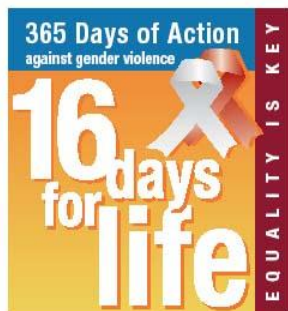


# BACKSTOPPING REPORT

## LOCAL GOVERNMENT GENDER AND GENDER BASED VIOLENCE ACTION PLANS URBAN MUNICIPALITIES BACKSTOPPING WORKSHOP

Lavumisa Town Board  
1-2 March 2010



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## Executive Summary

This is a report on the proceedings of a backstopping workshop that took place with the Lavumisa Town Board at the Nisela safaris conference room from 1<sup>st</sup> – 2<sup>nd</sup> March 2010. The purpose of the two day workshop was to take the regional Gender and GBV action plans that were developed in 2009 and localise them with the urban municipalities, i.e. do backstopping - introduce and take participants at the workshops, particularly those who were not part of the regional workshops, through the current Gender and GBV action plans (designed at regional level), and then assist municipalities with putting together their own localised Gender and GBV action plans, therefore ensuring implementation at the local level. The council is a very small group which resulted in the no group work being done however there were just plenary discussions about the SADC protocol and sex and gender.



Councillors and officials of Lavumisa town board discussing during group work.

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

The SADC Protocol village level report is attached at **Annex B**.

The workshop was attended by **6** participants **4** men and **2** women; see **Annex C** for the full workshop participants list.

The localised gender action plan put together by the participants is attached at **Annex D**.

The localised GBV action plan that the participants put together is attached at **Annex E**.

The participants evaluated the workshop as having been an informative and useful workshop. A summarised version of the evaluation forms is attached at the end of this report at **Annex F**.

**Way Forward**

**The gender action plan and the gender based violence action plan will be finalised and then given back to the council for it to approve and adopt as action plans for the town board. This will be done in the next three months.**

**Annex A: Programme**



LAVUMISA TOWN BOARD  
LOCAL GOVERNMENT WORKSHOP  
Program  
1-2 March 2010

DAY/TIME	ACTIVITY	WHO
<b>DAY ONE:</b>		
8:00 – 8:30	Registration	
8:30 – 8:45	Opening	
8:45 – 9:15	Introductions and objectives	
<b>Module One: SADC Protocol on Gender and Development</b>		
9:15 – 10:00	DVD: Roadmap to equality To introduce the SADC Gender Protocol and its relevance to local government	
10:00 - 10:30	TEA	
<b>Module Two: Key gender concepts</b>		
10:30 – 11:30	Sex and gender	
<b>Module Three: Gender and governance</b>		
11:30 – 13:00	Access, participation transformation, leadership: At the Coalface: Gender and Development	
13:00 – 14:00	LUNCH	
14:00 – 15:30	Report back - Debate Transformation scorecard	
15:30 – 15:45	TEA	
<b>Module five: Draft gender action plan framework</b>		
15:45 – 17:00	Group 1: Governance	
	Group 2: Gender in existing programmes: Economy, procurement, housing, transport, utilities	
	Group 3: Gender in existing programmes: Health, HIV and AIDS, environmental health, social development	
	Group 4: Employment practices and environment	
	Group 5: Gender management system	
<b>DAY TWO :</b>		

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
8:00 – 8:30	Recap	
<b>Module five: Draft gender action plan framework (Continues)</b>		
8:30 – 10:00	Group 1: Governance	
	Group 2: Gender in existing programmes: Economy, procurement, housing, transport, utilities	
	Group 3: Gender in existing programmes: Health, HIV and AIDS, environmental health, social development	
	Group 4: Employment practices and environment	
	Group 5: Gender management system	
10:00 – 10:30	TEA	
<b>Module six: Localising plans to end gender based violence</b>		
10:30 – 11:00	Key GBV provisions in the SADC Protocol on Gender and Development	
11:00 – 11:30	GBV as a key service delivery issue	
11:30 – 13:00	Developing a plan to end GBV	
13:00 – 14:00	LUNCH	
14:00 – 15:00	Communicating local GBV action plans	
15:00 – 16:00	Developing messages and slogans for the campaign	
16:00 – 16:15	TEA	
16:15 – 17:00	Way forward: Best Practices and Summit	

***Annex B: SADC Protocol village level evaluations***

**Records of village level meetings conducted and evaluation forms after each of these**

**SADC Protocol Quiz Analysis**

With the SADC Protocol on Gender and Development having been adopted in August 2008, a need was identified to design a programme that domesticated the Protocol through village and community level workshops, ultimately raising awareness around the SADC Gender Protocol at village and community levels. During the SADC Protocol on Gender and Development section of the workshop, a short SADC knowledge quiz is administered to test the participants knowledge on the protocol, these quiz results are then consolidated.

To be completed by facilitator

**Name of country:**

<b>Date</b>	1-2 MArch 2010
<b>Theme of Protocol village meeting</b>	Local GBV Meeting with councillors and official of LAVumisa town board
<b>Participants' list</b>	Attached as Annex .....
<b><i>Number of women participants</i></b>	<b>2</b>
<b><i>Number of men participants</i></b>	<b>4</b>
<b>Civil society representatives present</b>	none

<b>Knowledge Quiz administered?</b>	<ol style="list-style-type: none"> <li>1. Where and when was the SADC Protocol on Gender and Development signed? 5/5=100%</li> <li>2. Has your country signed the protocol? 5/5=100%</li> <li>3. Which three countries have not yet signed the Protocol? 1/5=20%</li> <li>4. How many targets does the Protocol have? 1/5=20%</li> <li>5. What is the target for women in decision-making and when should it be achieved by? 5/5=100%</li> <li>6. What is the target for ending or reducing GBV? 0/5=0%</li> </ol>
<b>Answer sheets to the quiz as baseline data</b>	collected
<b>Issues raised</b>	<ul style="list-style-type: none"> <li>• Participant's were happy to hear about the protocol on gender and development expressing that it levels the scales for participation of women in all areas.</li> <li>• They were concerned however by the fact that government had not done anything to get the knowledge to the grass root people so that women can be encouraged to take part in decision making.</li> <li>• They also felt that women needed to be empowered to take up decision making positions because some women decline these positions in the workplace and family set up because they feel it is not their position.</li> </ul>
<b>Responses</b>	<ul style="list-style-type: none"> <li>• Gender Links is helping out government by popularising the protocol on gender and development through local government and assisting local councils with gender action plans so they are able to contribute to the country reaching its target of 50% women in all decision making positions by 2015.</li> </ul>
<b>Follow up meeting/Next steps</b>	<ul style="list-style-type: none"> <li>• Finalise gender action plans and have Lavumisa town board adopt it as their action plan.</li> </ul>
<b>Evaluation forms</b>	Collected and attached is a summarised version as Annex.....



