





Countdown to 2015!







The SADC Gender Protocol@Work ...

GENDER EQUALITY BY 2015
YES WE MUST!

Changing lives

Changing institutions

Changing nations

Changing SADC ...

Gender and Media Diversity Centre (GMDC)

The Gender and Media Diversity Journal is an output of the Gender and Media Diversity Centre (GMDC). The GMDC is a physical and virtual resource centre based in Southern Africa, with linkages in Africa and across the globe. The centre envisages media that are diverse, representative, responsive, and professional, and a citizenry, women and men, who are empowered to engage critically with their media. It facilitates the collection, connection and dissemination of information and resources relating to gender, media and diversity. The centre also collaborates on research, education and training.

The GMDC is a consortium of media NGOs and tertiary institutions. Working with an advisory group, Gender Links manages the centre. Members include:

- Institute of Extra Mural Studies, Lesotho
  International Federation of Journalists (IFJ), Belgium
- Higher School of Journalism, Mozambique
  Inter Press Services, South Africa
- University of Swaziland
- World Association for Christian Communication (WACC), Canada
- IFASIC, DRC
- Harare Polytechnic, Zimbabw
- Femnet
- University of Zambia
- University of Fort Hare, South Africa
- Midlands State University, Zimbabwe
- University of Witwatersrand, South Africa
- Eduardo Mondlane University, Mozambique
- University of Venda, South Africa
- University of Namibia
- University of Dar es Salaam, Tanzania

The GMDC aims to:

- Promote more analytical, responsive and contextual journalism.
- Develop and share a body of knowledge on gender and media diversity.
- Publicise the work of media scholars, students and practitioners.
- Provide resources that make the links between media theory and practice.
- Create a space for participatory discussion and debate on gender and media diversity.
- Develop global and local partnerships with strategic organisations.
- Become a centre of excellence on new approaches and fresh thinking.

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ACRONYMS

AIDS	Acquired immune-deficiency syndrome
ART	Anti-retroviral treatment
CBO	Community-Based Organisation
COE	Centre of Excellence
CPE	Certificate of Primary Education
CSO	Civil Society Organisation
CSC	Citizen Score Card
DRC	Democratic Republic of Congo
FBO	Faith-based Organisation
GBV	Gender-Based Violence
GEM	Gender and Media
GIME	Gender in Media Education
HIV	Human Immune-Deficiency virus
ICT	Information and Communication Technology
IDU	Injecting Drug User
IDP	Integrated Development Plan
LAIC	League of African Independent Churches (Swaziland)
LED	Local Economic Development
MDG	Millenium Development Goal
MOU	Memorandum of Understanding
NGO	Non-Governmental Organisation
OVC	Orphans and Vulnerable Children
PLWHA	People Living with HIV and AIDS
PLOWA	People living openly with AIDS
PMTC	Prevention of Mother-to-child Transmission
PWID	People who inject drugs
SADC	Southern African Development Community
SGDI	SADC Gender and Development Index
SGP	SADC Gender Protocol
SRHR	Sexual and Reproductive Health Rights
STD/ STI	Sexually Transmitted Disease/ Infection
TB	Tuberculosis
UN	United Nations
UNDP	UN Development Programme
UNESCO	UN Educational, Scientific and Cultural Organisation
UNFPA	UN Population Fund
UNICEF	UN Children's Fund
WHO	World Health Organisation

FOREWORD

The SADC Protocol@Work summit is a watershed moment for our region. Gender Links has come of age. It has walked the talk and held the banner for women's emancipation higher and higher. This shows in the attendance in this conference which had significant role players in the gender struggles in our region. This impressive audience of NGOS, governments, regional and multilateral bodies is testimony to the stature achieved by the Gender Links in our countries. Well done!



GL Staff Shamiso Chigorimbo (left) and Nomthandazo Mankazana (right) with former South African Deputy President Phumzile Mlambo Ngcuka, now head of UNWOMEN, at the SADC Gender Protocol@Work summit. Mlambo-Ngcuka made the keynote address at the Summit.
Photo: Colleen Lowe Morna

Today we see an impressive number of male activists amongst us, something that has eluded our women's movement.

It is good to see the Minister of Local Government of Mauritius, Honourable Louis Hervé Aimée, whose work has institutionalised the participation of women in that country. Well done minister: we need more brothers like you, more politicians like you!

Even though we have made great strides in the emancipation of women, gender justice and the struggles of women remain challenging, from gender based violence, high poverty amongst women, exclusion of women in significant positions, the burden of disease and more. Our work is not yet done.

We need to work just as hard to mobilise key institutions in society: our churches, schools, sporting bodies, who must continue the struggles. We also need to broaden the base as many more people are needed for us to overcome the complex battles we face. As foot soldiers in this struggle we need to continue to lead from the front, back and side.

As people of SADC let us use the SADC Protocol on Gender and Development to entrench and advance the women's cause in our countries. The Protocol must be a living document in all our countries: we must take it to the people.

One of the things for me that has been very grounding, that I learned when I worked for an NGO, is that if it works for women, then it will work for everyone else. So if you want a perfect yardstick for measuring the depths of democracy then just check what difference it makes for women.

Let us take advantage of the remaining time ahead of 2015 to make the Millennium Development Goals work for women. Let us make the post-2015 internationally agreed goals continue to prioritise women.

- *Phumzile Mlambo-Ngcuka, Former Deputy President of South Africa, and new Head of UNWOMEN*

FOREWORD



I wish to thank the organisers of this event for having invited me to take part in the proceedings of the SADC Protocol@Work Summit.

The Republic of Mauritius has a lot to be proud of as a nation. It consistently does well in international surveys in various fields, usually coming out top in Africa. It has been voted the best island tourism destination in the world, and has also figured in the top ten worldwide in a list of economic freedom, coming ahead of the United States and the United Kingdom. Recently, it was put in sixth place on the list of most sustainable countries, as established by the Environmental Performance Index, just ahead of France.

Mauritius is one of the world's oldest democracies, having an elected parliament for over a hundred years, and also having local government of one form or another for over two hundred and fifty years. Yet a domain in which Mauritius had always fared poorly was the representation of women in politics, notwithstanding that education and employment opportunities are equitably available to both sexes.

2012 was a landmark year with regard to the advancement of women in politics in my country. The new Local Government Act, which was passed in the Mauritian National Assembly in December 2011, redressed in large part the discrepancy of women's participation. While one alternative would have been to impose a specific quota for women candidates, the new legislation adopted a gender-neutral approach by imposing a condition that at least one-third of all candidates standing for a political party in an electoral ward had to be of a different sex.

Not only is this approach more elegant than the imposition of a quota (in fact the word "quota" does not appear once in the new legislation), it also safeguards the possibility of a complete domination of women in politics at a later date, as the provision ensures that there will be at least one-third candidates who are men!

When I presented the Bill in the National Assembly, there was very little objection from any quarter, be it religious or social, and certainly not political, as the opposition voted with the government in parliament to ensure that a constitutional amendment, brought by the Prime Minister, was passed at the same time as the main legislation, guaranteeing the changes.

This was necessary to ensure that any potential legal challenge to the changes could be dealt with swiftly, and positively, by the Supreme Court, should the need arise.

Though no similar provision exists so far at the national level, the local government elections that consequently took place in December 2012 saw a three-fold rise in women candidates in the urban areas, and more than a five-fold increase in the rural areas. In all the representation of women in local government in Mauritius increased from 6% to 26% in one election.

The new Local Government Act is another step in line with the government's philosophy of the role of women in modern Mauritius. I want to empower women through local government. Their presence is one of proximity, as all councillors must reside in their local council area. Many are becoming leaders of their communities. Together, we are making herstory!

- *Louis Hervé Aimée, Minister of Local Government & Outer Islands*

INTRODUCTION



Local government Centres of Excellence award winners with GL CEO Colleen Lowe Morna at the SADC Protocol@Work Summit.
Photo: Albert Nogosa

Over 300 delegates from around the Southern African Development Community (SADC) converged in Johannesburg from 22 to 24 April 2013 for the largest ever gathering of activists, government and media to make a concerted push for gender equality. With the slogan "2015, yes we must!" the SADC Gender Protocol@Work regional summit followed twelve national summits that involved 1484 participants, 69% women and 31% men. Some 183 winners and 30 direct entries (213 in total) went on to compete at regional level. 81 of the participants travelled outside their country, and 29 got passports for the first time.

The Southern African Gender Protocol Alliance ("the Alliance") that campaigned for the SADC Protocol on Gender and Development (see www.sadcgenderprotocol.org) convened the national summits in partnership with Gender Links, which coordinates the Alliance. The SADC Gender Protocol comprises 28 targets to be achieved by 2015, also the deadline for the Millennium Development Goals. Globally, a debate has already started on the post 2015 agenda. The Alliance is insisting that Southern African governments must make a concerted effort to meet the agreed targets for gender parity in all areas - political, social, economic - by 2015. During the national

summits, representatives from civil society, the media and local government presented 672 good practices on the SADC Gender Protocol@ work in various theme, media, institutional and leadership categories.

After a gruelling judging process, Gender Links and the Southern African Gender Protocol Alliance awarded 45 gender champions (34 women and 11 men) prizes for their efforts to put the SADC Gender Protocol to work. Former South African deputy president Phumzile Mlambo-Ngcuka presented the awards at the joyous ceremony held under the banner, "2015, yes we can, and yes we must!"

"Suddenly the impetus is reinvigorated, people have been reminded that 2015 is looming. What was really positive is the involvement of young people demonstrating the enthusiasm of the new generation taking the baton forward," said Kubi Rama, Chief of Operations at Gender links. GL CEO Colleen Lowe Morna added: "In this summit we are all winners. We walk away as drivers of change, foot soldiers for a region in which women and men are able to realise their full potential in their public and private lives."

Important themes to emerge from this process include the following:

- The need for climate change targets - environmental issues (e.g. water, waste) are not yet covered by the protocol, which is a significant gap.
- The role of media (and training of media workers) in changing social attitudes and oppressive practices.
- The role of men (and male attitudes) in the struggle against Gender-Based Violence.
- The link between women's economic dependency and Gender-Based Violence.
- Sexual and reproductive health is a basic human right.
- While gender parity in primary and secondary education is close to being realised in most countries except Tanzania, dropout rates (especially among teenage girls) remain high.
- The impact of sexual and reproductive health and Gender-Based Violence on girls' education.
- The role of local government institutions in service delivery and meeting gender targets - local government structures are critical to implementing to the protocol.
- While progress is being made towards women's representation in local government (particularly in Mauritius and Zimbabwe), participation is far short of the 2015 targets.
- Faith-based organisations can be significant contributors to social justice, reducing maternal mortality and HIV, and ending gender violence.
- Of concern throughout the region is the extent to which national budgets fail to reflect the commitments that governments have made to gender equality.



The Swazi delegation at the SADC Gender Protocol@Work summit. *Photo: Trevor Davies*

The SADC Protocol on Gender and Development*

The Alliance has chosen to use the SGP as its framework for demanding accountability because it encompasses all commitments and enhances these through specific timeframes. Since the adoption of the SADC Protocol on Gender and Development in August 2008, 13 of the 15 SADC countries have signed the protocol.[1]

Only Botswana and Mauritius have not yet signed. The Protocol is now in force since more than two-thirds of SADC countries have signed and ratified it, although the Democratic Republic of Congo (DRC), Madagascar and Zambia still need to deposit instruments of ratification with the SADC Secretariat.

In 2015 governments will have to account for the actions that they have taken (or not taken) to meet the targets of this unique regional instrument, which brings together global and continental commitments to gender equality.

While the debate about a post-2015 development agenda[2] is important, it is also important to hold governments accountable for meeting the targets that have been set for the next two years.

Country	Signed	Ratified	Deposited instruments
Angola	•	•	•
Botswana			
DRC	•	•	
Lesotho	•	•	•
Madagascar	•	•	
Malawi	•		
Mauritius			
Mozambique	•	•	•
Namibia	•	•	•
Seychelles	•	•	•
South Africa	•	•	•
Swaziland	•	•	•
Tanzania	•	•	•
Zambia	•	•	
Zimbabwe	•	•	•

[1] See SADC (nd) "Gender unit" available online at http://www.sadc.int/sadc-secretariat/directorates/office-executive-secretary/gender-unit/ (accessed 11 June 2013).

[2] See for example IRF (2013) Post-2015: framing a new approach to sustainable development Independent Research Forum (IRF) policy paper March 2013. See also IDS (2013) "Gender and the post-2015 framework" Institute of Development Studies (IDS) 13 May 2013 available online at http://www.ids.ac.uk/news/gender-and-the-post-2015-framework (accessed 12/6/2013).

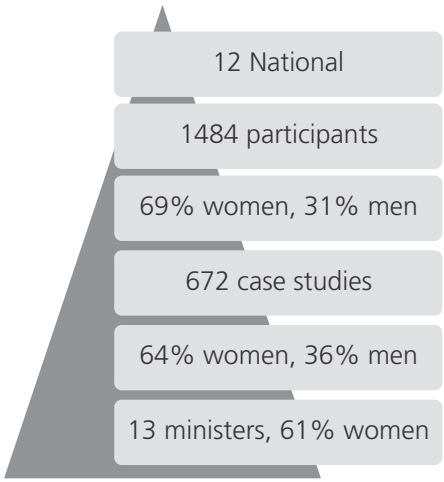
* The SADC Protocol on Gender and Development (2008), available online at http://www.sadc.int/sadc-secretariat/directorates/office-executive-secretary/gender-unit/ (accessed 10/6/2013).

The Millennium Development Goals (MDGs) also have targets set for 2015. MDG 3 aims to promote gender equality and empower women.[3]

Apart from general targets concerning poverty, hunger, HIV, child mortality and sustainable development (all of which have gender implications), MDG targets which specifically mention women or girls include the following:

- Achieve full and productive employment and decent work for all, including women and young people.
- Ensure that by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling.
- Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education by 2015.
- Reduce by three quarters the maternal mortality ratio.
- Achieve universal access to reproductive health.

The summit process



In 2013 Gender Links, the Southern African Gender Protocol Alliance, local government associations, Gender and Media (GEM) networks and media development institutions hosted a series of Southern Africa Gender Protocol @Work Summits to gather evidence of how this instrument is being used on the ground. With the support of the SADC Gender Unit, the initiative aimed to increase the momentum of implementation in the run-up to 2015.

Unlike the annual SADC Gender Protocol Barometer[4], the summit process did not rate countries on their overall progress towards the goals to which they have committed themselves. Instead it sought to document and recognise significant progress that is being made by various local initiatives, large and small, throughout the region.

During the national summits, representatives from civil society, the media and local government presented good practices related to the SADC Gender Protocol (SGP). The alliance is calling on Southern African governments to make a concerted effort to meet the agreed targets for gender parity in all areas (political, social, and economic) by 2015.

The summit process aimed to achieve the following at country and regional level:

- Take stock and turn up the pressure for implementation and accountability in the region.
- Bring together key stakeholders to share strategies and good practices.
- Profile and affirm the work of media and local government gender Centres of Excellence.
- Build links between organisations.

[3] UN Women (2013) "Momentum towards meeting the MDGs: 1000 days of action remain" available online at http://www.unwomen.org/news-events/in-focus/mdgmomentum/ (accessed 7/7/2013).
[4] Nyakujarah, Loveness Jambaya and Colleen Lowe Morna (ed) (2012) SADC Gender Protocol 2012 Barometer Johannesburg: Gender Links. Available online at http://www.genderlinks.org.za/article/sadc-gender-protocol-2012-barometer-2012-09-18 (accessed 10/6/2013).

Mauritian Minister of Local Government, Herve Aimee, delivered the keynote address at the opening ceremony, giving an account of how the Indian Ocean Island amended its constitution to allow for a quota of women in local government that led to a four-fold increase in women's representation in the 2012 local elections. The regional summit ended on 24 April with awards and a gala dinner, addressed by the acting premier of Gauteng, Nandi Mayathula Khoza and former Deputy President Phumzile Mlambo Ngcuka. Civil society speakers at the regional summit included Gotlhaloganyamang Phaladi (Voice of the Youth, Botswana), Emma Kapandula (survivor of gender violence, Zambia), and Felleng Makeka (Lesotho Business Women's Association).

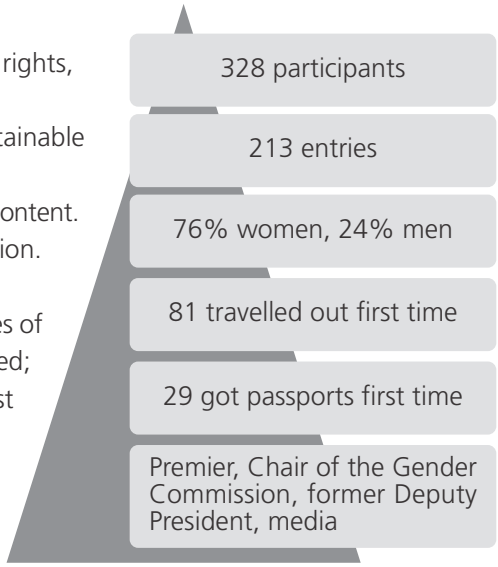
The regional summit consisted of plenary sessions each morning, followed by parallel presentations in the following thematic categories:

- Constitutional, legal rights and governance.
- Education, training and economic development.
- Gender-Based Violence and conflict resolution.
- Sexual and reproductive rights, health, HIV and AIDS.
- Climate change and sustainable development.
- Media: Print; Radio; TV; Content.
- Gender in Media Education.
- Leadership: Media.
- Local government Centres of Excellence: Most improved; Best performer rural; best performer urban.
- Leadership: Local government.
- Faith-based organisations.

Institutional entries included the Centres of Excellence (COEs) for gender in local government and in the media, where Gender Links is working to mainstream gender within about 300 institutions across the SADC region. This journal is based on case studies that went through the national selection process and came through to the regional summit, representing the best of the innovation that the region has to offer in the fight for gender equality.

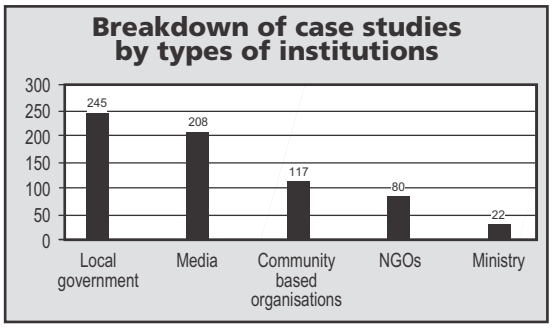
Although this journal focuses primarily on the winners and runners-up from the regional summit, the judges repeatedly expressed their difficulty in choosing one "winner" from among so many excellent entries. In fact, the organisations who participated in the summit process are themselves only a sample of thousands of innovative and courageous initiatives to translate the SADC Gender Protocol into lived reality on the ground in Southern Africa.

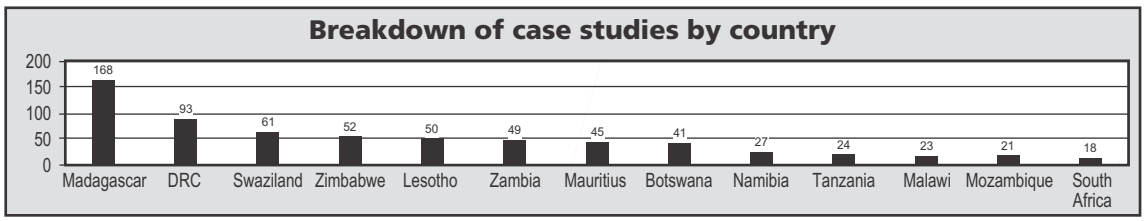
The case studies



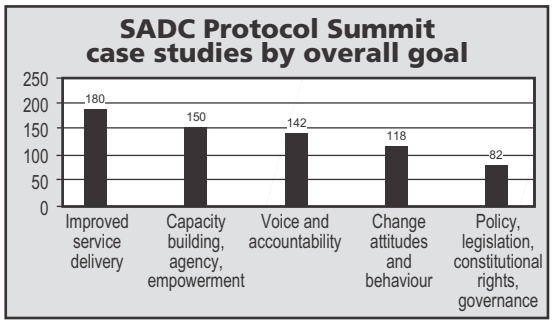
The 672 case studies collected in the course of the summit process represent a wide variety of initiatives, with different approaches and target groups, and in diverse operating environments. The projects ranged from large projects with government or international donor funding to small income-generation activities that have grown beyond their immediate purpose, created jobs, and are being replicated elsewhere.

The graph shows that the largest number of case studies (245) came from local government, followed by media (208), Community-based Organisations (CBOs with 208); 80 from NGOS and 22 from government ministries. The fact that over half the case studies emanate from local-level and community initiatives is significant. This shows that the SADC Gender Protocol is being applied where it matters most: in the lives of citizens.





The graph shows that Madagascar (168) and the DRC (93) hads the highest number of case studies, together accounting for almost 40 per cent of the total. While most countries presented between 40 and 60 case studies, Namibia, Tanzania, Malawi, Mozambique and South Africa presented fewer than average. Angola and the Seychelles, the two countries that did not have summits, did not submit any case studies. The country distribution chart will assist in targetting future efforts and strengthening national focal networks of the Alliance.



GL categorised the case studies according to overall goal. The graph above shows that of the 672 case studies, the majority (180) aim to improve service delivery, or to build capacity (150), agency and empowerment of women (together accounting for almost half). Just over 21 per cent aim to give voice and promote accountability, just under 18 per cent are about changing attitudes and behaviour, and the remainder aim to improve policy, legislation, constitutional rights and governance.

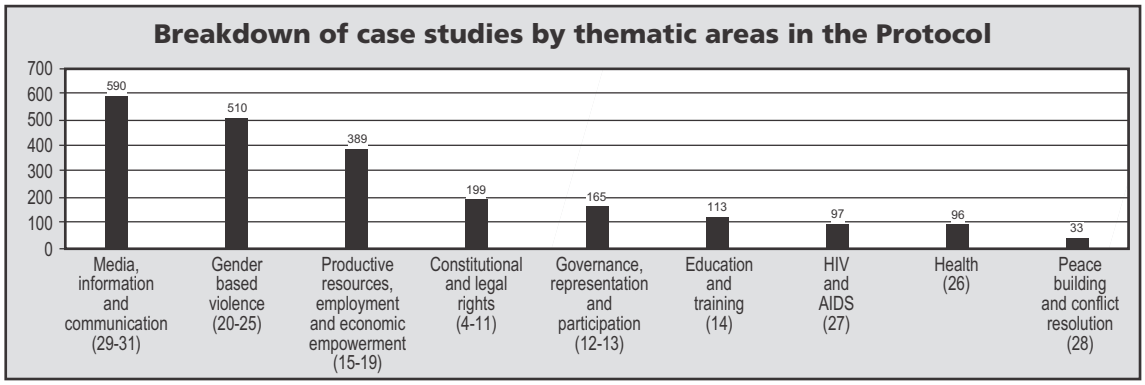
The analysis of the case studies also covered which targets of the Protocol participants refer to in their work. The SGP,[5] specific targets to be met by 2015 cover:

- Constitutional and legal rights (Articles 4-11)
- Governance, representation and participation (Articles 12-13)
- Education and training (article 14)

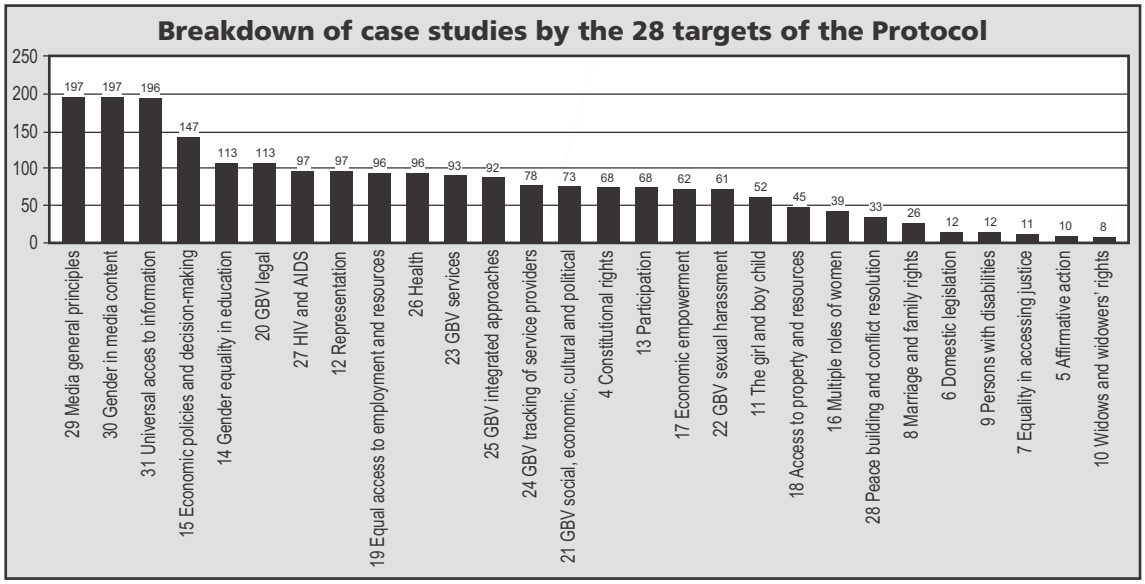
[5] The SADC Protocol on Gender and Development (2008), available online at http://www.sadc.int/sadc-secretariat/directorates/office-executive-secretary/gender-unit/ (accessed 10/6/2013).

- Productive resources, employment and economic empowerment (Articles 15-19)
- Gender-Based Violence (Articles 20-25)
- Health (Article 26)
- HIV and AIDS (Article 27)
- Peace building and conflict resolution (Article 28)
- Media, information and communication (Articles 29-31).

Articles 32-36 deal with implementation. SADC member states are obliged to submit comprehensive reports every two years, outlining their progress in achieving these targets.



The case studies identified in the summit process often deal with more than one thematic area of the protocol. The themes best covered by the case studies are media, Gender-Based Violence and economic empowerment. Surprisingly underrepresented are case studies that deal with HIV, health or peace-building - all issues of huge concern in Southern Africa.



Under each thematic area, specific targets have been set. There are 28 targets altogether, and institutions were asked to identify which of these targets they address. Media, ICT and economic empowerment targets are particularly well covered in the case studies, with legislative and human rights targets featuring less often.

Feedback from participants

The table summarises feedback from participants. Participants ranked learning opportunities and networking highest, with programme design and content also highly ranked. Feedback and outputs need to be strengthened in future summits. At the national summits, judges gave participants feedback. This also needs to be built into the regional summits. A selection of comments reflects the richness of the summit process, and several suggestions for strengthening the process in future:

Area	Score
1. Programme design	81%
2. Prgramme content	82%
3. Documentation	79%
4. Judging	73%
5. Feedback	66%
6. Outputs	66%
7. Outcomes and follow up plans	71%
8. Learning opportunities	86%
9. Network opportunities	85%
10. Administrative arrangements	72%
Overall	**76%**

What did you find innovative about the summit?

- Attending my first summit.
- The "I stories" and the testimonials.
- The cross-cutting aspect of the participations, i.e. all walks of life.
- The fact that participants of this summit competed at national level to eventually get here.
- Team work from the countries.



Honourable Herve Aimée, the minister of Local Government and Outer Islands with all the COE award winners during the 4th Gender Summit, Johannesburg, April 2013. *Photo: Gender Links*

- Supervision was strong and good.
- Women being eager to bridge the gap.
- The judging aspect was very challenging because of too few judges, more than 20 case studies each, which was a good learning process.
- Documentation.
- Wireless internet.
- Consistency in spreading Gender and Development issues under the SADC Protocol and development.
- Having so many people talking and presenting unique good practices.
- Being updated with the Barometer.

What do you think could have been done better?

- GL should consider introducing a different category that focuses on the youth only.
- Country coordinators to make sure they look for the buy-in of stakeholders, especially council leaders, e.g. mayors, CEOs and staff management and government.
- The programmes should not be changed at the last minute.
- The days for the summit should be more than they were.
- All the presenters should have been allowed to use their language in order for them to be able to elaborate.
- Interpreters must be in all languages, not only French and Portuguese.
- Structuring of the presentations and accommodation arrangements.
- Some evidence got lost, next time it must be put in a safe place.
- The presenters should have met to see if their presentations and evidence were in place so that it was fair for everyone.
- The audience should have been given a platform to ask questions.
- Treatment of ministers, mayors and councillors must be strengthened.
- Change the approach - emphasis of presentations should be on learning rather than completion.
- More induction and debates on how to effectively implement the COE.
- Improve on time management.

Meeting the 2015 deadlines

In the period remaining before the deadlines set by the SADC Gender Protocol and the MDGs, the following objectives need to be met:

- Ensure that all SADC countries sign and ratify the protocol.
- Ensure the inclusion of an addendum (with specific gender targets) on climate change.
- Monitor compliance with the protocol in national and local planning and budgeting.
- Strengthen the alliance of organisations lobbying for the implementation of the protocol.
- Popularise the protocol in communities throughout the region.

While the SADC Gender Unit needs to drive the processes that relate to the Protocol, SADC citizens need to claim their rights and make use of this instrument.

At country level, concerted effort is needed to ensure that governments honour their commitment to enshrine gender equality in their national constitutions, and to ensure that all legislation conforms to this. It is also necessary to draw attention to where national budgets reflect (or don't reflect) a commitment to implement the 28 targets of the gender protocol.

Media professionals and media institutions have an essential role to play in this process, disseminating information on where governments have or haven't met their commitments, and helping to express the concerns of men and women whose very lives may depend on whether or not the 2015 targets are met.

CONSTITUTIONAL AND LEGAL RIGHTS



Judges of the high court of Swaziland, 2011.
Photograph: Swazi Observer

In terms of articles 4-11 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

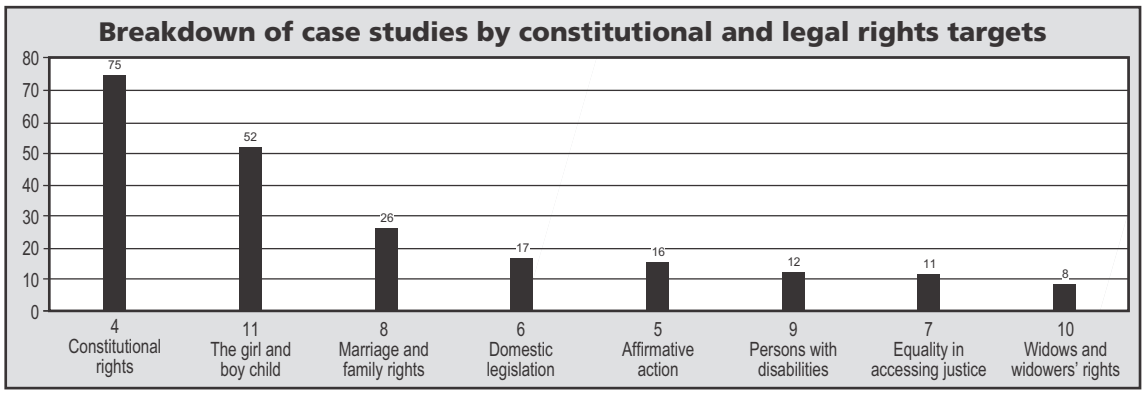
- Endeavour to enshrine gender equality and equity in their constitutions and ensure that these are not compromised by any provisions, laws or practices.
- Review, amend or repeal all discriminatory laws.
- Abolish the minority status of women.

While implementation is often seen as the main challenge facing African governments, this is not a reason neglect constitutional and legal rights. Southern Africa needs both better legislation, and better implementation of the legislation that already exists.[6]

Gender equality should not be seen as a favour, but as something that can be claimed by law. A major obstacle to this throughout the region is the persistence of colonial systems of "customary law" - a racist concept, rooted in the idea that Africans are incapable of civilised behaviour.

Customary law perpetuates the minority status of women. The problem is not traditional leaders, who in the case studies that appear in this journal are often invaluable partners in local initiatives to improve conditions in rural communities. The problem is rather in the application of Victorian concepts of law and the romanticisation of fictional male notions of what constitutes traditional culture, in order to justify harmful social practices.[7]

Among the case studies that deal with constitutional and legal rights, the major focus is on targets relating to constitutional rights. There is also marked concern about the rights of the girl-child, and about marriage rights. The two case studies presented here did not receive awards at



[6] See Fombad, Charles Manga (2006) *Challenges to Constitutionalism and Constitutional Rights in Africa and the Enabling Role of Political Parties: Lessons and Perspectives from Southern Africa* Johannesburg: South African Institute for Advanced Constitutional, Public, Human Rights and International Law (SAIFAC). Available online at http://www.saifac.org.za/docs/res_papers/RPS%20No.%2018.pdf (accessed 7/6/2013). See also Olivier, Louise (2007) Constitutional Review and Reform and the Adherence to Democratic Principles in Constitutions in Southern African Countries Johannesburg: Open Society Initiative for Southern Africa (OSISA). Available online at http://www.afrimap.org/english/images/documents/OSISA_constitutional_review.pdf (accessed 7/6/2013).

[7] See Bennet, TW (1991) "Customary Law in Theory" in TW Bennet *A Sourcebook of African Customary Law for Southern Africa* Cape Town: Juta. Available online at http://www.vanuatu.usp.ac.fj/sol_adobe_documents/usp%20only/customary%20law/Bennett.htm (accessed 13/6/20130). See also Sibanda, Sanele (2010) "When is the Past Not the Past? Reflections on Customary Law under South Africa's Constitutional Dispensation" keynote address at the conference "Custom Law and Tradition: Alternative Legal Systems and their Impact on Human Rights" American University, Washington, 15 February 2010. Available online at http://www.wcl.american.edu/hrbrief/17/3sibanda.pdf (accessed 13/6/2013).

the regional summit. They do, however, illustrate how women are using the opportunities available to them to exert pressure on national processes.

In alliance with influential women from across the political spectrum, the Women's Coalition of Zimbabwe was able to maintain a focus on gender equality throughout the drafting of Zimbabwe's new constitution. Now that the new constitution has been signed into law, work is still needed to identify gaps in the new provisions, to enact new laws to begin to implement the new constitution, and to ensure that the government allocates human and financial resources to the implementation of the new constitution.

