

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
SWAZILAND

COUNCIL: MANKAYANE TOWN BOARD



DATE: 13 - 15 JUNE 2012
VENUE: GLOBAL VILLAGE



Mankayane Town Board Focal Person Nomathemba Sibozza, councillors in a group work

Table of contents

Executive summary	3
Background	4
Process and activities	4
Outcomes	7
Way forward	8

Annexes

A – Programme	10
B – Participants’ list	12
C – Gender action plan	15
D – GBV action plan	34
E – Summative workshop evaluation	41

Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage five workshop held from 2012 at Global Village with Mankayane Town Board.

The purpose of the programme was to;

- Build participants understanding around key gender concepts
- To empower participants around personal empowerment
- Build capacity around issues of gender, and good governance
- Look at what makes good leaders through looking at transformative leadership
- Look at key concepts like gender policy and planning concepts
- Assist participants in understanding the importance and synergies around gender, the economy and budgets
- Develop a Local Gender Action Plan
- Develop a Local 365 Day Gender Violence Action Plan
- Popularise the SADC Protocol on Gender and Development.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.
- Assist councils in seeing the importance of making IT and the media work for them
- And empowering women leaders around the Media Literacy tools.

See the full workshop programme attached at **Annex A**.

Over the three days, the workshop was attended by council officials and councillors, in total 8 participants (5 men and 3 women); see **Annex B** for the full workshop participants list.

Mankayane Town Board draft of Gender and Gender Based Action Plans that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been a helpful and eye-opening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex E**.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to ten countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary support to address issues of gender across all spheres.

Process and activities

The three (3) day training programme employed the learning by doing approach which enables participants to be involved in the activities. To this end the material makes use of role plays, exercises and relative and informative case studies that are used to provoke thoughts and discussions about and plan the work of Councils from a gender perspective.

On the practical gender and strategic needs, participants were engaged in a suit to help exercise that would help them define practical gender needs and strategic gender needs; through this exercise participants were able to differentiate roles, activities and occupations in relation to gender and sex. During this session the participants also looked at stereotypes and the following were group discussion on the messages conveyed about men and women;

Topics covered in the programme included personal empowerment, gender and planning concepts, gender mainstreaming, sex disaggregated data and the gender management system. There were detailed sessions on some of the core of local government functions, including gender responsive budgeting, gender equality in service provision, land rights and urban planning, local economic development and violence against women. The full programme is attached at **Annex A**.

Welcome and opening

The meeting was opened by prayer from Mayor Mr Bernard Nxumalo; he then opened and welcomed everyone to the workshop. He thanked participants and GL for organising the workshop. GL saw it important to organise and sensitise the management and legislators on issues of gender, especially the

SADC Protocol. He said Mankayane Town Board will commit themselves by implementing what they will learn.

Modules

There were detailed sessions on some of the centre of local government functions, including gender responsive budgeting, gender equality in service provision and gender based violence.

SADC Protocol

Participants administered the protocol quiz. On average less than half of the participants got a mark above half. Participants came up with the following points with regards to the SADC protocol

Work in progress to achieve targets in protocol: National and council level

- Leaders signing the protocol are a very crucial issue it shows commitment to them.
- Protocol seeks governments to take responsibility
- Government leaders should make sure that implementation is well done in all countries.

Key gender concepts

With this exercise, participants were engaged in a card swapping exercise that would help them define gender and sex; through this exercise participants were able to differentiate roles, activities and occupations in relation to gender and sex. During this session the participants also looked at stereotypes and the following were group write ups on the messages conveyed about men and women:

- Women take care of children and men are described as hard labourers
- Women and girls place is in the kitchen and men are regarded as leaders
- In the media women are portrayed as sex objects (advertising)
- Naked women advertise men's perfumes for the media's marketing strategy
- Most of the cultural practices disadvantage women-they are not allowed to get married after the death of the husband e.g. a woman is forced to have sex with the brother of the late husband and become the second wife (kubamba umuti) she has to remain in that homestead forever and the in-laws are protecting the late husband's properties.
- Women are care givers, they take care of the family, the sick and at funerals they play a leading role.
- Women are regarded as prostitutes (in the Bold and the Beautiful soapy)
- Culture promotes polygamy men are allowed to have more than one wives.
- Men have no respect to their wives they treat them as minors.
- Men are hard to deal with, they always want their word to be final
- Family businesses are mostly managed by men, women have to fight hard for their opinions to be considered

Gender and governance

Module three on gender and governance saw participants doing group exercises on women's representation, participation and transformation. The groups engaged in songs, drama and managed to bring out real situations happening in councils. Discussions included barriers to access and effective participation and how these can be overcome. According to the group discussions, the following are some of the barriers:

Barriers to participation

- Women are not seen as leaders
- Family background of women, the upbringing (gender roles)
- Attitudes (men are superior than women)
- Women looking down upon other women (PHD)
- Self esteem (not confident of yourself as a woman)
- Lack of capacity building and knowledge
- Demands of household chores for women (dual roles that women plays, gender roles)
- Lack of understanding and knowledge
- Media portrayal
- Lack of support
- Male domination

The conclusion from this exercise was that such factors discourage women from participating in political decision making. The situation can be changed by capacitating and giving women leadership skills.

