

GENDER DRIVER OF CHANGE APPLICATION

2016 SADC PROTOCOL@WORK SUMMIT

GENDER DRIVER OF CHANGE APPLICATION



This award recognises the Drivers of Change across all target groups (civil society, faith based organisations, government, local government and the media, emerging entrepreneurs) who have championed the Post 2015 SADC Gender Protocol and its related SDG targets at local and/or national level and can show evidence of results. The application must demonstrate the change that has taken place in your life, your community and or your nation, and how you inspire others to be foot soldiers for gender equality.



The application has four (4) sections:

- Administrative information (information about yourself; some from drop down menus)
- Presentation of the good practise (narrative)
- Evidence (written and or audio visual uploads)
- Analysis (tick boxes)



Please take note of the instructions below **BEFORE** attempting to complete your application:

Please enter your administrative information as you start the application. This will allow you to start your application and complete it at a later stage. You can save your application and continue later by clicking save icon on top of the application page. You will be prompted to supply your email address and a unique link will be emailed to you that will allow you to return where you left it off.

All sections of the form **MUST** be completed.

Fields marked with a red asterisk (*) are compulsory.

When you see an arrow at the end of a box it means there is a drop down menu, please click on the arrow to select the correct option.

Use OANDA or the link provided in the application for conversion of currency.

It would be ideal if the person that is filling in the application is the person that will be presenting the application. If the person filling in the application is not the presenter, then the presenter's details should be filled in where applicable.

The Designation, Education Level, Age, Sex, Email and Mobile Number fields should reflect the details of the presenter. The Telephone and Fax numbers should be those of the organisation to which the presenter belongs. Please attach supporting evidence, such as action plans, policies, photos, articles or programmes, in- house newsletters and testimonial evidence (letters, E Mails), that attest to the extent to which you have been promoting gender equality in your work. Please note that files may not be more than 50 MB each. You can attach up to 10 files.

If you do not finish filling in the form at one sitting do the following:

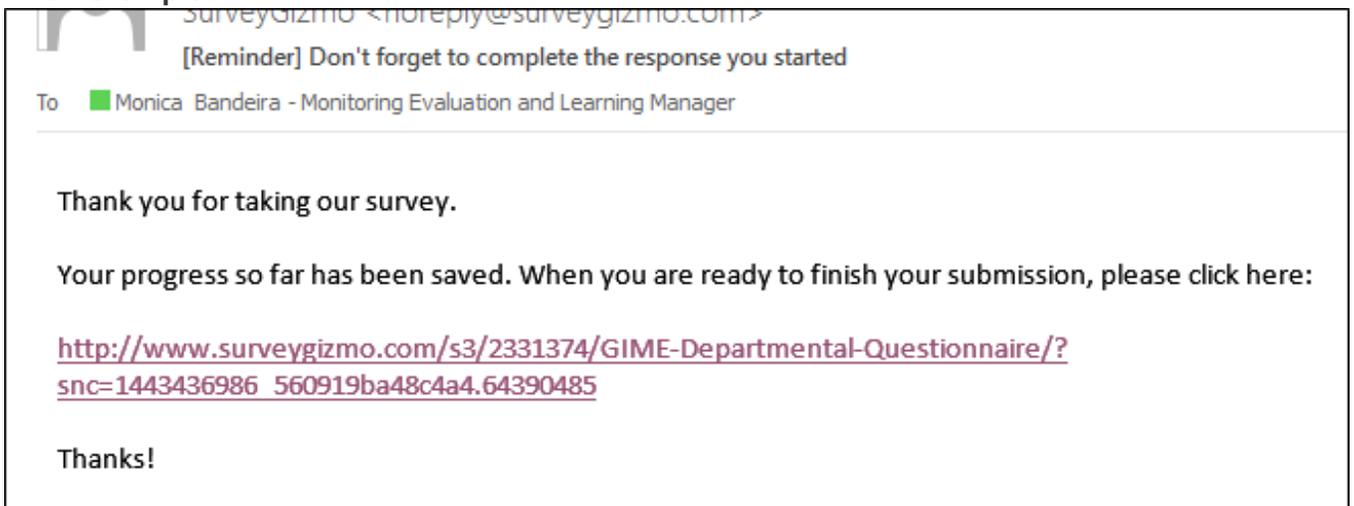
After completing page 1 (so when on page 2) on the top, you will see a “Save and Continue later” band:



If you want to go check something and return later, they can click on this and enter your email address:

A green form titled "Save and continue later". The text reads: "Please supply an email address to save your progress. A unique link will be emailed to you that will allow you to return where you left off." Below this are two input fields: "Email:" and "Verify Email:". To the right of the "Verify Email:" field are two buttons: "Save" (green) and "Cancel" (white).