In South Africa the Legal Resources Centre is helping women to exercise the limited protection that they have under existing legislation on customary marriages. By representing women at different levels of the justice system, from magistrates' courts to the constitutional court, the organisation is protecting and extending the rights of women married under customary law.



Mandivavira Mudarikwa, an attorney at the LRC Cape Town office, conducting workshops on gender violence with learners.
Photograph provided by LRC



Netsai Mushonga of the Women's Coalition of Zimbabwe.
Photo: Zotonantenaina Razanadratefa

Women's Coalition of Zimbabwe

Category	Locality/organisation	Presenter
Constitutional and Legal Rights	Women's Coalition of Zimbabwe	Netsai Mushonga

Charting the way forward for Zimbabwean women

The Women's Coalition of Zimbabwe (WCoZ) and its structures have been advocating for a gender-sensitive constitution that will significantly improve the status of women in Zimbabwe.

The network of 73 member organisations has been raising awareness among women, mobilising them to participate, targeting policy-makers, and bringing women to engage in collective lobbying and advocacy for their equal participation in electoral processes.

WCoZ has been proactive in the constitution-making process to ensure that the resultant document is gender-sensitive. In maintaining the momentum and ensuring that women remain stakeholders of the constitution-making process, the Group of twenty (G20) was created - a women's constitutional taskforce to spearhead the engagements in the constitution-making process.

The G20 members are drawn from civil society, the Ministry of Women Affairs Gender and Community Development, the Women's Parliamentary Caucus and academia. This is a coordinated front that ensures that women's rights are secured and guaranteed in the new constitution.

Relation to the SADC protocol

The protocol provides that by 2015 all countries shall endeavour to enshrine gender equality and equity in their constitutions and ensure that these are not compromised by any provisions or legislation.

The constitution-making process in Zimbabwe has given women a golden opportunity to strengthen and enshrine the principles of gender equality and women's rights. WCoZ has been pushing gender issues in the constitution-making process. The efforts of G20 have been to ensure that the draft constitution addresses all previous gender imbalances and legal challenges that have previously affected women. WCoZ scaled up its lobbying and advocacy initiatives for women to engage collectively, hence the formation of the G20. This is a strategic partnership to build consensus to speak as one voice as women on what they want as women.

A gender audit of the draft constitution conducted by the Zimbabwe Women Lawyers Association (ZWLA) and the Group of 20 reflects that 75 per cent of the women's demands have been enshrined in the draft constitution, which has made significant strides towards improving the status of women in Zimbabwe. Key demands

include the elimination of all forms of discrimination, which is relevant to Article 6 of the SADC protocol (on domestic legislation). Other key demands are the recognition of women's rights, the protection of socio-economic rights, non-discrimination, making customs and traditions subject to the constitution, bodily integrity and security for women, equality and affirmative action (article 5 - a legislated quota of 50/50 representation of women in all decision-making).

Background

In April 1980 the Lancaster House Constitution was introduced, negotiated by an all-male delegation representing the former colonial power (the UK) and the freedom movements - namely Zimbabwe African National Union Patriotic Front (ZANU PF), Patriotic Front Zimbabwe African People's Union (PF ZAPU) and United African National Congress (UANC). The Lancaster House Constitution was crafted by representatives of the British Government and negotiated by the four parties. The constitution was therefore made in a highly undemocratic manner and did not represent the interests of all Zimbabweans, especially women. On the contrary, settler economic and political interests dominated the document, and issues of land and women's rights were dealt with in an unsatisfactory manner.

The Lancaster House Constitution has many shortfalls, chief among which is that it limits the equality and non-discrimination clause by excluding matters of personal law, and in the application of customary law. Women are disadvantaged in the socio-economic and political sphere by the constitution. Issues of women's access to land and natural resources are not adequately covered in the Lancaster House Constitution. Women have struggled to get equal representation in politics and governance, and the constitution does not address this. Section 6 of the Global Political Agreement (GPA) signed in 2008 prescribes that Zimbabweans will make a constitution for themselves and by themselves. Women were the first group to strategise to engage actively with the constitution-making process.

Objectives

One of the major objectives was to ensure that the constitution-making process and the product are gender-responsive. The G20 was established to carry out a gender audit of the draft constitution and to produce a draft model language. The process was led by the Zimbabwe Women Lawyers Association.

As a working space for women around issues of the constitution-making process, the role of the G20 included consensus building (providing a feedback mechanism between women's constituencies and the drafters) lobbying and advocacy (a pressure group), strategy development, negotiating with strategic partners and stakeholders to ensure that women's demands are part of the constitution-making process, monitoring the gender component of the constitution, implementation of constitutional issues (when the constitution-making phase is complete), providing advice and feedback to the drafting committee, and overseeing the functions of that committee.

Beneficiaries

A number of target groups were identified by the G20: the Constitution Select Committee, the principal drafters, political parties, traditional leaders, principals for the provision of the draft constitution, and the general population.

Process

The G20 was a force to reckon with since it had political muscle. It managed to get the support

of the most powerful women in Zimbabwe: Joice Mujuru, Ednah Madzongwe, Thokozani Khupe and P Misiharabwi. The G20 carried out checks and balances on the different stages of the process. During drafting, the group developed a draft model language with the process being led by the legal experts of ZWLA, and the Constitution Select Committee acknowledged the efforts of the G20 as the only stakeholder who was pro-active.

The group also proposed 15 constitutional principles for inclusion in the new constitution, which were submitted to the drivers of the constitution-making process.

When a draft was leaked in the media, the G20 carried out a gender audit of the document to see if the women's demands had been incorporated. The members of the group presented the findings to their different constituencies as part of building the critical mass to garner support from women. When the final draft was released, another gender audit was conducted.

In building the momentum, the group conducted various awareness-raising initiatives, including constitutional literacy programmes, television and radio programmes, and the distribution of Independent Electoral Commission (IEC) material.

During the 2nd All Stakeholders' Conference, the women met for strategy development to ensure that women delegates at the conference spoke with one voice, and a communique was developed on agreed issues and was submitted to the Constitution Parliamentary Committee (Copac) and the respective political parties for consideration.

Main outputs

One major output of this process has been the endorsement of powerful women in the political



Theresa Makone, MP and Thokozane Khupe, Deputy Prime Minister at the 50/50 launch, Zimbabwe.
Photograph: Trevor Davies

arena from the main political parties, such as Theresa Makone (MDC-T), Priscilla Misiharambwe-Mushonga (MDC) and Joice Mujuru (ZANU PF).

Other outputs have been the gender audit, the fifteen proposed women's constitutional principles, women's position on the draft constitution, the proposed draft model language, and posters. The inclusion of 75 per cent of key demands is a significant step towards improving the status of women in Zimbabwe. The draft constitution contains the necessary framework for the rights of women.

Main outcomes

Following the release of the draft constitution, a gender audit was conducted and 75 per cent of women's demands were enshrined in the draft constitution. Other main outcomes have been well-equipped and knowledgeable female delegates (including female policy-makers at the 2nd All Stakeholders Conference), and united women speaking with one voice and above party politics in order to push the women's agenda at the 2nd All Stakeholders' Conference.

The intervention increased awareness on the women's constitutional provisions in the general population and united women across the political divide as the Deputy Prime Minister, cabinet ministers, women's caucus and women from civil society agreed on gender provisions in the draft. There was recognition and acknowledgment from the Constitution Select Committee for being proactive, and a clear and urgent women's voice throughout the constitution-making process.

Challenges

Delays in process have been a challenge, and the group has addressed this by maintaining the momentum and using it as an opportunity for strategy development by convening meetings and promoting awareness of the gender provisions.

Poor participation of women at the 2nd All Stakeholders Conference and the exclusion of women in civil society from participating at the conference was noted as a challenge. However, a preliminary conference for women was convened to build the confidence of women delegates.

Limited access to the draft constitution and information on the process by women has been another challenge. This was addressed by different strategies, including production of the simplified women's position on the draft, pamphlets on the draft constitution, and the distribution of the material in different constituencies.

Lessons

Women were extremely proactive and innovative in the process of constitution making.

Women need to speak with one voice. As we traversed the process, the group learnt that there was no need to group women into different categories, but rather to speak with one voice and have women rally around shared interests and monitor the national process.

All women should participate in their diversity. Women are not a homogenous group and there

is need for all women from the different sectors (including the disabled, young women and grassroots women) to fully participate in national processes. Involvement of all women will harness efforts and ensure that women at all levels engage in the process.

Male involvement can be positive. One major lesson is the involvement men in the process, the Group of 20 noted that involving men as advocates and pushing the gender agenda is very important, as more people will support the cause.

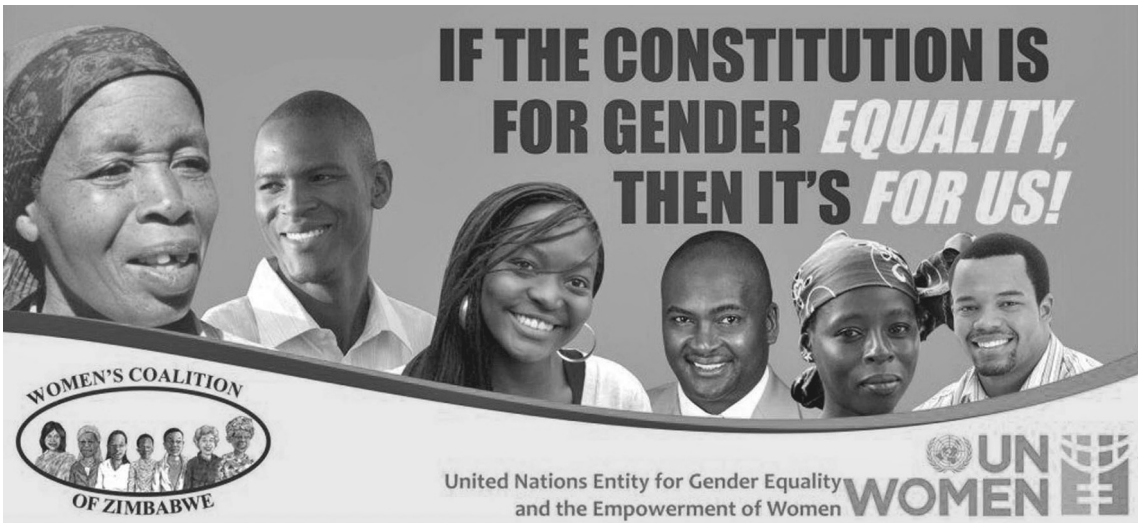
Information dissemination is critical. The group learnt that there is a need for adequate resources to cascade the information to all women's spaces. The need for intergenerational inclusivity is another lesson learnt. Involving all levels (girls, elderly women and young women) ensures that everyone owns the process and fully participates. The group also learnt that in inclusivity there is credibility.

Collective advocacy and lobbying amplify the women's voices, as there is strength in numbers and this results in greater recognition and visibility. Strategy is very crucial in such processes as Zimbabwe is a patriarchal country. The group learnt that strengthening linkages with other networks and other sectors is very important.

Replication and sustainability

After the referendum there is a need to ensure that the gender equality provisions are implemented. Firstly, women will need to do an audit of the laws available to find the gaps as regards the new provisions. Secondly, there will be a need to enact new laws to begin to implement the new constitution for women. The government will need to allocate human and financial resources to the implementation of the new constitution.

The Women's Coalition of Zimbabwe, its membership and stakeholders will continue to strategise and collaborate on issues of constitution-making. The networks and partnerships will tackle other issues, including women's effective participation in the upcoming referendum and elections. There is now a need to translate the provisions of the draft constitution into reality.



A poster promoting gender equality during the 2013 constitutional debate in Zimbabwe.
Image provided by the Women's Coalition of Zimbabwe

Legal Resources Centre South Africa

Category	Locality/organisation	Presenter
Constitutional and Legal Rights	Legal Resources Centre	Yana Van Leeve, attorney



Yana van Leeve of the Legal Resources Centre in South Africa.
Photograph provided by LRC

Relation to the SADC Protocol

The activities of the work performed by the LRC contribute specifically to Articles 4-11 of the SADC gender protocol. The LRC's work has been instrumental in developing South Africa's gender equality jurisprudence.

The LRC represented parties in the Constitutional Court decisions regarding Shibi and Bhe, where the court suspended customary law rules of male primogeniture until such time as parliament could redress them. In the case of Kambule, the LRC obtained a judgment that a customary law marriage, although not registered under the Transkei Marriages Act, was still valid, helping to ensure legal benefits for the surviving spouse.

The LRC has a solid 30 year history of successful work in the area of women's rights, and continues to develop creative means to protect vulnerable women and monitor the implementation of protective legislation.

The problem has been that although marriage as an institution is commonly practiced by all citizens of South Africa, there was, as a result of decades of discrimination, no equality in the recognition of customary marriage. The legislation sought to create an equal system where marriage in terms of custom would be recognised and enjoyed by those citizens who sought to practice that custom, but in practice and implementation the legislation falls far short of its intentions.

The LRC's proposed interventions are focused on raising awareness among women and the organisations that advocate for the rights of women, and documenting the problems faced by women in customary unions, and then using that information to formulate an informed plan for ensuring compliance with legislation.

Background

The project adopts a "theory of change" approach, which is premised on considering all the components required to bring about long-term change and seeing where LRC interventions can bring about the outcomes leading to the overall goal. The interventions are focused on addressing the systemic problems with the implementation of the Recognition of Customary Marriages Act. Through multiple interventions there will be a change in the way in which the Act is implemented, and women as a result will have the full benefit and protection that the Act envisaged. The current work undertaken by the Legal Resources Centre has led to the identification of problems. The problems suggest that there is a need for intervention in order to ensure that women are protected.

Women in customary marriages must enjoy the full protection of the Recognition of Customary Marriages Act, and government must ensure that it complies with its national, regional and international obligations in respect of women who choose to enter into customary marriages and live in terms of their custom.

Objectives

The intervention aimed to ensure that women who choose to live and marry in terms of their custom are aware of their rights as enshrined in the constitution and the Recognition of Customary Marriages Act. It also aimed to ensure that women have access to the proposed and intended protection mechanisms from the relevant government departments.

Beneficiaries

The primary beneficiaries are women who are married in terms of customary law.

Process

The intervention involved engaging with civil society organisatons (CSOs) and other structures who work at family courts, and using the opportunity to provide advice and training to these organisations.

The LRC continues to provide legal representation to women in need. This project will enable us to work towards the structuring of an impact case that deals with the registration of marriages, identifying where there is ambiguity in policy or law in relation to proce-dures that need to be followed.

Main outputs

Main outputs have been in the form of engagement with CSOs and other structures who work at family courts (e.g. Khayelitsha Magistrates' Court in Cape Town) and working with partners through collaborative workshops and research efforts. A consequence of our training and partnerships will be increased contact with potential clients.

Main outcomes

The LRC provides advice to thousands of people each year. Women frequently seek advice through our front desk service and referrals. This is an essential part of our mandate and will remain so, but this project will allow us to expand on our existing work and be more proactive in providing advice and support.

Challenges

The main challenges have been ignorance of rights by both men and women married in terms of customary laws; resistance from the office of the Master of High Court to appoint surviving spouses in customary marriages who are not registered as executors or beneficiaries of the estate in question; and inconsistencies in implementing the registration of marriage policies by the Department of Home Affairs.

Lessons learnt

One of the lessons learned is the importance of consciousnesses about the legal framework. This has given many women the confidence to assert their rights by attempting to register their marriages, contesting decisions of either the Master of the Supreme Court or the Department of Home Affairs, and fighting any practices that discriminate against them.

Replication and sustainability

This process has been replicated in our regional offices and seems to be functioning very effectively.

GOVERNANCE, REPRESENTATION AND PARTICIPATION

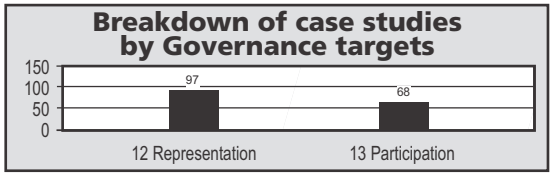


Women in Mauritius registered a fourfold increase, from 6% to 26%, in the local government elections in December 2012.
Photograph: Loga Virahsawmy

In terms of articles 12-13 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific target by 2015:

- Endeavour to ensure that 50 per cent of decision-making positions in all public and private sectors are held by women, including through the use of affirmative action measures.

The emphasis amongst case studies from the summit process that dealt with governance is on representation of women, although there is also considerable emphasis on women's participation.



The islands off the east coast of Africa have not previously featured highly in assessments of gender equality in the region, but significant developments are taking place with regard to women's participation in government in Madagascar and Mauritius. At the same time important progress is being made in Zimbabwe and the DRC. Through these four cases, a common thread is the importance of training - both to equip individual women with the skills that they need, and to change the perspective of women and men who remain trapped in inappropriate cultural beliefs and stereotypes.

In Madagascar, the training of women councillors and mayors is yielding positive results. A significant feature of this project is its success in ensuring that competing parties (sometimes with opposing ideologies) work together to address the issue of women's active participation. Based on the evidence provided by a preliminary survey, the project has developed documentation and toolkits to build the capacity and the confidence of women to engage in local government structures.

The example of Kwekwe City Council in Zimbabwe illustrates how mainstreaming gender in council recruitment, selection and promotion processes is able to impact on a range SADC Gender Protocol targets. It also argues convincingly that greater participation of women benefits all members of society, across class and gender lines. Even as the summit process was under way, Zimbabwe was working its way towards a new constitution - the most obvious omission of which is maybe its failure to set quotas for women's participation in local government.

In the 2012 Mauritian local government elections, women's representation jumped from 6.4 per cent to 26 per cent following the enactment of new legislation that introduced a quota. Still short of the immediate target of 33 per cent women's participation, this is a substantial step forwards, and is likely to affect the outcome of future elections as increasing numbers of women gain experience of serving in public office. This currently affects only local government structures, and there are still major challenges to ensuring women's representation in national government.

The Women in Politics case study is an example of the effectiveness of carefully targeted interventions. Apart from its immediate effect on women's participation, the introduction of a quota system effectively removes the Mauritian government's objection to signing and ratifying the SADC protocol (which has been around affirmative action).

The case of ACVDP in the DRC introduces a different angle on women's participation. Apart from educating women regarding their rights, the project also works specifically with men and boys, in an effort to involve them in the struggle to promote and defend women's rights.

National Council of Malagasy Women Madagascar

Category	Locality/organisation	Presenter
Governance, representation and participation	National Council of Malagasy Women	Ranoromalala Lantoharitiana



Ranoromalala Lantoharitiana of the National Council of Malagasy Women.
Photo: Razanadratefa Zotonantenaina

Technical support to women candidates within the local council elections: 50/50 campaign

The technical support focused on the providing of documentation and data, followed by training and awareness-raising sessions for women candidates in elections within the local government. A guide book was produced for women candidates within the local council. This guide book is divided into two major parts: women and local council elections, and the scope of work of an elected official at local council level.

The training focused on gender and emphasised the SADC protocol objectives, the importance of women's participation in decision-making, and information about the existence of the guide book.

This technical support is essential because it addresses the worries, the fear and the hesitation that women feel when in facing their competitors in elections. It is carried out within the local government, because councils are the basic administrative structure, close to the population.

Relation to the SADC protocol

Regarding the targets of the SADC protocol, this project is related to articles 12-13, concerning governance (representation and participation). The protocol stipulates that by 2015, member states will aim to give 50 per cent of decision-making positions in both the public and the private sectors to women.

The member states will implement direct women's participation in the structures of decision-making related to elections, especially by facilitating capacity building and putting in place a structure to improve women's participation. As per the SADC provisions, this project aims to implement the 50/50 target by 2015. The technical support carried out builds capacity and empowers women to take part in elections.

Background

Within local government, where this project is intended to be carried out, the rate of women's participation is still low. Only 4 per cent of mayors and 6 per cent of councillors are women. The reason is fear, a lack of confidence, ignorance of the responsibilities involved, customs, tradition, and stereotypes. Some political parties do not give room for women's participation, and no law or strategy is in place to determine quotas for women's participation in elections.

In April 2012, we started with the drafting of a common strategy for gender mainstreaming by the enforcement of legislation related to women's active participation. The exchange of ideas concerning the elaboration of that strategy emphasised the fact that women play an important role in the elections (before, during, and after), and especially in conflict resolution and maintaining peace.

This project was initiated in order to reach the third MDG objective, which promotes the equal participation of both men and women in decision-making spheres, and to implement the general provisions of the SADC Protocol articles 12-13, whose results are not yet tangible in Madagascar (although the country's constitution emphasises equal participation, and recommends non-discrimination and the enforcement of laws). The project also aims to increase women's participation in decision-making within the local councils, convince political parties of the need to give room to women in elections, and encourage women as voters, controllers, or in the preparation for the elections.

This transition period is an opportunity for women to get ready to face the next elections to be held at local government level, and to support women who would like to enter that sector.

Objectives

The general objective is to increase women's participation in decision-making within local government, to reach 50 per cent by 2015 and to mainstream gender in the basic state administration.

Specific objectives are to enforce and to inform about human rights of both men and women so as to eradicate any discrimination that prevents women from participating in development; to ensure the increase of women's participation in decision-making within local councils; to get three women councillors in rural councils and six positions in urban ones; to ensure that these women and their supporters will have strategies to face the elections, and especially to face their competitors (before, during and after elections); to ensure that these women are candidates with strong will and with stable position, and to convince men that women's participation in decision-making will bring about change and development; to ensure that all women will participate as voters; to encourage people to participate in all stages of the elections, and to change their opinion about women; and to promote gender mainstreaming within the local councils so that development will have an impact on every category of people.

Beneficiaries

The primary beneficiaries are women who would like to run for the local council elections, including their associations, and any citizen who would like to be an independent candidate. Political parties are encouraged to put women in strong positions in their list. Other beneficiaries are the people who support candidates before, during and after elections, women voters and those who prepare and monitor the elections, and the current mayors and councillors, who can ensure their candidacy and the participation of women who will work with them.

Process

The drafting of the project started in 2010 for the elections scheduled in that year, and implementation began in 2012 as outlined in the following table.

Stages	Date
Survey about women's participation in decision-making spheres at basic level	June 2012
Needs analysis in order to strengthen capacity building, and improve know-how	July
Study of the needs about the topics in the guide book and the training	July
Define the topics in the guide book and the agenda of the training	August
Writing of the guide book	August
Implementation of the training and trial of the guide book topics	September-October
Training at basic level	November-December
Workshop related to improvement of the guide book and to get feedback, comments, suggestions from technicians	November
Improvement of the guide book content	December
A big workshop attended by women candidates who are ready to be candidates, to get their opinions and ideas, and to finalise the guide book	December 2012
Evaluation	January 2013

Main outputs

Main outputs were the questionnaire to carry out a pre-evaluation of everyone's perception and opinion about women's participation in the decision-making spheres, so as to know the posts that women can hold within the local government, and the questionnaire to analyse needs related to capacity building. The draft of the guide book content was tested during the training. There is photographic evidence of the activities carried out from the first evaluation until the end of the project, interviews by the media, small posters and pictures to show the participation rate of women and men by 2015. Attendance lists were kept during the evaluation and feedback by technicians.

Main outcomes

In the first evaluation, 426 people (54 per cent of whom were women) were surveyed about the acceptance of women's participation in decision-making spheres - 250 of them (51 per cent) said that women's participation in decision-making spheres is needed, and identified various types of support required. This informed the first edition of the guide book, training, sensitisation and the exchange of ideas.

In a second evaluation when the project was completed, 92 per cent of the 426 people surveyed agreed that women's participation in decision-making roles is needed.

Concerning the posts held by women within the local council, there are 180 women who were ready to be candidates for elections, of whom 54 per cent would stand for mayor and 46 per cent would run to be councillors (these results are related to two regions in Madagascar). Of these, 95 per cent of them already have a social programme.

Outcomes include letters of testimony from beneficiaries in the places where the project was carried out, the guide book containing the preparation for an election and the responsibilities

of the elected officials within the local council, a special agenda for the training on preparation to face an election (before, during and after), is the scope of work of an elected person, and trainer's documents.

In total, 400 men and women were trained using the guide book, which explains how to become a candidate, planning and preparation before, during and after elections, the qualities of a candidate, the scope of work of an elected official, and responsibilities of a mayor and councillors.

Challenges

Some people still believe that gender is only about women's affairs. The core of the training focused on the fact that gender equality means the equal participation of both men and women in development.

During this period of transition and preparing for elections, people are afraid to talk because elections mean politics to them. This was addressed through technical (not political) support. One of the challenges was the difficulty when assembling people from different political ideologies, so right at the beginning of the training we say "Once we enter the training, let's leave politics at the threshold".

We also had to face the challenge of talking to the local council team where we presented the project. They asked "Are you, women, then going to take our place?" The answer was "if you achieved 50 per cent of growth, then if there are women it would increase to 80 per cent".

When writing the guide book, we had a concern for the women who are illiterate and yet have the intention of being candidates. The guide book has been devised to be user-friendly, and women voters are requested to help explain it to potential candidates.

Many women are often not ready to be candidates: this too was one of the difficulties we had to solve, since the financial problem is always in their mind. To overcome this we mainstreamed the strategy of "idea first", and tried to defeat weakness by success and strength.

Lessons

During the implementation of the project, the local council chose the participants for the training. Not all the participants were ready to be candidates, and there was fear of the current mayor. There was also the potential problem existing between the mayor or the councillors and the person who is ready to be a candidate. To address this, all the women ready for candidacy in all political parties and women from associations who would be independent were invited to attend the training.

Regarding competition during elections, some women do not have the courage to stand. One of the lessons learnt was to request the current mayor or council to share their experience and the strategies they implemented during their own campaign, and how they got elected.

Replication and sustainability

The project can be replicated in other places and in future elections. It can be repeated in other countries to raise women's participation in decision-making structures. Considering the origins of the project, the next step will be the identification and determination of political party or independent women candidates. This will allow for close support for women candidates starting from their registration, writing the application form, and until the election results come out. The guide

book will be popularised with instructions for use among associations, political parties, basic communities and other organisations.

There is a particular need for advocacy among older people. Some regions in Madagascar do not approve of women's participation, and it has to be conveyed that, apart from their household activities, women have a role to play in development and progress.

Concerning laws, advocacy is needed about the position or rank held by women in the list, especially for the election of councillors and to fight for quotas. It will be important to convince women to be leaders and managers within local government, and to convince women to be voters, monitors, and managers during the different stages of the election preparation. A platform is needed for exchange between women officials and potential candidates, or those with political experience and young people.



White March against violence - Ranoromalala Lantoharitiana, Director of Training for Localities, from the Ministry of Local Government, Madagascar.
Photograph: Razanadratefa Zotonantenaina



Helena Mkosana, Deputy Mayor of Kwekwe at the Zimbabwe national summit in 2013.
Photograph: Zvaraya Tapiwa

Kwekwe City Council Zimbabwe

Category	Locality/organisation	Presenter
Constitutional and Legal Rights	Kwekwe City Council	Helena Mkosana, Deputy Mayor

Mainstreaming gender in recruitment, selection and promotion practices at Kwekwe City Council

Mainstreaming gender in recruitment, selection and promotion practices at Kwekwe City Council involves reaching out to the various groups in our society without any favour. These include men, women and the physically disadvantaged. This good practice helps to improve the efficiency and effectiveness of council operations. For instance, the infrastructure and resources will be more widely and optimally used and sustained by all user groups - rich and poor, women and men.

Despite limited funds and resources, the council can reach many individuals. The good practice also contributes to sustainable development. Women and men's direct and fair participation in programmes can increase potential flexibility and creativity in responding to environmental insecurity and changes in the resource systems. Lastly, it is a good practice because it helps to bring about equity. Burdens and benefits will be shared more equally between women and men in the household and in the broader community.

Relation to the SADC protocol

This project helps to contribute towards achieving the 28 targets of the SADC Protocol on Gender and Development in several ways. For instance, the project seeks to consolidate the attainment of Articles 12-13 (governance, representation and participation). This article seeks to have equal representation and participation of women in all areas of decision-making. Having recruitment policies that are gender-sensitive, for instance, the council now advertises internally for the benefit of the women in the council, and Kwekwe City Council will be contributing to the attainment of this SADC target on governance.

The Kwekwe City Council project also seeks to contribute to the attainment of Articles 15-19 (productive resources and employment, economic empowerment) by having a procurement policy that is gender-sensitive. The council contributes to the attainment of these articles by reviewing, amending and enacting laws and policies to ensure that women and men have equal access to wage employment in all structures and at all levels of council.

The project contributes to achieving Article 14 (education and training) of the SADC protocol. Kwekwe City Council has adopted affirmative action programmes, with a view to contributing to the upliftment of women who were previously

marginalised. The council also helps to provide training to both policy-makers and officials with a view to developing gender-sensitive policies and addressing gender stereotypes.

Article 28 (peace-building and conflict resolution) is another article which this project is trying to address. We are putting in place measures to ensure that women have equal representation and participation in key decision-making positions. We are also ensuring that there is no sexual harassment through our code of conduct.

Background

Documentary evidence shows that between 1980 and 1987, all key decision-making positions at Kwekwe City Council were held by men. The Town Clerk and all heads of departments were men. There is an old adage which says "If you want to educate the nation, educate a woman". Why then were all key decision-positions held by men? The turning point was in 1987, when the first female candidate was appointed as Gender Focal Person. This women championed the process of making men's and women's concerns and experiences an integral part of the design, formulation, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that men and women benefit equally.

The awareness campaign on the importance of gender mainstreaming was done through partnering with non-governmental organisations and government departments. Both policy-makers and senior council officials appreciated the importance of gender mainstreaming in local authorities. This process of mainstreaming gender in all council programmes and policies was a response to the realisation that all decision-making positions were held by men, although the majority of recipients of services offered by the local authorities were women. In the latest figures by Zimstat (2012), women make up 53 per cent of the residents of City of Kwekwe.

Objectives

The process of gender mainstreaming in Kwekwe City Council aims to contribute to the attainment of articles 12-13 (governance, representation and participation). Another objective is to increase the level of women's participation in local government and in matters that affect them on daily basis. The process also set out to insure that 50 per cent of decision-making positions in the local authority are held by women, through the use of affirmative action measures.

The process sets out to promote equality, efficiency and effectiveness, and to improve transparency in the local government system. Another objective of the process is to promote an open and democratic society. It is the aim of this process to raise awareness of the gender impact of policies, and to highlight the gap between policy and what is obtaining in practice on the ground. Another aim is to make local government and communities accountable to gender equality, bring about changes to policies and programmes that promote gender equality, and to promote gender-sensitive development.

Beneficiaries

The process of mainstreaming gender in Kwekwe City Council targeted women through the use of affirmative action measures. The target is to attain 50-50 representation between men and women in the council structures (including policy-makers, heads of departments, assistant heads of departments, middle managers, supervisors and at the shop floor level). Women have been marginalised for a very long period, so the target is to have gender-specific programmes that are

aimed at emancipating women and increasing the numbers and the level of women's participation in local government matters.

Process

The different steps in the implementation process started with a situational analysis of the entire organisation. There was an examination of council structures, research into why women were not in leadership positions, and verifying whether or not gender is on the council's agenda in terms of gender mainstreaming across departments and programmes. Another activity in the implementation process entailed training policy-makers and community leaders on gender governance, capacitating women and men through training them in gender and governance issues. Another implementation activity was to conscientise residents, council workers and community leaders on gender analysis, mainstreaming, budgeting, media literacy and transformational leadership.

As part of an implementation strategy, the council embarked on gender-specific programmes in areas such as recruitment, selection, placement and training directed specifically at women. The council also decided to schedule its meetings on days and at times that are convenient for women to attend. This involved, for instance, avoiding having meetings in the evenings because this would discourage women from attending, and avoiding scheduling meetings on Thursdays when most women would go for baby clinics or *kuchina* (women's church gatherings). These measures were undertaken with a view to encouraging women to attend council meetings and to participate in matters that directly affect them. There was also advocacy with the aim of increasing women's participation in local government issues. Council developed synergies and partnerships with organisations such as Ministry of Women Affairs Gender and Community development, the Urban Councils Association of Zimbabwe (UCAZ), Gender Links, UN Habitat and the National Association of Societies for the Care of the Handicapped (NASCOH), with a view to increasing gender mainstreaming in the local authority.

Main outputs

Gender-specific results include the following:

Employment practices				
Category	**No. of women**	**Percentage**	**No. of men**	**Percentage**
Director	3	60	2	40
Senior manager	5	33	10	66.7
Middle managers	60	80	15	20
Professional	80	87	12	13

The level of women's participation in issues which affect them has significantly increased and a growing percentage of middle managers are now women. These positions are very important in the service provision matrix. In terms of the numbers, women make at least half the number of participants in meetings such as the budget consultative meetings. The council has pledged to develop a gender policy (which is currently being drafted), and has adopted a UCAZ-drafted gender policy to fill in the present gap. A Gender Focal Person was officially appointed and supported by a council resolution.

Main outcomes

Influential positions such as Director of Finance, Director of Health Services and Director of Central Administration (Chamber Secretary) are occupied by women. On the policy-makers side, the council is deputised by a woman councillor. In terms of training and development, there are more women than men on council-sponsored studies. The majority of middle managers are women. Since the process of mainstreaming gender is in its infancy, it is envisaged that in the near future, these female managers will take over as senior managers and directors of the local authority. Heads of departments, have already exceeded the 50 per cent target.

Several policies have been redesigned to make them gender-aware. These include the housing policy, conditions of service, the procurement policy, and vegetable market stands allocation policy. The council is also working on a draft affirmative action policy, with a view to adopting it once it is finalised.

Challenges

There are several problems that were encountered in implementing the project. Firstly there was stiff resistance from the male constituency, maybe because of some cultural beliefs regarding the role of women. Some men had stereotypes about women, and it became very difficult to change their mindsets. As a result, the process of gender mainstreaming started at a very slow pace.

There were also challenges relating to financial constraints. This project was not budgeted for in the council budget, and it was very difficult to convince managers and policy-makers to embark on the project. There was no money to hold sensitivity workshops, and no money to procure the stationery needed to start the project. Council also did not have money to hold gender awareness training for policy-makers, managers and staff. There was no deliberate policy to provide training for women to bridge the gender gap.

