3 084 819**

WOMEN'S UNIVERSITY IN AFRICA AND ITS SUBSIDIARIES

CONSOLIDATED SUMMARY OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 DECEMBER 2025

1 General information

1.1 Nature of operations

The Women's University in Africa and its subsidiaries's core operations centre around the provision of higher education, hospitality, farming and facilities for research activities and facilities for research activities.

2 Basis of preparation

The financial results of the Women's University in Africa and its subsidiaries have been prepared using accounting policies consistent with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board (IASB). The financial statements have been prepared on a historical cost basis, except for land and buildings classified as property, plant and equipment that have been measured at fair value. The financial statements are presented in Zimbabwean Gold (ZWG) and all values are rounded to the nearest unit.

2.1 Functional currency

The Women's University in Africa and its subsidiaries use the United States Dollar (USD) as their functional
· It is the currency that mainly influences the sales prices for goods and services.
· The currency of the competitive forces and regulations that mainly determines the sales prices of goods and services;
· It is the currency that mainly influences labour, material, and other costs of providing goods and services (normally the currency in which such costs are denoted and settled)
· It is the currency in which funds from financing activities are generated; and the currency in which receipts from operating activities are usually retained.

Presentation currency

The Women's University in Africa and its subsidiaries's financial statements are presented in Zimbabwean Gold (ZWG), which is also the Women's University in Africa and its subsidiaries's presentation currency. All values are rounded to the nearest ZWG except when otherwise indicated.

3 Summary of significant accounting policies

The preparation of the Women's University in Africa and its subsidiaries's financial statements requires management to make judgments, estimates and assumptions that affects the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future.

The following are the key judgments, estimates and assumptions at the reporting date:

Judgments

In the process of applying the Women's University in Africa and its subsidiaries's accounting policies, management has not made any significant judgments apart from estimations stated below, which affect the amounts recognised in the financial statements.

3 Summary of significant accounting policies (continued)

Estimates and assumptions

The key assumptions made by the management at the reporting date which have the most significant effect on the amounts recognised in the financial statements and the carrying amounts of assets and liabilities within the financial year are in respect of the reassessment of useful lives and residual values for property, and equipment.

Reassessment of useful lives and residual values for property and equipment

The Women's University in Africa and its subsidiaries reassesses the useful and residual life of its property and equipment annually. In accordance with IAS 16, the useful lives and residual values of property and equipment have to be reviewed every year in determining the depreciable amount of an asset. Residual value is the amount (less estimated disposal costs) that an asset would be sold at currently, assuming that the asset was already in the expected condition at the end of its useful life.

Revaluation of land

The Women's University in Africa and its subsidiaries carries its land at fair value with changes in fair value being recognised in other comprehensive income.

3.01 Property and equipment

Property and equipment are tangible assets which the Women's University in Africa and its subsidiaries holds for its own use or for rental to others and which are expected to be used for more than one year. An item of property and equipment is recognised as an asset when:

(a) it is probable that future economic benefits associated with the item will flow to the Women's University in
(b) the cost of the item can be measured reliably

Property and equipment is initially measured at cost. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset, including the capitalisation of borrowing costs on qualifying assets and adjustments in respect of hedge accounting, where appropriate.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the Women's University in Africa and its subsidiaries and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the year in which they are incurred.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the Women's University in Africa and its subsidiaries. Leased assets are depreciated in a consistent manner over the shorter of their expected useful lives and the lease term. Depreciation is not charged to an asset if its estimated residual value exceeds or is equal to its carrying amount. Depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale or derecognised. The useful lives of items of property and equipment have been assessed as follows:

3.01 Property and equipment (continued)

Item	Depreciation method	Average useful life
Motor vehicles	Straight line	5 years
Furniture and fittings	Straight line	10 years
Computers and office equipment	Straight line	5 years
Buildings	Straight line	40 years
Library books	Straight line	10 years

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting year.

If the expectations differ from previous estimates, the change is accounted for prospectively as a change in accounting policy.

Each part of an item of property and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each year is recognised in profit or loss unless it is included in the carrying amount of another asset.

Impairment tests are performed on property and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the de-recognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

3.02 Financial instruments

Recognition and de-recognition

Financial assets and financial liabilities are recognised when the Women's University in Africa and its subsidiaries becomes a party to the contractual provisions of the financial instrument. Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled, or expires.

Classification and initial measurement of financial assets

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with IFRS 15, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable). Financial assets, other than those designated and effective as hedging instruments, are classified into the following categories:

3.02 Financial instruments (continued)

Classification and initial measurement of financial assets

a. amortised cost;
b. fair value through profit or loss (FVTPL); and
c. fair value through other comprehensive income (FVOCI).

The classification is determined by both:

a. the entity's business model for managing the financial asset; and
b. the contractual cash flow characteristics of the financial asset.

All incomes and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, finance income or other financial items, except for impairment of trade receivables which is presented within other expenses.

Subsequent measurement of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows; and the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

After initial recognition, these are measure date amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Women's University in Africa and its subsidiaries's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments as well as listed bonds that were previously classified as held-to-maturity under IAS 39.

Financial assets at fair value through profit or loss (FVTPL)

Financial assets that are held within a different business model other than 'hold to collect' or 'hold to collect and sell' are categorised at fair value through profit and loss. Further, irrespective of business model financial assets whose contractual cash flows are not solely payments of principal and interest are accounted for at FVTPL. All derivative financial instruments fall into this category, except for those designated and effective as hedging instruments, for which the hedge accounting requirements apply (see below).

Assets in this category are measured at fair value with gains or losses recognised in profit or loss. The fair values of financial assets in this category are determined by reference to active market transactions or using a valuation technique where no active market exists.

Financial assets at fair value through other comprehensive income (FVOCI)

The Women's University in Africa and its subsidiaries accounts for financial assets at FVOCI if the assets meet the following conditions:

they are held under a business model whose objective it is "hold to collect" the associated cash flows and:

sell the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Any gains or losses recognised in other comprehensive income (OCI) will be recycled upon de-recognition of the asset.

3.02 Financial instruments (continued)

Impairment of financial assets

IFRS 9's impairment requirements use more forward-looking information to recognise expected credit losses – the 'expected credit loss (ECL) model'. Loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables, contract assets recognised and measured under IFRS 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss all fall under this scope.

The Women's University in Africa and its subsidiaries considers a broad range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between:

(i) financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and
(ii) financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').