Transformative leadership

Participants' defined management as the art of getting things done through other people in order to achieve organisational goals and objectives whilst leadership is the ability to influence followers. Management involves four main principles which are planning, controlling, leading and organising. As management requires skills, it is not always the case that all leaders can be managers.

What do communities expect from their leaders	How can communities contribute to good leadership	What are problems associated with leadership
<ul style="list-style-type: none"> • Service delivery • Economic Development • Transparency • Accountability • Report back • Honest • Accountability • Problem solving • Supervisory skills • Team builder • Planner • Confidence • Must have a vision (dreamer) • Implementer • Wisdom 	<ul style="list-style-type: none"> • Listen to their problems • Come up with solutions • Active involvement of participation of community members • Meetings and campaigns • Giving feedback 	<ul style="list-style-type: none"> • Corruption • Abusive • Inaccessible as a leader • Attitudes • Dictator • False pretences • Arrogance • Greedy • Prioritise

Participants again were given exercises to do in groups on practical and strategic gender needs, gender blind, gender neutral and gender aware policies, gender mainstreaming, sex disaggregated data and gender budgeting.

They defined practical gender needs as - Participants defined practical needs as immediate and basic needs for survival e.g. food, water, Shelter, clothing and money

Strategic gender needs were defined as - Long term needs that needs planning e.g. Vuv kitchen soup project – welfare of volunteers, sustainability of feeding scheme, and monitoring of the ECCD programme.

On gender mainstreaming is implicating and planning for both women and men to benefit equally. It also looks at issues of gender and incorporating gender into your work.

Participants came with the following points:

- Putting gender issues in things you are doing.
- Men are more satisfied with service provision than women.
- There is a need to mainstream gender for both men and women at local level.
- The municipality has a task to address women on service provision
- As women are not covered on the services there is a need to incorporate gender in all policies at Vuvulane town.
- Women are lowly represented in top positions while men dominate top management positions.



Expressing a point the Mayor Mr Bernard Nxumalo during Mankayane stage 5 workshop

The council rated itself using an institutional score card to measure how gender sensitive is based on the current situation (situational analysis report). The scorecard can be used as baseline data against which councils can measure the progress and can be used at a later date. From the ratings that were given, the average score came out to be 17% and it was clear that there are gender imbalances in the council as the rating indicated big gaps in all areas. This implies that council was not mainstreaming gender in its activities as they are supposed to do.

In conclusion, participants engaged in a very meaningful way in all of the activities and practical work and group exercises which ensured that the workshop was participatory. The use of group work proved to be an effective training method. There was much interaction, debates throughout the workshop, the participants felt free to express their views.

Mankayane Town Board Gender Management Systems

Mangwaneni ward is the first priority. The area needs to be visited frequently. The area also needs to be taken care of especially on issues of cleanliness. It is the responsibility of the legislators and the management together with the AMICAALL team.

Issue of gender management system participants discussed that Plans and programmes that would address issues of gender must be put in place.

Councils resolved the issue of electing a Gender Champion could be done with the new board as 2012 is their last term in office.

The GC will work closely with the FP and Gender Links.

Outcomes

- Gender mainstreaming – taking account of both women and men in plans and activities of councils by giving them equal opportunities.
- Issues concerning women are often ignored; there is a need for a gender policy development and capacity building strategies of training the community on gender issues.
- Adapt SADC Protocol on gender and development.
- Eliminate and advocate for a gender based violence free world.
- Gender Links to sensitize Mankayane (Mangwaneni) on GBV and HIV rates are very high.
- An increased knowledge and awareness on mainstreaming gender at the local government level through on the training on key gender topics like gender analysis and budgeting, media literacy and transformative leadership.
- The council must ensure that provided recreational facilities give equal opportunities for men, women and the youth.
- In order to balance gender there is a need to capacitate men on gender issues, especially because they are still stereotypical on issues of culture.
- Mankayane Town should provide recreational facilities for the youth.
- It is the responsibility of the councillors to assist the community to do voluntary work.
- Mankayane is one of the towns with highest level of poverty.
- Youth is more involved in sex and alcohol practices because there is not enough they could do.
- The Town Board will have to make a supplementary budget for this action plan because the annual budget has been done already.

