



**GENDER CONSORTIUM TRAINING WORKSHOP ON THE SADC PROTOCOL  
ON GENDER AND DEVELOPMENT**

**17 – 18 OCTOBER, GLOBAL VILLAGE MANZINI, SWAZILAND**

**DRAFT REPORT**

***Report Compiled by Sizakele Hlatshwayo, Facilitator***

## 1.0 INTRODUCTION

The Gender Consortium under the auspices of the Coordinating Assembly of NGOs (CANGO) hosted a training workshop for its members on the 17-18 October 2013 at the Global Village in Manzini in Swaziland.

The objectives of the meeting were to capacitate members of the Gender Consortium on the SADC Protocol on Gender and Development. Specific objectives were:

- To educate Gender Consortium members on the SADC Protocol on Gender and Development
- Sensitise the Gender Consortium on the SADC Protocol Alliance
- Strengthen the Gender Consortium to work as a collective

The workshop was attended by 16 participant and was facilitated by Sizakele Hlatshwayo, a Gender Specialist and founding SADC Protocol Alliance Country Representative.

In order to bring all members into full appreciation of the SADC Protocol Alliance the workshop started by looking at the background of the Alliance and making linkages of the Alliance and the Gender Consortium. A presentation on the SADC Protocol on Gender and Development was made giving members an understanding of why it was formulated and why and also the overview of the clauses. This provided a good basis for the presentation of the Barometer which shared the finding on how Swaziland is performing. Members then worked in two groups to come up with a framework for village dialogues to be held around the protocol and mapping out the consortium members on the different clusters in the protocol.

### **Meeting Deliberations:**

The participants were able to discuss issues around the Protocol and how the GC can be better positioned to deal with the issues and accelerate implementation of the Protocol. They raised issues which pertained to the weaknesses that are affecting the GC's functions internally and also those from outside and they also felt there were still windows of opportunities that could be used by the GC were concerned

### **Summary of Issues and Concerns that came out and Recommendations:**

- 1) **Advocacy** - Where is advocacy in Swaziland and where are advocates? Seemingly there is no effective advocacy anymore in Swaziland and advocates seem to be quite
- 2) The GC is not responding to gender issues which are happening in the country
- 3) **Visibility and Presence of GC**- Visibility of the Consortium in the election process was not seen and felt
- 4) **Capacity Building** - GC members also need to be capacitated on gender related issues such as the laws, constitution protocols and conventions so that they go out to communities well informed
- 5) **Standardised messages** - GC members have conflicting messages on gender and it ends up confusing the communities.

- 6) **Secretariat coordination:** The Secretariat under CANGO does not have capacity at the moment to coordinate the consortium as there is no officer designated but all are coordinated by one officer.
- 7) **Funding** - GC members were concerned that funds for advocacy work are no longer available as before. The UN agencies are now channelling funds through the government under the Gender Unit-DPMs office. The challenge with that is government entity cannot advocate against itself so that work against advocacy approaches.
- 8) **MPs-** Members of Parliament are key partners however they need to be capacitated with the gender issues, laws and instruments for them to make informed decisions in Parliament.
- 9) **Immediate action points-**
  - It was recommended that a dialogue for women nominees in the recent elections be held
  - Gender and the Media (GEMSWA) be revived
  - Identify a GC member who will monitor local newspapers and feedback GC to be able to respond on issues on time.

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## MEETING PROCEEDINGS

### 1.1 WELCOME REMARKS

Zanele Thabede from SWYON who is currently the Gender Consortium Chairperson welcomed members to the meeting and shared the importance of the meeting. She informed the meeting that the workshop was aimed at strengthening the Gender Consortium as they had lost the momentum and also capacitates them on the SADC Protocol on Gender and also plan for the village dialogues and then share the 16 days of activism against GBV 2013 consolidated activity plan.

### 1.2 LINKAGES OF THE CONSORTIUM TO THE ALLIANCE

Ntombi Nyoni, the current Alliance Country Representative made a presentation on the linkages of the Consortium and the Alliance which was followed by discussions.

