

REPORT ON THE BUSINESS UNUSUAL WORKSHOP LINKED TO SADC PROTOCOL AND SOCCER 2010

7-11 DECEMBER 2009

JOHANNESBURG, SOUTH AFRICA



Synopsis

This report covers the key activities and outputs of the regional Business Unusual workshop linked to Soccer 2010 and the SADC Protocol on Gender and Development. The workshop which brought together 20 journalists from 10 SADC countries was conducted by Gender Links in collaboration with the Zimbabwe Women Resource Centre and Network (ZWRCN). The ZWRCN is the lead organisation of the Economic Justice cluster of the SADC Protocol Alliance.

The SADC protocol on Gender and Development which was signed in August 2008 has given the Gender Links Business Unusual project impetus as the organisation continues to forge ahead with its efforts to ensure that gender equality is achieved in all aspects of women and men's lives.

The upcoming Soccer 2010 event has also provided a fresh angle to the gender and economic justice discourse. One of the overarching themes of the workshop was "economic opportunities presented by 2010 and the gendered dimensions thereof."

The workshop was conducted from the 7th -11th of December 2009 with support from Diakonia. Since the workshop took place in the middle of the 16 days of activism, participants took part in some of the campaign activities including cyber dialogues.

This workshop was a follow on the Business Unusual workshops conducted in the region between 2005 and 2009. As such most of the participants in this workshop had participated in previous workshops in their respective countries.

The main mode of discussing issues was through panel presentations and field visits.

The full programme of the workshop is attached at **Annex A**. A list of participants is attached at **Annex B**. A Summary of evaluations of the workshop is attached at **Annex C**.

Gender Links Editor Deborah Walter facilitated the workshop with support from Gender Links Francophone Editor Marie Anick Savripine. Gender Links Media Training Manager Sikhonzile Ndlovu coordinated the workshop.

Objectives of the workshop

- Enhance the work of the economic justice cluster of the Gender Protocol Alliance by linking it to the network of regional economic reporters
- To publicise the economic justice provisions of the Protocol and demonstrate its application using the 2010 example as part of the broader advocacy campaign.
- Strengthen the network of BU reporters
- To provide backstopping for follow up reporting and development of best practices for the 2010 Gender and Media Summit

Background

Over the period 2005-2009, Gender Links has run a series of workshops on Gender, the Economy and the Media in the Southern African Development Community (SADC). These workshops which were conducted in 11 countries saw over 120 journalists being trained in covering economic stories from a gender perspective. The economy is an area in which gender consciousness is especially weak. Despite the enormous role that women play in the economies of all Southern African countries, their contribution remains undervalued and invisible.

The business unusual training project covers the whole spectrum of gender and economic concerns, including gender and the macroeconomic environment, development; planning budgets; work; trade; enterprise and globalization. Exposing business and economic reporters to key decision makers and entrepreneurs, the course included the production of a supplement.

In 2008, Gender Links formed a special network of economic reporters drawn from all 11 SADC countries where BU workshops have been conducted in the past. These were brought together and participated in the 2008 Gender and Media (GEM) Summit. This group of participants worked and produced a special GEM Summit 2008 Edition. These participants have also contributed to the book Business Unusual, Gender and the Economy.

The SADC protocol provides a framework for Gender Links to continue its fight for gender equality in the region.

Outputs

- 20 journalists from across the region trained to understand the economic provisions of the gender protocol.
- 20 articles on gender and the economy written during the workshop.
- 40 in-depth investigative articles on gender and economic justice to be written post training and showcased at the fourth Gender and Media Summit in August 2010
- Case studies for the GL Virtual Resource Centre for trainers.
- Photos for the GL Resource Centre

Outcomes

- Journalists who are able to link the economic provisions of the protocol with major events such as 2010
- Building strong links between the media and protocol alliance
- Quality of gender and economic reporting strengthened with more economic journalists being gender sensitive

INTRODUCTION

Framing the issues: Economic Provisions of the SADC Protocol

By Naomi Chimbetete: Director Zimbabwe Women Resource Centre and Network



Naome Chimbetete Director ZWRWCN making her presentation

Women have been a traditionally marginalised group whose contribution to the family's well being mostly goes unnoticed and unappreciated by society. Their duty has been to look after children and other domestic responsibilities. This is despite the fact that women have made significant economic contributions in many societies in both rural and urban settings.