Presentations were seen done by both management and councillors of which is good that the information is balanced. We have seen the hidden talent on presentations.

Way forward

- Council and management to go through action plans and start implementation of some of the activities.
- To fast track the social centres and recreational facilities in order to reduce the high rates of GBV and HIV (Mangwaneni). Gender Links to partner with Mankayane Town Board in these issues.
- Involve Mankayane community in activities especially in sensitizing and gender mainstreaming.
- Awareness raising for perpetrators of GBV on ending gender based violence in Mankayane.
- The Board is responsible to ensure that the plan is adopted.
-

Closing remarks

The chairperson Mr Bernard Nxumalo thanked Gender Links for such a powerful and encouraging workshop. He said on behalf of councillors they are committing themselves that the LG and GBV plans would be adopted and implemented.

Annexes

Annex A: Programme

**MANKAYANE TOWN BOARD
GLOBAL VILLAGE
13-15 JUNE 2012**

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE: TUESDAY 13 JUNE 2012			
8:00 – 8:30	Registration	30 min	GL
8:30 – 8:45	Opening	15 min	MANKAYANE
8:45 – 9:00	Introductions and objectives Expectations from participants Eyes and Ears	15 min	GL and PARTICIPANTS
Gender policy and planning concepts			
9:00 – 10:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies Group work (role plays)	1 hr 45 min	GL and PARTICIPANTS
10:45 – 11.00	<i>TEA</i>		ALL
11.00 – 12.00	Gender disaggregated data	2 hours	GL/PARTICIPANTS
12.00-13.00	Gender budgeting		GL/PARTICIPANTS
Gender and the economy			
12.00 – 13.00	The unwaged work of women		GL
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:30	Care work	1 hr 30 min	GL/PARTICIPANTS
15:30 – 15:45	<i>TEA</i>		
15:45 – 16:45	Care work continues Group work (role plays)	1 hour	GL/PARTICIPANTS
DAY TWO: 14 JUNE 2012			
8:00 – 8:30	Reflections, Eyes and ears		
Local Economic Development			
8:30 – 10:45	Gender and local economic development Strategies for local economic development	2 hrs 15 min	GL/PARTICIPANTS
10:45 – 11:00	<i>TEA</i>		
Sustainable Development (Climate Change)			
11:00 – 13:00	Definitions / background Impact of climate change on gender Group work (role plays)	2 hours	GL/PARTICIPANTS
13:00 – 14:00	<i>LUNCH</i>		
Gender Based Violence			
14:00 – 15:30	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue Group work (role plays)	1 hr 30 min	GL/PARTICIPANTS
15:30 – 15:45	<i>TEA</i>		

DAY/TIME	ACTIVITY	TIME	WHO
15:45 – 16:45	GBV continues	1 hour	GL/PARTICIPANTS
16:45	CLOSURE		
DAY THREE: 15 JUNE 2012			
8:00 – 8:30	Reflections, Eyes and ears		
Developing a Gender Action plan			
8:30 – 9.30	Exercise: Key gender issues in local government	2 hours	PARTICIPANTS
9.30- 10.30	Developing a gender and GBV action plan		PARTICIPANTS
10:30 – 10:45	<i>TEA</i>		
10:45 – 13:00	Developing a gender and GBV action plan	2 hrs 15 min	PARTICIPANTS
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:30	Developing a gender and GBV action plan	1 hr 30 min	PARTICIPANTS
15:30 – 15:45	<i>TEA</i>		
Prioritising the action plans			
15:45 – 16:45	Prioritising the action plans	1 hour	PARTICIPANTS
16:45	CLOSURE		
8.30-10.30	Review of action plan	2 hours	PARTICIPANTS
10.30-11.00	<i>TEA</i>		
11.00 -12.00	Agreement on gender task team to finalise plan	1 hour	GL/PARTICIPANTS
12.00-13.00	Closure, way forward and agreement on how the plan is to be adopted	1 hour	MANKAYANE

