

**REPORT OF THE
SADC GENDER PROTOCOL SUMMIT AND AWARDS
SOUTH AFRICA NATIONAL SUMMIT**



**VENUE: KOPANONG HOTEL AND CONFERENCE VENUE
DATE: 23 - 25 APRIL 2014**



Winners and Runner-ups from the First South Africa SADC Gender Protocol Summit Photo: Nqobile Zungu



Executive summary

Quick facts

- 105 participants attended the summit, 14 men and 91 women
- A total of 76 entries were received from 11 men and 67 women in 10 categories
- Number of men and women runner ups
- 2 male and 11 female winners
- 14 female runner ups
- 7 councils represented, 1 non COE and 6 COE
- No media COEs entered
- 5 government entities represented

This report covers the first South Africa SADC Gender Protocol summit and awards that brought together over 100 guests and participants at the Kopanong hotel and conference centre in Benoni east of Johannesburg on 23-25 April 2014. The summit brought together partners from Local government, media and the Alliance partners under the following themes: Climate Change, Women's rights, Emerging Entrepreneurs, Leadership, Institutional COEs, Media Content and Gender Based Violence

Under the banner "50/50 by 2015: Demanding a strong Post 2015 agenda" the summit and awards brought together over 100 persons including local government authorities, municipalities, Universities and a wide range of NGOs. The summit focused on three key targets of the Southern Africa Development Community (SADC) Protocol on Gender and Development: achieving 50% women in all areas of decision making and halving the current levels of gender based violence by 2015 and developing a strong post 2015 agenda.

A detailed participants list is attached at **Annex A** outlining the contact details of all the delegates who attended the summit on 23-25 April. The Summit programme is attached in **Annex B**. The summit press releases are at **Annex C** and **Annex D**. An analysis of the summit evaluation is found **at Annex E**.

During the partner pledges South African Women in Dialogue COO, Marthe Muller highlighted the importance of partnerships that work in striving to achieve the same goal even when the methods are different.

Participants

Analysis of participants

	Male	Female	Total	% Male	% Female
Entrant	11	67	78	14%	86%
Student journalists	1	3	4	25%	75%
Judge	1	9	10	10%	90%
Provincial coordinators		3	3		100%
Partner	1	4	5	20%	80%

	Male	Female	Total	% Male	% Female
Donor		2	2		100%
Staff		6	6		100%
Total	14	94	108	13%	87%

In total 108 people participated in the summit, 14 males and 94 females, the participants included representatives from local government, different NGOs and the Commission for Gender Equality; who applauded Gender Links for the different relationships that have been built and fostered through the overlap of the alliance and the local government departments within Gender Links.

Background

Six years have passed since the historic adoption of the Southern African Development Community (SADC) Protocol on Gender and Development. Less than two years from now, governments will have to account for actions taken to meet the 28 targets of this unique sub-regional instrument that brings together existing global and continental commitments to gender equality. The MDG targets also have a 2015 deadline. MDG Three concerns gender equality. There is already a lively debate on the post 2015 agenda. *Pressure needs to be mounted to press home the gains in the SADC region, especially in light of the ten elections taking place in the region over the next two years with South Africa National Elections in May 2014. In line with global developments, it is also critical that the SA redefine its priorities post 2015. The South Africa has much to offer, and much to gain, from these regional and global debates.*

Gender Links SA, the South African Gender Protocol Alliance, local government associations, and the Gender and Media Diversity Centre will host the Southern Africa Gender Protocol Summit to gather evidence of the SADC Gender Protocol@Work. With the strapline "*50/50 by 2015 and a strong post 2015 agenda*", the initiative, that has the support for the SADC Gender Unit, will also make a concerted call for increasing the momentum on implementation in the run up to 2015.

Programme

The duration of the summit was three days.

- On day one, the deputy chairperson of the Commission for Gender Equality, Thoko Mpumwana did the keynote address. She congratulated Gender Links on the initiatives taken in advancing gender equality.
- Mandu Mallane, Acting Executive Director, Community Development, SALGA - South African Local Government Association outlined the importance of involving local government in gender mainstreaming and advocacy.
- Rose Thamae, Executive Director of Let us Grow in Orange farm, south of Johannesburg shared her personal account of Gender Based Violence and the journey she has shared with Gender Links.
- Presentations on Gender Based Violence, Women's Rights, Climate Change, Centres of Excellence, Leadership, Photojournalism and emerging entrepreneurs followed the official ceremony.
- A question and answer session by the audience and the judges to the presenters followed after the presentations, the judges gave feedback on the presentations.
- There was one plenary session during the summit which focused on 50/50 representation.

- The award night held on the evening on 25 April where Ntswaki Nkoana, Manager of the LED department at the Midvaal Municipality gave the official keynote address. She emphasised the need for women to have small businesses as a way of sustaining themselves and also emphasized the need to document the individual projects. Judges from the different sessions handed out the certificates to the presenters.
- Partners were given an opportunity to share their outcomes from the summit.

Summit outputs

Analysis of awards winners

CATEGORY	Winner		TOTAL	
	M	F	M	F
Entrepreneurship(runner-up)		1		1
Entrepreneurship		1		1
Leadership(runner-up)		1		1
Leadership		1		1
Women's rights and post 2015				
Education and training	1		1	
Constitutional & legal rights		1		1
Economic development		1		1
HIV/AIDS		1		1
Climate change		1		1
Gender Based Violence		1		1
Media				
Photojournalism		1		1
Institutional				
Local Government COE				
Urban –best performer	1		1	
Urban- best performer		1		1
TOTAL	2	11	2	11

More women than men won, only two men won in the leadership and education category. All the entrants presented their Case Study during the breakaway sessions and then judged by the judging panel in each stream. Winners were invited to the regional summit in May in Johannesburg to represent the country at the regional summit where winners from all over the region will descend to showcase their best practices. In the leadership and emerging entrepreneur streams the judges felt that there is more than one entry that deserved the first prize and suggested that the top two attend the regional summit. The judges did not record their citations, however all the winning entries are documents and a brief summary of the case studies is provided below.

CATEGORIES AND AWARDS

Gender Based Violence

Winner: Jane Mbambo, Khuseleka One Stop centre

Case study: Khuseleka One Stop centre offering a continuum of services to victims of crime and violence: government response to gender-based violence.