Once you have entered your email address twice, whatever you have entered in the application form thus far will be saved and you will receive an email with a link to continue. Email example:



You can then click on the link and continue where you left off.



Please consult the country officer for help if you have challenges in your application:

<http://genderlinks.org.za/who-we-are/where-we-work/>

Or send an E Mail to: mande@genderlinks.org.za.

ADMINISTRATIVE INFORMATION

If this is a third party application, fill in the following information about the person you are applying on behalf of.

1. Date of Application

11/14/2016

2. Name

Sebatatso

3. Surname

Masienyane

4. Sex

Female

5. Designation

Gender Champion

6. Country

Lesotho

7. Province

Lesotho

8. City/ Town/ Village

Maseru, Abia

9. Email address

womenbusiness@rocketmail.com

10. Telephone number e.g. 00 27 11 622 2877

0026658750307

11. Cell phone number e.g. 00 27 82 622 2877

0026658750307

12. Age Group

31- 40

13. Education level

Tertiary

14. Are you living with a disability

No

15. Type of organisation

NGO

16. Self-nomination?

Yes

PRESENTATION OF THE GOOD PRACTISE

17. Quotable quotes

Provide one quote from your story that demonstrates what has changed in your life/ the life of the leader since you/the leader became gender aware.

There is an argument that leaders are born or made. Fortunately, I realized that I was born to lead and I was capacitated. In 2006, I formed an Association of Women in Small Business and currently have 40 members. 30 Women and 10 men .since the year 2006 when I became gender aware, I was learning that women were highly oppressed by the society in terms of their roles, responsibilities and they were regarded as children or minors. This was one of the challenge which made me to form the platform who women would raise their voice and be heard. It was through this association where many issues affecting women were voiced out. In this process, it was a wise decision to include men in this transformational change. Together we fought for gender equality in our community

18. Most memorable experience in your work as a leader (300 words)

Please share a short story that may be inspirational; emotional or significant in other ways that demonstrates the essence of your/the leaders work. In what way do you/or does the leader qualify to be a Driver of Change? Please make this clear at the outset of the piece.

The sole intension of forming this association was to empower women who depressed by the society in several ways that is why they are majority in the association. I felt the need of also including men in the association so that they do not feel left out in the process of promoting gender equality. Some women in Association are single parenting, widowed, HIV/AIDS infected, illiterate, single and married. I embraced all of them as one, with common goals. In the year 2010, I looked for affiliates and we joined the Lesotho Council of NGO's. This is where we started sharing the vision of promoting gender equality and empowering women both socially and economically. This is association is a non –profit making organization but it was meant to improving small businesses and creating small business as one of livelihoods strategies.

We were further invited by the International Labour Organization in its project of Women Entrepreneurship and Gender Equality (WEDGE). This is where I was certified as the accredited trainer as Women Entrepreneurship Development (WED) and capacity building. I was also accredited as a trainer in Advocacy skills for Small Business and Women Entrepreneur Association (WEA). This is where I mostly got involved in promoting gender work. Since that time I started sharing gender information in every gathering, for instance in graduation ceremonies, at church and everywhere

Investing in women's economic empowerment set a direct path towards gender equality. We decided to make monthly contributions which enabled us to start small enterprises.

The leader qualify to be driver of change if she or he

- Include both men and women in the process of ensuring gender equality
- If learn more about SADC gender protocol and share knowledge with other community members

19. Give a short history of the leader (300 words)

Please give information on your/the leaders background, where he/she/you started, how you got involved in gender work. Please capture any light bulb moments, through anecdotes and examples.

It was in the year 2006 after completing my studies at the university , I heard and studied people complaining about social inequality. I decided to form a women 's association which included women and few men running small businesses a

Investing in women's economic empowerment set a direct path towards gender equality

I studied the hardships of women working in the streets , such as cold weather, in rainy days and even on the extreme sunny days. I saw the need that all women working in small business need to be capacitated and be appreciated as valuable as they contribute to the economy of Lesotho. i have to dedicated time to share the gender issues and its challenges. I also provided them with all the relevant Protocol and other initiatives on gender equality.

20. Objectives (100 words)

What is his/her/your personal mission statement?

We are operating small businesses so as to empower men and women, highly involved in developmental activities, protecting human rights, good governance and engaged in national policies and activities that promote gender equality.