Annex B: Attendance list

VENUE: ASSEGAI INN

DATE: 05 JUNE 2013

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
1. Bongani Dlamini	M	Hlatikulu town board	Town clerk	22176591	22176135	
2. Joseph Dlamini	M	Deputy mayor	Cllr	76044151		
3. Sbongile Mazibuko	F	Hlatikulu town board	Cllr	76076114		
4. Welcome Dlamini	M	Hlatikulu town board	Supervisor	76419129		
5. Tenele Dlamini	F	AMICAALL	SCS	76279302	22176135	teneory@gmail.com
6. Siza Sifundza	M	AMICAALL	Youth mentor	76148066	22176135	
7. Mlungisi Maphalala	M	Sibetsamoya	Indvuna	76530384		
8. Hezekiel Siyaya	M	Hlatikulu town board	Cllr	76058391	22176135	
9. Buyisile Makhanya	F	MSF	HTC Supervisor	76368790		buyisilemakhanya@gmail.com
10. Muntu Lukhele	M	Magele area	Indvuna	76048692		
11. Ncamiso Mmema	M	Hlatikulu town board	MAPM	76284627	22176135	ncamisommema@yahoo.com
12. Thandokuhle Dlamini	M	Gender Links	Programme assistant	76353820		swazilandintern@gengerlinks.org.za
13. Ncane Maziya	F	Gender Links	Country manager	76240486		swdlocalgvt@genderlinks.org.za

Attendance statistics by gender

Females	4	31%
Males	9	69%
TOTAL	13	100%

DATE: 06 JUNE 2013

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
Buyisile Makhanya	F	MSF	HTC Supervisor	76368790		buyisilemakhanya@gmail.com
Jabulani Khumalo	M	Hlatikulu town board	Intern	76342248		
Welcome Dlamini	M	Hlatikulu town board	Supervisor	76419129		
Ncamiso Mmema	M	Hlatikulu town board	MAPM	76284627	22176135	ncamisommema@yahoo.com
Tenele Dlamini	F	AMICAALL	SCS	76279302	22176135	teneory@gmail.com
Siza Sifundza	M	AMICAALL	Youth mentor	76148066	22176135	
Aaron Dlamini	M	Magele	Indvuna	76211515		
Joshua Lukhele	M	Magele area	Indvuna	76048692		
Sbongile Mazibuko	F	Hlatikulu town board	Cllr	76076114		
Petros Khumalo	M	Hlatikulu town board	Cllr	76117625		petroskhumalo@yahoo.com
Mlungisi Maphalala	M	Sibetsamoya	Indvuna	76530384		
Thandokuhle Dlamini	M	Gender Links	Programme Assistant	76353820		swazilandintern@genderlinks.org.za
Ncane Maziya	F	Gender links	Country Manager	76240486		swdlocalgvt@genderlinks.org.za
Hezekiel Siyaya	M	Hlatikulu town board	Cllr	76058391	22176135	
Bongani Dlamini	M	Hlatikulu town board	Town clerk	22176591	22176135	
Nonophile Dlamini	F	Swaziland Royal Police	Police officer	76241983	22176223	
Samkeliso Nkambule	M	Swaziland royal police	Police officer	76631548	22176223	
Joseph Dlamini	M	Deputy mayor	Cllr	76044151		

Females	5	28%
Males	13	72%
TOTAL	18	100%

Annex C: Gender action plan

COE GENDER PLANNING FRAMEWORK FOR LOCAL COUNCILS – Mankayane

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
GENDER POLICY FRAMEWORK										
Increase council’s level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	There is still low levels of awareness because of our cultural diversity	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation of men and women to democracy, good governance and citizen participation.	Equal participation and representation of men and women to democracy, good governance and citizen participation	Have programmes like workshops, campaigns, capacity building in community members	Affirmative action in recruiting especially in higher positions female e.g. CEO’S	local authority (town clerk together with councillor s) and government			2012-2013	E 1000.00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
Ensure that there is a gender policy in the council and it is implemented.	There is need for a gender policy to be developed	Laws and policies put in place to enable women to have equal opportunities with men to participate	Policy in place	Lobby with M.P's for national laws and policies. T.B to develop internal policies.	Policy implemented.	Mayor and Town Board			2012-2013	
Gender issues are given a high political profile by the Council and has a political champion	Gender issues have low political profile and no gender champion in place.		High political profile and identification of gender champion	Raise levels of gender sensitivity and elect a gender champion.	High political profile and champion at work.	Town Clerk and Town Board			2012	
GOVERNANCE										
Representation										
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	1 out of 5 councillors.	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	50% representation of women and 50% of men in council.	Gender campaigns during elections and capacity building in citizens.	Gender awareness after elections.	Town clerk and AMICAAL L			2012-2015	
To ensure that women are equally represented in leadership positions in the Council.	The only woman present is the chairperson.	Policies, strategies, and programmes for building capacity of women to	Equal representation in leadership positions	Gender campaigns during elections and capacity building in	Gender awareness after elections	AMICAAL L and gender champion			2012-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		participate effectively through leadership and gender sensitivity training and mentoring.		citizens.						
To educate communities and raise awareness about the importance of women's equal representation in local councils	There was no campaign held yet.	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	Equal representation of men and women in local councils	Raise awareness by educating communities on being gender responsive	Equal representation of men and women in local councils	Amicaal and Champion			2012 - 2015	
Political participation										
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	Is there a multi-party women's caucus? There is multi-party	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	none	none	none	none			none	
	Has any networking been done with other women's caucuses?		none	none	none	None				

