



## VALUE FOR MONEY CASE STUDY

<b>TITLE</b>	<b>Internship Programme</b>
<b>MANAGER</b>	<b>HR Manager</b>
<b>PROGRAMME OR UNIT</b>	<b>Governance, Media, Alliance, Operations</b>
<b>NATURE OF SERVICE/PURCHASE</b>	<b>Technical Assistance, Administration and Offering on Job Learning</b>
<b>DATE/S</b>	<b>April 2013 to March 2014</b>
<b>DONOR/S</b>	<b>PPA 1 and 2</b>

### Synopsis

**“Little did I know that being an intern student at GL would influence my career!” I can proudly say I am an advocate for women’s rights. Above all, working with GL as an intern has enabled me to be objective in my profession – writing.” Mike Mwenda, Intern from Zambia**

The GL internship programme provides an opportunity for young people to gain or strengthen work and like skills. The period April 2013 to March 2014 GL engaged 19 interns across the different countries. Most interns have been called to assist with various tasks related to the SADC Protocol @ work summits. These tasks include monitoring and evaluation, administration, media tracking, research and filing of summit entries.

Summary.

2014 GL INTERNS								
Country	Name	M	F	Period	Months	Intern Stipend per month	Junior Prog. Officers Monthly Salary	Variance
Botswana	Mboy Maswabi	1		Mar 2014	1	R 3,000	R 7,600	R 4,600
Lesotho	Alice Ranthimo		1	Mar 2014	1	R 3,000	R 7,600	R 4,600
	Thato Cheka		1	Mar -Apr 2014	2	R 6,000.	R 15,200	R 9,200
Madagascar	Andrianjavony Zoarilinah Kathiucia		1	Mar - Apr 2014	2	R 6,000	R 15,200	R 9,200
Mauritius	Jodey Modley	1		Aug 2013 - Jan 2014	6	R 18,000	R 45,600	R 27,600
	Farah Mohingo		1	Aug 2013 - Jan 2014	6	R 18,000	R 45,600	R 27,600
	Karen Tracey Rayepa			Mar - Apr 2014	2	R 6,000	R 15,200	R 9,200
	Von Mally Olivier	1		Feb - Apr 2014	3	R 9,000	R 22,800	R 13,800
Mozambique	Arsenia Amelia Mucavel		1	Mar - Aug 2014	1	R 3,000	R 7,600	R 4,600
	Ercenia Muchate	1		Aug - Dec 2013	5	R 15,000	R 38,000	R 23,000
Namibia	Veronika Hambili		1	Sept 2013 - Aug 2014	7	R 21,000	R 53,200	R 32,200
Swaziland	Beaula Dlamini	1		Apr - Mar 2013	2	R 6,000	R 15,200	R 9,200
	Badzelisile Dlamini		1	Mar - May 2014	1	R 3,000	R 7,600	R 4,600
	Lungile Mabuza		1	Mar - May 2014	1	R 3,000	R 7,600	R 4,600
South Africa	Linda Mubalama		1	Apr - Dec 2013	9	R 27,000	R 68,400	R 41,400
	Monica Ntebe		1	Nov - Dec 2013	2	R 6,000	R 15,200	R 9,200
	Violet Nyambo		1	Aug 2013 - Jan 2014	6	R 18,000	R 45,600	R 27,600
Zambia	Lovisa Arlid		1	Feb - Apr 2014	3	R 4,000	R 22,800	R 18,800
	Mike Mwenda	1		Mar - Apr 2014	2	R 6,000	R 15,200	R 9,200.00
Zimbabwe	Gladys Muzirwa		1	Feb - Mar 2014	3	R 9,000	R 22,800	R 13,800.00
<b>TOTAL</b>		<b>6</b>	<b>13</b>	<b>16</b>		<b>R 190,000</b>	<b>R 494,000.00</b>	<b>R 304,000.00</b>

### Economy

The impact of the GL internship programme has been tremendous showing a saving of R304,000 in total in comparison to hiring junior programme officers at an average monthly salary of R7600 versus R3000 intern stipend per month. Through the GL internship programme interns have contributed to GL work to deliver on time with less cost to the organisation by cutting costs on hiring staff.

## **Efficiency**

The internship programme is a win win for the interns who gain experience and exposed to a dynamic working environment. At the same time GL gets skilled technical assistance at a cost benefit and at the most busy time for GL programme work. There is leverage of partnerships with higher learning institutions that recommend students to GL for the internship programme.

## **Effectiveness**

Interns that have been through the GL programme have gone to get placed in jobs that have championed gender advancement for example one intern is working for Namibia Newspaper, with emphasis on gender another intern was hired by Oxfam as communication officer in Malawi focusing on Gender. Intern who have worked with Gender Links previously have gone on to be hired because of their knowledge gained at Gender Links and being champions of gender in the areas of expertise. Another way GL is spreading its influence and impact through this GL internship programme.

The interns have been valuable to the COE process both in GL country offices in collecting Monitoring and Evaluation forms, collecting I stories and assisting with administration during the national summits. This has enabled GL to deliver quality work and meet their targets with the assistance of human resource which could have cost more and taken long to meet the targets.

Through the internship programme the long term benefits that have flowed from this is that Gender Links has established partnerships with different institutions of higher learning where GL operates in like University of Botswana, Institut facultaire des sciences de l'information et de la communication (IFASIC)-Kinshasa, University Lesotho, Polytechnic of Namibia, Polytechnic of Malawi, University of Mauritius, University of Anatanarivo, Eduardo Mondlane Universidade, University of Swaziland, University of Dar-es-salaam, University of Limpopo, Zambia Institute of Communication, Harare Polytechnic and National University of Science and Technology.

Interns have gained experience and skills during their internship, through the transfer of skills from their GL supervisors they are attached to, who monitor their work and give a report back to the institutions. On the job learning that the interns get exposed to at GL gives them an edge in the market place.

The internship programme has changed lives of the interns by equipping them like the media students who have started reporting with gender lenses as this quotation from a student from Mauritius "Be actors and not spectators!" This is what the GL internship has taught me. Karen Tracey, Rayepa, Mauritius University.

GL internship programme continues to be beneficial to the organisation and interns, promoting gender equality in the region and leveraging on partnership. This programme can be expanded further afield in countries that GL has operations.