- To promote gender equality
- Improve the quality life for women
- Empower women and men socially, economically and politically
- Capacity building for small women entrepreneurs
- Fund raising
- Networking and forming coalitions
- Support people with HIV/AIDS
- Support women entrepreneurs with HIV
- Take care of the orphans and vulnerable children
- Community development and sustainability
- Poverty eradication

21. Key activities (300 words)

Describe the nature of your work: *please include any negative experiences.*

Key Activities

- Promoting gender equality – in all spheres of life
- Capacity building activities
- Problem sharing and counselling
- Building Women Entrepreneurs Associations
- Ensuring Economic and social justice
- Lobbying for support in order to address an issue of gender inequality

Negative experiences

- o Men sometimes feel that all the initiatives made to bridge gender gaps only favours women and it becomes very difficult for them to fully support the initiatives.
- o Lack of government support
- o Lack of finances

22. Key challenges (300 words)

Describe challenges faced in pushing for gender equality in your organisation.

- Lack of corporation among organizational members
- There several challenges that I face as a leader, the most important or key challenge that which I may consider a external challenge of an issue of lack of funding and other resources to implement and improve most of the projects .
- Other challenge is that of minor interpersonal problems within the organization that often rear my head. Besides that some members are reluctant to participate in some of the activities. However a leader I have acquired conflict resolution skills during the formal leadership trainings.

- As a leader I am responsible for my organization Vision and mission, for upholding standards and often for being the group representative to the rest of the world. It seems like a burden but it is a challenge that the strong leader must take opportunity to open doors for the growth of the organization.

- Leader must motivate herself or himself. It is a key that I, not to just to seem, but actually to be enthusiastic about what I am doing. In other words I have to be the leader all the time and never quit until the vision and mission achieved

Results

23. Change at the individual level (100 words)

Please state how championing gender has changed your life? Why has it changed? What other factors/people have been responsible for this change?

Championing gender has not only change life of others but also changed my life in several ways. Every time when I receive information either on Television or in any article, I able to identify and pick some gender issues. I am also able to judge situations fairly and to resolve all kinds of conflicts. Championing gender has also taught me to respect all the humanity and their rights.

24. Evidence of change at the individual level

Please provide evidence and at least one quote from other people to support your statements on change at personal level. Please ensure that you provide name, surname, organisation and designation if applicable.

Ever since you started the whole project of promoting gender equality, I see a lot of personal development in you, the professional conducts, the way you approach other people and showing of empathy to other people. I believe it's all because of the good and sociable heart that God has given you"

Name & Surname Organization Designation Contacts
Mateboho Mokhele AWSB Public Relations Officer +266 62710094

25. Change at the household level

Please state how championing gender equality has led to changes within your family and close circle?

There is a positive change even my close relationship with my brother. For instance, the way we resolve issues in the family or those that may affect us directly. it even affects the way we make decision for future development

26. Evidence of change at the household level (100 words)

Please provide evidence and at least one quote from other people to support your statements on change at household level. Please ensure that you provide name, surname, organisation and designation if applicable.

Name & Surname Organization Designation Contacts
Thabiso Masienyane Ministry of Justice Court Assistant +266 59229358

27. Change at institutional level (200 words)

Please state how the change in your life has brought positive change in your institution. What innovation have you brought to the institution in light of the Post 2015 goals.

Organizational members are now beginning to offer full support on the initiative of empowering women and those in small business. Members are bringing in different skills to ensure that they achieve the mission of the organization of promoting gender equality and empowering women.

The innovation in place on gender issues

There is no longer gender works, everybody in the organization is able to perform any task
Policies are made that help in promoting gender equality in our organization.

There are also HR policies that promotes gender equality
seminars and workshops are held from time to time to sensitize both men and women about the importance of gender equality

28. Evidence of change at institutional level

Please provide testimonial evidence Please give examples and quote others. Ensure that you provide name, surname, organisation and designation if applicable.

' I really appreciated the fact that I am a member of the organization , I personally received a lot of benefits . but the most important thing which I notice from our leader , she never give up until she gain something , that is the motive that we must learn from her , that in life we must never give up until we see the dream coming true. She appreciated the efforts done to promote gender equality in Lesotho, in our communities.being part of this association is an eye opener to me regarding gender equality issues

Name & Surname Organization Designation Contacts
Matlali Ralebitso AWSB General Secretary +266 58401405

29. Change at a policy level (200 words)

Please state how championing gender equality has led to changes in policy in your organisation, or at the national/regional/global level.