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
To empower women councillors to advocate for gender equality	Has there been a skills audit? What kinds of skills exist?	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	none							
	What training has already been done?		No training yet	Capacitate/ advocate for gender equality through training, workshops and campaigns	Women councillors in the next elections.	Council and AMICAAL L			2012-2015	
To empower men on gender issues and mobilise their support.	NO TRAINING	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Trained men	Organise training, workshops and dialogues.	Trained men	Council and AMICAAL L			2012-2015	
	No dialogues		Dialogues held.							
Public participation										
To ensure that women and men participate equally in local government and community matters	There are no wards in Mankayane.	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	50% women represented in wards	Establish formal wards and form committees	Women and men participate equally.	Town Clerk and Town Board.			2012-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	There is no disaggregated data	Women and men participate equally in all governance structures.	Gender disaggregated statics in place	To collect data during consultative meetings.	Gender disaggregated data	Town Clerk and AMICAAL			On going	
	Workshops with men's groups have never been done	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Workshops held	Organise workshops for men	Trained men	Council/ AMICAAL			On going	
PLANNING										
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	The Council's strategic plan is not gender aware.		Gender awareness	Include men and women in strategic plan	Gender awareness	Council			2012-2015	
To ensure that women are consulted about their needs when drawing up Council plans.	Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into	Equal participation of women and men in policy formulation and implementation of economic policies.	Both men and women involved	To consider men and women's ideas.	Gender awareness	Council			2012-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	account in the plan? Not yet									
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES										
Local economic development – The economy and job creation										
To facilitate access to equal employment opportunities	Is there gender disaggregated data on jobs created through Council activities? no	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Equal employment opportunities	Develop a gender policy and take affirmative action.	Equal opportunities	Town Clerk and Town Board			ongoing	
To provide gender aware support to the informal sector	There is no gender awareness in the informal sector.	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurs hip; take into account the contribution of women in the formal and informal sectors.	Gender aware support provided in the informal sector	Mobilise community and sensitise them on gender awareness in trade and informal sector.	Gender aware	FP, GC, Town Clerk and Board			Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	The council have financial schemes and influence over other schemes to assist LED.	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Financial assistance available	To continue and maintain and to make it gender aware.	Equal access to financial resources.	Town Board and AMICAAL			Ongoing	20 000.00
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	The council has influence over technology schemes to assist LED but they are not gender aware.	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Technology schemes available.	Mobilise more stakeholders to provide technology services in Mankayane . To develop technological skills with the community and encourage them to use the available	Equal access to technology services available to both males and females.	Full Council Board			2012 - ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
				technology services.						
Procurement										
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	There is no proportion of council tenders went to women and there is no system in place to redress these gaps.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Procurement policy in place	To encourage both men and women to take part in tenders available and to have a policy in place to redress the gaps.	Both men and women benefit equally from the procurement process.	Town Board			ongoing	
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT										
Ensure that the council understand the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change	The council is aware of Climate change but there is no gender aware audit done of climate change.	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Taking steps in addressing the negative impact of climate change.	To take steps to address the negative and to do an environmental audit.	Audited environment in Mankayane .	Town Clerk and the Board			2013-2015	100 000.00
To involve women, as key stewards of the environment, in environmental preservation	There are no policies and plans.	Equal participation of women and men in policy formulation and implementation	Policy and plan in place.	To have men and women develop policies and plans for "going	Policy and plans in place	Focal person, Town Clerk and Board			2012-2014	2000.00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		n of economic policies.		green"						
To involve women in projects and green business ventures, e.g. waste management.	There are no green business ventures in Mankayane.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Women involved	To involve women and men in green business ventures.	Green business ventures available	Town Clerk and Town Board			2012 ongoing	5 000.00
To take into account the needs of women in emergencies and disasters	Disaster management plan is not available but it is budget for.	Policy measures to ease the burden of the multiple roles played by women.	Men and women needs catered for.	To develop an engendere d disaster management plan.	Plan in place	Town Clerk, Management and Town Board			2012-2013	
