

ZIMBABWEAN
LEGAL

 **WOMENINLAW
CONNECT**

Equities



Vol
3
20
25

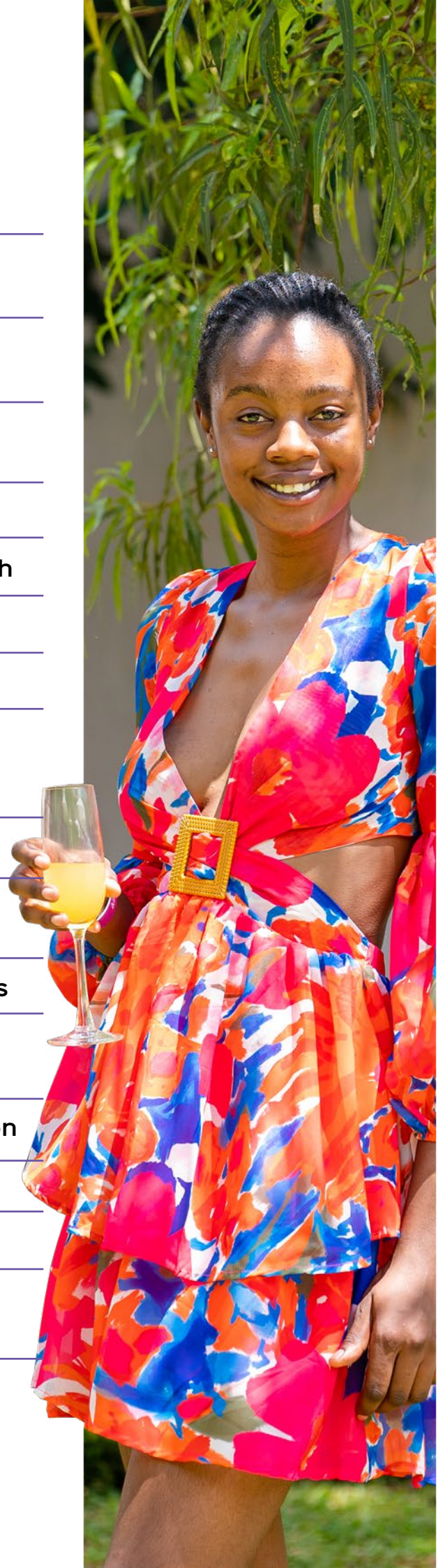
Five Years
of Success,
Resilience &
Excellence

*For ALL
Women and Girls:*
**Rights. Equality.
Empowerment**
#AccelerateAction
#IWD2025

*Celebrating the
achievements of
Zimbabwean
Female Lawyers
from 2020 to 2025*

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Five Years of Success, Resilience & Excellence

**Celebrating the
achievements
of Zimbabwean
Female Lawyers
from 2020 to 2025**

*Greetings
Readers,*



We are happy to publish yet another Edition of the Women in Law Connect Legal Eagles Magazine. For this Third Edition, we profile the accomplishments of Zimbabwean Female lawyers over the last five years. And what incredible achievements each of the women profiled here has attained! It truly has been half a decade of Success, Resilience and Excellence.

In March 2020, the COVID-19 pandemic swept across the world over, leading to lockdowns, and quarantines. The loss of life globally that accompanied the pandemic was unprecedented. And yet even during those difficult times, Zimbabwean female lawyers contributed significantly in their individual spheres of influence, right through the COVID-19 pandemic and beyond. This gives us reason to pause and reflect: some leaders are born, while others are made, especially in crisis.

The theme for International Women's Day 2025 "Accelerate Action", which calls for a unified approach to drive meaningful change for gender equality, is apt. Zimbabwean Female lawyers profiled in this magazine demonstrate in their numerous accomplishments that they have the capacity to participate across the divide: in the marketplace, in the civic space, in the judiciary, in international fora, and in academia. They, like their counterparts in other professions, serve as a beacon of light and hope to all women, especially those looking up to them, that the societal gender construct should not hinder any woman's professional success.

To the Legal Eagles, let it be known that, We see you, We salute you, We will be proud of you.

We hope you enjoy reading this Third Edition of the Magazine as much as we enjoyed putting it together for you!

Nqobile Ndlovu
Editor
Managing Partner, Titan Law

*Editor's
Note*

Women in Law Connect Executive Committee



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Chakasikwa**

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Partner**

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Practitioners



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Gapare**

**Vice Chairman
Consultant Legal
Practitioner**

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Head of Practice and
Lead IP Counsel**

BMatanga Intellectual
Property Attorneys



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Magazine**

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Committee Member
Executive Director
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**Nanzelelo
Ndlovu**

**Committee Member -
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Director of Legal Services**
National University of Science
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Sandi-Shoko**

**Committee Member -
Bulawayo Chapter
Managing Partner**
Sandi and Matshakaile



**Nunudzai
Masunda**

Committee Member





FOREWORD

This year's International Women's Day commemorative issue is a celebration of the Women in Law who, in their different spaces and spheres of influence, have had the courage to take action in pursuit of equality, in a profession that remains largely male dominated.

Precious Chakasikwa

*Chairman,
Women in Law Connect*

*Partner, Kantor &
Immerman*

This year marks 30 years of the "Beijing Declaration and Platform of Action", which is resolution adopted by the United Nations at the Fourth World Conference on Women in 1995. It is encouraging to see the number of Zimbabwean Female lawyers taking up space in various local and international entities across all sectors, receiving numerous professional accolades, with many shattering the proverbial glass ceiling.

Of course the world, and more particularly, the legal profession remains unequal and a lot more needs to be done to deliver on the Beijing Declaration and Platform of Action and on section 56 of the Constitution of Zimbabwe. We however celebrate every step taken in achieving this.

We therefore take this opportunity to reflect on and celebrate the achievements of Women in Law in Zimbabwe and beyond, and acknowledge the progress by each of the women profiled in this Third Edition, as it advances opportunities for aspiring young lawyers in primary and high school classrooms, university lecture theatres, and all women in the legal profession in Zimbabwe.

I therefore urge all of us to continue to uplift and support one another, and to celebrate our individual and joint wins as we strive for a world where every woman can reach her fullest potential.

Message from the Vice President of the Law Society of Zimbabwe

In the ever-evolving and increasingly inclusive landscape of Zimbabwe's legal profession, the contributions of women have moved beyond being complementary they are now central and indispensable. It is with great pride, deep respect, and a profound sense of purpose that I extend this message, celebrating the phenomenal achievements of Female Lawyers who continue to redefine and elevate the legal profession.

From overcoming historical exclusion and institutional barriers, Zimbabwean Female lawyers have risen with distinction into the highest echelons of the legal and governance ecosystem. They now hold office as Judges, Deputy Chief Justice, Judge President, Chief Magistrate, Senior Advocates, Legislators, Academics, Commissioners, Corporate Counsel, and Chairpersons of statutory bodies and private entities. Women are increasingly visible in senior leadership across all three pillars of the State: the Executive, the Judiciary, and the Legislature, and within constitutionally established commissions, boards, and tribunals. Their rise is not merely symbolic; it is transformative and substantive.

However, this commendable progress has not been achieved without significant challenge. Many Female lawyers have had to navigate structural impediments, entrenched gender bias, and discrimination in both overt and covert forms. Yet, their steadfast resolve, professionalism, and unwavering commitment to the principles of justice have carved new pathways and created enduring legacies.

To all Zimbabwean Female lawyers, aspiring and established, I urge you to know your worth and assert your rightful place within the corridors of power. Take up space with confidence. Speak with authority. Do not permit your contributions to be diminished. The journey through the legal profession is rarely solitary; it is one that is strengthened by networks of mentorship, collaboration, and collective empowerment. Embrace these networks. Invest in continuous learning and personal development. And as you ascend, become a champion for those coming behind you.

As Vice President of the Law Society of Zimbabwe, I remain unequivocally committed to championing initiatives that promote gender equity, diversity, and the advancement of women in all sectors of the legal community. Whether in private practice, the judiciary,

Continued...



academia, corporate advisory, or public service, Zimbabwean Female lawyers must be supported to thrive and lead. With every position of influence we occupy comes a solemn duty to open doors for others and create enduring platforms for empowerment.

The triumphs of Zimbabwe's Female lawyers are not isolated personal feats, they are national milestones. They represent progress in our quest for a just, representative, and equitable legal system. When we invest in women, we enrich the legal profession, uphold the Constitution, and safeguard the values of justice, integrity, and equality.

To young women entering the legal field: seek mentorship, seize opportunity, and remain anchored in purpose. To every Woman in Law: your role is critical, your presence meaningful, and your voice vital. You are the custodians of change and the architects of a future where justice knows no gender.

Let us rise together. Let us lead together. Let us shape a profession that reflects the highest ideals of justice and equity. The future is not only female, but also fearless.