It has to be noted that there is also a relationship between economics and levels of domestic violence. Many women who are economically dependent on their husbands have had to stay in violent relationship because of financial insecurities. Where there are no other alternative sources of income, women opt to stay in these relationships.

Conversely, women who are financially independent sometimes are ostracized by society which has not fully accepted this paradigm shift. Some even experience abuse by their partners/spouses who continuously want to exploit their resources and make them submit to them.

The SADC Protocol has set targets that are meant to address the gender imbalances in the economic sector and society at large. These are outlined in articles 15 to 19 of the policy document

Article 15: Economic policies and decision making

Ensuring that women and men participate equally in policy formulation and implementation is a key step towards ensuring that women become involved in all aspect of economic decision making. Often times women are not major players in

this area thereby comprising whatever gains have been made in ensuring that women venture into business.

Article 16: Multiple roles of women

Women often play dual roles in society. First they have to cater for the domestic needs of their families, something which almost always negatively impacts on their ability to execute their duties in the business world and professional worlds. The fact that most women are making positive contributions to the professional world often goes unnoticed.

Article 17: Economic empowerment

1. Policies and laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship taking into account women's contribution to the formal and informal sectors
2. Make trade and entrepreneurship policies gender responsive
3. Introduce measures to ensure that women benefit equally from economic opportunities including those created through public procurement processes

Article 18: Access to property and resources

Review all policies and laws that determine access to, control of, and benefits from, productive resources by women in order to

1. End all discrimination against women and girls with regard to water rights, and property such as land and tenure of.
2. Ensure that women have equal access and rights to credit, capital, mortgages, security and training as men
3. Ensure that women and men have access to modern appropriate affordable technology and support services

Article 19: Equal access to employment and benefits

1. State parties shall, by 2015, review, amend enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.
2. State parties shall review legislation to ensure:
 - Equal pay for equal work and equal remuneration for jobs of equal value for women and men
 - The eradication of occupational segregation and all forms of employment segregation
 - The recognition of the economic value of, and protection of persons involved in agricultural and domestic work and
 - The appropriate minimum remuneration of persons engaged in agricultural and domestic work
3. State parties shall enact and enforce legislative measures prohibiting the dismissal and denial of recruitment on the grounds of pregnancy or maternity leave.
4. State parties shall provide protection and benefits for women and men during maternity and paternity leave.
5. State parties shall ensure that women and men receive equal employment benefits irrespective of their marital status including on retirement.

These provisions can be achieved if:

- Gender is integrated in all planning: restrictions against women removed
- There is gender aware budgeting and allocation of funds/resources
- Women become involved in key decision making initiatives/positions: Policy making structures and programmes.
- Level the economic playing field: Affirmative action to encourage women/girls to venture into business
- There is support to meaningful interventions
- Women's work is valued
- Capacity building for business women e.g. training to manage businesses and do value add to their products.
- Partnerships between business women at both country and regional level.

FACILITATOR: EXPECTED OUTPUTS FROM PARTICIPANTS

The workshop coordinator highlighted what is required from participants by the end of the training workshop.

1. Each participant should write and submit a story by Friday the 11th of December, the last day of the workshop
2. Each participant to submit two project proposals highlighting what stories they would work on after the workshop. The stories should have a link to the economic provisions of the protocol and also focus on Soccer 2010.
3. Participants to submit photographs taken during field work.

FACILITATOR: GENDER AND SOCCER 2010, AN OVERVIEW, PROBLEMS AND POSSIBILITIES

The soccer 2010 event presents numerous opportunities for women in business. The event is likely to change the economic landscape significantly. This will not be limited to South Africa but other neighbouring countries in the region.