She stated that Gender Links in South Africa coordinates the Alliance. It is made up of different country based organisations working on Gender in the SADC countries. The Alliance started when lobbying for the drafting of the Protocol and later advocated for its adoption and implementation. Each country has an Alliance Chapter at country level made up of different organisations working on gender which feeds into the Regional Alliance. The regional has regular meetings which are coordinated by Gender Links which is the Secretariat of the Alliance.

### 1.3 REVIEW OF THE SADC PROTOCOL ON GENDER AND DEVELOPMENT

Sizakele Hlatshwayo, the Facilitator made an overview presentation on the SADC Protocol which was followed by discussions.

The facilitator started by giving a background to the Protocol. She mentioned that despite the fact that the SADC Declaration on Gender and Development 1997 was in place however gender disparities were not being addressed and they were also new challenges which the Declaration did

not cover and lastly it was not a legally binding document. The SADC region therefore needed an instrument which was higher and legally binding.

Talking about the process, Hlatshwayo stated that gender activists played a significant role in the drafting process of the Protocol and influenced the drafting throughout and lobbied for adoption and implementation.

The Protocol is divided into 10 parts:

- Part One: Preamble, definitions, general principles and objectives.
- Part two: Constitutional and legal rights (art 4- 11equality clause, rights , marriage rights, access to justice etc)
- Part three: Governance –art 12-13-women representation and participation
- part four: Education and training gender equality in education
- Part five: Productive resources and employment –art 15 -19 rights of women in employment and economic empowerment policies and initiatives
- Part Six: Gender Based Violence – Art 20 -25 – GBV laws and Policies, programs
- Part Seven: Health and HIV and AIDS issues
- Part Eight: Peace Building and Conflict Resolution
- Part Nine: Media, Information and Communication – media content and ICT issues.
- Part Ten: Final provisions - : remedies, financial provisions, M&E and issues of signing and ratification and coming entry into force etc.

#### **Discussions:**

- **Advocacy issues:**
  - There is need to repackage the presentation to different sectors and target them on those specific provisions.
  - The AG requires that the reviews of the laws need to be driven by sectoral ministries and the AG's office will provide technical expertise.
  - The sectoral ministries need to have funding to drive the initiatives
  - Government cannot lobby itself, civil society needs to lobby government for moving forward e.g Swaziland now has a Gender Policy and civil society needs to lobby for the Equality Clause
  - Law Reviews of Marriage, Deeds and Registry Acts- there is need for the Gender Unit to find out what was done in the Gender Audit project and how it can be moved forward.
  - We need to do a survey on how we are doing comparatively to the region in implementing the Protocol
  - We are not including the Ministry of Finance in the Gender Agenda yet they are strategic.
  - There is need to lobby for capacity building (staffing) within the Gender Unit to enable them to respond to the gender issues in Swaziland effectively.
  - Gender Budgeting for all partners including the Consortium and ministerial sectors. NGO Policy: NGO Policy has a subvention provision within it and this would help in regard to resource mobilisation for NGOs. This was also approved by Cabinet.

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- **Capacity Building for Lobbyists:**
  - Before engaging in any lobbying, advocates need to know the provisions of the law themselves.
  - Civil society at times speaks from an uninformed position- there is need to have good knowledge of key gender related laws, policies and conventions. There is need to think creatively and critically on how capacity building for lobbyists can be done in order to be well informed on the issues.
  - Testing legislations after being passed could be a good approach in implementation
- **Political Will:**
  - Signing of Protocol cannot yield good results if there is no political will to implement it. Botswana for instance has not ratified the Protocol but the status of women is better than Swaziland yet we have ratified because of the Political Will. The Protocol needs to be translated into legislation enforceable in local courts.
  - **Duality of Laws-** what is a challenge in Swaziland is the duality of laws which makes it difficult to deal with some of the gender disparities since when the common law clashes with Swazi Custom, the latter prevails yet in other countries like Botswana, the statutory law takes pre-eminence
  - Lack of domestication after ratification is also a big challenge in Swaziland as the ratified instruments are not enforceable in court.
  - However test cases is a good strategy however without awareness, women in Swaziland will not assert their rights because of ignorance. E.g Doo Aphane case set precedent of land ownership by women but a majority of Swazi women are not aware.
- **Involvement of men:**
  - There is need to look for men who are role models in society to speak to other men.
  - Swaziland already has established the men engaging men network. A network that brings together women's organisations and men's organisations to engage men on the issues of equality, the network is chaired by SWAGAA.
- **Lack of Advocacy in Swaziland**
  - Looks like the women's movement is no longer as vibrant in lobbying for women's rights e.g influencing parliamentary decision by sitting in the public gallery to influence enactment of gender progressive laws.
  - Women's rights pressure groups need to be resuscitated
  - Lack of funding- women's rights groups used to be funded by the UN agencies for advocacy actions but now UN funds government-gender unit and it is difficult to have effective advocacy strategies.
  - NGOs need to push their agenda
  - **Gender Responsive budgeting** – the national budget needs to be gender responsive. There is a need to have a Gender Responsive Budgeting training for the central agencies.

