

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
SWAZILAND

COUNCIL: NHLANGANO TOWN COUNCIL



DATE: 18 - 19 FEBRUARY 2010
VENUE: NHLANGANO TOWN COUNCIL CHAMBERS

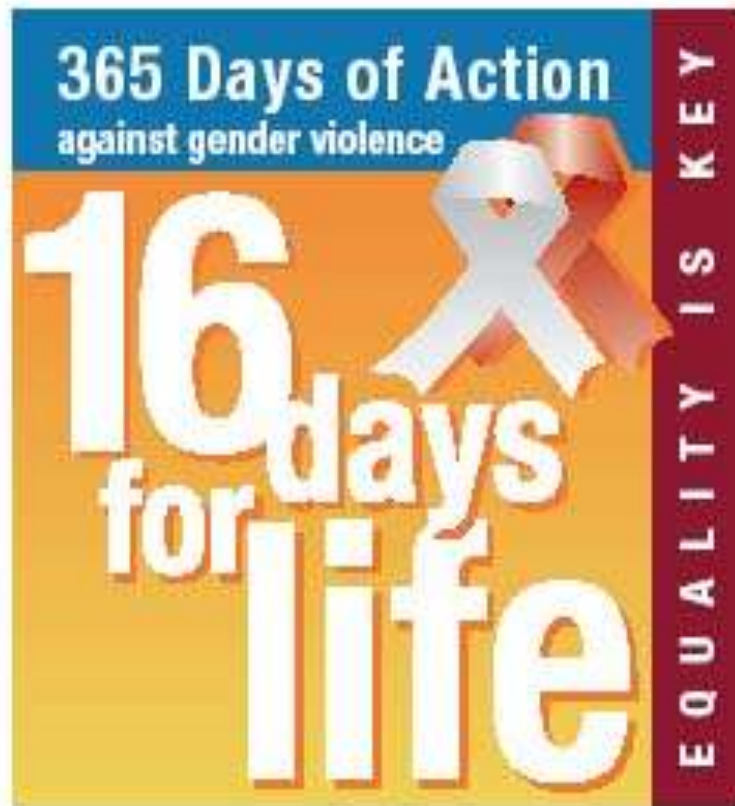


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Executive summary

This is a report on the proceedings of a backstopping workshop that took place with the Nhlngano Town Council at the Nhlngano town council conference room from the 18 – 19 February 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.

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

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

All for the group work and discussions are attached at **Annex C**.

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

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

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

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 G**.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	WHO
DAY ONE:		
8:00 – 8:30	Registration	
8:30 – 8:45	Opening	
8:45 – 9:15	Introductions and objectives	
Module One: SADC Protocol on Gender and Development		
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	
Module Two: Key gender concepts		
10:30 – 11:30	Sex and gender	
Module Three: Gender and governance		
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	
Module five: Draft gender action plan framework		
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	
DAY TWO :		
8:00 – 8:30	Recap	
Module five: Draft gender action plan framework (Continues)		
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	
Module six: Localising plans to end gender based violence		
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	

DAY/TIME	ACTIVITY	WHO
16:00 – 16:15	TEA	
16:15 – 17:00	Way forward: Best Practices and Summit	

Annex B: List of participants for Nhlanguano Town Council

Attendance List

NAME	Sex M/F	DESIGNATION	PHONE	FAX	E MAIL
1. Nkosiphile Nxumalo	M	Councillor	643199		
2. Ray Carmicheal	M	Councillor	6147734		
3. Landiwe Simelane	F	Councillor	6128946		
4. Dennis Malinga	M	AMICAALL	6315397	2078451	mathunjwafilkilebeauty@yahoo.com
5. Jabu Dlamini	F	HIV Focal person	6072765	2078451	ntc@africaonline.co.sz
6. Mandla Sibandze	M	Councillor	6609065		

Attendance statistics by gender

Females	2	33%
Males	4	67%
TOTAL	6	100%

Annex C: SADC Protocol village level report

Date	18 – 19 February 2010
Theme of Protocol village meeting	Gender and GBV action plan backstopping workshop
Participants' list	Attached at <i>Annex B</i>
Number of women participants	2 of 6
Number of men participants	4 of 6
Civil society representatives present	None
Knowledge Quiz administered?	Where and when was the SADC Protocol on Gender and Development signed? 2/6=33% Has your country signed the protocol? 5/6=83% Which three countries have not yet signed the Protocol? 2/6=33% How many targets does the Protocol have? 0/5=0% What is the target for women in decision-making and when should it be achieved by? 5/6=83% What is the target for ending or reducing GBV? 2/6=33%
Answer sheets to the quiz as baseline data	collected
Issues raised	Participants were excited about the SADC protocol on gender and Deveelopment and were happy that Swaziland is one of the countries that signed. They expressed that it is a good thing to encourage women to be in decision making positions because lately they had demonstareted that they make good decisions and are capable of helping the country to develop. Councillors pledged to do all they can to assist women to reach their full potential at the council offices. They also pledged to tell their constituencies about the protocol as it is a good thing.
Responses	Council was assured that if they needed material on the protocol Gender Links would be in a position to supply them with the pamphlets and roadmap to equality dvds.
Follow up meeting/Next steps	
Evaluation forms	Collected and attached

Annex D: Gender action plan – Nhangano Town Council

LUHLAKA LWELICEBOSISHUKUMO SETEBULILI KUBOHULUMENDE BENDZAWO ESWATINI							
UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/	/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
I. TEKUBUSA							
Kumelelwa							
Kukhulisa labamelele labamelele emalunga esifazane yaSADC lemashumi lasihlanu ekhulwini (50%) yebesifazane kubohulumende bendzawo, kuyafinyelelwa kuyo nga 2015.	Kutinikela kwesive ekufinyeleleni ekulinganeni kwemalunga ebesifazane newesilisa – ngekukhutsata besifazane kutsi bangenele lukhetfo.	Umphatsi welidolobha	Kwanyalo bomake base phasi kakhulu.		Kumeleleka lokungu 50%	2015	
	Cela lawo matiko lacondzene naloku, kwekutsi babuke ngetebulili nabakha ticondziso telukhetfo labohulumende bendzawo.	Baphatsi bemadolobha nemalunga ePhalamende	Umtsetfo sisekelo utsi kumele kukhtfwe bomake labangu 30%.		Umgomo lotawukhutsata bomake kutsi bangenele lukhetfo	2011	
	Cela litiko labohulumende bendzawo kokutsi lente sikhundla selilunga sibe ngulesingapheli, sihlale sikhona.	Baphatsi bemadolobha	Kusete lokwentiwe ngalolohlangotsi		Umgomo lotovuma lokutsi lesikhundla sebuluga kasipheli	2011	
	Fundzisa sive ngenchubo yelukhetfo labohulumende bendzawo nekulungenela kwebesifazane.	Libandla lelibukele Lukhetfo, kanye nebomabhalane bemadolobha	Kuke kwenteka kulelikhetfo lelendlulile		Inombolo yemihlangano yekufundzisa ngelukhetfo	2012	E12000.00
	Cela hulumente ente	Umphatsi	Kusete lokwentiwe		Kube nemgomo wekulinganisa	2015	