**Annex C: List of participants for Lavumisa town board**

**Attendance List**

<b>NAME</b>	<b>Sex M/F</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
Thobile Jele	F	Municipal AIDS program manager	3046055	3046014	<a href="mailto:thobile.jele@amicaall.co.sz">thobile.jele@amicaall.co.sz</a>
Theodorah Dlamini	F	Accounts officer	3046014	3046014	<a href="mailto:ltb@swazi.net">ltb@swazi.net</a>
Vincent McIntyre	M	Vice Chairperson	3046003	3046003	<a href="mailto:rvpd@swazi.net">rvpd@swazi.net</a>
Charles Matsenjwa	M	Board Chairperson	6233192	3046014	
George Zulu	M	Councillor	6156565	3046014	
Manzi Mthupha	M	Town Clerk	6057800	3046014	<a href="mailto:manzimthupha@yahoo.co">manzimthupha@yahoo.co</a>

**Attendance statistics by gender**

<b>Females</b>	2	33%
<b>Males</b>	4	67%
<b>TOTAL</b>	<b>6</b>	<b>100%</b>

**Annex D: Gender action plan –Lavumisa Town Board**

**LUHLAKA LWELICEBOSISHUKUMO SETEBULILI KUBOHULUMENDE BENDZAWO ESWATINI**

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
<b>I. TEKUBUSA</b>						
<b>Kumelelwa</b>						
Kukhulisa labamelele labamelele esifazane lemashumi ekhulwini yebesifazane kubohulumende bendzawo, kuyafinyelelwa kuyo nga 2015.	labamelele emalunga yaSADC lasihlanu (50%)	Kutinikela kwesive ekufinyeleleni ekulinganeni kwemalunga ebesifazane newesilisa – ngekukhutsata besifazane kutsi bangenele lukhetfo.	Umphatsi welidolobha	<i>Kwanyalo bomake base phasi kakhulu.</i>	<i>Kumeleleka lokungu 50%</i>	<i>2013</i>
		Cela lawo matiko lacondzene naloku, kwekutsi babuke ngetebulili nabakha ticondziso telukhetfo labohulumende bendzawo.	Umphatsi welidolobha	<i>Umtsetfo sisekelo utsi kumele kukhufwe bomake labangu 30%.</i>	<i>Umgomo lotawukhutsata bomake kutsi bangenele lukhetfo</i>	<i>2013</i>
		Cela labohulumende bendzawo lente sikhundla selilunga sibe ngulesingapheli, sihlale sikhona.	Umphatsi welidolobha	<i>Kusete lokwentiwe ngalolohlangotsi</i>	<i>Umgomo lotovuma lokutsi lesikhundla sebuluga kasipheli</i>	<i>2013</i>
		Fundzisa sive ngenchubo yelukhetfo labohulumende bendzawo	Libandla lelibukele Lukhetfo, kanye namabhalane	<i>Kuke kwenteka kulelikhetfo lelendlulile</i>	<i>Inombolo yemihlangano yekufundzisa ngelukhetfo</i>	<i>2013</i> <i>E50000.00</i>

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	nekulungenela kwebesifazane.	welidolobha				
	Cela hulumende ente linani lelincunyiwe letekumelela ngetebulili.	Umphatsi welidolobha	<i>Kusete lokwentiwe</i>	<i>Kube nemgomo wekulinganisa kumeleleka.</i>	2013	
Kucinisekisa kwekutsi besifazane bamelwe ngalokulinganako etikhundleni temkhandlu.	Yakha uphindze ucondzise tibalo tebesifazane labasetikhundleni tebholi kubohulumende bendzawo kufaka ekhatsi labaphetse nakulamanye emabandla.	umphatsi welidolobha	<i>Kusete letibalo</i>	<i>Kubanembiko loshoko kutsi besifazane labasetikhundleni tekuphatsa bangakhi.</i>	2013	
	Tsatsa tinyatselo tekucinisekisa kumelela ngalokulinganako kwebesifazane etikhundleni tebholi kumkhandlo.	Umphatsi welidolobha	<i>Kusete lokwentekile.</i>	Bomake battfole ematfuba lalinganako ekuba setikhundleni.	2013	
Kute ufundzise bantfu, phakamisa lwati ngebumcoka kwekulingana ngekwekumelelwa besifazane emkhandlwini / hulumende wenzawo.	Phakamisa lwati emiphakatsini ngekwekumelwa ngalokulinganako kutekubusa tendzawo nebumcoka bekwekutsi kukhetfwe besifazane.	Bomabhalane bemadolobha	<i>Umkhankaso wekukhetsa make bowukhona ekhtfweni lelendlilile.</i>	<i>Inombolo yemihlangano sikolwa lebhanjiwe kuphakamisa lolwati.</i>	2010	
	Yenta imikhankhaso yekufundzisa	Mabhalane welidolobha,	<i>Kute lokwentekako.</i>	<i>Imihlangano lemibili yekufundzisa</i>	2010	E5000.00