In finding solutions to these challenges, a high level of innovation, creativity and the ability to think outside the box was employed. We had to make use of the available material, infrastructure and resources to make sure that the project succeeded. The council had to establish partnerships with organisations such as Gender Links, ZWRCN, the Ministry of Women Affairs, Gender and Community development, the Ministry of Local Government, and UCAZ. Project proposals were sent to UCAZ seeking funding. The council was also persuaded to allocate a small portion of the 2014 budget for gender matters.

Lessons

Mainstreaming gender in local authorities plays a very pivotal role in the development of the local community. Mainstreaming gender covers governance representation and participation, and these should be budgeted for by the council. Financial resources are always inadequate the world over, and it is therefore necessary for projects to mainstream gender into existing programmes (such as scenario delivery and procurement). In addition, it has been learnt that partnerships with NGOs such as ZWRCN and Gender Links are very important for the project to succeed.

It has also been learnt that Zimbabwe's national legislation (particularly the gender policy) needs to be reviewed to be in the line with the latest developments on gender matters. It is necessary to formulate an affirmative action policy in councils that specifically addresses gender inequalities, and to implement gender-specific programmes targeting women. Diversity and gender training

should be systematically provided for both men and women at all levels. A gender management system is necessary within local authorities to ensure adequate coverage of both women's needs and men's.

Replication and sustainability

This process can be replicated by other local authorities in Zimbabwe and throughout the region. What is needed is a change of the mindset of policy-makers and council officials to champion gender awareness programmes. They is also need to find synergies with other important stakeholders, such as the local and international print and electronic media.

The project is sustainable because it does not require large sums of money. A reasonable budget and the presence of commitment on the part of project team leaders are the only important ingredients to success. Gender can be incorporated into existing programmes, and this information can be spread to local, regional and international local authorities through social networks such as Facebook and Twitter.

Local authorities should work with central governments to mainstream gender. The central government will assist by putting in place legal and institutional frameworks that support gender mainstreaming programmes. This will enable the project to continue beyond its current life span.



Participants develop a gender action plan during the Kwekwe COE Stages 3-5 workshop.
Photograph: Zvaraya Tapiwa

Women in Politics Mauritius

Category	Locality/organisation	Presenter
Governance, representation and participation	Women in Networking/Women in Politics	Meghanaiyegee Venketasamy



Meghanaiyegee Venketasamy speaking at the Mauritius national summit in 2013.
Photograph: Ghirish Abdhoosee

Affirmative Actions: Gender-neutral quotas for Local Government Elections

Women in Politics' campaign was geared towards creating pressure to increase the representation of women in the parliament, by involving all stakeholders, political parties, local government, voters, media and the general public. Several features of the programme represent good practice, including meeting with all political parties to ensure that they heard our voice and that of women; working closely with local government and the Electoral Commission with regards to the new Local Government Act; working in close collaboration with other NGOs such as the National Women's Council; participation in national debates regarding gender-neutral quotas; and working in close collaboration with the media through press conferences, press interviews, live radio round table discussions, debates and articles in the press. The activities were sustained with ongoing training and a voters' awareness campaign for the local government elections.

Relation to the SADC protocol

The project relates to the articles 4, 5, 7, 12-13, and 29-30 of the SADC protocol. It tries to ensure that government enshrines gender equality and equity in the constitution, ensuring that these rights are not compromised by any provisions, laws or practices, and promotes affirmative action that will help to eliminate barriers. The project addresses equality in accessing justice, the representation of women in decision-making positions in private and public sectors, and ensuring that women enjoy equal rights to men.

Women were trained and given the opportunity to voice their opinions to share their experience and knowledge through radio shows, radio debates, interviews and press articles.

Background

Despite being in one of the oldest democracies in Africa and although women represent 52 per cent of the population, women do not have their fair share of the political voice or decision-making in Mauritius. Women MPs hold only 17 per cent of seats in parliament and 10 per cent of seats in cabinet. Despite a high-profile campaign for improved women's representation in parliament in 2010, the number of women in parliament only increased by 1 percentage point. The political parties ignored the lobby for voluntary quotas.

Nevertheless women's voices were heard. A new Ministry for Gender Equality has been established, one more woman was given a top ministry, and a majority of women for the first time were appointed

as Parliament Secretaries (equivalent to a Secretary of State). Women in Politics (WIP) thus decided to focus on the challenge of the 2011 local government election. Mauritius had one of the lowest female representations in local government in Africa at 6 per cent (only Angola was lower).

Objectives

The overall objective was to lobby for more women in politics and for gender-neutral quotas. The aim was to increase the number of women at regional level, and the main challenge was to tackle the legislative barriers, to train enough women to stand as candidates, and to provide voter education for the general public. Until laws are amended, there will not be any pressure (let alone an obligation) for political parties to have more women candidates for elections.

Beneficiaries

Beneficiaries include local government, political parties, the media, potential women candidates for coming local and general elections, the general population and voters.

Process

One of the key objectives of Women in Networking (WIN) is to spearhead the transformation of politics in Mauritius, leading to a doubling in the number of women in politics by 2015.

WIN created WIP, officially launched on 11 February 2009, with the vision of "Mauritian women to participate fully in the political process in Mauritius and to be proportionately represented in parliament and local government."

In the debate on electoral reform with Rama Sithanen (former finance minister and vice-prime minister), Ivan Collandevelloo and Paula Atchia, the aim was to create a national impetus for electoral reform and create more pressure around women's participation.

In September 2009, all the trainers were trained by the Active Learning Centre in the UK, sponsored by the British High Commission. They have in turn trained other trainers.

In view of the general elections in 2010, WIP launched the "1 in 3" campaign in February 2010, advocating that of every three candidates at least one must be a woman. A petition was circulated and we collected over 11 000 signatures. This lobbying did not create the expected return, but we diverted our focus and energy onto the forthcoming local elections, which were supposed to be held in December 2010. These kept on being postponed, and eventually they took place in December 2012 (9 December for village elections and 16 December for municipal elections).

WIP organised meetings with all the political parties to obtain their views. They all said that they were in agreement that there should be more women's representation, but they could not agree together on a mechanism. However they all took note of the growing demand for greater women's representation, and the fact that women represent 52 per cent of the voters.

Working with other women's groups (including GL, Media Watch and the Women's National Council), WIP lobbied and raised awareness, giving talks and presentations to other women's groups.

The WIP Women's Congress in July 2011 was a gathering of the WIP trainees for an award ceremony, where certificates were handed out. Again the same message was sent out: gender-neutral quotas and the need for more women in politics and decision-making is vital.

WIP came up with a white paper on electoral reform, and many points raised by WIP (such as the gender-neutral quota) have been adopted in the new Local Government Bill. The same message was sent in a letter to the Ministry of Local Government and to the president of Mauritius: the need for amendments to the Local Government Bill, and the pressing need for more women in politics. In July 2011 we had a meeting with the new Minister of Local Government, who advised us of his project for local government reform before holding the next local elections. The minister was aware through the work done by Gender Links and WIP of the low representation of women compared to other SADC countries, and we became one of the privileged partners working with the minister on this issue.

Our proposal of affirmative action was acknowledged, but we were also very conscious of the fact that we did not wish to create second-class women candidates, so we lobbied very hard for gender quotas to be introduced. This was a new concept for the ministry but they took it on board and the New Local Government Act was passed in December 2011. It includes a gender-neutral quota. This means that the list of candidates standing for local government elections must have a minimum of 33 per cent and a maximum of 66 per cent of either gender. This ensures a minimum of 33 per cent women candidates at all times.

A meeting was held with the Electoral Commission to understand the whole working process of the Electoral Commission, and to seek their views with regards to electoral reforms. It was also to understand the new local government bill and the pre-requisites to be a candidate. The above lobbying was sustained by an ongoing intensive public relations campaign, which included letters to all political parties, meetings and presentations across the island, press conferences, numerous press interviews, live radio round table discussions and articles in the press.

WIP has trained over 500 women as potential candidates for the local government elections. The organisation has a pool of experienced and professional trainers, and we have moved around the island for the past year and a half targeting different villages and towns. We have visited approximately ten villages or towns, and delivered the training on two Saturdays every month.

WIP ensured visibility all along, taking stands, organising debates, and actively participating in debates with the aim of raising awareness and disseminating the same information over and over again - "more women in politics, gender-neutral quotas". WIP sponsored a radio campaign to create awareness and encourage the population to vote for women. The radio campaign was accompanied by a bus campaign, whereby we have our message on 40 buses for 14 days across the island.

Main outputs

The main outputs were:

- The "1 in 3" Campaign, with over 11 000 signatures for the petition.
- WIP training materials copyright.
- A pool of over 360 women trained as potential candidates for elections.
- Training of women with the Electoral Commission.
- WIP has acquired a firm reputation with regards to its actions for encouraging more women to enter politics.
- Gathering the different views of politicians, and demonstrating that it is in their own interest to have more women actively involved.

Main outcomes

As a result of our work, the WIP model has been adopted by the Indian Ocean Commission (IOC). Under the auspices of the UNDP, a regional Women in Politics Conference was held in Mauritius in 2011. As a result of this, it was agreed that an IOC platform would be set up to support Women in Politics in the Indian Ocean, and that each country would have a national Women in Politics committee headed by a minister. In Mauritius this platform is headed by the Minister of Gender Equality, and WIP has a place on the committee and is represented by the WIP Champion.

Other outcomes were the adoption of gender-neutral quotas in the New Local Government Bill adopted November 2012, a request from the Ministry of Gender Equality for close working collaboration, a request from the National Women's Council for training of their fieldworkers, and an increase in the number of women representatives in local government to approximately 26 per cent.

Challenges

Particular challenges are presented by the very patriarchal society and culture, which made it difficult to motivate and encourage women themselves to stand up for their rights. Those women who wish to stand for elections are often discouraged by their family and friends. The influence of conservative socio-religious forces is very strong in our society.

Time was another challenge - we are all full-time employees, mothers, wives and volunteers, but our passion carries us through.

There was a delay in the local elections, caused by the introduction and rewriting of the New Local Government Bill, and it remains almost impossible to find funds or donors in Mauritius for this type of activity.

Lessons

The first barrier for women getting into politics is women themselves. Funding remains an issue. Although most top organisations are in favour of women's empowerment and the active engagement of women in politics, none are willing to donate.

We realised that we need to look for funding outside Mauritius, and that change will not come from political parties themselves unless they have no alternatives.

There is reluctance on the part of political parties for proactive action.

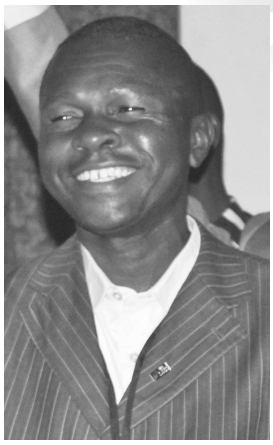
Replication and sustainability

This is a highly replicable action. It requires a group of motivated people with shared vision and ongoing effort. The aim is to keep the pressure high, maintain visibility, and get different stakeholders involved.

Our next objective is to obtain the same type of gender-neutral quotas for the general elections which are due in 2016. We are planning to organise a series of debates on the subject of electoral reform, and to invite civil society to share their views on electoral reform and the participation of women in politics.

Action Contre les Violations des Droits des Personnes
DRC

Category	Locality/organisation	Presenter
Governance, representation and participation	ACVDP (*Action Contre les Violations des Droits des Personnes*/Action Against Human Rights Violation)	Crispin Kobolongo Kongunde



Crispin Kobolongo Kongunde at the regional summit in April 2013.
Photograph: Gender Links

Affirmative Actions: Gender-neutral quotas for Local Government Elections

This project addresses the question of men's commitment in the promotion and defence of women's rights, contained in several legal instruments (both national and international) which have been ratified by the DRC. These include the Southern African Development Community (SADC) Protocol on Gender and Development, adopted in August 2008.



ACVDP poster showing a demonstration for gender equality.
Image provided by ACVDP

Relation to the SADC protocol

This activity addresses inequalities and furthers gender equality.

The objective is to act against violation of the rights of vulnerable people, promoting and defending their rights. Particular challenges include existing inequalities, especially with regard to gender, and the lack of observance of Article 14 of the constitution of the DRC, which recommends equality between men and women in all institutions.

Objectives

The process seeks to ensure that 50 per cent of all decision-making positions in public and private sectors are taken up by women, through affirmative action where necessary. It also seeks to review, amend or abrogate all discriminatory provisions, to abolish women's minority status, and ensure that women and men participate on an equal basis in the formulation and application of economic policies.

Beneficiaries
The primary target group includes men and young boys.

Process
Implementation of the project involved preparatory meetings, identification of men committed to the promotion and defence of woman's rights, the organisation of gender and development information days, the organisation of sessions of awareness on and popularisation of both national and international legal instruments, including the SADC protocol, and then setting up a woman's rights promotion and defence committee. This was followed by activity monitoring and evaluation, and writing reports.

Main outputs
The main output is participation in debates on the issue, and the different contributions made by participants.

Main outcomes
Outcomes have included the involvement of men in the fight against gender inequalities, the observance of woman's rights, respect for gender at all levels of life, and a change in behaviour in favour of gender parity.

Challenges
Challenges have included a lack of understanding of the SADC protocol's mechanism, women's ignorance of their rights, and lack of women's participation in debates on gender.

Lessons
The notion of gender in DRC and the national and international legal instruments for the protection of the women are not known to the public at large, and are difficult to apply.

The majority of women do not make an effort to know and claim their rights.

Replicability and sustainability
The project can be replicated through putting in place a mechanism to transfer responsibility to the community for all activities. His will involve integrating activity monitoring and supervision, to be transferred to the community in the regular tasks of technical services, and putting in place, for the activities that require it, a community-based self-funding system.



ACVDP offices in the DRC.
Photograph provided by ACVDP

EDUCATION AND TRAINING



Rita Muianga, mayor of Xai-Xai, visiting a school in Mozambique.
Photograph: Mervasse Sibia

In terms of Article 14 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

- Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education in accordance with the Protocol on Education and Training and the Millenium Development Goals.
- Adopt and implement gender-sensitive educational policies and programmes addressing gender stereotypes in education, Gender-Based Violence, amongst other things.

Education has been identified as a priority in the SADC Gender Protocol and in the MDGs. While significant gains have been made, girls face particular difficulties in completing secondary education.[8] Girls from poor households, orphans, children of remote, informal or migrant communities, and those with disabilities are particularly at risk of dropping out. The difficulties are not only financial, although they are that too. Worldwide, girls' education is recognised as a key element in economic development.[9]

This section includes four case studies: the winner and the runner-up from the regional summit, one winner from the Mauritius summit, and one from the Swaziland summit.

The Forum for African Women Educationalists in Namibia (FAWENA) and Junior Achievement (JA) Swaziland have together made it possible for almost 20 000 individuals to achieve far more than what was otherwise possible for them. Both organisations have well-established systems for engagement at school level, but both face difficulties in securing the funds that they need to continue their work. Both organisations have developed ways of engaging with school administrations, educational authorities and parents.

FAWENA builds psycho-social support into its interventions. Besides providing for school fees and uniforms, the initiative involves the establishment of a scholarship committee in each school. Over time, these structures become independent of FAWENA. Previously restricted to girls, the beneficiaries now include particularly vulnerable boys. The organisation has produced some very high achievers, who have been able to access other funding to pursue tertiary studies. Without support, many of these young people may have dropped out of school and found themselves in exploitative situations.

JA is an international organisation that has been working in Swaziland since 2007. It focuses primarily on economic and business skills, and includes a "job shadow" programme which gives learners experience of real workplaces. Schools participate in international awards, and winning teams travel to other countries to present their ideas.

Association Pour L'Education des Enfants Defavorisés (APEDED) is an initiative to address high dropout rates amongst high-school girls on the island of Rodrigues. Isolated from mainland Mauritius and with a small and fragile economy, Rodrigues has a particularly high dropout rate - up to 30 per cent in Petite Butte and Cite Patate. Among those girls who remain in school, there is

[8] See for example Chebii, Stella Jerop (2012) "Menstruation and education: how a lack of sanitary towels reduces school attendance in Kenyan slums" in *Buwa: a journal on African women's experience Vol 2 issue 1*, Johannesburg: Open Society Initiative for Southern Africa (OSISA).
[9] Nkhoma, Wongani Grace (2011) "Girls' education: key to development" in *Buwa: a journal on African women's experience Volume 1 issue 2*, Johannesburg: Open Society Initiative for Southern Africa (OSISA). See also UNICEF (nd) "Girls' education and gender equality" available online at http://www.unicef.org/esaro/5481_girls_education.html (accessed 11/6/2013).

a high rate of absenteeism, especially during their menstrual periods. Twelve previously unemployed women are involved in an income-generating project, making sanitary pads that are far cheaper than what is commercially available.

Swaziland Action Group Against Abuse (SWAGGAA) entered the summit process in the category of GBV, not education. The project involves the establishment of girls' clubs in Swazi schools, and addresses some of the difficulties that girls face in completing their education. By providing a forum for schoolgirls to discuss their experiences, abuse, gender, children's rights, HIV and AIDS, the project builds confidence and enables them to make realistic decisions about their lives. The top school achiever in Swaziland is a member of one of these clubs. As with FAWENA and JA, demand far exceeds the capacity of the organisation.



Rauha Haufiku, FAWENA Programme Officer, Sarry Xoagus-Eises, Namibia GL Country Manager; Jeffrey Kasupi, SADC Protocol@Work Summit Gala and Awards, Indaba Hotel, South Africa.
Photograph: Thandokuhle Dlamini



Rauha Haufikus, National Chapter Coordinator of FAWENA.
Photograph: Laurentia Golley

Forum for African Women Educationalists Namibia

Category	Locality/organisation	Presenter
Education and training	Forum for African Women Educationalists in Namibia (FAWENA)	Rauha Haufikus, National Chapter Coordinator

Through education and pyscho-social support, FAWENA has assisted vulnerable and marginalised girls to remain in school and to perform well. The scholarship provides school uniforms and stationery, and pays for school development funds, toiletries and transport. A total of 9458 beneficiaries have so far been supported. The programme provides an opportunity for poor and vulnerable girls to go to school. This has lessened the gap between the rich and the poor at school, as they are provided with all school needs. In addition to scholarships, the programme also provides pyscho-social support, looking not only at the learners' needs but also encouraging parents and guardians to support their children's education.

The programme has a scholarship committee which makes the selection at each school and assists with the implementation of support activities. The scholarship committee consists of five or six members, including school management, the principal, a school board member, two focal teachers, and a representative from the community. The focal teachers are trained to be mentors and implementers at their respective schools. Quarterly narrative and financial reports are forwarded to the FAWENA office together with academic progress reports, to help track the performance of the learners both before and after the start of the scholarship.

FAWENA scholarships cover vulnerable girls and now also boys, learners with disabilities, street children, orphans and vulnerable children and nomadic groups (the San and the Himba). Overall, FAWENA receives excellent results. Most beneficiaries become top performers and role models for other students. They take up leadership positions in school. Their self-confidence has been enhanced, and their physical appearance has improved. The programme has reduced the absenteeism of learners from school.

Relation to the SADC protocol

The programme has contributed to the education and training of vulnerable girls in Namibia. It provides an opportunity to the most vulnerable children to access school. It contributes towards the MDG targets on access to education for girls and boys. It also contributes to the self-esteem of girls, helping them to make informed choices about their lives.

Background

Namibia has made progress in terms of the enrolment of both girls and boys in primary school.

About 95 per cent of Namibian children of school-going age have access to school. The Education Management Information System, Ministry of Education, Namibia (2010) indicates that there are more girls than boys enrolled in schools, although the dropout rates are higher for girls than for boys.

Poverty is one of the major constraints that hinder vulnerable children's (and especially girls') active participation in education. The cost of primary and secondary education is unaffordable for children from disadvantaged socio-economic backgrounds. When parents do not have money and access to information, children are simply kept out of school. It is not enough for girls to access and then remain in school; it is also crucial that girls receive quality education that will enable them to make a meaningful contribution to their societies.

Lack of sanitary pads for maturing girls from poor socio-economic backgrounds is a major challenge. At times girls come to school inadequately equipped with sanitary towels, which leads to humiliation, discomfort, poor performance, staying away from school, and sometimes dropping out of school altogether. Often schools do not have adequate and appropriate sanitary facilities (e.g. water, sanitary bins, emergency sanitary wear).

FAWENA, like many other stakeholders in education, is concerned about the long distances which marginalised children have to walk each day to get to school. Long distances to and from school, in addition to cultural practices (such as early marriages), are contributory factors to children (and especially girls) dropping out of school. Teenage pregnancies, child-headed households, the HIV and AIDS pandemic, nomadic practices, and the inability to pay for school fees, educational materials and other basic needs are the main factors affecting girls' education.

Objectives

FAWENA addresses issues of educational access, the retention of girls and boys, and the provision of quality basic education. For the past eight years FAWENA has provided a scholarship package to students in all 13 regions of Namibia. The programme is funded by USAID's Africa Education Initiative - Ambassador's Girls Scholarship Program (AEI-AGSP), Standard Bank Project, and FAWE headquarters. The purpose of the scholarship is to support learners who are at risk of dropping out of school.

In addition to scholarships, FAWENA provides for the psycho-social needs of the learners, to increase access, improve retention and enhance the performance of vulnerable children, particularly girls. The programme aims to empower girls, and ensure that they excel in education. FAWENA developed this programme to provide all their education needs, and to prevent or minimise the rate of truancy and dropping out as a result of poverty. Overall, FAWENA aims to improve the academic performance of the beneficiaries, to ensure that vulnerable children complete primary and secondary school, and that they receive quality education.

Beneficiaries

The learners who were selected are either orphans, vulnerable girls, or educationally marginalised children. Many children have lost one or both parents and require financial assistance in order to stay in school - girls (and occasionally boys) who live in poverty and are at risk of dropping out of school and being exploited for money. There are learners who may not have access to

education because of distance or cultural practices, such as children from remote rural areas or informal settlements, the Himba and San communities, children of farm labourers, those who live in poverty or those affected by HIV and AIDS. There are also those living with disabilities or having special needs. There are learners who perform well in mathematics and science subjects, but who need assistance to stay in school.

San and Himba children, like the children of farm labourers, are nomadic. Their education is repeatedly interrupted as their parents and guardians move around in search of better grazing for their cattle or to hunt for food or find employment. Sometimes they have no access to education. Many girls and some boys are at risk of child labour and other exploitative situations. These are learners who have to work in order to feed themselves, their siblings or their parents. Sometimes they go with "sugar daddies" to meet their basic needs.

Process

Implementation involves the establishment of a scholarship committee at each school. The committee then selects beneficiaries, focal teachers are trained, and the committee forwards the scholarship budget to FAWENA. FAWENA approves (or disapproves) the scholarship budget, and payment is made into the school account. Focal teachers then purchase items and distribute them to the beneficiaries. Focal teachers and the scholarship committee conduct psycho-social support and mentoring activities, and conduct parents' meetings. The focal teachers' and principal's financial and narrative report, beneficiaries academic progress report and success stories are forwarded to FAWENA on a quarterly basis, and copies of the reports and supporting documentation are forwarded to the regional office.

Main outputs

Overall achievements have included increased access to education, improved retention, and in many cases beneficiaries become top performers in their respective schools. Other outputs are improved physical appearance of the beneficiaries and improved social interaction between the beneficiaries and other learners and teachers. Other learners are inspired to perform better by the beneficiaries, who serve as role models. There is increased parental involvement in the education of children and support from all stakeholders.

Girls are empowered to make informed decisions regarding their lives.

Main outcomes

The following are some of FAWENA's success stories, as expressed by the beneficiaries themselves.

Hilma Namupolo

My name is Hilma Namupolo, 21 years of age, and a former FAWENA scholarship beneficiary. I was awarded the scholarship in 2007 during my grade 10 at Hage Geingob High School, FAWENA's Centre of Excellence in Windhoek. I remained on the scholarship until I successfully completed my grade 12 in 2009.

After the death of my mother in 2002, my aunt took me in and has been my guardian since then, although she had four other school-going children to support. It was hard for her to support all of us, considering the low salary she earned. Before receiving the scholarship from FAWENA, I was a vulnerable, mediocre and quiet type of girl, and not only did that reflect on the outside but also mentally, emotionally and psychologically. I was simply a young girl who had a very low self-esteem and lacked life skills, with very little faith and hope.

Living in an informal settlement in the capital city of Namibia, I grew up being exposed to all forms of abuse and bad habits. I lived in a neighbourhood where the youth were exposed to alcohol, drug abuse and immoral sexual activities which were considered normal practice. Although I tried keeping away from such practices, I witnessed a few of my mates fall victim.

I joined FAWENA's Girls Club in 2006, a platform which created an opportunity for me to interact with other girls from my school and share our experiences. The Girls Club focused on issues such as sex, teenage pregnancy, alcohol and drug abuse, as well as other issues affecting the youth on a daily basis. As a member of the Girls Club with all the knowledge and teachings I have received, I saw it as my obligation to start encouraging my peers at home and at school to start making wise decisions, as we are the future leaders of our country. Being part of the Girls Club also helped me to realise what kind of career to follow. I loved the club because I could express myself and grow into this ambitious, hardworking and disciplined leader of my community.

Although I was doing my part by excelling in school, the thought of not being able to make it through high school, or not able to continue to university due to finances kept bothering me. After FAWENA's scholarship committee at the school informed me, along with other girls, that we were being awarded full scholarships from FAWENA for the remaining high school period, the joy and relief I felt in my heart was indescribable. Receiving the scholarship not only provided me with the material and financial assistance that I needed, but it also restored my hope. I completed my grade 12 in 2009 as the top student in the Khomas Region, and made my way to The Polytechnic of Namibia, where I enrolled for The Introduction to Engineering Programme in 2010 with a full bursary. I am currently in my second year, studying towards a bachelor's degree in Mining Engineering.

Receiving FAWENA's scholarship and empowerment through the Girls Club still remains a very significant highlight in my life. I have achieved a lot to this day because of the emotional, spiritual, psychological, material and financial support that FAWENA made available to me.

Tissa John

I am Tissa John, 17 years of age, in grade 12 at Max Makushe Secondary School in the Kavango Region. I am a San girl, staying with my unemployed mother. My father abandoned my mother when I was a baby. My mother is the only one left, and takes care of 12 orphans. Five of the 12 are schooling at Martin Ndumba Combined School.

Before I became a beneficiary of FAWENA's scholarship, my primary education was never paid for. I started benefiting from FAWENA in 2003. I also attended the "All San Learners Conference" hosted in Windhoek by FAWENA in 2010. I would like to thank FAWENA for helping me to reach my goal in life, because without them I could not have reached grade 12. At the moment I am the only San girl in my school to reach grade 12, as all my friends have dropped out. Some got pregnant, others got married and some dropped out due to financial problems. I am very glad that I am completing this year with the help of AEI-AGSP through FAWENA, and I am eager to pass in order to be able to help my family in future.

In addition to being the first San girl to reach grade 12, I was the best learner in Basic Education Support Project in Mukwe circuit and represented the Kavango Regions Debate Club.

I was also elected to be secretary of the Learners Representative Council (LRC) at my school.

Thank you FAWENA for the platform, specifically the San Learners Conference where we got to discuss problems hindering our academic progression. It really helped me.

Selma and Natalia Sheelongo

In 2006 Namibia Broadcasting Corporation (NBC) came across two learners who were carrying a crate of beer during school hours. The names of the girls are Selma and Natalia Sheelongo. Aged 11 and 12, it was reported that they had never been to school. They used to collect crates of beer for the neighbours, and received N$1 dollar as payment. Their father was a pensioner and their mother was unemployed. There were eight children.

FAWENA followed up the story with NBC. In March 2006, FAWENA managed to enrol the two girls in grade 1 with full scholarships at Moses Garoeb Primary School. Natalia and Selma are now in grade 7.

Challenges

FAWENA is donor-dependent and faces problems regarding project sustainability. There is high demand for the inclusion of more learners into the programme, more than the available funds can cover. School-going girls sometimes fall pregnant, there is the problem of early marriages and dropouts, and the migratory lifestyle of some parents affects the continuity of sponsorship.

Lessons

A valuable lesson that FAWENA has learnt over the years is the need to train focal teachers to implement the programme. This has created uniformity, and the focal teachers have shared their successes and challenges. As a result, FAWENA has developed a scholarship manual that is used and updated each year with inputs from the focal teachers. We also learnt that there is a need to institute a functional scholarship committee at each school to ensure that the right beneficiaries are identified and supported. This has helped to make programme implementation transparent and successful.

Another lesson learnt is that when it comes to the distribution of scholarship items to learners who are not in hostel, it is better not to distribute all items at once but rather in smaller quantities every week. This helped to ensure that items are used wisely and economically.

A few of the vulnerable children did not accept the support provided, because other learners at the school labelled them as very poor and said that they "do not have anything". Some of them did not want to be labelled as "poor", but all learners were sensitised in this regards.

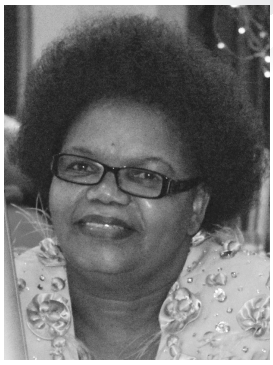
FAWENA has also learnt that providing the learners with their immediate educational needs is not enough. It is necessary to sensitise the parents, and for parents to support their children's education.

Replication and sustainability

FAWENA shared its best practices with FAWE national chapters, and made a presentation in AEI-AGSP implementing countries in Johannesburg in 2008. USAID currently supports learners from grade 1 to 7, and then Standard Bank Namibia takes USAID grade 7 graduates through from grade 8 to 12.

Junior Achievement Swaziland

Category	Locality/organisation	Presenter
Education and training	Junior Achievement Worldwide Swaziland	Nokukhanya Gamedze, National Board Chairperson



Nokukhanya Gumedze, Chairperson of Junior Achievement Swaziland.
Photograph: Thandokuhle Dlamini

Leadership development for girls

Junior Achievement (JA) Swaziland is a non-governmental organisation working with youth at high school level, equipping them with work readiness financial literacy and entrepreneurship skills. There are three programmes currently running in schools:

- JA Economics for Success, a programme that helps students to identify careers based on their interests, skills and values;
- JA Company programme, which teaches youth how to form, run and liquidate an enterprise; and
- JA Job Shadow, which helps students explore the world of work.

The JA team encourages girls to participate in the programme. As a result, 60 per cent of programme beneficiaries are girls, and most JA Company mini clubs in schools are headed by girls.

Relation to the SADC protocol

Article 14 of the SADC Protocol on Gender and Development commits governments to adopt and implement gender-sensitive educational policies and programmes addressing gender stereotypes in education and Gender-Based Violence.

Background

At present a civil service career is the core ambition for Swazi youth, though the structures to fulfil this objective are insufficient. Youth comprise 43 per cent of the total population, and over 70 per cent of them reside in the rural areas, the current urban and rural structures allow for very minimal participation of youth in the economic, social and political arena (Swaziland National Youth Policy 2008). The Swaziland government has provided the means to partially address the socio-economic problems faced by youth through policies and structures. There is an enabling environment for addressing youth issues, laws, policies and programmes to increase accessibility to integrated education, livelihood and employment opportunities. However, the government is missing key components, namely training and developing the skills among the youth to be able to create successful sustainable businesses. These challenges affect both young women and men.

Objectives

An urgent response is required to the plight of Swazi youth, and more specifically girls. JA provides the opportunity to address some of the challenges

affecting young men and women in the country, providing them with the tools, confidence, networking and business skills they need to positively contribute to the development of the local economy. JA graduates possess competitive skills to thrive in the job market, including financial skills to develop viable business plans, to carry out a feasibility study, and to form, run and manage an enterprise. They understand the fundamentals of business including finance and human resources, marketing and product development. The secondary objective is to improve girls' lives, both independently and within marriage, since 60 per cent of our beneficiaries are young girls.

Beneficiaries

The project is set up to benefit young boys and girls aged 16-25. JA continues to innovate and is in the process of developing an entrepreneurship programme targeting marginalised unemployed and underemployed youth.

Process

The programme involves various activities, starting with the recruitment of schools and students, where JA makes presentations to the administration and students on the importance of joining and participating in the programme. Thereafter, volunteer facilitators are recruited and trained and then assigned to different schools. Monitoring activities by the JA team then follow every three weeks, to ensure that the programme is running smoothly and any upcoming challenges are identified and managed. Facilitators submit weekly reports to the JA secretariat. Students are required to submit a finalreport that is then evaluated by a group of preliminary judges. The top ten schools are identified, to compete for various awards at the national expo. The annual expo is the climax of the JA programme, as students showcase their products and make a presentation in front of a panel of judges. Also present at the expo are other stakeholders, including senior government officials, sponsors and representatives from participating schools.

Main outputs

Over 10 000 students have benefited from the programme since its establishment in the country in 2007. Students who have gone through the JA programme have showed higher success rates when it comes to setting up business enterprises at community level. They also show higher levels of leadership, particularly the girls, and this is a strong indication that the programme is making the desired impact. We have numerous examples of enterprises that have been set up at community level by our programme beneficiaries.

Main outcomes

Students who have gone through the JA programme have described it as life-changing and transformational. Swaziland has produced winners at the regional competition, challenging bigger countries such as South Africa which have a longer history in JA. Lusoti High School students were the overall winners in the JA Company of the Year Awards held in Kenya and Ghana in 2010 and 2011 respectively. The 2010 students were producing blackboard chalk and the 2011 group organic vegetables as part of their mini company projects. The judges in Ghana termed the business idea "ground breaking", given the potential it has to eliminate poverty as well as provide employment for youth within communities.

Challenges

Lack of consistent funding has been a major hindrance to the growth of JA programmes in schools countrywide. Even though various schools request that we engage them, we are limited by resources. However, we have developed and

implemented a concise fundraising and marketing plan targeting various donors.

We have worked strategically with government institutions such as the Ministry of Education and Training Ministry of Sports, Culture and Youth Affairs, and the Ministry of Commerce Industry and Trade. This engagement is geared towards creating awareness of the importance of entrepreneurship in job creation amongst Swazi youth. We have also engaged the local business community, and about 45 per cent of our resources are contributed by this critical sector.