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	linani lelincunyiwe letekumelela ngetebulili.	welidolobha		kumeleleka.		
Kucinisekisa kwekutsi besifazane bamelwe ngalokulinganako etikhundleni temkhandlu.	Yakha uphindze ucondzise tibalo tebesifazane labasetikhundleni tebuholi kubohulumende bendzawo kufaka ekhatsi labaphetse nakulamanye emabandla.	umphatsi welidolobha	Kusete letibalo	Kubanembiko loshoko kutsi besifazane labasetikhundleni tekuphatsa bangakhi.	2011	E6000.00
	Tsatsa tinyatselo tekucinisekisa kumelela ngalokulinganako kwebesifazane etikhundleni tebuholi kumkhandlo.	Umphatsi welodolobha	Kuletinye tindzawo bomake bamelelekile.	Bomake battfole ematfuba lalinganako ekuba setikhundleni.	2012	
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	Umkhankaso wekukhetsa make bowukhona ekhtfweni lelendlilile.	Inombolo yemihlangano sikolwa lebhanjiwe kuphakamisa lolwati.	2010	
	Yenta imikhankaso yekufundzisa nekuniketa lwati ngetebulili ubhekise emiphakatsini, tinhlango tesive, tinhlango tetenhlalakahle njengemasontfo,	Bomabhalane bemadolobha	Kutelokusekwetiwe ngaphandle kwemkhankaso wekukhetsa make.	Inombolo yemikhankaso leyentiwe.	2011	

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	tinhlango tabomake kute ukhulise kuhlanyela kwebesifazane.					
	Cinisa kusebentisana nelitiko letemfundvo kukhutsata kulingana kwebulili etifundvweni futsi uphakamise kulingana ngetebulili etikolweni.	nabomabhalane belidolobha	Kusete lokwentiwe	Kungena kwekufudzisa ngetebulili etifudvweni	2011	
	Condza besilisa njengelicembu lelikhetsekile lekufanele ulicele kwekutsi lihole lena mikhankaso	nabomabhalane belidolobha	Kuke kwabakhona umkhankaso wekudla inhloko.	Inombolo yemikhankaso lebhokene nebesilisa.	2012	
	Hlukanisa tindlela letisetjentiswako kufundzisa imiphakatsi netinhlango tesive ngetebulili kubohulu mende bendzawo.	nabomabhalane bemadolobha	Tinhlango letingekho ngaphsi kwahulumende tiyete tifudzise emiphakatsi	Indlela leyehlukile yekufundzisa.	2012	
Kuhlanyela						
Kukhulisa kuhlanyela kwebesifazane ngobe tindzaba tabo sikhatsi lesinengi tibekwa eceleni nobe tinganakwa yimiphakatsi lephetfwe besilisa.	Cala licembu lelincane lesifundza lebesifazane lelifaka ekhatsi lababuya kubohulumende bendzawo basemadolobheni nasemaphandleni.	nabomabhalane belidolobha	Kusete licembu lelinjenga leli.	Sifundza ngasinye sicale nelibandla laso lelincane.	2015	
	Hlanganisa lawa macenjana etifundza ebesifazane	Indvuna yeNkhundla nabomabhalane	Kusengakake kuhlango nge ngoba kute lamcembu.	Kuhlango nebangaphandle kucale.	2012	

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	nelicenjane lebesifazane labase palamende.	belidolobha				
	Cela libandla lelukhetfo nemincele kwekutsi libukisise kabusha indlela lokunconywa ngayo nekwekutsi lizindle ngalomgomo wetebulili.	nabomabhalane bemadolobha	Kusete lokucondzene netebulili.	Umgomo wetebulili ube sewufakiwe emtsetfweni wetelukhetfo (Electoral Law)	2012	
Kuniketa emandla kumalunga emkhandlo kubesifazane kute banake loko lokutsiwa tindzaba tebesifazane.	Yenta luhlolo lwetemakhono.	libandla lasemadolobheni	Alukake lube khona.	Lwati kulawo makhono emalunga lanawo.	2013	
	Tinhlelo tekungenisa emalunga lamasha tilandzelwa yimifundza sikolwa.	Mabahalane welidolobha	Lukhona lolentiwa njalo umabangena ehhovisi.	Kubenemifundza sikolwa lemibili sebangenile.	2013	
Kunika emandla besilisa etindzabeni tebulili kucelwa lusito lwabo.	Imifundza sikolwa yetebulili yemalunga ebesilisa newebesifazane nalabaphetse.	Mabahalane welidolobha	Kusete lokuke kwentiwa.	Inombolo lemalunga ebesilisa nalabaphetse labahlanganyela etifundvweni tebulili.	2011	
	Tingcogco nemalunga ebesilisa nalabaphetse.	MAPM, mabhalane welidolobha	Kusete lokuke kwentiwa.	Inombolo yetingcogco tetebulili sibonelo katsatfu ngemunyaka.	2011	
	Condza besilisa njengelicembu lelikhetsekile kuhola imikhankhaso yetebulili.	MAPM	Kusete lokwentiwe.	Imikahankaso lemibili ngemunyaka.	2010	
Kugcugcutelwa kweMphakatsi						
Kwenta siciniseko kwekutsi besilisa nebesifazane bahlanganyela ngalokulinganako etindzabeni	Butsa, wehlukanise futsi uhlatiye lwati lwetenhlalakahle emiphakatsini.	MAPM	Kusete lwati lolunjalo lolukhona.	Lwati lelwehlukanisa tebulili emphakatsini.	2011	
	Khutsata besilisa kutsi bahlanganyele	Tikhulu, mabhalane	Kute tibalo letikhona.	Kubanetinombolo letehlukanisa ngebulili	2012	

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temphakatsi nekwekutsi kwentiwa kwemgomo kususelwa elwatini lolusecophelweni.	emihlanganweni yesive nakuleto tindzaba lekucatjangwa kwekutsi titsintsa besifazane bodvwa.	wemadolobha		emihlanganweni.		
Kugcugcutela esigabeni sasekhaya nekucinisekisa kwekutsi bayatibona titselo tekulingana ngebulili.	Yemukela indlela nelicebo lekuchumana lelitawubheka emacenjini ebesilisa.	MAPM	Kusete lokuke kwentiwa.	Kube nemihlangano lemitsatfu ngemnyaka.	2011	E5000
Kwatisa						
Kucinisekisa kwekutsi tatiso temkhandlo atibhebeteli kungabeketelelani kwetebulili.	Kubukwa kabusha kwetekwatisa temkhandlo ngeliso letebulili kwentiwe timphahla letingamelani nekungabeketelelani kwetebulili.	Mabhalane welidolobha	Kusete lokuke kwentiwa	Imphahla yekwatisa ngetebulili.	2012	E5000
II. TEBULILI ETINHLELWENI LETIKHONA						
Tekuphepha netelusito loluphutfumako						
Kusebenta tindzaba tekuphepha letitsintsa kakhulu besifazane ikakhulu emikhukhwini.	Tonkhe titaladi kufanele tetsiwe emabito kute telusito loluphutfumako tibatfole bantfu ikakhulu besifazane labacele kusitwa.	Mabhalane welidolobha	Titaladi setetsiwe kodvwa tisengakabhalwa	Tonkhe titaladi tibe setibhaliwe	2010	E40000.00
	Umkhandlo kumele ukhankhasele kwenta umgomo lobukene nekucala tindzawo tekuhlala nekwakha kucinisekisa tikhala letenele emkhatsini wetakhiwo.		Kukhona lokwentiwe kuletinye tindzawo, emagindaneni.	Kube nemgomo weluhlelo.	2015	500000.00

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Kufundzisa besifazane nekwatisa ikakhulu labo labatinhloko emakhaya abo labahlala emikhukhwini labahlukubeteka kakhulu ngesimanga semilillo lebhuhisa emakhaya netimphilo tabo.	Tinhlelo tekwatisa letibheke kubesifazane ekuvikelweni kwemililo.	Mabhalane welidolobha nanjinyela.	Kute lokuke kwentiwa.	Kufidziseke bantfu labalishumi ewadini.	2012	
Temnotfo nekwakhiwa kwemisebenti						
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	Kute lokwentiwe kulelo hlangotsi.	Kuba nemgomo logadza kutsi kucashwa ngekulingana.	2011	
Kucedza buphuya						
Kucalwe lisu lelitibukelako tebulili lekusebenta lizinga leliphakeme lebuphuya lelitsntsa kakakhulu besifazane, ikakhulu lawo makhya laholwa bsifazane icondzane ne (PRSP)Poverty Reduction Strategy Plan	Khulumisana ucele lelotiko lelibukele kwekutsi lente indlela lencono kuniketela ngetibonelelo tahulumende (Social Grant)	Mphatsi welidolobha	Imali yesibonelo itfolwa ngulasebefike emnyakeni longemashumi lasitfupha.	Kutsi bonkhe batfole sincephetelo.	2015	
	Cela kwekutsi lemali yesibonelelo ikhuliswe.	Mphatsi welidolobha	Imali yesibonelo yabogogo kuphela inguE200 ngenyanga.	Kutsi ibuketwe.	2013	
	Yenta kube malula lokubona kufakwa kwetinhlelo letiletsa imali, yenta umcebo lababelwe wona	MAPM	Kukhona Isekuvele kwetiwa.	Kutsi kube nemgomo wekugadza letinhlelo kutsi tingawi.	2010	