There are numerous business opportunities that exist in the following businesses:

Hotel and Tourism industry

As soccer fans descent on the continent, the hotel industry will witness a boom in business. Media reports indicate that this industry will benefit significantly with most of the country's top hotels and holiday resorts already fully booked. Even small businesses such as township home-stays popularly known as BnBs (Bed and Breakfasts) are set to benefit. Accommodation costs will also soar as businesses try to maximise on the event.



The tourism industry also stands to witness a boom. As soccer fans come in, they are likely to visit tourist places of interest. Tourist towns such as Cape Town which has the magnificent green point Stadium is among these.

Closely linked to tourism is tour operating. Township tours are particularly popular with tourists. Townships such as Johannesburg's Soweto and Cape Town's Gugulethu and Khayelitsha are examples of popular townships.

Transport sector

This benefit will be seen in both ground transport and air transport. Airlines will bring in thousands of people who would be coming to support their teams. Local transporters will on the other hand ensure that these people get to various soccer stadia and other areas of interest. Already there are indications that airliners will increase their air fares during the soccer event.

Informal sector

The informal sector which comprises of informal traders is also gearing itself for the world cup. A significant number of these traders are women. While men who are mostly in big businesses will get a bigger share of the cake, women also will see a change in fortunes. Informal trade includes small scale caterers, sale of curios and other world cup paraphernalia such as hats, branded t-shirts and vuvuzelas (horns that people blow at soccer matches in support of their teams)

Challenges

- **Surge in human trafficking and sex work.** While most of the world's eyes will be on the soccer field, there is a danger of ignoring the exploitations and abuse that may take place off the soccer field. For example there has been a lot of talk around increasing the number of sex workers coming from other countries. While most of these will be brought in legally, there are dozens that will be sneaked into the country illegally.
- Majority of big businesses are owned by men who stand to benefit more from the soccer event
- Challenges women face in accessing start up capital
- Exorbitant accommodation and travel costs which may discourage tourists from coming
- Negative media portrayal of South Africa as an unsafe world cup host which is likely to deter tourists and affect businesses.

PANEL: ECONOMIC OPPORTUNITIES FOR WOMEN IN THE PLANNING AND DELIVERY OF SOCCER 2010

Anne Hilton: Independent SMEs Development specialist



Anne Hilton Independent SMMes specialist

Before we can discuss the opportunities that exist for women ahead of and during soccer 2010, we should start by looking at the current economic and business landscape. There is an assumption by many people that all businesses will benefit from the soccer event. There is an even impractical assumption that Black Economic Empowerment will empower women. The above assumptions ignore the harsh realities of the power dynamics on the ground. For example capital is in the hands of men and as such women are not equal players in the industry.

Women's capacity needs to be built significantly in order to ensure that they benefit from soccer 2010.

Key issues

- Access to finance; Micro finance
- Capacity building for women in business- (Limited access to education)
- Exclusion from policy/decision making in financial institutions

Access to finance

One of the greatest challenges that women in business face is lack of access to finance. There is an assumption that women are high risk and as such, lending institutions are cautious when dealing with them. Micro finance therefore becomes a viable option for most women. It has been observed that there is a high degree of gender discrimination as women are often, to a very great extent, asked how they want to use the money something which men do not always face. Women even have to disclose their marital status.

There is very little support going to sources of funding for women. As a result women wishing to start up businesses have had to turn to micro-financing options. Micro finance is not a viable option for women starting up business because of the high loan repayment rates. As a result this has discouraged women from borrowing in order to start up businesses.

Start up capital is often difficult to access because there is no history/track record to guarantee that the business will succeed.

Why do women get trapped in micro-finance?

- No credit rating
- No strategies/policy frameworks that can allow women to get out of group lending situation
- Women mostly fall under the minimum lending threshold and as a result they get small loans which are not always viable for starting up businesses.

Is gender a consideration in policy making?

It is less likely that gender will be a consideration in key policy decisions. This is partly because men occupy key decision making positions. As a result even capital is in the hands of men who continue to marginalise women. As such gender imbalances in the economic landscape go 'unnoticed'.

The Credit Control Act has not made matters any better. It has made financial institutions cautious to lend. Women, who are generally considered as high risk therefore find themselves on the receiving end.