- **What needs to be done to accelerate implementation of the Protocol:**
  - Lobbyists need to understand the provisions
  - Be cognisant of the Dual Legal System in Swaziland
  - Look at the mandate of the coordinating body – introspection
  - Do a personal introspection as individual NGOs and also as a collective – NGOs need to be more active.
  - In order to do advocacy work effectively, you need to personalise it
  
- **Where is advocacy in Swaziland and where are the advocates?**
  - There is need for the Gender Consortium to come together to re-strategise and do things differently to address the issues. However currently most consortia are not active on advocacy work.
  - There is a need to build capacity of legislators. We cannot expect them to change the laws if they do not understand the. Having a new parliament poses a challenge but also a window of opportunity to educate and win the new parliamentarians over.
  - There is need to talk about all people when talking about gender issues – talk about human beings.
  - Women’s participation is beyond just elections, elections need to find the band wagon in motion.
  - There is leadership vacuum
  - We are not localising some of the issues to our context
  - There is need to work with the ministry of Tinkhundla
  - What remains key is an advocacy group. We need a group that will take up issues and run with them.

#### **1.4 PRESENTATION ON THE CURRENT FINDING OF THE BAROMETER**

Zakhe Hlanze, the Researcher for the Swaziland Barometer 2013 made a presentation on the findings for the Barometer which is being finalised. This was meant to assist members to appreciate where Swaziland is and later strategise on what needs to be done to accelerate implementation of the Protocol towards 2015.

She divided her presentation into Red-lights and Green Lights areas: She said those clauses in the green lights are those where Swaziland has made progress but those with green lights are where little or nothing has been done and its lagging behind. She noted that Swaziland was the lowest in the implementation of the Protocol at regional level (Citizen’s perception of progress made thus far by women and men regionally was 67% and 65% respectively, SA got highest and Swaziland the lowest).

On those provisions with the Red-Light under the Constitutional and Legal Rights she highlighted that although the Constitution had progressive provisions however the duality of laws tend to perpetrate the minority status of women and undermine the equality clause in the constitution. The traditional attitudes also makes it difficult for women to enforce their rights, registration of customary marriages is still a problem, no legislation on the affirmative action provided in the constitution. Sexual minorities like gays and lesbians still considered illegal. Abortion is illegal, forcing

women to undergo unsafe abortions. Law Reform of the Marriage Act, Deeds registry and Administration of Estate Acts still pending. Widows rights are not protected.

*Green-light however is the improvement of women in the judiciary key positions such as judged of the high court. Education Policy that addresses gender issues and stereotypes. An attempt is being made in amendments of gender repressive laws.*

On Gender and Governance articles she mentioned that biggest challenge is women's participation in governance. Women are still grossly under-represented in political decision-making (at all levels (local government from 18%-14%, Parliament only one woman MP, and cabinet-no figures yet). There are no legislated quotas in place to increase women's representation. There is no political will to implement the Constitutional provisions on the 30% representation. The four women, one from each region have not yet been accommodated in parliament. Only a few political parties have voluntary quotas to increase women's participation. There are no serious campaigns on the 50/50 by 2015 and in the recent elections there were very few national campaigns on voter education and vote for a woman.