(iii) 'Stage 3' would cover financial assets that have objective evidence of impairment.

'12-month expected credit losses' are recognised for the first category 'while lifetime expected credit losses' are recognised for the second category.

3.03 Credit risk

The Women's University in Africa and its subsidiaries's credit exposure, at the reporting date, from financial instruments held or issued for trading purposes is represented by the fair value of instruments with a positive fair value at that date, as reported on the statement of financial position date. The credit risk on liquid funds and derivative financial instruments is limited because counter parties are banks with high credit-ratings. The Women's University in Africa and its subsidiaries has no significant concentration of credit risk, with exposure spread over a large number of counter parties.

3.04 Fair values

The carrying amount of accounts receivable, cash and short-term deposits, accounts payable and short term loans approximate to their fair values due to the short term nature of these assets and liabilities.

3.05 Trade and other payables

Trade payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

3.06 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

CONSOLIDATED SUMMARY OF ACCOUNTING POLICIES (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2025

3.07 Impairment of assets

The Women's University in Africa and its subsidiaries assesses at each end of the reporting period whether there is any indication that an asset may be impaired. If any such indication exists, the Women's University in Africa and its subsidiaries estimates the recoverable amount of the asset.

If there is any indication that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash- generating unit to which the asset belongs is determined.

If the recoverable amount of an asset is less than it's carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in profit or loss. Any impairment loss of a revalued asset is treated as a revaluation decrease.

3.08 Inventory

Inventories are valued at the lower of cost and net realisable value after appropriate provisions for redundant and slow moving items. Cost is determined on the following basis:-consumables are valued on a first in, first out basis using the purchase cost.

3.09 Revenue

Revenue comprises the fair value of the consideration received or receivable for the sale of goods and services in the ordinary course of the Women's University in Africa and its subsidiaries's activities. Revenue is shown net of value-added tax, returns, rebates and discounts.

Tuition and fee income is recognised when students are admitted by way of registration or subsequent additions to tuition fees that will be agreed by the Women's University in Africa and its subsidiaries's Finance Committee.

Dividend revenue from investments is recognised when the shareholders' right to receive payment has been established.

Interest revenue is accrued on a time proportion basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts, through the expected life of the financial asset to that asset's net carrying amount.

Donation income included in the financial statements is recorded on a receipt basis.

3.1 Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are included in the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. All other borrowings costs are dealt with in the income statement in the period in which they are incurred.

3.11 Employee benefits

Pension fund

The Women's University in Africa and its subsidiaries operates a defined contribution plan, the assets of which are held in a separate trustee administered fund. The pension plans are funded by payments from employees and by the Women's University in Africa and its subsidiaries taking into account the

National Social Security Authority Scheme

This scheme was promulgated under the National Social Security Act of 1989. The Women's University in Africa and its subsidiaries's obligation under the scheme is limited to specific contributions as legislated from time to time, which are presently three per cent of pensionable emoluments.

3.12 Taxation

Current and deferred taxes are recognised as income or an expense and included in profit or loss for the period,

Current tax and deferred taxes are charged or credited to other comprehensive income if the tax relates to items that are credited or charged, in the same or a different period, to other comprehensive income.

3.13 Standards and amendments issued but not yet effective

Women's Women's University in Africa and its subsidiaries in Africa has not early adopted the following new standards and amendments to existing standards that have been issued by the International Accounting Standards Board (IASB) but are not yet effective for the financial year ended 31 December 2025.

Amendments to IFRS 9 and IFRS 7: Classification and Measurement of Financial Instruments (Effective 1 January 2026)

Nature of change

Clarifies the timing of derecognition for financial liabilities settled via electronic payment systems and outlines cash flow characteristic rules for assets with contingent or ESG-linked characteristics.

Anticipated impact on Women's University in Africa and its subsidiaries financial statements

The Women's University in Africa and its subsidiaries is evaluating the impact of the clarified electronic transfer timelines on the timing of derecognition for student fee accounts clearing and trade payables. No material quantitative adjustment to opening balances is anticipated.

IFRS 18 Presentation and Disclosure in Financial Statements (Effective 1 January 2027)

Nature of change

Fully replaces IAS 1. It redesigns the Statement of Profit or Loss into Operating, Investing, and Financing categories, mandates an 'Operating profit' subtotal, and introduces disclosure rules for management performance indicators.

Anticipated impact on Women's University in Africa and its subsidiaries financial statements

As IFRS 18 requires full retrospective application, the Women's University in Africa and its subsidiaries's financial statements for the year ending 31 December 2027 will present restated comparative information for the 2026 financial year. The standard will significantly alter the presentation of the Women's University in Africa and its subsidiaries's income and expenditure statements (reorganizing grant income, tuition revenue, and operational expenses into the new defined categories) but will have no impact on total comprehensive income or net assets.