Rachel Chibaya

*Vice President
of the Law Society of Zimbabwe*

Senior Partner, R. Chibaya Law Chambers



JUDGES

CONSTITUTIONAL COURT & SUPREME COURT



**Honourable Justice
Gwaunza**

**Deputy
Chief Justice**



**Honourable Justice
Makarau**

**Judge of the
Constitutional Court**
Acting Judge of the Supreme Court
in Namibia, 1 April 2023 to 31 March
2024



**Honourable Justice
Gowora**

**Judge of the
Constitutional Court**



**Honourable Justice
Gwaunza**

Deputy Chief Justice



**Honourable Justice
Guvava**

Judge of Appeal



**Honourable Justice
Mavangira**

Judge of Appeal



**Honourable Justice
Makoni**

Judge of Appeal



**Honourable Justice
Chatukuta**

Judge of Appeal



**Honourable Justice
Mwayera**

Judge of Appeal



JUDGES

HIGH COURT HARARE



**Honourable Justice
Mary Zimba-Dube**

**High Court Judge
Judge-President July 2021**



**Honourable Justice
Chigumba**

Harare High Court Judge



**Honourable Justice
Matanda-Moyo**

Harare High Court Judge



**Honourable Justice
Tsanga**

Harare High Court Judge



**Honourable Justice
Muremba**

Harare High Court Judge



**Honourable
Justice Munangati
-Manongwa**

Harare High Court Judge



Honourable Justice Chirawu- Mugomba

Harare High Court Judge



Honourable Justice Muchawa

Harare High Court Judge



Honourable Justice Maxwell

Harare High Court Judge



Honourable Justice Mungwari

Harare High Court Judge



Honourable Justice Mushure

Harare High Court Judge
June 2024
Chief Magistrate October
2021



Honourable Justice Phillips

Harare High Court Judge
June 2024



Honourable Justice Ndlovu

Harare High Court Judge
June 2024



Honourable Justice Mhuri

Harare High Court Judge July
2021



Honourable Justice Muchawa

Harare High Court Judge July
2021

JUDGES

HIGH COURT MASVINGO | CHINHOYI | BULAWAYO



**Honourable Justice
Charewa**

**Masvingo High Court Senior
Judge**



**Honourable Justice
Muzofa**

**Chinhoyi High Court Senior
Judge**



**Honourable Justice
Bachi-Mzawazi**

Chinhoyi High Court Judge



**Honourable Justice
Moyo**

Bulawayo High Court Judge



**Honourable Justice
Kabasa**

Bulawayo High Court Judge

JUDGES

LABOUR COURT



Honourable Justice Makamure

**Harare
Labour Court Judge**



Honourable Justice Hove

**Bulawayo
Labour Court Judge**



Honourable Justice Chivizhe

**Harare
Labour Court Judge**



Honourable Justice Kudya

**Harare
Labour Court Judge**



Honourable Justice Chidziva

**Gweru
Labour Court Judge**





VERITAS

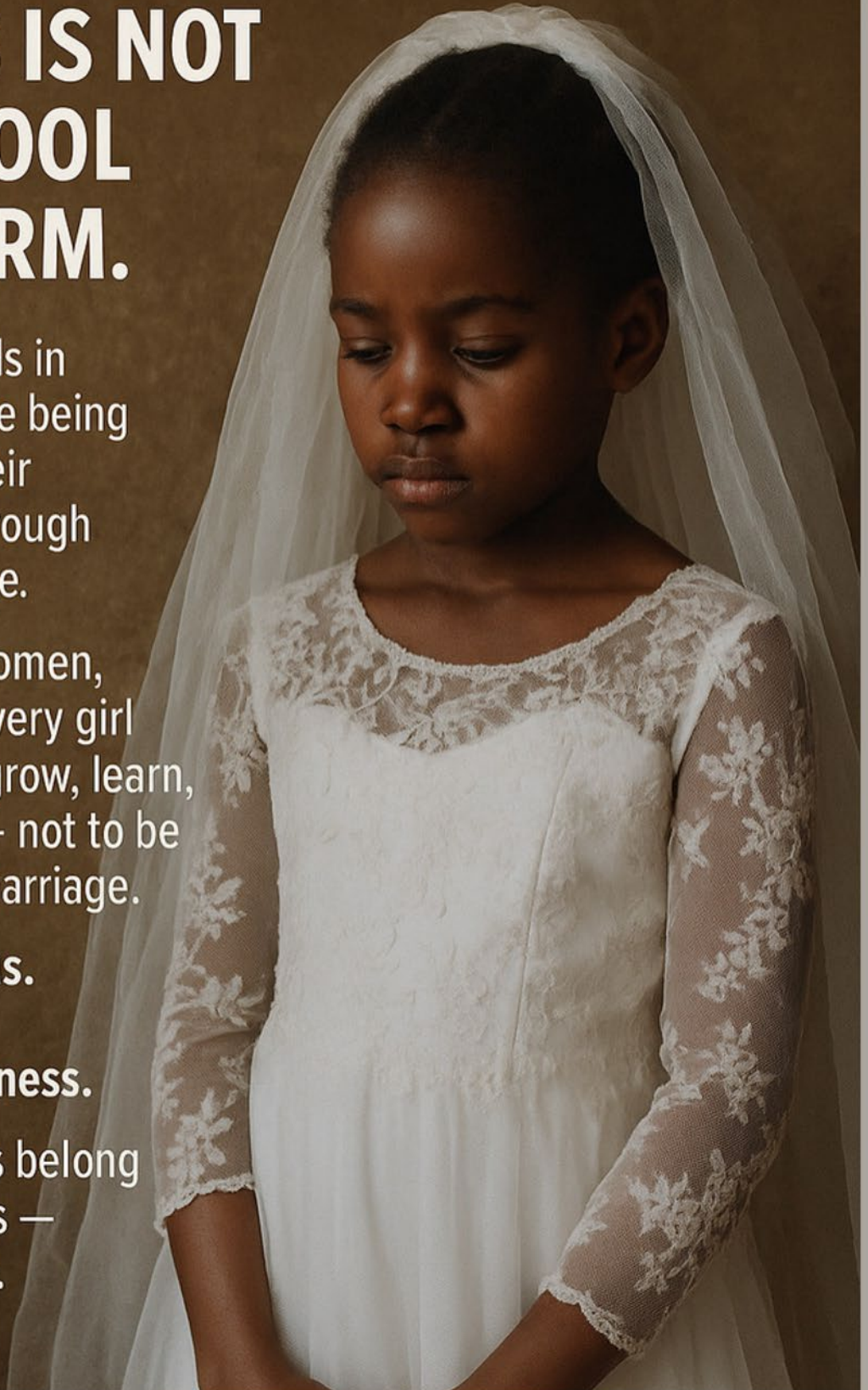
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Safeguarding Diaspora Wealth: For Zimbabweans Abroad

Introduction

The Zimbabwean diaspora, particularly in the UK, South Africa and Australia has significantly invested in property both abroad and back home. However, without proper estate planning, these assets risk becoming entangled in legal complexities or remaining unclaimed upon the owner's passing. This article aims to provide Zimbabweans living abroad with comprehensive steps to protect their property and ensure their assets are passed on according to their wishes.

The importance of Estate Planning for the diaspora

Estate planning is crucial for Zimbabweans in the diaspora, to ensure that their assets are distributed according to their intentions. Without a valid will or trust, assets

may be subject to intestate succession laws, which might not align with the deceased's wishes. Moreover, cross-border estate issues can arise, leading to prolonged legal battles and a potential loss of assets.

The UK government has this year, through the Solicitor's Treasury, published a list which includes over 170 cases of individuals of African descent whose estates are classified as *bona vacantia* (ownerless property), which therefore fall under the custody of the Crown if no rightful heirs come forward. This means that many Africans abroad have passed away without a will or known next of kin, consequently leaving behind properties, savings and other assets that remain unclaimed. Families back home are frequently unaware of their deceased relatives' financial affairs, leading to the permanent loss of estates.

These developments have sparked important and often uncomfortable discussions within the Diasporan community, with many taking to social media to share their views on various issues of culture, unpaid mortgages, tax implications and the consequences of failing to write a will. *Continued...*



By Priscilla C.
Nyatsanga LLB (UCT)
LLM (London)

Partner
Titan Law



Registering a Will in Zimbabwe

In Zimbabwe, registering a will with the Master of Court provides legal clarity and ensures that the deceased's wishes are honoured for assets in and out of the country.

The process involves:

- i) Writing a Will that clearly identifies specific assets such as houses, bank accounts, and insurance policies and their location. The Will must outline how the assets will be distributed to spouses, children, relatives and other dependants, including charitable organisations. The Will must also appoint an executor, and specify financial arrangements or appoint guardians for minor children.
- ii) Engaging a Legal Practitioner, which while not mandatory, ensures that the Will clearly expresses one's wishes and meets all legal requirements to make it valid and less subject to court challenges. The Legal Practitioner also attends to the registration of the Will.
- iii) Lodging the Will with the Master of the High Court for registration and safekeeping, upon payment of the prescribed fee.

Registering a Will in Zimbabwe assists your heirs in claiming your assets abroad after your passing, as it provides documented evidence of a deceased's intentions.

Registering a Will in the UK

While not legally required, registering a will in the UK is highly recommended to ensure that your assets are easily identified upon death. The National Will Register offers a centralized database for this purpose. UK Solicitors can assist in drafting and registering the Will upon payment of the prescribed fee.

Establishing a Trust in Zimbabwe

A Trust is a legal arrangement where a Trustee holds and manages assets on behalf of beneficiaries. In Zimbabwe, Trusts can be established to manage property, businesses or other assets. There are many types of Trusts, but for the purposes of this article, the focus is on a Family Trust.

Below is the process to establish a Family Trust in Zimbabwe:

- i) Engaging a Legal Practitioner, who is also a Notary Public, to draft the Trust Deed, which outlines the purpose of the Trust, makes a list of the Trust assets, identifies the Trustees, the list of Beneficiaries and how the Trust will be administered, including adding more property to the Trust from time to time.
- ii) The Legal Practitioner proceeds to place his/her seal on the Trust Deed for Notarial Certification of the Trust.
- iii) The Legal Practitioner submits the Trust to the Deeds Registry of Zimbabwe, to enable its registration and allocation of a registration number.

Registering a Family Trust offers individuals the benefits of protecting the assets from creditors, and for continuity beyond the Founder's death. There are also potential tax advantages including exemption from Inheritance Tax or Estate Duty in Zimbabwe.



Understanding Intestate Succession

Intestate succession or dying without a Will means assets are distributed according to the law, which may not reflect the deceased's wishes.

In Zimbabwe, the ***Administration of Estates Act (Chapter 6:01)*** governs intestate succession. It generally prioritizes spouses and children, but complications often arise in cases involving customary marriages, informal unions or blended families. In such cases, some spouses and children may be left out altogether.

In the UK, the ***Rules of Intestacy*** apply a fixed order of inheritance. Spouses and

children are first in line, but unmarried partners, stepchildren or close friends are excluded, even if they were financially dependent on the deceased. In both jurisdictions, the absence of a Will leads to the same consequences: unclaimed Property and Assets, unintended beneficiaries, and potential family disputes.

Registering a will or trust therefore helps avoid these problems as it ensures that your assets go to the right people, according to your wishes and not use of the default legal formula. It also gives your family clarity and peace of mind during a difficult time.

Steps to Protect Your Assets

- i) Engage legal professionals to draft a comprehensive Will, clearly identifying all your assets, outlining asset distribution to spouses, children, relatives and other dependants, and appointing trustworthy executors;
- ii) Register a Will in both Zimbabwe and the UK to ensure that the Will is legally recognized and easily located;
- iii) Consider the establishment of a Family Trust for long-term asset management and protection; and
- iv) Regularly reflect upon and update Estate Plans taking into account, changes in assets, changes in family circumstances such as divorce or birth of children, and the prevailing laws.

Taking these steps is not just good legal practice, it is a vital part of protecting your legacy and providing for the people you care about most.



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BOARD AND DIRECTOR APPOINTMENTS



Hon. Justice Phillips

Appointments

Harare High Court Judge. Commissioner in the Tribunal to Investigate Justice Mabikwa June 2021
Chairperson of Transmedia Corporation January 2024



Varaidzo Zifudzi

Chief Legal Officer and Company Secretary Mutapa Investment Fund

Appointment

Non-Executive Director, Kuvimba Mining House (Private) Limited November 2024



Petronella Musarurwa

Appointments

Independent Non-Executive Deputy Board Chairperson, Mashonaland Holdings Limited August 2020
Council Member, Great Zimbabwe University



Maureen S. Shonge

Regional Policy Specialist UN Women East and Southern Africa Regional Office.