*On the positive side, the King appointed more women in parliament.*

Other articles where Swaziland is still on the red include on education and training where there is still no free primary education save for up to grade 5, still no retention policy for pregnant girls in schools, gender based violence and stereotypes in schools still persists.

*There is improvement in handling GBV cases in schools, TSC taking drastic measures against perpetrators.*

On productive resources and employment women still dominate the informal sectors, rural women worse affected and live in poverty, equality clause is not enjoyed by women to advance their lives through owning productive resources such as land, women still a majority in low paying jobs and manufacturing industries. No initiatives and policies to ensure women control and benefit from productive resources.

*Progress is being made in addressing this issue through the attempt of having a women's bank, appointment of women in key positions such as MDs, African Alliance, Nedbank, Swazi Bank*

GBV is still rife in Swaziland and the Sexual offences Bill has not been assented to. On health issues, mortality rate is still high, women most affected and infected by HIV and AIDS. The girl child is not accessing contraceptives because of attitudes, nutrition for women in rural areas, no pay for care giver.

*GBV 365 campaigns, the Sexual Offences Bill, establishment of Domestic Violence units in all police stations*

On media issues, women are still not included in ownership of media houses, sensationalisation of gender issues than education, media ethics not followed.

*However a lot has been done to put in place bodies like the media watch, Active media watch, Media literacy on gender, Media networks formed and Media Complaints Commission.*

## DISCUSSIONS:

- A need for an integrated approach to look at everyone because even the women do not live in a vacuum. Respect for people as human beings is key
- Teach the girls to say no but also teach the boys to accept the no
- Lack of advocacy and passion
- Communities suffer from fatigue as organisations come with different strategies programs which are not coordinated.
- It is critical to target Parliamentarians for advocacy work on gender. Some have admitted that they do not know the laws.
- Coordination is crucial to ensure that there is one voice as organisations go into communities at the moment there are different messages going into the communities and communities are confused.
- Although the King appoints women, however since they are mostly royalty women in general cannot benefit much from their appointments.
- Current information in Swaziland is a challenge- currently using 2010 data from CSO and does not help in updating the Barometer.
- Noted that TSC initiatives on curbing GBV was on the green light yet there were still having challenges in handling issues properly. It was explained that the green light is just to acknowledge that something has been done but to say it is perfect.
- Women need to work together and take a radical approach on women's rights to ensure that there is change in the women's movement.
- The gender consortium also need to strategise on what they need to achieve as a collective. Currently there is no cooperation amongst members, the GC is seasonal and yet to be effective there is need to be consistent and let the dialogues be continuous and also check the messages that are being sent by different members out there.
- The secretariat needs to be strengthened to ensure proper co-ordination of the different consortia and a need for strong leadership.
- The consortium is not able to respond to current gender issues e.g elections – Jennifer Dupoint's issue of being discriminated upon because she is a widow.
- Advocacy needs to be at personal level.
- There is also a need to revisit a list of the days to be commemorated so that we use them as entry point for lobbying.
- Funding is a challenge as the UN agencies now funds the Gender Unit
- At times there is no need for funding in order to advocate or women's rights but this can happen at a personal level in different networks- 'spread the word'
- There is need for the consortium to be responsive to issues
- **Have a media watch within the consortium**
- Gender and the media forum needs to be revived
- **Have people within the consortium who will monitor the daily papers to ensure that if there is an issue members are able to respond immediately**
- Gender consortium members need to mainstream advocacy into their programs.

## 1.7 GROUP WORK EXERCISE

Participants were divided into two groups to work on the questions below and thereafter made presentations at plenary.