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	nekuniketa lwati ngetebulili ubhekise emiphakatsini, tinhlango tesive, tinhlango tetenhlalakahle njengemasontfo, tinhlango tabomake kute ukhulise kuhlanganyela kwebesifazane.	AMAPM		<i>ngemnyaka.</i>		
	Condza besilisa njengelicumbu lelikhetsekile lekufanele ulicele kwekutsi lihole lena mikhankaso	mabhalane welidolobha, baphatsi belidolobha	<i>Kuke kwabakhona umkhankaso wekudla inhloko.</i>	<i>Inombolo yemikhankaso lebhokene nebesilisa ibe mitsatfu.</i>	2010/11	E1500.00
	Hlukanisa tindlela letisetjentiswako kufundzisa imiphakatsi netinhlango tesive ngetebulili kubohulu mende bendzawo.	mabhalane bemadolobha, AMAPM	<i>Kuste lokwentekile.</i>	<i>Kube nemikhankaso lemibile nemihlangano lemibili.</i>	2010	
<b>Kuhlanganyela</b>						
Kukhulisa kuhlanganyela kwebesifazane ngobe tindzaba tabo sikhatsi lesinengi tibekwa eceleni nobe tinganakwa yimiphakatsi lephetfwe besilisa.	Cala licumbu lelincane lasedolobheni lebesifazane lelifaka ekhatsi lababuya kubohulumende bendzawo basemadolobheni	Baphatsi belidolobha, AMAPM	<i>Kusete licumbu lelinjenga leli.</i>	Indzawo ngayinye icale nelibandla laso lelincane.	2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/ /</b>	<b>INHLOSO TINKHOMBA /</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	nasemaphandleni.					
	Hlanganisa lawa macenjane etifundza ebesifazane nelicenjana lebesifazane labase palamende.	Mabhalane welidolobha	<i>Kusengakake kuhlanguwe ngoba kute lamcembu.</i>	Kuhlanguwe nebangaphandle kucale.	2010/11	
Kuniketa emandla kumalunga emkhandlo kubesifazane kute banake loko lokutsiwa tindzaba tebesifazane.	Yenta luhlo lwetemakhono.	Mabhalane welidolobha	<i>Alukake lube khona</i>	Lwati kulawo makhono emalunga lanawo.	2011	
	Tinhlelo tekungenisa emalunga lamasha tilandzelwa yimifundza sikolwa.	Mabhalane welidolobha	<i>Kuyenteka njalo nakunelikhetho</i>	<i>Kube nemfundza sikolwa njalo nakuba nemalunga lamasha</i>	2011	E10000.00
Kunika emandla besilisa etindzabeni tebulili kucelwa lusito lwabo.	Imifundza sikolwa yetebulili yemalunga ebesilisa newebesifazane nalabaphetse.	AMAPM	<i>Kute lokuke kwentiwa.</i>	<i>Inombolo lemalinga ebesilisa nalabaphetse labahlanganyela etifundvweni tebulili.</i>	2011	E10000.00
	Tingcogco nemalunga ebesilisa nalabaphets.	Mabhalane welidolobha, MAPM	<i>Kusengakake kwentiwe.</i>	<i>Kube netingcogco katsatfu ngemnyaka.</i>	2011	
	Condza besilisa njengelicembu lelikhetsekile kuhola imikhankhaso yetebulili.	MAPM	<i>Kute lokuke kwenteka.</i>	<i>Kuba nemkhankaso lemibili ngamnyaka</i>	2011	E1500.00
<b>Kugcugcutelwa kweMphakatsi</b>						
Kwenta siciniseko kwekutsi besilisa nebesifazane bahlanganyela ngalokulinganako etindzabeni temphakatsi	Butsa, wehlukane futsi uhlatiye lwati lwetenhlalakahle emiphakatsini.	MAPM	<i>Kusete lwati lolunjalo lolukhona.</i>	Lwati lelwehlukane tebulili emiphakatsini.	2011	
	Khutsata besilisa kutsi	Mabhalane	<i>Kute tibalo letikhona.</i>	<i>Kubanetinombolo</i>	2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
nekwekutsi kwentiwa kwemgomo kususelwa elwatini lolusecophelweni.	bahlanganyele emihlanganweni yesive nakuleto tinzaba lekucatjangwa kwekutsi titsintsa besifazane bodvwa.	welidolobha		<i>letehlukanisa ngebulili emihlanganweni.</i>		
Kugcugcutela esigabeni sasekhaya nekucinisekisa kwekutsi bayatibona titselo tekulingana ngebulili.	Yemukela indlela nelicebo lekuchumana lelitawubheka emacenjini ebesilisa.	MAPM	<i>Kusete lokuke kwentiwa.</i>	<i>Kube nemihlangano lemitsatfu ngemnyaka.</i>	2011	
<b>Kwatisa</b>						
Kucinisekisa kwekutsi tatiso temkhandlo atibhebeteli kungabeketelelani kwetebulili.	Kubukwa kabusha kwetekwatisa temkhandlo ngeliso letebulili kwentiwe timphahla letingamelani nekungabeketelelani kwetebulili.	Mabhalane welidolobha	<i>Kusete lokuke kwentiwa</i>	Imphahla yekwatisa ngetebulili.	2012	
<b>II. TEBULILI ETINHLELWENI LETIKHONA</b>						
<b>Tekuphepha netelusito loluphutfumako</b>						
Kusebenta tindzaba tekuphepha letitsintsa kakhulu besifazane ikakhulu emikhukhwini.	Tonkhe titaladi kufanele tetsiwe emabito kute telusito loluphutfumako tibatfole bantfu ikakhulu besifazane labacele kusitwa.	Mabhalane welidolobha, baphatsi belidolobha	<i>Titaladi setetsiwe kodvwa tisengakabhalwa</i>	<i>Tonkhe titaladi tibe setibhaliwe</i>	2013	E10000.00
Kufundzisa besifazane nekwatisa ikakhulu labo labatinhloko emakhaya abo labahlala	Tinhlelo tekwatisa letibheke kubesifazane ekuvikelweni	Mabhalane welidolobha	<i>Kute lokuke kwentiwa.</i>	<i>Inombolo yebantfu lesebatfole kufundziseka ngetinhlelo tekuvikela umlilo.</i>	2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
emikhukhwini labahlukubeteka kakhulu ngesimanga semilillo lebhuhisa emakhaya netimphilo tabo.	kwemililo. Kwenta tekufundzisa kwemalunga emphakatsi ekubhekeni timo letiphutfumako lokufaka ekhatsi lusito lwekucala	Mabhalane welidolobha, MAPM	<i>Kusete lokuke kwentiwa</i>	<i>Kufundzisa bantfu labangemashumi lasihlanu.</i>	2011	
<b>Temnotfo nekwakhiwa kwemisebenti</b>						
Kuniketela ngematfuba lalinganako kutekucashwa ngobe bese besifazane batsintseka kakhulu etigabeni tekungatfoli umsebenti.	Hlela fusti ugadze leto tintfo letibhekekile futsi letikhetsekile kucinisekisa kulingana kwetebulili ematfubeni ekucashwa kuhulumende wenzawo.	Mabhalane welidolobha, baphatsi bemadolobha	<i>Kute lokwentiwe kulelo hlangotsi.</i>	<i>Kuba nemgomo logadza kutsi kucashwa ngekulingana.</i>	2011	
<b>TAKHIWO</b>						
<b>Tetindlu</b>						
Kucinisekisa kufinyelela lokulinganako kwelekelweni kwekutfofoli tindlu.	Cela litiko lelotiko lelifanele kwekutsi lakhe umgomo locondzene nekulekelwa ekutfoleni tindlu ubuke kakhulu besifazane.	umphatsi welidolobha, mabhalane welidolobha	<i>Bekusete lwati lolukhona.</i>	<i>Kuba khona kwemgomo wekutfofoli tindlu lobabuketile nebesifazane.</i>	2015	E2000.00
<b>Tebunjalo bendzawo netemphilo</b>						
Kufaka besifazane babe tinckeku letimcoka tebungjalo bendzawo	Yenta emabandla etebunjalo bendzawo lapho besifazane	Baphatsi bemadolobha				

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
nasemisebentini yetekugcinwa kwebunjalo bendzawo nobe bente emabhizinisi ngetebunjalo bendzawo.	nebesilisa bamelelwe ngalokulinganako.					
	Yakha inkhundla yekukhulumisana nemphakatsi ngetindzaba tebunjalo bendzawo netemphilo futsi ucinisekise kutsi besifazane nebesilisa bameleleke ngalokufanako.	Mabhalane welidolobha, AMAPM, Health officer.	<i>Kusete lokukhona.</i>	<i>Bantfu labalishumi kulelibandla lbahlangane katsatfu ngemnyaka.</i>		
	Khulisa kuvama kwekubutfa kwetibi ikakhulu etindzaweni tekuhlala letingakahleleki. tlements.	Mabhalane welidolobha, baphatsi belidolobha, health inspector	<i>Tibi tibutfa katsatfu ngeliviki.</i>	<i>Kuchubeke kubutfa katsatfu ngeliviki kanye nempelasontfo.</i>		
	Yakha futsi ugcine esimeni lesikahle tindlu tangansense tesive . Khulisa inombolo yetindlu tangansense tesive.	Baphatsi belidolobha	<i>Kwanyalo tisetimbili.</i>	<i>Kumele kungetwe letimbili.</i>		
Yakha umgomo wetekuphatfa kwetekubutfa kwetibi lonake kakhulu tebulili.	Baphatsi belidolobha	<i>Kusete kwanyalo.</i>	<i>Kwacha tindlu tangansense letenele.</i>	2015		
<b>HIV and AIDS</b>						
<b>Kuvikela</b>						
Kwentiwa tilinganiso tebukhulu mayelana neHIV	Lwati lolubandlulula ngebulili ku HIV /	AMAPM	<i>Kuste letikhona.</i>	Lwati lolubandlulula ngebulili.	2010/11	E500



UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
/ AIDS kuniketa lwati ngalolubhubhane.	AIDS lwemkhandlu. Faka kubukelwa ngetebulili etinhlelweni te HIV / AIDS temkhandlu.					
	Hambisa embili kunikwa emandla kwemalunga emkhandlu wasemadolobheni ngelwati lwe HIV/AIDS.	AMAPM	<i>Kukhona lokwentekile kantsi kusachubeka.</i>	Lwati nemalunga lase ati kabanti nge HIV/AIDS.	2010/11	
	Cala futsi unake luhlelo, kuphila kahle kwetisebenti temkhandlu.	AMAPM	<i>Kusetse.</i>	<i>Tisebenti letinelwati.</i>	2011	
	Cinisekisa kutsi luphiko lwe HIV / AIDS luyafakwa kutinhlelo tetinshukumo temkhandlu.	AMAPM	<i>Kusetse</i>	Luphiko lweHIV/AIDS lolusebentako.	2011	
	Yakha luhlelo loluhlanganisiwe lokwendlilisa lolubukele tebulili lolufundzisa ngemikhankhaso yekwatisa ngete HIV / AIDS.	AMAPM	<i>Kusetse.</i>	<i>Tinombolo tebantfu lokufinyelelwe kubo.</i>	2011	
	Khulumela futsi ukhutsate kusetjentiswa	AMAPM	<i>Ikhona futsi iyatfolakala etindzaweni letehlukahlukene.</i>		2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/ /</b>	<b>INHLOSO TINKHOMBA /</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	kwekhondomu yebesifazane kute besifazane babe nekufinyelela mahhala kuyo.					
	Imfundvo ngetelicansi lebukeye tebulili etikolweni,.	AMAPM	<i>Kuyakhulunywa ngayo etikolweni ikakhulu ngetelicansi nekutivikela.</i>	<i>Kwehla kwetinombolo talaballwako.</i>	2010	
Kukhulisa lwati lwekwekutsi kunebungoti lobukhulu bekutsatselana nge HIV / AIDS ngesimanga sekuhlukubetana ngetelicansi.	Imikhankhaso yekufundzisa sive ngekuhlungana kwekuhlukubeta ngebulili (GBV) ne HIV / AIDS; imikhankhaso yeticephu letibovu naletimhlophe ihlangene nemikhankhaso yekufundzisa lechubekako.	Baphatsi bemadolobha, AMAPM	<i>Kuyenteka kuletinye tindzawo.</i>	<i>Kube nemikhankaso lemitsatfu emnyakeni.</i>	2010	E3000.00
	Khulumela emajazi emkhenyana kutsi atfolakale etitolo letisemiphakatsini. tonkhe	AMAPM	<i>Emajazi emkhenyane ayatfolakala emaphaktsini, kagogo centre Enkhundleni, etitolo</i>	<i>Ngekubonakala kwekwandza kwetindzawo tekubeka lama condom.</i>	2010	
<b>Kutfufukisa tenhlalakahle</b>						
Kwenta umphakatsi netikhungo tetemidlalo besifaazane bafinyelele malula futsi cinisekisa batfola ngalokulinganako	Butsa lwati loluhlunga ngebulili lwekusebentiswa kwemphakatsi wemkhandlo	Baphatsi bemadolobha neTindvuna tetinkhundla	<i>Kuseti lwati lolunjalo.</i>	Lwati loluhlunga ngetebulili.	2011	