Legal constraints

Traditional norms and values prevent women from acting as legal person and from accumulating assets such as property. This places them at a disadvantage as they often do not have collateral even as they venture into the challenging world of business.

Even the financial Services Charter in South Africa is silent about access to finance for business. This calls to attention a complete overhaul of the financial sector.

Economic opportunities around 2010

Just because there is a big event happening, it does not necessarily follow that people will benefit. Some of the issues that one has to look at are:

- Does the market want what you are providing? Do a feasibility study and assess what opportunities exist in the area you want to venture in.
- It is not wise to invest a lot of capital on one event that you can not sustain. It is highly likely that some of the businesses that people venture in have no life after 2010. For example if one started producing hats and soccer balls, they will not sustain them beyond 2010. It is therefore wise that one plans adequately before going into business.
- What are your likely sources of income?

Capacity Building

Women in business should be equipped with skills that will help them run their businesses efficiently. For example most women venture into business without first understanding the market they are going into. As a result they find it hard to cope with competition for example. Mentorship programs could contribute meaningfully to building women's capacity.

Gauteng Women in Transport : Imogene Mncwango and Melia Thema

While most people see a lot of opportunities around soccer 2010, women in public transport are not having it easy working in male dominated sector. Most local businesses, especially those owned by women may miss out on the cake.

This association of women have a fleet of busses leased to them by PUTCO, one of the major bus companies in South Africa. They have been in business since 2002. Some of the activities they carry out include:

- Transporting commuters from townships to city centre/CBD
- Funeral hires
- Cross border and shuttle services
- Hired by companies and organisations for different transportation needs



2010 opportunities

With the world's most prestigious soccer event just months away, Gauteng Women in Transport are considering venturing into different areas in order to maximise on soccer 2010.

- Shuttle service between hotel and stadia for participating teams
- Opportunity available from Rustenburg City council to transport people from North West to the Royal Bafokeng Stadium
- Transportation of fans/supporters between different 2010 sites and hotels across towns
- Cross border transport
- Supplying uniforms to the teams
- Catering services

Challenges

- Using old buses
- Have no women drivers
- Would like to cover subsidized routes something which is not happening at the moment.
- Male dominated operating environment where women are not in key decision making positions. Empowerment should be broad based and not benefit a few individuals as is currently the case. Men make all the decisions and just call in women to inform them of what they would have decided. Big

businesses and tenders have already been taken by large corporations leaving small businesses

- Difficulty in juggling multiple roles
- Contracts and tenders awarded to foreign companies
- Restrictive Federation of international Football (FIFA) rules. There are certain rules around branding which seriously compromise people wishing to go into business during the world cup.

Discussion: Way forward

- There is a serious need for women in business to first do feasibility study before going into businesses which they can not sustain after the world cup. For example if one invested a lot of money in Vuvuzelas (horns), there will be no sustainability after the world cup. In order for women in business to succeed, there is a strong and urgent need for capacity building in the form of business planning, proposals and management. Many women running small businesses have no proper accounting or monitoring and evaluation skills to measure the success of their businesses.
- Small Enterprise Development Associations (SEDA) in the case of South Africa should be brought into the playing field to ensure that adequate support goes to budding businesses.

DAY 2: PANEL: SEX WORK AND HUMAN TRAFFICKING

Since the Business Unusual workshop happened during the 16 Days of Activism against Violence on Women and Children, participants were able to participate in some campaign activities especially those that had a bearing on the soccer event. Sex Work and Human Trafficking, was one such event.

BRIEFING ON FIELD WORK AND STORY BOARDS

In the afternoon, the facilitator led participants in discussing the field activities for the following day. Possible stories were listed and participants asked to pick.

DAY THREE: FIELD WORK

The third day of the workshop was field work. All participants went to different places in search of economic stories linked to soccer 2010.