Summary of the case study: Khuseleka One Stop centre is responding to the needs of women, men, children and people with disability especially in black poor rural communities where there are challenges or obstacles in trying to overcome domestic and gender-based violence because few support services for abused women/men/children.



Jane Mbambo, Winner in the GBV category.
Photographer: Unknown

Khuseleka documents that there is no provision for traditional courts to issue protection orders; despite the fact that there is currently about 1 500 customary courts operating in South Africa; Customary law lack specific rules dealing with gender-based violence. Khuseleka is responding to the challenges of organized crimes such as human trafficking and smuggling and unaccompanied children. It also addresses the scourge of Lesbians, Gays, Bisexual, trans-sexual and Intersex (LGBTIs) and all types of hate crimes in the communities.

Photojournalism

Winner: Charmain Carrol, Inkanyiso Online Media

Case Study: A Lesbian Funeral

Summary of the case study: The photo essay looks at the plight of lesbian women in Gauteng where crimes against sexual minorities are rife. The essay does not look only at the funeral but also the portrayal of women at funerals, gender roles in terms of the clothing lesbian women wear, butch lesbian dress in men's clothing and femme lesbian wear feminine clothing, the poverty stricken communities within our society. The essay further looks at the circumstances that the LBGTI community live in.



Charmain Carrol with Gender Links SA Board Member Thoko Mpumlwana at the SA Summit Gala and Dinner Awards. Photographer: Collen Mfazwe

Climate Change

Winner: Eunice Gelderblom

Case Study: Recycle Swop Shop

Summary of the case study: Recycle swop shops opened in Mossel Bay and Great Brak River with the MEC Dan Plato, councillors and community members.

The Recycle Swop Shop project is an empowerment initiative for the community whereby they are given the opportunity to help themselves by collecting recyclable items such as tins, plastic and paper and then swop it for personal and household items. The Recycle Swop Shop project allows people to provide for themselves and their families without having to resort to crime.



Eunice Gelderblom (left)

The shop encourages responsibility and ownership of providing for oneself, it teaches people the values of recycling and caring for their immediate environment. Once the recyclables are collected the people receive tokens which they can swap for the items. Small businesses and Shoprite provide toiletries, AfroFish supports the initiative by donating tinned fish, Mosselbay Municipality, the Casino Truwest and GMC each gave a cash donation to start the shop. Community members have their pride restored because they now live in a clean neighbourhood.

Women's rights: Constitutional and legal rights

Winner: Yoliswa Memela, South African Women in Dialogue

Case Study: Affirmative Action or Elimination Of Unfair Discrimination

Summary of the case study: The project aims at identifying challenges that are facing women in leadership position, some due to improper implementation of EE Act.

AA and Unfair discrimination legislation has been a good practice in achieving representation by females, especially in decision making positions.



Yoliswa Memeala receiving her Award from Dineo * at the SA Gala Dinner and Awards. Photographer Charmain Carrol

The question that SAWID through this project raise is- can AA be regarded as an achievement in the absence of measures to eliminate unfair discrimination? Statistics in South Africa shows huge achievement, however research done so far shows a huge turnover by women in these decision-making position. 50/50 representation seems like it is achievable in South Africa however much it is left to the government's discretion.

Women's rights: Economic development

Winner: Doris Mthethwa, Nhlabosini Co-op

Case Study: Living through Agriculture

Brief summary of the case study: Nhlabosini Cooperative was formed from a community project which aims to feed the community through the land that they live on. The project started as a direct result of men in the community being retrenched from work in the mills in the area of Richardsbay in Kwa Zulu Natal. A need for the women arose where it was identified that they needed to help sustain their families.



Doris Mthethwa Winner in economic development category during her Drivers of change interview. Photographer: Nqobile Zunau

The community has been suffering from unemployment of women and hunger prevailed and it affected women and children most. Men were encouraged to take part in the project. The project accommodates the youth as it was evident that the children were idle and so we decided that they should come and help us with the gardens whilst they wait to get into school or to find alternative employment. Nhlabosini supplies its produce to big supermarkets in the area, namely, Boxer superstore, Spar and Fruit and Veg City.

Women's rights: HIV/AIDS

Winner: Shumani Siphuma, South African National Association of the Blind

Case Study: South African National Association for Blind People

Brief summary of the case study: The HIV & AIDS epidemic is the most challenging issue faced by South Africa since the birth of its democracy. Disabled persons have a variety of defects like impairment of hearing, speech and vision, different forms of physical and mental disabilities. All the above categories are vulnerable to sexual abuse due to their limitation in hearing, reason or argue rationally, inability to hear and respond to the spoken word/request appropriately.



Some of the objectives of the project include: Setup appropriate communication techniques on HIV & AIDS for blind and deaf persons. Educate people with different disabilities about the concepts "HIV & AIDS" and "gender based violence". To provide counseling programs for the disabled and doing referrals/follow-up were necessary to the relevant structures.

Women's rights: Education and training

Winner: Edzai Zvobwo, Maths Genius Leadership Institute

Case Study: Demystifying mathematics and science in previously disadvantaged communities in South Africa.

Brief Summary of the case study: MGLI is an African quantitative-based leadership school formed in 2009 to play a pivotal role in building capacity for African youths by identifying, training and supporting talented, driven youth between 16 and 30 years who are keen on solving social problems and becoming leaders in their communities, country and beyond.



Edzai Zvobwo winner in the Education and training category. Photographer: Charmain Carral

MGLI believes that mathematical problem solving, motivation, leadership and creativity which forms the basis for social and economic empowerment for any community. A mathematically savvy society that is solution oriented and driven has a higher probability of thriving compared to one that is not.

MGLI strives to empower African youth to be the captains of their destiny. MGLI was formed as a vehicle to reduce the deficit in mathematical thinkers who can answer some of Africa's most pressing problems. Not enough emphasis has been placed on the exploratory side of mathematics coupled with leadership training. We seek to drive home the point that there is a systematic way of solving any problems. At MGLI we invoke and unleash students' ability to solve problem in various ways based on proven problem solving and decision-making frameworks.