INFRASTRUCTURE										
Housing										
To promote the equal rights of women to land tenure	A large proportion of stands are owned by women in Mankayane (approximately 60%)	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Policy in place and collected data.	To develop policy, collect data and analyse.	Policy in place	Town Clerk and Board			2012-2014	
	There is no specific policy but there is a sectional title from the Ministry of Housing.	Laws and policies: review all policies and laws that determine whether women can	Policy in place	To develop policy, collect data and analyse.	Policy in place	Town Clerk and Board			2012-2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		access, control, and benefit from, productive resources. Especially with regard to Water and property rights; Land tenure;								
Do women have equal access to housing?	There is no equal access for women in housing and there is no consultation process existing in residential design.	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Equal access to housing for both males and females.	Lobby with MoHUD and on developing housing schemes in Mankayane .	Equal access to housing	Town Clerk and Board			ongoing	
Water, sanitation and electricity										
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Services of water and electricity, refuse and waste management are available.	Laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from,	Services available	Continue providing services of water, electricity, sanitation, refuse and waste management.	Services available	Town Clerk and Town Board			ongoing	
	Strategic plan		Stakeholders	Annual	Implement	Town			2012-	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	consultation through the ministry.	productive resources. Especially with regard to Water and property rights.	meetings held	review of Strategic planning and budgeting meetings Consultation meetings with stakeholders	ation of projects	Clerk Full board			2015	
	There state of service delivery is average.		Satisfactory service delivery	Find source of funding.	Satisfactory service delivery implemented.	FP, Town Clerk and Full Board			2012-2015	
HEALTH										
Ensure health facilities are accessible to women	There are no mobile clinics but there is a government hospital that provides the mobile clinics and does the services in the communities.	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Health facilities accessible	To ensure that there is a mobile clinic in the council's activities.	Mobile available	FP,GC and Board			ongoing	
HIV AND AIDS AND CARE WORK										
Prevention										
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic	There is a disaggregated data.	Collect and analyse baseline data against which progress in achieving	Gender disaggregated data available.	Monitoring of data	Data monitored	FP (AMICALL) Gender Champion and			Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
in the Council.		targets will be monitored.				board				
To run gender-aware prevention campaigns	Differences and power relations are emphasised between women and men in Mankayane.	Develop gender sensitive strategies to prevent new infections.	Campaigns conducted	To conduct campaigns on gender aware prevention	Campaigns conducted	F.P and council			ongoing	
	Do prevention campaigns emphasise the dangers of multiple concurrent partners? Yes									
	Is the female condom available? If so where? yes in strategic places									
To ensure that messages of generational sex and multiple partners are addressed	Council has had awareness campaigns and has also partnered with other organisations in campaigns. Has the municipality actively participated and promote the 16 Days Campaign in	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women	Key themes/messages available	Have dialogues and workshops for all stakeholders.	Themes/messages passed on to all stakeholders.	FP and Board			ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	the past?	constituting the majority of those infected and affected by HIV and AIDS.								
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS? None.	Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	Awareness campaigns conducted	To have dialogues and workshops to train our people.	Awareness campaigns conducted	FP and Board			Ongoing	
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis	PEP readily available at all health e.g. the nearest government hospital.	Ready access to post exposure prophylaxis at all health facilities to reduce the	Available of facilities.	To encourage women to use the available facilities	Available facilities	FP and Board			Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
(PEP) and emergency contraception in the event of a sexual assault.		risk of contracting HIV.								
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	The percentage of men is 40% and 60% are women.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Both men & women voluntarily testing	To keep encouraging them to test. Make opportunities for all to test at strategic points	People willingly go for testing	FP and Board			Ongoing	
Treatment										
To address unequal access to treatment; especially inhibitions by men to accessing treatment	What proportion of women compared to men access free treatment? Free to all	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Free treatment for all	To make sure free treatment is available for all.	Free treatment	FP and Board			ongoing	
Care										
Ensure that the council addresses the gendered dimensions of care work	What proportion of care givers in the community are women? 1:10	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and	Equal participation of both men and women	To mobilise and sensitize both men and women to participate.	Equal participation	FP and Board			Ongoing	
	Care givers do not receive remuneration.									
	Training and hampers and financially									