Appointment

Special Advisor on Zimbabwe, Oxford Initiative on Global Ethics Initiative and Human Rights Advisory Board October 2020



Nellie FR Tiyago

Partner Scanlen & Holderness

Appointments

Radar Holdings Limited February 2020
Finance Chairperson of Solidarity Trust Zimbabwe (SOTZIM) March 2020
President, Harare Legal Practitioners Association March 2025



Mutsa Jean Remba

Partner, Trade and Investment Unit Dube, Manikai & Hwacha

Appointments

Independent Non-Executive Director at Emeritus Reinsurance June 2021



Sharon Bwanya

MD & Lead Advisor Red Couch Advisory

Appointments

Non-Executive Director in the Masimba Board July 2022
Independent Non-Executive Director, Meikles Limited February 2025



Kiitu Zawanda

Corporate Secretary & Legal Counsel Deposit Protection Corporation

Appointment

Non-executive Director, OK Zimbabwe Limited June 2024
Board Member, Forestry Commission of Zimbabwe October 2024





Sandra Fungai Kabaya

Senior Associate
BeraMasamba
Appointments
Director, Zimbabwe
Anti Money Laundering
Institute (2023)
Secretary for
Administration and
Finance and Board
Committee Member
Lithium Association of
Zimbabwe (2023)
Director, Elevate
Holdings (2024)



Loveness Mhundirwa

Group Corporate
Secretary & Legal
Services Director
Industrial Development
Corporation
Appointments
AFC Insurance Private
Limited
Zimbabwe Grain Bag
Private Limited
Deven Engineering
Private Limited
Willowvale Motor
Industries Private
limited



Dr Nomusa Moyo

General Manager
MMCZ
Appointments
Board Chairman,
Zimbabwe Council of
Churches Advisory
Board August 2024
Board Member, Mining
Promotion Corporation
November 2024
Board Member, Wesleyan
Methodist Holdings
December 2024



Rebecca Musimwa

Regulation Services
Manager
Law Society of
Zimbabwe
Appointments
Chairperson to the
HR Governance and
Compliance Committee
of the Zimbabwe
Council of Churches
(ZCC) Advisory Board
July 2022



Fadzai Traquino

Director at Women and
Law in Southern Africa
in Zimbabwe
Appointments
Vice Chairperson
of the Board,
Representing
Southern, African
Women's Development
Network (FEMNET)
December 2021
National Coordinator,
Women's Coalition of
Zimbabwe November
2023
Advisory Board, Land
Rights Now



Nyasha T. Sanyamandwe

Associate Legal
Counsel
Mawadze and Mujaya
Legal Practitioners
Appointment
Zimbabwe Football
Association (ZIFA)
Normalisation
Committee Member
July 2023
Zimbabwe Football
Association (ZIFA)
Electoral Committee
Member January 2025



Chipu M. Mafunga

Co-Founding and
Managing Partner
Chimuka Mafunga
Commercial Attorneys
Appointment
Non-Executive
Director, FBC Holdings
January 2022
Non-Executive
Director, Rainbow
Tourism Group 2024
Treasurer, Harare
Legal Practitioners
Association March
2025



Cynthia Tendai Mugwira

Director Legal Services
Zimbabwe Revenue
Authority (ZIMRA)
Appointments
Vice-President PROWEB
February 2021
Member of Council of the
University of Zimbabwe
Feb 2022
ZIMRA Charity Trust
Chairman August 2022
Harare Institute of
Technology (HIT) Council
as a Councillor, February
2023
Sports and Recreation
Commission as a
Commissioner & Chairman
of the Legal and
Compliance Committee
March 2023



Angeline Vere

Appointment
Independent Non-Executive Director Zimplow Holdings Limited June 2023



Prudence Mutsvanga

Appointment
NBS Board August 2021
2024



Jacqueline Sande Kamanga

Managing Partner Sande & Associates
Appointment
ZimStats Board
December 2020



Priscilla Nyatsanga

Partner Titan Law
Appointment
Co-Founder and Secretary, Ladies Exclusive Golf Society April 2022



Wadzanai Chirongoma

Partner C Kuhuni Attorneys
Appointment
Board Member Zimbabwe School Examinations Council (ZIMSEC) March 2021



Beatrice Moyo

Partner Mushoriwa Moyo
Appointment
Real Estates Investment Trust Association Zimbabwe Board August 2023



Paidamoyo H. Maenzanise

Independent Consultant Caveat Legal
Appointment
Board Member, Petrotrade (Private) Limited February 2025



Irene Petras

Senior Legal Advisor Africa at International Center for Not-for-Profit Law (ICNL)
Appointment
Board of Directors, CIVICUS May 2022



Tendero Dzvettero

Senior Partner Antonio and Dzvettero Legal Practitioners
Appointments
Board of Directors, Netone Cellular (Private) Limited 2020



Dorcas Shirichena-Chivunze

Founding Partner Shirichena-Chivunze Legal
Appointment
Board Chairperson of Midlands Aids Caring Organisation February 2023



Susan Mutangadura

International Commercial Arbitrator
Appointment
Independent Non-Executive Director, First Mutual Properties Limited August 2024



Nqobile Ndlovu

Managing Partner Titan Law
Appointment
Board Member, Mutapa Investment Fund May 2024

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What's Up? The Future of AI and Law: A Revolution on the Horizon

Introduction

Artificial Intelligence (AI) is no longer a futuristic concept confined to science fiction; it is a transformative force across industries worldwide. From healthcare to finance, AI is reshaping the way we work, and the legal profession is no exception. In Zimbabwe, AI promises to enhance efficiency, democratize access to legal services, and reduce the time and cost associated with legal services. However, as with any revolutionary technology, AI brings both opportunities and challenges, and its integration into the legal sector must be approached with caution and foresight.

The Rise of AI in Legal Practice

AI is making significant inroads in the legal profession by performing tasks traditionally handled by human lawyers, but with far greater speed and efficiency. Legal research, document

review, contract analysis, and case prediction - tasks that once took hours or days - can now be completed by AI systems in a fraction of the time. AI-powered platforms such as ROSS Intelligence, Luminance, and ChatGPT are being used in some law firms to streamline workflows and improve productivity.

For example, AI tools can analyze vast amounts of legal documents, identifying key information and patterns that a human lawyer might overlook. In contract review, AI systems can flag potential risks or discrepancies, reducing the chances of human error. For busy lawyers in Zimbabwe, AI can be a game-changer, enabling them to focus on more complex tasks, such as client interaction, strategy development, and courtroom advocacy, while delegating time-consuming tasks to AI-powered tools.

Moreover, AI can also enhance the accuracy of legal work. When reviewing documents, AI algorithms can find precedents or legal provisions that may not be immediately apparent to a human lawyer. This ensures that lawyers can offer more precise and comprehensive legal advice to their clients, especially in cases where the facts or legal context may be particularly complex. *Continued...*



**By Sandra F. Kabaya
LLB (MSU)**

*Senior Associate
Bera Masamba*



AI-powered legal platforms can play a vital role in democratizing access to justice. Legal chatbots, for example, can provide individuals with the opportunity to ask questions about family law, employment disputes, or property rights, offering immediate responses to basic queries. This can significantly reduce the gap between those who have access to lawyers and those who do not, enabling individuals to make more informed decisions about their legal rights without incurring high legal fees.

The Ethical Challenges: Bias, Errors, and Accountability

Despite its many advantages, the rise of AI in legal practice also raises several important ethical concerns. One of the most pressing challenges is the issue of bias in AI algorithms. AI systems are only as good as the data they are trained on, and if the data reflects historical biases or inequalities, such as race, gender, age, religion, social status, or geographical location, the AI can inadvertently perpetuate these biases.

Additionally, AI is not infallible. While AI systems can process vast amounts of data quickly, they are not immune to errors. A contract analysis tool, for example,

may miss key clauses or fail to interpret legal language in the intended way. Similarly, an AI model predicting the outcome of a case may make an inaccurate prediction based on incomplete or inaccurate data. Lawyers and legal professionals must be cautious not to overly rely on AI tools without applying their own legal judgment and expertise.

Collaboration, Not Replacement: The Role of Human Lawyers

There is a common misconception that AI will replace human lawyers. While AI is certainly capable of automating many legal tasks, it is not a substitute for the nuanced judgment, empathy, and critical thinking that human lawyers bring to the table. Legal matters often involve complex relationships, emotional considerations, and ethical dilemmas - areas where AI simply cannot match the capacity for human insight and discretion.

For example, in family law matters, where emotions and personal connections are deeply intertwined with legal issues, AI may not be able to capture the full complexity of the situation. Similarly, in litigation, where strategic thinking and emotional intelligence are key, human lawyers will always be essential for effective advocacy.

AI should therefore be seen as a tool to augment, not replace, the work of human lawyers. By automating repetitive tasks, AI frees up lawyers to focus on the aspects of legal practice that require human expertise - such as client relationships, courtroom arguments, and the interpretation of complex legal questions. In Zimbabwe, where there is a shortage of legal professionals, AI can serve as a force multiplier, enabling lawyers to handle a larger volume of cases while maintaining high standards of legal representation.

The Future of AI and Law in Zimbabwe: A Collaborative Effort

As AI continues to evolve, the Zimbabwean legal sector has a unique opportunity to integrate this transformative technology into its practice. By leveraging AI, the legal system can become more efficient, accessible, and responsive to the needs of clients. However, this process must be approached with care and caution. The development and implementation of AI tools must be guided by ethical considerations, with an emphasis on fairness, accuracy, and accountability.

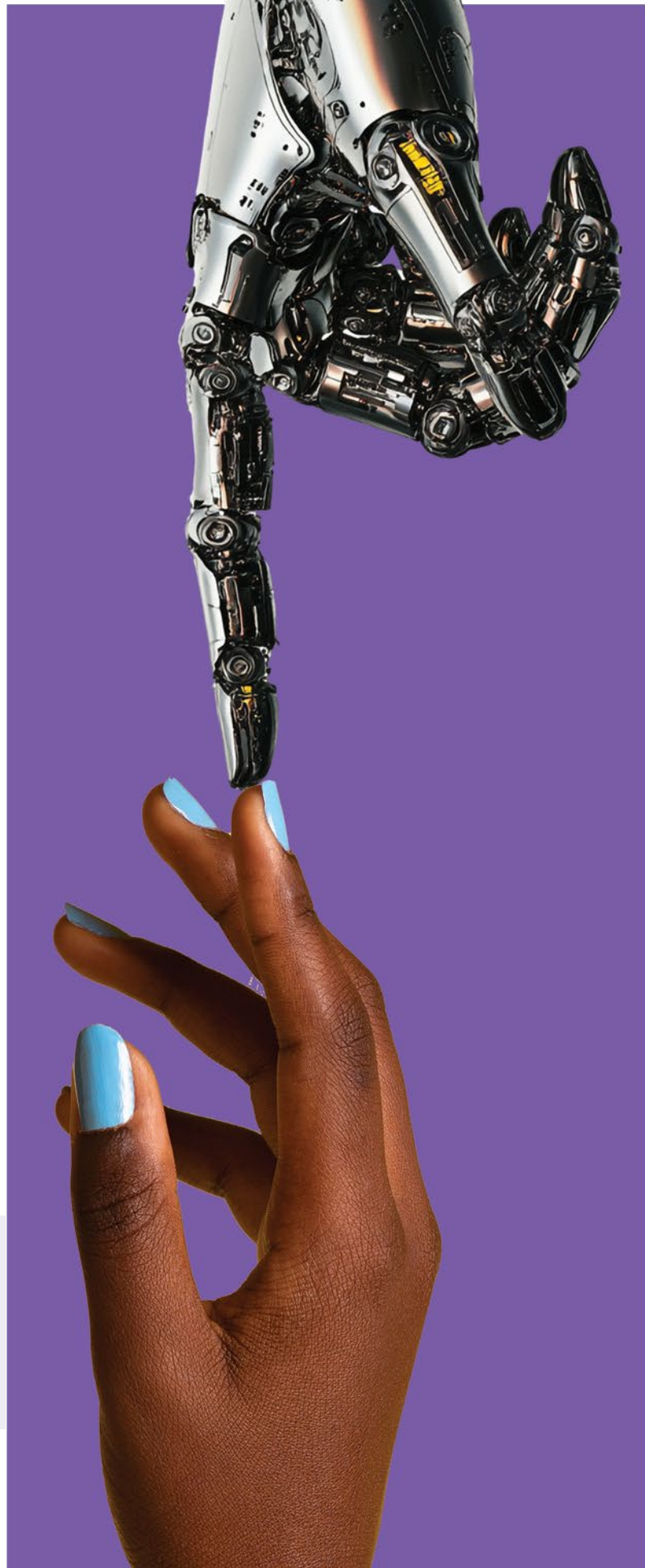
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Conclusion: Embracing the Future of Law with AI

AI is poised to revolutionize the legal profession, and Zimbabwe stands at the forefront of this transformation. With its ability to increase efficiency, improve access to legal services, and provide predictive insights, AI holds the potential to reshape the legal landscape for the better. However, its successful integration will depend on the willingness of legal professionals to embrace the technology responsibly and work together to address its challenges - particularly around issues of bias and accountability.