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	ubencono ufake neluhlelo lwekugadza loku.					
Lusito lemaBhizinisi						
Kukhulisa kuhlanyela kwebesifazane kutemabhizinisi lapho bangakameleleki ngalokufanele.	Nika lwati kubesifazane ngematfuba ekuhlanyela timali.	MAPM	Kusete lokukwentekako kulelo hlangotsi.	Inombolo yemihlangano lefudzisa bomake ngekuhlanyela timali.	2010	
	Khutsata kusebentisana kwemabhizinisi esive nalawo latimele	Mabhalane welidolobha	Kusete lokwentiwe.	Kwakhiwe lobudlelwane.	2015	E15000.00
TAKHIWO						
Tetindlu						
Kutfufukisa emalungelo lalinganako kutekwabiwa kwemhlaba.	Butsa lwati kutetindlu lolwehlukhanisa ngetebulili.	Baphatsi bemadolobha,	Kusete lolukhona	Lwati kutetindlu lolwehlukhanisa ngetebulili.	2015	
Kucinisekisa kwekutsi tidzingeko tebesifazane tiyabuketeka ngobe batsintseka kakhulu ngekungatfoli tindlu letifanele.	Khomba kunjalo betindzawo tekuhlala letingenelisi bese wenta tincomo tekutsi tentiwe tibe ncono.	baphatsi bemadolobha	Kusete lokuke kwentiwa.	Tincumo letitsetfwe.	2015	
Kucinisekisa kufinyelela lokulinganako ekwelekelweni kwekutfoli tindlu.	Cela litiko lelotiko lelifanele kwekutsi lakhe umgomo locondzene nekulekelwa ekutfoleni tindlu ubuke kakhulu besifazane.	baphatsi bemadolobha	Bekusete lwati lolukhona.	Kuba khona kwemgomo wekutfoli tindlu lobabuketile nebesifazane.	2015	
Yenta imigomo yetetindlu kwekutsi ibukele tebulili kutetindlu.	Yenta kabusha imigomo lekhona futsi uyigucule uyente ibukele tebulili.	Baphatsi bemadolobha	Kute imigomo lebukele tebulili.	Umgomo lowentiwe kabusha.	2015	

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Tekuhamba						
Kucinisekisa kutsi kwekutsi tidzingo tekwekuhamba kwebesifazane tiyakiwa tiphindze futsi tihlangabetwe nekucinisekisa kwekutsi kwekuhamba kwesive kwentiwa kuphephe kubesifazane nebantfwana.	Tikhungo tetekuhamba netindzawo tekumela nekwehlisa tihlelwe kute kuhamba kuphephe kubo bonkhe bantfu ikakhulu kubesifazane nasebantfwaneni.	baphatsi bemadolobha	Akwatiwa nobe kukhona yini lokwentiwa kuhlela letindzawo	Kuncipha kwetehlakalo tekuhlukubeteka entidzaweni tekuhamba.	2015	
	Cinisekisa bukhona bemaphoyisa nekwekutsi kwekuhamba kuyalilandzela lizinga letekuphepha lelibekiwe nemitsetfo kufaka ekhatsi kwekutsi tiyabhaliswa futsi tiyahlolwa kwekutsi tifanele kuba semgacweni.	MPW&T, mabhalane welidolobha	Timoto tekuhamba sive tihlolwa kabili ngenemnyaka.	Timoto tekuhamba kumele kutsi tihlolwe njalo emuva kwetinyanga letintsatfu.	2012	
	Cocisana netinhlango tematekisi kubakhutsata kwekutsi bakwente kube semtsetfweni kuniketa kwemathikithi.	Baphatsi bemadolobha	Bagibeli abaniketwa emathikithi sonkhe sikhatsi	Bagibeli batfole emathikithi njalo nabagibele	2010	
	Butsa lwati loluhlunga ngebulili kute utfole kwekutsi bobani labasebentisa kokuhamba kwesive, tidzingo tabo letihlangabetiwe	Bucopho, baphatsi bemadolobha	Kute lwati loluhlunga ngetebulili.	Lwati lwetibalo loluhlukanisa ngebulili kwekutsi bobani labasebentisa kokuhamba.	2010	

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	nalabo letingakahlangabetwa.					
	Celela ematekisi lasemtsetfweni kwekutsi abe netinombolo letibonakalako kute kube malula kuwabona.	Baphatsi bemadolobha	Ete tinombolo kodvwa abaliwe kutsi ayaphi.	Ematekisi onkhe abenetinombolo.	2010	
	Kuphepha kwalabahamba ngetinyawo ikakhulu etindzaweni tekuhlala letingakahleleki.	Baphatsi belidolobha	Kute letikhona	Tindlela tekuhamba letiphephile.	2010	
Kunika emandla kubesifazane kutsi bahlanganyele kutekuhamba letibuswa besilisa.	Tfola lwati loluhlunga ngetebulili kwekutsi bobani banikati bematekisi.	Mabhalane welidolobha	Lingatfolakala lolwati ebhodini yemaphemithi.	Umbiko wetinombolo tabomake lababanikati bematekisi.	2015	
	Khutsata besifazane kwekutsi babe banikati betekuhamba kwesive.	baphatsi bemadolobha	Bakhona besifazane lababanikati bekwekuhamba sive	Inombolo yabomake lababanikati bekwekuhamba sive.	2015	
Tebunjalo bendzawo netemphilo						
Kufaka besifazane babe tinceku letimcoka tebunjalo bendzawo nasemisebentini yetekugcinwa kwebunjalo bendzawo nobe bente	Khulisa kuvama kwekubutftwa kwetibi ikakhulu etindzaweni tekuhlala letingakahleleki. ttlements.	Mabhalane welidolbha, njiniyela.	Kyabutftwa onkhe malanga.	Kungabi netibi letibakhona emigwaceni.	2010	
emabhizinisi ngetebunjalo bendzawo.	Yakha futsi ugcine esimeni lesikahle tindlu tangansense tesive . Khulisa inombolo yetindlu tangansense tesive.		Tingaki tindlu tangansense letikhona kulelidolobha? Tinakekeleke kanjani?	Kumele tibe tingaki tindlu tangansense kulomkhandlu? Kufanele tinakekeleke kanjani?		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	Yakha umgomo wetekuphatfwa kwetekubutfwa kwetibi lonake kakhulu tebulili.		Ukhona yini umtsetfo lonjalo kwamanje	Kubhekekeni?		
Kuncutfulisa kubesifazane etimphendvulweni tetinkinga tekubutfwa kwetibi njengoba kungibo sikhatsi lesinengi lababuke kulahlwa kwetibi.	Ncutfulisa kubesifazane ekutfoleni timphendvulo letingentiwa ngekulahlwa kwetibi.		Ngabe batsintsiwe yini besifazane ekutfoleni timphendvulo tetinkinga tekulahlwa kwetibi?	Kutawukalwa kanjani loku?		
Kubuketa tidzingo tebesifazane lokhulako umtfwalo netibophelelo tekungcwaba emalunga emndeni nemphakatsi.	Tidzingeko tebesifazane kufanele tibuketwe ekubekweni kwemathuna.		Lukhona yini luhlolo loluke lwentiwa ngetidzingo tebesifazane?	Kutawukalwa kanjani loku? Luhlolo lwekwenetiseka kwebahlali?		
	Fundzisa umphakatsi ngekulahlwa kwetibi ngekweluhlukahlukana kwato.		Ngabe kufundzisa ngekulahlwa kwetibi kuke kwaba khona endzaweni	Kutawukalwa kanjani loku		
	Khulisa kuphocolwa kwemtsetfo wekulahlwa kwetibi.		Sitsini simo sanyalo mayelana nekulahlwa kwetibi endzaweni? Ikhona yini imitsetfo lemayelana nekuphocolwa kwekuhlwa kwetibi?			
HIV and AIDS						
Kuvikela						
Kwentiwa tilinganiso tebukhulu mayelana neHIV / AIDS kuniketa lwati ngalolubhubhane.	Lwati lolubandlulula ngebulili ku HIV / AIDS lwemkhandlu. Faka kubukelwa ngetebulili etinhlelweni te HIV / AIDS temkhandlu.		Titsini tibalo tamanje?	Lwati lolubandlulula ngebulili.		
	Hambisa embili		Kukhona kufundza nge			