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
kuleto tikhungo	netikhungo tetemidlalo.					
	Cinisekisa kwekutsi yonkhe imitapo yetincwadzi ineluphiko letekufundza ngebesifazane.		<i>Tikhona leti tikhungo emitapeni yetincwadzi.</i>	<i>Kubhekekeni?</i>		
	Hlela tigidaba nemibukiso legubha kuphumelela kwebesifazane, ilwe nekubukeleka phansi. Khutsata tinhlelo letilwa nekubukeleka phansi kut tonkhe tingono, kufaka ekhatsi ekhaya. Fundzisa batali kwekutsi bantwana babo kumele bakhuliswe njani ngetenhlalakahle.		<i>Tikhona leti tinhlelo?</i>	<i>Yini lokubhekekile? Kutwukalwa kanjani</i>		
Kuliwe nalenkholelo yekutsi kunakela bantwana sibophelelo sebesifazane bodwa futs kufundziswe besilisa ngetibophelelo tebutali.	Niketela ngetinhlelo telwati kutekukhulisa bantwana netibophelelo yebesilisa.		<i>Ngabe tikhona tinhlelo nobe imphahla yetekufundzisa lefaka tibophelelo temadvodza? Nangabe tikhona ngabe tiyatibukela tebulili?</i>	<i>Kutawukalwa kanjani loku?</i>		
<b>Kufundza kokucala</b>						

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
Kuniketela ngeitkhungo tekunakekela bantfwana letingabiti kakhulu kute besifazane bakhone kyowusebenta.	Kuvumelana lokukhulu emkhatsini wemkhandlu neLitiko leteMfundvo ekuniketeleni ngemfundvo yekucala lesezingeni lelisetulu.		<i>Ngukuphi kuvumelana lokukhona?</i>	<i>Yini lokubhekekile?</i>		
	Gucula imali kukhokhelwa kemfundvo kuyaphansi netinkhulisa kwentiwe kukhonakale kukhokhela.		<i>Kubita kanganani nyalo?</i>	<i>Kubhekekeni?</i>		
	Niketela ngetindzawo letinakekela bantfwana emini.		<i>Yini lekhona nyalo kumkhandlu lecondzene naloku?</i>	<i>Kubhekeke ini?</i>		

### III. TINCHUBO TETEKUSEBENTA NE KUBANJALO KWENDZAWO

Kukhulisa kumeleleka kwabomake ebandleni labacashiwe kubomasipala	Kwemukela loko lokubukwe nguSADC (50%) webesifazane kuto tonkhe tingono tebhohli nesemisebentini nga2015.	Boshifu Baholi bemasontfo Baholi bakahulumende Baholi bemadolobha Bacashi emisebentini leyahlukahlukene	<i>Umtsetfo sisekelo ubeke kutsi bomake labangkhethwa babe ngu30%. Sivumelwano saSADC ngetebulili netfutfuko lekungu50%. Ephalamende bangu 18% bomake kubomasipala Bangu 25% eNhlango.</i>	Emashumi lasihlanu(50%)ebesifaza ne kutotonkhe tingono tekusebenta nga 2015	2013	
	Yenta tindhlelo letibuke kusebenta kwahulumende wenzawo.	Bandlancane Mphatsi Lidolobha	<i>Kusebanta emarepothi lakamikiswa kuMphatsisifundza. Kubomasipala aya etikwenini</i>	Emapothi lakhomba kutfutfuka noma kuchubeka kwemisebenti.	2011	

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
			<i>laka Housing and Urban development Kusebenta</i>			
	Condzisa kungalingani ngetebulili kumatiko lahlukene-yengeta inombolo yebesifazane labacashiwe uphindze ukhulise inombolo.		<i>Titsini tibalo tetebulili tetisebenti temkhandlu? Bangaki ekhulwini (%) tebesilisa nebesifazane labasetikhundleni tekuphatsa? titstini tinombolo ngelitiko?</i>	<i>Kubhekeke kukhule ngalokunganani ekhulwini (%) kwebesifazane labasebenta kumkhandlo? Kubhekeke kukhule kanganani ekhulwini (%) kwalababo labasetikhundleni letisetulu kumatiko?</i>		
	Faka lokubhekekile ngebesifazane njengalokufanele kwentiwe nakanjani, kubesetivumelwaneni tekusebenta kwalabo labaphetse labakhulu.	Libandla lelidolobha	<i>Kusete lutfo lolentiwe.</i>	Sivumelwano sekusebenta	2012	
	Cela kutfutfukiswa kweluhlelo lwekusita kuphakamisa labo bebangakemi kahle.	Baholi emmangweni	<i>Kute.</i>	<i>Umgomo weluhlelo lwekusita kuphakamisa labo labangakemi kahle..</i>	2011	
	Tfola kungenelela nekusekelwa yinyonyane yetisebenti akukhuliseni kulingana kwebulili emisebentini yemkhandlu.		<i>Ingabe tike tatsitfwa tinyonyane?</i>	<i>Kutawukalwa kanjani loku?</i>		
Kucinisekisa tindlela kwekutsi tekuhlunga	Tonkhe timemetelo temsebenti kumele	Bacashi	<i>Bebangakhutsateki, kodvwa nyalo sebayakhutsatwa.</i>	<i>Timemetelo temsebenti ti khutsate bomake kutsi</i>	2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/ /</b>	<b>INHLOSO TINKHOMBA /</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
nekucashwa tinika ematfuba lalinganako kubesifazane.	kwekutsi tikhutsate besifazane kwekutsi bafake ticelo.			<i>bafake ticelo temsebenti.</i>		
	Libandla lalabahlungako kumele lilingane kutebulili.	Bacashi	<i>Kusengakalungi kahle kodvwa sekuyangakhona.</i>	Kulingana ngetebulili kwemabandla lahlungako.	2010	
	Imigomo leyatisa kakhulu tebulili kumele isebente ngaso sonkhe sikhatsi:Imibuto netinchubo kungabandlululi besfazane nobe kungayiphi indlela.Lwati nemfundvo kufanele kubengiko lokusetjentiswako ekuboneni lolungelwe ngumsebenti.	Bacashi	<i>Kusengakabukeki kahle.</i>	<i>Kubenenchubo yekucasha lekubukele bulili.</i>		
	Yenta emasu etekucasha lakhutsata tekulingana.		<i>Kusete.</i>	Imigomo yetekucasha/tekulingana ngemsebenti		
	Beka lokubhekekile ekumelweni kutekulingana ngetebulili futsi kubekwe embili lokubhekekile ngebesifazane.	Bacashi	<i>Kutsi bameleleke emsebentini ngalokulinganako.</i>	Imigomo yetekucasha netekulingana ngemsebenti.		
	Faka tebulili		<i>Chake tisengaka fakawa.</i>	Luhlelo lwemitimba		