Below are some of the sites that participants visited;

- Soccer City Stadium- a venue for soccer 2010
- Nasrec Informal traders outside Soccer City stadium
- Beauty Shack: Rehabilitation Centre for Sex workers in Hillbrow
- Bruma Market
- Mercure Hotel: Project on Child trafficking
- BnBs in Soweto
- New Life Centre for girls: Centre that is campaigning against the exploitation of young girls for purposes of sex work
- Small Medium Enterprises consultant's office
- Social soccer teams in Johannesburg

Some participants opted to work on online stories around the soccer event. One such story sought to analyse foreign media's portrayal of South Africa as 2010 host.

DEBRIEF AFTER FIELD WORK

After the workshop participants regrouped to share their experiences of field work. Most of them did not have any challenges on field trips. They found most of their interviewees willing to engage and share information with them.

One participant was however unlucky in that the owner of the Bed and Breakfast she interviewed was not there. The staff available could only answer the general questions and could not give specific details on the plans for 2010.

There had been fears that the sex workers at the beauty shack would be unwilling to share information. However, the sex workers were willing to share information on condition that their identity was kept secret and their faces not shown in photos. One of the sex workers even gave provided her boyfriend's cell phone number so that he could also be interviewed.

DAY FOUR: GENDER AND SOCCER 2010 EVENT

On the fourth day of the workshop participants participated at the launch of the Gender Links Campaign 'Score a goal for Gender Equality' which took place on International Human Rights Day and last day of the 16 days campaign, 10th December.



The event comprised of various presentations from representatives of women's football teams, informal traders from Johannesburg and Cape Town, Small and

Medium Enterprises Development consultants as well as researchers in the field of gender and sport. There were also representatives from the Zimbabwe Women Resource Centre and Network, leaders of the Economic Justice Cluster who provided valuable input on the problems and possibilities around soccer 2010.

In the afternoon there was a soccer match between two women's football teams.

DAY FIVE: STORY WRITING

On the last day of the workshop, participants set about compiling their stories which they had gathered from the field work conducted earlier. Each participant was required to submit an article by 12 noon. These stories will be used in the compilation of the 8th Edition of the Gender and Media Diversity Journal.

POST-TRAINING STORY IDEA PRESENTATIONS

As outlined at the beginning of the course, all participants were asked to each present two proposals of possible story ideas. These stories which will be

disseminated through the Gender Links Opinion and Commentary Service, will also be showcased the fourth Gender and Media Summit in August 2010.

Summary of stories to be written

NAME	STORY IDEAS
Delta Ndou	Human smuggling between Botswana and Zimbabwe in light of 2010
Perpetual Sichikwenkwe	Women farmers supplying South African market with food especially vegetables. Their expectations of soccer 2010
Angel Navuri	Women traders in Tanzania and access to Finance. Who are their main financiers?
Irene Haoes	A look at Namibian Women parliamentarians' contributions in parliament. Are these gender sensitive and women centred?
Kaombona Kanani	Botswana Tourism Board's preparedness for soccer 2010
Jimmy Jean Loius	A look at soccer teams with training camps in Mauritius: Does the country stand to benefit? How
Fanja Rasaonairainy	How Madagascar's political situation has affected women's businesses Has the crisis in Madagascar contributed to the boom in sex work?
Alec Lushaba	Gender sensitivity in procurement and awarding of tenders in Swaziland Opening up of cross border trade ahead of soccer 2010
Phyllis Kachere	Women running lodges in Zimbabwe and their plans for 2010
	Disabled youth in South Africa
Maureen Odubeng	Botswana Skills Development; Botswana Women's Football Association: Plans for Competitive Football
Marcel Mbombo	Profile: Female Financial Inspector in the DRC
Nasser Kigwangallah	What leads women to venture into prostitution
Vincent Phiri	An analysis of the Land Policy in Malawi
Arthur Mwansa	2010 and human trafficking in Zambia
Sandra Mandizvidza	What is government and financial institutions doing to help business aspirants in Zimbabwe
Saka Saka Sakwe	Women cross border traders across Congo and Congo Brazzaville
Daluxolo Molantoa	Entertainment industry and soccer 2010