The future of AI in law is not about replacing human lawyers but about empowering them with powerful tools that enhance their ability to serve clients effectively, efficiently, and ethically. As Zimbabwe moves forward into this new era of legal practice, the collaboration between human lawyers and AI will be key to ensuring that justice is not only done but done well.

***The question is no longer
“What’s up?” but rather
“What’s next?” The future
of law in Zimbabwe is here,
and it is powered by AI.***



ELECTIONS AND APPOINTMENTS TO BOARDS,
COUNCILS, TRIBUNALS, COMMISSIONS



Vimbai Nyemba

Appointments
Permanent Secretary
Ministry of Justice,
Legal and Parliamentary
Affairs
President, SADC
Lawyers Association
March 2022
Advisory Board,
Women's
Entrepreneurship Day
Organization, December
2024



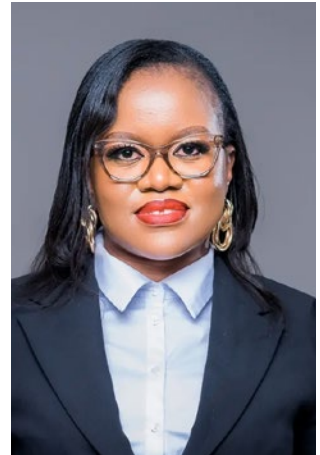
Justice Chirawu-Mugomba

Harare High Court
Judge
Appointment
Council for Legal
Education September
2021



Fadzayi Mahere

Advocate of the Superior
Courts of Zimbabwe
Advocates' Chambers
Law Lecturer, University
of Zimbabwe
Appointment
National Spokesperson
& Head of
Communication, MDC
Alliance/Citizens'
Coalition for Change
2020



Gertrude Ndlovu

Legal Practitioner
Connolly & Hofmeyr
Legal Practitioners
Appointment
Chairperson of the
Board at Youth Invest,
January 2023 to
December 2024



Rumbidzai Matambo

Partner, Head
Conveyancing &
Securitisation
Dube, Manikai & Hwacha
Appointments
Vice President, Law
Society of Zimbabwe
February 2021
President, Law Society
of Zimbabwe January
2023. SADC Lawyers'
Association Executive
Committee July 2024



Irene Sithole

Zimbabwe Blind
Women Trust
chairperson
Appointments
Board Member,
Zimbabwe Women
Lawyers Association
(ZWLA) April 2021
Board Chairperson,
Zimbabwe Women
Lawyers Association
(ZWLA) January 2023



Rumbidzai Venge

Lawyer
Corious & Co.
Attorneys
Radio Presenter,
Capitalk FM
Appointment
Board Member,
Zimbabwe Women
Lawyers Association
(ZWLA) December 2020
& April 2021



Farirai Machawira

Head of Compliance
CABS
Appointment
Co-option as
Councillor, Law
Society of Zimbabwe
June 2021



Dorothy Pasipanodya

Partner
Gill, Godlontons & Gerrans
Appointments
President, Zimbabwe Institute of Patent and Trademark Agents (ZIPTA) 2020
Board Member, Zimbabwe Women Lawyers Association (ZWLA)



Brenda Matanga

Head of Practice and Lead IP Counsel
BMatanga Intellectual Property Attorneys
Appointments
Chairperson, ARIPO Working Group 2018 to 2024
Committee Member of INTA Africa Global Advisory Council April 2022
Committee Member of INTA Building Bridges 2024
Chairperson of INTA Consumer Association Subcommittee 2024



Dr. Makanatsa Makonese

American Bar Association Rule of Law Initiative Country Representative, Angola
Appointments
Board Member of the Zimbabwe Women Lawyers Association (ZWLA) December 2020



Nyaradzayi Gumbonzvanda

Founder and Executive Director Rozaria Memorial Trust Zimbabwe
UN Assistant Secretary-General and UN Women Deputy Executive Director for Normative Support, UN System Coordination, and Programme Results, February 2024
Appointment
Board Member, Zimbabwe Women Lawyers Association (ZWLA) December 2020



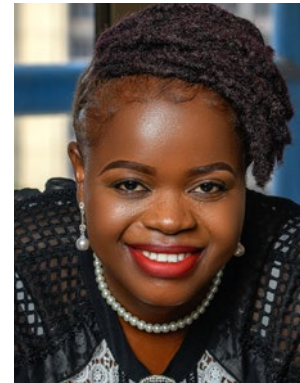
Memory Mandingwa

Mhangu and Associates
Appointment
Council for Legal Education September 2021



Fortune Chimbaru

Deputy Attorney General
Ministry of Justice, Legal and Parliamentary Affairs
Appointment
Council for Legal Education September 2021



Violet A, Dzingirai-Maringisanwa

Managing Partner
Chivore Dzingirai Group of Lawyers
Appointment
Board Member, Zimbabwe Women Lawyers Association (ZWLA) April 2021



Nomakhosi PM Sandi-Shoko

Managing Partner
Sandi and Matshakaile
Appointments
Board Member of the Zimbabwe Women Lawyers Association (ZWLA) April 2021
Board Member, Transparency International Zimbabwe June 2021
Chairperson Club Licensing Appeals Committee, Zimbabwe Football Association (ZIFA) February 2025



Nqobile Ndlovu

Managing Partner
Titan Law
Appointments
Board Member,
Transparency
International
Zimbabwe June 2021
Vice Chairman,
Zimbabwe Women's
Rugby Trust March
2025



Isheanesu Chirisa

National Director
Women And Law
In Southern Africa
(WILSA)
Appointment
Board Chairman,
Transparency
International
Zimbabwe June 2021



Panashe Sagwete-Bwoni

Legal Practitioner
Masawi & Partners
Appointment
Advisory Board
Member, CSR Network
of Zimbabwe January
2021



Synthia Vundla

Legal Manager
Stanbic Bank
Appointment
Board Member,
Zimbabwe Women
Lawyers Association
(ZWLA) December
2022



Julian Mugova

Managing Partner
Titan Law Bulawayo
Appointments
Board Member,
Zimbabwe Women
Lawyers Association
(ZWLA) December
2022
Chairperson, Board
of Governors Petra
College March 2025



Nompilo Simanje-Mhizha

Africa Advocacy and
Partnerships Lead
International Press
Institute
Appointments
Leader, Open Internet
for Democracy, 2022
Global Forum on Cyber
Expertise (GFCE)
Advisory Board member



Rachel Chibaya

Senior Partner
R Chibaya Law
Chambers
Appointments
Associate Member
of the Association of
Arbitrators Southern
African March 2021
Council Chairperson,
Women's University in
Africa
Vice President of
the Law Society of
Zimbabwe January
2025



Chipso Mahlangu

Senior Partner and
Principal
Maposa Mahlangu
Attorneys
Appointment
Chairperson of the
LSZ Compensation
Fund February 2023



Roselyn Hanzi

Executive Director
Zimbabwe Lawyers for
Human Rights (ZLHR)

Appointments

Vice-Chairperson of
African Development
Bank Independent
Recourse Mechanism
Stakeholder Advisory
Council July 2023
Member, National
Transitional Justice
Working Group (NTJWG)
Trustee, Southern Africa
Litigation Centre



Chenesai Mukora-Mangoma

Founder and Managing
Director
Chenesai Africa

Appointment

President of the
Mashonaland East Legal
Practitioners Association



Priscillah Da Silva-Gustavo

Managing Partner
Masamvu & Da Silva-
Gustavo Law
Chambers

Appointment

Vice-President of
Bulawayo Legal
Practitioners
Association February
2024



Nanzelelo Ndlovu

Director of Legal
Services
National University
of Science and
Technology (NUST)

Appointment

Vice President of
Zimbabwe Institute
of Patent and
Trademark Agents
(ZIPTA) February 2024



Tanaka M. Kachara

Senior Associate
Scanlen & Holderness
Solicitors

Appointment

International
Trademark
Association (INTA)
Young Practitioners
Committee September
2023
Council of Zimbabwe
Institute of Patents
and Trademarks
Agents (ZIPTA)
February 2024



Sharon Sinyoro

Legal Associate
Sinyoro & Partners

Appointment

Council of Zimbabwe
Institute of Patents
and Trademarks
Agents (ZIPTA)
February 2024



Jessie Majome

Founder and
Principal Attorney
Jessie Majome & Co.
Legal Practitioners

Appointment

Chairperson,
Zimbabwe Human
Rights Commission
March 2024



Mercy Jaravani

Director
Women's Coalition of
Zimbabwe

Appointment

National Coordinator,
Women's Coalition of
Zimbabwe April 2024





Rutendo
Mugadza-Mugwagwa

Founder and CEO
Zimbabwe Innovation
and Legal Technology
Association
Appointment
Board Chairperson,
Zimbabwe Youth
Council December
2024



Tina
Kadhau

Managing Partner
T Kadhau Law
Chambers
Appointment
Councillor, Law
Society of Zimbabwe
December 2024



Rachel
Chibaya

Senior Partner
R Chibaya Law
Chambers
Appointment
Vice President,
Law Society of
Zimbabwe January
2025



Stancy
Makuyana

Group Legal Advisor
First Mutual Holdings
Appointment
Non-Executive
Director, AFC Land
and Development
Bank January 2022
Non-Executive
Director, First Mutual
Pharmacies (Private)
Limited January 2021



Sithandile
Ngwenya

Partner
Coghlan & Welsh
Bulawayo
Appointment
Council Member,
Council for Legal
Education, Ministry
of Justice, Legal and
Parliamentary Affairs
March 2025



Dr Ellen
Sithole

Senior Director,
Internal Legal,
Policy and
Internationalisation
Services
Zimbabwe Ezekiel
Guti University
Appointment
Council Member,
Council for Legal
Education, Ministry
of Justice, Legal
and Parliamentary
Affairs March 2025



Rudo
Magundani-Bere

Partner
Scanlen & Holderness
Appointment
Disciplinary
Committee of
Zimbabwe Olympic
Committee April 2025



Nyashadzashe
Ruth Sai

Managing Partner
Sai Zishiri Legal
Practitioners
Appointment
Disciplinary Committee
of Zimbabwe Olympic
Committee April 2025

Multispecies Justice: A Hail Mary to Save Lake Chivero



**By Emerge Masiya LLB
(Limpopo) LLM (Limpopo)**

*Law Lecturer
Herbert Chitepo School of
Law
Great Zimbabwe
University*

Introduction

“Lake Chivero, an ecological disaster”, the Herald reported 1,000 dead fish that washed ashore in December 2024. Research found that Lake Chivero is highly contaminated because it receives insufficiently treated raw sewage from burst sewage pipes. Despite its Ramsar site status as of 2011, it is one of the most polluted areas in Zimbabwe.