Lessons

Involvement of the school administrations is important for the success of the programme, as they influence how some students engage in certain school activities. Parents' involvement is also critical, and we intend to engage them through various forums. Buy-in from the wider business community is also important, and we are implementing our annual marketing and public relations plan to ensure that we reach a wider target audience, which will translate into continued support of the programme.

The use of programme beneficiaries to give testimonies on the impact of the programme is important in awareness creation.

Replication and sustainability

JA programmes are implemented in over 123 countries worldwide, enabling JA Swaziland to leverage on this global brand that has been positioned to provide solutions to youth unemployment around the world, and especially in Africa.

JA has various programmes running in different countries, and they can be replicated and implemented in other countries. For sustainability purposes, JA will continue to engage government at all levels for possible subvention, and also continue to work closely with the local business community for resource mobilisation.

The alumni will play a critical role in ensuring the sustainability of JA. We are developing an alumni strategy as well as benchmarking against other countries, to ensure maximum utilisation of our past participants.



Anooradah Pooran at the Mauritius national summit in March 2013.
Photograph: Ghirish Abdhoosee

Association Pour L'Education des Enfants Defavorisés
Mauritius

Category	Locality/organisation	Presenter
Education and training	*Association Pour L'Education des Enfants Defavorisés* (APEDED)	Anooradah Pooran, President

Empowerment of vulnerable women on Rodrigues through economic independence

APEDED has carried out a survey at Petite Butte and Cite Patate on the island of Rodrigues, where there is a very high level of Certificate of Primary Education (CPE) failure and school dropouts. Life in this area is very violent. Land degradation, and small, unproductive farm holdings are common. The community is dependent mainly on small income-generating activities, such as fishing and goat-rearing.

The report showed that many children are victims of malnutrition, to the extent of starvation. Bloated bellies, dry, reddish hair, and stunted growth, are common visual signs that can be noticed. The children are unaware of hygiene precautions. They do not know how to use a toilet, or even how to wash their hands.

As many as 30 per cent of the children in Petite Butte and Cite Patate are school dropouts. Those girls who still attend school have a high rate of absenteeism during their menstrual cycle, a situation that puts them at a disadvantage compared to their male counterparts. Girls cannot pay attention under these conditions.

Following the survey that was conducted, poor and vulnerable women were asked if they would like to be involved in an income-generating activity, and their responses were very positive. Working with women's groups is one of the major strengths of the project, and the key of the programme.

In view of empowering the school dropouts and the vulnerable women of Petite Butte and Cite Patate, it was decided to set up an income-generating project to manufacture low-cost sanitary pads. This is of direct benefit to the adolescent girls attending school, and will have a positive impact on their self-esteem and school performance. On the other hand, 12 poor families will be trained how to manufacture low-cost sanitary pads, through which they will be able to earn a living. School dropouts will also be involved in this activity.

Relation to the SADC protocol

The project addresses Articles 14 (Education), 15 - 19 (Local economic development), and 26 (Health). The project has created jobs, and twelve women are now earning an income. Their sanitary

pads are being sold all around the island of Rodrigues. This activity is providing employment to women who have never known anything besides fishing. They have been empowered in several ways. Moreover, they are participating in the economic development of the country.

Through the distribution of sanitary pads to girls in school, they are able to attend school more regularly and therefore to perform better. There is no consideration for women's health during menstruation. There is no provision of sanitary pads for girls attending school. Lack of proper protection during menstruation can lead to vaginal infection, which leads to a deterioration in health.

Background

Most of the women in Petite Butte and Cite Patate are single mothers, and are currently living in extreme poverty. Women in this area use old cloth and rags instead of clean sanitary pads during menstruation. These women do not have enough money to spend on sanitary pads. Children and women are suffering from many diseases, mainly due to the living conditions. To reduce the spread of diseases among young girls and women, the first step should be to establish a clean, hygienic living environment for everyone.

The vulnerable and the poor are not always able to maintain cleanliness during menstruation. This is sometimes due to a lack of awareness among them, but mainly due to their economic inability to adopt better but more expensive options. Different types of sanitary napkins are available, but they are not affordable to the poor. If the use of hygienic sanitary napkins could be initiated among the rural women and girls at low cost, then conditions would be healthier, and girls would be better able to concentrate at school.

Many adolescents have reported that using a handkerchief was really difficult because it couldn't hold blood for a long time, and tended to leak. This meant that they could not concentrate in class because they were worried about soiling their uniform and being gossiped about in the class. At times they had improvised, making their own pads by taking tissues and putting them between the handkerchiefs so as to prevent leakage, but the bulk was very uncomfortable and it shifted from one position to another. This limited their movement in school, and they were afraid that it would fall down and that they would be laughed at by the other students.

For girls who are menstruating, these problems are compounded by cultural taboos around menstruation. As a result, many girls miss on average four days of school every month which is over a month in a year. This means that they fall behind in class and sometimes drop out of school altogether. This is an added challenge to the already existing problems that lead to the high dropout rate of female students in primary and secondary schools.

Objectives

The overall objective is to promote the use of sanitary napkins among vulnerable and poor schoolgirls, school dropouts, and poor women, thereby improving their quality of life and reducing the spread of diseases. Particular objectives are to start producing cost-effective and low-cost sanitary napkins in a scientific way for better health and hygiene among schoolgirls, school dropouts, and poor women; to engage unemployed women and school dropouts in the production of low-cost sanitary pads; to provide quality sanitary napkins to vulnerable women at comparatively low prices, less expensive than the

napkins available on the current markets; and to reduce girls' absenteeism at school.

Beneficiaries

There will be 150 immediate beneficiaries, including vulnerable schoolgirls, school dropouts, and twelve unemployed women of the region Petite Butte and Cite Patate. In order to build up the self-esteem of school-going girls, it is proposed to distribute free sanitary kit as a short term action.

To empower the school dropouts and the vulnerable women of Petite Butte and Cite Patate, it is proposed to set up an income-generating activity manufacturing low-cost sanitary pads. This will have a positive impact on the self-esteem and school performance of schoolgirls.

In addition, twelve poor families will be trained to manufacture low-cost sanitary pads, through which they will be able to earn a living. School dropouts of the region will also be involved in this activity.

Healthy girl children and women are the fundamentals of a healthy society. Proper menstrual hygiene management is one of the most important and basic aspects of feminine health, but it is unfortunately neglected - not only in developing countries but worldwide.

Article 25 of the Inter-national Declaration of Human Rights states that everyone has the right to a standard of living adequate for the health and well-being of them-selves and of their families. This includes food, clothing, housing, medical care and necessary social services and mothers and children are entitled to special care and assistance.

Process

The process started with the establishment of a project implementation committee, followed by start-up of the project, administrative and banking procedures, the purchase of equipment, machinery, raw materials and supplies, and a sensitisation campaign on health issues and personal hygiene. This was followed by training of women, distribution of sanitary pads in school, production of low-cost sanitary pads, and marketing and selling of the low-cost sanitary pads.

Main outputs

Main outputs will include the sensitisation of vulnerable schoolgirls, school dropouts, and poor women regarding the use of sanitary napkins. School absenteeism during menstruation will be reduced. Unemployed women will be empowered through training and income-generating activity, and low-cost sanitary pads will be available to everyone in the community.

All beneficiaries are fully involved in the sensitisation campaign, the training process and the production of low-cost sanitary pads. The project implementation committee will include beneficiaries, which means that they are involved in the decision-making process of the project. The training sessions will involve only beneficiaries.

Main outcomes

Vulnerable school girls have been sensitised about hygiene issues. The distribution and explanation of how to use sanitary pads has helped to build up their self-esteem, and they do not feel awkward and vulnerable during menstruation. There is a sharing of information.

School dropouts have been sensitised regarding the use of sanitary pads. Those above 16 years

old will be able participate in the pilot project producing low-cost sanitary pads.

Unemployed women of Petite Butte and Cite Patate are being empowered through income-generating activity. The production and selling of the low-cost sanitary pads will help them to earn a living, boosting the family's monthly household income.

Indicators of success include performance at school of those beneficiaries who received sanitary pads, an increase number of women, young girls, and school dropouts using sanitary pads, and unemployed women empowered and employed.

Indicators that the objectives have been achieved include adolescent schoolgirls who know how to use sanitary pads, school dropouts who are aware of their hygiene, questionnaire feedback from schoolgirls, school dropouts and unemployed women, and teachers' feedback.

Challenges

There were three major problems. The first involved building the confidence of women involved in the project. The inhabitants of these regions make a living by fishing and rearing animals. They do not know anything about entrepreneurship. It was very difficult to build up their confidence because of their illiteracy, and because they are completely cut off from the village activities. This would be the first such enterprise on Rodrigues. In order to convince them that they can do it, several capacity building programmes were organised. To reinforce them, I demonstrated three recorded projects of village women in Africa who have been able to start and succeed in different projects. I believe this approach changes the attitude of those women and they started behaving positively.

The second problem is that menstruation is a taboo subject. Talking to village girls about menstruation and hygiene was a delicate subject. They all felt very shy and tended to run away when I first raised the subject with them. I used stories to help them to speak.

There was initially nowhere to implement project. There were no suitable buildings in the area which could be used to house the project. The only available building was very old and presented a danger. We approached the Commissioner of Community Service on Rodrigues, who presented our project to the Chief Commissioner of Rodrigues, who in turn presented the project to the cabinet meeting. With the collaboration of the local authorities, we were given a building for the project, but it needed to be pulled down and rebuilt. The local government is giving us full support in the construction. The project is temporarily being implemented at *Association Zenfants L'espoir* while construction takes place.

Lessons

Where there's a will there's a way.

It is very difficult to carry out projects at Cité Patates. Previous projects carried out there by NGOs and big funding agencies such as the UNDP have failed to get the commitment of the local people. People end up depending totally on outside assistance.

We started our project with meetings, sensitisation, and career-oriented dialogues for the children, helping people to see beyond their immediate situation.

We addressed people as partners instead of as beneficiaries, which encouraged them. We

worked a lot on behavioural change, and through our approach and perseverance, we succeeded in bringing about a change in people. During all my meetings with them, I repeated the same formula: "We are giving you 70 per cent and we want you to give us 30 per cent" (in the form of labour). They understood this, and now both men and women are involved in the construction and are fully committed to the project.

I have learnt that one should never be discouraged by other people's reactions. Doing something with your heart and with devotion can change situations.

This project, which looked impossible at first, is now going smoothly. All we need to do is to change our mindset.

Replication and sustainability

The project can be replicated locally and in other countries. As in all projects, there needs to be financial support, good governance, team spirit, strong partnerships, good leadership and follow-up.

This is an income-generating project for twelve women, and before the end of the project a cooperative will be formed. They will be able to share the profits made through the selling of sanitary napkins. This will encourage other vulnerable women in the region to join the project. The programme is sustainable because of financial support, the strong partnerships created, the support from the local community as a result of awareness created, the skills and considerable degree of autonomy gained by beneficiaries, and committed people.



School Workshop with students of Maurice Cure in Mauritius.
Photograph: Loga Virahsawmy

Swaziland Action Group Against Abuse

Category	Locality/organisation	Presenter
Gender-Based Violence	Swaziland Action Group Against Abuse (SWAGAA)	Doreen Ngwenya



Doreen Ngwenya of SWAGAA.
Photograph: Trevor Davies

Girls empowerment programme

Girls clubs are empowerment clubs that girls join voluntarily. The clubs provide a platform for girls to share experiences and talk about life, abuse, gender, children rights, HIV and AIDS. They create the much-needed space and time for girls to meet weekly, have conversations, ask important questions on issues affecting them, and come up with realistic solutions regarding challenges in their homes, schools and communities.

To address the increasing vulnerability of young girls to Gender-Based Violence and HIV infection, SWAGAA has continued to empower young girls through the girls' empowerment programme. Through the school-based clubs, the programme facilitates a safe space for the empowerment of young girls regarding their rights, the prevention and response to sexual and Gender-Based Violence and HIV, livelihoods skills, assertiveness and confidence building.

This has gone a long way towards mitigating the effects of child sexual abuse which are often severe and far-reaching, and can damage the child physically, emotionally and behaviourally. This programme has offered the much-needed space for girls to freely share their life experiences and find realistic solutions. The girls have also participated in a number of community campaigns and they are advocates for the elimination of Gender-Based Violence.

Relation to the SADC protocol

The programme aims to achieving the following SADC targets:

- Article 14 Education and training: training girls and club coordinators, empowering them to make informed decisions on issues pertaining the girl-child.
- Article 20-25 Gender-Based Violence: in this project we talk to the issues of Gender-Based Violence, recognising the cycle of violence that has historically impeded the growth and development of the girl-child and supressed her voice, by providing a safe space for girls to freely express themselves them on issues of abuse and facilitating the expression and sharing of life experiences in order to find realistic solutions.
- Article 26 Health: issues of health amongst girls are discussed at length, and collaboration with other partners has made it possible to address issues of sexual reproductive health and rights (SRHR), which forms part of our curriculum.
- Article 27 HIV and AIDS: providing a safe space for the girls serves as a preventative measure because girls can talk about HIV and AIDS, how

it is contracted and how it can be prevented. School-going girls' messages are centred around abstinence, which is generally encouraged.
- Article 29 Media, information and communication: the media is also involved through an on-going radio programme aired every Wednesday, where girls are interviewed on different topics. Most of our events are covered by all available media houses, and our relationship with the media is good.

Background

A national study conducted by UNICEF and partners (including SWAGAA) in 2007 revealed that the girl-child is the most vulnerable member of society. Research indicates that approximately one in three females experienced some form of sexual violence whilst a child, approximately one in four females experienced physical violence as a child, and approximately three in ten experienced emotional violence. Approximately one out of seven report cases of violence, whilst the other six think it's normal.

Living in a patriarchal society has suppressed the voice of the girl-child as she grows, which impedes her growth and development. Male dominated environments increase the risk that a girl will face harmful beliefs and practices that have an effect on her well-being. This can lead to low self-esteem, inability to make decisions, and false and negative views of gender. All of these factors increase a girl's risk of violation, rape, abuse and HIV.

In order for girls to develop healthy emotional and physical well-being, they need to have their own space in which to grow and think for themselves. Outside the clubs, girls confront a series of invasions of their personal space on a daily basis at school, in the community and at home. Girls should not have to quietly put up with the grabbing, threatening, inappropriate gesturing and ridiculing that many experience in their daily lives.

Being a member of a girls' club helps to transform this targeting of the girl-child, enabling her to assert her rights and to deconstruct gender stereotypes. This will help to instil a new culture and values of gender equality and equity in communities where the girls are socialised. By providing such platforms and opportunities, girls can develop confidence and learn to be in charge and in control of their lives. The clubs promote self-love, respect, and appreciation. They encourage girls to be positive role models to others, and to use acquired information to make the right choices in life.

Objectives

The primary objective is to facilitate confidence building among girls, using art in the form of poetry, drama, pictures, stories, songs, dances and speeches which depict issues affecting the girl-child, and present them at a public exhibition or school assembly. The programme imparts and uses information on child sexual abuse, children's rights, HIV and AIDS.

The girls are encouraged to write personal journals, to follow their career goals, and to engage in activism.

The purpose of the clubs is to discuss challenges in girls' lives and work out best solutions, to do peer-to-peer counselling, to invite female role models, such as female pilots, doctors, lawyers and directors to visit the club and inspire girls to make a breakthrough into male-dominated fields. The groups also organise awareness campaigns on child sexual abuse, participate in SWAGAA annual national programmes (child sexual abuse

workshops arts festivals, drama competitions and sports tournaments), disseminate information on HIV and AIDS prevention, reproductive health, STIs etc., and produce and circulate a girls' newsletter in the school.

Beneficiaries

The beneficiaries are girls in high and primary schools, ranging in age from 9 to 12 years. Girls join voluntarily, and due to our minimal resources we are concentrating on 40 girls per school. In the past, when more girls wanted to join the clubs, we have made it open. However we consider the bigger group as a second group, which helps in closing gaps in case other members drop out from school (which is not common).



A girls empowerment club in Swaziland.
Photograph provided by SWAGAA

The bigger group helps in the coming year when other girls have graduated to high schools or tertiary institutions. Our focus is on urban, peri-urban and rural schools, because violence against women is prevalent in Swaziland. Most schools are coming to request for SWAGAA to establish girls' clubs in their schools. Some schools also ask us to consider the fact that boys face the same challenges nowadays.

Process

The first step is to identify the school to work with through other programmes here at SWAGAA, like the school sensitisation programme, or the counselling department where cases are mostly reported. Once a school is identified, an appointment is made with the school authorities to sensitise them on the concept. Once you get buy-in from the school authorities, they then identify two volunteer female teachers, preferably career guidance teachers who are already working closely with the children. A presentation is then made to the whole school (but only girls), and then girls are given joining forms (which include parents' consent and membership). When the forms are returned, we consider the first forty members, a club is formed, and a day is chosen for the weekly meeting. A committee is selected, consisting of a president, vice-president, secretary, vice-secretary and treasurer. Then five girls are selected to go for training, and to come back and share what they have learnt with the whole club. The club is expected to share with the whole school through morning assembly.

Once a training date is set, girls attend with the two club coordinators, and they are trained on eight topics. These are done with the help of relevant stakeholders such as the police, FLAS, SAVE and others. After the training, club coordinators go back to train other teachers, and girls train other girls. Weekly visits are then convened, and discussion is based on the topics covered in the training. The club is evaluated after nine months to see if it is ready to be launched. "Club launch" is when the club can continue on its own with minimal supervision from the organisation. Once a club is launched, it is expected to continue by taking full ownership without relying much on SWAGAA. This is the phase-out strategy, in which clubs are expected to be fully owned by their communities and schools.

Main outputs and outcomes

More schools are asking SWAGAA to establish similar clubs in their schools, and girls who have been exposed to empowerment clubs have established clubs in their new schools. Higher education institutions have requested the organisation to establish similar clubs there. Communities and churches have also raised their concern for such clubs to be established through their structures.

A 0 per cent pregnancy rate has been reported by some schools, and the girls are excelling academically. The top student in the whole country comes from a girls' empowerment club.

Partners doing similar work have formed a network through SWAGAA to standardise their approach. The number of girls constituting club membership has increased from 40 to 100, and three international partners have asked SWAGAA to pilot this programme in more schools.

Club members have shown confidence in all that they do, and debates and concerts have been organised by girls. Girls have fundraised for needy girls to help them with their school fees.

Challenges

In every implementation, challenges are there. Some of the challenges have included minimal resources to implement, donor funding that only covers project finances and not human resources, teachers who we have invested in are sometimes transferred, and teachers' mass stay-aways delay implementation.

Rains make it difficult to reach some schools, and sporting activities which run up to the last term of the school make it difficult to implement certain activities.

Many households are child-headed, making more girls vulnerable. There is no system to support girls who report abuse with their school fees, and girls who are placed in shelters because of abuse are sometimes sent back home due to unavailability of funds (particularly since the start of the global financial crisis).

Lessons

I have personally learnt a lot in terms of working with girls, and how to assist girls to report cases of abuse. Collaboration and sharing of resources has worked wonders. Engaging school authorities first to get their buy-in is important. Selection of volunteer teachers should be based on the girls' relation with the teacher, because if they are not comfortable with that teacher it means that the club will not be safe for the girls to express their feelings. Involvement of key stakeholders like the Ministry of Education is critical in order to have a smooth flow of information from bottom-to-top and top-to-bottom - this helps a club to be sustainable. Quarterly meetings with key stakeholders (e.g. teachers) provide a better chance of debriefing and sharing of experiences on the ground. Exposure visits amongst club members serve as a motivator.

Replication and sustainability

This programme can be replicated in other countries to empower girls on relevant issues by adopting the "safe spaces" model. It is an intervention that can be to adapted to any context. Having adapted this concept from the Zimbabwe Girl Child Network has worked for us too. Other donors have been attracted by this initiative, and have asked SWAGAA to train their officers on how to start and manage a girls' club.

ECONOMIC DEVELOPMENT

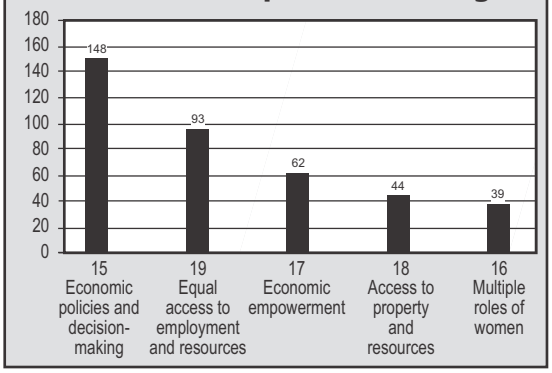


Women working for Border Timbers, Chimanimani, Zimbabwe.
Photograph: Colleen Lowe Morna

In terms of Articles 15-19 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

- Ensure equal participation by women and men in policy formulation and implementation of economic policies.
- Conduct time-use studies and adopt policy measures to ease the burden of the multiple roles played by women.
- Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.
- Review national trade and entrepreneurial policies, to make them gender-responsive.
- With regard to the affirmative action provisions of article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.
- Review all policies and laws that determine access to, control of, and benefit from productive resources by women.
- Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.

Breakdown of case studies by Productive resources, employment and economic empowerment targets



Of five economic empowerment targets, case studies from the summit process dealing with economic empowerment tend to focus on economic policies and decision-making, or on employment opportunities. More emphasis is maybe needed on women's inadequate access to property and on the multiple roles of women, since these can rob women of the gains made in policy and in the workplace.

Empowering women through the provision of micro-finance, establishing co-operatives, providing seeds, tools and appropriate technology has a direct effect on household security and the well-being of children, especially the most vulnerable. Indirectly it affects women's participation and their status in society. Several of these projects also make the link between economic empowerment and Gender-Based Violence, as women become able to support themselves and their children. An interesting aspect of the four case studies presented here is the formalisation of the arrangements in which women find themselves, either as informal traders or as live-in partners with no legal rights.

The New Business Development Fund places emphasis on regularising Masvingo's informal sector. This increases small enterprises' access to bulk sourcing, markets, and credit. It also increases the revenue base of the local authority. Training and ongoing supervision have helped to address some of the problems often associated with micro-credit schemes.

In Tsiafahy, strawberry production has been increased, the quality of crops has improved, fruit is processed by the people who produce it, direct access has been provided to markets, and women's "utter dependence" on men has been reduced.

Local government support has been in the form of making land available, building dams and irrigation systems, and waiving taxes on the sale of produce. Formal registration of the producer associations (which include women and men) has been accompanied by a campaign to ensure that people have birth certificates and identity documents, and a mass marriage which formalised 135 cohabitation arrangements.

Initially aimed at meeting the nutritional needs of orphans and vulnerable children, the introduction of keyhole gardens in Mahale's Hoek has benefited the broader community. Unlike previous projects which simply distributed food packages, the project has managed to ensure a high level of community ownership and involvement. In the process it has challenged gender stereotypes, resulting (for example) in the formation of male support groups for the prevention of mother-to-child transmission. The involvement of local authorities (including clinics, councils and the chief) has helped to secure land for productive use and to establish referral systems to prevent and address cases of sexual abuse.

The Association of Certified Animators in Environmental Education is transforming several rural districts *(fokohanty)* in Madagascar. The project assists mothers to feed and educate their children through training in entrepreneurship and helping them to produce quantitatively and qualitatively better crops. It also involves the processing of fruit (making jam and juice), connecting the producers to markets, and teaching French to improve communication between the producers and their customers. Through increasing women's technical expertise and their control over productive resources, the project challenges outdated beliefs (e.g. that men are in charge, or that young people might die if they plant trees). Through upgrading the water supply, the project is also reducing the risk of rape because women no longer have to walk long distances to fetch water. The project has a strong environmental focus, introducing local varieties of trees to replace the eucalyptus and pines that were previously available in nurseries, with reforestation as a long-term aim.



Community Development Workers work on the Hamlet Walkway Project, COE Witzenberg Local Municipality in Western Cape, South Africa.
Photograph: Ntombi Mbadlanyana



Justin Randriamahefa of the Tsiafahy Rural Council.
Photo: Razanadratefa Zotonantenaina

Rural Council of Tsiafahy Madagascar

Category	Locality/organisation	Presenter
Economic Development	Rural Council of Tsiafahy	Justin Randriamahefa

Gender equity: the guarantee of women's empowerment

The project was carried out within the Rural Council of Tsiafahy. It began with support to the association of women strawberry growers, named FIVEMAFA, in the Fokontany of Ankazobe.

The Project in Support for Rural Development (PSDR) in Antananarivo assisted in the initial stakeholder research. Methods of conservation and processing the fruit were studied in order to keep them for longer, and to avoid loss until they are sold. The women were trained in processing the fruit into syrup or jam. A processing unit was subsequently set up, and a cooperative composed of several strawberry growers' associations (whose members are both women and men) is managing that unit. Several training sessions have been held for the growers.

The project is very important because it allows the women to manage production in general. It also empowers them to manage their households and gain independence from men. It is guaranteed to decrease Gender-Based Violence within our council, and many of the women are now willing to take part in local government.

Relation to the SADC protocol

The project aims to address articles 12-13, 15-19, and 22-25 of the SADC protocol.

It has always been taken for granted that men are the ones to earn money for the household, and that they are therefore the ones entitled to take all decisions. When women are empowered, they have the confidence to become involved in decision-making, to take responsibility, and to bring about change and improvement for other women.

The project started with the women's associations, the setting up of a managing cooperative, and the promotion of equality between men and women regarding their participation in devising and implementing the project, thus enabling them to get equal benefits. Total financial dependence on men is a contributor to Gender-Based Violence. Men consider women as burdens or as prey that they can easily exploit, since they are given orders and are not able to sustain themselves.

Background

The Council of Tsiafahy is a rural council; 80 per cent of the population is peasants, and their means of subsistence is agriculture or farming. Strawberry growing and selling is among the sources of income for many families in that village - 550 out of 2400 households in the Council of Tsiafahy are engaged in earning their living from growing strawberries in addition to other vegetables (Fiscal

census IFPB 2007). The surface area planted with food crops within the Council of Tsiafahy totals 1446 Ha. Of this, 126 Ha (8.72 per cent) is devoted to strawberry-growing and 562 Ha (52.70 per cent) to rice-growing (source: PCD). About 3025 people make a living from strawberry-growing, and the average size of a household is 5.5. Of the inhabitants in Tsiafahy, 55 per cent are women.

Although rice-growing holds the first place, it is only grown for consumption, not for sale, and within five or six months the big producers already run out of stock. The other crops, mainly strawberries, are the main source of income for many families. The majority of the growers are women, yet they rarely benefit directly from the hard work they have done.

The reasons for carrying out the project are to improve the sources of income of families living on strawberry-growing, to empower housewives, and to encourage women to take responsibility. Strawberry-growing is a production sector that makes the council of Tsiafahy famous. The council has the necessary surface area and land characteristics, and a water supply adequate for the growing of strawberries.



Watering strawberries in Tsiafahy, Madagascar.
Photograph: Razanadratefa Zotonantenaina

Objectives

The objectives of the project were to improve strawberry-growing, which is an important income generator for many households in Tsiafahy. This includes improving the quality of the crops and management skills which enable growers to sell sound and competitive produce on the market. The project aims to give particular attention to women who carry a huge responsibility in the production stage, and to give women the opportunity to manage and control the sources of production, thus increasing the income that they manage in their households.

The project also seeks to correct deeply-rooted stereotypes within the community, which portray women as burdens. This will decrease Gender-Based Violence, which often stems from women's utter dependence on men. The project encourages women to take responsibility in local government, because dependence on their husbands is one of the obstacles to their participation in various fields of decision-making. In implementing the council plan of action and the fight against Gender-Based Violence in Tsiafahy, men and women participate together (as they did in the drafting of the action plan).

Beneficiaries

The 26 women members of FIVEMAFA (*Fikambanan'ny Vehivavy Mpamboly Fraises ao Ankazobe*, or the Association of women strawberry growers of Ankazobe) were the initial beneficiaries of the project. It was then extended to another association (TSIMOKA), which also grows strawberries. TSIMOKA has 36 members, of whom 22 are women.

When the strawberry producers searched for new markets, two unions of associations had been set up: EZAKA and FANAVOTANA. The men and

women gathered in those two unions and created the cooperative FANANTENANA (composed of 220 growers).

Process

Strawberry-growing business and the creation of the different associations started long ago in Tsiafahy. Collaboration with the women's association FIVEMAFA started in 2011, the year in which the council decided to promote gender equality (which enabled it to become a Center of Excellence). Members of the Local Council of Tsiafahy attended all the training sessions related to GBV and gender conducted by Gender Links, and FIVEMAFA had representatives there. The council then conducted a project that involved arranging arable lands and managing the water needed for the plantation of strawberries.

The councillors in Tsiafahy decided to support the women. No tax was levied for the outgoing production in order to boost the women strawberry-growers, and no legalisation fees were charged for the preparation of documents required by the micro-finance institution, CECAM, from the women applied for loans. The mayor of Tsiafahy successfully negotiated with the mayor of the Urban Council of Antananarivo to provide space for selling points for the women growers when they came to sell their crops.

The council entered negotiations with the organisers of various exhibitions and fairs, and paid for part of the stand rent, so as to enable the growers to exhibit and sell their produce. Training was provided on making fruit into jam and syrup to allow conservation and to increase the prices. The council looked for stakeholders to build capacity, to master the new techniques, and to integrate new varieties of imported strawberries. Training on entrepreneurship was provided, and the council gave free land to build the jam-making unit and the cooperative, to be run by both men and women.

The project has now lasted two years and is continuing.

Main outputs

Among the tools used to implement the project was the plan of action drafted by the council, and which the representatives of the beneficiary associations took part in. The plan of action facilitated the implementation of the project, because stakeholders like PROSPERER accepted it as part of data used for making decisions. The Council Plan of Development (PCD or *Plan Communal de Développement*) was among the tools used during the drafting of the action plan - these two documents are complementary.

The results of a survey on woman-headed households provided data about the women who run their households alone and are involved in strawberry-growing to earn their living. Different trainers provided materials during the various interventions (e.g. teaching internet skills), and this informed the women about the production that they are engaged in.

Main outcomes

The benefits received from the implementation of the project within Tsiafahy are numerous, and include associations that are legally set up and running, increased surface areas cultivated, the introduction of modern agricultural techniques and of new imported varieties, a decrease in GBV within the community, and an improvement of many households' income, especially women's income. There has been an increase in of the number of women who apply for micro-finance loans to promote their production work, and in

their ability to pay back: 28 in 2008, compared to 46 in 2012.

The creation of a strawberry processing unit run by women and men, has improved the income of the growers' households, because the women are not obliged to sell their crops cheap when the production is high.

The identity card campaign has benefited 306 people, of whom 244 are women, and 135 households regularised their matrimonial situation in a collective marriage organised by the Council of Tsiafahy.

Challenges

Challenges have included the lack of birth certificates and identity cards. The council introduced special campaigns to deliver birth certificates and identity cards so that people can enjoy their citizen's rights, join associations, and apply for loans from micro-finance institutions. The Gender Committee actively took part in this process. The council and the Gender Committee then took charge of the preparation of the documents legally required, provided training on managerial skills, and gave support.

There have been technical problems such as lack of water for seedlings. Irrigation dams have been built and new varieties have been imported from abroad to improve production. The council provided free land for the construction of the strawberry processing unit.

The lack of particular selling points was identified as a problem. Middlemen came to take the crops, and the growers could not sell them directly. Negotiations with the Urban Council of Antananarivo resulted in a special selling point, and no taxation was levied on the women growers.

Cohabitation is not legally recognised, which contributed to a lack of self confidence in women. This was addressed through a collective marriage campaign.

To combat ignorance of the benefits of a gender-sensitive mindset, training was provided for constituted associations on gender and the fight against GBV, together with information and popularisation of the action plan and the SADC protocol and its objectives at local level.

Lessons

The stages followed by Gender Links to introduce the Centre of Excellence initiative played an important role. The birth certificate and identity card campaigns solved a significant problem, because this enabled many women to join associations and to apply for micro-credit. A big change occurred to people and groups thanks to the training and discussion on gender.

It is essential to have a plan of action to define the activities to be carried out together. The existence of a structure within the council, the gender committee, greatly facilitated the work and the sensitisation thus ensuring the sustainability of the project. The availability of data and documents correctly certified is essential, since they can ensure the success of any decisions made, and enable the council to decide what support they can give.

The lessons learnt can be applied to assist other women in another sector by which many people make a living, that is handcrafts.

Replication and sustainability

The project can be replicated in other villages, regions or countries, although each region or country has its own specificities.

Since the objective is the empowerment of women, it should be led by someone with a gender-sensitive vision. This does not mean disregarding men but rather engaging them as stakeholders. The leader should have statistics and documents especially about income-generating activities already being done by women, and other activities that can be promoted so these can be used to make decisions.

A plan of action should be jointly drafted and devised by both men and women. This joint involvement is required right from its drafting, its implementation, its monitoring and evaluation, and its continuation to ensure broad ownership of the project.

The council authorities should take all the decisions needed to facilitate the different steps of project implementation. Special efforts should be made to restore women's dignity as full citizens - and similarly for men. All should hold a birth certificate or an identity card and be legally married.



Training of women candidates from the rural council of Tsiafahy, Madagascar.
Photograph: Razanadratefa Zotonantenaina

Masvingo City Council Zimbabwe

Category	Locality/organisation	Presenter
Economic development	Masvingo City Council	Annette Breda, Gender focal person and Senior Nursing Officer



Annette Breda of the Masvingo City Council.
Photograph: Loverage Nhamoyebonde

New Development Fund

In 1996 the City Council of Masvingo and its twin city, Kernan in Germany, signed an agreement to create a micro-credit revolving fund to service clients in the urban informal sector of Masvingo. This same project was revived in May 2012. The two cities both contributed equal amounts of $7000 into the revolving fund.

The funds were then given as a grant to the Zambuko Trust to assist in the re-establishment of a micro-credit revolving fund. As it is a revolving fund, this good practice allows for the continuous refunding of the project.

More people are able to access funding, access to funding has been simplified, and basic training on how to run a project is provided. Monthly reports are made to the City Council of Masvingo.