### Group Work Questions:

1. Identify Issues
2. Identify Actions
3. Identify lead organization to coordinate at community level
4. Identify an organization at community level that will host the community village dialogue

### Grouping of Organisations as per cluster

The two groups assisted in identifying which cluster each Gender Consortium member fall under as follows:

Cluster / Thematic Area	Organisation Responsible
1. Constitutional & Legal Rights	SWYON FHI CSC World Vision WLSA (not active member) Save (Children's Rights) but not an active member for now
2. Gender & Governance	SWYON FHI CSC
3. Education & training	Shape Lusweti FAWESWA (partners of the Consortium) SWANCEFA (partners of the Consortium) Save (not an active member)
4. Economic Justice & Gender	Imbita WUS Gone Rural World Vision Red Cross (not an active member) LDS (not an active member)
5. GBV	Men In Action against Abuse Msimisi SWAGAA LDS (not an active member)
6. Health	PSI FLAS Lusweti LDS (not an active member)

7. HIV/AIDS	PSI FLAS Lusweti LDS (not an active member)
8. Peace Building	No organisation is working in this area as it is an area not affecting Swaziland, however Red-Cross does work on this area globally)
9. Gender & Climate	A new area in gender issues, no organisation is focusing on this area at the moment
10. Gender & Media	Gender Links MISA ( partner of the Consortium)



ACCELERATION OF IMPLEMENTATION OF THE SADC PROTOCOL ACTION FRAMEWORK – **YES WE MUST 2015 CAMPAIGN!**

	ISSUES	ACTIONS	COORDINATE	PROPOSED HOST ORGANISATIONS
<b>1. Constitutional &amp; Legal rights</b>	<ul style="list-style-type: none"> <li>• Knowledge of the Constitution</li> <li>• Minimal knowledge of Gender issues</li> <li>• Citizenship</li> <li>• Land</li> <li>• Inheritance</li> <li>• Marriage &amp; Family rights at community level</li> <li>• Human Rights Violations</li> </ul>	<ul style="list-style-type: none"> <li>- Civic Education- (workshop, seminar)</li> <li>- Knowledge of the constitution</li> <li>• Lad issues</li> <li>• Inheritance rights / issues (have precedents)</li> <li>• Lobby for political will to implement the commitments made through the Constitution, Laws, Protocol etc</li> </ul>	CSC SYWON	Manzini- CSC Hhohho- FHI360 Shiselweni- SYWON Lubombo- SWAAGA
<b>2. Gender &amp; Governance</b>	<ul style="list-style-type: none"> <li>• Representation of women in decision making positions (private sector,</li> </ul>	<ul style="list-style-type: none"> <li>• Lobby for political will to implement commitments.</li> <li>• Lobby for enactment of the Equality / Affirmative Action</li> </ul>	SYWON CSC	

	<p>legislature and government)</p> <ul style="list-style-type: none"> <li>• Women's Representation in Political arena</li> <li>• Gender stereotypes</li> <li>• Women's gender roles.</li> </ul>	<p>legislation.</p> <ul style="list-style-type: none"> <li>• Undertake programs and campaigns to ensure women's participation in politics:</li> <li>• Host a dialogue for the Women nominees for the 2013 elections soon</li> <li>• Capacity building for women on Leadership Skills.</li> <li>• Host Dialogues to sensitise stakeholders on gender stereotypes for women in leadership positions</li> <li>• Call for inclusion of women: Meeting with EBC on the quota of women in parliament.</li> <li>• Community Dialogues-host follow-up dialogues by way of taking up issues that arise to make examples of them.</li> <li>- Dialogue with women nominees on post elections strategies.</li> <li>- Share the information on some of the strategies that are being undertaken to address women's</li> </ul>		
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		participation.		
<b>3. Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• Education Policy and Pro-pregnancy policy.</li> <li>• Financial issues- affording school fees (grants are not sufficient)</li> <li>• Preference of boys going to school than girls (Rural Areas)</li> <li>• Statistics do not regard the ratio of the population.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Lobby for the formulation of the education policy and pro-pregnancy policy.</li> <li>• Conduct a regional situational analysis on what is obtaining in the region and use it to lobby in Swaziland</li> <li>• Sensitize community on gender issues relating to education.</li> <li>• Dissemination of information on gender to via Media, dialogues etc.</li> <li>• Update Curriculum for teacher training and pupils to include gender issues and remove stereotypes</li> </ul>	Save The Children SWANCEFA	