Leadership

Winner: Glen Mhango, Polokwane Municipality

Case Study: Gender Transformation through the Lens of a Driver of Change: "Her – Story"

Summary of the case study: In 2009 Glen was instructed by the Executive Mayor to see to it that the HIV/AIDS unit be expanded to the Special Focus Programmes Strategic Business Unit (SBU).

It was exciting to finally see the municipality taking the stride in addressing issues and needs of women, disabled people, youth and older persons, the question however was how will that be implemented. After a year of presentations, report writing, proposals, negotiations, pleading and arguing with Finance, Human Resource, Occupational Development and other relevant units to assist with human, financial and physical resources the unit still operates with no budget.



Winner in the Leadership Category Dr Glen Mhango from Polokwane Municipality. Photographer: Unknown

The unit has been able to concentrate on activities that could be done without a budget, such as site visits to VEP centres and women organisations, internal campaigns like the black Friday for employees to emphasise the fight for GBV, men's pledge against GBV, women's day messages on pay slips and rates statements for the citizens, electronic billboard messages, and other campaigns.

Winner: Alma Kritzinger

Case Study: From Victim to Victor for Transformation

Summary of the case study: The aim of the project is to mainstream and implement programmes, policies and structures with the focus on Gender, Elderly, HIV/AIDS and Disability including skills development, empowerment and implementation of national and provincial legislation regarding Gender, Elderly, HIV/AIDS and Disability. Kritzinger personal mission statement is to establish change by means of capacitation and education with the focus on transfer of soft skills to ensure that the process of gender mainstreaming and empowerment will never ends.



Alma Kritzinger winner in the Leadership category during the COE Training of Trainers with Sifisosami Dube, GL Manager and Kwexi Cain from SALGA

Kritzinger capitalizes on using the powers within to implement policy, programs and support systems to ensure transformation within the community. She is a Strategy developer and the implementer of the programmes to ensure that the necessary resources, assistance and support is available to empower the community of Mossel Bay. Her leadership skills have led Alma to believe and advocate a message of hope and transformation; "I'm placed to be the voice for my community and those that cannot speak for themselves. I'm the instrument that will ensure that policy, strategy and operational plans are implemented to ensure equal opportunities for everyone in Mossel Bay. Not only focusing on empowerment and development but also to be a narrative writer of people's lives by changing the story of a victim to a story of a victor.

Emerging Entrepreneurs

Winner: Lindile Makume, Emerging Entrepreneur

Case Study: Tumisho cleaning and gardening services

Summary of the case study: Tumisho cleaning and gardening services is a business formed by five women who were unemployed, who had children to feed. The women decided to do something from the little skills that have in common which has become the thread of the company. The women established a cleaning service which caters to neighbors, schools, municipal offices and certain sections of clinics.



Lindile Makume, Winner in the Emerging entrepreneurs category. Photographer: Nqobile Zungu

The role out of the business started with the acquisition of small contracts from neighbors and surrounding houses to clean their houses for a fee with each member

bringing any tool they had in their own capacity to assist with starting the business. Due to the fact that we had insufficient capital to start the business, we decided four weeks later the business was registered as a cooperative in July 2008. We also acquired tax clearance and a business bank account for first for all the women in the group.

Winner: Susan Swart, Emerging Entrepreneur

Case Study: Catering

Summary of the case study: I am a business woman I have had my company World Focus since 2008 and the company got registered in 2010 and I primarily focus on catering and cooking I have a tuck-shop that I operate from home.



Winner in the Emerging Entrepreneurs Susan Swart displaying her award after the gala and dinner. Photographer: Kathrine Robinson

I have always had a passion for cooking and catering from an early age and I have always wanted to have a catering business or selling food, but through the years of abuse my dreams started fading away. I only started finding my strength after I had divorced my ex-husband I then knew it was my time. "Dit was my tyd my tyd was hier" (my time had finally arrived) I am so much confident and knowing that all my money belongs to me and I can generate an income alone as a single parent without the assistance or dependence on someone else to provide for my children.

My community has also benefitted from my business at times I am also able to give "piece jobs" to the unemployed youth to help me with the business when I have a lot of order and need extra hands. I also share the leftover food that I may have with members of the community, people have also been recommending my business to their local churches and meetings. I even do catering for the South African Police Services, and even Church conferences.

My community has been very supportive towards me many of these people helped me when I was being abused by my ex-husband, I am also putting my community on the map because even people from Arniston and Struisbaai which is about 15km away from Bredasdorp come to my community to buy my food. That makes me proud, this means I am contributing to the well-being of my community as well, with the training from GL I will also make sure to keep advertising my business through word of mouth, and local newspapers as well but I am still going to keep working in my community.

Local Government COE

Winner: Naledi Masipa, Capricorn District Municipality

Case Study: CDM Striving for 50/50

Summary of the case study: CDM established in the year 2000, as a category C Municipality in terms of the



Naledi Masipa, Winner in the COE Category. Photographer: Collan Mfawwe

Municipal System Act no.32 of 2000. It has a population of 1.2 million of which 53 % are females. In both terms of political leadership, women as Mayors, Speakers and Chief Whips led 60% of the municipalities.

In terms of administrative leadership the municipality has been striving for 50/50 representation in senior management, as a decision making structure. There are now three women and three men heading the six departments in the municipality. As part of support function to local municipalities, the district deployed two female and one male to assist in management of our local municipalities. One of the achievements of CDM was to have Pascaline Ramutsindela seconded to Lepelle-Nkumpi and Aganang Municipalities as Acting Chief Financial Officer. During her period she managed to improve the financial status of the municipalities wherein the financial statements were submitted on time and the auditor general was able to give an opinion on the status. Ellen Mashakoe another woman leader was seconded as Acting Municipal Manager to Aganang Municipality and the positive result is mainly attributed to the COE process.

The objectives of the municipality include, ensuring that municipal plans, programmes and projects mainstream gender issues, ensure that IDP process plan and framework caters for the voices of men and women and also that there is equal representation of men and women in decision making structures. HR policies and systems respond to the implications of gender issues.