Relation to the SADC protocol

This activity contributes to achieving gender equality by providing equal access to education and training, as well as equal opportunity to economic empowerment. The project provides access to credit, resources and employment, which are the subject of Article 14 (education and training) and Articles 15-19 (productive resources and employment, economic empowerment).

The local authority is aware of the need to provide for the development of their communities, and came up with a programme that would cater for the informal traders and small and medium enterprises who often do not have access to funding.

Women, youth and other disadvantaged groups are now able to participate in income-generating projects.

Background

In Masvingo, the informal sector makes up a significant component of the economy, and makes a particularly important contribution to the livelihoods of the poorer residents. The sector is characterised by informal enterprises.

The majority of the people of Masvingo derive their living as self-employed micro-entrepreneurs. There is also a significant number of SMEs, of which 92.6 per cent are informal and only 7.4 per cent formal.

The micro-entrepreneurs who enter the market succeed by sustaining themselves. With the SMEs, capital for business creation is mainly from savings or from family and friends. The main constraints facing the SMEs are finance and markets.

Another issue for the informal traders is that knowledge about business is derived primarily through an informal exchange of information among them, and through the collective knowledge embodied within their specific market places. In order for the development of this sector there should be several players, of which the City Council of Masvingo is one of the most important.

The main objective of the City of Masvingo in the key result area of local economic development is to transform Masvingo from a low contributor to national gross domestic product (GDP) into a viable economic center that is able to generate and grow personal disposable incomes for the local population. With this background, the City of Masvingo and its twin town Kernan were interested in the development of the community of Masvingo City. This led to the setting up of the New Business Development Fund.

Objectives

The overall objectives of the project are to assist small-scale enterprises to pool resources for bulk sourcing and marketing so as to enhance profit, and to negotiate contracts and sub-contracts for small-scale enterprises.

This is done through making credit available to micro and small entrepreneurs in Masvingo, promoting entrepreneurship among women by ensuring that they are equal recipients of credit, promoting entrepreneurship among the young, thereby protecting them from social hazards, and increasing the revenue base for the local authority.

Beneficiaries

The project is targeted at reducing poverty among the most vulnerable - those who do not have access to funding or to loans to strengthen their existing projects. By targeting vendors, owners of flea markets, small businesses (such as welding or repair of bicycles, poultry projects etc.), the revolving fund benefits small enterprises in the city.

Process

A constitution for the New Business Development Fund (NBDF) was drawn up, and a bank account was opened for the fund. A Board of Trustees was constituted, comprising councillors and members from various organisations. The project was then handed to Zambuko Trust who was to liaise with the director for housing in order to discuss the selection of beneficiaries. The first disbursement was in July 2012. In the beginning, monthly meetings were held to review progress. In October it was agreed that monthly reports be made to the director and the board. Zambuko Trust then carried out the following activities: community mobilisation, screening, training and disbursement of between US$300 to US$500, payable between 3 to 6 months respectively with 5 per cent interest.

Main outputs

The main output has been the funds made available. Without them there would be no project. Training was carried out to inform clients of the process. Thereafter, continuous screening of new clients and supervision of those benefiting was carried out.

Main outcomes

In its mission statement the Zambuko Trust states it is "to be a bridge between the marginalised, the unemployed and the opportunities for financial services and enterprise". On visiting a few of the beneficiaries, it is clear that they have been able to expand their projects and are able to provide for their needs. It is evident that their families have increased disposable income.

More unemployed people have been able to run their own enterprises and earn a living. Women have equal access to funding, and the local authority widens its revenue base (as one of the requirements is that clients must have a valid council trading licence). The cumulative number of loans disbursed between July and October 2012 is 70, of which 44 (63 per cent) were to women.

This is a revolving fund, which will ensure viability, continuously providing funding for micro enterprises and SMEs.

Challenges

Challenges have been few in relation to the beneficiaries accessing the funds and making repayments on time. This could be because training is given before funds are released to the clients, and there is continuous supervision to ensure that good business practice is maintained. The clients are equipped with basic knowledge and skills, which assists and guides them in planning and expanding their business.

The main constraint has been underfunding, which limits the number of people accessing the funds. It is hoped that with time funding may be increased, but there are no immediate plans.

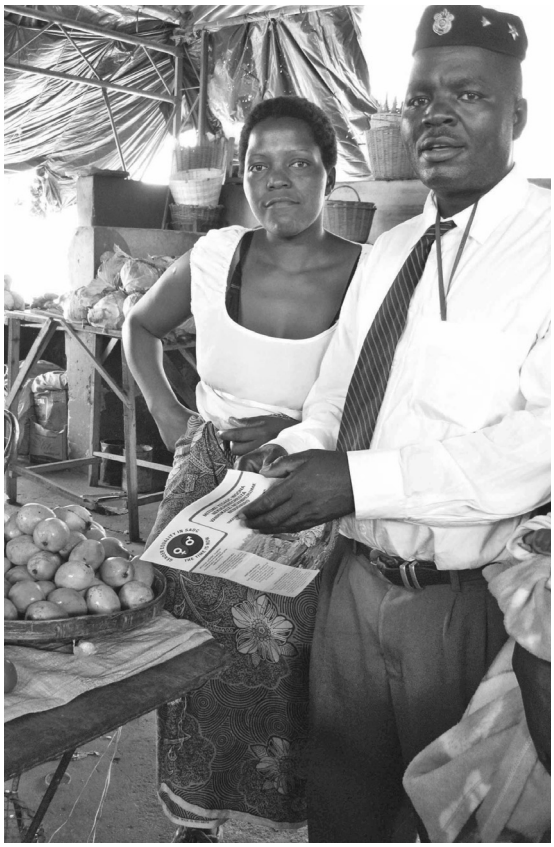
Lessons

There is a definite need for such a project within the local authority, and having partners is an advantage. The project is manageable and sustainable. With funding, small businesses are able to grow to a level where they can provide for all their business and family needs. The loan sizes are manageable, avoiding clients falling behind with repayments.

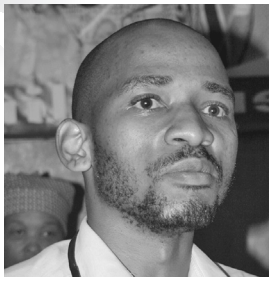
It is very necessary to provide business management and other relevant skills. There is still a need to strengthen clients so that they can eventually become independent and not need to continue borrowing.

Replication and sustainability

This project can be replicated. Funding is required at the beginning, but thereafter it runs itself. Councils can form partnerships in order to come up with the initial capital. Both councils (Masvingo and Kernan) are keen to see the expansion of the project in order to increase borrowing and to increase the number of people accessing the fund.



Traders at the Masvingo market receive support from the city council.
Photograph: Susan Tolmay



Moeti Moleko, Programme Coordinator of SWAALES, at the Lesotho national summit, March 2013.
Photograph: Ts'ali Marou

Society for Women and AIDS Lesotho

Category	Locality/organisation	Presenter
Economic development	Society for Women and AIDS in Africa Lesotho (SWAALES)	Moeti Moleko, Programme Coordinator

Food security initiative in Siloe Mohales Hoek

SWAALES has been implementing a project in which community and household-driven interventions have been used to provide care to orphaned and vulnerable children (OVC), and to strengthen referral systems within the community. Community members in the Siloe community council constructed 530 keyhole gardens for OVC households in 20 villages between August and December 2012.

The process has been fully owned by the different communities and has extended beyond constructing the gardens for programme beneficiaries. It has also included other people in the villages who are not part of the programme. All members of the teams that constructed the gardens volunteered, and they understood that there would be no donations upon completion.

The teams were made up of OVC household heads, support group members, community-based groups and other villagers. Following construction, the groups raised funds in different ways to buy seeds for the gardens. Some made group contributions and others bought individually. In each of the villages the groups worked closely with the local authorities. As a result of this collaboration, in some villages land was given out by the chiefs so that the groups could start communal gardens to complement food harvested from the keyhole gardens in the individual households.

The groups have recently started working on other community-based projects that are outside the scope of the programme. These include digging pits for disposal of household waste.

The initiative is a good practice because it has a strong community collaboration element and independence. This will ensure that the activities continue even after the project is phased out.

Relation to the SADC gender protocol

The programme's approach is strengthening the capacity of the community to provide care for OVC and their households. Community building and sustainable development are one of the key objectives of the protocol. The programme is structured in such a way that all community members provide care according to their capacity, regardless of gender. This is a shift away from the conventional view and practice, where women have always the primary providers of care.

Examples include the formation of male support groups advocating for prevention of mother-to-child transmission (PMTCT) in their communities. Project beneficiaries have also benefited from

child protection interventions that form part of the programme in a way that ensures that the necessary steps are taken to prevent all forms of abuse regardless of a child's sex.

The overall target of the project is OVC and their households, including people living with HIV and AIDS (PLWHA) and pregnant women who are referred to health facilities for PMTCT.

The following table matches the programme activities to articles in the protocol.

Protocol target	Actions
Article 27	Strengthening the capacity of the community to provide care for vulnerable children and their households.
Article 14, 27	The programme is structured in such a way that all community members provide care according to their capacity, regardless of gender.
Article 26, 27	The overall target of the programme is OVC and their households, including PLWHA and pregnant women.

Background

The OVC care and support programme was implemented as part of the national OVC response. The purpose was to improve the lives of OVC through strengthening their households, communities and referral systems. Programme services include psychosocial support, health care referrals, food security, child protection and economic strengthening. Food security is one of the key interventions, aimed at improving nutrition within OVC households as economic strengthening activities develop.

The initial step was to train 20 community volunteers and 20 selected OVC household heads on community nutrition. They were then expected to ensure that all OVC had homestead gardens of some type by the beginning of the planting season (August 2012). The trainees held community gatherings in their respective villages and formed teams to construct keyhole gardens for each programme beneficiary. When construction started there were more teams than expected and a remarkably high level of community ownership and volunteering.

The problem that the programme aimed at responding to was food insecurity within OVC households.

Objectives

The main objective of programme was to enhance nutritional support for PLWHA and OVC. This contributed to the overall goal of the project, reducing the vulnerability of OVC.

Beneficiaries

The project targets 1200 OVC and their guardians in 400 households across 20 villages in the Siloe community council in Mohale's Hoek.

Consultations with the local authorities and beneficiaries prior to implementation resulted in prioritising 20 out of 63 villages. This was based on vulnerability and overall needs of the village. The restriction to 20 villages was because of

funding limitations. This was then followed by community sensitising meetings across the selected villages, and a registration and needs assessment exercise. This enabled the project to select eligible clients and deliver services based on their needs.

Process

The process involved identifying and selecting OVC household heads and SWAALES community volunteers to participate in training on community nutrition, and then conducting training for the 40 selected participants. Community gatherings were held for trainees in their respective villages, after training and starting groups that would construct the homestead gardens. Wheelbarrows and garden tools were provided for each village to aid the construction and gardening process, as well as nets for the keyhole gardens of programme beneficiaries. Participants were chosen for enrolment in cooking demonstrations, and cooking demonstrations were held for OVC household heads, OVC and PLWHA with support from the Ministry of Agriculture and Food security.

Main outputs

A report was produced on the community nutrition training held for OVC households and PLWHA. It provides details of the training assignments that the participants had to complete. An article on one of the nutrition intervention activities was published in a local newspaper.

Main outcomes

A formal programme evaluation took place in March 2012, one of the chiefs has shown appreciation for the food security initiative, as it was previously difficult to ensure that all community members take part in helping support groups take care of OVC. With these community groups constructing gardens and working in communal gardens, it has become easier for the households that now have vegetables.

Challenges

It was difficult for some of the households to obtain seeds, and as a result they did not plant any vegetables. Plans have been made to provide seeds for such households and communal gardens in the next phase of the project. Some communities were involved in extremely violent land feuds that resulted in the death of some community members, curfews and some community roads being closed. This hampered some of the processes necessary for implementation. The organisation was involved in some of the forums that were introduced to bring about peace in the area.

Some of the communities had been beneficiaries of previous food security programmes, where the approach was mainly providing food packages. It was difficult getting support from community members as the approach taken by SWAALES involved building capacity to produce food, as opposed to simply providing food.

Lessons

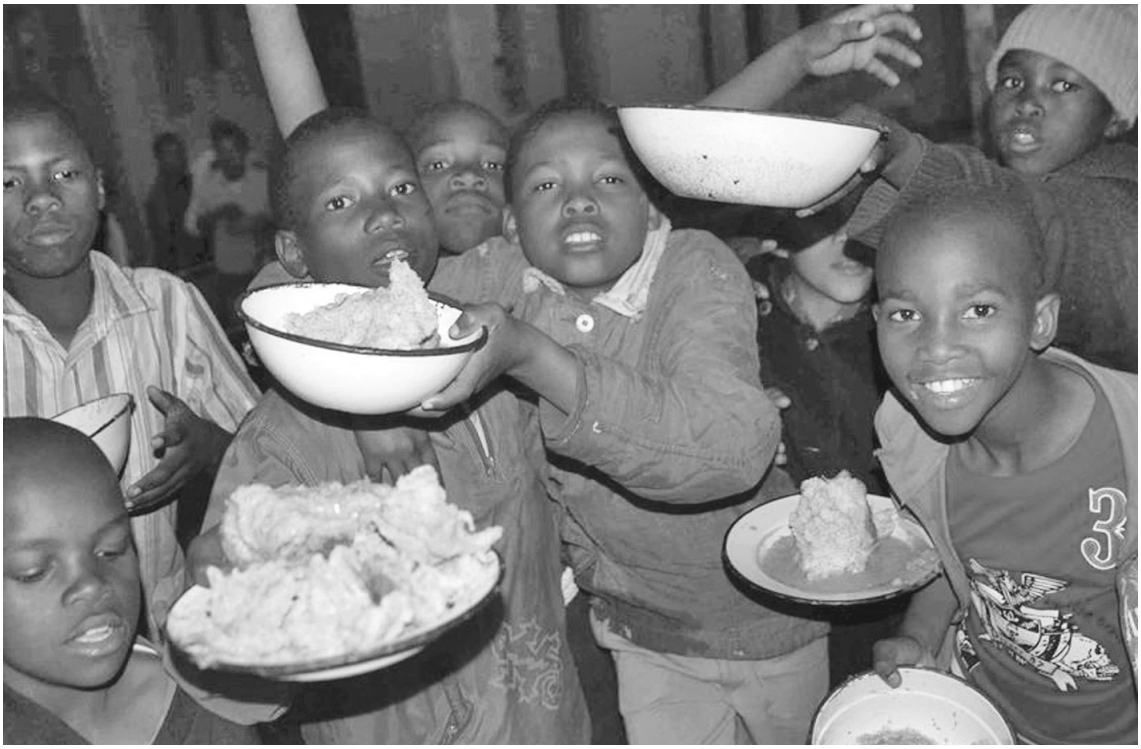
It is essential that all projects are owned by the community concerned, and that local authorities are involved throughout implementation (not only when the project is being introduced). It is also important that all assistance is needs-based, contributes to achieving a certain objective, and is used as inputs that will help facilitate reaching the objective. This ensures the sustainability of programme activities beyond phase-out.

Replication and sustainability

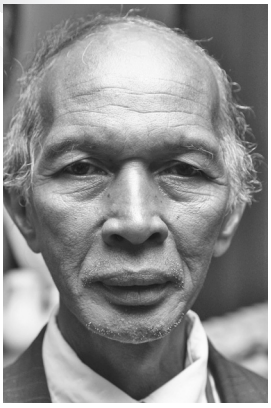
Recently some members of the community have started selling vegetables to other members of the community. Income generated in this way is

used for other household needs, including seeds for replanting vegetables. The project has identified areas that will be targeted for economic strengthening activities. This focuses on the most vulnerable groups in different villages. The economic strengthening activities will include voluntary loans and savings. Other activities that form part of the project include health-care, legal referrals and children's clubs for psychosocial support. These activities run at no cost and can continue after the project has been phased out, as these are also done in strong collaboration with community stakeholders (e.g. local health clinics, community health-care workers and community councils).

The model can be replicated in other parts of the country, but it is of key importance that all community structures have a clear understanding of the project objectives and do not expect any form of incentive in return. It is also necessary to ensure that any conflicts that may exist within different community groups are dealt with and resolved.



SWAALES provides care and food to orphaned and vulnerable children.
Photograph courtesy of SWAALES



Alphonse Rasolofoarinivo Andrianantenaina.
Photograph: Trevor Davies

Association of Certified Animators in Environmental Education Madagascar

Category	Locality/organisation	Presenter
Economic development	Association of Certified Animators in Environmental Education	Alphonse Rasolofoarinivo Andrianantenaina

Women's Economic Development

Climate change creates various problems for people in rural areas. Agricultural output decreases the quality of product, which leads to difficulties for farmers.

The environment is deteriorating. The most effective solution is based on reforestation which involves the conservation and enhancement of the environment. It will not be easy without the production of seedlings that we can plant, and reforestation will not be profitable overnight. That's why the production of treated seedlings ready to plant is essential, because this activity seems fast and lucrative. Previously, only pine and eucalyptus trees were available in nurseries, whereas we promoted the production of other species including ornamental plants, fertiliser plants, fruit trees and horticultural plants.

Eight hundred households are involved in this project, which assists mothers to raise their living standards and to increase their savings. Through training, they are able to get quantitatively and qualitatively better crops. Identifying outlets and promoting professionalism and entrepreneurship are essential aspects of this project. Learning French facilitates communication between the producers and the foreign customers who often visit their shops. The project involves the setting up of a "multiplication centre", the installation of improved outlets, increasing "pineapple" products and the construction of a transformation unit for strawberry and pineapple juice and jam.

Relation to the SADC protocol

The project relates to Articles 14 and 15-19 (Education and Economic development).

By 2015, member states have to enact laws that promote equal access to primary, secondary, tertiary, vocational and non-formal training, and prevent dropouts. This project guarantees the reduction of rural dropout rates by enhancing women's economic development, allowing them to raise their standard of living so that they can fulfil their responsibility in educating their children.

By 2015, member states shall ensure equal participation of women and men in the formulation and implementation of economic policies. This project prioritises women, helping them to develop action plans to develop economically. The protocol

commits governments to allocate gender-sensitive budgetary resources to equitably meet the needs of women and men. The present project encourages local authorities (communes) to adopt budgets that take account of the rights of women to participate in the economic development of their families. Articles 15-19 commit states to revise and amend the laws and policies governing women's access to production resources, promoting women's control over them and the benefits they can draw. This involves putting an end to all discrimination against women with respect to water rights, land ownership and land occupation. This project promotes the participation of women in decision-making spheres and encourages them to participate in activities at different levels.

Background

In rural areas according to tradition it is the men who take up income-generating activities. There is a proverb that says "*Ny lahy no lohan'ny vavy*", which means "The man is the head of women". Of the families who adopt this attitude, 90 per cent live in poverty and financial difficulties especially when a family member falls sick. The family income is not sufficient to meet their needs. Many students leave school and abandon their studies even in public schools. This project allows women's access to income-generating activities by providing various types of training, particularly in professionalisation and the acquisition of entrepreneurial culture, in order to fight against poverty and improving their standard of living. Women become dynamic, hardworking and efficient agents of development in the performance of the tasks assigned to each member of the family. Women participate in decision-making as they live their rights as a citizen and a mother of their family. It is the opportune time for women to participate in social, cultural, and economic progress.

With the increasing evolution of technology, women can become professionals, adopting a culture of entrepreneurship.

Objectives

The objectives of this project are to enable women to adopt the know-how, to learn nursery techniques and project management, and promote creativity and willingness to overcome obstacles in life. This leads to increasing and sustainable development and better products. The use of communication techniques remains essential (e.g. telephones, and learning French as a language of communication with foreign customers). Teamwork, commitment and sharing experience are tools for perfection. To support them, this project appeals to partners to build modern retail outlets for the sale of horticultural plants or varied seedlings, and for the sale and processing of local fruit juice and jam. Men and women join hands to succeed. They become complementary and respect one another, promoting human dignity. Additional measures are taken to over-come any obstacles that may prevent women from implementing this project. For example, before women used to travel long distances to fetch water which is time-consuming. That's why we added the water supply, firstly to avoid this waste of time, and secondly to reduce rape (because the water source is far from the village).

Beneficiaries

Attribution	Number
Chief of Fokontany (chief of districts)	6 females/ 15
Village committee (COSAN)	55 females/ 75
Recruitment of FRAM teachers (paid by parents associations)	5 females /1O at CEG Ambalavao

The priority is women with many children, so they can take over the economic development of their home and their children's education, increase their income, and cooperate with men to manage the household. The poor are particularly targeted by this project, so that they can freely express their views and make decisions. In this way they become agents of development who can play their role in society.

The children who need education and training are the guarantors of the future, and will be future parents. That's why they should not be neglected. We should support children by means of education, teaching, and transfer of skills according to their needs and their abilities (arts, sciences, or vocational).

Process

This project began in 2009, with raising awareness. This was an essential part of presenting the problem to local authorities to get the approval of councillors and the mayor's authorisation. This was followed by site visits among the peasants involved in the sale and production of young plants destined for reforestation and horticultural crops. These visits helped farmers to define their own problems and needs. Once they are aware of their needs, they can provide the relevant remediation. This determines whether the project remains credible or not.

Project presentation followed and the exchange of views on the mode of implementation of the project, which eventually led to installing a cooperative for both producers of seedlings and pineapples. This was followed by education and training of farmers on techniques of plant nurseries, and production and extension of nurseries through revitalising and updating them. Previously the beneficiaries were only concerned with the production of eucalyptus and pine trees, but now they are involved in the production of ornamental plants, fertiliser plants, precious woods (e.g. rosewood, ebony), medicinal plants (in particular "Ravensara" or "Ravintsara"). These have been very popular in the last three years - 40 000 Ravintsara plants were sold in 2011. Ravintsara training modules are successively conducted for farmers. Other training includes professionalism, entrepreneurial culture, management, advocacy techniques, methods of assessment, market research, and learning French.

The project then set up outlets for seedlings and pineapples in collaboration with partners, and installed a small processing unit for making pineapples and strawberries into jam and juice. This was followed by placement of signs and notice boards indicating the points of sale, and creation of a multiplication center.

Main outputs

It is essential to use a project action plan which highlights the activities, timing, duration, key resources, and labour costs, while promoting the interests of the farmers. The various physical activities are noted, as well as the materials (such as posters, teaching materials, pictures, photos for nursery men, training before practice). Regarding the books or manuals, we used the manual focusing on nursery techniques, "*Ny voahary*", published by the Ministry of National Education and Scientific Research in 2004 to get information. We used a megaphone for outdoor meetings. Seven general assemblies have been held so far.

Evaluation sessions are held after each completed step of the activity: 25 evaluation sessions have been recorded. A newspaper covered the inauguration of the water supply in the Fokontany of Ambohibarikely. Sanitation and water supply facilitate the daily tasks of women and girls, because they don't have to waste time fetching water far from the village, risking rape in the valleys.

Main outcomes

The main outcomes have been a qualitative and quantitative increase of production and an increase of income for each household, so each family can contribute to taxes, school charges and fees, etc.

There is a decrease in the number of dropouts. We can cite as an example the case of the junior public school, *Collège d'Enseignement Général d'Ambalavao*, serving the 15 Fokontany (districts) of the council and the neighbouring communes.

Of 103 families, 60 families benefit from the training modules in management, entrepreneurial culture, and professionalism. The income from sales is significant since the acquisition of standardised selling points, both for young plants and pineapples.

This result is particularly appropriate because of training received, and thanks to the assistance given by the municipality through a trade fair at Ambalavao stadium in 2011, to promote products and increase the experience of research for outlets. Forty stands were presented for exhibition, and selling during the ceremony was sponsored by a representative of the Ministry of Agriculture, the Head of Region, the District Chief and the mayor of the commune.

Selling points included 12 booths, each occupied by three families. A point of sale for pineapples consisted of ten booths occupied by the 33 women members of the cooperative "*Loharano.*"

Another outcome is the provision of a small processing unit for pineapple and strawberry jam and juice. Machines and other equipment are still needed for this plant to become operational.

	2010	2011	2012
Eucalyptus	20 000 plants	40 000 plants	50 000 plants
Pines	25 000 plants	32 000 plants	40 000 plants
Ornamental plants	34 000 plants	41 000 plants	54 000 plants
Ravintsara (Ravensara)	20 000 plants	40 000 plants	60 000 plants

	2010	2011	2012
Number of dropouts	31 students	17 students	7 students

	2010	2011	2012
Pineapples sold per year	115 tons	274tons	348 tons

A total of 165 families from Antamboho Fokontany make a living from pineapple production. New entities are involved in the reforestation for 2013, and have placed plant orders with the producers. Altogether, 90 per cent of the population from Ambohibary and 68 per cent of the population at Manankasina are beneficiaries of a multiplication centre.

Challenges

An outdated mindset is an obstacle to the implementation of the project: it is said that people die young if they plant a tree at early age, so reforestation is reserved for adults. As a remedy we raised awareness among the young students and the school communities to carry out reforestation sessions. Girls and boys are now planting trees.

At the beginning of the project, the farmers were reluctant. They did not believe in its success. As a solution, we tried to convince them through training sessions, and today they are convinced that their dreams can come true (through training, initiative, and collaboration).

The reforestation participants do not have land. For that, the council has provided a 5ha reforestation area to scouts (Mpanazava) at Andraitendro Commune of Ambalavao.

To improve the quality and the quantity of plants, the construction of a multiplication centre is presently nearing completion.

Lessons

Where there is a will, nothing is impossible, nothing will resist initiative. Ingenuity, creativity, and learning of advocacy techniques are efficient assets. Act first, the partners will come, the funders will back up credible projects.

It is important to persuade men that women can, with their strong will, income-generating activities. The conviction and buy-in of local authorities before the implementation of the project is essential.

"One tree is not a forest", so membership of a cooperative is the only way to succeed; men and women must work hand in hand. Efficiency is assured when the project initiator and those interested share the same vision and take decisions together (e.g. the dates of training, the venues, the duration).

Producing young plants is not easy and free, but it is a lucrative activity which can ensure the economic development of women. Those who are not admitted to MITSINJO cooperative can join the multiplication centre so as to sustain this project, and the vulnerable population can get benefits from it.

Replication and sustainability

This project can be replicated in another region or another country, provided that the project initiators and all those concerned are gender-sensitive, and that there is know-how, initiative and creativity among the animators, collaboration and good relationships between men and women, young and old people strengthened by partnerships with local authorities, NGOs, and associations. Everyone must be convinced that women are entitled to their dignity, especially in important spheres of decision-making (social, economic, and cultural) so that they can become dynamic agents of deve-lopment.Gender sensitivity is a priority, and all family members must feel united and share common interests, feel responsible and approve the need for partnership, and recognise the need for efficiency in cooperatives.

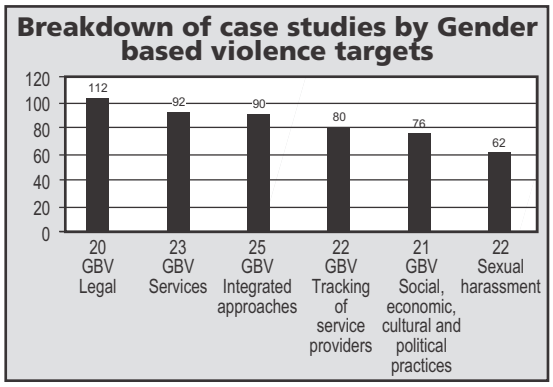
GENDER-BASED VIOLENCE



A demonstration against Gender-Based Violence in Otavi, Namibia.
Photograph: Laurentia Golley

In terms of Articles 20-25 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

- Enact and enforce legislation prohibiting all forms of Gender-Based Violence.
- Ensure that laws on Gender-Based Violence provide for the comprehensive testing, treatment and care of survivors of sexual assault.
- Review and reform criminal laws and procedures applicable to cases of sexual offences and Gender-Based Violence.
- Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the victims, with the aim of re-integrating them into society.
- Enact legislative provisions, and adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.
- Adopt integrated approaches, including institutional cross-sector structures, with the aim of reducing current levels of Gender-Based Violence by half by 2015.



Case studies that focus on Gender-Based Violence show a fairly even spread across the six SADC protocol targets, with legislation against GBV scoring highest and legislation prohibiting sexual harassment lowest.

Like the SADC Gender Protocol itself, the case studies presented here draw attention to the link between Gender-Based Violence (GBV), general harassment, economic dependence, and broader social attitudes to women. Gender violence is part of a vicious cycle; it perpetuates the subordination and economic disempowerment of women,[10] which in turn promotes GBV.

Through education, community workshops and radio programmes, COCAD aims to transform men into agents of change. Instead of being the ones who rape, murder and abuse on a daily basis, men are to be part of the solution. The project recognises that the roots of GBV lie in imbalanced power relations, in which women are seen as inferior. The effect of GBV is to traumatise women and children, and to further entrench the imbalance. The project has seen a ten per cent reduction in GBV cases - a long way from the 50 per cent 2015 target, but a step in the right direction. Women's economic empowerment is an important aspect of reducing their vulnerability and dependence. The project is hoping to expand to reach more men and to start working with adolescents.

Gamodubu is primarily a club to empower children trapped in poverty. These children are deserted by parents who themselves are uneducated

[10] Kambou, Sarah Degnan (2013) "Campaign To End Hunger Must Focus on Violence Against Women" available online at http://www.icrw.org/media/campaign-end-hunger-must-focus-violence-against-women?utm_content=research%40genderlinks.org.za&utm_source=VerticalResponse&utm_medium=Email&utm_term=Read%20more%26nbsp%3B%26raquo%3B&utm_campaign=New%20at%20ICRWcontent (accessed 26/6/2013).

teenagers, and AIDS has left many orphans and child-headed households. Preventing sexual assault and caring for the survivors, the project has the long-term aim of changing attitudes and behaviour. There is a strong focus on HIV, supporting government programmes to provide anti-retroviral treatment, and providing orphans and vulnerable children with the psychological support that the government is unable to provide. Working closely with government departments, CBOs, traditional leaders, schools and the police, the project aims to prevent the further spread of HIV, to expand care, treatment and support, to reduce stigma, and to build capacity for scaled-up interventions.

Polokwane Local Municipality is addressing Gender-Based Violence by promoting equal representation of women in decision-making structures. The project provides skills and knowledge, actively involves men in GBV programmes, and supports victim empowerment initiatives. Gender mainstreaming is seen as the cornerstone of addressing gender issues, together with an integrated services approach that engages all stakeholders.

The vision of the Federation for the Promotion of Women and Children is a peaceful society, for both women and men. The project focuses on legal and psychological support for survivors of gender violence, with the longer-term aim of reducing violence. One of the obstacles is that many people accept Gender-Based Violence as normal, or are too financially dependent to speak out against it. Many women fear reprisals if they denounce the violence in their homes. In addressing cases of violence, the project enables women to play their rightful role in society, confronts men with the negative effects of their behaviour, and helps to provide a context in which children can do well at school.

This section includes one case study that did not receive an award at the regional summit. The Malawian Men for Gender Equality Now (MEGEN) is included because of the way in which it analyses the problem of GBV, and because of its replicability throughout the region (and beyond). MEGEN addresses one of the main causes of GBV, which is the persistence of dangerous models of masculinity.





Fabian Sampaya of COCAD.
Photograph: Gender Links

Caprivi Organisation for Community Action and Development Namibia

Category	Locality/organisation	Presenter
Gender-Based Violence	(COCAD) Caprivi Organisation for Community Action and Development	Fabian Sampaya

Facilitation of male involvement programme on GBV

COCAD has an on-going male involvement programme on Gender-Based Violence (GBV), to educate men about the societal effects associated with GBV, and to transform them into agents of change, addressing all forms of violence against women. The practice has worked well since its inception. A minimum number of cases were recorded in 2012, showing a 10 per cent reduction compared to 2011 statistics.

This is a good practice because men are engaged as part of the solution to violence against women. The approach has significantly contributed to positive behavioural change amongst men in Caprivi since more men joined and supported the initiative. According to the woman and child protection report, the region has reported 87 cases of GBV in 2011 and 76 cases in 2012. We have seen more men are becoming good, caring fathers in our society.

Relation to the SADC protocol

This project promotes access to justice through enacted legislation that prohibits all forms of GBV and contributes to the achievement of gender equality. It exposes survivors of GBV to all available services, including care, treatment and other specific legislative provisions (e.g. court orders). The project also contributes to the achievement of the 28 targets stipulated in SADC Protocol on Gender and Development by advocating for the transformation of criminal laws through institutional cross-sector structures to reduce levels of GBV by half by 2015. The activity influences the state to enact, adopt and implement policies, strategies and programmes which define and prohibit sexual harassment in all spheres.

Background

Women have long suffered at the hands of their male counterparts. They have been physically abused and murdered on daily basis. Children have been traumatised by these evil acts, many of which happen in their presence. The imbalance in power relations in our society has contributed to the vulnerability of women. They are seen as inferior to their male counterparts, which has created social exclusion, especially in terms of decision-making and resource distribution. Women have been regarded as powerless and useless members of the society, who are incapable of doing anything.

This intervention came into existence to arrest these cultural barriers and promote behaviour change among men through education, imparting knowledge of gender equality, and transforming them into positive role models. Men were left

behind in terms of accessing information on legislation, and understanding universal human rights. Through this project, men have been sensitised and acquired the knowledge and skills necessary to respond to violations of human rights and to create an enabling environment for women, children and vulnerable groups.

Objectives

The process aims to educate men and discourage violence against women through tangible programmes, such as social mobilisation, training and community-based workshops. The process aims to involve men as part of the solution in curbing Gender-Based Violence, to create an inclusive society where every person can fully exercise his or her rights and feel safe.

The process has mobilised all relevant sectors to transform and enact laws and implement measures to eliminate Gender-Based Violence and explicitly encourage the revision of all existing discriminatory policies to accommodate gender equality. It improves the participation of men in addressing social problems faced by the community. The process has built trust and encouraged men to become role models. In this way, the process improves the position of women and empowers them.