Legal status as a subject of justice, with correlative rights such as equality before the law, has been reserved for humans. However, Multispecies Justice starts with the assumption that justice is not limited to humans but includes all Earth others, and the relationships that enable their functioning and flourishing. Multispecies Justice postulates that the question of *“justice for whom”* extends beyond human subjects, to include other species, and thus raises critical questions about how humans relate with urban species, ecosystems and one another in the face of rapid urbanisation and biodiversity loss. While Multispecies Justice aligns with the rights-based approaches to animal welfare in emphasising the

intrinsic value of other beings, it places greater emphasis on reacting to the human caused injustices and acknowledges the interconnected web-of-life.

The urgency of the *“ecological disaster”* that is Lake Chivero, demands radical institutionalisation of Multispecies Justice. It calls for legal reform through a multispecies rights approach to legal interpretation, application and implementation.

The Crisis Facing Lake Chivero

The Lake’s cyanobacterial blooms were topical and were reported to have led to the death of wildlife in the Lake Chivero Recreational Park. Research has found that Lake Chivero is highly contaminated because it receives raw and insufficiently treated sewage. Even more distressing is that there are no studies on how the Lake has been impacted by climate change. Some researchers, like Magadza, note that Lake Chivero is warming faster than other water bodies in Southern Africa, suggesting that the Lake’s ecosystems might shift. They could become permanently dominated by certain algae (cyanobacteria), like Microcystis, which are already common there. Research thus far has been human-centred, primarily focused on how the pollution will affect human beings,





with little research on how the Lake’s multispecies are fairing amidst the hailstorm of deadly ethnocentric activities. For example, it was found that Lake Chivero, Harare’s main water source, is filled with algae, making water treatment at Morton Jaffray Water Treatment Works harder. Problems like frequent cleaning of filters have led to lower water production for people in Harare.

Multispecies Justice: A New Paradigm for Environmental Protection

The concept of Multispecies Justice calls for justice for all species, both human and non-human, as justice for one means justice for all. This is an extension of Intersectional Justice which notes that, just as systems of oppression are connected and reinforce each other to create a unique form of abuse, so do systems of liberation.

Multispecies Justice shifts the focus of justice away from human beings only, to include other species and ecosystems. Human beings, animals, species, microbiomes, ecosystems, oceans, and rivers – and the relations among and across them – are all subjects of Multispecies Justice. One scholar, Thaler, suggests that one way of understanding the calls for Multispecies Justice is to interpret them as utopian demands for a desirable future in which the structural anthropocentrism of conventional forms of morality, including environmental ethics, has been thoroughly abolished. Anthropogenic activities, according to, Said, are some of the major causes of pollution that affects the quality of water resources.

Applying Multispecies Justice to Lake Chivero

Researchers have noted that sound policies and

legislators are not enough to save the Lake. Studies have pointed out that investing in high-tech waste treatment plants does not solve the pollution problems of Lake Chivero. A redefined human rights approach to legal interpretation, application and implementation of the right to life and dignity is required. This approach is not foreign to the legal fraternity. For example, the Whanganui River was extended the rights of a legal person through the *Te Awa Tupua (Whanganui River Claims Settlement) Act 2017*, in New Zealand. Similarly, Te Urewera National Park was transformed into a legal person holding title to a large region of forests, mountains, and lakes under the Te Urewera Act 2014. Kersten points out that in *Sierra Club v Morton (1972)*, William O. Douglas J ruled that if inanimate parties such as ships and corporations are considered capable of launching litigation, so should

valleys, lakes and beaches that are affected by the destructive nature of modern life.

The proposal for multispecies rights-based approach is not blind to the complexities of its application. One of the arguments proffered by scholars against Multispecies Justice is largely premised on the current perception of humanity and its attributes of knowledge and consciousness. There are also potential dilemmas in balancing the rights of the species, which are highly dependent on each other. Next, there is the need for effective communication to achieve justice. In addressing this plight, Celermajer welcomes expanding human notions of communication and exploring how plants communicate through the presence of predatory insects. In so doing, humanity would realise the ecological cries and loud statements.

Conclusion

Once upon a time, in *Dred Scott v Sandford (1857)*, it was declared that black people could never hold standing in a court of law as legal persons and once, conferring legal status to women was laughable. Lake Chivero, December, 2024, sounded its last cry for the injustice that has for decades been ignored despite countless research suggesting technological and legislative reform. The institutionalisation of Multispecies Justice through a multispecies rights approach to legal interpretation of the right to life and dignity seems the most viable solutions to save the ecological disaster that is Lake Chivero.



WORKPLACE PROMOTIONS AND APPOINTMENTS



**Vimbai
Nyemba**

Permanent Secretary
Ministry of
Justice, Legal and
Parliamentary Affairs
October 2023



**Justice Loice
Matanda-Moyo**

Prosecutor General
Ministry of
Justice, Legal and
Parliamentary Affairs
October 2023



**Virginia
Mabhiza**

Attorney General
Zimbabwe
Ministry of Justice,
Legal and Parliamentary
Affairs September 2023



**Fortune
Chimbaru**

Deputy Attorney General
Ministry of Justice, Legal
and Parliamentary Affairs
July 2021



**Dorothy
Mwanyisa**

Registrar of the Supreme
Court. Judicial Service
Commission August 2021



**Kiitu
Zawanda**

Corporate Secretary &
Legal Counsel. Deposit
Protection Corporation
January 2020



**Stancy
Makuyana**

Group Legal Advisor
First Mutual Holdings
June 2020



**Pauline
Kadembo**

Company Secretary,
Hippo Valley Estates &
Triangle Limited
November 2020



**Mazvita
Nyabereka**

Managing Associate at
Muvingi and Mugadza
Legal Practitioners
November 2020



**Lucia
Masuka**

Executive Director, Legal
Resources Foundation
October 2020
Executive Director,
Amnesty International
Zimbabwe
February 2022



**Julian
Mugova**

Admission into
Partnership
Titan Law
January 2021



**Gugulethu
Moyo**

Executive Director Jewish
History Museum and
Holocaust History Centre,
Tucson, Arizona. January 2021
Director at Large, Council Of
American Jewish Museums
(CAJM). April 2021



Dorothy Pasipanodya

Admission into Partnership
Gill, Godlontons & Gerrans
March 2021



Charity Matumbi

General Manager- Legal Services and Asset Forfeiture, Zimbabwe Anti-Corruption Commission April 2021



Sharon Manangazira

Company Secretary & Corporate Services Executive, Zimplot Holdings Limited May 2022. Group Legal Advisory and Corporate Services Manager, Premier Service Holding Company. July 2021



Zola Ndlovu

Associate Partner
Mawere-Sibanda
April 2021



Vimbai Hannah Tongoona-Nharara

Admission into Partnership
Mapondera and Company Legal Practitioners
June 2021



Violet Mutandwa

Head Legal and Company Secretary
NMBZ Holdings
August 2021



Tinotenda Mushapaidze

Managing Director for
CIMAS Medical Aid Fund
August 2021



Tambudzai Gonese-Manjonjo

Deputy Director of the Southern Africa Litigation Centre (SALC)
August 2021



Respina Zinyanduko

General Manager
National Railways of Zimbabwe
December 2021



Nqobile Ndlovu

Admission into Partnership Titan Law
January 2022
Managing Partner
Titan Law
May 2024



Pretty Murove

Associate Partner
Scanlen & Holderness
January 2022
Admission to Partnership
Scanlen & Holderness
January 2024



Adv. Daphne Sanhanga

Advocate of the Superior Courts of Zimbabwe
Admission to Harare Law Chambers
February 2022



Valerie Zviuya

Executive Director
Legal Resources
Foundation
June 2022



Emilia Mandaza-Mushaikwa

Admission into
Partnership
Chinogwenya &
Zhangazha Legal
Practitioners
2022



Adv. Amanda Sihle Ndlovu

Advocate of the Superior
Courts of Zimbabwe
Admission to The
Chambers: Advocates of
Zimbabwe
May 2023



Lydia Zigomo

Regional Director
United Nations
Population Fund
(UNFPA)
August 2022



Vongai Mhlanga

Company Secretary &
Legal Officer
Dark Fibre Africa
Zimbabwe
September 2022



Tsitsi Mariwo

Director
Data Protection
Authority of
Zimbabwe at Postal &
Telecommunications
Regulatory Authority
of Zimbabwe
(POTRAZ) 2023



Sanguita Popatlal

Chief Director Legal
Services
Corporate Governance
Unit, Office of the
President and Cabinet
2023



Sharon Sinyoro

Legal Associate
Sinyoro & Partners
Appointment
Lecturer and Innovation
Hub Personnel,
University of Zimbabwe
January 2023



Christina Nyandoro

Provincial Magistrate
Judicial Service
Commission
January 2023



Isheanesu Chirisa

National Director
Women And Law
In Southern Africa
(WILSA)
January 2024



Vera Musara

Executive Director
Zimbabwe Human
Rights NGO Forum
January 2024



Nyaradzayi Gumbonzvanda

UN Assistant
Secretary-General and UN
Women Deputy Executive
Director for Normative
Support, UN System
Coordination, and
Programme Results
February 2024



Sandra Fungai Kabaya

Senior Associate
BeraMasamba
2024



Beatrice Moyo

Admission into Equity
Partnership
Mushoriwa Moyo
May 2024



Varaidzo Zifudzi

Chief Legal Officer and
Company Secretary
Mutapa Investment Fund
May 2024



Shamiso Mangwengwende

Admission to
Partnership
Managing Partner
Phillips Law
June 2024



Anna Mutavati

Regional Director
United Nations Women
East and Southern
Africa Regional Office
(ESARO) December
2024