Winner: Alma Kritzinger, Mossel Bay Municipality

Case Study: Mossel Bay Municipality Walk the Walk For Gender Transformation

Summary of the case study: Before the COE process started within Mossel Bay Council, the main focus was on awareness and awareness campaigns. A huge emphasis was placed on awareness and the celebration of calendar days such as woman's day and 16 days of Activism. Budget allocation was not in a separate vote and youth, social workers and gender, disability, elderly and HIV/AIDS shared one vote number. Gender was just another bullet point with no council buy-in in gender and the development of gender action plans. Gender programs and progress were not in the IDP and no provisions made for programs identified to source external funding if needed. None of the staff was trained in gender mainstreaming including the gender forum.



Alma Kritzinger Winner in the COE category.
Photographer: Nandile Zungu

The focus is training and sustainable projects within the community through Gender Links, as an organization who fully committed their resources (financial, knowledge and training) to the processes by directing their authority and mandate within their constitution at the Mossel Bay Municipality and by capacitating the officials in the Municipality on exactly how to mainstream Gender and Development. The purpose of this investment in training is to ensure that the Municipality serves as a catalyst to further equip the community. The Gender Links COE process of mainstreaming was used to mainstream Gender, Disability, Elderly and HIV/AIDS as it is an integrated process and provides an overall picture of our outputs, impact and success within the community.

Summit outreach

Gender Links released a pre-summit and post-summit press release which highlighted the beginning of the summit which was disseminated to the Alliance focal network and the South African media.

Summit outcomes

Overall the summit was a success, as it was the first time that South Africa's national summit took place independent of the regional summit as was the case in the past, disadvantaging the best practices of the participants. This allowed the South African population to submit their best practices and to have an opportunity to improve their presentations in the build up to the regional summit as well as giving the participants an opportunity to learn from each other in the context of the country.

The alliance and local government clusters have formed new partnerships and there is discussion of more meetings and strategies to ensure that gender is mainstreamed and that more programmes respond to Gender based violence in the run up to 2015 where GBV needs to be halved by 50%.

During the summit participants were given the Women Demand Charter which is a result of nine provincial dialogues held in 2013 where the voices of South African women are documented, participants also received the First South Africa Gender Protocol Barometer, launched on the 25th of November 2013, which draws some of its findings from the SADC Gender Protocol Barometer. The centers' of excellence (COE) pamphlet which outlines the COE process was distributed to the participants as well to SADC Protocol on Gender and Development pamphlet in four South African languages (Afrikaans, English, IsiZulu and IsiXhosa).

Lessons learned

- The South Africa Summit was successful. The judges as well as the participants found the projects presented as substantial and feel that they have gained a lot of knowledge and the different representatives from the provinces have agreed to spearhead GL activities.
- Time management is one of the areas that need focus and proper management during the summit, participants attended the plenary session quiet late thus the cancellation of the day two plenary. Three streams ran longer than anticipated as most of the entries were concentrated in those streams.
- GL needs to mobilize more in SA and that the summit call should go out at least two months in advance which will allow participants an opportunity to submit proper supporting documents.
- Rural and urban entries should be allowed an opportunity to present in different streams as in the case of the local government entries and that of the alliance.
- The quality of the presentations was extremely high in most all the provinces except KZN where the women come from areas where there is no access modern technology.
- Transferring the participants' honorarium was a good idea however it took more than two weeks to have the funds transferred to the participants, cash honorariums must be made on the first day of the summit and mileage reimbursements on the last day of the summit.

- Value for Money principles-participants car pooled to come to the venue which in turn saved GL a lot of money, participants from KZN and Free State did not fly in turn saving GL over R50 000 in flights.

Next steps

- Implementing the next phase of the Entrepreneurship training.
- Signing of MOU between GL and the CGE
- Mosselbay has agreed to assist GL in cascading the COE in the Western Cape. Capricorn will continue to provide support to the SA manager and the alliance will be integrated into the cascading.
- Alliance partnership meetings- Alliance SA needs to follow up with the CGE and SAWID
- South African media need to be invited to a roundtable discussion on the Media COE process as the media in SA was non responsive and there were only 3 entries in the Media content stream.
- Women in Politics training to take place concurrently with COE training post the May elections starting with a GMDC Political party seminar.
- GL to engage different NGOs and municipalities when drafting the 2014 SA Gender Barometer on suggestions of hot button issues.



South Africa SADC Gender Protocol Summit Team-Left to right: Susan Mogari, Ntombi Mbadlanyana, Nomthi Mankazana, Lucia Makamure, Thoko Mpumlwana GL Board Member, Kubi Rama-Deputy CEO and Kathrine Robinson.

Annexes

Annex A: Participants list



**SOUTH AFRICA SADC GENDER PROTOCOL SUMMIT AND AWARDS
VENUE: KOPANONG HOTEL AND CONFERENCE VENUE
DATE: 23-25 APRIL2014**

	Surname	Name	Designation	Organisation / council	Category	Sex	E-mail address	Cell phone
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	Surname	Name	Designation	Organisation / council	Category	Sex	E-mail address	Cell phone
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37.	NAZO	PENNY	SAWID	DOD	PEACE KEEPING AND CONFLICT RESOLUTION	F	nokuzolapenelopenazo@gmail.com	071 794 5018
38.	MEMELA	YOLISWA	REGIONAL CHAIRPERSON	SAMWU/SAWID	LEGAL RIGHTS	F	ymemela@mandelametro.gov.za	074 040 4682/ 079 490 0657
39.	JANTJIES	EDWARD	DIRECTOR	MOSELBAY MUNICIPALITY	COE INSTITUTIONAL	M	tjanjies@mosselbay.gov.za	082 9407 733
40.	KRITZINGER	ALMA	HIV AIDS DISABILITY GENDER OFFICER	MBM	LEADERSHIP & COE INSTITUTIONAL	F	akritzinger@mosselbay.gov.za	079 691 7708
41.	LOUW	SHARION	LED	MOSELBAY MUNICIPALITY	WOMENS RIGHTS HIV AIDS	F	slouw@mosselbay.gov.za	082 665 3533
42.	CHARMAIN	CARROL	PHOTOGRAPHER	INKANYISO	QUEER MEDIA	F	charmaincarol@co.za	076 181 0009
43.	NQOBILE	ZUNGU	PHOTOGRAPHER	INKANYISO	QUEER MEDIA	F	nqobile_zungu@yahoo.com	083 562 8571
44.	SETHUN TSA	KANANELO	LAY COUNSELLOR	LGBTI	HIV/ AIDS	M	kennykenny.set@gmail.com	073 612 9668
45.	KAMKAM	JESSICA	SPECIAL BITAL PROGS	BITAL	HIV/ AIDS	F	jkamkam@plett.gov.za	072 769 2342
46.	LAMORE	STACEY	ADMINISTRATOR	LIVING HOPE	WOMANS RIGHTS	F	lseadministrator@livinghope.co.za	073 771 4544
47.	BAATJIES	JOHANNA	HOUSEWIFE	KAM MUNICIPALITY	WOMANS RIGHTS	F	janedam290@gmail.com	079 642 2526
48.	GOZONGO	ZUKISWA	VOLUNTEER	CWA	GBV	F	zukigoz@gmail.com	082 260 3427