4 Property and equipment

	Capital Work in Progress ZWG	Land ZWG	Buildings ZWG	Computers and Office Equipment ZWG	Furniture and fittings ZWG	Motor vehicles ZWG	Other Equipment ZWG	Library Books ZWG	Total ZWG
Cost/Valuation									
Opening cost as at 1 Jan 2024	**3 163 592**	**15 608 139**	**32 200 402**	**12 590 299**	**6 156 620**	**10 822 728**	**3 882 010**	**756 220**	**85 180 010**
Additions	-		5 613 806	4 105 678	1 253 361	-	867 781	771 549	**12 612 175**
Balance as at 31 December 2024	**3 163 592**	**15 608 139**	**37 814 208**	**16 695 977**	**7 409 981**	**10 822 728**	**4 749 791**	**1 527 769**	**97 792 185**
Opening balance adjustment	-	66 110 671	65 059 076	(9 294 647)	413 717	1 522 157	(3 798 482)	115 874	**120 128 366**
Restated opening balance as at 1 Jan 2025	**3 163 592**	**81 718 810**	**102 873 284**	**7 401 330**	**7 823 698**	**12 344 885**	**951 309**	**1 643 643**	**217 920 551**
Additions	-	-	-	1 564 064	1 362 168	6 801 487	305 819	-	**10 033 538**
Disposals	-	-	-	(73 837)	(7 067)	-	-	(88 984)	**(169 888)**
Revaluation	-	-	-	(1 212 026)	(1 129 277)	(1 600 073)	(86 386)	(74 019)	**(4 101 781)**
Balance as at 31 December 2025	**3 163 592**	**81 718 810**	**102 873 284**	**7 679 531**	**8 049 522**	**17 546 299**	**1 170 742**	**1 480 640**	**223 682 420**
Accumulated depreciation									
Opening balance as at 1 Jan 2024	-	-	**3 197 497**	**5 510 506**	**1 821 429**	**4 004 275**	**1 410 856**	**310 522**	**16 255 085**
Charge for the year	-	-	1 006 726	2 076 975	564 820	2 376 091	446 868	130 137	**6 601 617**
Balance as at 31 December 2024	-	-	**4 204 223**	**7 587 481**	**2 386 249**	**6 380 366**	**1 857 724**	**440 659**	**22 856 702**
Opening balance adjustment	-	-	(4 204 223)	(7 541 955)	(2 362 811)	(6 355 723)	(1 857 724)	(440 659)	**(22 763 095)**
Restated balance as at 1 Jan 2025	-	-	-	**45 526**	**23 438**	**24 643**	-	-	**93 607**
Charge for the year	-	-	2 746 290	1 598 099	78 929	2 904 980	220 394	164 380	**7 713 072**
Disposals	-	-	-	(14 757)	(1 429)	-	-	(8 911)	**(25 097)**
Revaluation	-	-	(2 397 395)	(1 527 198)	(52 507)	(2 449 201)	(220 394)	(155 469)	**(6 802 164)**
Balance as at 31 December 2025	-	-	**348 895**	**101 670**	**48 431**	**480 422**	-	-	**979 418**
Net book value									
Restated balance as at 31 December 2024	**3 163 592**	**81 718 810**	**102 873 284**	**7 355 804**	**7 800 260**	**12 320 242**	**951 309**	**1 643 643**	**217 826 944**
Balance as at 31 December 2025	**3 163 592**	**81 718 810**	**102 524 389**	**7 577 861**	**8 001 091**	**17 065 877**	**1 170 742**	**1 480 640**	**222 703 002**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

5 Intangible assets	ZWG
Year ended 31 December 2024	
Opening carrying amount	119 849
Impairement charge for the year	(15 588)
Additions	81 839
Balance at 31 December 2024	**186 100**
As at 31 December 2024	
Cost/valuation	228 423
Accumulated amortisation.	(42 323)
Closing carrying amount	**186 100**
Year ended 31 December 2025	
Opening carrying amount	186 100
Assets written-off	
Cost	(74 409)
Accumulated amortisation	13 328
Restated balance	**125 019**
Sage Evolution work in progress	609 637
Balance at 31 December 2025	**734 656**
As at 31 December 2025	
Cost/valuation	763 651
Accumulated amortisation	(28 995)
Closing carrying amount	**734 656**

	2025 ZWG	2024 Restated ZWG
6 (a) Biological assets		
Non-current assets		
Opening balance	913 377	107 846
Fair value (loss)/gain	(27 955)	805 532
Closing balance	**885 422**	**913 378**
Current assets		
6 (b) Horticultural products	**-**	**135 152**
7 Investment property		
Opening balance	22 127 164	2 720 153
Revaluation	-	19 407 011
Total investment property	**22 127 164**	**22 127 164**

The investment property is a piece of land at the Manresa campus measuring 2286 square metres and buildings leased to Malstorm Investments trading as Global Stoneworks Private Limited. The current contract runs until 31 December 2027.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
8	**Trade and other receivables**		
	Trade receivables	321 771	372 485
	Student receivables	120 287 238	144 674 126
	Less allowance for credit losses	(26 926 112)	(17 840 921)
	Total trade receivables	**93 682 897**	**127 205 690**
	Other		
	Staff debtors (advances)	287 736	-
	Sundry debtors	382 696	245 440
	Other debtors	468	468
	Total other receivables	**670 900**	**245 908**
	Total trade and other receivables	**94 353 797**	**127 451 598**
9	**Inventory**		
	Food, beverages, stationery and chemicals	350 376	306962
	Perishables stock	650	3 715
	Guest supplies stock	442	1 793
	Service stock	260 664	151 026
	Farm inventory	208 937	291 633
	Total inventory	**821 069**	**755 129**
10	**Other current financial assets**		
	Equity	24 448	24 448
	ZB asset management	17 303	-
	Total current financial assets	**41 751**	**24 448**

These represent short-term money market investments. The amounts are as disclosed above per counterparty.

11	**Cash and cash equivalents**		
	For the purposes of the statement of cash flows, cash and cash equivalents comprise:		
	CBZ-ZWG	172 902	81 501
	CBZ-FCA	1 780 068	304 676
	Stanbic Bank Zimbabwe-ZWG	181 605	67 550
	Stanbic Bank Zimbabwe-FCA	590 749	125 825
	ZB Bank-ZWG	1 197 113	657 208
	ZB Bank (FCA)	10 755 906	1 814 440
	Eco Bank-USD	1 363 675	33 619
	LC ZWG	909	-
	Pay now USD	66 511	-
	Pay now ZWG	32 970	-
	Total cash and cash equivalents	**16 142 408**	**3 084 819**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
12	**Trade and other payables**		
	Trade payables	16 633 987	15 952 591
	Fees paid in advance	-	3 353 277
	Staff loans	-	5 716
	National Employment Council Textiles Industry	286 645	118 888
	ZIMRA - PAYE	2 731 169	1 812 803
	Funeral assistance	4 858	53 728
	Total trade and other payables	**19 656 659**	**21 297 003**
13	**Leave pay liability**		
	Opening balance	10 706 387	10 706 387
	Leave days taken	(1 557 569)	-
	Total leave pay liabilities	**9 148 818**	**10 706 387**

The liability relates to vesting leave pay to which employees may become entitled to on leaving employment of the University. The liability arises as employees render their services that increase their entitlement to future compensated absences and is calculated at current remuneration levels. The liability is utilised when employees take leave or paid cash in lieu of leave.

14	**Founders' levy**		
	Opening balance	11 551 175	6 285 485
	Levy for the year	4 768 420	5 265 690
	Payments	(804 285)	-
	Total founders' levy liabilities	**15 515 310**	**11 551 175**

The liability relates to the levy to which the founders of the University are entitled. The levy is calculated at 2.5% of the total income per year.