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	kunikwa emandla kwemalunga emkhandlu wasemadolobheni newasemaphandleni ngelwati lwe HIV/AIDS.		AIDS lokuke kwabhekiswa kumalunga? Baphatsi bemadolobha labasemaphandleni? Mangakhi emalunga layentile?			
	Cala futsi unake luhlelo, kuphila kahle kwetisebenti temkhandlu.		Ngabe yonkhe imikhandlu inalo yini luhlelo lokuphila kahle? Kwenetiseka kwetisebenti (besilisa nebesifazane) ngaluluhlelo?	Itawukalwa kanjani imphumelelo?		
	Cinisekisa kutsi luphiko lwe HIV / AIDS luyafakwa kutinhlelo tetinshukumo temkhandlu.		Sitsini simo samanje?			
	Yakha luhlelo loluhlanganisiwe lokwendlilisa lolubukele tebulili lolufundzisa ngemikhankhaso yekwatisa ngete HIV / AIDS.		Ngabe ukhona umkhankhaso lonjalo?	Kubhekekeni? Banganani bantfu lekufinyelelwe kubo esikhatsini lesinganani? Kutawucondziswa kanjani?		
	Khulumela futsi ukhutsate kusetjentiswa kwekhondomu yebesifazane kute besifazane babe nekufinyelela mahhala kuyo.		Ikhona yini ikhondomu yebesifazane? Nangabe ikhona itfolakala kuphi, ngamalini	Kubhekeke ngalokunganani ekhulwini (%) kukhula kwelinani lemakhondomu ebesifazane lakhona kutsi asetjentiswe besifazane? ?		
	Imfundvo ngetelicansi lebukele tebulili etikolweni,.		Nguyiphi imfundvo ngetelicansi lefundziswa nyalo etikolweni? Ingabe	Kutawukalwa kanjani?		

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			iyatibukela tebulili?			
Kukhulisa lwati lwekwekutsi kunebungoti lobukhulu bekutsatselana nge HIV / AIDS ngesimanga sekuhlukubetana ngetelicansi.	Imikhankhaso yekufundzisa sive ngekuhlanguana kwekuhlukubeta ngebulili (GBV) ne HIV / AIDS; imikhankhaso yeticephu letibovu naletimhlophe ihlangene nemikhankhaso yekufundzisa lechubekako.	Tikhulu, Tindvuna tetinkhundla, Baholi bemadolobha	Akukase kweteke emakhya kodwa emabolobheni kwentiwe.	Kube nemikhankaso lemitsatfu emnyakeni.	2010	
Kufundziswe besifazane labangakasiboni sidzingo sekuvetivetela i Post Exposure Prophylaxis (PEP) nangabe kube khona kuhlukubeteka ngetelicansi nalabo labasebenta ngetibi tetekwelapha.	Faka i PEP emikhankhasweni yekufundzisa sive ucinisekise kwekutsi tonkhe tikhungo tetemphilo tiyayenta iPEP.		Ingabe i PEP ikhona yini kutotonkhe tikhungo tetemphilo?	Kubhekeke kukhula ngalokunganani ekhulwini (%) kwebesifazane lanekufinyelela kuPEP?		
	Khulisa kutfolakala kwe PEP kufaka ekhatsi imitfolamphilo lemincane naleyo lesemaphandleni.		Kunjani kuniketwa kwe PEP kumikhandlu yasemadolobheni nase maphandleni.			
	Khulumela bahlengikati kokutsi bente i PEP kungabi bodokotela bodwana.		Utsini umgomo wetemphilo kulesimo lesi?			
	Fundzisa labo labasebenta ngetibi ngekusetjentiswa kwe		Lelicembu leli like labhekeka yini phambilini?			

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	PEP nakutfuke kwavela ingoti.					
	Khulumela emajazi emkhenyana kutsi atfolakale etitolo letisemiphakatsini. tonkhe	Tikhulu, Bagcugcuteli	Emajazi emkhwenyane ayatfolakala emaphaktsini, kagogo centre Enkhundleni, etitolo	Ngekubonakala kwekwandza kwetindzawo tekubeka lama condom.	2010	
Fundzisa besifazane nebesilisa ngekuhlolwa kwengati VCT lokusikhali lesinemandla ekuvikelweni kwe HIV / AIDS.	Tfola tibalo letehlunga ngetebulili kuHTC nekuhlolwa kwe HIV / AIDS. Sebentisa loku ekwakheni imikhankhaso letawukhutsata besilisa nebesifazane kwekutsi bahambe bente IHTC ne VCT.		Titsini tibalo?	Istsini inombolo ekhulwini(%)lebhekeke kubesifzane nebesilisa labahamba i VCT		
	Cinisekisa kwekutsi leti tinsita tiyaniketwa kuyo yonkhe imikhandlo.		Ingabe yonkhe imikhandlo iyaniketela ngaletinsita? Yasemadolobheni nasemaphandleni?			
	Nika emadla tinhlango letingekho ngaphansi kwahulumende letiniketa ngaletinsita kutsi tikhone kusebenta em ikhandlwini.					
Kwelashwa/ Treatment						
Kulungisa lokwekutsi besifazane esikhatsini lesinengi baba bekugcina kufinyelela ekwelasheni kwamahhala lapho	Tibalo letehlunga ngetebulili ekufinyeleleni ekwelashweni nasekunakekelweni; tinyatselo temgomo		Bangaki besifazane nakucatsaniswa nebesilisa labafinyelela ekwelashweni kwamahhala?	Tibalo letehlunga ngetebulili.		