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	empower them.	the psychological support for care givers as well as promote the involvement of men in the care and support of people living with HIV and AIDS.								
	Care givers receive training on HBC, PMTCT, LL, TB									
	Are there any efforts to involve men in care work? No.									
Social development										
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	What kind of work is/ has been done with women's groups? Nothing has been done.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Sporting facility available to all.	To add available facilities, e.g. stadium, youth centre, golf course, etc.	Sporting facility available	Clerk and Board			Ongoing	
	Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive? No.		Training materials available	To engage the stakeholders like churches to develop materials and train people on parenting.	Available material.	GC, Church Rep. and Board			2012-2015	
GENDER SPECIFIC PROGRAMMES										
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE										

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
Prevention										
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	What are the current statistics on GBV in the municipality? Data available.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Halved gender violence	To keep up-to-date statistics. To train people on social skills.	Less or no violence.	FP and Board				
		Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.				FP and Board				
Public awareness campaigns										
To educate communities to challenge and eradicate gender based violence.	How has the municipality participated in awareness campaigns in the past? Has the municipality actively participated and promote the 16 Days Campaign in the past? No	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	Skilled people.	Teach/train people on how to solve life problems.	Less or no violence	FP and Board			2012 - 15	
		Ensure the inclusion of								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		men in all gender related activities including gender training and community mobilisation.								
Response										
To implement actions that are effective in responding to GBV in your council	What is the state of street lighting in the municipality? unsatisfactory	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Adequate lighting system	To maintain and add new lights in town	Safety and security	Clerk and Board			Ongoing	
	Are any of the police stations within the municipality equipped (private room, female officers etc.) to deal with cases of GBV? Yes.	Specialised facilities, including support mechanisms for survivors of gender based violence.	Private rooms and female officers available	To work with the commander to ensure specialised facility.	Willingness to report cases.	Clerk and GC.			Ongoing	
		Community sensitisation programmes regarding available services and resources for survivors of								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		gender based violence.								
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.								
Support										
To implement a plan and actions that supports survivors of GBV	How many places of safety and care are there within the municipality? Police, swagga, amicaall, churches, prison, hospital (six)	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	Survivors supported and helped	To continue working with all stakeholders involved	Peace and stability in town	FP, GC and Board			Ongoing	
	How many counselling facilities are there within the municipality? six									
	What publications and information		Informed people	To continue disseminating info and find new	Informed people	FP, GC and board			Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	exists on where to get help, and how is this being disseminated currently? Thru library, Police, Swagga, amicaall, Town Board Offices, Churches			methods, e.g. newsletter.						
Coordination										
To ensure that efforts to address GBV are conducted in a coordinated manner	Is there a multi sector committee for addressing GBV in the local council? Yes, MHT.	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	GBV issues addresses fairly	To address all GBV issues thru working with all relevant stakeholders	Skilful people in addressing GBV issues.	FP GC and Board			Ongoing	
Budget allocation										
To ensure that Councils commit budget and resources to addressing GBV	Is there a budget line for addressing GBV in the Council? Yes.		Funds committed.	To increase funds committed to this endeavour	Addressed GBV issues	Clerk and Board			Ongoing	
Monitoring and evaluation										
To ensure that efforts to address GBV are monitored and evaluated		Collect and analyse baseline data against which progress in achieving	Monthly Evaluation Reports available	To compile reports on monitoring and evaluation concerning	Reports available	FP, GC and Board			Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
		targets will be monitored.		GBV						
Best practices										
To showcase best practices to end GBV			Best practices in place	To remind ourselves of our core values and encourage community to accept one another	No violence	Clerk, FP, GC and Board			2012 ongoing	
EMPLOYMENT PRACTICES AND ENVIRONMENT										
To increase the representation of women employed in the council.	What steps have been taken to prioritise gender equity in performance plans? None.	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	50/50 representation of both men and women	To develop a policy that will help to be gender aware.	Equal representation	Clerk and Board			2012-2015	
	What are the current gender statistics of employees in the municipality? What % men and women occupy management positions – what is the	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the	Equal opportunities given to men and women.	Establish internal policies and lobby with Parliamentarians to make relevant laws	Policies and laws in place	FP, GC and Board			2012-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	breakdown per department? 8 women, and four men. 2 for finance and the rest for Personnel department.	economy.								
	Who is responsible for ensuring that targets are met? Is this included in their contract? Clerk and to be included.			To include it to targets set out for the Town Clerk						
	Has any work been done in this area? Not yet.									
	Have the unions been approached? No union formed.									
Selection and recruitment										
To ensure that the recruitment and selection process offers equal opportunity to women.	What kind of employment equity plan is in existence? None	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from	Equal opportunities given	Specify in every advert that both men and women are welcome to apply.	Equal opportunities given	Clerk and Board			2012 - 2015	
	What are the targets for ensuring		50% representation in recruitment	To consider both sexes as equally	50% representation	Clerk & Board			2012 - 2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	women's equal representation at all levels? No targets set yet.	participating meaningfully in all spheres of life and create a conducive environment for such participation.		competent for every job opportunity						
	Has gender been incorporated into policies and processes? yes	Eradication of occupational segregation and all forms of employment discrimination.								
	Are women and men paid equally for the work they do? Yes.	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and								
	What is the policy on maternity leave? There is policy for both men (3wks) and women (3months)	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
Capacity building										
To ensure that training is done to educate all employees and community groups on gender	What training has already been done? Training counsellors on GBV	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Training for all groups done	To run trainings for all groups on GBV	Trained people	FP, GC and Board			2012 ongoing	
Work conditions and environment										
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continued to be the main responsibility of women.	What childcare facilities are currently available? 3 Social care centres	Provide protection benefits for women and men during maternity and paternity leave.	Availability of the facility	Improve the centres to accommodate people with different needs	Easy parenting and greater work production	FP and Board			Ongoing	
	Is there any such arrangement currently? Yes.	Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by								
	Has this issue ever been addressed? How? Yes by availing care									