Beneficiaries

The process was implemented to sensitise men on all forms of Gender-Based Violence and its implications for society and transform them into agents of change in terms of care-giving and protection. It has been universally noted that men are the most likely perpetrators of Gender-Based Violence due to power imbalances within the household. By targeting men, the process has explicitly consolidated the understanding of gender concepts amongst men, and encouraged their participation in mainstreaming gender equality.

The need for this male involvement has also emanated from the obvious domination of men within all spheres of leadership, from national to local. By targeting them it will improve the inclusion of gender equality concepts in policies of governance.

Process

The process was strengthened by different steps or activities including the sensitisation of men on all forms of violence including sexual harassment, physical and emotional abuse through community-based workshops and awareness raising. There were radio talks which disseminated relevant messages. This has created and strengthened community interaction in terms of advice and information sharing at community level. Information leaflets were distributed in the community to improve access to information on gender.

Main outputs

Through the consideration of initial impact assessments based on monitoring and evaluation exercises, the process has met its objective due to the higher percentage of men who participated in the programme and the knowledge gained. Traditional leaders, constituency councillors and school principals have participated in the programme in order to influence the community to support and participate in the initiative. Gender-Based Violence has been reduced by 10 per cent, but more still needs to be done to eliminate GBV and to improve behavioural change among men. More resources must be mobilised to strengthen gender equality institutionally.

Main outcomes

The organisation has received numerous recommendations and feedback regarding the programme. The programme has aimed to improve

the participation of men in its first phase, and will encourage the participation of women during its second phase. Men have become reliable sources of information after their participation in the programme. Men are now knowledgeable and responsible persons, and their active participation in addressing Gender-Based Violence has drastically improved. Particular behaviours have been identified as causes of Gender-Based Violence.

There is a need for women to be economically independent and empowered, to end their vulnerability and dependence. Equal income sharing or distribution will promote self-reliance. Beneficiaries have alluded to certain cultural barriers which should be addressed in order to change misconceptions amongst men. This will be done by implementing quality educational programmes. These activities should reach out to the grassroots populations.

Challenges

The organisation has faced many challenges during its first phase of implementation. The first major difficulty was to get men involved in the programme, since the initiative was targeted at them. Secondly, there was the issue of transport to reach under-served areas, since the organisation does not have vehicles due to limited resources. The third challenge was to secure extra funding in order to reach more men.

The approach was to improve male involvement through constituency structures and traditional authorities, since these are influential institutions and are all heard by all inhabitants. Regarding transport, the solution was to contract someone with a vehicle during each outreach initiative. On the issue of extra funding, we worked hard to distribute project proposals on Gender-Based Violence.

Lessons

The lessons that came out of this process are highly educative and very informative. One can only verify any situation if the community is involved. During our interactions with communities, we would get detailed information on GBV incidents experienced by individuals, and this has advanced our interventions and developed trust between us and the community.

The other interesting lesson was that the community was following our radio programmes, and many of them could express themselves and give their testimonies. It is important for us as implementers to review the lessons learned and apply them to create changes in our own perspective, and to ensure that similar information reaches more people. We will involve those who provided testimonies in the campaign against GBV.

Replication and sustainability

The replication and sustainability of the process will only be possible if more resources are allocated in the national budget, because currently we are operating at minimum resources. This project can easily be replicated by organisations that have resources. The next step for COCAD is to reach more men, because many men remain ignorant of issues pertaining to gender equality and how it must be mainstreamed in different settings. The other important step is to mobilise more funds to sustain the project and to target adolescents in order to bring about behaviour change at a younger age.

Gamodubu Child Care Trust Botswana

Category	Locality/organisation	Presenter
Gender-Based Violence	Gamodubu Child Care Trust (GCCT)	Wendy Madikwe



Wendy Madikwe of the Gamodubu Child Care Trust.
Photograph: Gender Links

Do not turn a blind eye

This project is a study club to empower children, and also a grannies group where sewing is done and children are taught how to knit.

As coordinator and founder of GCCT, I sat down with the community, as I realised that Gamodubu has a big challenge which requires initiatives like ours to bring about change. The challenge is around the issue of poverty-stricken families, which leads to child abuse and parents deserting their children. Most parents are uneducated teenagers who end up heading households. There are many issues related to child-headed households in our communities. During the home visits, we found that there are many disabled children in these child-headed households.

In Gamodubu village, there is a landfill issue which results in lots of flies causing diarrhoea and other illnesses. Other challenges are children walking long distances to school, leaving them vulnerable in many ways.

Relation to the SADC protocol

Regarding the SADC protocol articles 20-25 on Gender-Based Violence, GCCT has dealt with prevention, treatment and care of survivors of sexual assault. The impact of the programme during the last five years has been beneficial to the communities. It is too early to quantify the impact on the long-term objective of improving attitudes, practices and behaviour among vulnerable population groups in programme areas. However given the data obtained from the monitoring reports and also from the activities of the orphans and vulnerable children (OVC) and home-based care-givers, there are indications that many community members are being reached through the interventions. This is expected to lead to behaviour-change.

Background

The government of Botswana provides HIV and AIDS services, ranging from anti-retroviral treatment (ART), treatment of opportunistic infections, social support to OVC, clinical home-based support to patients, testing and counseling. Despite these efforts, a gap remains. An example of this is that the government is not able to meet the psychological needs of OVC, mainly because of a shortage of personnel. Significant numbers of people enrolled on ART abscond, leading to more sickness, deaths and increased infections. There is a need to continue educating and counseling on adherence to ARTs. GCCT comes in to meet the needs of the communities where the government and NGOs cannot. Gamodubu has high rates of death in the community, and this has inspired the organisation to come up with programmes to provide care and support for the

children who are orphaned and vulnerable. The data was collected through networking with relevant stakeholders, including the chief, local authorities, care-givers, children, and community service providers.

Objectives

The objectives are to prevent further HIV infection, to expand care, treatment and support, to reduce stigma and discrimination, and to build capacity to deliver and sustain scaled-up programmes.

In order to meet these objectives, the Trust engages in education for the prevention of HIV and AIDS, STIs and other communicable diseases, promoting anti-retroviral therapy counseling for adherence, support for orphans and other children made vulnerable by HIV and AIDS, and advocacy for access to services and for the rights of OVC and vulnerable people affected and infected by HIV and AIDS.

Process and outputs

Further HIV infection is prevented through peer education activities in targeted communities groups, training for community leaders and recruiting volunteers on HIV prevention, mobilising and sensitising communities on HIV, STIs, TB, common illnesses, and the use of voluntary counseling and testing (VCT), prevention of mother to child transmission (PMTCT), and ART services, distribution of condoms to communities, and providing information, education and communication for vulnerable groups. It also involves developing and supporting drama, radio, television programmes and educational materials, informing people about HIV and AIDS, VCT, PMTCT, ART, OVC, women, stigma and discrimi-nation, people living with HIV and related services, supporting targeted drama groups, training volunteers on PMTCT, and conducting household visits and community sensitisation to support the uptake of PMTCT services.

Expanding treatment and care is addressed through setting up and supporting children's clubs, the formation of child-care committees and grannies clubs, conducting home visits for OVC, making a film on the Gamodubu OVC project, conducting vulnerability assessment and selection of beneficiaries, matching mentors and mentees (and arranging monthly meetings), and organising picnics or Christmas parties for OVC, mentors and guardians.

Stigma and discrimination are reduced through supporting home-based care (HBC) clients, families and OVCs to disclose practices involving stigma and discrimination, and helping them to refer such cases to legal and paralegal organisations. The project also provides counselling to people living with HIV and HBC clients on adherence to ART and preventing further HIV infections.

Main outcomes

The programme made significant progress in 2010 in terms of the forums for meeting the guardians and the grannies clubs. The centre has gardening and poultry projects, and 200 members. The group has met on several occasions for group counseling, and on the issue of livelihoods and income-generating activities.

Through the year, volunteers (including mentors) conducted home visits at least once a month to the beneficiaries and their families. Mentors have been in touch with the centre to recommend referral of OVC cases to the Department of Social and Community Development. Children's clubs activities are a strength of Gamodubu. Volunteers and officials meet with children during weekends for group counselling activities, play and learning.

It is important to note that our clubs service far more people than the registered members. Children are attracted by the play equipment, the games and the food. It is difficult to turn down these interested children, especially when they do not have anywhere else to go.

Challenges

Currently Botswana has activities in hero work, memory work, psycho-social support activities (like journey of life, body maps and tree of life), but none of the staff in the programme is trained on these. Other challenges include a lack of funding for Gamodubu, which occasionally depends on funding from business people. Regular drop-out of mentors (and volunteers in general) constitutes a drawback, as the whole process of getting children mentors has to be repeated (recruitment, screening, training and matching, monitoring until there is confidence).

Lessons

Lessons have been learnt regarding financial management, performance monitoring, evaluation and reporting, and volunteer management.

One of the issues that came up during the meetings conducted in the beginning of February is the need to devise volunteer motivation strategies that will translate into retention of volunteers. Gamodubu is losing trained volunteers to other volunteer organisations that offer sizeable stipends.

In 2010 planning was done with the participation of the surrounding areas, giving them a chance to own the process. With the objectives and activities of the programme clearly set, the experience is different. Sometimes the programme areas feel that something different is of priority, or that it should be put differently. New approaches were developed with the beneficiaries, the team and other organisations working in related fields to share lessons, promote best practices, establish quality standards, and to foster replication of successful elements of the programme.

Best practices are shared both within and outside the Gamodubu centre. An example of replication is the OVC mentorship programme, which was replicated in other areas after proving to be a best practice in Gamodubu.

Replication and sustainability

The programme has brought a lot of light to these children. They are now able to express their problems and make their own decisions in a positive way. The project will initially support 207 children and their guardians through a family-centered approach. Community sensitisation and mobilisation have been ongoing, since volunteers are placed in the area. The vulnerability assessment will determine which children will be in the programme (i.e. how many orphans and those with special needs).

Initial steps include data collection during situation analysis, analysis of data and writing report, OVC project plan (according to the analysed data and the HIV operational plan), community sensitisation and mobilization, discussion with important local stakeholders about the planned project (e.g. chiefs, social workers, volunteers, children), and selection of volunteers.

It is important to interview volunteers to find out their knowledge and skills in working with children, to discuss child protection with them and ensure that they are suitable to work with the children. If possible there should be equal numbers of men and women, and a mixed age group. Background checks will need to be made on all potential volunteers working with children.

Agreement must be reached on selection criteria - child-headed households should be top of the list. In the formation of the project child-care committees, members might include a teacher, nurse, social worker, local business person, volunteer supervisor, local leader, and at least two children - one male and one female. The children might be chosen later by one of the children's clubs, to be their representatives. The committee will decide on their terms of reference, but responsibilities might include identifying the most vulnerable children and those most at risk in their communities, advocating for children's' rights, advocating for child protection and dealing with (or referring) cases of exploitation and child abuse. This committee will also have the responsibility of local fundraising, monitoring the project, and ensuring the implementation of the child protection strategy.

Selection of children can proceed after discussions with local leaders, schools, and the child-care committee, according to selection criteria, ensuring that the children are the most vulnerable in the community. Further steps that are then needed include training of volunteers and child-care committee members and home visits to discuss with the chosen children and their guardians, inform them about the project, ensure that both children and guardians understand the project and want to be involved.

This is followed by the purchase of equipment for children's club, opening of the club (involving children, their parents and guardians, and local stakeholders), discussions with grannies and guardians on whether they wish to join a "grannies club" and what activities they would like to do, and then setting up of the grannies and guardians club.

Support for OVCs can be successfully provided in collaboration with other key players in the village, government departments, community-based organisations and community leaders in surrounding areas who have expressed interest in providing support to selected OVCs. The police play an essential role, because they are the ones who are responsible for handling cases of abuse against children and general child protection. They are also helpful when background checks need to be done on volunteers. School personnel are also relevant in that some (if not most) of the children involved in the project are school-going. They can also help in monitoring the performance of children at school. Doctors, nurses and hospital social workers are also important stakeholders in that there are children who are ailing who will be involved in the project, for example those with disabilities and those on ARV therapy.

The chief plays a crucial role as he is the overseer in the village and needs to be informed of all activities being carried out with the children.

The initial stages of establishment of the programme are the costly ones, but as the year proceeds the project is bound to cost less. The centre has been running for years through support and ownership of the branch and community. With integration, the OVC programme should be sustained the same way. Through partnership and collaboration with the government, the programme could benefit from support from the Department of Social Services through the NGO and CBO support fund. In general Gamodubu has ongoing discussions on sustainability through income-generating activities in order to prevent dependence on partners and government.

Polokwane Local Municipality South Africa

Category	Locality/organisation	Presenter
Gender-Based Violence	Polokwane Local Municipality	Glenn Mhango, Assistant Manager Special Focus



Glenn Mhango of the Polokwane Local Municipality.
Photograph: Trevor Davies

Relation to the SADC protocol

Polokwane Local Municipality has a Special Programmes unit, which has a GBV programme specifically targeting Articles 20-25 of the SADC gender protocol. The unit strives for gender equality and equal representation in decision-making within all the activities and services of the municipality.

Background

The GBV programmes in the council started in order to address the rights of women and men in decision-making positions in the council, both political and administrative. The issue of Gender-Based Violence in communities needed to be highlighted, as men had not been effectively involved in issues of gender. Violence against women and perpetrator programmes for parolees and inmates, as well as discrimination against gays and lesbians in the community, was not prioritised.

Objectives

The primary objective is to facilitate increased skills and knowledge amongst relevant stakeholders, such as caregivers, CBO management and board members, lay counsellors, ward councillors, employees (peer educators), GBV survivors and perpetrators, through training and workshops on basic GBV, HIV and AIDS, financial management, self-care, problem-solving and other relevant modules.

The project also aims to maximise GBV campaigns throughout the year and not only during the 16 days of activism on no violence against women and children (365 days of activism), and to involve men in GBV programmes in order to increase their interest in societal matters and to decrease their abusive tendencies.

Beneficiaries

The key beneficiaries have been women and children who have been victims of GBV, but the programmes have also targeted various men's sectors and also government departments to be part of the various initiatives.

Process

CBO forum meetings were held to discuss the planned GBV activities. Activities are planned and presented at the portfolio committee meetings. Plenary meetings are attended, where all stakeholders participate. The budget breakdown for the event is done, where stakeholders pledge their contributions.

Main outputs

The gender policy which is in a draft form will serve in the portfolio committee meeting, then be presented to the mayoral council meeting for approval. The gender barometer was completed, to indicate how the council is performing in terms of gender mainstreaming.



Polokwane municipal buildings.
Photograph provided by Polokwane Local Municipality

Main outcomes

A community satisfaction survey was conducted, in which members of the community could convey their appreciation or dissatisfaction regarding the services rendered. The victim empowerment centres that benefitted from the mayoral golf day were particularly grateful for their benefits.

Challenges

The major challenge experienced was reduced funding for the programme. To address that, a budget adjustment was applied for and more funds were allocated, even though they were still not enough.

Another major challenge is the lack of funding for victim empowerment and other gender initiatives, which are therefore unable to execute their programmes as expected. Capacity building for CBOs in fund-raising and financial management was done through a financial partner.

Lessons

It became apparent that there was a need to develop an integrated services approach, where various stakeholders are involved and contribute maximally to bring about best results for the reduction of Gender-Based Violence in communities.

Gender mainstreaming is the cornerstone of addressing gender issues in all spheres of service delivery. Adhering to the gender mainstreaming framework and other gender legislation will assist councils and other service providers to produce best practices and Centres of Excellence.

Replication and sustainability

The process can be replicated by other municipalities. Polokwane is the only local municipality with a dedicated structure (in the form of the Special Programmes unit) with a gender focal coordinator, dealing only with issues of gender. There are other projects and programmes (such as disability, youth, children, HIV and AIDS and older persons), which also have their own coordinators.

Gender issues are addressed in the council for employees, councillors, and for the community at large. A programme of men's indaba and pledges against GBV was initiated, which can be replicated by other councils.

Federation for the Promotion of Women and Children Madagascar

Category	Locality/organisation	Presenter
Gender-Based Violence	Federation for the Promotion of Women and Children, Tamatave	Marie Flore Bezenarizanany



Marie Flore Bezenarizanany.
Photo: Razanadratefa Zotonantenaina

Support of women survivors of violence

Our vision is a country where women and men are living peacefully. The project focuses on the psychological and juridical support of women who have endured violence, through information and counselling. It is an important project because it contributes to the reduction of violence in Madagascar, enhanced peace, the protection of human rights, and gender equality.

Relation to SADC protocol

The project addresses constitutional, marriage and family rights (Articles 4-8), the protection of persons with disabilities (Article 9), widows and widower's rights (Article 10), the girl and boy child (Article 11), and Gender-Based Violence (Articles 20-25).

Background

Gender-Based Violence is still a real problem in our community. Many women are financially dependent on their husbands, and do not dare to denounce violence. I carried out this initiative because I felt that I had the responsibility to act against the repeated violence in society. I was convinced that if women are still accepting of violence, they will never be able to make their contribution to the development of the country. I want to open the eyes of women victims of violence, to show that their situation is not normal, and that violence is a crime. Fighting against violence also means the protection of women's rights.

Objectives

The objectives of the project are peace reconstruction in society, the protection of human rights, awareness raising and providing information on basic rights, and support of victims of violence.

Beneficiaries

The project targets everyone in the council, but especially women. Women are the principal targets as they are ones the most affected by all kinds of violence. Women are also the ones most likely to come to the centre.

Process

The centre is open for everyone in the council. According to each case, the process of support begins with listening to the complaint. The situation is then analysed, and a summary provided of what is being said. The person is thanked for coming to the centre, asked what steps have already been taken and what they want to do, and then the methodology of the centre is explained.

Main outputs

The main outputs of the project are the action plans, composed of a register sheet, an individual sheet for each survival of violence, an audition sheet of the perpetrators, notification, conciliation minute, recalling sheet, posters and pamphlets.

Main outcomes

The main outcome of the project is reconciliation in nearly all cases presented at the centre. Women are free from violence and can perform a more important role in society, while men are convinced of the bad effects of violence against women. Children live peacefully and perform well at school, and there is a reduction in violence.

Challenges

We encounter many challenges in the implementation of this project, including perpetrators of violence who refuse to come to the centre. Sometimes the denouncing person does not want to discuss the case further, and women fear reprisals. We found the solutions in resending notifications, explaining again the work process, and reassuring the person that the centre will protect her in case of reprisals.

Lessons

The project is effective in fighting against violence. Collaboration with the persons complaining is very important. Follow-up activities need to be reinforced because some women do not give feedback.

Replication and sustainability

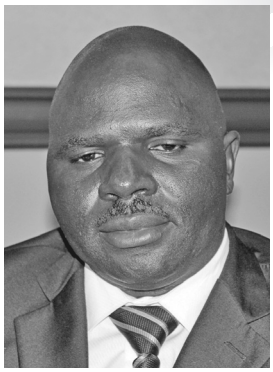
The project can be replicated in other regions and other countries. The conditions to be filled are training of paralegals, basic knowledge on human rights and a gendered approach, patience and non-emotive supporters, and a capacity for analysis.



Elderly walk to fight against GBV in Madagascar.
Photograph: Razanandrateta Zotonantenaina

Men for Gender Equality Now Malawi

Category	Locality/organisation	Presenter
Gender-Based Violence	MEGEN Programme, Malawi Human Rights Resource Centre (MHRRC)	Marcel Chisi



Marcel Chisi, Chairperson of MEGEN.
Photograph: Tarisai Nyamweda

Men's involvement in the fight against GBV

The rationale behind Men for Gender Equality Now (MEGEN) is to look at men as agents of change other than just as perpetrators of Gender-Based Violence (GBV). The strategy was given impetus at the 48th Session of Commission on the Status of Women in New York in 2004, which recommended the involvement of men in the achievement of gender equality.

GBV is perpetrated by those who have power over others, i.e. by men and boys who have power over women and girls. If these men and boys stopped condoning GBV and denounced it instead, then there would be no GBV in our communities. Transformed men know how communities view gender and GBV issues, having been socialised in the same way. This gives them good leverage as they have knowledge of both sides - the uninformed and informed. MEGEN demonstrates positive models of masculinity.

Relation to SADC protocol

Male involvement significantly contributes to the achievement of the targets stipulated in the SADC Protocol on Gender and Development. The promotion of gender equality and the eradication of GBV that is being championed by MEGEN would result in a violence-free society where women's rights would be respected and enjoyed. Communities are encouraged to do away with cultural and traditional practices that perpetuate GBV and impinge on women rights (Article 21:1). Women would be free to take part in the public domain, including elections, without fear of being harassed. Their self-esteem would be raised. This would increase women's representation in decision-making positions (Articles 12.1, 13.2d, 13.3). Women would also be able to participate in policy formulation and implementation of economic policies. They would not be denied the chance to engage in meaningful economic activities (Article19.2b). Parents are encouraged to send their girl-children to school, and to facilitate the readmission of girls who have dropped out. This contributes to target 14.1 in the protocol.

MEGEN's approach of involving all key stakeholders ensures that survivors of sexual assault are adequately assisted, and have access to medical care (Article 20.2 and 24). A GBV-free society would see reduction in cases of STIs and HIV transmission, currently inflated by coercion, rape, and defilement. It would also reduce judicial and healthcare costs, and the saved resources could

be channelled to other sectors to boost the social and economic development agenda. Media involvement in the work of this movement ensures gender-sensitive reporting on issues that affect women (article 30).

Background

The Malawi Human Rights Resource Centre (MHRRC) formed MEGEN after research conducted by organisations such as Women in Law (WLSA) Malawi, MHRRC, and the German Gesellschaft für Internationale Zusammenarbeit (GTZ). This process led to the establishment of a network against Gender-Based Violence, involving a number of CSOs, the Ministry of Gender, the judiciary, the Classifications Board, and the police. Some men decided to voluntarily take a leading role in the elimination of GBV. The grouping constitutes men from all walks of lives and professions who reach out to fellow men to encourage them to stop engaging in GBV and to report incidents that may occur within their localities. This approach has a more positive and lasting impact than when the fight is left to women alone, as was done previously. When men have a thorough understanding of gender and GBV, they will take a leading role in curbing the problem, starting in their households. This builds on the work of Njoki Wainaina, who introduced a similar approach in Kenya, and wanted to work with us to replicate it in Malawi.

Objectives

The overall objective is the eradication of GBV. The process started by encouraging men from relevant offices, the police, health, social welfare, and CSOs that do GBV-related work to join the movement. In 1999 and 2000, the approach was selective, only targeting prominent people in society and not looking at sector representation. Not all of those who were initially trained committed their time to the movement because they did not have time to do so. In 2008 MEGEN decided to train new members based on sector representation These people were trained in gender, GBV, and sexual and reproductive health rights (SRHR). The objective of the training was to equip these pioneers with knowledge and skills that would help transform their attitudes, to effectively reach out to others to change their behaviour and attitudes, and to mobilise support for gender equality. During this training, the men were assessed to gauge their commitment and knowledge. This resulted in a critical mass of Malawian men who believe in gender equality and are able to influence others, embracing gender equality and women's rights as a social norm.

The targeted institutions played a crucial role in GBV matters. It was felt that improved networking and collaboration amongst key stakeholders would enhance the effectiveness of GBV interventions. This helped to create synergies, lesson learning, and the sharing of good practices. The initiative deliberately targeted men from all levels, including communities, service providers, private and public sectors. Such a diverse group brought the required experience and skills into the group, offering new perspectives, sources of information, innovativeness and different ways of approaching and doing things. The training of trainers (ToTs) has assisted in the formation of regional and community-based MEGEN structures. The initiative has been cascaded from the national, to regional, district and community levels.

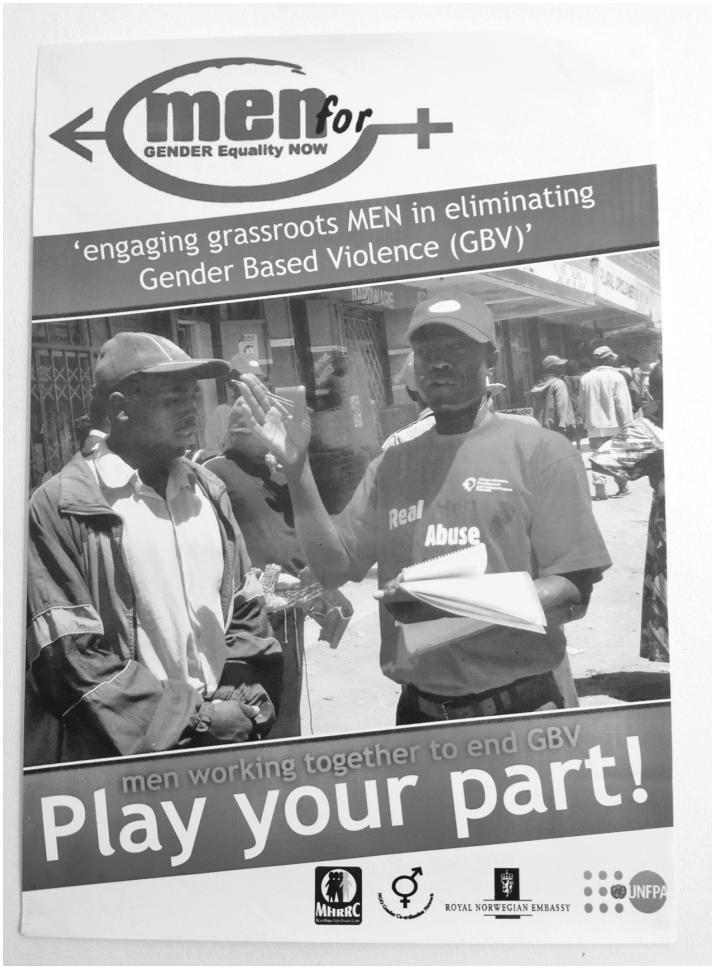
Beneficiaries

The movement comprises of men and women from diverse backgrounds and professions. Officers from police, social welfare, the courts, media and CSOs that deal with GBV were first recruited into the movement. Membership was later broadened

to include military officers, traditional and religious leadership, community-based organisations and networks. The messages target all men, urban and rural. It trains trainers from all sectors, who champion awareness campaigns in their various formations, sectors and catchment areas. The target is to reach out to as many men as possible.

Process

MEGEN organises training and sensitisation for its new members, focussing on gender, GBV and the role of men in promoting gender equality. The movement benefits greatly from the gender and GBV expertise and experience of the MHRRC, which is the coordinator of MEGEN and forms part of the national response to combat GBV. After the training, depending on each one's ability, new members join different structures of MEGEN - the rapid response team (RRT), the media group, ToTs, and performers. The movement uses community sensitisation and campaigns to reach out to communities through the Men Travelling Conference (MTC). Buses are used to visit urban and rural communities, raising awareness on the role of men in eliminating GBV, and sharing information on how to handle GBV incidents.



MEGEN poster promoting their part in ending GBV.
Photograph: Debi Lucas

The media group is critical in the production and promotion of the movement's messages. They assist in profiling GBV cases. The rapid response team assists survivors of GBV in accessing legal, medical and social services. They also assist in following up on GBV cases. While in a district, other teams are busy with campaigns. The ToTs organise training for particular groups of people (e.g. vendors, teachers). Such training is aimed at equipping people with knowledge and skills that will help transform them to effectively reach out to others. The performers assist in wooing people to campaign venues, and they build their performances around the most prominent forms of GBV in a particular area.

Main outputs

The most notable outcome of MEGEN is the creation of a pool of men and women, more than 2000 of them, who are knowledgeable and skilled change-makers on

gender equality and GBV. Membership includes individuals from government ministries and departments, the media, CSOs, CBOs, traditional leaders, farmers, religious leaders, and local structures. Individuals in all these sectors can be called upon to help on GBV matters, and can facilitate speedy referral of GBV cases to other relevant offices.

MEGEN now has structures at regional, district and community levels in 15 of the 28 districts in Malawi. At the same time state institutions (the defence force and police service) have also formed their own structures of MEGEN. Over the past two years, MEGEN has facilitated referrals of over 1000 cases of GBV. Some of these cases have been concluded, while others are awaiting court judgements.

The movement has been acknowledged by the Malawian government and by UN agencies in Malawi, and is usually invited to take part in their GBV-related functions.

The Men's Travelling Conferences are supported by the Ministry of Gender, Children and Social Welfare, through the provision of officers as well as flagging off the buses as they depart for country-wide campaigns. The UN Women office in Malawi also involves MEGEN in its campaigns on GBV, such as the recent "Ride on - Speak Out" campaign organised in the City of Lilongwe as part of the launch of the "Africa Unite" campaign.

MEGEN has produced role models, men who in the past have been abusive to their spouses but who changed after being reached by MEGEN. These men have shared their experience with other men at different forums organised by government and other organisations (including UNFPA). Since the first ones came out, there has been an increase in the number of men who are able to share their previous experiences and assist fellow men to actively participate in building gender equality.

Main outcomes

Through MEGEN sensitisation campaigns, communities' knowledge of how to handle GBV cases has been greatly improved. Communities, especially those in rural areas, did not fully appreciate GBV, its effects and the dangers of tolerating it. Some men were practicing GBV without understanding what they were doing. After appreciating its effect, there has been a reduction in GBV incidents in areas where "Men-to-men" initiatives have taken place.

The results of a survey conducted by Chancellor College Research Bureau in 2011 indicate that men in such areas are taking a leading role in sexual and reproductive health issues.

Initially, most GBV cases would go unreported, or be reported to structures that ended up fuelling the problem - for example village head-men, who at times would simply demand a chicken or a goat as compensation for serious cases of rape and defilement. Currently communities in the project's impact areas know where to report cases. With the assistance of the MEGEN rapid response teams and networks, there is a thorough follow-up on cases. This initially resulted in a very sharp increase in the number of reported cases, but with the passage of time and continued sensitisation, MEGEN has seen a reduction in cases reported at police and health facilities.

The project has improved networking and collaboration amongst GBV stakeholders. Since

the grouping is comprised of all key stakeholders on GBV, it has become very easy to refer cases from one institution to another. Regular stakeholder interactions though MEGEN have improved working relationships amongst them.

Challenges

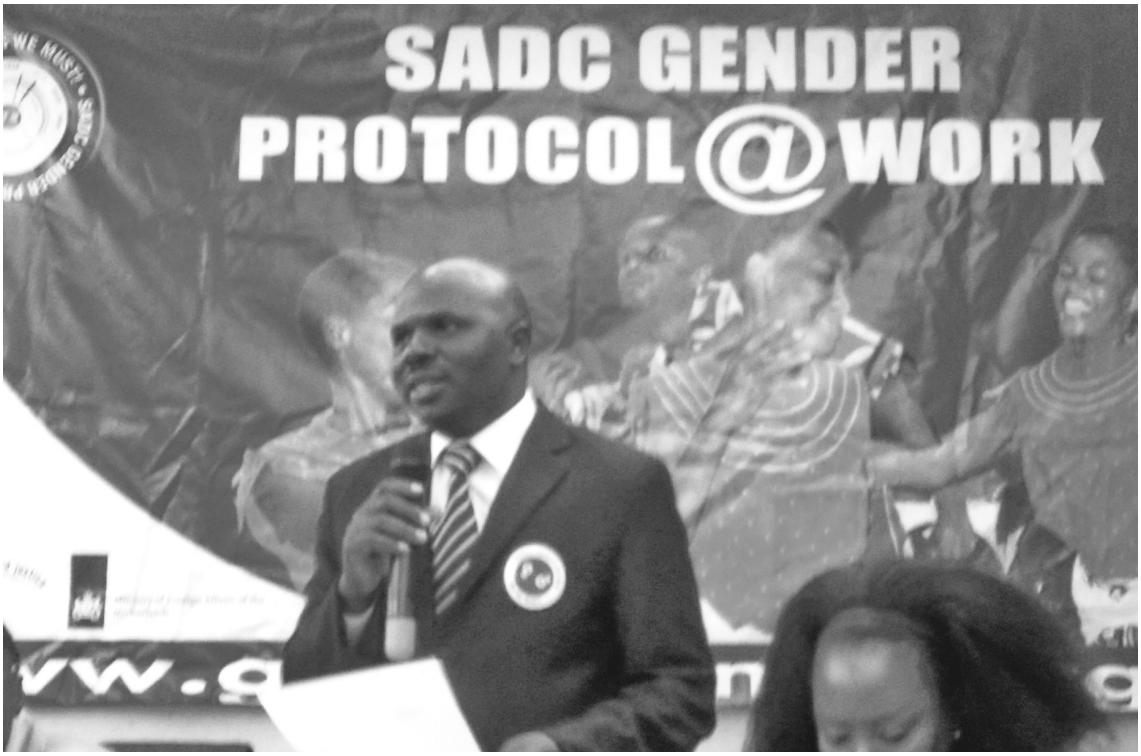
Initially, men regarded MEGEN members as betrayers, a group meant to dilute men's power in society. They were therefore unwilling to accord MEGEN an opportunity to engage them. But the current situation is very different. Upon engagement and debate, most men subscribe to the ideology and are recruited into the movement.

Men are sensitive to blame and prejudice, and offer stiff resistance if the messages are provocative and denounce them. They tend to view the whole movement as being biased towards women, and regard it with contempt. Gentle approaches and dialogue are important in tackling men's role in gender equality and GBV. The use of role models who have changed is the best way of helping men to understand gender and GBV.

Some feminist NGOs view the movement as a foe rather than an ally. The movement is perceived as a competitor, taking over their work and scrambling for the limited funds that development partners may have for gender equality and GBV. MEGEN has continually invited such NGOs to its activities, to transform their perception.

Lessons

Most men are eager to embrace gender equality and stop GBV if positively and politely engaged.



Marcel Chisi, Chairperson of MEGEN at the Malawi Gender Protocol Summit in Blantyre, Malawi.
Photograph: Tarisai Nyamweda

Through experience, MEGEN has come to appreciate that many men and women do not know that some of the practices that they engage in constitute GBV. Some of these practices are culturally and traditionally accepted, and people do not know that they are legally wrong. Such people undergo a change of heart after being enlightened through capacity-building efforts that clearly demonstrate the cause, forms and effects of GBV on individuals, households, communities and the nation.