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kutfolakala khona.	kulungisa loku.					
	Yenta indzawo lebukele konkhe lokumayelana ne HIV / AIDS lokufaka ekhatsi kuniketwa kwe VC T, ART, Kukalwa kwemasotja emtimbeni (CD 4 Count).	Tikhulu, Baphatsi bemadolobha	Kueyntiwa kodvwa kulentinye tindzawo akalandvwa lamaphilisi ekutsintsibalisa ligciwane.	Kulentindzawo kutfolakala konkhe lokumayelana neHIV nesifo seAIDS.	2010	
	Hlanganani netinhlango tesive kuniketa tishumpa teHIV / AIDS letifaka ekhatsi tekudla ngalokufanele.					
	Cela kusebentisa tindzawo temphakatsi kwekutsi kwentiwe imisebenti yekulima tingadzi kute kuhlangubetwe tekudla ngalokufanele kwetigulane.		Tibukelwe kanjani tekudla ngalokufanele kwalabo labagula nge AIDS? Kukhona yini labakwentako labaphetse indzawo?			
	Cinisa emacembu ekusekela emiphakatsini.		Ingabe yonkhe imikhandlo inawo ecembu ekusekela?			
	Sita kufinyelela kwebesifazane nebesilsa ku ART futsi ugcine lwati loluhlunga ngetebulili kulabalutsatsako loluhlelo.		Wentani umkhandlo kusita kufinyelela kuma ARVs? Titsini tibalo letikhona?	Kubhekekeni? Bangaki bantfu labatfola kwelashwa? Esikhatsini lesinganani?		
Kunakekela						
Sita kwenta ncono kufinyelela	Imikhankhaso yemisebenti	Tikhulu kanye nebaphatsi	Ukhona umgomo wekunaka umsebentini	Kubenemgomo wekusebenta kwebanakekeli futsi	2010 -	

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
kwebesifazane kutibonelelo tahulumende ngobe umtfwalo wekunakekela labo labaphila ne HIV / AIDS ukubo futsi kuyakhula kwekutsi besifazane labanc ane batsatse sigaba sekuba batali kubantfwana bakabo.	yekunakekela yatiwe futsi ibhadalwe.	bemadolobha	wetekunakekela.	ulandzelelwe.		
	Sebentisana nematiko ahulumende lacondzene naloku ekutfufukiseni emakhambi lachubako etintsandzane (OVC).		Kwentiwani manje ngaloku	Kubhekekeni?		
	Cinisa tihlelo letivumelanako ngetebulili kunciphisa emandla ekushaya kwe HIV / AIDS.		Ingabe tikhona tihlelo letinjalo?	Kubhekekeni?		
	Sita kufinyelela kwetintsandzane (OVC's) kutibonelelo tahulumende's		Titsini tibalo temakhaya laholwa bantfwana? Ngubani lolandza tibonelelo, titsini tibalo?	Ngalokunganani ekhulwini (%) lokubhekeke inombolo ikhule ngako yetintsandzane / labaniketa lusito kutsi bafinyelele etibonelelweni tahulumende.		
	Sita ngemacembu ekusekela nekweluleka kulabo labanika lusito.		Ingabe akhona emacembu ekusekela?	Inganani inombolo yebantfu lebhekekile kufinyelela kumacembu ekusekela?		
	Khutsta imindeni kwekutsi inikete kunakekela kute ikhulule labo banakekeli kute nabo bakhone kuhanganyela kutemnotfo.		Ikhutstwa kanjani imindeni kubamba indzima yetekunakekela?	Yinombolo lenganani ekhulwini(% lebhekekilekwekutsi bakhule ngayo labo labanikela ngekwenta umsebenti		
	Ngenisa besilisa ku HBC .		Ngutiphi tihlelo letikhona letfaka besilisa ekhatsi? Ngabe kuke kwabukwa yini tinhlango tebesilisa njenge tindlela letikhetsekile tekufinyelela			

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/ kuesilisa?	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
Kutfutukisa tenhlalakahle						
Kwenta umphakatsi netikhungo tetemidlalo besifaazane bafinyelele malula futsi cinisekisa batfolo ngalokulinganako kuleto tikhungo	Butsa lwati loluhlunga ngebulili lwekusebentiswa kwemphakatsi wemkhandlo netikhungo tetemidlalo.	Baphatsi bemadolobha neTindvuna tetinkhundla	Kusete lwati lolunjalo.	Lwati loluhlunga ngetebulili.	2011	
	Cinisekisa kwekutsi yonkhe imitapo yetincwadzi ineluphiko letekufundza ngebesifazane.		Tikhona leti tikhungo emitapeni yetincwadzi.	Kubhekekeni?		
	Hlela tигigaba 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.		Tikhona leti tinhlelo?	Yini lokubhekekile? Kutwukalwa kanjani		
Kuliwe nalenkholelo yekutsi kunakela bantwana sibophelelo sebesifazane bodvwa	Niketela ngetinhlelo telwati kutekukhulisa bantwana netibophelelo		Ngabe tikhona tinhlelo nobe imphahla yetekufundzisa lefaka tibophelelo temadvodza?	Kutawukalwa kanjani loku?		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
futs kufundziswe besilisa ngetibophelelo tebutali.	yebesilisa.		Nangabe tikhona ngabe tiyatibukela tebulili?			
Kufundza kokucala						
Kuniketela ngeitkhungo tekunakekela bantfwana letingabiti kakhulu kute besifazane bakhone kyowusebenta.	Kuvumelana lokukhulu emkhatsini wemkhandlu neLitiko leteMfundvo ekuniketeleni ngemfundvo yekucala lesezingeni lelisetulu.		Ngukuphi kuvumelana lokukhona?	Yini lokubhekekile?		
	Gucula imali kukhokhelwa kemfundvo kuyaphansi netinkhulisa kwentiwe kukhonakale kukhokhela.		Kubita kanganani nyalo?	Kubhekekeni?		
	Niketela ngetindzawo letinakekela bantfwana emini.		Yini lekhona nyalo kumkhandlu lecondzene naloku?	Kubhekeke ini?		
III. TINCHUBO TETEKUSEBENTA NE KUBANJALO KWENDZAWO						
Kukhulisa kumeleleka kwabomake ebandleni labacashiwe kubomasipala	Kwemukela loko lokubukwe nguSADC (50%) webesifazane kuto tonkhe tingono tebutali nesemisebentini nga2015.	Boshifu Baholi bemasontfo Baholi bakahulumende Baholi bemadolobha Bacashi emisebentini leyahlukahlukene	Umtsetfo sisekelo ubeke kutsi bomake labangkhethwa babe ngu30%. Sivumelwano saSADC ngetebulili netfutfuko lekungu50%. Ephalamende bangu 18% bomake kubomasipala Bangu 25% eNhlango.	Emashumi lasihlanu(50%)ebesifazane kutotonkhe tingono tekusebenta nga 2015	2013	
	Yenta tinhlelo letibuke kusebenta kwahulumende wenzawo.	Bandlancane Mphatsi Lidolobha	Kusebanta emarepothi lakamikiswa kuMphatsisifundza. Kubomasipala aya	Emapothi lakhomba kutfutfuka noma kuchubeka kwemsebenti.	2011	

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			etikwenini laka Housing and Urban development Kusebenta			
	Condzisa kungalingani ngetebulili kumatiko lahlukene-yengeta inombolo yebesifazane labacashiwe uphindze ukhulise inombolo.		Titsini tibalo tetebulili tetisebenti temkhandlu? Bangaki ekhulwini (%) tebesilisa nebesifazane labasetikhundleni tekuphatsa? titstsini tinombolo ngelitiko?	Kubhekeke kukhule ngalokunganani ekhulwini (%) kwebesifazane labasebenta kumkhandlo? Kubhekeke kukhule kanganani ekhulwini (%) kwalababo labasetikhundleni letisetulu kumatiko?		
	Faka lokubhekekile ngebesifazane njengalokufanele kwentiwe nakanjani, kubesetivumelwaneni tekusebenta kwalabo labaphetse labakhulu.	Libandla lelidolobha	Kusete lutfo lolentiwe.	Sivumelwano sekusebenta	2012	
	Cela kutfutukiswa kweluhlelo lwekusita kuphakamisa labo bebangakemi kahle.	Baholi emmangweni	Kute.	Umgomo weluhlelo lwekusita kuphakamisa labo labangakemi kahle..	2011	
	Tfola kungenelela nekusekelwa yinyonyane yetisebenti akukhuliseni kulingana kwebulili emisebentini yemkhandlu.		Ingabe tike tatsitfwa tinyonyane?	Kutawukalwa kanjani loku?		
Kucinisekisa kwekutsi tindlela tekulunga nekucashwa tinika ematfuba lalinganako kubesifazane.	Tonkhe timemetelo temsebenti kumele kwekutsi tikhutsate besifazane kwekutsi bafake ticelo.	Bacashi	Bebangakhutsateki, kodvwa nyalo sebayakhutsatwa.	Timemetelo temsebenti ti khutsate bomake kutsi bafake ticelo temsebenti.	2010	
	Libandla lalabahlungako	Bacashi	Kusengakalungi kahle kodvwa sekuyangakhona.	Kulingana ngetebulili kwemabandla lahlungako.	2010	

