

# PROJECT BEST PRACTICE AWARD APPLICATION

## 2016 SADC PROTOCOL@WORK SUMMIT PROJECT BEST PRACTICE AWARD APPLICATION FORM



This award recognises innovative programmes and projects being implemented by governments, councils, NGOs, CBOs and faith based organisations to advance the Post 2015 SADC Gender Protocol and its related SDG targets in the following categories, aligned to the Alliance theme clusters:

Sexual and Reproductive Rights including GBV, HIV and AIDS

Governance, including the 50/50 campaign, peace security, constitutional and legal rights

Climate Change and Sustainable Development

Economic justice, including education, training, and economic development.

You will be prompted to choose a category as soon as you start filling in the form, so please decide ahead of time which category your entry fits into!



The application has five (5) sections:

Administrative information (information about yourself; some from drop down menus

Category (drop down menu of the four categories).

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 in total. You can

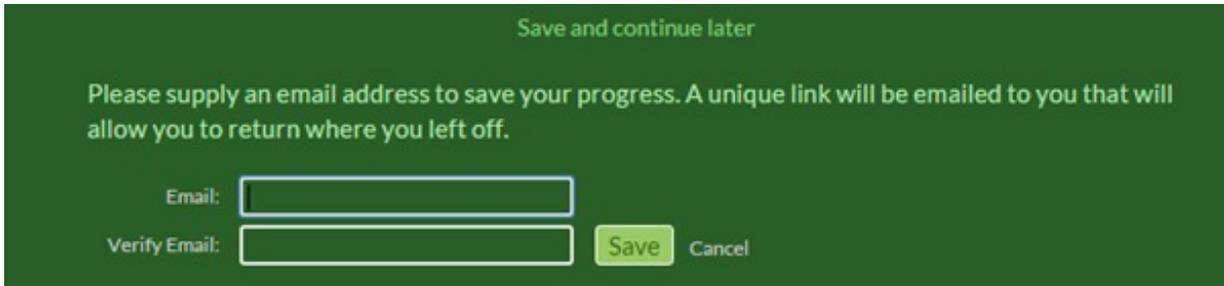
attach up to 10 files.

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:

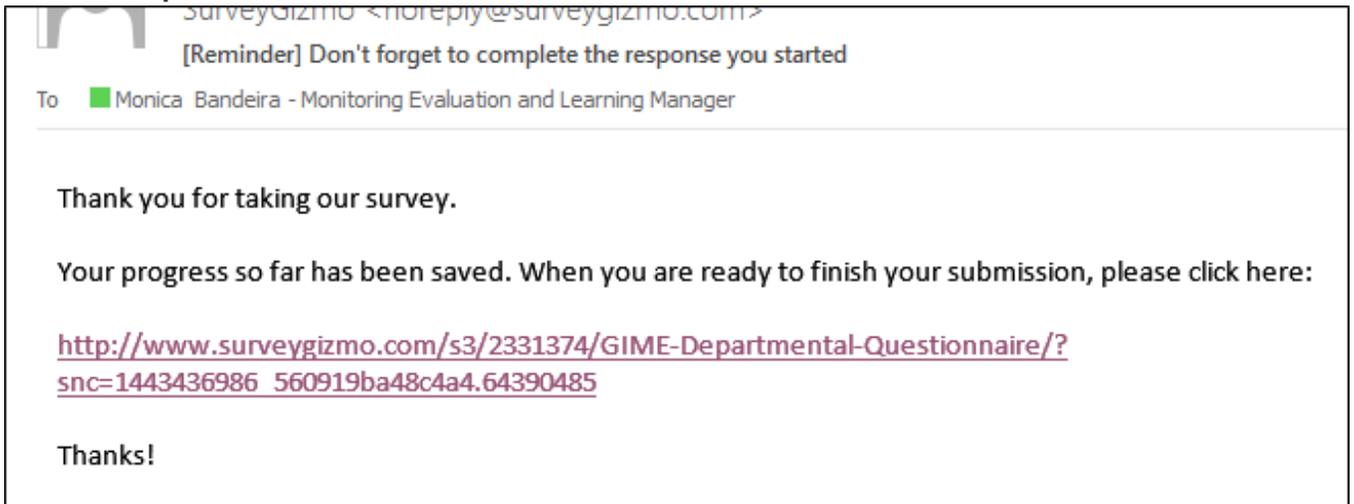


If you want to go check something and return later, they can click on this and enter your email address:

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" and "Cancel".

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](mailto: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

11/25/2016

### 2. Name

PERCOS

### 3. Surname

SINKAMBA

### 4. Sex

Male

### 5. Name of organisation

ZAMBIAN BRIDGE TO INCLUSIVE LIVING

### 6. Designation

Director or head of the organisation

### 7. Country

Zambia

### 8. Province

COPPERBELT

### 9. City/ Town/ Village

LUANSHYA

### 10. Email address

percossinkamba1@gmail.com

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

260966424986

### 12. Cell phone number e.g. 00 27 82 622 2877

260966424986

### 13. Age Group

31- 40

### 14. Education level

Vocational

### 15. Are you living with a disability

No

### 16. Name of good practice (e.g. Women in Curepipe, Mauritius, roll back climate change)

Women in Luanshya, Zambia, Sign Language Empowerment

### 17. Type of organisation

Community Based Organisation

## **18. Category**

Rights – including Constitutional and Legal Rights, Sexual & Reproductive Health and Rights; Gender Based Violence, HIV and AIDS

## **PRESENTATION OF THE GOOD PRACTISE**

### **19. Synopsis (150 words)**

**Brief description of the good practice and motivation as to why it is a good practice. What makes this project innovative?**

Communication is key to development in any society. It is a common scenario that there is always language or communication barrier between the general population and the deaf. Many times when there is an issue involving the deaf woman, especially cases of Gender Based Violence communication becomes a big challenge. Even among family members where the deaf woman lives treatment towards her is not good due to lack of communication. The training of women and families in sign language has tremendously helped to lessen the barrier, and has even helped us fight gender based violence. This project is very important for it has yielded positive results in the community of Luanshya district.

### **20. Key objectives (250 words)**

**What did the project set out to do?**

1. Sign language Training empowerment: The project targeted to train 50 women, youths (including family members of deaf women) in sign language in order to remove the communication barrier.
2. Work-Place Sign language Training Empowerment: The project targeted to train workers from the Council, Police, Banks, Judicial, Social welfare, in sign language as a way of eliminating communication barrier with the deaf community, as well as to promote conducive working environment for the deaf people.

### **21. Background (300 words)**

**Why did the activity come about? What problem or context is it responding to?**

We had a case in Luanshya involving a deaf boy and girl who were friends. A certain friend of a deaf-girl told her parents (using sign language) that your daughter and Peter are friends and are both deaf. Because of the sign language used, the mother to the deaf girl perceived the sign used to mean that her daughter was defiled. Therefore, the mother took the deaf boy to the police and she opened a document, it was very unfortunate that even the police officers were unable to interpret the sign language. Hence the boy ended up in jail for 3 weeks and he started attending court trials. The court asked the deaf to use the sign that she used and the sign means friend. Therefore the court decided to release the deaf boy who stayed in jail for 3 weeks; imagine how this innocent deaf boy suffered while he was in jail.

There was another case that happened in Luanshya where a deaf girl was defiled by an HIV/AIDS man. Hence she caught the virus in the act and unfortunately the man died after 2 months. During her anti-natal booking she went to the clinic the nurses did not notice the girl had STIs, they only noticed that she had the virus. She delivered a baby girl named Silvia, after delivery the clinic staff noticed that she had STIs. She started getting treatment while it was too late and after two months she passed on. Percos Sinkamba helped this deaf girl throughout until she died and right now he is the one who is taking care of the child that the deaf girl left.