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	etinhlelweni temitmba netinchubo			netenchubo lokwatisa kakhulu tebulili.		
Kufundziswe futsi kuceceshwe tisebenti tesifazane lebetingekho esimeni lesihle ngekufaka tihlelo tekukhulisa lwati,kute babe nemandla ekwenta imisebenti yabo futsi bakhetsa indlela yemphilo yekusebenta kwabo.	Umkhandlu kumele ube neluhlelo lwekutfutukisa futsi loku kufaneke kuhlelwe kahle futsi kube neliphakelo.	Libandla	<i>Yebo lukhona loluhlelo.</i>	<i>Luhlelo loluneliphakelo.</i>		
	Tinhlelo tekwelanywa nekutfutukiswa kwetisebenti kumele ticondze ngco ekukhuliseni emakhono ebesifazane nekukhushulelwa kwabo etikhundleni tekutsatsa tincumo.	Bacashi	<i>Kute lokubhaliwe phasi kodwa bekwenteka.</i>	<i>Luhlelo letekwelanywa nekutfutukisa kwetisebenti.</i>		
	Kwentiwe lucwalingo lwemakhono/imfundvo neluhlolo lwato tonkhe tisebenti tamasipala.	Libandla	<i>Yebo.</i>	Imiphumela yeluhlolo lwemakhono		
	Yakha futsi luhleloluhlu lwekwengeta lwati letingakhetsa kulo tisebenti nelibandla.	Mabhalane welidolobha nelibandla	<i>Kukhona</i>	<i>Luhlelo lwekungeta lwati lwetisebenti.</i>		
	Kwelulekwa kwemalunga lamasha netisebenti.	Mabhalane welidolobha nelibandla	<i>Yebo kuyenteka ngoba kukhona boCllr babuyele.</i>	<i>Lwati lelutfolwa boCllr netisebenti letinsha.</i>		
	Niketa lwati kumalunga,CBOs	Mabhalane welidolobha	<i>Yebo.</i>	<i>Imifundza sikolwa leyentiwe.</i>		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
	nemalunga emphakatsi.	kanye nebcopho				
	Bona emakhono laswelekile emiphakatsini netikhala temakhono kumatiko emnotfo labalulekile.	Bucopho	<i>Chake.</i>	<i>Umbiko ngemakhono laswelekile.</i>	2012	
	Yakha tinhlelo tekutfufukisa emakhono labhekekile.	Bucopho, Indvuna yenkhundla naMP	<i>Yebo kuyenteka kuletinye tindzawo.</i>	<i>Linani lebantfu labafundzisiwe bahlonyiswa ngalamakhono.</i>	2015	
	Sita kungena kwebesifazane etinhlelweni tekutfufukiswa kwemakhono.	Tindvuna teTinkhundla, Bomabhalane bemadolobha nebaBatfufukisi	<i>Kufundzisa bomake ngetemakhono noma imisebenti yetandla kuyenteka.</i>	<i>Inombolo yemihlangano yekufundzisa bomake ngekutfufukisa emakhono.</i>	2011	
<b>Timo tekusebenta nebunjalo bendzawo</b>						
Kusitwe kuhanganyela ngalokulinganako emsebentini ngekusekela batali ngobe tibophelelo tebutali betisolo futsi tisachubeka nekucondzana nebesifazane.	Kubukwe kabusha imibandzela yekuyowuphumula kwalabo labakhulelwe kucinisekisa kwekutsi besifazane bayakhona kuyowuphumula tinyanga letintsatfu tekukhulelwa ngekunikela kwahulumende wenzawo.	Bacashi	<i>Tinyanga letintsatfu letiholelako tekuphumula kwamake lobekekile.</i>	Tinyanga letintsatfu letingcwele tekukhulelwa ngekunikela kwahulumende netenhlalakahle.	2011	
	Niketa futsi	Bacashi	<i>Bobabe banemalanga</i>	<i>Kumele kube nemgomo</i>	2011	



<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/ /</b>	<b>INHLOSO TINKHOMBA /</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	uvumelanise emalanga ekuyowuphumula abuyise, loku kuhambise neluhlelo lwetibophlelo tebubabe.		<i>lasikhombisa ekuphumula.</i>	<i>lobaniketa inyanga yekuphumula.</i>		
	Khulumisa emalunga esifazane newesilisa ngendzaba yetikhatsi temhlangano(icala futsi iphele nini).	Ngulababita umhlangano	<i>Kute lokukhona emigomeni yamasipala. Etinkhundleni kuhlanganwa ngemalanga labekiwe. Emiphakatsi kuhlanganwa ngemigcibelo noma lisontfo emini.</i>	<i>Imihlangano ibesemini yasekuseni.</i>	2010	
	Niketa tikhungo tekunanakekela bantfwana betisebenti tamasipala	libandla	<i>Kwanyalo kusete.</i>	<i>Kube nenzawo yekunakekela bantfwana kubomasipala nalentinye tindzawo temsebenti.</i>	2010	
	Yatisa ngetemtsetfo yetekusebenta (Employment Act) ikakhulu lophatselane nekutsambela tekumunyisa kwebatali.	Bacashi	<i>Akhona kuletinye tindzwo.</i>	<i>kube netinhlelo letiniketa sikhatsi sekumunyisa.</i>	2012	
	Yenta taba ngetisebenti letingakhiphi imali yesondlo.	Bacashi	<i>Isetjentwa nakuchamuka enkantolo.</i>	<i>Kwakhiwa imitsetfo lephocelela batali bondle bantfwana.</i>	2012	
	Yenta tinhlelo tekwatisa ngetibophelelo tekuba ngumtali.	Bomabhalane bemadolobha ne Bacashi	<i>Kute.</i>	<i>Inombolo yemihlangano lebanjiwe ngekwatisa ngetibophelo tekuba ngumtali.</i>	2010	