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	kumele lilingane kutebulili.					
	Imigomo leyatisa kakhulu tebulili kumele isebente ngaso sonkhe sikhatsi: Imibuto netinchubo kungabandlululi besfazane nobe kungayiphi indlela.Lwati nemfundvo kufanele kube ngiko lokusetjentiswako ekuboneni lolungelwe ngumsebenti.	Bacashi	Kusengakabukeki kahle.	Kubenenchubo yekucasha lekubukele bulili.		
	Yenta emasu etekucasha lakhutsata tekulingana.		Kusete.	Imigomo yetekucasha/tekulingana ngemsebenti		
	Beka lokubhekekile ekumelelweni kutekulingana ngetebulili futsi kubekwe embili lokubhekekile ngebesifazane.	Bacashi	Kutsi bameleleke emsebentini ngalokulinganako.	Imigomo yetekucasha netekulingana ngemsebenti.		
	Faka tebulili etinhlelweni temitmba netinchubo		Chake tisengaka fakawa.	Luhlelo lwemitimba netenchubo lokwatisa kakhulu tebulili.		
Kufundziswe futsi kuceceshwe tisebenti tesifazane lebetingekho esimeni lesihle ngekufaka tihlelo tekukhulisa lwati,kute babe nemandla ekwenta imisebenti	Umkhandlu kumele ube neluhlelo lwekutfutukisa futsi loku kufaneke kuhlelwe kahle futsi kube neliphakelo.	Libandla	Yebo lukhona loluhlelo.	Luhlelo loluneliphakelo.		
	Tinhlelo tekwelanywa nekutfutukiswa	Bacashi	Kute lokubhaliwe phasi kodwa bekwenteka.	Luhlelo letekwelanywa nekutfutukisa kwetisebenti.		

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yabo futsi bakhetse indlela yemphilo yekusebenta kwabo.	kwetisebenti kumele ticondze ngco ekukhuliseni emakhono ebesifazane nekukhushulelwa kwabo etikhundleni tekutsatsa tincumo.					
	Kwentiwe lucwalingo lwemakhono/imfundvo neluhlolo lwato tonkhe tisebenti tamasipala.	Libandla	Yebo.	Imiphumela yeluhlolo lwemakhono		
	Yakha futsi luhleloluhlu lwekwengeta lwati letingakhetsa kulo tisebenti nelibandla.	Mabhalane welidolobha nelibandla	Kukhona	Luhlolo lwekungeta lwati lwetisebenti.		
	Kwelulekwa kwemalunga lamasha netisebenti.	Mabhalane welidolobha nelibandla	Yebo kuyenteka ngoba kukhona boCllr labaye babuyele.	Lwati lelutfolwa boCllr netisebenti letinsha.		
	Niketa lwati kumalunga,CBOs nemalunga emphakatsi.	Mabhalane welidolobha kanye nebucopho	Yebo.	Imifundza sikolwa leyentiwe.		
	Khulisa inombolo lekhona kumantfomatana latowufundzela		Itsini inombolo lekhona nyalo kumantfomatana latewufundzela?	Kubhekeke inombolo langanani ekhulwini(%)lyemantfomatana lafundzelako?		
	Bona emakhono laswelekile emiphakatsini netikhala temakhono kumatiko emnotfo labalulekile.	Bucopho	Chake.	Umbiko ngemakhono laswelekile.	2012	
	Yakha tinhlelo tekutfufukisa	Bucopho, Indvuna	Yebo kuyenteka kuletinye tindzawo.	Linani lebantfu labafundzisiwe bahlonyiswa ngalamakhono.	2015	

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	emakhono labhekekile.	yenkhundla naMP				
	Sita kungena kwebesifazane etinhlelweni tekutfufukiswa kwemakhono.	Tindvuna teTinkhundla, Bomabhalane bemadolobha nebaBatfufukisi	Kufundzisa bomake ngetemakhono noma yetandla imisebenti kuyenteka.	Inombolo yemihlangano yekufundzisa bomake ngekutfufukisa emakhono.	2011	
Timo tekusebenta nebunjalo bendzawo						
Kusitwe kuhlanyela 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 wendzawo.	Bacashi	Tinyanga letintsatfu letiholelako tekuphumula kwamake lobelekile.	Tinyanga letintsatfu letingcwele tekukhulelwa ngekunikela kwahulumende netenhlalakahle.	2011	
	Niketa futsi uvumelanise emalanga ekuyowuphumula abuyise, loku kuhambise neluhlelo lwetibophlelo tebubabe.	Bacashi	Bobabe banemalanga lasikhombisa ekuphumula.	Kumele kube nemgomo lobaniketa inyanga yekuphumula.	2011	
	Khulumisa emalunga esifazane newesilisa ngendzaba yetikhatsi temhlangano(icala futsi iphele nini).	Ngulababita umhlangano	Kute lokukhona emigomeni yamasipala. Etinkhundleni kuhlangukwa ngemalanga labekiwe. Emiphakatsi kuhlangukwa ngemigcibelo noma lisontfo emini.	Imihlangano ibesemini yasekuseni.	2010	
	Niketa tikhungo	libandla	Kwanyalo kusete.	Kube nendzawo yekunakekela	2010	

