

Internship Programme



Ricardo Sibanda, Paula Nkabinde and Monica Ntebe assisting at the reception.

Photo: Thando Dlamini

The GL internship programme provides an opportunity for young people to gain work and life skills. GL Country Offices benefit through the internship programme by recruiting interns during high volume work especially during Summits. The interns assist mainly in monitoring and evaluation, media tracking and filing of summit entries. GL has hosted eleven interns, eight young women and three young men. GL has been the training ground and spring board to careers in development work for these young men and women. The experience that interns gain with GL has opened doors for some interns to further their studies, citing GL work in their research work.

2014 GL Interns

Country	Name	Male	Female	Period
Botswana	Mboy Maswabi	1		October - December
Lesotho	Thato Cheka		1	
	Liemiso Koetlisi		1	November - December
Madagascar	Andrianjavony Kathiuccia		1	December
Mauritius	Sheistah Bundhoo		1	October - December
Mozambique	Jeissica Igreja		1	
Namibia	Veronika Haimbili		1	November - December
Swaziland	Nosisa Nkwanyana		1	November
Zambia	Aubrey Sakuwana	1		October - December
Head Office	Ricardo Sibanda	1		September - December
	Paula Nkabinde		1	October - December
Total		3	8	November - December

Mboy Maswabi - Botswana, Intern

When I joined Gender Links as an Intern in March 2014 nothing could have prepared me for the learning journey I was about to undertake grow from strength to strength and gain knowledge each day. My highlight was women in politics workshop when I presented for the 1st time on IT for Advocacy .I never thought I had it in me to stand in front of the people and teach them, the response from the women was amazing.



My major role was updating COE pages for different councils by updating on the backend and activating pages. On thing I have come to realise is that Gender Links is a learning organization that encourages growth. I have meet and interacted with people from different culture and have travelled to many places around the country mending GL stalls and distributing publications. I also respond to questions asked by different people on the work of GL. I also attended different meeting sand leaned how partnership organization operate. If there is a life lesson learned from being part of the Botswana GL team is that education is never enough, I am currently Studying Bachelors of Arts in Portuguese Language and culture at the University of Botswana Pat-time studies since last year August. Thanks to Gender Links I am now able to pay for my school fees with the allowance I get.

Sheistah Bundhoo - Mauritius intern



Enriching, amazing and boosting; this is how I would describe my experience at Gender Links (GL). When I joined in 2014, I met with Anushka Virahsawmy who first told me that in your working life 'if you fail to plan, you plan to fail'. Ever since, this has

been my motto. Months back I would have never imagined what I have become today. Usually when you come out of university life, the student mind-set is still with you; the thoughts, the reactions and the responses would be different. But today I see myself as a more mature person. Participating in taking notes of personal testimonies of Gender Based Violence survivors to planning the biggest events at GL, the Manager has given me golden opportunities to grow, to network and explore. I am amazed by the working strategy of GL where transparency, accountability and peace reigns. I will be going for my Masters but I give enormous credit to GL's contribution towards my achievement of this scholarship. I remember the day I went for the interview for this Masters scholarship and the board members told me: "So you work at an NGO? Gender Links, right? I have seen their advertisements for the 16 Days Campaign. Good job". I was like, 'wow', this is great! I feel really blessed to have had undertaken this internship at GL. This is something I will cherish my whole life; the principles and work towards gender equality will always be on my agenda.

Jessica Helena Igreja - Mozambique intern

I am in my first year at University taking Audit and Accounting Course for 4 years at the Mozambique

High Audit and Accountant Institute. I am from a family of 7 brothers and sisters and still leaving with my parents in one of the Maputo city areas. In November 2014 I have joined Gender Links, and I was offered a 6 months to work as intern. I had limited knowledge on working environment when I joined Gender. I have been exposed to administration and running of workshops in various Municipalities as GL Centres of Excellence for Gender in Local Government - COE. I have gained first-hand knowledge in a short space of time which I could not have got in a lecture room. I am excited about this and have been sharing with my fellow students and my family. I am so happy for the opportunity Gender links gave me, as a girl it will help for my future decisions and leadership as well.

Nosisa Simphiwe Nkwanyana - Swaziland Intern

I started working for GL Swaziland in October 2014 to date. Nosisa is a young confident self-starter who studied Association of Accounting Technicians (AAT) Advanced Diploma and graduated in 2012. Joining the GL team has been the biggest breakthrough, not only am I gaining experience in accounting field but in other areas as well like data capturing, administration, running workshops and writing.

Consultants

GL has come up with innovative ways of outsourcing specific functions in order to get work done with fewer staff and better results. In 2014, GL employed the services of 77 consultants, 61 (79%) female and 16 (21%) male. GL developed a variety of contract templates to enhance contract management. GL is also making use of its new Pastel Evolution financial software to track and generate reports on contract performance.



Consultant fact - file 2014

Programme	No. of Consultants	Male	Female
Alliance	25	1	24
Entrepreneurship	8	2	6
Governance	5	1	4
Institutional	6	2	4
Justice	2	0	2
Media	31	10	21
Total	77	16	61