15 Contingent liabilities

The University (respondent) is a party to a labour dispute involving a former Executive Committee member (claimant) who has lodged a claim for compensation arising from the use of a motor vehicle during an extended contract period. The claimant alleges that the University did not provide a replacement official vehicle following the extension of her contract and is seeking compensation amounting to **USD74 739**. The respondent disputes the claim and maintains that, during the period in question, it continued to provide fuel and meet all maintenance costs associated with the vehicle used by the claimant. Following an internal assessment of the matter, the respondent made a payment of **USD2 127.88** as a full and final settlement. The claimant has rejected the settlement and continues to pursue the balance of the claim. Should the claim be successful in full, the University's maximum potential exposure is estimated at **USD72 611.12**, representing the amount claimed net of the settlement payment already made.

16 Going concern

The Council Members have assessed the ability of the University to continue operating as a going concern, and based on the University's steady enrolment, the Council Members believe that the preparation of these financial statements on a going concern basis is still appropriate.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

17 Prior year adjustments

	2024 ZWG	Adjustment ZWG	Restated 2024 ZWG
Property and equipment cost	97 792 185	120 128 366	**217 920 551**
Accumulated depreciation	22 856 702	(22 763 095)	**93 607**
Revaluation reserve	41 405 416	142 828 892	**184 234 308**
Investment property	2 720 153	19 407 011	**22 127 164**
Trade receivables	110 275 809	17 175 789	**127 451 598**
Trade payables	22 675 353	(1 378 350)	**21 297 003**
Intangible assets	186 074	(61 055)	**125 019**
NSSA expenses	1 712 710	(194 938)	**1 517 772**
Retaining earnings	36 211 260	37 404 789	**73 616 049**

Explanation of Significant adjustment

Property and plant-Restated balances of property and plant due to the valuation of property and plant done on 1 January 2025 which result in a valuation gain.

Investment property-Restated balances of investment property due to the valuation of investment property done on 1 January 2025 which result in a valuation gain.

Receivables-Being adjustment on students who billed 2024 fees on 1 January 2025.

SCHEDULES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

	Schedule 1	2025 ZWG	2024 Restated ZWG
Sch 1a	**Fees**		
	Application	1 326 775	983 568
	Administration service fees	18 726	40 314
	Attachment	36 682 671	21 797 118
	Examination	2 876 926	2 144 096
	Exemption	208 348	23 021
	Field	100 836	52 764
	Graduation	3 177 493	1 309 894
	Laboratory	882 123	475 169
	Library	2 275 102	1 676 751
	Project	4 613 296	3 382 216
	Registration	2 607 294	1 900 476
	Sports	2 276 299	1 676 589
	Tuition	124 409 636	91 539 801
	Total fees	**181 455 525**	**127 001 777**
Sch 1b	**Rental income**		
	Rental income from property hire	**1 909 235**	**953 933**
Sch 1c	**Finance income**		
	Finance income from banks	47 426	29 400
	Interest income on financial assets	549 957	160 462
	Total finance income	**597 383**	**189 862**
Sch 1d	**Other operating income**		
	Appeal against results fee	22 130	24 738
	Canteen	61 363	-
	Commission received	84 770	-
	Creche income	328 123	233 121
	Donations	346 024	18 070
	Driving school	3 724	-
	Foundation course mathematics	109 720	79 508
	Graduation donations	1 330	91 597
	Management fees	23 407	30 285
	Other sundry income	1643 088	-
	Social sciences -short courses	489 790	476 777
	Tuckshop income	274 446	102 330
	Balance c/f	**3 387 915**	**1 056 426**

SCHEDULES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
Sch 1d	**Other operating income (continued)**		
	Balance b/d	**3 387 915**	**1 056 426**
	Gain on foreign exchange	-	35 933 713
	Bar sales	332 139	256 088
	Building levy	9 937 258	6 713 909
	Dairy sales	268 568	2 484 300
	Discount income	5 054	-
	Fashion and design centre income	3 423 638	110 028
	Field sales	250 561	18
	Fair value gain on biological assets	-	560 260
	Honey sales	10 640	37 224
	Horticulture sales	92 032	1 807
	Income from provision of accommodation	1 798 292	1 033 712
	Internet levy	5 281 937	3 598 803
	Kitchen and conference sales	4 554 034	3 038 615
	Late registration fee	15 427	4 515 892
	Library income	2 155	3 560
	Livestock sales	180 313	952 885
	Manure sales	6 091	6 433
	Miscellaneous fees	1 439 048	2 367
	Other (advance for negative pay)	-	57 155
	Other sales	64 635	306 521
	Registered suppliers	292 587	132 778
	Research board income	19 284	20 329
	Service fee	-	206 359
	Students medical aid fee	3 123 364	2 200 510
	Sundry income	190 820	182 525
	Tender fee income	-	61 908
	Total other operating income	**34 675 792**	**63 474 125**
	Schedule 2		
Sch 2a	**Cost of sales**		
	Wheat expenses	878	1 933
	Apiary expenses	1 250	434
	Dairy expenses	281 415	249 673
	Land expenses	32 158	-
	Field expenses	484 683	26 707
	Piggery expenses	-	759
	Chicken expenses	43 356	82 453
	Horticulture	12 315	1 536
		856 055	**363 495**

SCHEDULES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
Sch 2b	**Administration expenses**		
	Advertising and marketing	411 723	484 782
	Agricultural show expenses	50 485	354 262
	Amortisation of intangible assets	-	10 842
	Audit fees	359 084	452 744
	Bad debts	9 301 334	44 878 688
	Bank charges	3 402 173	2 147 222
	Computer consumables	1 794 754	1 629 300
	Crèche expenses	11 145	10 932
	Depreciation	7 896 519	4 591 262
	Examination expenses	603 607	1 336 204
	Founders levy	4 881 864	3 662 373
	Fuels and oils	7 068 658	5 116 195
	General expenses	4 707 961	4 673 806
	Graduation expenses	2 972 974	2 404 611
	Helianth farmers	-	14 781
	Hire of exam halls	307 296	333 301
	Hope Fay Conference Centre income	-	334 078
	Innovation and industrialisation	187 282	-
	Library expenses	3 272	163 877
	Professorial chair	26 120	-
	Science,technology, engineering, and mathematics project expenses	-	70 473
	Short courses	386 853	337 421
	Advance recovery expense	143 634	-
	Asset valuation costs	129 802	-
	Association of Africa University saro expenses	128 685	137 477
	Board of Trustees	1 532 197	156 071
	Bulawayo campus expenses	122 354	56 162
	Insurance	931 091	417 128
	Kadoma campus expenses	224 574	247 848
	Legal fees	1 199 579	931 870
	Local meetings	3 724	-
	Manresa campus expenses	1 399 203	1 626 698
	Marondera campus expenses	175 499	71 666
	Memberships/associates subscriptions	1 354 783	-
	Memberships/associates subscriptions	37 504	1 028 870
	Motor vehicle costs	66 763	-
	Motor vehicles expenses	2 404 931	1 754 669
	Mutare campus expenses	72 881	20 690
	Newspaper subscriptions	116 928	185 218
	Occupational safety	2 420	-
	Printing and stationery	23 700	859 608
	Balance b/f	**54 443 356**	**80 501 129**