MEGEN has learnt that GBV eradication requires a multi-sectoral approach, involving all stakeholders. This facilitates referrals and ensures a blend of expertise and information. In addition, MEGEN has learnt that positive change does not come easily and cheaply. Convincing men to change their attitudes and behaviours requires patience and perseverance. Some audiences (e.g. market vendors) are at first hostile, shy or unwilling to talk about gender and GBV issues.

Finally, MEGEN has leant that there is a need for its rapid response teams to make proper follow-ups on cases that are brought to its attention. Follow-ups and finalisation of cases gives the communities trust in the MEGEN movement.

Replication and sustainability

Male involvement is a strategy that should be promoted and replicated not only in the gender and GBV realms, but also in other areas like HIV and AIDS, and sexual and reproductive health. It is encouraging to note that some CSOs have already replicated the male involvement strategy in their work and have affiliated their groups to MEGEN. These include the Catholic Commission for Justice and Peace (CCJP), OXFAM, the Women's Legal Resource Centre (WORLEC), the Centre for Creative Community Mobilization (CRECCOM), and the Malawi Interfaith AIDS Association (MIAA). It is envisaged that MEGEN approaches will be sustained beyond MHRRC programmes. The movement's diverse membership offers it a good platform for sustainability. Institutions and CSOs are likely to use the strategy, having seen its benefits. The replication of the strategy by other CSOs improves the chances of sustainability.

SEXUAL AND REPRODUCTIVE HEALTH RIGHTS



Basic health centre in Ambohiboa, Madagascar.
Photograph: Zotonantenaina Razanadratefa

In terms of Article 26 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

- Adopt and implement legislative frameworks, policies, programmes and services to enhance gender-sensitive, appropriate and affordable health care.
- Reduce maternal mortality rates by 75 per cent.
- Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.
- Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.

Apart from the burden of HIV, Southern Africa faces an enormous health challenge in terms of maternal mortality rates. According to Bience Gawanas, one in 16 African women is at risk of dying in pregnancy or childbirth. Most of these deaths are entirely unnecessary - people are dying because they are women, and because their lives are not considered important. This callous disregard for women's health is also reflected in the high number of fistula cases in the region.

Goromozi Rural District Council has significantly contributed to the well-being of women in the area by providing an up-to-date clinic, which focuses particularly on maternal health, HIV testing and treatment. Of the 23 new beds available, 13 are in the maternity ward. The new clinic also provides post-exposure prophylaxis to survivors of Gender-Based Violence. The village head provided the land, and various government structures provided support in the form of planning, costing and transport of materials that were not available locally. Members of the community provided labour and locally-made bricks.

The Rural Council of Anjoman'akona is promoting family planning as a way of reducing Gender-Based Violence, maternal and infant malnutrition, and household poverty. The area is currently characterised by large families, children dropping out of school to find work, child prostitution, drug abuse, teenage pregnancies, early marriages, and high levels of maternal and infant mortality. The project involves education and training, awareness campaigns, regular reporting, monitoring and evaluation, and an awards event. Since the project started in 2008, abortions have dropped to zero; early pregnancies and child labour have halved, and primary school attendance has significantly increased.

This section includes two case studies that were presented at the regional summit, but which did not receive awards: Mochudi Father's Group and Restless Development. With the ultimate aim of promoting behaviour change amongst men and the eradication of Gender-Based Violence, the Mochudi Father's Group promotes active parental engagement of men with their children. Restless Development, on the other hand, works with young people (boys and girls) to reduce early pregnancy rates, the spread of HIV, and social stigma.

[11] CARMMA (2012) "Maternal mortality: an African Union perspective" Campaign on Accelerated Reduction of Maternal, Newborn and Child Mortality in Africa (CARMMA) interview with HE Adv. Bience P Gawanas available online at http://www.carmma.org/update/maternal-mortality-african-union-perspective (accessed 22/5/2013).

[12] Liljestrand, Jerker and Kristina Gryboski (2002) "Women Who Die Needlessly: Maternal Mortality as a Human Rights Issue" in E Murphy and A Hendrix-Jenkins *Reproductive Health Rights - Reaching the Hardly Reached Programme for Appropriate Technology in Health (PATH)* available online at http://www.path.org/publications/files/RHR-Article-12.pdf (accessed 7/6/2013).

Goromonzi Rural District Council Zimbabwe

Category	Locality/organisation	Presenter
Sexual and reproductive health	Goromonzi Rural District Council	Constance Chinyemba



Constance Chinyemba at the regional summit in April 2013.
Photograph: Porcia Mudavanhu

Provision of Health Services in Shumba Ward, Nyaure Clinic

The people of Shumba ward had a three-roomed building that they were using as a clinic, but it was not the in best location, and did not meet the requirements of the Ministry of Health. People were prone to diseases and health-related problems, and were travelling distances of up to 20km to seek medical treatment. Some had to find lodging facilities before they could be attended to by the nearest health institutions.

This project is a best practice because it provides for better health facilities, which can assist with HIV and AIDS matters. It also reduces the maternal mortality rate and other women's health problems.

Relation to the SADC protocol

This activity is addressing Article 26 (health), which provides for the adoption and implementation of policies and programmes related to the mental and social wellbeing of women, with specific targets for reducing the maternal mortality rate by 75 per cent and ensuring access to quality sexual and reproductive health services. Women should not be dying from pregnancy-related illness due to adequate healthcare during their pregnancy and soon after birth.

It also addresses the issue of adopting and implementing legislative frameworks, policies programmes and services to enhance gender-sensitive, appropriate and affordable quality health care. The provision of this clinic means, for example, that there are now waiting rooms for expecting mothers, post- and ante-natal services. There is an HIV Counselling and testing centre, where counselling services are now available. People are now aware of their sexual and reproductive rights and lectures are now being offered. An AIDS coordinator can now educate the community on HIV and AIDS and how it can be prevented, and people can access medication for HIV and AIDS-related diseases.

Background

Goromonzi Rural District Council is a local authority that operates under the guidance of the Rural District Council Act chapter 29:13. The provisions of chapter of the Act (under section 71 subsection 34) specify that, subject to any other law, the Rural District Council shall provide and operate clinics and dispensaries and take measures to provide any facilities that are considered necessary for maintenance of health.

If the council needs land for any activity, it informs the ward councillors, who hold meetings at ward level, informing them of the council's proposal, and then the local leadership provides the land.

Due to the proximity to the city centre, there has been a demand for land and calls for better health services.

The problem that the project is addressing is the absence of a proper rural health centre with adequate facilities. Women were walking long distances seeking clinics that had adequate facilities, and which were fully equipped. Sometimes pregnant women were being ferried in scotch carts if their pregnancies were due. Women were not going for regular checkups, and their pregnancies were not being monitored. This increases the risk to both the mother and the child. Most women were giving birth at home, which presents risks.

People used to be affected by weather conditions while they waited outside to be attended at the clinic. The three rooms were not adequate.

Objectives

The process set out first to convince all stakeholders on the importance of good and improved health facilities. It set out to help reduce maternal deaths by the provision of ante- and post-natal services and to provide testing facilities for diabetes and tuberculosis. The council has to ensure that all the people have adequate health facilities, and empower the communities through community participation, making sure that they own the clinic.

The process set out to establish adequate facilities, including a waiting room for patients before examination, an examination room, a drug room, 13 beds for the maternity ward, four beds for the female ward and 4 beds for the male ward, a data room where records are kept, counselling rooms, and separate rooms for taking blood samples.

The overall objective was to reduce the spread of disease and reduce infection. A flushing toilet was provided within the clinic, thereby improving sanitation conditions.

The project also set out to provide a safe working environment to staff. For example, in the maternity ward there is a sluice room. Previously staff had to sluice in the toilet which was some distance away, leaving the patient's life in danger. The nurse's life was also in danger especially in the night when there is a risk of being attacked by wild animals (a guard was once bitten by a hyena whilst on duty).

The Rural Health Centre set out to provide a healthy community and improve people's quality of life. Women's burden was lessened, because women are the ones most affected if a family member gets ill.

Now there has to be a nurse in the duty room, while previously they had to go home and wait to be called if a patient arrived at night.

Beneficiaries

Women are the major beneficiaries, because they need maternal health services and they are the ones who take children to the clinic. Children who need an infants' clinic can now access treatment and receive regular check-ups. Women and men can now access proper HIV services, testing and counselling. Boys and girls now have a clinic which is nearer to them, where dental services are provided. In fact the whole community is benefiting from this project.

Process

The ward councillor brought a motion to the council. The village head donated part of his field

for construction of the clinic. A combined site visit was conducted by the Ministry of Health, the Department of Physical Planning, local ward leadership and the council to access the need and feasibility. A layout was prepared, the Ministry of Local Government provided the building plans, and project costing was done. The issue was debated in several council committees and a full council resolution was passed.

The issue has been on the council plans for years, but there was no funding. The item was budgeted for in the 2012 budget, but they were still waiting for sufficient funds when the ward councillor informed the council that the community had moulded the bricks. With the available financial resources the project was started. The ward councillor was asked to form a clinic committee that would ensure that the clinic was built, and to supervise local activities. A meeting was held to advise the committee of its duties, and that there should be full community participation. The community was expected to be ahead of the council with the will to have the clinic constructed and see it operational. The community provided some of the labour, bricks, the site, river and pit sand. Transport was provided by the local authority, together with materials that were not available locally. The Ministry of Local Government and Public Works provided the building plans, and a bill of quantities was prepared to determine the cost.

Construction was supervised by the council and the Ministry of Health, who certified the clinic before it was opened.

Main outputs

We now have a well-equipped, modern, state-of-the art rural health centre, which has post- and ante-natal services. There is now a well-managed centre which has data storage facilities - there is a computer and a storeroom. There are now healthy communities, and more people are coming to seek services. Patients can now be admitted, and discharged when they have recovered. There is a high turn-out at the clinic.

Main outcomes

The clinic is provides a follow-up centre for anti-retroviral treatment, so people no longer need to travel to far-away clinics to access this facility. There are facilities for HIV rapid test anti-retroviral therapy, whereby blood samples are now being taken at the clinic and sent to Makumbe District Hospital, and the results are delivered back to the clinic without people going to Makumbe (which is far away). It is now a one-stop shop.

Gender-Based Violence victims and survivors can be treated and access post-exposure prophylaxis. There is greater confidentiality and less stigma-tisation considering that the new clinic has more rooms available for specific uses.

Women can now access ante- and post-natal services without travelling long distances. There is the provision of PMTCT counselling for both women and men, to prevent the transmission of HIV to the unborn child.

Male circumcision being offered. There is a healthier community, and more people are coming to seek services. There are counselling services, and the facilities are more friendly.

The old clinic has been turned into a mother's shelter for women who live far away from the clinic, so that they can come and wait for their due dates near the clinic without incurring any cost.

Challenges

The lack of full community participation meant that some people had to do all the work, and it took longer than necessary to perform a particular task. The clinic committee kept carrying out regular meetings with the committee about the importance of community participation.

The lack of qualified personnel (such as a tiler, carpenter, and electrician) means the services had to be hired, thereby making the project costly. Substandard material was sometimes provided by the community. The inspector would reject the material and recommend that better material be found. Periodic inspections were carried out to ensure compliance.

There was a lack of funds to complete the clinic in the shortest possible time, and the council had to look for a partner to assist in part of the construction work. We submitted a detailed project proposal to Unified Transport International, and it was approved. Smiles Zimbabwe and the council also contributed.

The project was situated far away from the office, making coordination difficult (depending on the sub-committee), and it was costly to supply sample materials to the office in Ruwa where authority had to be sought for all material requests. Some materials were purchased in Harare (e.g. the three-quarter stones and asbestos).

Lessons

When the community is well-educated they fully assist and they work harder because they know that the project will benefit them. Reducing maternal deaths (one of the Millennium Development Goals) can be achieved when there are adequate health facilities. The health policy requires that someone should not have to walk for more than 5km to get to the nearest health service centre. The lesson learnt is that rural councils need to have a health policy in place.

Replication and sustainability

The project can be replicated in other local authorities and in other countries. The project is sustainable because the construction of permanent structures means that the project will go on for many years to come. It is important that the local authority keep providing drugs and staff frequently.

The council now needs to construct similar structures in all its wards, in compliance with the MDGs and the SADC protocol.

2015, yes we must! Yes we must, the time is now!

Rural Council of Anjoman'akona Madagascar

Category	Locality/organisation	Presenter
Sexual and Reproductive Health, HIV and AIDS	Rural Council of Anjoman'akona	Phillipine Razafinimaro



Phillipine Razafinimaro of Anjoman'akona Rural Council.
Photo: Razanadratefa Zotonantenaina

Promotion of family planning

The project started in 2008 and was based on the situation in the council. Family planning involves planning the number of children in accordance with the economic status of each household. The project focuses on the sensitisation of men and women on family planning at local level by encouraging them to consult health centres, providing free contraception methods according to the needs of each person, training of health assistants concerning family planning and contraception methods, and monitoring and evaluation of activities through reports and evaluation sessions.

The project is important because numerous unwanted children engender violence against women and children, abandonment by the father, non-respect of children's rights (employment of under-aged children, prostitution, abortion), health problems for mothers and babies (including malnutrition), and poverty which is a barrier for development.

Relation to the SADC protocol

Article 11 of the SADC protocol stipulates that all state parties shall adopt laws, policies and programmes to ensure the development and protection of boys and girls. In addition, according to the international Convention on the Rights of the Child,[13] all practices that negatively affect children's rights should be abolished.

The project contributes to discouraging norms and practices that legitimise gender violence, in order to reduce Gender-Based Violence by 50 per cent by 2015 (Articles 20-25). It also helps to reduce the maternal mortality ratio by 75 per cent by 2015.

Background

The project was developed because of the situation prevailing in Anjoman'akona, where there are many families consisting of more than seven persons. Children often leave school because their parents cannot pay their fees, and they end up

[13] The UN Convention on the Rights of the Child is available online at http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx (accessed 29/6/2013). See also "Convention on the Rights of the Child" http://www.unicef.org/crc/index_30160.html (accessed 29/6/2013).

working to support their parents. Young girls resort to prostitution, and there is a high rate of juvenile delinquency, especially among young men who are addicted to drugs. Girls leave school due to unwanted pregnancy or early marriage, and there is widespread malnutrition.

I wanted to change the situation through the project. Family planning improves living conditions and reduces poverty. Children can go to school, and their rights are protected. Violence against women and children, unwanted pregnancy and abortion, and maternal and child mortality ratios are reduced. There is an improvement in the health of mothers and children.

As the person responsible for the health centre in my council, I decided to implement this project because I wanted to help the population to enjoy a better life with a happy family that can take part in development processes.

Objectives

The objectives of the project are to promote the use of contraceptive methods, to increase the number of children in school, to reduce the rate of maternal and infant mortality, to prevent unwanted and early pregnancies, and to implement an educational strategy for integrating reproductive health in schools.

Beneficiaries

The beneficiaries are all vulnerable persons who are likely to be victims of violence, including women abandoned by their husbands, children, babies at risk of malnutrition, women and men aged 15 to 49 who are sexually active, married couples, and young people who hope to avoid unwanted pregnancy, early marriage and juvenile delinquency.

Process

The project started in 2008 with education and training. This involved the training of health assistants in order to build their capacity on reproductive health and family planning in partnership with the ministry and NGOs, and health education and follow up of students at schools. This was followed by awareness-raising campaigns and sensitisation of the population on the importance of family planning. Meetings are led by health assistants at local level and at the health centre, and information is provided on existing contraception methods.

Information is provided on the partners of the project such the Ministry of Health, the Marie Stopes International (MSI), and activities are monitored through reports. Monthly, trimester and annual reports are sent at different levels, and an evaluation session is organised.

An awards event rewards the most deserving people, and gives certificates for health assistants.

Main outputs

The main outputs of the project are communication tools (posters, pamphlets, exposition of contraceptive methods), and administrative tools (registers, regular report forms, health booklets, monitoring sheets). A guide book has been produced, giving instructions on the use of contraceptive methods for health assistants.

Main outcomes

There has been an increase in the number of persons using contraceptive methods - the objective of the Ministry of Health being an increase of 35 per cent. Recent figures are as follows: 34 per cent in 2008, 48 per cent in 2011, and 54 per cent in 2012.

There has been an increase in the number of the number of health assistants. Every village now has health assistants of whom there are now 12 (six men and six women). People can choose their contraceptive methods according to their needs. Current use of contraceptive methods is as follows: injections (362), implant (212), pill (163), ligature (12), condom (5), spermicide (3), and IUD (2). There has been a reduction in child labour (down from 12 per cent in 2011 to 6 per cent in 2012). Abortion has been reduced from 2 percent to 0 per cent, and early pregnancies (of girls under 18 years old) are down from 12 per cent in 2011 to 6 per cent in 2012. Malnutrition has been reduced from 20 per cent in 2011 to 14 per cent in 2012, and school attendance at primary level has increased from 55 to 66 per cent.

There is ongoing collaboration with the council, NGOs and the ministry as well as with health assistants, and many persons have benefited from the use of contraceptive methods which contribute to the improvement of their economic status.

Challenges

Some traditional and cultural practices still prevail. For example it is traditionally forbidden to use contraceptive methods because it is thought that it may cause malformation of the baby. Some religious institutions also state that family planning is contrary to god's laws.

There are difficulties convincing men to use contraceptive methods, especially condoms, and introducing reproductive health at school because the students are still very young (14 years old). We managed to overcome these challenges through sensitisation at all levels (villages, schools, NGOs, council), testimonies from the beneficiaries, and convincing people that the use of condoms helps to fight against HIV and AIDS.

Lessons

Family planning through the use of condoms can protect people from HIV and AIDS. Family planning is a way of promoting gender equality. The project needs the engagement of everyone involved. For carrying out a project, a thorough analysis of population needs should precede everything. Gender issues and the fight against GBV should be considered in all initiatives.

Replication and sustainability

This project can be replicated in other regions. In order to continue the project, collaboration with all the actors needs to be reinforced and the activities should begin at local level. The relevant structures need to be defined in advance, such as health committees in each village.



Desmond Lunga, Men Care Coordinator.
Photograph: Vincent Onthusitse

Mochudi Father's Group Botswana

Category	Locality/organisation	Presenter
Sexual and Reproductive Health Rights, HIV and AIDS	Stepping Stones International/Men Care Mochudi Father's Group	Desmond Lunga, Men Care Co-ordinator

The introduction of Botswana's first Men Care Father's Group in Mochudi, Kgatleng District, has been received with an overwhelmingly positive response from the community and the fathers themselves. Stepping Stones International (SSI) recognises that in order to cultivate sustainable change for gender equality, an approach that focuses too narrowly on women and girls will inevitably fail to take root with the men and boys, who have an equal role to play in establishing new cultural norms.[14] For this reason, SSI has partnered with Sonke Gender Justice in South Africa to facilitate fathers' support groups, which promote active parental engagement of men who are expecting new babies. Participating fathers are excited about the group, and research shows that this is a critical time in a man's life that can lead to long-term behaviour change. The experience of the fathers group is also being broadcast on public radio, Radio Botswana II.

Relation to the SADC protocol

This project is directly contributing to Article 16 (Multiple roles of women), as the focus on men as caregivers of infants and children is relieving some of the double burden of working women, and women who typically raise children alone. It is intended at the end of the project, to submit a summative review of the Men Care fathers' groups to the Women's Affairs Department, including a baseline and post-intervention survey of participants and their partners' attitudes on gender roles and responsibilities, in order to inform gender equitable policies. This project also contributes to Article 21.2 (Social, economic, cultural and political practices), as the fathers' groups provide a forum to introduce and support gender sensitisation, and raise public awareness through local promotional activities and a national radio programme. The project's ultimate aim is to promote behaviour change and the eradication of Gender-Based Violence. The target of Article 26(c) (Health) is also served, as the programme is designed to support the mental, sexual and reproductive health needs of women and men.

Background

As a result of the AIDS pandemic, Mochudi is characterised by high numbers of orphans and vulnerable children, lack of male involvement in child-rearing, and the disintegration of the family unit. SSI has been working in Mochudi community

[14] For more information, see www.steppingstonesintl.org

for over six years, and has found that many children have experienced abuse and neglect from their caregivers. Many of our participants have grown up without knowing their biological father, and due to women's high economic dependence on men, many mothers engage with several male partners as providers or breadwinners to support their family, resulting in confusion and distrust amongst their children. A recent national study found that 44 percent of adult men admitted to committing some form of Gender-Based Violence in their lifetime (Gender Links 2012). The results align with the experiences of SSI's participants, and expose an underlying vector in the spread of HIV that is only beginning to be understood at a policy level.

In the context of rapid modernisation, migration and the changing roles of men and women, a new kind of family has emerged. There is more cohabitation, more divorce, and more single-parent households, leading to confusion and insecurity for children, which leads them to engage in risky behaviour or seek attention from unscrupulous sources (such as minibus drivers). When boys and young men enter into relationships with girls and young women, the relationships tend to be based on material desires, rather than establishing a loving and mutually respectful relationship.

The Men Care fathers' groups seek to address the dual relationship between absentee fathers and the perpetuation of gender inequality in youth relationships. By creating support groups for expecting fathers, men are offered a forum to discuss the social pressures placed on them, and the opportunity to develop effective strategies to counter-act these pressures.

Objectives

The overall objective of the Men Care fathers' groups is to promote gender equality and reduce Gender-Based Violence. The project has the following specific objectives:

- Increase the involvement of men in gender equitable care and parenting in Mochudi, facilitated through attendance of Men Care fathers' groups.
- Increase the engagement of broadcast and print media in communication about gender-equitable fatherhood, within the implementation site.
- Improve support for the gender-equitable fatherhood programme by stakeholders (including clinics, police centres, and social welfare offices).
- Improve visibility and membership of the country-based MenEngage network.

Stepping Stones is currently engaged in activities serving each of these objectives, and the six-month programme is being extended for an additional six months.

Beneficiaries

The Men Care programme is intended to target "expecting fathers", and it has been broadened to include men caring for children under the age of one. The programme set out to establish four men's groups, and three have been formed, with membership averaging nine men per group. In order to generate grassroots support for the project, SSI undertook community mobilisation activities with the District AIDS Coordinator's (DAC) Office, the District Gender Committee, the Botswana Men's Sector at both the national and district level, the local police and prisons, and the teachers' union. The project has been promoted nationally, via a radio programme. Initially a target

of eight broadcasts was set. So far four interviews promoting the debut of the programme have been aired, and the first of ten scheduled episodes has been broadcasted.

Process

The first step was to share a presentation of the programme, given by Sonke Gender Justice, on past experiences with fathers' groups in Sweden, Russia, Brazil, South Africa and Namibia. The second step was to hold a discussion with stakeholders to get their views on the new fathers' programme. From the discussion, a task team was developed (the third step) to determine how the sessions would work, where they should take place, and how to select participants. In the fourth step, the task team facilitated presentations with key networks, such as the police and clinics.

The fifth step was to meet with District Health Team, and convince the team leader to partner with the project and refer pregnant ladies' partners to the project. The sixth step was the design and printing of posters and invitation cards to promote the programme and attract participants. The seventh step was to run radio promotions of the prog-ramme. The eighth step was to host fathers' soccer tournaments, including a braai, to appeal to men and build their trust. From there, the ninth step was to recruit men interested in participating in the support groups. The tenth step was hosting the support group sessions; to date three have been held. The eleventh step is in progress: the coordinators are currently developing new supplementary sessions on domestic violence, gender roles and working to include additional video materials for "what to expect the in delivery room" discussion. Three sessions are planned for post-delivery.

Main outputs

The SSI Men Care project has produced a multitude of communication materials as the main outputs for this project. These materials include an innovative radio programme with an unprecedented focus on men's issues related to parenthood. Posters have been developed and put in key locations in clinics, government offices and popular community settings. Together with the posters, small invitation cards have been developed and distributed to clinic staff, to entice new expectant fathers to join the groups.

Main outcomes

Although the programme is still very new, outcomes are already beginning to materialise at both individual and community levels. For instance, one father participating in the programme reported that he has quit alcohol to be involved in the raising of his child. Another father reported that he is expecting triplets and his wife is so big now that he has decided that he will go the extra mile and help her with bathing. Participating men are changing their behaviour to be better fathers as well as better partners to their wives or girlfriends.

All of the original members selected for the fathers' groups continue to participate in sessions and demonstrate their interest in and commitment to the programme. The radio programme has managed to reach out to the broader community, where callers make comments about their support for the idea, their desire to join such programmes, and their wish that Stepping Stones International could bring the programme to their districts. Men are now starting to reach out to search for information regarding custody issues because they want to take more responsibility for children they already have. On a broader scale, government

offices are keen on the uptake of the project and have been inviting the Men Care team to present at workplace wellness days and school events. Clinic staff, NGOs and even private doctors in Mochudi are actively referring men to participate in the father groups.

Challenges

Working with men in an area traditionally and culturally viewed as women's work is quite challenging. Men are apprehensive at first and sceptical of what the project will offer them. However, once they attend one session, the men have continued to attend additional sessions with commitment.

A critical challenge has been the difficulty in identifying male partners. Out of 40 pregnant women identified by the clinics, only 20 of the women still had active relationships with the fathers. For the others, the couple had either broken up, or the man didn't want anything to do with the pregnant woman, or the woman was unable to locate the father. Of the 20 male partners who were reached by telephone, ten either cited reasons of geography (as they live outside of Mochudi) or lack of time to join the fathers group. After contacting 40 pregnant women, only ten eligible participants were identified.

Working with men also presents a challenge in identifying an appropriate venue, as men were reluctant to meet at a hospital or clinic. For our father groups, all sessions were either held at Stepping Stones International, the football pitch, or adjacent to a sports bar. Stepping Stones International learned that one way to overcome these challenges was to bring on board a trusted and well-known male member from the community to assist with the recruitment.

Lessons

Through the first six months of this pilot project, SSI has learned the importance of community ownership and collaboration with key stakeholders. From the beginning of this project a group of key stakeholders were invited to learn about the project, offer their feedback into recruitment processes, and identify the correct protocol to engage the clinics. It was found that expecting men are the best people to mobilise other men, and to motivate each other for continued participation in the fathers groups. In order to keep male engagement it has also been found that meeting areas need to be comfortable for participants, providing the men with snacks and transport support are important features that enable continued participation.

Replication and sustainability

The Men Care fathers' groups are easy to replicate and relatively inexpensive to run. The current participants are expected to graduate from the programme to become facilitators themselves, and form their own fathers' groups.

This pilot phase ends in December, but there will be a review and considerations for scaling up the programme nationally. The next steps are to write more proposals to gain funding to train more group facilitators, and secure funding to procure the necessary resources. SSI would recommend establishing stronger project partnerships with sports organisations, the Botswana Defence Force, the Police, and Silver 7s (nurses, teachers, civil servants), where men can be found in numbers. SSI will also advocate for the involvement of more senior government officials in the project. SSI aims to present the Botswana Men Care project at both local and international conferences.



Chiku Phiri at the 2013 regional summit.
Photograph: Cynthia Kalizinje

Restless Development Zambia

Category	Locality/organisation	Presenter
Sexual and Reproductive Health Rights, HIV and AIDS	Restless Development	Chiku Phiri

In Zambia, peer education has been used in many areas of public health, including nutritional education, family planning, substance abuse and violence prevention, HIV and AIDS, life skills, sexual reproductive health and related issues.

Peer education is used to generate healthier behaviours among young people. It utilises young people's influence over one another to make positive interventions in young people's lives. Peer education operates on the principle that young people are more likely to be genuinely influenced by members of their own group of friends than by outsiders, particularly adult individuals. Peer educators receive special training and information which they pass on to their friends and peers.

Working with young people tackling pregnancy rates, the spread of HIV and AIDS and the stigma attached to the issue, this project developed key life skills among young people, including career planning, gender awareness, nutritional information and financial skills.

The activities help to build the capacity to deliver awareness of HIV and AIDS, and promote clear and accurate sexual messages in schools. As a result, we've been able to bring about sweeping positive behaviour change among young people in Zambia. Following our interventions we've recorded a 32 per cent increase in young men adopting abstinence, fidelity or contraceptive use, a rise from 76 to 90 per cent in young people demonstrating knowledge of HIV and AIDS, and a positive increase in sexual and reproductive health behaviour among young people involved in the programmes.

Expert volunteers take a lead in strengthening the capacity of communities to hold local government to account and engage in policy processes to improve service delivery, as well as training young people to lead our advocacy work and campaigns.

One of the biggest challenges that Zambia faces today is the HIV and AIDS pandemic. While the prevalence rate has been somewhat reduced (from 17 per cent in 2008 to 14 per cent in 2011), the country remains one of the worst affected in sub-Saharan Africa.

The youth are the most vulnerable to HIV and AIDS and other sexually transmitted infections (STIs). Helping them know their sexual and reproductive and rights is critical for our future society.

Objectives

The primary objective is to provide comprehensive sexual and reproductive health education and connection to services, leading to positive behaviour change among young people. This is done through building the capacity of community groups in communities to develop local HIV and reproductive health action plans, and increasing the capacity of young Zambians to know and claim their sexual and reproductive health rights and services.

Beneficiaries

We target in- and out-of-school youth, young people between the age of 15 and 35, and the general communities in our catchment area. The following activities were used in the implementation: sports tournaments and festivals that are integrated with HIV and AIDS messages, physical education sessions integrated with life skills, and 40-minute sessions on sexual and reproductive health. These activities are accompanied by information, education and communications materials, which promote much-needed life skills for young people, enabling them to make sensible choices and avoid risky behaviour.

Main outputs and outcomes

The main outputs have been a positive change in sexual and reproductive behaviour, improvement in knowledge and attitudes regarding sexual and reproductive health, and improved life skills. Young people are actively involved in advocacy activities around sexual and reproductive health rights and services, and community-level support is available for young people, helping them to adopt safe sexual behaviour.

The initiative has provided technical support on the guidance and counselling handbook for the Ministry of Education, and participated in the development of adolescent reproductive health standards with the Ministry of Health.

The *TIKAMBE* policy awareness radio shows focused on several framework policies and strategies, including the re-entry policy, the Ministry of Education HIV policy, and the Anti-Gender-Based Violence Act. Two hundred community members were trained by advocates in self-assessment processes.



HIV and AIDS corner at the Mazabuka district council in Zambia.
Photograph: Cynthia Kalizinje

Challenges

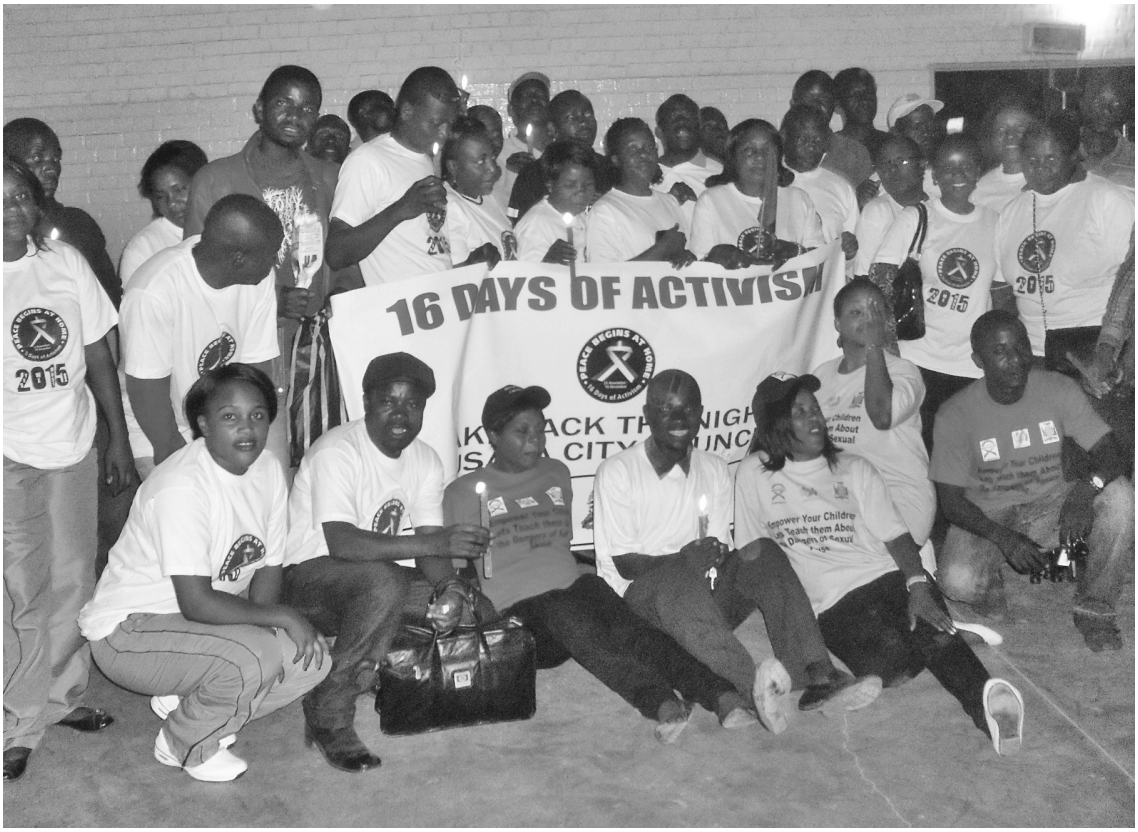
The challenges include lack of office space at community level, and a shortage of relevant training materials. We had to work in partnership with influential persons in communities (like school head teachers and health-workers) to use already established structures. Low allocation of funds to community events affects the partici-pation, but we encourage the spirit of volunteerism among community members.

Lessons

The project has underscored the importance of partnership, which brings leverage on costs and expertise. Some projects have been co-supported with funding from other agencies providing services on the ground. As an ex-volunteer educator it has become easier to communicate with pupils and communities about their life and other issues, because young people themselves have started communicating their needs.

Replication and sustainability

The model is ready for replication, with just a few issues to be addressed. Restless Development has developed a manual on teaching strategies and resources, which has since been recommended as a resource for curriculum development and for use in tertiary and secondary institutions.