## 22. Key activities (300 words)

### What were the different steps/ activities in the implementation?

1. We started by identifying families with deaf children in the districts of Luanshya, Masaiti and Mpongwe. And then we carried out door-to-door in-depth discussions with family members in order to find out and establish the challenges faced as regards to communication involving the deaf community.
2. We in addition carried out the same exercise with the clinics/hospital, police, judiciary and other institutions.
3. Our findings from this base-line study pointed to one and the same thing: "barrier of communication between the general populace and deaf community.
4. After analysing the findings, we then decided to plan a sensitization and training programs which will help to remove the communication barrier.
5. We then did the advocacy and lobbying with the above mentioned institutions as well as the political will. All institutions were in agreement to having this unique and important training program of sign language.
6. Then we carried out training workshops to 50 women and youths which included even families of deaf children.
7. Additionally, we also carried out training workshops in workplaces which included the council, police, social welfare.

## 23. Partnerships and coalition building (200 words) \*

### Has the intervention fostered partnerships and coalition building? Are these at the local, national, regional or global level?

At local level the intervention has attracted a lot of interests from different sectors of the Luanshya community.

1. The ministry of Health through the local clinics and hospitals in the town of Luanshya. Whenever the health institutions have a case involving a death person, ZBIL is always invited to assist in interpreting the sign language.
2. The ministry of Education has always worked together with ZBIL on a number of issues/cases involving deaf pupils. Especially pupils at Mpelembe Secondary School are very much helped by ZBIL.
3. The social welfare department has always partnered with ZBIL in dealing with the vulnerables which includes the deaf people.
4. The local government of Luanshya district have partnered with ZBIL and have taken this program seriously.
5. Whenever the judiciary have court cases involving the deaf people, it always works in collaboration with ZBIL.
6. The police, including the Victim Support unit department are also working closely with ZBIL whenever they have an issue involving a deaf person.
7. All local NGOs/CBOs of Luanshya district are closely working with ZBIL on issues involving deaf people.
8. One Stop Centre (OSC) has also recently come on board working with ZBIL

### Resource allocations

**Indicate how much in US\$ has been allocated towards this project. Click on this link to calculate**

**US\$:** <http://www.oanda.com/currency/converter/>

## 24. How many US\$ have been allocated per area. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing was allocated please put in zero "0".

Budgetary resources allocated to this project by the council in \$ : \$0

In kind contributions made by the council to this project in \$ : \$0

Total : \$0

## 26. Beneficiaries (in numbers). Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If no beneficiaries in one of the areas please enter a zero "0".

Direct beneficiaries : 35

Indirect beneficiaries (e.g. through other networks) : 125

Online beneficiaries (e.g. website access, mailing lists, scholarly articles) : 0

Total : 160

## **27. Challenges (300 words)**

**What have been the main challenges? How have these been overcome?**

The following are some of the challenges the project faced:

1. Finances: the project has not received funding from any source up to this time. This has been a big problem for it made the running of the project not to move smoothly as planned. We needed finances on almost all activities in order to produce positive results to our planned objectives. In a small way members of ZBIL used to make their own contributions either in kind or financially
2. Transport: Almost all activities we did needed movement from one place to the other. But due to lack of transport this was not so. We could not even reach some far places which needed our immediate attention. Some cases involved transporting our deaf clients to clinics to get medical attention, but we were unable due to lack of transport.
3. Family rejection: It is a common belief in our Zambian community that having a deaf child is a misfortune or a curse. This has resulted in some family members rejecting the deaf children. The community at large also does not easily accept and accommodate the deaf children. We have cases where some men have divorced their wives upon bearing them a deaf child. Some have opted to have an extra-marital affair with a hope of bearing a normal child from another woman.
4. Education Denial: because of communication barriers a number of deaf children are denied access to education. Some families do not even believe that a deaf child can also be educated as a result they do not bother to take them to school. On the other hand, there are limited schools offering facilities for the deaf.