SCHEDULES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
Sch 2b	**Administrative expenses (continued)**		
	Balance b/d	**54 443 356**	**80 501 129**
	Refreshments	78 573	236 843
	Repairs and maintenance	2 669 216	1 517 139
	Research expenses	-	505 888
	SBU costs	1 280 014	754 712
	Security services	2 532 126	1 266 364
	Social compliance site visits	8 512	-
	Software licensing	496 307	29 635
	Sports expenses	1 441 549	1 707 760
	Student affairs expenses	-	52 150
	Student medical aid contributions	2 501 990	1 346 287
	Student Representative Council expenses	697 660	638 449
	Telephones and internet	6 513 275	4 039 332
	Transport	12 076	45 067
	Tuckshop expenses	282 665	89 157
	Tuition recovered expense	492 849	-
	Workshops/conferences	582 487	323 128
	Work-study	19 151	-
	Total administration expenses	**74 051 806**	**93 053 040**
Sch 2c	**Staff costs**		
	Council sitting allowances	3 992 985	2 843 622
	Leave pay	-	5 874 159
	Managerial benefits	2 070 451	904 873
	Medical aid costs	9 511 279	1 916 866
	National Social Security Authority costs	6 229 811	1 517 772
	NEC contributions	29 817	8 059
	Pension costs	4 548 368	1 561 230
	Salaries and wages	120 144 333	81 020 748
	Staff welfare costs	444 892	130 303
	Training and development	1 146 089	721 210
	Travel and subsistence	2 558 033	3 283 391
	Vice chancellor's fund	161 561	46 584
	Total staff costs	**150 837 619**	**99 828 817**

SCHEDULES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

		2025 ZWG	2024 Restated ZWG
Sch 2d	**Other operating expenses**		
	Advertising and exhibition	326 979	167 834
	Bar cost of sales	106 980	92 988
	Electricity and water	3 480 639	1 770 101
	Food cost of sales	776 924	619 403
	Guest supplies	135 255	93 042
	Interest on loan income	-	3 072
	Licences	162 093	69 967
	Loss on disposal	150 975	-
	Loss on foreign exchange	2 490 499	-
	Management meals/expenses	1 330	-
	Fair value loss on biological assets	28 620	-
	Office expenses	4 336	56 143
	Rentals	3 498 700	2 222 375
	Uniforms	140 814	-
	Utility costs	-	12 486
	Workshops and conferences	73 599	69 841
	Total other operating expenses	**11 377 743**	**5 177 252**
Sch 2e	**Asset written-off**		
	Cost	7 067	-
	Accumulated depreciation	(1 429)	-
	Net book value	**5 638**	**-**

12.0 2025 Highlights

WUA Fashion and Design Centre Shines at ZCMA Awards

The WUA Fashion and Design Centre was honoured with the Competitive New Entrant Award in the Clothing Industry at the Zimbabwe Clothing Manufacturers Association (ZCMA) Awards held on 23 October 2025 at St Tropez, Harare.







Ending Pink October with Energy and Style!

The 5th Edition of the Cancer Awareness Walk/Run brought the Manresa Estate and WUA communities together for a meaningful cause: raising awareness; promoting screenings; and supporting survivors.






VICTORY LIFE ASSEMBLY
MANRESA ESTATE
NOBODY
FIGHTS ALONE
Breast Cancer Awareness
WALK



Food for Life Festival

The Food for Life Festival, held on 23 May 2025, was a collaborative initiative event jointly organised by and the Women's University in Africa (Gender and Diversity Centre) and Women in Farming and Entrepreneurship (WIFE), in collaboration with multiple partners. The event aimed to promote sustainable food systems and amplify the voices of women across the agricultural value chain.









WUA 21st Graduation Ceremony Highlights

The Women's University in Africa joyfully celebrated its 21st Graduation Ceremony, honouring the remarkable achievements of its graduating students. This milestone event recognises their hard work, resilience, and bold dreams that embody the institution's spirit.









Breaking Barriers in Real-Time: How Focus Groups at WUA Redefine Gender Equality Research in Zimbabwe

On Thursday, 9 October 2025, the Zimbabwe Gender Commission (ZGC) presented a public lecture at Women's University in Africa (WUA). The session also included a workshop in which facilitators probed participants to open up, share challenges, and brainstorm actionable solutions.

Both ZGC and WUA have a shared vision: to make gender equity not just a slogan, but a lived reality.









University of Johannesburg Visits the Women's University in Africa!

The Faculty of Management from the University of Johannesburg visited the Women's University in Africa. The day kicked off with warm welcomes, insightful discussions on gender diversity, and an overview of our institutions' mutual mandates. Our students showcased their initiatives, followed by an inspiring campus tour.













Women's University in Africa and U.S. Embassy Host Successful Economic Prosperity Panel Discussion

The Women's University in Africa (WUA), in partnership with the U.S. Embassy, successfully hosted an Economic Prosperity Panel Discussion on March 27, 2025, as part of Women's Month celebrations. The event convened distinguished leaders from academia, finance, industry, and entrepreneurship to examine critical issues affecting women's economic participation.













Celebrating Professor Elizabeth Chikwiri: A Legacy of Leadership and Impact!

On Wednesday the 17th of December 2025, the Women's University in Africa community came together to honour Professor Elizabeth Chikwiri, our esteemed Pro-Vice Chancellor (Academic Affairs), for her decades of exceptional service, leadership, and transformative contribution to the University.

Joined by the Board of Trustees Chairman, Council Chairman, Vice Chancellor, and members of staff, the celebration highlighted her remarkable journey from her beginnings as a primary school teacher in 1983 to becoming one of WUA's longest-serving academic leaders.













Celebrating World Social Work Day: A Commitment to Intergenerational Solidarity

On March 18th, the Women's University in Africa commemorated World Social Work Day. In partnership with the National Association of Social Workers Zimbabwe, this commemoration highlighted the significant impact of social work on individual lives and our society as a whole.