Dr Nomusa Moyo

General Manager
Minerals Marketing
Corporation of
Zimbabwe (MMCZ)
January 2025



Kudzai Msipa

Senior Associate
Scanlen & Holderness
January 2025



Kudzai Stephanie Mushangwe

Senior Associate
BMatanga Intellectual
Property Attorneys
January 2025



Florence Sithole

Associate
Scanlen and
Holderness
January 2025



Vongai Palmer Guwuro

Chief Magistrate
Judicial Service
Commission
February 2025



Mwanatsa Masona

Director
Mushoriwa Moyo
March 2025



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Kundai Pasi-Mari

Founder & CEO
Luxe Linen
Zimbabwe & Zambia
February 2019



Carole Bamu

Bamu Attorneys
November 2020



Mercy Magorimbo-Mombeyarara

MM Legal Practitioners
in Namibia
November 2020



Sandra Sauramba

Founding Partner
Sauramba SP Attorneys
December 2020



Hezel Sibanda

Founder & CEO
Copia Amare Group
(Private) Limited
May 2021



Zvikomborero Majena

Founding Partner
Majena Chigumba
Danha Attorneys (MCD
Attorneys)
September 2021



Christine Danha

Founding Partner
Majena Chigumba
Danha Attorneys (MCD
Attorneys)
September 2021



Patience Chigumba

Founding Partner
Majena Chigumba
Danha Attorneys (MCD
Attorneys)
September 2021



Tsungirirai Marufu

Managing Partner
Marufu Attorneys
December 2021



Nomakhosi PM Sandi-Shoko

Founding & Managing
Partner
Sandi and Matshakaile
February 2022



Rumbidzai Venge

Founding Partner
Corious & Co.
Attorneys
February 2022



Rufaro Shuva

Business Owner
Lawyer's Brief
April 2022





**Martha
Mazango-Hunda**

Founding Partner
Mazango, Matumbu
and Partners Legal
Practitioners
June 2022



**Nozipho Dube-
Mathumbu**

Founding Partner
Mazango, Matumbu
and Partners Legal
Practitioners
June 2022



**Makaita Chikamhi
Magarezano**

Founder & CEO
Allviate Justice –
Involved Persons
Reentry Association
July 2022



**Gamuchirai
Karen Muchapireyi**

Managing Partner
TMM Corporate
Attorneys
January 2023



**Tafadzwa
Maboreke**

Director
TMM Corporate
Attorneys
January 2023



**Chiedza
Tsikira**

Director
TMM Corporate
Attorneys
January 2023



**Rutendo Mugadza-
Mugwagwa**

Founder and CEO
Zimbabwe Innovation
and Legal Technology
Association
January 2021
Your Sister-In-Law
Podcast
April 2023



**Mercy D.
Muvhundusi**

Founding Partner
MD Muvhundusi
Attorneys (MDM
Attorneys)
2023



**Anesu
Ingwani**

Senior Partner
Ingwani Chipetiwa
Group of Lawyers
July 2023



**Marygold N.
Sibanda**

Managing Partner
Nkomo & Sibanda Legal
Practitioners
August 2023



**Vivian M
Matsa**

Founding & Managing
Partner
Vivian Matsa Law
Offices
September 2023



**Edith Marere-
Utete**

Co-Founder & Managing
Director
Digital Wellness Africa &
Digital Wellness Trust
November 2023



**Sheron
V Drau**

Senior Partner
Drau Law Chambers
2024



**Lomalinda
Ndhlovu**

Founding Partner
Lomalinda Legal Group
July 2024



**Sharon
Bwanya**

MD & Lead Advisor
Red Couch Advisory
September 2024



**Golder
Wilson**

Managing Partner
Wilson Attorneys,
Botswana
December 2024



**Rudo Stefanie
Ncube**

Founding Partner
RS Ncube Attorneys
March 2025



**Esther
Sarimana**

Managing Partner
Sarimana-Takawira
Attorneys
April 2025



PROTECTING WORKERS IN THE GIG ECONOMY : A CALL TO ACTION FOR ZIMBABWE'S LEGISLATURE



**By Tapiwa Moon LLB
Honours (Fort Hare)**

*Staff Development Fellow
Herbert Chitepo School of
Law
Great Zimbabwe
University*



Introduction

A Gig economy is often recognised by a labour market as characterised by short term contracts, flexible working hours in the comfort of one's home or freelance work arrangements. The definition of an employee as set out in the Labour Act (Chapter 28:01) in section 2 states that an employee is any person who performs work or services for another person for remuneration or reward. Madhuku posits that the Labour Act sheds very little light on what distinguishes an employee from an independent contractor. Hence courts often adopt the dominant impression test to determine if one is an employee or an independent contractor. However, in a gig economy the nature of the employment contracts are often short term and are

notably done using online platforms. The contracts of employment engage workers for a specified task before termination of the contract. The workers have a choice on when, how, where and how much time they intend to work, hence limiting the element of control by an employer and thus befitting the definition of an independent contractor.

Understanding the nature and facets of Gig economy

The type of tasks involved often vary from driving for companies, delivery of food and goods, writing and designing, house sitting and dog walking. These tasks enable people who have been retrenched or are in the process of seeking permanent employment, to sustain themselves without resorting to crime as an



outlet for survival. Various African States are already practicing gig economy. South Africa has a well-established gig economy which uses platforms such as Uber, Taxify and SweepSouth. Nigeria uses the Uber and Taxify, which have greatly boosted its economy. A number of companies in Zimbabwe such as First Capital Bank and CBZ have retrenched employees due to economic restraints, dating back to 2019. These retrenched employees may find work in the informal sector or take up employment in gig economy start-ups such as Afriblock, Dial-a-delivery, Vaya, Malaicha and Munch.

The need for Regulatory Measures

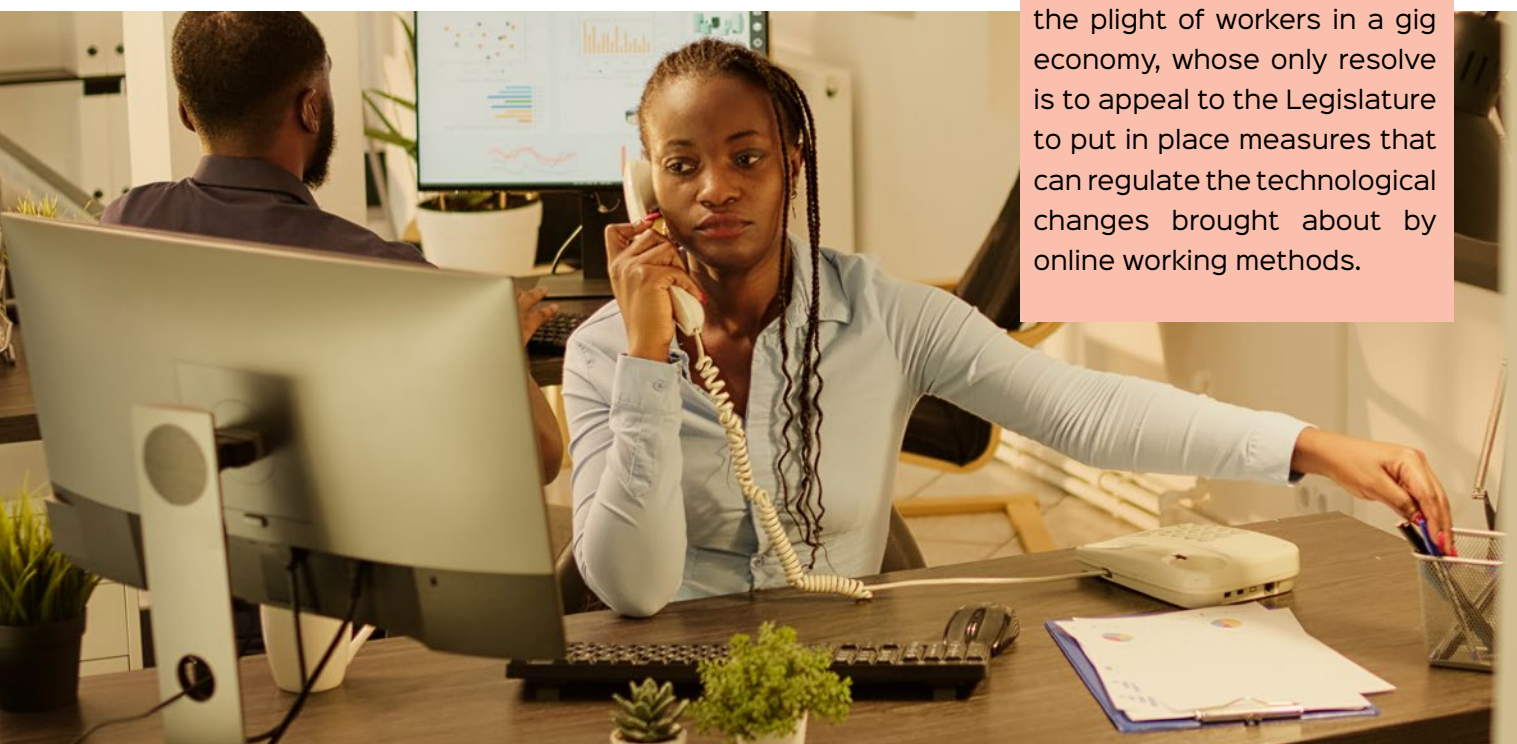
The gig economy undoubtedly has benefits including job creation, room for innovation which is in line with Zimbabwe's 2030 vision, access to payment systems and increase in economic development through productivity and efficiency.

However, there are gaps in Law that ought to be addressed such as the redefinition of an employee in terms of the gig economy and the creation of laws to regulate employment within the gig economy. Considering the manner in which the tasks are carried out, the gig economy is centralised on independent contractors only. Independent contractors are not entitled to benefits and protection as employees in terms of the Labour Act. these include protection against discrimination, protection of employees right to fair labour standards, unfair labour practices and sick leave with full pay, just to mention a few. The Legislature has a mandate to protect the employees who work in any industry within the country including the gig economy as the world is evolving in terms of technology. Workers in the gig economy have a right to be protected by virtue of being workers in terms of section 65(2) of the Constitution of Zimbabwe Amendment (No. 20) Act, 2013 and not fall prey

to unfair labour practices and abuse. The Constitution as the Supreme Law allows workers to form unions to protect themselves from unfair labour practices. Hence in light of this, there is an urgent need for regulatory bodies such as the Works Council which is comprised of employees and employers, whose main mandate is to ensure that there is mutual trust and cooperation between the employer and employee.

Conclusion

The employer has to consult the employees on all affairs that concern the employees and dissuade from unilateral decision making on issues that affect employees. In a gig economy where no regulatory body exists, employees are bound to be subject to abuse and be exposed to enslavement, where an employer can choose whether or not to give an employee his/her remuneration knowing fully well that there are no laws to bind the employer. Such is the plight of workers in a gig economy, whose only resolve is to appeal to the Legislature to put in place measures that can regulate the technological changes brought about by online working methods.