<p><b>4. Economic Justice &amp; Gender</b></p>	<ul style="list-style-type: none"> <li>• Poverty has a female face</li> <li>• High unemployment rate for women</li> <li>• Informal trading- cross border.</li> <li>• Poor working conditions, no proper markets, not highly skilled in entrepreneurship.</li> <li>• Women's unpaid production work.</li> <li>• Women's access and control over resources and limited access to credit/capital (use micro-lenders)</li> </ul>	<ul style="list-style-type: none"> <li>• Implement programs to keep girls in school up to tertiary level.(retention)</li> <li>• Sponsorship and mentorship for careers in engineering, science, aviation and technology.</li> <li>• Dissemination of SME policy.</li> </ul>	<p>FHI360 Gone Rural WUS Imbita Red Cross Save the Children Shape</p>	<p>Hhohho</p>
<p><b>5. GBV</b></p>	<ul style="list-style-type: none"> <li>• High incidence rate of GBV in Swaziland vs. women &amp; girls</li> <li>• Poor response i.e. health psycho-social &amp;</li> </ul>	<ul style="list-style-type: none"> <li>• Implement programs to: <ul style="list-style-type: none"> <li>➤ To raise awareness on GBV</li> <li>➤ Implement the 365 campaign on GBV</li> </ul> </li> </ul>	<p>SWAGAA SYWON Gone Rural Men Against GBV</p>	<p>Lubombo</p>

	<p>legal</p> <ul style="list-style-type: none"> <li>• No final GBV national strategy</li> </ul>	<ul style="list-style-type: none"> <li>➤ Empower girls on their rights</li> <li>➤ Re-socialise boys and men on gender and masculinity</li> <li>➤ Build government &amp; community capacity to respond to GBV( health psycho-social &amp; legal)</li>   <li>➤ Finalize and implement a Strategy on GBV.</li>   <li>➤ Finalize standards for multi-sectorial response to SGBV.</li> </ul>		
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## GROUP 2

	ISSUES	ACTIONS	COORDINATE	PROPOSED HOST ORGANISATION
<b>1. Health</b>	<ul style="list-style-type: none"> <li>• Access to quality services</li> <li>• SRH (male involvement)</li> <li>• Access to health services by the Youth access</li> <li>• sanitary hygiene</li> <li>• Food security</li> <li>• Mental health services</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct community dialogues to raise awareness on the issues</li> <li>• Have programmes targeting the youth</li> </ul>	FLAS PSI FHI360 Lusweti	M – Gone Rural (Mpuluzi) H – Umsimisi (Mpofu) L – WUS(SD) (Malindza) S – Gone Rural (Qomintaba) Lutsango can assist host organisation in mobilisation.
<b>2. HIV/AIDS</b>	<ul style="list-style-type: none"> <li>• HTC</li> <li>• Treatment</li> <li>• Stigma</li> <li>• Myths</li> <li>• Discordancy</li> <li>• PMTCT</li> <li>• Care-giving / support for caregivers</li> </ul>	<ul style="list-style-type: none"> <li>• Host dialogues to educate communities on the issues</li> </ul>	FLAS PSI FHI360 Lusweti Council of Churches	
<b>3. Peace building</b>	<ul style="list-style-type: none"> <li>• Domestic abuse / conflict in the home</li> </ul>	<ul style="list-style-type: none"> <li>• Host community dialogues</li> </ul>	Council of SD Churches SWAGAA	
<b>4. Gender &amp; Climate</b>	<ul style="list-style-type: none"> <li>• Low fuel cooking</li> <li>• Food security</li> </ul>	<ul style="list-style-type: none"> <li>• Host community dialogues</li> </ul>	REASWA (not an active member) Women in Development (Not consortium member)	

<b>5. Gender &amp; Media</b>	<ul style="list-style-type: none"> <li>• Dignified &amp; accurate representation of women / women's rights;</li> <li>• How women can use media to get accurate information &amp; to share messaging;</li> </ul>	<ul style="list-style-type: none"> <li>• Host dialogues on gender for the media</li> </ul>	GenderLinks Lusweti	
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### **1.5 PRESENTATION OF THE 16 DAYS OF ACTIVISM ON GENDER BASED VIOLENCE 2013 GC PLAN**

Silindelo Nkosi SWAGAA Communication and Advocacy Officer presented the Gender Consortium Plan for the coming 16 Days of Activism Against GBV. She stated that the Consortium had decided on launching the campaign at Ludzeludze Inkhundla and the Theme was aimed at appealing to the traditional structure hence lihiya will be produced and distributed on the day.