## **28. Monitoring and evaluation (300 words)**

**What types of monitoring and evaluation methods and tools did you use to measure the impact of the 50/50 campaign? These may include qualitative and quantitative.**

We have received about 7 gender-based violence cases at our office and about 4 cases have been helped through the one-stop center to handle these GBV cases and we do work together with the victim support unit and handled with them about three cases. We have indeed handled these cases with professionalism and some of these cases we just counsel them and it

# **RESULTS**

## **29. Women's empowerment (200 words)**

**How have women been empowered as a result of the action?**

Through the same training in sign language, women have greatly benefited. Because most gender-based violence affects women, especially the deaf. But through this program women are able to communicate in sign language to the marginalized deaf girls. We have empowered some women by teaching them sign language so as they teach the community on how to communicate with the deaf and dumb. We have also empowered some women by giving them jobs as interpreters at respective companies.

## **30. Evidence (100 words)**

**Please provide at least one quote from a woman beneficiary to support your statement on women's empowerment. Please include name, surname and designation.**

" I Mrs.L.Sakala I would like to thank ZBIL Mr P.Sinkamba who really helped me through my daughter's education Cecilia Sakala. As the family we did not have any financial support to take of my child to school due to her disabilities. My child is deaf but ZBIL came in and took my daughter (Chileshe Chepela) to school they were paying all her school fees until she completed her secondary education last year. We are looking forward to take her to university. I ask the almighty God to bless ZBIL (Percos Sinkamba). continue empowering people with disabilities."

## **31. Men for change (300 words)**

**Have men become more supportive as a result of the organisation's work? Please give examples.**

Yes men have become very supportive to women. The training and sensitisation given to the Luanshya community is designed in such a way that women and men work together.

### **32. Evidence (100 words)**

**Please provide at least one quote from at least one man as evidence. Please include name, surname and designation**

"Am Mr. Joseph Bwalya who has a deaf child i would like to than Mr. Percos Sinkamba for helping us to learn sign language in order for us to start communicating with our son due to language barrier, until Mr Percos came in and started teaching us my family and I sign language. Now we are able to communicate with him without any difficulties may the Lord Jesus Christ Bless Mr. Percos Sinkamba for his hard work in our community.

### **33. Changes at household level (300 words)**

**Has the campaign resulted in changes in power relations at the household level? Please give a few examples.**

We have observed acceptance of deaf women/girls by their family members.

### **34. Changes at the community level (300 words)**

**What changes have taken place in the community as a result of this intervention ? Please give examples.**

1. At least we have sign language interpreters in government office in Luanshya I don't know in these other districts.
2. With this the deaf now know where to report if they have any case.
3. They know how to handle GBV cases
4. And the hearing Community they have good relationship with the deaf.
5. The deaf are not feeling challenged anymore with people in the community and public offices.

### **35. Changes in attitudes (200 words)**

**How have attitudes changed? Please give an example.**

This time they know that a deaf person is also a Human being like any body else and they are able to do everything that a hearing person can do, And they now believe that the deaf and dumb are more united than hearing and talking people and they can do more than then the other

### **37. Lesson learned (300 words)**

**1) What lessons have been learned?**

**2) How are these being applied?**

The following are some of the lessons learnt from this project:

1. Sign language is not understood by family members as well as the community.
2. Advocating and lobbying was lacking as regards to the plight of the deaf community
3. Rejection and discrimination of deaf people is common in our families and the general community
4. Many people are eager to learn sign language but the facility is not available and accessible by community members
5. There is lack of political will as regards to facilitation of accommodating deaf community in our society
6. Many cases, especially defilements and gender based violence involving the deaf women/girls are rarely reported because of communication barrier.

