

TEMPLATE 11: WRITTEN DRIVERS OF CHANGE



Quotable quotes: Adopting the deep rooted lessons from GL village trainings for Councillors.

Fact file:

Name of beneficiary	Deepa Bhurdool					
Country	Mauritius					
City/ Town/ Village	Piton					
GL Programme						
GL staff member submitting Changing Lives	Sheistah Bundhoo					
Organisation	Gender Links					
Designation						
Area of work	Media	Local Government <input checked="" type="checkbox"/>	GBV	Alliance		
Sex	<input type="checkbox"/> Male <input checked="" type="checkbox"/> Female					
Age Group	<input type="checkbox"/> 12 - 17	18 -30 <input type="checkbox"/>	31- 40 <input checked="" type="checkbox"/>	41 - 50 <input type="checkbox"/>	51 – 60 <input type="checkbox"/>	60 + <input type="checkbox"/>
Education level	Primary School <input type="checkbox"/>	Secondary School <input checked="" type="checkbox"/>	Tertiary <input type="checkbox"/>		Vocational <input type="checkbox"/>	Adult literacy <input type="checkbox"/>
First met GL	Year 2012		Event Village Level Workshops			
Encounters with GL since first meeting	Deepa’s first encounter with Gender Links (GL) was during one of the village workshops organised by Loga Virahsawmy in 2012. As a councillor Deepa explains that she is very pleased to receive these trainings which has helped her a lot to grow as a councillor and as an individual.					

Phone number	+230 59478136
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Permission to add to newsletter?	
Instructions for follow up	
Extent of change	Huge

- **Begin with an anecdote about the beneficiary’s most memorable experience with GL:**

The best experience that Ms Bhurdool has had with Gender Links (GL) has been the enriching and powerful lessons received from the village workshops she has attended. Bhurdool has been attending the workshops of GL since long and believes that these have helped her a great deal in becoming what she is today as she presently portrays herself as a social entrepreneur, a District Councillor and a highly motivated social worker in her locality. As a Councillor, Bhurdool explains that she has never missed the opportunity of attending a GL workshop.

- **A short history of the beneficiary’s learning journey with GL**

Bhurdool has been a Councillor since long and since then, she has been in touch with all kind of people. She adds that it is very difficult to deal with human being and had a lot of difficulties to face being a women councillor. But most importantly she agrees to have grown positively through the bad situations that had been in. In her point of view, it is very difficult to cope with people having only political competition in their minds when it comes to position of power at the Council level.

As a woman she has constantly faced discrimination even if she comes from the majority party group in the Council. Bhurdool explains that it is true to say that women’s voice is not heard at decision making level but it is also true that if we dare to fight for this due and end inequality, then we can surely achieve in our mission. Bhurdool brings forward an anecdote to explain the discrimination she has been experiencing. Each time a man has been elected from the Councillors to act as a representative at the District Council level. However, the whole of the Council from which Bhurdool is from agreed that the person in question was not fulfilling his assigned duties. Then Bhurdool stood as candidate to fill in this vacant post as representative at the District Council level. It was surely not easy for her due to the male stereotypes that prevail. It has always been thought that only a male councillor can be the representative at the District Council level. Nonetheless, with the fight lead by Bhurdool to convince members that she will deliver the expected results, here is she today working whole heartedly for her village and district.

- **Change at the individual level**

As mentioned above Bhurdool credits GL for making her grow as a Councillor and think otherwise to be able to achieve sustainable goals. The training and guidance received helped her in daily life. She is now ready to face the discriminations coming on her way. She

believes that now she knows how to make her voice count and make sure that she is part of decision making level. With the constant support of her husband, kids and relatives, Bhurdool is treading the way to make herself a model to inspire others, is constantly learning and sharing with others.

- **Change at the level of close relations**

Bhurdool explains that being exposed to the dynamics of equal power sharing and the necessity of having this approach brought her to think otherwise. She agrees that this has helped in bringing positive changes at the level of close relations. She is very grateful to have an understanding husband and kids who believe and have the same thinking.

- **Change at the community level**

With the knowledge received through trainings and the exposure to the social world both as a social worker and a Councillor, Bhurdool was on the track to bring forward changes in the lives of people. She tried her level best to break the male stereotypes around decision making/taking and indeed was successful for she firmly affirms her role as a District Councillor.

Besides, Bhurdool has successfully set up the Piton Women Welfare Association. Upon inquiring more about the association, it came to the surface that various activities targeting women were being undertaken within this association. Hopefully, positive changes is being shown. Bhurdool agrees that women are now coming out of their traditional roles and engaging actively in the public sphere. Through the setting up of this association, many women are actively into the daily routines and are helping and working towards women's empowerment in their locality.