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49.	LAURENDA	VISAGIE	SENIOR ADMIN	CAM	GBV	F	lauradav@capegulhas.com	072 803 1787
50.	SARITA	LEWIS	CDW	DPLG	LCD	F	SARITALEWIS772@GMAIL.CO	076 250 2449
51.	SUSAN	SWART	BUSSINESSWMAN	WORLDFOCUS	BUSINESS	F	worldfocus2449@gmail.com	073 077 2327
52.	MPUMALANGA	KHUMALO	CHAIRPERSON	MASIBUMBANE	PARTICIPANT	F	mpumalanga@gmail.com	078 992 7769
53.	THANGO	MUHLE	CHAIRPERSON	MASIBUMBANE	PARTICIPANT	F	muhle@gmail.com	073 344 2640
54.	PERRY	NONHLANHLA	CHAIRPERSON	MASAKHANE	PARTICIPANT	F	N/A	071 803 7236
55.	MASINGA	REBECCA	CHAIRPERSON	MASIZANE	PARTICIPANT	F	N/A	073 176 2106
56.	MBATHA	NTOMBIFUTHI	FOUNDER	KHULASANDE	NPO CRECHE	F	N/A	076 089 5022
57.	VILAKAZI	SIBONGILE	DIRECTOR	ASINANKINGA CORP	C. OPERATIVE	F	vilakazi60@nokiamail.com	083 699 3820
58.	MBUYAZI	GLADYS	FOUNDER	EKHONDWENI	PARTICIPANT	F	N/A	073 736 5518
59.	MFEKAYI	THANDIWE	FOUNDER	SIYAKHUHLA WAYA WAYA	PARTICIPANT	F	N/A	072 490 5563
60.	MSOMI	THANDAZILE	FOUNDER	UMBOHOLO PROJECT	CO-OP	F	N/A	079 436 9425
61.	HLABISA	SEBENZILE	FOUNDER	WOLISIZWE	PARTICIPANT	F	sebenzile.hlabisa2kznhealth.gov.za	079 611 4426
62.	ZUNGU	BATHEMBILE	CHAIRPERSON	SILUNDUMUSA OLD AGE	PARTICIPANT	F	N/A	083 671 6275
63.	CELE	NOMBUYISELO	FACILITATOR	KHANYISA POULTRY PROJECT	PARTICIPANT	F	N/A	073 324 1082

	Surname	Name	Designation	Organisation / council	Category	Sex	E-mail address	Cell phone
64.	MBUYAZI	PHILILE	VOLUNTEER	SAWID	PARTICIPANT	F	pnmbuyazi@gmail.com	071 389 0581
65.	DLADLA	TEZANE	CHAIRPERSON	MAMDULI PROJECT	PARTICIPANT	F	N/A	079 1023 339
66.	MTHETHWA	DORIS	CHAIRPERSON	NHLABOSINI CORP	PARTICIPANT	F	N/A	082 394 7789
67.	NTSHANGASE	EDWARD	CHAIRPERSON	EMGAZINI CORP	PARTICIPANT	F	ntshangaseme@kwambonambi.co.za	078 276 3482
68.	MBANGI	NONTLAHLA	CHAIRPERSON		PARTICIPANT	F	N/A	078 334 4623
69.	MKHIZE	CATHRINE	MANAGER	SIYATHUTHUKA WELFARE ORG	PARTICIPANT	F	siya.welfare@telkomsa.net	083 771 4231
70.	MOTSEMME	LINDA	PROGRAMME COORDINATOR	SIYATHUTHUKA WELFARE ORG	PARTICIPANT	F	siya.welfare@telkomsa.net	083 674 1881
71.	LUTHULI	BONGUMUSA	SECRETARY	NHLABOSINI	PARTICIPANT	F	N/A	084 800 1853
72.	NONHLANHLA	NGONYAMA	CEO	BEAUTIFUL PILLARS FOUNDATION		F	ingonyama1@gmail.com	073 345 7623
73.	THANDA	MADIDA				M	thandamadida@gmail.com	071 444 7928
74.	THAMAL	ROSE	CEO	LET US GROW	JUDGE	F	legrowsa@yahoo.com	072 118 8945
75.	KVR		GL COMMUNICATION	GL	STAFF	F		076 227 6517
76.	NKOPANE	DE	MANAGER	NKOPANE BAKERY	PARTICIPANT	F	makiphumo@webmail.co.za	082 298 3179
77.	PHAKAME	V	MANGER	RE THUSA KA	PARTICIPANT	F	makiphumo@webmail.c	079 759 3810/