ANNEX A: PROGRAMME



BUSINESS UNUSUAL: GENDER THE ECONOMY AND SOCCER 2010

TIME	TOPIC	Who	Venue
MONDAY 7 DECEMBER			
INTRODUCTION: SADC PROTOCOL			
8.30-9.00	Welcome, introductions, KAS forms	Facilitator: SN/MAS	GMDC Conference Room
09:00-09:30	What is the SADC Protocol on Gender and Development? Video: Roadmap to Equality	ALL	
09:30-10:30	Economic provisions of the Protocol and their application to 2010.	Naome Chimbete ZWRCN	
10:30-11:00	TEA		
WOMEN AND SPORT			
11:00-13:00	Gender and Soccer 2010, an overview: Problems and possibilities	DW	GMDC Conference Room
13:00-14:00	CYBER DIALOGUES SEX WORK		
14.00- 14.30	Lunch		
ECONOMIC OPPORTUNITIES			
14.30 -17.00	Economic opportunities for women in the planning and delivery of Soccer 2010	<ul style="list-style-type: none"> Gauteng Women in transport Anne Hilton: Independent Consultant SMME Devt 	GMDC Conference Room
TUESDAY 8 DECEMBER			
TRAFFICKING AND SEX WORK			
09:00-10:00	Recap of first day's sessions	All	City of Joburg
11:00-13.00	Human trafficking, sex work and GBV Debate: To legalise or not to legalise sex work for 2010	City of Johannesburg New life Centre for Girls Director	

TIME	TOPIC	Who	Venue
13.00-14.00	CYBER DIALOGUES: Human trafficking		GMDC Room
14:00-14:45	LUNCH		
FIELD WORK AND STORY IDEAS			
14.45-15.45	Briefing on field work and story boards	DW	GMDC Room
15.45-16.30	Ideas for stories to be written post training	DW	GMDC Room
WEDNESDAY 9 DECEMBER			
		Contact numbers	Transport
8.30-13.00	Informal traders in Nasrec, BnBs in Soweto		
	Johannesburg Tourism Local Organising		
	Gauteng Women in transport		
	CDP- Mural outside stadium		
	Beauty Shack project		
14.00-15:00	Report back and shaping stories		
15:00-16:00	Pitching ideas for stories to be written after workshop	All/DW/CLM	
18:00-20:30	GMDC Seminar: "Has civil society and the media failed women leaders or have women leaders failed us?"		
THURSDAY 10 DECEMBER			
AFRICAN WOMEN KICKING OFF FOR GENDER EQUALITY			
Whole day	Day long event at the stadium	ALL	
FRIDAY 11 DECEMBER			
8.30:13:00	Writing and review stories; two page proposals for follow up	DW/PM/ MAS	
13:00-14:00	LUNCH		
15:00-16:00	Contracts	SN	
16:00-16:30	Wrap up and close		

ANNEX B: LIST OF PARTICIPANTS

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**ANNEX C: SUMMARY OF EVALUATIONS
BU Soccer 2010 workshop evaluation
11 December 2009**

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

COMMENTS

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

- The panel presentations that were made because they were very informative e.g. the Gauteng Women in Transport
- All the sessions were useful
- All the sessions were useful especially the issue of how women can benefit from soccer 2010 and the challenges thereof
- I learnt a lot from the different sessions
- Networking opportunity
- Panel presentations ; I learnt a lot there
- The SADC protocol presentation. It brought out the links between the different aspects of the protocol

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

- The soccer match; it was not particularly relevant to the whole workshop
- None
- The football match, did not have interest in it
- Facilitation
- None
- The one where we were sent to the Italian club for a Soccer 2010 and 16 days event

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

- Writing and researching on new story ideas
- The knowledge gained will go into the stories that I write when I go back home
- I will now have gender as a consideration when I write my stories
- I am going to write articles and sensitise people to look out for 2010 opportunities
- The knowledge gained will be used to facilitate the job at home easily

4. Any other comments

- It was an exciting workshop other than a few administrative glitches like drivers leaving people stranded
- Gender Links keep up the good work
- The money given for writing stories is not sufficient
- More such training should be conducted to enable journalists from the SADC to meet and exchange ideas on gender issues
- The programme was spoiled by trying to squeeze all in leg time. You could have done better on that