There is need to continue advocacy and lobbying

Training in sign language need to be amplified and cater for all line ministries and involvement of churches

### **38. Sustainability and replication (300 words)**

**How can the good practise be sustained and amplified post 2015?**

The greater involvement of women can lead to advocacy and establishment of leagues and partnership with business houses. Therefore this can also bring on board the politicians and other senior officials so as to empower more women and girls therefore with this at work and hand a great number of women in the country. Involving more organisations such as schools ministries, churches, family and communities. The practice of teaching and empowering more women and girls can be helped with help of finances and transportation so as there is an outreach to near by towns for exposure cause the more people are sensitized the more replication and the number grows. this can also be replicated by introducing more seminars and conferences were we teach people on how to communicate with the sign language.

### **EVIDENCE**

**Please upload documentary evidence of your good practise. Please upload the evidence or provide a url. . Please note that files may not be more than 50 MB each.**

**Photo Evidence:**

**Upload your photo or photos here (maximum of three). Please ensure that each is less than 50 MB. Please ensure that the photo or photos are captioned using the following file naming protocol:**

**Nameofphoto\_yourname\_country\_monthandyear**

**EG womeninthemarket\_joeblow\_malawi\_062016**

**44. Photo 1**

[Sign+language+class+kitwe.jpg](#)

**45. Please add Photo 1 caption here.**

Who? Name and surname of each person if less than five; description of the group is more : Percos and students

What is this about : a class were the sign language is being taught

Why is it happening : teaching friends and family of the deaf and dumb

Where is it happening? : Kitwe, copperbelt, Zambia

When did it happen? : 16 april 2015

Name of photographer : Emmanuel Mwaba

**46. Photo 2**

[Empower+deaf+women+lya.jpg](#)

**47. Please add Photo 2 caption here.**

Who? Name and surname of each person if less than five; description of the group is more : Percos and defiled deaf

What is this about : ZBIL interacting with the deaf and defiled girl that had being raped by a n HIV Positive mn

Why is it happening : To help and support the individual

Where is it happening? : Luanshya, Copperbelt, Zambia

When did it happen? : 2 july 2015

Name of photographer : Emmanuel Mwaba

**48. Photo 3**

[Deaf+children+in+masangano.jpg](#)

**49. Please add Photo 3 caption here.**

Who? Name and surname of each person if less than five; description of the group is more : ZBIL and family with two deaf children

What is this about : ZBIL visits the family of two children who are deaf and dumb hence went there two help the family by teaching them sign language

Why is it happening : this happened to help break the communication barrier between the parents and deaf children

Where is it happening? : Masagano, Luanshya, Copperbelt

When did it happen? : september 5, 2015

Name of photographer : Emmanuel Mwaba

**ANALYSIS**

**Please help us understand the change you have brought about or the areas you have worked in.**

**50. Please tick which of these rights areas of focus are most applicable in your case.**

The right to make free and responsible reproductive choices.

Freedom from gender based violence

The right to making individual decisions about family planning; affordable and acceptable methods of birth control

The right to, accessible and affordable sexual and reproductive health and services.

Improved safety during pregnancy

**51. Please tick which of these rights sub-topics are most applicable in your case.**

GBV  
HIV and AIDS  
STIs

**52. Please tick which of these rights protocol targets are most applicable in your case.**

Enact and enforce legislation prohibiting all forms of gender-based violence  
Ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual assault

**53. Please tick which of these rights Target Groups are most applicable in your case.**

Women - general  
Men - general  
Youth  
People with disabilities

**54. Please tick which of these rights Types of Interventions are most applicable in your case.**

Prevention  
Treatment  
Response

**55. Please tick which of these levels of change are most applicable in your case.**

Individual  
Close relations  
Community  
Society

**56. Please tick which of these kind of change are most applicable in your case.**

Greater public awareness of the issue  
Improved services  
Change of attitude; reduced stigma  
Change of behaviour

**Thank you for your application!**