Promoting Disability Inclusion in Higher Education: Assistive Devices Delivered to the Gender and Diversity Centre

The Women's University in Africa Gender and Diversity Centre received a grant to establish a Disability Unit from the Australian Government through its Direct Aid Programme. The project, implemented under the theme "Promoting Disability Inclusion in Higher Education," is being administered through the Australian Embassy in Harare.

On 12 May 2025, the Gender and Diversity Centre received its first delivery of assistive devices purchased from GrossCare International. The equipment received includes Braille Note 1 Safari Readers, handheld magnifiers, and Dolphin Magnification Software. This move aligns with the University's commitment to promoting inclusive learning environments, allowing persons with disabilities to function at the same level as everyone else.











A Celebration of Dedicated Service: Honouring Mr. William David Mapani's Retirement On

On Friday 11 April, 2025, the Women's University in Africa celebrated the distinguished career and well-deserved retirement of Mr. William David Mapani, who for over four decades, served with unwavering dedication, leaving an indelible mark on the institution he has so diligently supported.













13.0 Programmes on Offer

PROGRAMMES	DURATION	QUALIFICATIONS
FACULTY OF AGRICULTURAL, ENVIRONMENTAL AND HEALTH SCIENCES		
Diploma in Agribusiness Management	2 Years	• At least five 'O' Level passes including English Language and Mathematics.
Diploma in Environmental Management	2 Years	• At least five 'O' Level passes including English Language and Mathematics. OR • Certificate in Hospitality and Tourism, Certificate in Agriculture, Certificate in Surveying, • Certificate in Urban Planning/Development or any other qualifications deemed relevant by the Faculty.
Diploma in Emergency Medical Care	2 Years	• Five (5) 'O' Level passes including English Language, Mathematics and a Science subject. 'A' Level passes are an added advantage, • Certificate in Emergency Medical Technician or Ambulance Technician, • A working experience of at least a year in the related fields is an added requirement, • Registration with the Allied Health Professions Council or a relevant regulatory body is mandatory for the programme since no patient contact may occur without registration. Registration is the individual responsibility of the learner and not that of the University.
Bachelor of Science Agriculture Honours Degree in Animal Science	4 Years	• At least five 'O' level passes including Mathematics and English Language And a minimum of two 'A' level passes in any Science subjects OR • A Diploma in Agriculture from a recognised institution OR • A Diploma in Veterinary Science from a recognised institution - Any other relevant qualification from a recognised institution
Bachelor of Science Agriculture Honours Degree in Horticulture	4 Years	• At least five 'O' level passes including Mathematics and English Language And at least two 'A' level passes in any Science subjects OR • A Diploma in Agriculture from a recognised OR - A Diploma in Veterinary Science from a recognised institution Any other relevant qualification from a recognised institution
Bachelor of Science Agriculture Honours Degree in Agribusiness Management.	4 Years	• At least five 'O' level passes including Mathematics and English Language And at least two 'A' level passes in any Science subjects OR • A Diploma in Agriculture from a recognised institution OR • A Diploma in Veterinary Science from a recognised institution Any other relevant qualification from a recognised institution
Bachelor of Science Honours Degree in Meat Science and Dairy Technology	4 Years	• At least five 'O' level passes including Mathematics and English Language And at least two 'A' level passes in any Science subjects OR • A Diploma in Agriculture from a recognised institution OR • A Diploma in Veterinary Science from a recognised institution Any other relevant qualification from a recognised institution
Bachelor of Science Honours Degree in Environmental Management	4 Years	• At least five 'O' level passes including Mathematics and English Language And at least two 'A' level passes in any Science subjects OR • A Diploma in Environmental Management from a recognised institution.
Bachelor of Science Honours Degree in Palliative Care	3 Years	• A minimum of 5 'O' Level passes including English Language and Mathematics at grade C or better • Two (2) 'A' Level passes in Biological Science-related subjects would be an added advantage. And/Or • A diploma in a health-related discipline. The health-related Professions may include: Clinical Officers, Clinical Ophthalmic Nurses, Psychiatry Nurses, Pharmacy Technicians, Physiotherapists, Occupational Therapists, General Nurses and Registered Midwives. • A Diploma in Oncology and Palliative Care Nursing • A Diploma in Psychology and Social Work. • Mature entry and working experience of at least one year in those related fields.
Bachelor of Science Honours Degree in Emergency Medical Care	3 Years	• A diploma or degree in a related health discipline such as: A Diploma in Paramedics, Diploma in EMT, Certificate in Advanced Trauma Life Support (ATLS), a Medical Doctor, a Registered General Nurse with Advanced Trauma Care, a Registered General Nurse with post basic nurse training in Intensive Care Nursing, Anaesthesia or Emergency Care Nursing, • Working experience of at least two years in EMS is an added requirement. • Registration with the Allied Health Professions Council or a relevant regulatory body is mandatory on the programme since no patient contact or staff deployment may occur without registration. Registration is the individual responsibility of the learner and not that of the University.
Bachelor of Health Services Management Honours Degree	4 Years	• At least Five "O" level passes , with no less than a credit level passe in English Language, Mathematics and any three of the following subjects: Biology, Chemistry, Physics, Physics with Chemistry, Geography, Statistics, Integrated Science, Computer Studies, Business Studies Accounts, Commerce. • At least two subjects at Advanced Level from recognised examination boards or equivalent qualifications in the following subjects: Biology, Geography, Chemistry, Physics, Statistics, Accounting, Economics, Mathematics/Applied Mathematics, and Management of Business