#### **Discussions:**

The meeting decided that the plan still needed to be polished and encourage other members to submit their activities indicating the budgets. The next meeting will be held on the 22 October to finalise the plan.

## APPENDICES

### Appendix 1: Programme

#### Gender Consortium strengthening workshop

#### Global Village Manzini Swaziland

17<sup>th</sup> -18<sup>th</sup> October 2013

#### Day One:

Time	Action	Who
8h00-8h30	Registration, DVD, Roadmap to Equality	Gender Links
8h30-8h40	Prayer	Council Of Churches
8h40-9h00	Opening	CANGO
9h00-9h15	Introduction and Objectives of Meeting	GC Chairperson ( SYWON): Zanele Thabede
9h15-10h00	A presentation on the SADC Protocol Regional Alliance: how it works and how it links with the local networks especially the Gender Consortium in Swaziland	Alliance Local Focal Person: Ntombikayise Nyoni
10h00-11h30	A presentation on an overview of the SADC Gender Protocol – including the background to the Protocol from the Declaration to the Protocol; the different sections and thematic areas; the targets	Facilitator :Sizakele Hlatshwayo
11h30-11h50	Tea	
11h50-1h00	A presentation on the Swaziland performance thus far using the Gender Barometer as the basis.	Local Researcher SADC Barometer : Zakhe Hlandze
1h00-2h00	Lunch	
02h00-03h00	A Group work on what the country needs to do in order to accelerate processes on implementation to meet the 2015 target,: <ul style="list-style-type: none"> <li>- Identify lead organisations for each cluster</li> <li>- How members can share the protocol at community level.</li> <li>- Identification of lead organisations for each cluster</li> </ul>	All with the help of Facilitator

Time	Action	Who
03h00-04h00	Presentation of plans	All Groups at plenary

18<sup>th</sup> October 2013

Day Two:

Time	Action	Who
8h15-8h30	Prayer	Council of Churches
8h30-9h30	Recap of the previous day	Facilitator Sizakele Hlatshwayo:
08h30-09h30	Planning for the Regional Workshop	Alliance Local Focal Person: Ntombikayise Nyoni
9h30-11h30	16 Days of activism Plan Presentation	SWAGAA :All
13h00	LUNCH	

### ATTENDANCE REGISTER

#		Sex	Organisation	Position	Cellphone
1.	Zanele Thabede	F	SWYON	Volunteer- Programmes Officer	76366099
2.	Bongiwe Dvuba	F	Gone Rural	Worth Project Officer	76337739
3.	Sizakele Hlatshwayo	F	Gender Specialist	Consultant	7606 8286
4.	Andrew Moyo	M	Umsimisi Community Project	Programme Director	76083882
5.	Sibusiso Magongo	M	WUS	Consultant	76288459
6.	Victoria Nxumalo	F	Council of Swaziland Churches	Programmes Officer	76116842
7.	Gideon Gwebu	F	Gender Unit	Gender Programmes Officer	76050416
8.	Ntombikayise Nyoni	F	SWAGAA	Local Focal Person	76182451
9.	Ncane Maziya	F	Gender Links	CM	76240486 2404 986
10.	Lungile Mabuza	F	Gender Links	Intern	76041979
11.	Zakhe Hlanze	F	WLSA	Acting National Coordinator	76038983
12.	Bongile Bhembe	F	PSI	HSS Officer	2404 9071
13.	Mphile Sihlongonyane	M	CANGO	Programme Associate	24044721
14.	Slindelwe Nkosi	F	SWAGAA	Communications Officer	25052899
15.	Temantimandze Shongwe	F	Council of Swaziland Churches	Legal Officer	76075803 25053628
16.	Samora Makama	M	MAAVA	Director	76218272