<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/ /</b>	<b>INHLOSO TINKHOMBA /</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	Misa kufundzisa ngetekuhlukubeteka nekondliwa kwebantfwana.		<i>Ingabe tiyasentjetwa yini letindzaba esigabeni sasekhaya?</i>			
Sebenta tindzaba letiphatselane netekuhlukubeta ngetebulili kumkhandlo.	Yakha futsi usebentise imigomo yetekuhlukubeta ngetebulili(SHP)	Bacashi	<i>Yebo ukhona.</i>	<i>Umgomo lobuketwe kabusha.</i>	2011	
	Kufundzisa kwasemisebentini ngelwati lwemgomo wetekuhlukubeteka kwetebulili?		<i>Ingabe kukhona kwatisa lokunjena?</i>	<i>Kutawukalwa kanjani loku?</i>		
	Indlela yekutiphatsa itewuvala kusetjentiswa kwemahlaya nelulwimi lokuhlukumeta ngetebulili.		<i>Ingabe ikhona indlela yekutiphatsa lenjena?</i>	<i>Yini lokubhkekile?</i>		
<b>IV. TINHLELO LETIBUKE TEBULILI</b>						
<b>Kuhlela</b>						
Kucinisekisa kwekutsi kuyacutfuliswa kubesifazane ngetindzingo tabo nakwakhiwa tinhlelo temkhandlo	Lungisa sifungo sembono nemgomo wemkhandlu kucinisekisa kwekutsi siyatinaka tebulili.	Tikhulu Baphatsi bemadolobha	<i>Kute tifungo nemgomo emiphakasti</i>	<i>Kwakha imigomo phindze ilandzelelwe emiphakatsi nase madolobheni.</i>	2013	
	Yenta lucwalingo ngembikwekuba kuhlelwe kute kwatiwa tidzingo		<i>Ingabe lucwalingo lolunjena luke lwaba khona?</i>	<i>Imiphumela yelucwalingo lebukele tebulili.</i>		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/	/	INHLOSO TINKHOMBA	/	NINI?	LIPHAKELO
	tabesifazane nebesilisa men.							
	Ncutfulisa kubesifazane nekubesilisa nawenta nawulungiselela kwenta tinhlelo.		<i>Ingabe kuke kwaba khona yini kuncutfulisa lokunjena esikhtsini lesindlulile?</i>		<i>Yini lokubhekekile? Kuncutfuliswe kangaki? Kubhkiswe kuliphi licembu, labangaki?</i>			
	Tonkhe timphiko nematiko kumele tikhomba tetebulili kutetekuhlela umnotfo kwato.		<i>Akhona yini ematiko emkhandlu lasebentisa tinkhomba tebulili etinhlelweni tabo.</i>		<i>Yini lokubhekekile?</i>			
	Umkhandlo ubuke tindlela letehlukene kutfolela imibono yemphakatsi netigaba tekwenetiseka kwawo ekuletfweni kwetinita.		<i>Tikhona yini tincwalingo letike letinjena letike taba khona esikhatsini lesendlulile.</i>		<i>Yini lokubhekekile? Tingaki tincwalingo, sikhatsi lesinganani?</i>			
	Hlunga futsi uhlatiye lwati ngetebulili.							
<b>Imitimba yetebulili</b>								
eKwakha imitimba lefaka ekhatsi tindlela tekusebenta kwebulili tibuye ticinisekise kwekutsi tinawo emagunya ekuchuba imisebenti yawo futsi titfole kwesekelwa ngubo bonkhe labaphetse.	Tifundza kumele tibe nalocondzisa tebulili ehhovisi lalowengamele (CEO).		<i>Kukhona yini umsebenti lowentiwe etifundzeni nasendzaweni kucala imitimba?</i>		<i>Tinhlelo tekubonwa kwetebulili (GMS) tinikwe emagunya emacebosishukumo kanye nengcebo.</i>			
	Landza / Ubeke / Ucashe lababukele tebulili esigabeni semkhandlu.		<i>Ngabe ingcweti yetebulili icashiwe?</i>		<i>Tisebenti letiyingcweti tibeikiwe.</i>			
	Soma AMICAALL kwekutsi acashe labacondzisa tebulili		<i>Ukhona yini umsebenti lowentiwe ekuicalweni kwemitimba? Ngumuphi</i>		<i>Tinhlelo letibuke tebulili (GMS) ticalwe, tinikwe emagunya,</i>			

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
	belive netifundza. Loyo longumcondzisi kumele asitwe ngulabo lababukele tebulili.		<i>umtimba lokhona lofaka ekhatsi AMICAALL esigabeni sendzawo kuhulumende wasedolobheni?</i>	emacebotishukumo nemphahla.		
	Labakhulu labaphetse kumele batsatse tibophelelo letiphelele tekuhlanganisa tebulili ngekhatsi kubaphatsi.	Baphatsi bemadolobha namabhalnane wemadolobha	<i>Kwanyalo kusete tibophelo.</i>	<i>Tinhlelo letibuke tebulili (GMS) tinikwe emagunya, emacebotishukumo nemphahla. Kube namenejeli lobukene netebulili.</i>	2010	
	Tebulili tibhalwe kutichazamsebenti netivumelwane temsebenti talabakhulu labaphetse nalabo lababukele tebulili (GPF).		<i>Ingabe tebulili tibhaliwe yini etivumelwaneni tekwenta imisebenti talabakhulu labaphetse kanye nalabo lababukele temalungelo (GFP)</i>	<i>Kuniketa lokubhekekile ngebasiti?</i>		
	Tebulili kufanele tibe yindzaba lehlala ikhona eluhlweni lwemihlangano yelibandla lebaphatsi.		<i>Ingabe ikhona yini indzaba lenjalo etinhlelweni temihlangano yebaphatsi?</i>	<i>Yini lokubhekekile?</i>		
	Cala libandla letebulili lelifaka ekhatsi emalunga emkhandlu kute cinisekisa kusekelwa kwetebulili ngutekubusa emisebentini yendzawo.		<i>Ingabe likhona yini libandla kumkhandlu lelibuke temalungelo?</i>	Libandla lekulilingana ngetebulili		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	Lungisa luhlu lwekulandzela (Terms of Reference) kwetinhlelo tekusebenta kwetebulili tahulumende wenzawo ucacise tindlela tekwenziwa kwemibiko.		<i>Ingabe letibuke tebulili seticaliwe yini kuwo onkhe ematiko? Ingabe luhlu lokulandzelela selubhaliwe yini (TOR)?</i>	Letibukele tebulili (GFP) luhlu lokulandzelela (TOR) letibukele tebulili (GFP)		
	Yatisa ngetekucala tekusebenta kwetebulili.		<i>Loluhlelo lolubukele tebulili luyatiwa yini, kwatishiwe ngalo?</i>	<i>Yini inkhomba? Kutawukalwa kanjani?</i>		
	Tekusebenta kwebulili tilungise emacebotishukumo.		<i>Ingabe loluhlelo lolubukele tebulili (GMS) lunalo yini licebosishukumo?</i>	Licebosishukumo neluhlelo lokwenta luvunyiwe.		
	Yakha tihlanganiso tekusebenta kwetebulili kuletinye tifundza, nekusebenta kwebulili eveni lonkhe kanye nasetinhlanganweni tesive.	Tikhulu, Tinkhundla, baholi bemadolobha	<i>Kusete lokukhona</i>	Luhlelo lolubukele tebulili (GMS) seluchumanisiwe eveni lonkhe nasetifundzeni.	2011	
<b>Liphakelo, kulandzelela, nekulinganisa.</b>						
Kusetjentiswe lwati loluhlunga ngebulili kulandzelela nekulinganisa kute kucinisekise kwekutsi kulingana ngebulili kwentiwa ngemandla. Kucinisekisa kwekutsi nakuniketwa imicebo,	Tfola lwati loluhlunga ngebulili.	Bucopho, Indvuna, bomabhalane belidolobha	<i>Kute lucwaningo lolute lwenziwa</i>	Tonkhe tibalo tehlukanise ngetebulili.	2011	
	Tinkhomba tebulili takhelwe litiko / luhlelo ngalinye nelitiko lelibuke		<i>Ingabe akhona emaKPIs etebulili ekhadini lekulekhoda lalokutfolakele lelidolobha?</i>	EmaKPIs afakwe ekhadini lekulekhoda lalokutfolakele kwelidolobha.		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
tebulili tihamba embili.	tekucashwa (HR).					
	Cinisekisa kwekutsi besifazane nebesilisa bahlanganyela ngekulingana nakuncutfuliswa esiveni ekulungisweni kwetinhlelo nasekuhlelweni kwemaphakelo.		<i>Yini kuncutfulisa lokuke kwabakhona kulesikhatsi? Ingabe besilisa nebesifazane bonkhe bayatimbandzakanya yini?</i>	<i>Kubhekekeni, kutawukalwa kanjani?</i>		
	Yenta luhlathiyo lwetebulili kumaphakelo emkhandlu newematiko kucinisekisa kwekutsi kusetjentiswa kwemali kuvumelana ngekulingana kwetidzingo tebesilisa nebesifazane.		<i>Ingabe tikhona tabelo temaphakelo leticondzene nobe letingakandzani nekulingana kwebulili.</i>	<i>Itsini inkhomba? Kutawukalwa kanjani?</i>		
	Ncoma kwabiwa kwemcebo kwaletico ticaliso letitawukhutsata kulingana ngetebulili kufaka ekhatsi kulwa nebundluzula betebulili ne HIV / AIDS.	Tikhulu, Baphatsi madolobha	<i>Chake lesishukumo sisengakabonakeali kutsi sitawubita kanganani.</i>	Kubeka linani lelitawubita sishukumoluhlelo.	2012	
Cinisekisa kwekutsi ematiko ayatabela ngemcebo leto		<i>Ingabe ematiko ayatabela yini umcebo leto letihambisa embili tebulili?</i>	<i>Itsini inkhomba? Itawukalwa kanjani?</i>			