PROGRAMMES	DURATION	QUALIFICATIONS
Bachelor of Science Honours Degree in Midwifery	3 Years	• Two years post diploma in Midwifery qualification experience; • Registration with the Nurses Council of Zimbabwe as a Midwife; with a; • A minimum of 5 'O' Level passes with Grade C or better in English Language, Mathematics and a Science subject are a must.
Postgraduate Diploma in Palliative Care	18 Months	• At least 5 'O' Level passes including English Language and Mathematics at Grade C or better; And • A minimum of two (2) 'A' Level passes in Biological Science-related subjects ; And/ Or A degree in a health-related discipline. The health-related Professions may include: Clinical Officers, Clinical Ophthalmic Nurses, Clinical Dental Therapists, Psychiatry Nurses, Pharmacy Technicians, Physiotherapists, Occupational Therapists, Degree in Nursing, Degree in Midwifery, and Medical Doctors in various specialities; • A Degree in Psychology and Social Work; and • For mature entry, working experience of at least one year in those related fields is required.
Postgraduate Diploma in Emergency Medical Care	18 Months	• Emergency Medical Care Degree and computer literacy and/ or • 'O' Level or 'A' Level Mathematics, Physics, Biology and Chemistry • A Degree in a Related Health Discipline and computer literacy; • Working experience of at least a year in the related fields is an added requirement; Registration with the Allied Health Professions Council or a relevant regulatory body is mandatory for the programme since no patient contact may occur without registration. Registration is the individual responsibility of the learner and not that of the University.
Master of Science in Agribusiness Systems Management and Development	18 Months	• BSc Hons in Agribusiness or Agricultural Economics from a recognised institution.
Master of Science in Livestock Science and Meat Technology	18 Months	• BSc Hons in Animal Science from a recognised institution.
FACULTY OF MANAGEMENT AND ENTREPRENEURIAL SCIENCES		
Diploma in Project Planning and Management	1 Year	• Minimum of five 'O' level passes including English Language and Mathematics. • A Certificate in Project Planning and Management and work experience is an added advantage.
Diploma in Business Management	2 Years	• A minimum of five 'O' level passes including English Language and Mathematics.
Executive Diploma in Management	1 Year	• A relevant Higher National Diploma with a minimum of five 'O' level passes including English Language and Mathematics, and • At least two years relevant work experience at senior managerial/administrative level or professional capacity. • EDM feeds into the MBA programme.
Bachelor of Commerce Honours Degree in Accounting	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics, and • At least two 'A' level passes in Commercial subjects; OR, • A Diploma of a finance related qualification or an accountancy diploma e.g. CIS, ACCA or HND with at least 2 years relevant work experience.
Bachelor of Science Honours Degree in Human Capital Management	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics; and • At least two 'A' level passes in Commercial subjects; OR • A Diploma from the Institute of Personnel Management of Zimbabwe (IPMZ) with at least 2 years relevant work experience.
Bachelor of Science Honours Degree in Information Systems	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics; and • At least two 'A' level passes in relevant subjects; OR - A relevant Diploma in Computer Science/Computer Studies/Information Technology and at least 2 years relevant work experience.
Bachelor of Science Honours Degree in Computer Science	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics; and • At least two 'A' level passes in relevant subjects; OR • A relevant Diploma in Computer Science/Computer Studies/Information Technology and at least 2 years relevant work experience.
Bachelor of Science Honours Degree in Business Intelligence and Data Analytics	4years	• Minimum of five 'O' level passes including English Language and Mathematics; and • At least two 'A' level passes in Science and/or Commercial subjects
Bachelor of Science Honours Degree in Information Technology	4 years	• Minimum of five 'O' level passes including English Language and Mathematics; and • At least two 'A' level passes in relevant subjects; OR - A relevant Diploma in Computer Science/Computer Studies/Information Technology and at least 2 years relevant work experience.
Bachelor of Commerce Honours Degree in Banking and Finance	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics; plus either a minimum of • two 'A' level passes in relevant subjects; OR - At least 2 years relevant work experience and either a relevant Diploma in Business related studies or Part CIS, ACCA, CIMA, IAC, SAAA.

PROGRAMMES	DURATION	QUALIFICATIONS
Bachelor of Commerce Honours Degree in Marketing	4 Years	• Minimum of five 'O' level passes including English Language and Mathematics , And • At least two 'A' level passes in relevant subjects; OR • At least 2 years relevant work experience and either a relevant Diploma in Business related studies or Part IMM, IAC and any other recognised entry qualification.
Bachelor of Science Honours Degree in Supply Chain Management	4 Years	• Minimum five 'O' level passes including English Language and Mathematics ; And • At least two 'A' level passes in the following subjects: Management of Business/Business Studies, Geography, Accountancy or Economics; OR • A recognised Diploma in Purchasing & Supply Management, Accountancy, Marketing Management, CIPS, IMM, CIM, SAIM, with at least 2 years relevant work experience.
Master of Strategic Marketing	18 Months	• A relevant first degree from a recognised institution of higher learning.
Master of Business Administration	18 Months	• Any first degree from a recognised institution of higher learning. • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Science in Accounting and Finance	18 Months	• An Honours degree in accounting with a 2.2 degree class or better or a professional qualification recognised by the Public Accountants and Auditors Board of Zimbabwe plus at least 3 years relevant post-graduate experience.
Master of Science in Supply Chain Management	18 months	• Any first degree from a recognised institution of higher learning. • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Science in Strategic Human Resource Management	18 months	• Any first degree from a recognised institution of higher learning. • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
FACULTY OF SOCIAL AND GENDER TRANSFORMATIVE SCIENCES		
Diploma in Education - Early Childhood Development	3 Years	• Five 'O' Level passes including English Language, Mathematics and Science subjects.
Diploma in Social Work	3 Years	• Minimum of five 'O' Level passes including English Language; OR - Certificate in Social Work.
Diploma in Child Care and Protection	18 Months	• Minimum of 5 (Five) 'O' Level passes including English Language at grade C or better.
Bachelor of Science Honours Degree in Community Development	4 Years	• Minimum of five 'O' Level passes including English Language and at least two relevant 'A' levels passes; OR • A minimum of five 'O' Level passes including English Language and any relevant Diploma.
Bachelor of Science Honours Degree in Social Work	4 Years	• Minimum of five 'O' Level passes including English Language and at least 10 points obtained in relevant 'A' level subjects; OR • A minimum of five 'O' Level passes including English Language and a Diploma in Social Work from a recognised University.
Bachelor of Science Honours Degree in Psychology	4 Years	• At least five 'O' Level passes including Mathematics and English Language and at least two relevant 'A' Level passes; OR • A minimum of five 'O' Levels including Mathematics and English Language and any relevant diploma.
Bachelor of Science Honours Degree in Sociology	4 Years	• At least five 'O' Level passes including English Language and at least two relevant 'A' Level passes; OR • A minimum of five 'O' Levels including English Language and any relevant diploma.
Bachelor of Education Degree (Primary) In-Service	2 Years	• A minimum of five 'O' Level passes including English Language and a Diploma in Education.
Bachelor of Education Degree (Early Childhood Development) In-Service	2 Years	• A minimum of five 'O' Level passes including English Language and a Diploma in Education.
Bachelor of Education Degree Early Childhood Development (Pre-Service)	4 Years	• A minimum of two 'A' Level passes plus at least 5 'O' Level passes including English Language and Mathematics for those aged below 25; OR • At least five 'O' Level passes including Mathematics and English Language and a relevant Diploma for those above 25 years of age.
Bachelor of Science Honours Degree in Women and Gender Studies	4 Years	• At least five 'O' Level passes including English Language and at least two relevant 'A' level passes; OR • A minimum of five 'O' Levels including English Language and any relevant diploma.
Bachelor of Science Honours Degree in Public Management and Governance	4 Years	• Have passed at least five subjects at General Certificate of Education Ordinary Level Must have obtained a pass in any of the two following Advanced Level subjects: History, Divinity, English Literature, Sociology, Economics, Management of Business or Accounting.
Postgraduate Diploma in Social Work	3 Years	• A first degree in the following Social Science degrees: Sociology, Psychology, Community Development, Youth Studies from a recognised institution of higher learning; • Students are supposed to have done foundational courses in Sociology and Psychology during their bachelor's degree; and - Students will be required to go for fieldwork for 12 continuous weeks under professional supervision in a relevant institution.