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	tekunanekelela bantfwana betisebenti tamasipala			bantfwana kubomasipala nalentinye tindzawo temsebenti.		
	Yatisa ngetemtsetfo yetekusebenta (Employment Act) ikakhulu lophatselane nekutsambela tekumunyisa kwebatali.	Bacashi	Akhona kuletinye tindzwo.	kube netinhlelo letiniketa sikhatsi sekumunyisa.	2012	
	Yenta taba ngetisebenti letingakhiphi imali yesondlo.	Bacashi	Isetjentwa nakuchamuka enkantolo.	Kwakhiwa imitsetfo lephocelela batali bondle bantfwana.	2012	
	Yenta tinhlelo tekwatisa ngetibophelelo tekuba ngumtali.	Bomabhalane bemadolobha ne Bacashi	Kute.	Inombolo yemihlangano lebanjiwe ngekwatisa ngetibophelo tekuba ngumtali.	2010	
	Misa kufundzisa ngetekuhlukubeteka nekondliwa kwebantfwana.		Ingabe tiyasentjetwa yini letindzaba esigabeni sasekhaya?			
Sebenta tindzaba letiphatselane netekuhlukubeta ngetebulili kumkhandlo.	Yakha futsi usebentise imigomo yetekuhlukubeta ngetebulili(SHP)	Bacashi	Yebo ukhona.	Umgomo lobuketwe kabusha.	2011	
	Kufundzisa kwasemisebentini ngelwati lwemgomo wetekuhlukubeteka kwetebulili?		Ingabe kukhona kwatisa lokunjena?	Kutawukalwa kanjani loku?		
	Indlela yekutiphatsa itewuvala		Ingabe ikhona indlela yekutiphatsa lenjena?	Yini lokubhkekile?		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
	kusetjentiswa kwemahlaya nelulwimi lokuhlukumeta ngetebulili.					
IV. TINHLELO LETIBUKE TEBULILI						
Kuhlela						
Kucinisekisa kwekutsi kuyacutfuliswa kubesifazane ngetindzingo nakwaxhiwa temkhandlo tabo tinhlelo	Lungisa sifungo sembono nemgomo wemkhandlu kucinisekisa kwekutsi siyatinaka tebulili.	Tikhulu Baphatsi bemadolobha	Kute tifungo nemgomo emiphakasti	Kwakha imigomo phindze ilandzelelwe emiphakatsi nase madolobheni.	2013	
	Yenta lucwalingo ngembikwekuba kuhlelwe kute kwatiwa tidzingo tabesifazane nebesilisa men.		Ingabe lucwalingo lolunjena luke lwaba khona?	Imiphumela yelucwalingo lebukeye tebulili.		
	Ncutfulisa kubesifazane nekubesilisa nawenta nawulungiselela kwenta tinhlelo.		Ingabe kuke kwaba khona yini kuncutfulisa lokunjena esikhtsini lesindlulile?	Yini lokubhekekile? Kuncutfuliswe kangaki? Kubhikiswe kuliphi licembu, labangaki?		
	Tonkhe timphiko nematiko kumele tikhomba tetebulili kutetekuhlela umnotfo kwato.		Akhona yini ematiko emkhandlu lasebentisa tinkhomba tebulili etinhlelweni tabo.	Yini lokubhekekile?		
	Umkhandlo ubuke tindlela letehlukene kutfolo imibono yemphakatsi netigaba tekwenetiseka kwawo ekuletfweni kwetinita.		Tikhona yini tincwalingo letike letinjena letike taba khona esikhatsini lesendlulile.	Yini lokubhekekile? Tingaki tincwalingo, sikhatsi lesinganani?		
	Hlunga futsi uhlatiye lwati ngetebulili.					
Imitimba yetebulili						
eKwakha imitimba	Tifundza kumele tibe		Kukhona yini umsebenti	Tinhlelo tekubonwa		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
lefaka ekhatsi tindlela tekusebenta kwebulili tibuye ticinisekise kwekutsi tinawo emagunya ekuchuba imisebenti yawo futsi titfole kwesekelwa ngubo bonkhe labaphetse.	nalocondzisa tebulili ehhovisi lalowengamele (CEO).		lowentiwe etifundzeni nasenzaweni kucala imitimba?	kwetebulili (GMS) tinikwe emagunya emacebosishukumo kanye nengcebo.		
	Landza / Ubeke / Ucashe lababukele tebulili esigabeni semkhandlu.		Ngabe ingcweti yetebulili icashiwe?	Tisebenti letiyingcweti tibekiwe.		
	Soma AMICAALL kwekutsi acashe labacondzisa tebulili belive netifundza. Loyo longumcondzisi kumele asitwe ngulabo lababukele tebulili.		Ukhona yini umsebenti lowentiwe ekucalweni kwemitimba? Ngumuphi umtimba lokhona lofaka ekhatsi AMICAALL esigabeni sendzawo kuhulumende wasedolobheni?	Tinhlelo letibuke tebulili (GMS) ticalwe, tinikwe emagunya, emacebotishukumo nemphahla.		
	Labakhulu labaphetse kumele batsatse tibophelelo letiphelele tekuhlanganisa tebulili ngekhati kubaphatsi.	Baphatsi bemadolobha namabhalnane wemadolobha	Kwanyalo kusete tibophelo.	Tinhlelo letibuke tebulili (GMS) tinikwe emagunya, emacebotishukumo nemphahla. Kube namenejeli lobukene netebulili.	2010	
	Tebulili tibhalwe kutichazamsebenti netivumelwane temsebenti talabakhulu labaphetse nalabo lababukele tebulili (GPF).		Ingabe tebulili tibhaliwe yini etivumelwaneni tekwenta imisebenti talabakhulu labaphetse kanye nalabo lababukele temalungelo (GPF)	Kuniketa lokubhekekile ngebasiti?		
	Tebulili kufanele tibe yindzaba lehlala ikhona eluhlweni lwemihlangano yelibandla lebaphatsi.		Ingabe ikhona yini indzaba lenjalo etinhlelweni temihlangano yebaphatsi?	Yini lokubhekekile?		
Cala libandla letebulili lelifaka ekhatsi emalunga emkhandlu		Ingabe likhona yini libandla kumkhandlu lelibuke temalungelo?	Libandla lekulilingana ngetebulili			

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

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

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
Kucinisekisa kwekutsi kuceceshwa kuyentiwa kutewufundziswa tonkhe tisebenti nemacembu emphakatsi ngetebulili.	Sita kuceceshwa ngetemakhono kwemalunga etinhlanganiso tebulili.	Tikhulu Baphatsi bemadolobha	Kusete kucecesha losekwentiwe	Imihlagano sikolwa yetfu kumele ibe mitastfu emnyakeni. Bantfu labatawuceshwa batoba lishumi ngemphakatsi.	2010	
	Khulumisana nalabaletsa tinsita kwekutsi banikete tinhlelo tekucesesha.		Yini kuceceshwa lokwentiwe?	Itsini inkhomba? Kutawukalwa kanjani?		
	Sita tinhlelo tekucesesha temalunga emkhandlu, baphatsi nemacembu emphakatsi.		Yini kuceceshwa lokwentiwe?	Linani lelibhekekile lemalunga emkhandlu, baphatsi nemalunga emphatsi?		
	Niketa kucondzisa nekusekela lokuchubekako ngetinhlanganiso tetinhlango tenhlalakahle.		Tikhona yini tinhlelo letinjalo?	Linani lelibhekekile lemalunga emkhandlu nebaphatsi kutsi bangenele loluhlelo?		
	Hlola emandla elucecesho. Assess impact of training.		Yini kuceceshwa lokwentiwe?	Yini inkhomba? Itawukalwa kanjani?		
	Kucecesha lokwatisa kakhulu ngetebulili kwemalunga emkhandlu ebesilisa nebesifazane.		Ngukuphi kuceceshwa losekwentiwe?	Linani lemalunga nebaphatsi nemacembu emphakatsi lokubhekeke aceceshwe?		
	Lucecesho lweluhlatiyo lwetebulili lwemalunga emkhandlu netisebenti lolunetibophelelo letitsite tekuhlanganisa ngetebulili.		Nguluphi lucesesho lolwentiwe?	Linani lemalunga emkhandlu, baphatsi nemacembu emphakatsi lokubhekeke aceceshwe?		

UMGOMO WELICEBO	SISHUKUMO	NGUBANI	SISEKELO / SIKHONKHOSI/	INHLOSO / TINKHOMBA	NINI?	LIPHAKELO
Kuniketwe lwati ngetindzaba tebulili kuliwe nenkholelo yekwekutsi tindzaba tebulili "tebesifazane".	Yenta luhla lwetenteko nemikhankhaso lemcola. Ngenelela imikhankhaso kukhulisa luhlangotsi lwetebulili, sibonelo; lilanga lebesifazane, umkhankhaso wemalanga lalishumi nesitfupha.		Hloboluni lwetenteko tetebulili letikhetsike nemikhankhaso umkhandlu loke wahlanganyela kuto? Hlobo luni lokwatisa lolwentiwe?	Yini inkhomba? Kutawukalwa kanjani?		
	Hlanganyela netinhlango netiphatselene netebulili tasekhaya netangaphandle.					
	Tindlela tekuchumana nekuhlanganyela tisetjentiswe kukhulisa luhlangotsi lwemikhankhaso.		Ukhona umsebenti lowentiwe kulena ndzawo?	Itsini inkhomba? Itawukalwa kanjani?		
	Yenta emapheshana, ticephu tekukhangisa nalokunye kube ngesiSwati nangeSingisi.		Ukhona umsebenti lowentiwe kulena ndzawo?	Itsini inkhomba? Itawukalwa kanjani?		
	Yenta imincintiswano, imidlalo lelwa nekubukeleka phansi.	Tidvuna tetinkhundla, Bucopho, bomabhalane belidolobha	Akukase kwabakhona	Kutoba nemicintiswano lemine ngenyaka.	2010	