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78.	MOKHEHLE	MOKHITLI	FCAILITATOR	TAC/LGBTI	PARTICIPANT	M	naomimokhehle@gmail.com	073 2618 239
79.	MOHONO	TOKOLOHO	CORDINATOR	NKOPANE BAKERY	PARTICIPANT	M	ttp1mohono@gmail.com	073 756 9515
80.	SETHUN TSA	KANANELO	FACILITATOR & LAY COUNSELLOR	LGBTI SECTOR	PARTICIPANT	M	kennykenny2set2gmail.com	073 6129 668
81.	SEHLABAKA	FRANCINA	SAMEID CORDINATOR				sehlabakafrancina@gmail.com	083 521 0522
82.	MATAMANE	DIKGANG	DIRECTOR	KAYDEEM CORP	ECONOMIC POWER DEVELOPMENT	M	dmatabane@gmail.com	073 310 4063
83.	KIEWIT	JENNY	HR OFFICER	MOSEL BAY MIN.	EDUCATION AND TRAINING	F	jkiewit@mosselbay.gov.za	071 344 7669
84.	JOHAARDIEN	SHUMEEZE	FINANCIAL OFFICER	SAATJIE BAATMAN CENTRE	PARTICIPANT	F	shumeeze@womencentre.co.za	072 175 8610
85.	KOEKEMOER	PIETER	CORPORATE COMMUNICATIONS	MOSELBAY SAPS	GBV	M	mosselbaysaps@saps.gov.za	082 302 8546
86.	CLAASSEN	HAYLENE	SOCIAL WORKER	MOSELBAY MUNICIPALITY	CLIMATE CHANGE	F	hclaassen@mosselbay.gov.za	084 6503970
87.	KAYSTER	RITA	PROGRAMME MANAGER	PIET JULIUS AIDS ACTION GROUP	PSSG	F	Rkayster.gov.za	0769813599
88.	MEYER	PEDRO	COMMUNITY BASED COORDINATOR	MOSEL BAY HOSPITAL	HIV	F	Pedro.meyer@westerncape.gov.za	0763622215

	Surname	Name	Designation	Organisation / council	Category	Sex	E-mail address	Cell phone
89.	RAMODIKE	BEAUTY	JOURNALIST	UNIVERSITY OF LIMPOPO	ECONOMIC JUSTICE	F	ramodikebeauty@gmail.com	0799325689
90.	MASOMA	ARTHUR	JOURNALIST	UNIVERSITY OF LIMPOPO	ECONOMIC JUSTICE	M	athanatiou@gmail.com	0717907134
91.	SEBAPU	ROSETA	JOURNALIST	UL	HIV/AIDS	F	rosetasebapu@gmail.com	0712085952
92.	THIPA	TSHEGOFATSO	JOURNALIST	UNIVERSITY OF LIMPOPO	ECONOMIC JUSTICE	F	Tshegofatso.thipa@gmail.com	0726306082
93.	MOYO	ANDILE	SOCIAL WORKER	POLOKEGO	GBV	F	andilecayreenmoyo@gmail.com	0787656055
94.	CHIWUTSI	YVONNE	SOCIAL WORKER	POLOKEGO	GBV	F	Doctoryn.chiwutsi@gmail.com	0739727192
95.	NGWENYA	BUNOLA	SOCIAL WORKER	POLOKEGO	GBV	F	Polokego_s@hotmail.com	0791299358
96.	RAMALOPE	PULENG	SOCIAL WORKER	POLOKEGO	GBV	F	Polokego_s@hotmail.com	0736990474

Attendance by gender

No Number of Males	Number of Females	Total	% M	%W
14	94	108	13%	87%

Annex B: Summit programme



**SOUTH AFRICA SADC GENDER PROTOCOL SUMMIT 2014
50/50 by 2015 and demanding a strong post 2015 agenda!
SUMMIT PROGRAMME**

DAY ONE: Wednesday 23 April 2014

08.00 – 08.30	REGISTRATION		
PLENARY: Demanding a strong post 2015 agenda! Cycad 1			
CHAIR: Thoko Mpumlwana - Deputy Chairperson- Commission on Gender Equality, Board Member Gender Links, Board Member South African Women in Dialogue			
08.30 – 08.40	Welcome	Thoko Mpumlwana	
08.40 - 09.00	Statements by partners	Marthe Muller, COO, SAWID – South African Women in Dialogue	Rose Thamae, Executive Director, Let us Grow
		Mandu Mallane, Acting Executive Director, Community Development, SALGA - South African Local Government Association	
09.00 – 09.30	Presentation on the 50/50	Kubi Rama, Deputy Chief Executive Officer, Gender Links	
09.30 – 09.50	Keynote address and response to the 50/50	Susan Kimathi, Programme Specialist, United Nations Women	

09.50 – 10.10	Comments	All
10.10 -10.30	Overview of process and assignment of parallel sessions	Ntombi Mbadlanyana, South Africa Manager, Gender Links
10.30 – 11.00	Tea	

PARALLEL SESSIONS	WOMEN'S RIGHTS	EMERGING ENTREPRENEURS/ LOCAL GOVERNMENT COE/LEADERSHIP	GENDER BASED VIOLENCE	WOMEN'S RIGHTS
	Cycad 1	Cycad 2	Cycad 3	Cycad 4
RAPPORTEUR	Jenny Hunter	Ntombi Mbadlanyana	Nomthandazo Mankazana	Lucia Makamure
JUDGES	Rose Thamae	Erica Mukwevho	Mvuleni Tshazibana	Ntswaki Mathlare
	Dineo Sokhela	Mpho Matima	Khosi Msimka	Sharmiela Garnie
	Mmapaseka "Steve" Letsike	Justine Visser	Nhlanhla Mokoena	Angeline Phiri Phethle
Presentations				
11.00 – 13.00	Constitutional and legal rights	Local government COEs	Bambo Jane	Economic development
	Yoliswa Memela	Naledi Masipa	Khathu Mapholi	Pretty Thango
	Carine van Onselen	Alma Kritzinger	Ledwaba Bosa	Sibongile Vilakazi

PARALLEL SESSIONS	WOMEN'S RIGHTS	EMERGING ENTREPRENEURS/ LOCAL GOVERNMENT COE/LEADERSHIP	GENDER BASED VIOLENCE	WOMEN'S RIGHTS
	Edna Ntshangase	Leadership	Gozongo Zuki	Nontlantla Mbangi
	Pilile Mbuyazi	Rathabeng Elias Mamabolo	Metse Mabote	Thandiwe Mfekayi
	Francina Marias	Glen Mhango	Visagie Laurenda	Glady Mbuyazi
	Lilly Fritz	Alma Kritzinger		Nonhlanhla Ngonyama
13.00 - 14.00	Lunch			
14.00 – 16.00	CLIMATE CHANGE	Emerging entrepreneurs	Sarita Lewis	Bathembile Zungu
	Thandazile Msomi	Lindile Makume	Nondumiso Funda	Prudence Perry
	Magdeline Manamele	Amanda Phillips	Edward Jantjies	Rebecca Masinga
	Haylene Claasen	Jane Baadtjies	Shumeeze Johaardien	Doris Mthethwa
		Susan Swart	Cynthia Shumani	Nombuyiselo Cele
			Jeanette Raseluma	Ntezame Dladla
				Bongumusa Luthuli
16.00 -16.30	Tea			