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
	letihambisa embili tebulili.					
<b>Kwakha umtsamolwati</b>						
Kucinisekisa kwekutsi kuceceshwa kuyentiwa kutewufundziswa tonkhe tisebenti nemacembu emphakatsi ngetebulili.	Sita kuceceshwa ngetemakhono kwemalunga etinhlanganiso tebulili.	Tikhulu Baphatsi bemadolobha	<i>Kusete kucecesha losekwentiwe</i>	<i>Imihlagano sikolwa yetfu kumele ibe mitastfu emnyakeni. Bantfu labatawuceshwa batoba lishumi ngemphakatsi.</i>	2010	
	Khulumisana nalabaletsa tinsita kwekutsi banikete tinhlelo tekucecesha.		<i>Yini kuceceshwa lokwentiwe?</i>	<i>Itsini inkhomba? Kutawukalwa kanjani?</i>		
	Sita tinhlelo tekucecesha temalunga emkhandlu, baphatsi nemacembu emphakatsi.		<i>Yini kuceceshwa lokwentiwe?</i>	<i>Linani lelibhekekile lemalinga emkhandlu, baphatsi nemalunga emphatsi?</i>		
	Niketa kucondzisa nekusekela lokuchubekako ngetinhlanganiso tetinhlangano tenhlalakahle.		<i>Tikhona yini tinhlelo letinjalo?</i>	<i>Linani lelibhekekile lemalinga emkhandlu nebaphatsi kutsi bangenele loluhlelo?</i>		
	Hlola emandla elucecesho. Assess impact of training.		<i>Yini kuceceshwa lokwentiwe?</i>	<i>Yini inkhomba? Itawukalwa kanjani?</i>		
	Kucecesha lokwatisa kakhulu ngetebulili kwemalunga emkhandlu ebesilisa nebesifazane.		<i>Ngukuphi kuceceshwa losekwentiwe?</i>	<i>Linani lemalinga nebaphatsi nemacembu emphakatsi lokubhekeke aceceshwe?</i>		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/ /	INHLOSO TINKHOMBA /	NINI?	LIPHAKELO
	Lucecesho lweluhlatiyo lwetebulili lwemalunga emkhandlu netisebenti lolunetibophelelo letitsite tekuhlanganisa ngetebulili.		<i>Nguluphi lucesesho lolwentiwe?</i>	<i>Linani lemalunga emkhandlu, baphatsi nemacembu emphakatsi lokubhekeke aceceshwe?</i>		
Kuniketwe lwati ngetindzaba tebulili kuliwe nenkholelo yekwekutsi tindzaba tebulili "tebesifazane".	Yenta luhla lwetenteko nemikhankhaso lemcoka. Ngenelela imikhankhaso kukhulisa luhlangotsi lwetebulili, sibonelo; lilanga lebesifazane, umkhankhaso wemalanga lalishumi nesitfupha.		<i>Hloboluni lwetenteko tetebulili letikhetsike nemikhankhaso umkhandlu loke wahlanganyela kuto? Hlobo luni lokwatisa lolwentiwe?</i>	<i>Yini inkhomba? Kutawukalwa kanjani?</i>		
	Hlanganyela netinhlango letiphatselene netebulili tasekhaya netangaphandle.					
	Tindlela tekuchumana nekuhlanganyela tisetjentiswe kukhulisa luhlangotsi lwemikhankhaso.		<i>Ukhona umsebenti lowentiwe kulena ndzawo?</i>	<i>Itsini inkhomba? Itawukalwa kanjani?</i>		
	Yenta emapheshana, ticephu tekukhangisa nalokunye kube ngesiSwati		<i>Ukhona umsebenti lowentiwe kulena ndzawo?</i>	<i>Itsini inkhomba? Itawukalwa kanjani?</i>		



<b>UMGOMO WELICEBO</b>	<b>SISHUKUMO</b>	<b>NGUBANI</b>	<b>SISEKELO SIKHONKHOSI/</b>	<b>INHLOSO TINKHOMBA</b>	<b>NINI?</b>	<b>LIPHAKELO</b>
	nangeSingisi.					
	Yenta imincintiswano, imidlalo lelwa nekubukeleka phansi.	Tidvuna tetinkhundla, Bucopho, bomabhalane belidolobha	<i>Akukase kwabakhona</i>	<i>Kutoba nencintiswano lemine ngenyaka.</i>	2010	

**Annex E: Gender Based Violence action plan –Lavumisa Town Board**

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
<b>Kuvikela Prevention</b>						
Kuphepha kwebesifazane Kwentwa imiphakatsi iphephe ngekuhlela futsi kutfutfukiswe kuphepha etindzaweni tesive.	Kwenta lucwaningo lwetekuphepha ngetebulili kukhonjiswe tinkoyoyo letikhetsekile tekunciphisa kuhlukumeteka kwebulili	Bomabhalane belidolobha, AMICAALL	<i>Kusete lokuke kwentiwa</i>	<i>Kube nembiko lowentiwe lonetinkoyoyo tekucedza khulukumeteka ngebulili</i>	2012	E5000.00
	Yenta lucwaningo lwetekuphepha ngebulili futsi uhlanganise libandla lelibuke tekuphepha kwebesifazane lemnyaka (Women's Safety Assessment Focus Group).	Bomabhalane belidolobha, AMICAALL	<i>Kusete lokwentiwe</i>	Imiphumela yalelucwaningo	2013	E2000.00
	Sebenta nemiphakatsi kucinisekisa kwekutsi tonkhe tindzawo tesive njengemapaki, emathuneni nato tonkhe tindzawo tiphephile, titaladi tikhanya ngendlela.	Mabhalane welidolobha	<i>Atisito letiphephe kahle</i>	<i>Kumele kutis tonkhe titaladi nemapaki abe nemalambu</i>	2010	E15000.00
	Cela kwekutsi titandi letingakakhiwa letinelukhula tihlale tihlobile.	Mabhalane welidolobha	<i>Bomasipala bayabakhutsata banikati betitandi kutsi tihlale tihlobile.</i>	<i>Kutawuba bete sitandi lesingaka hlobi</i>	2010	E10000.00
Imikhandlu yakhe	Mabhalane	<i>Ikhona imitsetfo lekhona.</i>	<i>Lidolobha libe nemtsetfo walo</i>	2010		

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
	imitsetfo yayo yekusebenta lendzaba lena	welidolobha		<i>losebenta lendzaba yetitatandi.</i>		
	Hlanganyela nemabandla emphakatsi (CPFs) kusebenta tindzaba tebucala tendzawo	Mabhalane welidolobha nemphatis walo.	<i>Kusete emaphoyisa asemadolobheni.</i>	Kube nelikomidi lemaphoyisa asedolobheni	2011	E5000.00
	Yenta luhlelo lwekwatisa ngetekuphepha futsi wakhe sigungu lesibukele umphakatsi lesifaka ekhatsi yonkhe imitimba yemphakatsi njenge maphoyisa emmango	Mabhalane welidolobha	<i>Kusete emaphoyisa emango asedolobheni</i>	<i>Kutowakhiwa lamabandla ekuphepha</i>	2010	E3000.00
	Mbandzakanya batsengisi basetitaladini emisebentini lebuke tebucala.	Emabandla asemadolobheni	<i>Bayameleleka</i>	<i>Kumele kube khona lobukele labatsengisako</i>	2011	
<b>Imikhankhaso yekwatisa Sive Public awareness campaigns</b>						
Kutfole tibalo letetsembekile netekuhlukubeta kwebulili.	Yenta lucwaningo lwekuphepha ngebulili lukhombise tinkoyoyo letikhethsekile tekunciphisa ngekuhlukumeta ngebulili.	Mabhalane welidolobha	<i>Tinombolo letikhona tisemaphoyiseni nakaSWAGAA</i>	<i>Tinkoyoyo tekunciphisa kuhlukumeteka kwebulili.</i>	2011	
	Hlangana nalabatsintsekako	Mabhalane welidolobha	<i>Lidolobha iyahlanganyela nemaphoyisa luphiko lokulwa</i>	<i>Kufundzisa lodolobha ngekucedza kuhlukumeta</i>	2012	