Annex E: Gender Based Violence action plan – Nhlngano Town Council

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
Kuvikela/ Prevention						
Kuphepha kwebesifazane Kwentwa imiphakatsi iphephe ngekuhlela futsi kutfutukiswe kuphepha etinzaweni tesive.	Kwenta lucwaningo lwetekuphepha ngetebulili kukhonjiswe tinkoyoyo letikhetsekile tekunciphisa kuhlukumeteka kwebulili	Bomabhalane belidolobha, AMICAALL	Kusete lokuke kwentiwa	Kube nembiko lowentiwe lonetinkoyoyo tekucedza khulukumeteka ngebulili	2012	
	Yenta lucwaningo lwetekuphepha ngebulili futsi uhlanganise libandla lelibuke tekuphepha kwebesifazane lemnyaka (Women's Safety Assessment Focus Group).	Bomabhalane belidolobha, AMICAALL	Kusete lokwentiwe	Imiphumela yalelucwaningo	2013	
	Sebenta nemiphakatsi kucinisekisa kwekutsi tonkhe tindzawo tesive njengemapaki, emathuneni nato tonkhe tindzawo tiphephile, titaladi tikhanya ngendlela.	Mabhalane welidolobha	Atisito letiphephe kahle	Kumele kutis tonkhe titaladi nemapaki abe nemalambu	2010	E1.2m
	Cela kwekutsi titandi letingakakhiwa letinelukhula tihlale tihlobile.	Mabhalane welidolobha	Bomasipala bayabakhutsata banikati betitandi kutsi tihlale tihlobile.	Kutawuba bete sitandi lesingaka hlobi	2010	
	Imikhandlu yakhe imitsetfo yayo yekusebenta lendzaba lena	Mabhalane welidolobha	Ikhona imitsetfo lekhona.	Lidolobha libe nemtsetfo walo losebenta lendzaba yetitatandi.	2010	
	Hlanganyela nemabandla emphakatsi (CPFs) kusebenta tindzaba tebucala tendzawo	Mabhalane welidolobha nemphatis walo.	Kusete emaphoyisa asemadolobheni.	Kube nelikomidi lemaphoyisa asadolobheni	2011	

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
	Yenta luhlelo lwekwatisa ngetekuphepha futsi wakhe sigungu lesibukele umphakatsi lesifaka ekhatsi yonkhe imitimba yemphakatsi njenge maphoyisa emmango	Mabhalane welidolobha	Kusete emaphoyisa emango asedolobheni	Kutowakhiwa lamabandla ekuphepha	2010	
	Mbandzakanya batsengisi basetitaladini emisebentini lebuke tebucala.	Emabandla asemadolobheni	Bayameleleka	Kumele kube khona lobukele labatsengisako	2011	
Imikhankhaso yekwatisa Sive/ Public awareness campaigns						
Kutfola tibalo letetsembekile netekuhlukubeta kwebulili.	Hlangana nalabatsintsekako bemphakatsi labafaka ekhatsi labasemagunyeni asekhaya netinkhundla.	Mabhalane welidolobha	Lidolobha iyahlanganyela nemaphoyisa liphiko lokulwa nekuhlukubeta.	Kufundzisa lodolobha ngekucedza kuhlukumeta	2012	
Kufundzisa imiphakatsi kulwa nekucedza kuhlukumeta ngebulili.	Ngekuhlangana netinhlango letingekho ngaphansi kwahulumende naleto temiphakatsi cela kwekutsi lomkhankhaso wemalanga lalishumi nesitfupha uchubeke umnyaka wonkhe.	Mabhalane welidolobha	Kute lokwentiwe	Umgomo wekulwa nekuhlukubeta emalanga langu365.	2010	
	Yenta imikhankhaso yekwatiswa kwesive; tsatsa sinyatselo lesisecophelelweni lelisetulu lesilwa nekuhlukubeta ngebulili. Hlela futsi uhlanganyele kulomkhankhaso wemalanga lalishumi nesitfupha.	Bomabhalana belidoba	Kusete lokwentekile	Kube nemikhankaso kuyo yonke imiphakatsi	2010	

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
	Khutsata kungenelela kwemadvodza nebafana ekucedzeni kuhlukubeta ngebulili.	AMICAALL	Kusetse lokuke kwetiwa.	Kuba nemkhankaso wekudlaidhloko kabili ngemnyaka.	2010	
	Landzelela uphindze ulinganise emandla ayo yonkhe imikhankaso yekwatisa sive.	AMICAALL	Kusetse lokuke kwentiwa.	Kube nemibiko kuyoyonkhe imikhankaso leyitiwako	2010	
Tento Letinhle Best practices	Butsa futsi uletse tento letinhle letentiwa ngumkhandlu kucedza kuhlukubeteta ngetebulili	AMICAALL	Kusetse lokuke kwentiwa	Kubutseke futsi kugcinwe letento letinhle tibesihlanu.	2013	
Khombisa ngetento letinhle tekucedza kuhlukubeta bebulili.						
Imphendvulo Response	Cinisekisa emabandla emaphoyisa emango(CPFs)lanemandl a futsi lasebentako,	Baphatsi belidolobha	Kusetse lokuke kwentiwa.	Inombolo yemifundza sikolwa yemaphyisa asedolobheni.	2010	
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	Kusetse tindzawo tekuphepha.	Kwakhiwa kendzawo yinye yekuphepha.	2015	
	Khutsata bubonelo lobuhle kulabasindzile nalabahlukumetekile	Mabhalane welidolobha	Akukhutsatwa bubonelo lobuhle.	Kubona tinhlelo tekukhutsata lobubonelo	2012	
	Sebentisana nemaphoyisa nemiphakatsi ekuciniseni kwekutsi tehakalo tekuhlukubeteka ngebulili tiyabikwa futsi tisetjentwe.	Mabhalane welidolobha, AMICAALL	Tehlakalo tiyabikwa.	Kube netinombolo tetehlakalo letibikiwe naletisetjentiwe.	2012	
	Sebentisa kakhulu	Mabhalane	Akhona emaphoyisa labekene	Imibiko lebuya egumeni	2011	

UMGOMO LICEBO	SINYATSELO	NGUBANI	SISUSA	TINKOYOYO / TINKHOMBA	NINI	LIPHAKELO
	nemaphoyisa; cinisekisa ligumbi langansense lalabahlukubetekile etiteshini temaphoyisa tfutfukisa tinsita letiniketwa ngemaphoyisa.	welidolobha, AMICAALL	netekuhlukubeteka.	lemaphoyisa lelibhekene nekuhlukubeteka		
Kusekela						
Kuchuba luhlelo netinyatselo letisekela labasidze ekuhlukubetweni ngebulili.	Ciniseka kwekutsi besifazane banikwa emandla kutemnotfo kunciphisa kuba sengotini yekuhlukubeteka ngebulili kwabo.	Umphatsi welidolobha	Bomake bvunyelwe kutsengisa njalo ngemsombuluko.	Kukhulisa emalanga labatsengisa ngawo bomake	2011	
Kulandzelela ne Kulinganisa						
Cinisekisa kwekutsi imetamo yekusebenta kuhlukubeta ngebulili iyalandzelwa futsi ilinganiswe.	Yakha luhlu lwetinkoyoyo netinkomba kukala inchubekela phambili futsi ucinisekise kwekutsi afakwa etihlelweni tentfutfuko.	AMICAALL	Kute lokukhona.	Kuba netinkhomba netinkoyoyo		

Annex G: Workshop Evaluation

Total no. of returned forms: 5

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

Comments

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

- SADC protocol on gender and development and its relevance to local government.
- Gender based violence action plan.
- Gender equality, women can do as much as men can and even more.
- Road map to equality.
- The whole session because I learnt a lot about gender equality.

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

- None
- South African Local Government and gender – because the system of governance is not the same.

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

- Sensitise my colleagues and the people in my ward that women are not objects but are our partners.
- I will start at home and educate my children on GBV.
- I will have more confidence in myself as a woman.
- I will apply what I have gained through the use of community conversations.

4. Any other comments?

- From today onwards I know what is meant by gender equality and I believe we can teach our children both girls and boys to treat each other as equals.

- The facilitator would take time to explain each point which is not clear.
- We would have a better world without gender based violence.
- The workshop should have been for 3 days.