Bhurdool adds that in addition to empowerment and talks organized by the association, the Piton Women Welfare Association is also extending its working scope by collaborating with Ministries and other organizations to deliver sustainable outcomes and ensuring continuity. For instance, the Small and Medium Enterprises Development Authority (SMEDA) and National Institute for Cooperative Entrepreneurship (NICE) provided courses to women to empower them economically. It helped in taking women out of their traditional roles and helping them in becoming economically independent. The training sessions helped in empowering women and enabled them to see the 'other' side of life instead of sitting idle at home watching highly stereotypical soap operas which reinforces gender inequality within the household.

Change at the societal level

As a Councillor, Bhurdool affirms that she needs training and advice so as to go in the right direction. Proper guidance and continual support from her family and friends helped her achieve her dreams. She always adhered to the assigned list of duties as a District Councillor and tries her best to fulfill them all. She never misses any meetings and always brings forward the gender agenda in each decision taken.

Bhurdool highlights that her way of thinking and acting has changed and to a great extent and associates herself with being a gender activist today. She does not fear to take up new challenges that this post of responsibility comes with and always deliver good results not

only for the wellbeing of the inhabitants but also for personal satisfaction of the work being accomplished properly.

- **Next steps**

Bhurdool definitely plans to continue working as a Local Councillor, help in empowering the youth and inspire them to do social work.

**ANNEX A:
DRIVERS OF CHANGE- INDICATORS OF CHANGE: PLEASE TICK WHAT CHANGES
ARE EVIDENT IN THE STORY YOU HAVE JUST SUBMITTED.**

Change	Indicator	Please tick applicable
Private		
<i>Individual</i>		
Attitude change	Change in attitude towards gender	<input checked="" type="checkbox"/>
	Awareness of rights	<input checked="" type="checkbox"/>
	Awareness of the SADC Gender Protocol	<input checked="" type="checkbox"/>
Skills	Conflict resolution skills	
	IT skills	<input checked="" type="checkbox"/>
	Participate in cyber dialogues	<input checked="" type="checkbox"/>
	Action planning skills	
	Lobbying and advocacy	<input checked="" type="checkbox"/>
Voice	Campaigning	<input checked="" type="checkbox"/>
	Media	
	Public speaking	<input checked="" type="checkbox"/>
	Networking skills	<input checked="" type="checkbox"/>
Agency	Confidence increased	<input checked="" type="checkbox"/>
	Legal and rights awareness	<input checked="" type="checkbox"/>
	Claiming rights	<input checked="" type="checkbox"/>
	Self- image, self esteem	<input checked="" type="checkbox"/>

Change	Indicator	Please tick applicable
	Body health and bodily integrity	✓
Leadership	Initiatives taken	✓
	Others follow, change their ways	✓
	Policy influence and participation	✓
Empowerment	Standard of living improved	
	Employment control of own labour	
	Material assets owned	
Close relations		
Changes in family dynamics	Negotiation, accommodation, habits	✓
	New social forms, altered relationships and behaviour	✓
Community		
Participating in development	Involved in project or initiative not previously involved in	✓
Driver of change	Becomes a trainer, builds capacity	✓
	Changes in survivors of violence	
	Changes in the lives of care workers	
	Changes in the lives of children	
	Changes in the lives of people with HIV/AIDs	
	Leads GBV/ 16 Days campaign	✓
	Builds Alliances and coalitions	
Institutional Change – aligned to institutional score cards		
Policy level	Helps to ensure Gender Policy framework to hold government to account	
Decision-making	Helped ensure global and regional commitments to gender equality have been made at the Board or most senior level.	
	Promoting the 50/50 campaign	
	More women running for public office	
Public participation	Women and men participate equally in public participation processes involving this organisation.	
Employment	More women working within the institution in all areas	

Change	Indicator	Please tick applicable
	and at all levels.	
	Women and men encouraged to take up non-traditional positions and supported in doing so.	
Services	Needs of women and men equally addressed in service provision.	
Voice	Women and men's voices equally heard, perspectives reflected through the work of the organisation.	
Gender Management System	Established gender structures, plans, systems, processes	
	Helped to ensure budgetary allocations for gender issues.	
Public	SADC Protocol - ten themes	
Policies, laws Norms Values	Constitutional and legal	
	Governance	
	Education	
	Productive resources and economic empowerment	
	Health	
	HIV and Aids	
	Peace and conflict resolution	
	Media and information	
	Implementation	