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	centres and where food is provided and care given.	women.								
	Are there any such programmes? yes									
	What crèche facilities exist? In the three centre									
Address issues of sexual harassment in the council.	Is there a sexual harassment policy in existence? Yes.	Enact legislative provisions and implement policies, strategies and programmes that define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.	Policy in place	Ensure policy is being followed	No sexual harassment	Clerk GC and Board			Ongoing	
	What kind of safety measures are in place currently? None.									
GENDER MANAGEMENT SYSTEM										
Gender structures										
To establish structures that constitute the gender machinery and	Has any work been done in the establishment of structures?	Establish and strengthen structures to enhance gender		To establish a committee to consider issues of		FP, clerk			2012-13	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET	
to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	No yet.	mainstreaming.		gender in management							
	Is there a committee in Council responsible for gender? no										
	Has a gender technical task team: comprising the GFP has been formed? No										
	Have gender focal points been established in all departments? Have TOR been drafted? No				TOR to be drafted for the committee	Draft in place	FP Clerk			2012-13	
	Has a gender specialist been recruited? Not yet										
	Has gender been written into the performance agreements of senior managers and GFP? No										
	Is the GMS known, has it been			GMS known	To publicize all important		Clerk and FP, GC				

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	PROGRESS	FUTURE ACTIONS	TIME FRAME	BUDGET
	publicised? Not yet			policies and documents.						
Budget, monitoring and evaluation										
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	Does sex disaggregated data exist? Is it applied? Yes but not applied.	Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Data applied	To continue collecting data and applying	Data available	FP, GC and Clerk			ongoing	
To ensure that resources are being allocated to gender priorities.	Are there direct or budget allocations for advancing gender equality? There is budget for GBV.	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	Budget available	To ensure that there is budget every year to address GBV	Funds committed	FP and Board			2013/14	
	Do women and men benefit equally from budget allocations? No.		Equal benefit	To make our budget to be gender aware	Gender aware budget	Full Board			2013-14	

Annex D: Workshop Evaluation

Total No. of returned forms: 8

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN		7	1		
2. PROGRAMME CONTENT	1	5	1	1	
3. DOCUMENTATION		6	1	1	
4. FACILITATION	3	3	2	1	
5. GROUP WORK	3	4	1		
6. OUTPUTS	2	4	2		
7. OUTCOMES AND FOLLOW UP PLANS	2	5	1		
8. LEARNING OPPORTUNITY	1	7			
9. NETWORKING OPPORTUNITY	3	2	2	1	
10. ADMINISTRATIVE ARRANGEMENTS	1	5	2		

Comments

1. Which session did you find most useful? Why?

- Key gender concepts and gender budgeting - They explicitly define gender and importance of equally participate in decision making.
- Transformative Leadership because now I can differential between a person that has leadership quality to that person of management quality. It is an indication that nothing is impossible if you are determined to what you want to do (power within). Women should stand for their rights.
- Gender mainstreaming and gender planning concepts it differentiates gender practicals and gender needs.
- GBV it is a critical issue affecting most people especially women and children.

2. Which session did you find least useful? Why?

- None because all of the sessions are an eye opener to me.
- None its just most of the modules just concentrate on empowering women.

3. How will you apply what you have gained from this engagement?

- Civic Education at our local level either at work place or at community level
- Gender management systems and gender action plan
- Apply it at home first, community meetings and at work
- By conducting meetings, workshops/training with community
- By conducting dialogues with communities to disseminate the information
- As a woman I will encourage other women and support them in the fight against GBV.

4. Any other comments?

- Thank you to Gender Links for being identified for such programme
- Gender equity and equality must be encouraged

- Gender Links concepts must be introduced to Chiefs, tinkhundla centres, regional administrators and parliament so the whole country (people) benefit and buy-in the whole motive behind the campaign.