<b>UMGOMO LICEBO</b>	<b>SINYATSELO</b>	<b>NGUBANI</b>	<b>SISUSA</b>	<b>TINKOYOYO / TINKHOMBA</b>	<b>NINI</b>	<b>LIPHAKELO</b>
	bemphakatsi labafaka ekhatsi labasemagunyeni asekhaya netinkhundla.		<i>nekuhlukubeta.</i>			
Kufundzisa imiphakatsi kulwa nekucedza kuhlukumeta ngebulili.	Ngekuhlangana netinhlango letingekho ngaphansi kwahulumende naleto temiphakatsi cela kwekutsi lomkhankhaso wemalanga lalishumi nesitfupha uchubeke umnyaka wonkhe.	Mabhalane welidolobha	<i>Kute lokwentiwe</i>	<i>Umgomo wekulwa nekuhlukubeta emalanga langu365.</i>	2010	
	Yenta imikhankhaso yekwatiswa kwesive; tsatsa sinyatselo lesisecophelelweni lelisetulu lesilwa nekuhlukubeta ngebulili. Hlela futsi uhlanganyele kulomkhankhaso wemalanga lalishumi nesitfupha.	Bomabhalana belidoba	<i>Kusete lokwentekile</i>	<i>Kube nemikhankaso kuyo yonke imiphakatsi</i>	2010	E5000.00
	Khutsata kungenelela kwemadvodza nebafana ekucedzeni kuhlukubeta ngebulili.	AMICAALL	<i>Kusete lokuke kwetiwa.</i>	<i>Kuba nemkhankaso wekudlaidhloko kabili ngemnyaka.</i>	2010	E1000.00
	Landzelela uphindze ulinganise emandla ayo yonkhe	AMICAALL	<i>Kusete lokuke kwentiwa.</i>	<i>Kube nemibiko kuyoyonkhe imikhankaso leyitiwako</i>	2010	

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO TINKHOMBA	/ NINI	LIPHAKELO
	imikhankaso yekwatisa sive.					
<b>Tento Letinhle Best practices</b>	Butsa futsi uletse tento letinhle letentiwa ngumkhandlu kucedza kuhlukubeteta ngetebulili	AMICAALL	<i>Kusete lokuke kwentiwa</i>	<i>Kubutseke futsi kugcinwe letento letinhle tibesihlanu.</i>	2013	
Khombisa ngetento letinhle tekucedza kuhlukubeta bebulili.						
<b>Imphendvulo Response</b>	Cinisekisa emabandla emaphoyisa emango(CPFs)lanemanda futsi lasebentako,	Baphatsi belidolobha	<i>Kusete lokuke kwentiwa.</i>	<i>Inombolo yemifundza sikolwa yemaphyisa asedolobheni.</i>	2010	E5000.00
Kuchuba tishukumo letinemandla ekuphendvuleni kuhlukubeta ngebulili ekhandlwini wakini.	Cinisa futsi usekele tindzawo tekufihl'ihloko netindzwo tekuphepha talabasindze ekuhlukunyetweni ngetebulili ngekusitana netinhlango letingekho ngaphansi kwahulumende.	Mabhalane welidolobiniha	<i>Kusete tindzawo tekuphepha.</i>	<i>Kwakhiwa kenzawo yinye yekuphepha.</i>	2015	
	Khutsata bubonelo lobuhle kulabasindzile nalabahlukumetekile	Mabhalane welidolobha	<i>Akukhutsatwa bubonelo lobuhle.</i>	<i>Kubona tinhlelo tekukhutsata lobubonelo</i>	2012	
	Sita kuniketwa tinstita netikhungo tangemuva kwetehlakalo letisezingeni lelisetulu futsi leticondziswe	AMICAALL	<i>Lolusito alitfolakali edolobheni.</i>	<i>Kungeta emalanga ekusbenta edolobheni eNgungu yematsemba</i>	2012	E5000.00

<b>UMGOMO LICEBO</b>	<b>SINYATSELO</b>	<b>NGUBANI</b>	<b>SISUSA</b>	<b>TINKOYOYO TINKHOMBA</b> /	<b>NINI</b>	<b>LIPHAKELO</b>
	ngubo bonkhe labatsintsekako.					
	Sebentisana nemaphoyisa nemiphakatsi ekuciniseni kwekutsi tehlakalo tekuhlukubeteka ngebulili tiyabikwa futsi tisetjentiwe.	Mabhalane welidolobha, AMICAALL	<i>Tehlakalo tiyabikwa.</i>	<i>Kube netinombolo tetehlakalo letibikiwe naletisetjentiwe.</i>	2012	
	Sebentisa kakhulu nemaphoyisa; cinisekisa ligumbi langansense lalabahlukubetekile etiteshini temaphoyisa tfutfukisa tinsita letiniketwa ngemaphoyisa.	Mabhalane welidolobha, AMICAALL	<i>Akhona emaphoyisa labekene netekuhlukubeteka.</i>	<i>Imibiko lebuya egumeni lemaphoyisa lelibhekene nekuhlukubeteka</i>	2011	
<b>Kusekela</b>						
Kuchuba luhlelo netinyatselo letisekela labasidze ekuhlukubetweni ngebulili.	Ciniseka kwekutsi besifazane banikwa emandla kutemnotfo kunciphisa kuba sengotini yekuhlukubeteka ngebulili kwabo.	Umphatsi welidolobha	<i>Bomake bvunyelwe kutsengisa njalo ngemsombuluko.</i>	<i>Kukhulisa emalanga labatsengisa ngawo bomake</i>	2011	
<b>Kwabiwa kweliphakelo</b>						
Kucinisekisa kwekutsi imikhandlu iniketa liphakelo nemphahla	Yabela liphakelo nemphahla kusebenta kuhlukubeta kwebulili	Baphatsi bemadolobha	<i>Kute liphakelo lelibuke kuhlukubeteka</i>	Kutsi kube nentindzaba tekuhlukubeteka ephakelweni.	2011	E10000.00

<b>UMGOMO LICEBO</b>	<b>SINYATSELO</b>	<b>NGUBANI</b>	<b>SISUSA</b>	<b>TINKOYOYO TINKHOMBA</b> /	<b>NINI</b>	<b>LIPHAKELO</b>
kusebenta kuhlukubeteka ngebulili						
<b>Kulandzelela ne Kulinganisa</b>						
Cinisekisa kwekutsi imetamo yekusebenta kuhlukubeta ngebulili iyalandzelwa futsi ilinganiswe.	Yakha luhlu lwetinkoyoyo netinkomba kukala inchubekela phambili futsi ucinisekise kwekutsi afakwa etihlelweni tentfutfuko.	AMICAALL	<i>Kute lokukhona.</i>	<i>Kuba netinkoyoyo netinkhomba</i>		

## ***Annex F: Workshop Evaluation***

### **WORKSHOP EVALUATION**

**Total no. of returned forms: 5**

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

### **COMMENTS**

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

- All sessions were good.
- Designing the action plans as it made us realise where we went wrong as a town and assist us in identifying the things we have to do to address gender issues.
- Gender action plan as it covers a lot of ground on gender issues and how they can be addressed.

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

- None

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

- I will introduce the gender subject in our community meetings.
- By appointing a gender focal person.
- Mainstreaming gender issues in most of the town's activities.

#### **4. Any other comments?**

- The training was helpful.
- Need more of these workshops.
- Need for M & E to make sure these plans go through.