AWARDS, NOMINATIONS AND RECOGNITION



Nompilo Simanje-Mhizha

Africa Advocacy and Partnerships Lead
International Press Institute
Leader, Open Internet for Democracy, 2022

Awards

Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2021, 2022



Edith Marere-Utete

Co-Founder & Lead Consultant
Digital Wellness Africa

Awards

Mentor Coach of the Year and Second Runner up Business Coach of the Year at the International Coach and Mentor Annual Awards, 2020
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2022, 2024



Vimbai Nyemba

Permanent Secretary October 2023
Ministry of Justice, Legal and Parliamentary Affairs

Awards

50 Most Inspirational Women in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2021
Woman of the Year, Megafest, 2021
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2022, 2024
Inductee, Zimbabwe Business Hall of Fame, 2023



Beatrice Mtetwa

Senior Partner
Mtetwa & Nyambirai Legal Practitioners

Awards

Iconic Women of the Decade, Business Connect, 2021
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2021, 2022



Honourable Justice Matanda-Moyo

Prosecutor General October 2023
Ministry of Justice, Legal and Parliamentary Affairs

Award

Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2024



Rudo Nyangulu

Founder
Stimulus Africa
Partner
VS Nyangulu & Associates
Legal Practitioners and Conveyancers

Award

Iconic Women of the Decade, Business Connect, 2021



Itai Valerie Pasi

Founder
Minana Sky Immigration
Consultancy Limited, Canada
Awards
40 Under 40 Most Influential
Young Business Leaders
in Zimbabwe, Institute
of Corporate Directors
Zimbabwe, 2020
50 Most Inspirational Women
in Zimbabwe, Institute
of Corporate Directors
Zimbabwe, 2021
Best Corporate Leader for
the Year, Quoted Companies
Survey, 2022



**Honourable Justice
Phillipa Phillips**

Harare High Court Judge
Awards
Outstanding Legal Practitioner
of Repute, Zimbabwe CEO's
Network, 2021
Outstanding Advocate and
Legal Leader of the Year,
Megafest Women's Awards,
2023
Courtroom Mail 100 Super
Heroes, Heroes, Influences
and Disruptors (SHID) Female
Lawyers List, 2024



**Honourable Justice
Chirawu-Mugomba**

Harare High Court Judge
Nominee
Justicia International
Leadership Lifetime Awards,
2023
Courtroom Mail 100 Super
Heroes, Heroes, Influences
and Disruptors (SHID) Female
Lawyers List, 2025



**Cynthia Tendai
Mugwira**

Director Legal Services
Zimbabwe Revenue Authority
(ZIMRA)
Awards
50 Most Inspirational Women
in Zimbabwe, Institute of
Corporate Directors Zimbabwe,
2021, 2022
Doyen of Women in Leadership
Excellence, Zimbabwe CEO's
Network, 2025
Courtroom Mail 100 Super
Heroes, Heroes, Influences
and Disruptors (SHID) Female
Lawyers List, 2025



**Nqobile
Ndlovu**

Managing Partner
Titan Law
Awards
Iconic Women of the Decade,
Business Connect, 2021
40 Under 40 Most Influential
Young Business Leaders
in Zimbabwe, Institute of
Corporate Directors Zimbabwe,
2022
Courtroom Mail 100 Super
Heroes, Heroes, Influences
and Disruptors (SHID) Female
Lawyers List, 2024



**Fadzayi
Mahere**

Advocate of the Superior Courts
of Zimbabwe
Advocates' Chambers
Law Lecturer, University of
Zimbabwe
Awards
Top 100 Most Influential Young
Africans, 2020
Iconic Women of the Decade,
Business Connect, 2021
Communication and Leadership
Award Hall of Fame, Toastmasters
Southern Africa 2022
Courtroom Mail 100 Super Heroes,
Heroes, Influences and Disruptors
(SHID) Female Lawyers List, 2024





Chipo Mahlangu

Senior Partner and Principal Maposa Mahlangu Attorneys

Awards

Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2023
Outstanding Woman In Law, Zimbabwe CEO's Network, 2025



Vongai Mhlanga

Company Secretary and Legal Officer
Dark Fibre Africa Zimbabwe

Awards

Go-Getters Founding 100, 2021
Outstanding Company Secretary of the Year, Zimbabwe CEO's Network, 2023



Rumbidzai Matambo

Partner, Head Conveyancing & Securitisation
Dube, Manikai & Hwacha

Award

Iconic Women of the Decade, Business Connect, 2021



Prudence Mutsvanga

Awards

Board Secretary/Company Secretary of the Year, Public Enterprise/Parastatal, Institute of Corporate Directors Zimbabwe, 2021
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2022



Sharon Bwanya

MD & Lead Advisor
Red Couch Advisory

Awards

Go-Getters Founding 100, 2021
Best Governance Structure, Masawara, 2022
50 Most Inspirational Women in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2022
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2023
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2025



Brenda Matanga

Head of Practice and Lead IP Counsel
BMatanga Intellectual Property Attorneys

Awards

30 of the most influential Female Law Firm founders, Courtroom Mail, 2020
Iconic Women of the Decade, Business Connect, 2021
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2021
Leading Specialist Intellectual Property Attorney of the Year in Zimbabwe, Acquisition International Leading Adviser Awards, 2021
Global Intellectual Property Leader, World Intellectual Property Review, 2022, 2023, 2024



Angeline Vere

Award
50 Most Inspirational Women in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2021



Mirirai Washaya

Award
50 Most Inspirational Women in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2021



Everlasting Vimbai Chinoda

Executive Director and Founder Speak Out For Animals
Award
Top 100 Young African Conservation Leaders, Top 100 Youth, 2021



Panashe Sagwete-Bwoni

Legal Practitioner Masawi & Partners
Award
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2021



Roseline Hanzi

Executive Director Zimbabwe Lawyers for Human Rights (ZLHR)
Awards
University of Pretoria, Centre for Human Rights, Vera Chirwa Award, 2021
Dumiso Dabengwa Foundation as a Phenomenal Woman, 2021



Chido Pamela Mafongoya

Associate Dhaka Lightfoot & Stone Attorneys
Awards
Representing Zimbabwe in the African Youth for Transitional Justice Programme, African Union, 2021
Representing Zimbabwe at the Africa's Brightest Young Minds, 2022



Chipso M Mafunga

Co-Founding and Managing Partner Chimuka Mafunga Commercial Attorneys
Awards
Outstanding Legal Practitioner of Repute, Zimbabwe CEO's Network, 2021
Woman Director of the Year, Institute of Directors Zimbabwe, 2024



Beatrice Moyo

Partner Mushoriwa Moyo
Awards
Outstanding Legal Practitioner of Repute, Zimbabwe CEO's Network, 2021
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2022



Dorcas Atukwa

Founding Partner
Atukwa Attorneys
Award
Outstanding Legal Practitioner of Repute, Zimbabwe CEO's Network, 2021



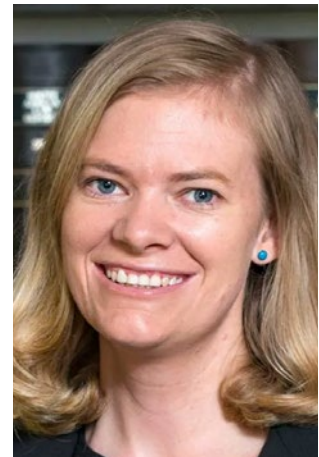
Mutsa Jean Remba

Partner, Trade and Investment Unit
Dube, Manikai & Hwacha
Award
Outstanding Conduit of Excellence, Zimbabwe CEO's Network, 2022



Nyaradzo Maphosa

Partner
Sawyer & Mkushi
Award
Best Group, Zimbabwe Music Awards (ZIMA) Awards, 2022



Emma Drury

Legal Practitioner
Gollop & Blank
Speaker
Global Rainmakers Summit, 2022



Margaret Munyuru

Corporate Affairs Director and Company Secretary
OK Zimbabwe Limited
Awards
Second Runner Up, Board Secretary / Company Secretary of the Year, Large/Listed Entities, Institute of Corporate Directors Zimbabwe, 2021
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2022



Ruvimbo Chidora

Group Company Secretary/Legal Executive
Zimre Holdings Limited
Award
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2022



Fungai Marufu

Founder and Managing Partner
Marufu Misi Law Chambers
Awards
Outstanding Woman of Elegance and Repute, Zimbabwe CEO's Network, 2022
50 Most Inspirational Women in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2024



Rachel Chibaya

Senior Partner
R Chibaya Law Chambers
Awards
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2021
Outstanding Legal Practitioner of Repute, Zimbabwe CEO's Network, 2021
Outstanding Strategic Leader of the Year, Megafest Women's Awards, 2023
1st Runner Up in the Woman CEO of the Year, Proweb Women Achievers Awards, 2024



Tsungirirai Marufu

Managing Partner
Marufu Attorneys
Award
Women Leadership
Network, Zimbabwe
CEO's Network, 2023



Tinotenda Mushapaidze

Award
50 Most Inspirational
Women in Zimbabwe,
Institute of Corporate
Directors Zimbabwe,
2022



Nadia Mutisi

Junior Associate
BeraMasamba
Nominee
Girl Empowerment
Category, Ignite Youth
Awards, 2022



Valentine Kwande

Managing partner
Kwande Legal
Practitioners
Award
Best Service Provider,
Midlands Megafest
Awards, 2022



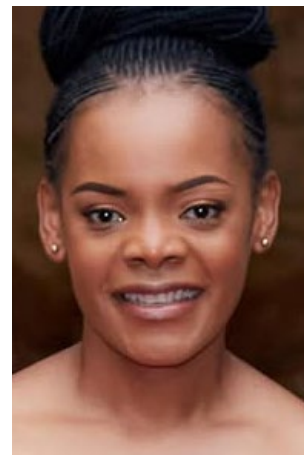
Yvonne Gurira-Mushunje

Founder & Executive
Director
Animal Advocates
International
Project Coordination
Support Officer
UNODC
Award
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2024



Rumbidzai Venge

Lawyer
Corious & Co. Attorneys
Award
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2024
Best Electronic
Reporter of the
Year, Radio, Traffic
Safety Council of
Zimbabwe Road Safety
Journalistic awards,
2024
Best Female Reporter
of the Year, Broadcast,
Traffic Safety Council
of Zimbabwe Road
Safety Journalistic
awards, 2024



Nellie FR Tiyago

Partner
Scanlen & Holderness
Awards
Pace Setter, 2021
Zimbabwe Women
Roar, 2022
Outstanding Conduit
of Excellence,
Zimbabwe CEO's
Network, 2022



Nyaradzayi Gumbonzvanda

Founder and Executive
Director Rozaria Memorial
Trust Zimbabwe
UN Assistant Secretary-
General and UN Women
Deputy Executive Director
for Normative Support,
UN System Coordination,
and Programme Results,
February
Awards
Hillary Rodham Clinton
Award by the Georgetown
Institute for Women,
Peace, and Security, 2021
100 Most Influential
Women in Africa, Avance
Media, 2025



Rudo
Magundani-Bere

Partner
Scanlen & Holderness
Award
Outstanding Woman In
Law, Zimbabwe CEO's
Network, 2023



Rutendo
Mugadza-Mugwagwa

Founder and CEO
Zimbabwe Innovation
and Legal Technology
Association
Nominee
Female Innovator of
the Year, Africa Tech
Festival Awards, 2022



Dr. Patience
Ndlovu

Proweb Award, 2023



Lydia Zigomo
Nyatsanza

Regional Director
United Nations
Population Fund (UNFPA)
Award
100 Most Influential
Women in Africa, Avance
Media, 2025