DAY TWO: Thursday 24 April 2014

08:30 10:00	- PLENARY: CYCAD 1	
DEMANDING A STRONG POST 2015 AGENDA! CHAIR: ALLIANCE NETWORK		
08.30 – 08.40	Welcome	
08.40 – 09.10	Presentation of the key findings of the country barometer and analysis of post 2015 SADC Agenda	Kubi Rama, Deputy Chief Executive Officer, Gender Links
09.10 – 09.30	Comments and discussion	All
09.30 – 09.50	Online post 2015 survey	All
09.50 – 10.10	Administering the Alliance standard pack	Nomthandazo Mankazana - South Africa Alliance Coordinator
10.10 - 10.30	Overview of process and assignment of parallel sessions	Ntombi Mbadlanyana, South Africa Country Manager
10.30 – 11.00	Tea	

PARALLEL SESSIONS	WOMEN'S RIGHTS	WOMEN'S RIGHTS	GENDER BASED VIOLENCE AND CONFLICT RESOLUTION	PHOTOJOURNALISM
	Cycad 1	Cycad 2	Cycad 3	Cycad 4
RAPPORTEUR	Jenny Hunter	Ntombi Mbadlanyana	Nomthandazo Mankazana	Lucia Makamure
JUDGES	Rose Thamae	Erica Mukwevho	Mvuleni Tshazibana	Ntswaki Mathlare
	Dineo Sokhela	Mpho Matima	Khosi Msimka	Sharmiela Garnie

PARALLEL SESSIONS	WOMEN'S RIGHTS	WOMEN'S RIGHTS	GENDER BASED VIOLENCE AND CONFLICT RESOLUTION	PHOTOJOURNALISM
	Mmapaseka "Steve" Letsike	Justine Visser	Nhlanhla Mokoena	Angeline Phori Phethle
Presentations				
11.00 – 13.00	Health, HIV and AIDS (Start at 8h30)	Education and training	Jessica Kamkam	Collen Mfazwe
	Edith Dintsijang	Ntombiizodwa Mbatha	Melodie van Brakel	Nqobile zungu
	Keitumetse Nyathi	Jenny Kiewit	Andile Moyo	Lindeka Qampi
	Sharion Louw	Victoria Phafane	Jeanette Raseluma	Chamain Carrol
	Rita Kayster	Edzai Zvobwo	Pieter Koekermoer	
	Nadine Pedro Meyer	Lindiwe Nkosi	Yvonne Chiwutsi	
	Jordon Nesizwa	Puleng Ramolophe		
	Magaret Vilakazi	Ntombizodwa Boya		
	Stacey Lamor	Cecilia Lobelo		
	Shumani Siphuma			
	Dimakatso Matlakala			
	Bonolo Ngwenya			
	Zimkhita Funda			

PARALLEL SESSIONS	WOMEN'S RIGHTS	WOMEN'S RIGHTS	GENDER BASED VIOLENCE AND CONFLICT RESOLUTION	PHOTOJOURNALISM
	Kamogelo Senthusa			
	Hlabisa Sebenzile			
13.00 14.00	-	Lunch		



SADC GENDER PROTOCOL SUMMIT AND AWARDS 2014
50/50 by 2015 and demanding a strong post 2015 agenda!
25 April 2014
AWARDS AND RECOGNITION CEREMONY PROGRAMME
Director of programmes: Kubi Rama

Time	Activity	Who
18.00 18.10	– Welcome	Thoko Mpumlwana: Deputy Chair of the Commission for Gender equality
18.10 18.30	– Messages from partners	
	Local Government Association	SALGA
	Alliance partner	SAWID
18.30 - 18.50	KEYNOTE ADDRESS	
18.50 19.10	– Dinner and dessert	
	Awards	
	Women's rights	
	50/50	
	Climate change	
19.10 19.30	– GBV	
	Emerging entrepreneurs	
	Photojournalism	
19.30 20.00	– Television	
20.00 -21.30	Radio	
	Print	
	GL News Service	
	Leadership	
	Alliance and coalition building	
	Gender in Media Education	
	Media Centres of Excellence	
	Government	
	Most improved Local Government COE	
	Best rural COE	
	Best urban COE	
	Vote of thanks	SA Country Manager, Ntombi Mbadlanyana

Annex C: Press releases

Southern Africa: Six national gender summits down, seven to go!

Gender Links

Johannesburg, 23 April: As five Gender Protocol@Work Summits in [Botswana](#), [Lesotho](#), [Namibia](#), [Swaziland](#) and [Zimbabwe](#) ended last week after awarding gender drivers of change, summits in Mauritius, South Africa and Zambia get underway this week.

The [first six](#) of 13 SADC Protocol@Work Summit Awards have rewarded individuals and institutions for gender mainstreaming work in Alliance and coalition building; Government, Media, Leadership, Gender based violence, 5050, Women's rights, climate change and emerging entrepreneurship. The summit awards also call on governments to account for their commitment to gender equality in the critical countdown to 2015- the deadline for the SADC Gender and Development Protocol.

At [Botswana's colourful summit](#) award ceremony in Gaborone, Gender Links (GL) and the SADC Gender Protocol Alliance, used the opportunity to launch the [2013 Botswana Gender Protocol Barometer](#). "SADC is indeed honoured to be a part of the launching of the Botswana Barometer, despite the fact that Botswana has not yet signed the SADC Gender and Development Protocol. It is testimony to the fact that the Protocol is being put to work even where it is not formally in effect. I congratulate Botswana," said Head of SADC Gender Unit Magdeline Mathiba-Madibela in her keynote address. She also went on to say that there is no reason why Botswana should not sign the Protocol. "Yes we must, the time is now to achieve equality between women and men in SADC!"

Winner of the Botswana print media award and budding young journalist Tebogo Baker said the award came as a surprise and he wants to use the opportunity to **encourage youth to take a stand and use their work to fight gender-based violence**. "I want to influence change not only in my country but worldwide with my writing because I discovered there is power in my word."