PROGRAMMES	DURATION	QUALIFICATIONS
Master of Education Degree in Early Childhood Development	18 Months	• At least a Bachelor's Degree in Early Childhood Development from a recognised University.
Master of Science Degree in Development Studies	18 Months	• A first degree from a recognised institution of higher learning; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Science Degree in Sociology	18 Months	• A first degree from a recognised institution of higher learning; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Public Administration	18 Months	• Any first degree from a recognised institution of higher learning; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Science Degree in Child Sensitive Social Policies	18 Months	• A Bachelors' degree in Economics, Law, Political Science, Sociology, Education, Social Work, Psychology, Development Studies from a recognised University or any other relevant field; • Employment in government, Non-Governmental Organisations, or any other civil society organisation in the area of development of child rights and governance is an added advantage; and • At least two years of professional experience relevant to the programme.
Master of Science Degree in Gender Studies	18 Months	• A first degree from a recognised institution of higher learning; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Science Degree in Disaster and Livelihoods Studies	18 Months	• A first degree from a recognised institution of higher learning; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.
Master of Arts in Strategic Communication	18 Months	• A first degree from a recognised institution of higher learning in a communication related discipline; and • Applications should include references certifying the candidate's ability and suitability to undertake the programme.

Doctor of Philosophy Degree Programme

Research Areas:

- Agribusiness;
- Animal Science;
- Business Leadership;
- Child Sensitive Social Policies;
- Communication and Literary Studies;
- Crop Science and Horticulture;
- Development Studies;
- Disaster and Risk Management;
- Economics and Business Management;
- Education – Curriculum Studies, Early Childhood Education;
- Environmental Governance;
- Health Sciences;
- Information Systems;
- Mathematics and Educational Psychology;
- Public Administration;
- Social Work; and
- Sociology and Social Anthropology.

Requirements

1. Applicants should have a relevant Masters Degree from an accredited institution of higher learning.
2. Minimum duration of study is three (3) years.

List of Short Courses

1. Advanced reproduction in livestock artificial insemination and pregnancy diagnosis.
2. Advanced quinoa production and processing.
3. Advanced small grain production techniques.
4. Agriculture production and utilisation.
5. Agriculture and aquaponics production.
6. Chemical safety and handling fundamentals in agriculture.
7. Certificate in community water, sanitisation and hygiene.
8. Environmental and social impact assessment.
9. Certificate in GIS and remote sensing for agriculture and environmental management.
10. Certificate in occupational safety, health and environmental management.
11. Dispensary assistant.
12. Certificate in female hormone wellness coaches.
13. Training of trainers course in paramedics.

14. Fruit production.
15. Commercial and export vegetable production course.
16. Livestock feed formulation and animal nutrition.
17. Certificate in strategic municipal entrepreneurship and resource mobilisation strategies.
18. Certificate in resource mobilisation for municipalities.
19. Certificate in emotional intelligence.
20. Disability and heath short course.
21. Social entrepreneurship skills.
22. Certificate in safety, heath and environmental management systems.
23. Certificate in integrated solid waste management.
24. Certificate in applied geographical information systems in community development.
25. Certificate in climate change mitigation and adaption in vulnerable communities
26. Modern agricultural practises and technologies
27. Certificate in basic industrial garment factory.
28. Certificate in intermediate industrial garment factory.
29. Certificate in advanced industrial garment factory.
30. Certificate in project management for entrepreneurs.
31. Certificate in strategic project branding and marketing.
32. Certificate in digital marketing for the 4th industrial revolution.
33. Executive certificate in business analytics.
34. Certificate in counselling.
35. Certificate in monitoring and evaluation.
36. Improve poultry production for climate resilience.
37. Goat production to improve meat and milk production.
38. Improved fish farming.
39. Vegetable production in protected environments.
40. Financial literacy.
41. Computing literacy for the 4th industrial revolution and Covid-19 era.
42. Micro small and medium enterprises management.
43. Digital marketing of business in the 4th industrial revolution.
44. Business development for MSMEs.
45. Gender based violence programming in emergencies.
46. Certificate in practical counselling.
47. Operationalisation and integration of leave No-one behind in programming.
48. Critical skills for researching vulnerable groups.
49. Certificate in ECD education.
50. Certificate in Mandarin.
51. Health assistant.
52. Basic Skills in Emergency Care for Alternate Care Setting.
53. Industrial First Aid.

54. Mining First Aid.
55. International English language testing system.
56. Certificate in food and beverage services.
57. Certificate in cake making.
58. Certificate in strategic entrepreneurship.
59. Diplomatic protocol and etiquette.
60. Public relations and diplomacy
61. Certificate in savvy entrepreneur bits
62. Certificate in SPSS
63. Certificate in Chemical Handling and PPE for the Pest Control Services

Harare Campus

Location: 549 Arcturus Road, Manresa Park
Contact: 263-242-459647/459601/08688002924

Bulawayo Campus

Location: 5/6 Bradford Street, Belmont
Contact: 09-63649

Mutare Campus

Location: Stand 5052, No. 122 Upper Third Street, Corner Eleventh Avenue, Mutare
Contact: 08688007702

Kadoma Campus

Location: Sarudzai Complex, Mupamombe Road, Rimuka Township
Contact: +263 773 408549, 08688002924

Marondera Campus

Location: Faculty of Agricultural Sciences, WUA Academic Complex 1515 Pine Street, Marondera
Contact: Telephone Numbers +2632792320145 and +263 734 889138, 08688002924, 06523 20143, 0652320145