Abigail
Matsvayi

Director
Zimbabwe Women
Lawyers Association
(ZWLA)
Award
Outstanding Legal
CEO/ Managing
Partner In Law,
Zimbabwe CEO's
Network, 2024
Outstanding Specialist
Law Firm/ Association,
Zimbabwe CEO's
Network, 2024



Chenesai
Mukora-Mangoma

Founder and Managing
Director
Chenesai Africa
Nominee
Women Changing the
World Award, 2024
Award
50 Most Inspirational
Women in Zimbabwe,
Institute of Corporate
Directors Zimbabwe,
2024



Kiitu
Zawanda

Corporate Secretary
& Legal Counsel
Deposit Protection
Corporation
Awards
50 Most Inspirational
Women in Zimbabwe,
Institute of Corporate
Directors Zimbabwe,
2024
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2025



Tina
Kadhau

Managing Partner
T Kadhau Law Chambers
Awards
Most Outstanding
Lawyer of the Year
in Private Practice,
Zimbabwe CEOs Network
2021
Outstanding Advocate
and Legal Leader of the
Year, Megafest, 2022
Outstanding Disruptive
Legal Leader of Note,
Zimbabwe CEOs
Network, 2024
Certificate of
Recognition, Women in
Mining Awards, 2024
Courtroom Mail 100
Super Heroes, Heroes,
Influences and
Disruptors (SHID) Female
Lawyers List, 2025



Rufaro Mhandu

Managing Partner
R. Mhandu Attorneys
Award
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2022



Valerie Zviuya

Executive Director
Legal Resources Foundation
Award
Director of the Year, NGOs and Civil Society Organisations, Institute of Directors of Zimbabwe, 2023



Miranda Khumalo

Partner
Atherstone & Cook
Award
40 Under 40 Most Influential Young Business Leaders in Zimbabwe, Institute of Corporate Directors Zimbabwe, 2023



Nancy Tafadzwa Makuvise

Animal Lawyer/ Law Lecturer
Great Zimbabwe University
Nominee
Global Ambassador for the advancement of Animal Law 2023-2024



Jessie Majome

Founder and Principal Attorney
Jessie Majome & Co. Legal Practitioners
Award
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2024



Sandra Dizwani

Senior Legal Associate
Absolom Attorneys
Award
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2024



Sandra Makarutsa

Executive Assistant (Team Lead)
Wallace Specialty Insurance Group
Award
Courtroom Mail 100 Super Heroes, Heroes, Influences and Disruptors (SHID) Female Lawyers List, 2024



Commissioner Spetosomusa Chinobva

Officer Commanding Zimbabwe Prisons and Correctional Service (ZPCS) Manicaland Province
Award
Visionary Women Executive Award, Zimbabwe National Chamber of Commerce (ZNCC) Manicaland Chapter, 2024





Catherine Chitiyo

Partner
Atherstone & Cook
Legal Practitioners
Award
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2024



Patricia Shumba Mavhemba

Corrections Officer
United Nations
Assistance Mission in
Somalia (UNSOM)
Shortlisted
United Nations
Trailblazer Award for
Women Justice and
Corrections Officers,
2024



Varaidzo Zifudzi

Chief Legal Officer and
Company Secretary
Mutapa Investment
Fund
Award
Governance Leader of
the Year, Institute of
Corporate Directors
Zimbabwe, 2024



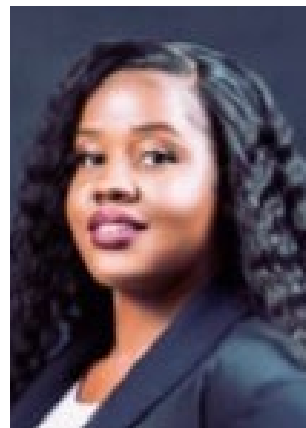
Aulline Chapisa

Country Director
Christian Aid
Award
Outstanding Woman
Corporate Citizenship
& Community Impact,
Zimbabwe CEO's
Network, 2025



Zinzile Mlambo-Ziki

Head of Legal
Award
Nurture Invest
40 Under 40 Most
Influential Young
Business Leaders in
Zimbabwe, Institute
of Corporate Directors
Zimbabwe, 2025



Christabel Shava

Group Legal Manager
Terrace Africa
Award
40 Under 40 Most
Influential Young
Business Leaders in
Zimbabwe, Institute
of Corporate Directors
Zimbabwe, 2025



Danai Daisy Chirawu

Law Lecturer
University of
Zimbabwe
Award
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2025



Advocate Choice Damiso

Advocate, Harare Law
Chambers
Law Lecturer,
University of
Zimbabwe
Award
Courtroom Mail
100 Super Heroes,
Heroes, Influences
and Disruptors (SHID)
Female Lawyers List,
2025



Dear Sisters In Law,

G

The rallying cry for BMatanga’s 15th anniversary is “**Rooted in Excellence, Growing With Purpose**”. We honor the Baobab - symbolizing resilience, wisdom, and timeless impact. This is no time to pause. It’s a call to strengthen excellence, reach boldly onward, and cultivate purposeful growth.

Like the Baobab, thriving through storms and nurturing generations, you’ve turned challenges into innovation. As we converge to celebrate one another for standing tall against the odds, may we grow through fostering excellence, collaboration and purpose driven progress. May your future reflect the Baobab’s unyielding strength and grace.

- *Brenda Matanga*



**ROOTED IN EXCELLENCE,
GROWING WITH PURPOSE.**

ACADEMIC ACHIEVEMENTS



**Justice
Mushure**

Judge
High Court of
Zimbabwe
Master of Laws
Degree (LLM) 2020



**Nqobile
Ndlovu**

Managing Partner
Titan Law
Masters in Business
Administration
(MBA) University of
Gloucestershire, 2021



**Maxine
Chisweto**

Programes Lawyer
Veritas
Master of Laws (LLM)
in Childcare and
Protection, University
of Kwazulu-Natal,
2024



**Chido Pamela
Mafongoya**

Associate
Dhaka Lightfoot & Stone
Attorney
Master of Laws (LLM)
International Trade Law,
Investment Law and
Business Law, University
of the Western
Cape, 2022





Munashe M Chibanda

Deputy Registrar of the High Court
Judicial Service Commission
Master of Commerce (MCom) Strategic Management and Corporate Governance
Midlands State University, 2020



Paidamwoyo Mukumbiri

Lecturer of Law Southern and Eastern African Regional Centre for Women's Law
Legal Practitioner Rubaya Chinuwo Law Chambers
Doctor of Laws (LLD) in Human Rights, University of Pretoria, 2023



Theresa Muchinguri

Chief Legal Officer Zimbabwe Investment & Development Agency (ZIDA)
Master of Laws (LLM) International Law - Air, Space and Telecommunications Law, University of Pretoria



Hazel Tariro Chimbiro

Legal Officer Zimbabwe Environmental Law Association
Master of Laws in Land and Natural Resources Law, University of Zimbabwe, 2024



Danai Daisy Chirawu

Law Lecturer University of Zimbabwe
6th edition of the African Union CIEFFA Youth Capacity Building Programme, African Union/Centre for Girls and Women's Education in Africa, Addis Ababa, 2024



Beatrice Mtetwa

Senior Partner Mtetwa & Nyambirai Legal Practitioners
Honorary Doctor of Laws Degree, Francis Xavier University, Canada



Ropafadzo Sandra Shoko

Science & Technology Incubation Hub Administrator
Elevate Trust Mandela Rhodes Scholar 2023
Master of Laws (LLM) Comparative Business Law, Development and Integration in Africa, University of Cape Town, 2024



Rugare Shoko

Legal Advisor Civil Aviation Authority of Zimbabwe
Master of Commercial Law (LLM) International Business, Trade, Commerce, University of Zimbabwe, 2022
Master of Laws (LLM) in Master of Laws in Information Technology Law, Information Technology, University of South Africa, 2020



Patience Rufaro Samuriwo

Legal and Compliance Officer
Hawkhope Investments (Pvt) Ltd
Masters in Commercial
Law (LLM), University of
Zimbabwe 2024



Patience Ndlovu

Doctor of Laws (LLD) Human
Rights Protection, University of
Western Cape, 2024



Jacqueline Sande Kamanga

Managing Partner
Sande & Associates
Doctor of Philosophy (PhD),
Binary University, 2024



Spiwe Chahwanda

First class LLBs (Hons)
Degree, University of
Zimbabwe 2024
Awarded Law Society of
Zimbabwe Book Prize, The
Varun Beverages Book Prize
and Chancellor's Best Law
Student Award



Vision and Aims of Firm

To be one of the most competitive law firms in the country and beyond.

Mission Statement

We offer professional and affordable customer orientated legal services.

Core Values

Client care Professionalism
Teamwork Ubuntu

Specific Range of Services

Corporate Litigation Civil Litigation
Criminal Litigation Arbitration
Mining Litigation Labour Litigation
Family Law Practice Drafting of Wills
Commercial Contracts Due diligence work
Debt Collection Contracts drafting
Administration of Deceased Estates
Divorces, access, maintenance and guardianship matters
Conveyancing, including registration of bonds and trusts, property and
shares transfers and notarial practice
Foreclosure of bonds

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Email: admin@masiyemoyo.co.zw
Website: www.masiyemoyo.co.zw



PUBLICATIONS



Vimbai Nyemba

Permanent Secretary
Ministry of Justice, Legal
and Parliamentary Affairs
Publication
Women Entrepreneurship
through Procurement,
2021



Honourable Justice Chirawu-Mugomba

Harare High Court
Judge
Publication
The Law of Succession
in Zimbabwe, 2024



Nqobile Ndlovu

Managing Partner
Titan Law
Publication
A Guide to the
Companies and Other
Business Entities Act
[Chapter 24:31] 2021



Theresa Muchinguri

Chief Legal Officer
Zimbabwe Investment
& Development Agency
(ZIDA)
Publication
A Guide to the
Companies and Other
Business Entities Act
[Chapter 24:31] 2021



Beatrice Moyo

Partner
Mushoriwa Moyo
Publication
Director's Handbook
2021



Chido Pamela Mafongoya

Associate
Dhaka Lightfoot &
Stone Attorney
Publication
Director's Handbook
2021



Alexandra Mliswa

Corporate Affairs Manager
Jin An Corporation (Pvt) Ltd
Publication
Responsible Mining
in Zimbabwe: An ESG
Handbook for the Zimbabwe
Mining Sector, 2025



Priscilla Nyatsanga

Partner
Titan Law
Publication
Responsible Mining
in Zimbabwe: An ESG
Handbook for the
Zimbabwe Mining
Sector, 2025



Sandra Fungai Kabaya

Senior Associate
BeraMasamba
Publication
Book Chapter: Arresting
Money Laundering in
Zimbabwe, Corruption
Proofing in Africa (2024)

Women in Law Connect *in Pictures:*

Bulawayo Brunch
March 2025





Women in Law Connect *in Pictures:*

Harare Brunch
March 2024





ZIMBABWEAN
LEGAL

Eagles



Vol
3
20
25

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