[Colleen Lowe Morna](#), CEO of GL urged participants of the Lesotho summit to use the event as a platform for furthering the work gender equality and cascading the local government quota to the national level. "The theme for all summits is [50/50 by 2015 and demanding a strong post 2015 agenda!](#) Lesotho is doing very well in women's participation in local government, where we have 49%, which is the highest in SADC and it reminds us across the region, that women's equal participation in political decision-making is possible," explained Lowe Morna.

In her opening speech, Namibia's Deputy Minister of Gender Equality and Child Welfare, Angelika Muharukua expressed commitment to the call to highlight 5050 and the post 2015 agenda saying, "The Government of the Republic of Namibia is well on course in terms of the 50-50 representation. I am on record as saying that the Ministry has embarked on a campaign 'road to equality'."

Anne Hilton, Economic Justice Manger from GL, said it was encouraging to witness the enthusiasm shown by all those who attended, "The summit provides a

framework of hope, knowing that gender issues can be addressed with the will of those who care and the changing of minds through constructive interaction."

In Matsapha, the Swaziland summit judges commended participants for their efforts in demonstrating how they are implementing the provisions of the SADC Protocol. GL Swaziland Board Member— Benedict Bennett said, "This event would not have been possible without you. You are all winners indeed." Raymond Mhishi, who won the award for climate change, refused to take the credit for the award and instead gave all credit to the women he works with at the dumpsite. Mhishi collects waste material and weaves it into designs, clothes and accessories.

The Zimbabwe awards dinner was held at Pandhare Hotel in Harare. The summit featured 67 entries from six provinces of Zimbabwe in a variety of categories. GL awarded 12 winners and nine runners up. Kadoma City Council scooped most of the prizes collecting a total of five awards. The ceremony was graced by the Zimbabwe Minister of Local Government, Public Works and National Housing— Dr Ignatius Chombo who re-affirmed Zimbabwe's commitment toward gender equality and striving for 50/50.

With six national summits down, there are now seven more to go: The Mauritius summit kicked off this morning, while Zambia and South Africa start tomorrow. Mauritius, Zambia, South Africa, have brought in 72, 42 and 51 entries respectively. Kubi Rama—GL Deputy CEO, expressed how gratifying it is to see gender drivers of changing being acknowledged for their fight for gender equality and to witness their excitement to compete at the Regional Summit. "If last week is anything to go by, this week's summits will undoubtedly be successful and my anticipation for the competition at regional level is certainly growing."

Upcoming summit dates:

Tanzania:	27 to 30 April
Malawi:	27 to 30 April
Mozambique:	27 to 30 April
DRC:	5 to 8 May

Regional Summit in Johannesburg, South Africa: 26 to 28 May

For more information please contact Katherine Robinson communications@genderlinks.org.za

South Africa: A successful end to the First South Africa SADC Gender Protocol Summit and Awards

Gender Links

Johannesburg, 25 January: The curtain on the South Africa Southern African Development Community (SADC) Protocol@Work Summit came down yesterday with an award ceremony at Kopanong Hotel in Johannesburg. Gender Links awarded seven winners who presented best practices on how they are implementing the provisions of the SADC Protocol on Gender and Development. All winners will go to the regional summit.

Thoko Mpumlwana, deputy chairperson at the Commission on Gender Equality and Gender Links board member gave the keynote address, which emphasised the importance of using the platform to network. She went on to comfort those who were not getting awards and said, "The fact that you're here, means you're a winner already". To the winners of the country summit, she encouraged them to prepare for the regional summit and make the country proud.

Speaking at the gala dinner, Ntswaki Mathlare, Local Economic Development Manager in Midvaal Council said she learnt a lot during the two day summit. "Women should come together and implement great plans", Mathlare emphasized.

"There are more tuck shops owned by women and we have created jobs in our communities. When municipalities build a shopping complex, women should move into the complex and own retail stores. Women should be educated and encouraged to put more effort in their businesses and aspire to turn their tuck-shops into retail stores and big enterprises," she concluded to a loud cheer.

Awards were given to the following: Shumani Cynthia Siphuma, Chief Executive Officer of South African National Association of the Blind and partially sighted Persons (SANABP) from Capricorn district walked with the Health, HIV and Aids award. She thanked Polokwane Municipality for support. "I will push forward gender equality and always make sure that disabled persons are included in projects," emotional Siphuma said.

Mossel Bay Municipality walked with Climate change, GBV and leadership award. Alma Kritznger of gender disability, elderly and HIV/Aids officer said it is a payoff for hard work when you compete with big giants such as Capricorn District.

Economic development was Doris Mthethwa who heals from Kwa-Zulu Natal. She thanked God for the strength she receives daily and making change in people's lives. Yoliswa Memela from the Eastern Cape, Young SWAID won the award in the Constitutional and legal rights.

Maths Genius Leadership institution walked away with the education award which was received by the Director, Edzai Zvobwo. Charmain Carrol from Inkanyiso media won the Photojournalism award while Suzan Swart walked with Emerging entrepreneur. Capricorn District won the Local Government COE award.

Annexe D – Analysis of Summit Evaluation Form

Please score the following 1-10 where 1= very poor; 10 – excellent **SCORE**

	OUT OF TEN
1. PROGRAMME DESIGN	89%
2. PROGRAMME CONTENT	89%
3. DOCUMENTATION	87%
4. FACILITATION	90%
5. GROUP WORK	88%
6. OUTPUTS	89%
7. OUTCOMES AND FOLLOW UP PLANS	89%
8. LEARNING OPPORTUNITY	94%
9. NETWORKING OPPORTUNITY	96%
10. ADMINISTRATIVE ARRANGEMENTS	88%

Which session did you find most useful? Why?

- The question and answer session handled by Ntombi
- COE
- MOMs and TOT presentation- because it gives hope to the hopeless people.
- Presentations we have learnt more from partners
- Is the documentation session of grass roots enterprise to put their work into document for the children
- The presentations
- All was very good.

Which session did you find least useful? Why?

- Partners and Gender Links
- Entrepreneurship - most are still learning and need to be encouraged more and to get more information.

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

- Whatever I have learned I will apply.
- I intend to integrate what I have learn

Any other comments

- That was a wonderful for me as a person who come from the rural place to see how things are done.
- Can we have other languages in the future