- Organizational members are now beginning to offer full support on the initiatives of empowering both men and women and those in small business.
- Members are bringing in different skills to ensure that they achieve the mission of the organization of promoting gender equality and empowering women.

The innovation in place on gender issues

- There is no longer gender discrimination, everybody in the organization is able to perform any task
- Policies in place that support gender equality , e.g HR policies are also sensitive to gender equality.

30. Evidence of change at a policy level

Please provide testimonial evidence Please give examples and quote others. Ensure that you provide name, surname, organisation and designation if applicable.

We participated in different programs held local and internationally to influence some laws and policies that have brought change in gender perceptive. Programs include women and governance, women entrepreneurs' development and many others. I believe in continuous learning and improvement in all the action that I am doing, I always for improvement,. I create knowledge by listening to news reading articles, networking and attending seminars and gatherings

31. Capacity building (200 words)

Please give an outline of any activity or training you undertook to build the capacity of others.

I provided several trainings within my organization and to other organization, i also developed training manuals. video clips will be displayed during my presentation. I have also sensitized community members on different platform such as public gatherings, after church meetings, and on any other informal meetings

32. Lessons learned and shared (200 words)

What lessons have been learned in the process?

- It is advisable to always include men in every gender equality so that they do feel that gender initiatives are "women thing "
- It is undeniable fact that women in small business plays a vital role in the economy of Lesotho and in other countries and significantly contribute to gender equality
- Investing in women's economic empowerment set a direct path towards gender equality

33. Next Steps (200 words)

What are your future plans? Concluding thoughts.

My future plans is to continues promote gender equality and empower women , lower poverty rates , reduce social inequalities , reduce gender based violence and protect the human rights . it is also my big assignment to continue teaching community members about SADC gender protocol. There are some recommendation that I will ensure that are adhered to, such as ensuring the parents are educating girls and boy child similarly ,increasing literacy and technological knowledge among women , promoting women's political rights , strengthening labour policies affecting women . Most imperatively continue supporting and capacitate all women in informal economy or small business as they are contributors to economic growth of Lesotho.

EVIDENCE

Please note that the maximum file size for each is 50 MB per file.

34. Please attach supporting evidence here, such as media articles or programmes, in- house newsletters, policies, and testimonial evidence (letters, E Mails), that attest to the extent to which you have been promoting gender equality in your work. Emerging entrepreneurs should please attach their business plans and recommendations from mentors.

Please note that files may not be more than 50 MB in total. You can attach up to 10 files.

[Evidence.JPG](#)

[Addressing+community+Members.JPG](#)

35. We would like to record what types of individual level positive change have happened to you. Please tick which of these have increased or you have been involved in. Only select those most relevant to you. This should in some way correspond to your application above.

Attitude change

Skills

Voice

Leadership

Empowerment

36. What types of positive attitude change have happened to you.

Change in attitude towards gender

Awareness of rights

Awareness of the SADC Gender Protocol

37. What types of positive skills change have happened to you.

Conflict resolution skills

Action planning skills

Lobbying and advocacy

38. What types of positive voice change have happened to you.

Campaigning

Media

Public speaking

Networking skills

39. What types of positive leadership change have happened to you.

Initiatives taken

40. What types of positive empowerment change have happened to you.

Standard of living improved

Material assets owned

Capacity to act and negotiate (added to GL)

41. We would like to record what types of household level positive change have happened to you. Please tick which of these have increased or you have been involved in. Only select those most relevant to you. This should in some way correspond to your application above.

Changes in family dynamics
New social forms, altered relationships and behaviour

42. We would like to record what types of community level positive change have happened to you. Please tick which of these have increased or you have been involved in. Only select those most relevant to you. This should in some way correspond to your application above.

Participating in development: Involved in project or initiative not previously involved in
Driver of change
Policy level: Helps to ensure Gender Policy framework to hold government to account
Decision-making: Helped ensure global and regional commitments to gender equality have been made at the Board or most senior level.
Decision-making: Promoting the 50/50 campaign
Public participation : Women and men participate equally in public participation processes involving this organisation.
Services: Needs of women and men equally addressed in service provision.
Voice: Women and men's voices equally heard, perspectives reflected through the work of the organisation.
Gender Management System: Helped to ensure budgetary allocations for gender issues.
Gender Management System: Established gender structures, plans, systems, processes

43. What types of positive driver of change things have happened to you.

Becomes a trainer, builds capacity
Changes in the lives of children
Changes in the lives of people with HIV/AIDs
Builds Alliances and coalitions

Thank you for your application!