Participants in the Sixteen Days Take Back the Night campaign in Lusaka.
Photograph: Cynthia Kalizinje

HIV AND AIDS



Aroab HIV and AIDS Centre, Namibia.
Photograph: Beverley Mpho Slinger

In terms of Article 27 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific targets by 2015:

- Develop gender-sensitive strategies to prevent new HIV infections.
- Ensure universal access to HIV and AIDS treatment for women, men, boys and girls.
- Develop and implement policies and programmes to ensure the appropriate recognition of the work carried out by care givers (the majority of whom are women), the allocation of resources and psychological support for caregivers, and promote the involvement of men in the care and support of people living with AIDS.

Over a third of the world's HIV-positive population live in ten SADC countries - over 13 million people,[15] and more than half of them are women.[16] Apart from biological factors, women are particularly at risk because of their low economic status, Gender-Based Violence, poor access to education and inadequate health services. Women are also the people most likely to care for AIDS patients, increasing their exposure to the virus.

In the SADC region, the primary way in which HIV is transmitted is through heterosexual contact. Mauritius is unusual in that injecting drug users accounted for over 90 per cent of new HIV infections in 2005, and the introduction of a needle exchange programme has substantially reduced the spread of HIV. Stigma and discrimination have also been reduced. The initiative has involved co-operation between different government departments and non-governmental organisations. It offers a comprehensive service, including referral and rehabilitation and a sophisticated monitoring and evaluation process.

Using HIV as an entry point, the Women's Action Group challenges cultural practices that increase the vulnerability of women and girls to HIV and Gender-Based Violence. Working with traditional leaders and men, it has undermined men's control over women's sexuality, promoted health-seeking behaviour (such as HIV testing, and early checking of pregnancies), and reduced maternal mortality. Through promoting an understanding of how HIV is transmitted, the project has helped to control the spread of the virus. The process has been well-documented, which facilitates replication.

Two case studies that did not receive awards are also presented here: Sea-Point Support Group and Livingstone Library.

Sea-Point Support Group is producing and selling indigenous beverages as a way of sustaining its work with people who have AIDS, helping them to remain self-reliant and to maintain their human dignity. The organisation works particularly with young girls who bear the burden of nursing sick members of their families.

The Livingstone Library, on the other hand, uses local government resources and infrastructure to address the mental, sexual and reproductive health needs of women and men, to develop gender-sensitive strategies to prevent new infections, and to ensure universal access to treatment for HIV-positive women, men, boys and girls.

[15] SADC (nd) "HIV/ AIDS" http://www.sadc.int/issues/hiv-aids/ (accessed 23/5/2013). See also SADC (2008) SADC HIV and AIDS Strategic Framework 2005-2010 final draft October 2009 available online at http://www.sadc.int/files/4213/5435/8109/SADCHIVandAIDSStrategyFramework2010-2015.pdf (accessed 23/5/2013), SADC (2008) Sexual and Reproductive Health Strategy for the SADC Region 2006-2015 http://www.sadc.int/files/7913/5293/3503/Sexual_And_Reproductive_Health_for_SADC_2006-2015.pdf (accessed 23/5/2013), and SADC (2012) Sexual and Reproductive Health Business Plan for the SADC Region 2011-2015 Version 3. July 2012 available online at http://www.sadc.int/files/3613/5293/3504/SADC_Sexual_and_Reproductive_Health_Business_Plan_2011-2015.pdf (accessed 23/5/2013).

[16] WHO (nd) "Gender Inequalities and HIV" available online at http://www.who.int/gender/hiv_aids/en/ (accessed 26/6/2013).

Needle Exchange Programme Mauritius

Category	Locality/organisation	Presenter
HIV and AIDS	AIDS Unit, Ministry of Health and Quality of Life	Mungala Davi Soyjaudah, Senior Medical and Health Officer



Mungala Davi Soyjaudah of the Needle Exchange Programme, Mauritius. *Photograph: Trevor Davies*

Needle Exchange Programme

The Needle Exchange Programme (NEP) is an essential component in the fight against HIV and AIDS. The programme promotes public health by increasing access to sterile needles and syringes, the removal of used needles from circulation in the community, and counselling and educating people who inject drugs (PWIDs) on the risk of sharing injecting equipment. It contributes to the mitigation of injecting drug use as a factor in the spread of HIV and AIDS.

The programme satisfies most of the criteria of a best practice, including effectiveness, ethical soundness, cost-effectiveness, relevance, innovativeness, sustainability, and replicability.

Relation to the SADC protocol

The NEP is in line with Article 27 of the SADC protocol, which states that state parties shall take every step to adopt and implement gender-sensitive policies and programmes, and enact legislation that will address HIV prevention, treatment, care and support. The programme targets women who inject drugs, ensuring that they have the same privileges and rights as men who inject drugs. Male and female condoms are promoted in this programme, and women are empowered to negotiate for safe sex practices and behavioural changes.

The HIV and AIDS Act was promulgated in 2006 to provide for measures of control and prevention of the propagation of HIV and AIDS, while at the same time safeguarding the human rights of people affected by HIV and AIDS. It facilitates the implementation of the NEP through Clauses 14, 15, and 16 of the Act. An institution or NGO may supply syringes and needles to any person dependent on a dangerous drug, subject to some criteria within the Act.

Background

From 2002 onwards, the Mauritian HIV epidemic took an alarming turn, mainly fuelled by injecting drug use. While in the year 2000, only 2 per cent of the new infected cases (50) were among injecting drug users (IDUs), the share for this mode of transmission increased steadily to reach 92 per cent in 2005 (out of the 921 HIV cases detected for that year). The transmission of blood-borne diseases such as HIV or hepatitis has catastrophic repercussions both for IDUs and for society at large. IDUs who are infected by such blood-borne diseases will often infect their sexual partners, while pregnant women who are IDUs (or partners of IDUs) run the risk of infecting their unborn children. In response to this major public health issue, the Mauritian authorities through the Ministry of Health and Quality of life (MOHQL)

came forward with two bold initiatives (referred to as the harm reduction strategy) to combat both the propagation of HIV and injecting drug use. Understanding the necessity of the harm reduction strategy requires a prior acknow-ledgement that the war against drugs cannot be won exclusively with traditional approaches such as demand reduction (prevention), or supply reduction (which is the control of drugs entering the market, mainly involving different law enforcement agencies).

The harm reduction approach to drugs is based on a strong pledge to public health and human rights, and Mauritius (being a signatory of most conventions guaranteeing human rights) has stood by its pledge. This involves a radical shift in focus from the prevention of drug use to the prevention of harm caused by substance abuse. Comprising of policies, programmes and practices aimed at diminishing risks associated with the use of drugs, harm reduction is implemented in Mauritius through methadone substitution therapy (MST) and the Needle Exchange Programme.

Objectives

The major objective of this programme is to provide clean injecting equipment, and to educate people who inject drugs on the benefits of safe injecting practices. Using clean needles and syringes offers them the possibility of pre-venting the transmission of HIV, Hepatitis B and C, and other blood-borne pathogens.

Clients are provided with sterile needles, syringes and paraphernalia in the quantities requested by them, and without requiring them to return used syringes. There is no limit on the number of needles provided. Clients are encouraged to return the used needles for safe disposal, and are taught about the risks of using non-sterile needles. The programme promotes safe sex and provides safe sex materials. The objectives are to educate clients about the risk of sexual transmission of Hepatitis B and other sexually transmitted infections through oral, vaginal and anal penetration as well as cunnilingus and anilin-gus. Materials (i.e. male and female condoms) are supplied to the clients. Clients with STIs are referred to appropriate health care services.

The programme assists injecting drug users by referring them to appropriate community services, and provides referrals to health care services. Providers have the opportunity to interact with them and give them more information on drug treatment, care and support for HIV, Hepatitis and sexually transmitted infections.



Mauritius needle exchange.
Photograph: Gender Links

Provider-initiated testing and counseling are offered to the beneficiaries of the Needle Exchange Programme. The three Cs principles - Consent, Confidentiality and Counselling are observed during the screening sessions. For the successful implementation of the programme, the collaboration and assistance of other stakeholders is important. Law enforcement agencies played a major role in setting up the programme, agreeing to no harassment or surveillance during operating hours.

Beneficiaries

Needle exchange in Mauritius is conducted as outreach in localities with a concentration of PWIDs, irrespective of gender, males as well as females. Suburban areas are generally notorious for drug problems. The programme targets a traditionally vulnerable population, thereby providing them with a sense of being cared for by the health authorities. The objective is to offer clean injecting equipment to people who inject drugs. There is an association between early implemen-tation of NEP (and the harm reduction strategy) and low HIV prevalence. The NEP sets out to reduce the alarming rate of HIV prevalence in Mauritius among PWIDs, and to prevent bridging of HIV infection from PWIDs and the general population.

It also attempts to reduce or eliminate the adverse health, social and economic consequences of drug use without requiring abstinence - it is a known fact that not all PWIDs are keen to go on substitution therapy. It ensures that PWIDs are treated with dignity and as full members of the community. It also guarantees access to health services for marginalised populations.

Process

Following the high prevalence of HIV infection detected among PWIDs in the island from 2003 onwards, civil society and other stakeholders advocated strongly for the implementation of harm reduction services in Mauritius. Policy-makers soon responded to these calls, and appropriate steps were taken to create a conducive legal environment through the adoption of the HIV and AIDS Act (2006) by parliament. Although the NEP was initially started by NGOs in 2006, their limited capacity to scale up the programme led the MOHQL to embark on implementation of NEP on a larger scale. The AIDS unit of the MOHQL was called upon to design and implement the programme.

A mapping exercise was carried out, based on the field experience of officers involved in outreach screening programmes of IDUs for some five years. NEP sites were identified. Personnel to be involved were selected and trained for three months in all aspects involving such activities, namely HIV and AIDS issues, safety and security, harm reduction, blood-borne infections, accidental exposure, etc. In accordance with law, the ministry's NEP was registered under regional hospitals as the implementing institutions. Equipment and services to be provided were finalised and procured.

At community level, meetings were conducted in different prospective regions with community and social leaders to gain their support and understanding in the initiative, which has often been entangled in public controversies. A few peers were also recruited to help in building trust with IDUs in attending the service to be provided. The outreach team of the AIDS unit marketed the service among IDUs. The protocol for monitoring of the programme was established, and monitoring and reporting tools were developed. To be able to have a wide coverage and to establish contact with a maximum number of IDUs, the concept of mobile services was adopted through specially-

designed caravans. Existing caravan buses were modified for offering NEP and confidential counselling and testing services.

Main outputs

The NEP is a government-led outreach programme, targeting people who inject drugs (PWID). The programme is jointly implemented by NGOs and the MOHQL. Forty-three sites are operational throughout the island in areas where there is concentration of PWID. Of the 43 sites, 36 are run by the MOHQL through mobile caravans. Seven sites are mainly street-based and run by NGOs. Clean injecting equipment, needles and syringes, alcohol swabs, condoms are consumables which are provided during the NEP services. Materials on HIV prevention and condom-use pamphlets are distributed to PWIDs.

The Ministry distributed 184 803 syringes, 393 405 needles and 55 846 condoms to beneficiaries in 2012, while 121 266 syringes, 168 749 needles and 19 055 condoms were distributed by NGOs. The number of clients registered in the programme in 2008 and in 2009 was 4300. In 2010 the number of clients increased to 5012. More than 6000 clients have been reached by the programme since its introduction in 2008. The 2011 "Integrated Behavioral and Biological Surveillance Survey PWIDs in Mauritius" showed that 47.6 per cent had access to new, unused needles and syringes through the Needle Exchange Programme.

Main outcomes

The Needle Exchange Programme has been rapidly implemented in Mauritius. A large network of primary and secondary distribution centres has been established throughout the country to provide access to clean injecting equipment for PWIDs across a range of delivery modalities. The services provided in the programme are user-friendly and free of user cost. The mobile caravans have been able to attract hard-to-reach PWIDs and their partners for HIV testing. Because of stigma and discrimination these people do not usually attend healthcare points.

One of the key successes of the Mauritian harm reduction response is the robust monitoring and evaluation system for harm reduction service provision. The wealth of information collected by The Global Fund to Fight AIDS, TB and Malaria (GFATM) principal recipients (PR), NAS and Mauritian Family Planning and Welfare Association (FPWA), if centralised and fully digitised, would produce a comprehensive database capable of providing deep analysis of emerging trends for proactive rather than reactive decision-making (APMG evaluation report of the Harm Reduction services in Mauritius 2011). Mauritus has extensive programmes making needles available to IDUs, which is also evidenced in the findings of an integrated biological and behavioral survey conducted in 2009 and repeated in 2011 (RDS 2009, 2011 Mauritius) that almost all IDUs have access to new and clean needles.

Harm reduction services have had a major impact on the incidence of the HIV infection in the country. Significant reduction in the number of new HIV cases has been noted for the past two years, with almost a 25 per cent reduction in the number of new HIV cases (Statistics Department, MOHQL). Stigma and discrimination have been reduced towards PWIDs, as staff of the NEP tend not to be judgmental towards the consumption of drugs. The quality of life of PWIDs has improved due to safer injecting practices, and safer handling and disposal of used injection equipment. Through referral services of the programme, PWIDs are benefiting from rehabilitation programmes and the support of NGOs.

Challenges

As per the HIV and AIDS Act, a person who is in possession of a syringe or needle shall not, by reason only of that possession, be considered as having committed an offence under the Dangerous Drugs Act. Although the Mauritian HIV and AIDS Act provided the legislative framework which allowed the establishment and promotion of harm reduction strategies, it conflicts with the Dangerous Drug Act, 2000, which prohibits individuals from carrying dirty injecting equipment. This issue has been addressed through advocacy meetings with the law enforcement agency.

Training sessions have been organised with officers of law enforcement agencies to inform them of the objectives of the programme, and the long-term benefits and impact on the HIV epidemic and other public health issues. Agreements have been reached between the MOHQL and law enforcement to provide a conducive environment for the implementation of the programme.

Advocacy meetings with policy-makers and high-level management should be conducted to introduce a full comprehensive service to PWIDs. Community resistance to the programme was a major obstacle to the NEP and harm reduction strategies. These issues have been addressed through sensitisation programmes on the benefits of the programme to community members.

Lessons

Currently, only needles, syringes, and swabs are provided to consumers through NEP services. This could be enhanced by providing a full range of injecting equipment, such as a cooker, acidifier, water for injection, tourniquet, etc. all of which have been shown to increase consumer satisfaction, loyalty, and contacts with services. The implementing agency has also learnt about the stock management of syringes and needles, and needs to develop effective methods to prevent wastage of resources. The needs of the clients should be addressed to provide client satisfaction, particularly regarding speci-fications of needles and syringes.

Implementation of the programme is a multi-sectoral approach, and all partners should work in collaboration for the success of the programme. Advocacy within the community to adopt the programme is an essential step towards the success of any programme dealing with sensitive issues. Involvement of peers is crucial to work with hard-to-reach populations.

Training programmes for peer leaders is essential to achieve success in the implementation of programmes targeted towards vulnerable populations. Political will and financial commitment, are essential for the introduction, sustainability and achievements of the programme.

Replication and sustainability

The Needle Exchange Programme was initiated in the early 1980s in the US, and has been replicated in other countries where the HIV epidemic is driven by injecting drug use. Since it can be practiced in a variety of settings (including vans, sidewalk tables and in places where PWIDs usually gather), the programme can be replicated in the SADC region where injecting drugs proliferation is increasing rapidly. For the sustainability of the programme and to ensure coverage and reduced costs for its implementation in the long run, there should be advocacy for the support of private pharmacies and the involvement of primary health care (PHC) through area health centres and community health centres.



Edinah Dambudzo Masiyiwa, Executive Director of the Women's Action Group, Zimbabwe.
Photo: Razanandrateta Zotonantenaina

Women's Action Group Zimbabwe

Category	Locality/organisation	Presenter
Sexual and Reproductive Health Rights, HIV and AIDS	Women's Action Group (WAG)	Edinah Dambudzo Masiyiwa, Executive Director

Promoting sexual and reproductive health rights through engaging with culture

Women's Action Group (WAG) implemented this project in Marondera district of Mashonaland Province (Zimbabwe) from 2006 to 2012 to provide a platform for challenging cultural and traditional practices that foster male control over female sexuality, to influence a change in cultural and social practices that make women more vulnerable to HIV infection than men, and to educate both men and women on sexual and reproductive health rights (SRHR). The defining features of the intervention are targeting traditional leaders as agents of change, using HIV and AIDS as entry points for discussion, involving a men's organisation, and challenging harmful cultural practices.

The outcomes of the intervention were measured through court sit-ins and documentation of stories of significant change. These show that traditional leaders are able to consider gender, HIV and women's rights when presiding over matters, and that this informs their judgements. Community members have an increased awareness of SRHR and are able to articulate issues at development meetings. The right to safe and pleasurable sex was understood by most of the community members. The project has contributed significantly to reducing maternal mortality and the vulnerability of women to Gender-Based Violence and HIV infection.

Relation to the SADC protocol

The project contributes to articles 20 (Gender-Based Violence), 26 and 27 (health, HIV and AIDS) of the SADC Protocol on Gender and Development, as well as to the Millenium Development Goals. Traditional leaders are aware of different forms of Gender-Based Violence, such as girl pledging and various forms of abuse in polygamous marriages. Through structures at community level, the community-based volunteers were able to identify perpetrators of domestic violence and refer them to the courts for prosecution. Communities are now aware of the provisions of the Domestic Violence Act, and are better able to protect themselves. There are conscious efforts by community members to prevent Gender-Based Violence.

Articles 26 and 27 aim to ensure that women and men are aware of their SRHR. WAG disseminated information on the Sexual Offences Act. Cultural practices such as polygamy and forced wife inheritance were challenged through community dialogues. WAG organised advocacy meetings with the Parliamentary Committee on Health to

discuss access to health services. Marondera district is one of the pilot districts where results-based financing is being implemented. This programme guarantees free services for pregnant women. The results are not yet apparent, but there is evidence that more women are now receiving ante-natal care and giving birth in hospital. This will contribute to the reduction of maternal mortality. Through the programme, couples are going for HIV testing before marriage and before they fall pregnant. This has contributed to a reduction in mother-to-child transmission of HIV.

Background

Despite knowledge about HIV transmission, women continue to be infected. In Zimbabwe HIV is primarily spread through heterosexual transmission, and key drivers of HIV infection are low risk perception and concurrent partnerships. Gender inequalities emanating from cultural practices, which give women a subordinate position in society, were identified as factors that put women at risk. Among the factors identified as causes of women's vulnerability to HIV infection were cultural and religious practices, gender inequalities and, multiple concurrent sexual partnerships. Zimbabwe has noted through the Behaviour Change Strategy (2006- 2010) that, despite high levels of knowledge about HIV and AIDS, people continue to get infected. Studies have shown the difficulties that women (particularly married women) face in negotiating for safer sex.

A study done by SAfAIDS (2009) revealed that behaviour is sanctioned by community norms, practices and values. The "marriage bed" was found to be a risk factor for HIV. It was also noted that SRHR were not realised by women because they were not able to question certain behaviours and practices. The project was therefore aimed at social change. A baseline survey to establish the cultural practices that make women vulnerable to HIV was conducted. The survey also sought to establish awareness levels on SRHR, and to recommend strategies for addressing negative cultural practices. The survey revealed that the selected communities had limited knowledge on SRHR, and that some of the cultural practices (such as polygamy) were acceptable in some communities. There was therefore a need to draw attention to the potential of increasing HIV through these practices.

Objectives

The project was mainly aimed at challenging cultural and traditional practices that increase the vulnerability of women and girls to HIV and Gender-Based Violence. These cultural practices also negatively influence the outcomes of pregnancy. The project therefore provides a forum for challenging practices that foster male control over female sexuality. Discussions are held at community level providing a space for men and women to debate gender issues together. The forums also help in analysing the positive and negative effects of cultural practices.

The initiative aims to influence a change in cultural and social practices. This is done through awareness-raising workshops for men and women. Traditional leaders are trained in the relevant laws (such as the Domestic Violence Act and the inheritance law). Information on HIV and AIDS is shared with community members and with traditional leaders, and education workshops are conducted at community level. The concept of SRHR was new to many community members, and hence the need to popularise it.

Beneficiaries

The project targeted traditional leaders, because they are the custodians of culture. The project

was mainly aimed at challenging cultural practices that make women vulnerable to Gender-Based Violence. Through discussions, the chiefs and headmen understood the linkages between Gender-Based Violence and HIV. Men were involved in the education workshops and discussion forums. Participatory methodologies such as role-plays and drama were used. Body mapping was a popular methodology for discussing sexuality issues. Through these activities, men were able to analyse certain negative behaviours. HIV was used as the entry point in the discussions. Women and youth (both girls and boys) were also targeted through this project.

Besides these target groups at community level, health-workers and the police were identified as important partners in the programme.

Process

A situational analysis was conducted to identify cultural practices that are harmful. The survey identified *lobola*, forced wife inheritance, polygamy and girl pledging as practices which predispose women and girls to HIV infection (although girl pledging was noted to be disappearing). Respondents, however, were initially not able to see the link between these practices and HIV infection.

Discussion forums helped WAG to determine what communities know about gender. There were three dialogues for each community (ward) over a period of three months. This allowed communities to continue discussions in the absence of WAG.

WAG partnered with a men's organisation, Padare, during the discussion forums to enable balanced debate. For some forums men, women and young people were separated and then came together again later. This ensured active discussion, as most of the issues were on sex and sexuality which are quite sensitive. A representative would then present the discussions from each group.

Education workshops were aimed at addressing the knowledge gaps identified during the discussion forums. The workshops dealt with modes of HIV transmission, condom use, laws that protect women and men, and Gender-Based Violence. There were training workshops for traditional leaders and for community members who are not in leadership positions. Peer education and community-based volunteers training was facilitated for young people, for the older women, and for women in general. These groups were trained on communicating HIV, Gender-Based Violence and SRHR information. They were also responsible for distributing both female and male condoms.



Padare launching the bikers race against GBV, Harare, Zimbabwe.
Photograph courtesy of Padare

WAG officers attended traditional court hearings to monitor whether judgements were being passed in a manner that considered HIV and AIDS issues. Linking the project with national, regional and international processes was an important part of the process. WAG participated in the female condom promotion campaign through the paper doll project. Community members, both women and men, put comments on the paper dolls that were sent to the International AIDS Conference in Washington.

Main outputs

WAG produced posters, pamphlets and booklets which outline the processes and outcomes of the project. One publication is entitled "*The Marondera experience: Traditional leaders as agents of change in the HIV and AIDS era*". The publication documents case studies from the court sit-ins that were done by WAG. Another publication, "*Challenging social norms: Mobilising communities to change social practices that make women vulnerable to HIV*", outlines the processes that were taken during the implementation of the project. Posters and pamphlets also focused on SRHR and HIV. Quarterly and annual reports were produced. *Speak Out* magazine, which was distributed country-wide, carried articles on the project. As part of the female condom promotion activities, WAG made a female condom dress which was worn at the AIDS Conference in Washington.

Main outcomes

Women and men are now informed on HIV and AIDS and SRHR. The project has increased the gender sensitivity of traditional leaders to issues brought to the village courts. It has strengthened the capacity of communities to address factors which increase the vulnerability of women and girls to HIV infection, and the ability of women to report cases of Gender-Based Violence in both traditional and civil courts. Awareness of SRHR has encouraged health-seeking behaviours, such as testing for HIV and booking early during pregnancy.

Some quotations from community members:

> "*The information we are receiving is for our own good, and we do not benefit by being shy.*" (Benard Zvarara)
> "*As a [traditional] leader I am very happy with WAG's programme.*" (Shepered Zenda)
> "*I always thought that the deceased's estate goes to male relatives of the deceased man. The WAG project taught me that this is not necessarily so and that I should fight for what is mine.*" (Blandina Mhaka)
> "*Hatidi varume vanoita upombwe kana kushungurudza vakadzi mhani muno maSeke.*" (Chief Svosve)

Communities are now better able to identify and report violence against women to police.

Challenges

The project did not experience many challenges. The major challenge was in 2008, when there was high inflation rate and it was difficult to plan and budget for activities. Another challenge was in addressing the cultural practices, but since this was the aim of the project the planning had included ways of addressing the challenge.

There was a challenge during the training when traditional leaders refused to touch condoms, as they were viewed as something used by sex workers. The project was implemented over a long time to allow for behaviour change. Partnering with a men's organisation also helped address the challenge of WAG being seen as an organi-

sation that hates men. This helped to facilitate buy-in to the programme by traditional leaders and the broader community.

Lessons

WAG learnt that it is critical to engage traditional leaders when talking about gender issues. It is also important to refer to the laws in the country, so that there is an understanding of why certain practices are criminal. For example the Domestic Violence Act highlights virginity testing as criminal.

Through implementing the project, WAG learnt the importance of working with other organisations. Women who had been abused were housed at Musasa, which is an organisation that offers shelter to abused women. Survivors of violence will receive counselling in the shelter, to enable them to make decisions on a way forward.

Working with Padare, a men's organisation, was important as it allowed discussions on gender without the stereotyping that gender is about women. Engaging men allowed for an understanding of why women should go for ante-natal care and deliver their babies in hospitals. WAG learnt that having volunteers in the community helps in the sustainability of a programme.

Through the programme, WAG was able to develop partnerships with service providers such as the police and health-workers. This made it easier to define and follow up on the referral path for survivors of Gender-Based Violence.

WAG was also able to take up issues at the national level, engaging the Ministry of Health and the Parliamentary Committee on Health through advocacy platforms.

Replication and sustainability

The project can be replicated in other areas of Zimbabwe and throughout the region. The methodology for implementation was well documented, and there are publications that outline the challenges and successes of the project.

Gender inequality in Zimbabwe is an obstacle to the realisation of women's rights. Inequalities in access to education have left many young women (especially those out of school) with limited access to information on SRHR, which translates into a lack of power to negotiate for safer sex, and increases their vulnerability to sexual abuse. These challenges are the same in all parts of Zimbabwe, so this project remains relevant throughout the country. There is a need to raise awareness about SRHR and GBV throughout Southern Africa. The project is sustainable because there are members of the community who have been trained. These people are responsible for educating communities on SRHR issues, including HIV. Traditional leaders have understood the issues and are able to use the information when presiding over matters. For example they now know that rape is criminal, and that cases of this nature cannot be tried in a traditional court. The clearly-defined referral pathway also contributes to the sustainability of the intervention.

Sea-Point Support Group Lesotho

Category	Locality/organisation	Presenter
Sexual and Reproductive Health Rights, HIV and AIDS	Sea-Point Support Group	Mamello Morrison, Chairperson



Mamello Morisson of the Sea-Point Action Group.
Photo: Razanadratefa Zotonantenaina

Income generation for community-based organisations is a good practice that ensures the sustainable flow of support for people living openly with AIDS (PLOWA), gives affected families a degree of independence, and builds a community that is resilient and self-reliant. It also ensures individual pride and human rights.

In the particular case of HIV and AIDS, it ensures that access to treatment and nutritional support are there.

Relation to the SADC protocol

Access to treatment for women (who are in the majority in our case), men and children (target 25) can only be assured through financial support from this activity. Sea-Point is a peri-urban area plagued by extreme poverty, and the situation is compounded by alcohol abuse, single-motherhood, no education and despondency.

Access to treatment is limited and adherence weak.

Background

Early in 2000, a group of women came together to form an advocacy group to raise awareness on HIV and AIDS. This was as a result of a series of deaths of young people who were obviously HIV-positive yet families refused to accept that status.

Advocacy work and the home-care we provided needed money, especially since at the time treatment was not free, but the most costly item was transport. We approached the office of the first lady to help us start an income-generating activity to support our activities. We then identified traditional *motoho* as a possible cost-effective income-generation activity. The office gave us support.

Extract from the Sea-Point constitution:

> "3.2 To promote understanding and acceptance of the prevalence of HIV and AIDS within the populace; and that in general health care is the responsibility of members of the society;
>
> 3.3 To promote basic understanding of good nutrition in the fight against diseases in general and HIV and AIDS in particular."

Objectives

The process set out to explore the possibility of translating a popular sorghum-based non-alcoholic

beverage into a viable economic activity that would utilise the skills available (limited academic achievements) and the energy and zeal of local women.

Beneficiaries

Our target is PLOWA and families of PLOWA, particularly young girls who bear the burden of nursing their sick unmarried mothers, as well as grandmothers who are normally left with the grandchildren.

Process

We first requested financial support from office of the first lady, as that office had generously provided seed money to the tune of R5 000 to fifteen locally-based support groups. We presented our proposal to that office.

The next step was to explore availability of technical guidance, which we received from the poverty reduction office in the office of the prime minister. We also needed additional funding which we got from the American embassy.

We then identified a local supply of sorghum and the supply of other raw materials from South Africa.

Exploratory production (to ensure required quality and sampling at a few local retailers) preceded full-scale production and sale to the public, especially informal traders.

Main outputs

There are about 67 clients, ten HIV-positive children (below ten years old) and 94 children. We also established the Sea-Point Support Group youth club, where children were taught beadwork, cultural dances, children's rights and health issues (especially HIV and AIDS).

Extract from Sea-Point Support Group constitution:

> "3.1 To ensure that within the Sea Point Area of Maseru, basic health care is espoused, the ***traditional caring spirit of the Basotho nation*** is restored in general and in particular in the case of the sick, the elderly and orphaned and that ***people empowerment*** is achieved through self-help projects and programmes" (emphasis added).

This talks to the multiple role of women who care for families as well as engaging in initiatives towards economic empowerment. The support group collaborates with some key stakeholders like Baylor and Phela in providing affordable nutrition to PLWA.

Main outcomes

Mpho Lerotholi was 12 years old when she was diagnosed with germ stem cancer, which caused a big tummy that looked like pregnancy. She was stigmatised and suffered the wrath of a father who is a street vendor.

Being a member of the Sea-Point Support Group Youth club consisting of OVC, she was taken for expert medical evaluation by the support group, and later transferred to Bloemfontein where the cancer was arrested.

She is now in Form A-first grade in Junior Secondary. Her schooling is paid for by the support group.

Health improves for the patients as the support group is able to monitor their TB treatment, ART adherence, and provides continuous counselling, especially for discordant couples.

We provide supplementary food to clients, especially those younger than 12 years old (ten in number). We support families of clients in cases of burial, and we supplement uniform and fees for children in high school (15 in number).

Challenges

The main challenge is unavailability of sorghum locally, which means that we have to resort to importing it from South Africa at the expense of poor quality. We have started planting our own sorghum on rented fields.

Another serious challenge is people who take advantage of the support group processes and migrate to Sea-Point when they are seriously ill, so that the support group bears the expense of either nursing them or transporting them back to their places of origin. This challenge is heightened by the fact that Sea-Point is next to the South African border and on the periphery of Maseru (the capital city), and urban migration is a serious challenge and reality.

We are not able to discriminate against those from outside Sea-Point, who are in fact the majority of those we take care of.

Lessons

Lesson one is that innovation pays. We tried an innovative process and it paid off. We also learnt that innovation has to be augmented with modernisation, because of the growth in technology - without the use of preservatives, our product would not have passed the test of bottling. In the process we have also learnt the importance of Hazard Analysis Critical Control Point (HACCP) in the food industry.

Traditional food has great potential for sustainable income-generation, and we are exploring the possibility of increasing our food range.

Replication and sustainability

The process is replicable, which is why the town is full of copies of our product. People have ventured into replicating our product without understanding the intricacies of the process, and have produced very good copies. But our product still stands out in the midst of all our competitors, and we have increased production and assets.

It is replicable locally and regionally. In fact we are planning to expand into South Africa where the product is very popular. We are also hopeful that Botswana can produce a good market for the product, especially because of the quality of Botswana sorghum.



Choolwe Lipinga of the Livingstone municipal library, Zambia.
Photograph: Cynthia Kalizinje

Livingstone Library Zambia

Category	Locality/organisation	Presenter
Sexual and Reproductive Health Rights, HIV and AIDS	Livingstone City Council	Choolwe Lipenga

The Livingstone City Council, in line with its HIV and AIDS policy, operates a health corner in the library, providing information on HIV and AIDS, reproductive health and other health related topics such as TB and Malaria. The corner includes books and reading materials, posters, fliers and brochures on behaviour change, family planning.

The organisation that has been most helpful in providing materials is Afya Mzuri. Others are the National AIDS council, the Central Statistical Office and UNAIDS. Materials include male and female condoms, DVDs and videos on HIV and AIDS. The condoms, fliers, brochures and posters are given to organisations involved in HIV and AIDS, health care and sensitisation work. This service has proved to be a useful channel through which the local authority can contribute to the well-being of the community and the fight against HIV and AIDS.

Relation to the SADC protocol

The activities of the health corner contribute to the attainment of the 28 targets of the SADC Protocol on Gender and Development, as provided for under articles 26 and 27. Article 26, is concerned with reducing the maternal mortality rate and ensuring access to quality sexual and reproductive health services, whereas article 27 is concerned with prevention, treatment care and support in relation to HIV and AIDS.

The health corner contributes to the attainment of these targets through the provision of detailed information in books, posters, brochures and fliers on family planning, HIV/AIDS, malaria, tuberculosis, as well as directories of organisations providing treatment of people infected with HIV and AIDS. Information on malaria (such as use of mosquito nets) helps reduce cases of malaria in pregnancy, which contributes to the reduction of maternal mortality.

Objectives

The relevant targets are to develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men, to develop gender-sensitive strategies to prevent new infections, and to ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls. The initiative also aims to develop and implement policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, as well as the allocation of resources and psychological support for care-givers and promoting the involvement of men in the care and support of People Living with AIDS.

The programme was born out of a desire to play a part in the creation of awareness on health

issues, and to mitigate the impacts of HIV, AIDS and other life-threatening illnesses. An avenue such as the library was thought of because some people do not like the idea of visiting a hospital or health centre where they would have to ask a third party to get the answers they are looking for, especially when it comes to HIV and AIDS because of the stigma society has tended to associate with it.

In a library, people are able to get information on any topic without anyone really noticing their area of interest or questioning them. People who come to the library are those who are interested in knowledge, and it was thought necessary to add health-related material to the resources that they can find in the library. Some young people, especially girls, may be too shy to walk into a health centre or hospital and ask for condoms.

It also felt like a great idea to help bring about the realisation that the library can provide helpful information on health, not just academic books (as perceived by most people). The fact that organisations involved in behaviour change and health-care work are able to come to the library to collect materials to use in their outreach and sensitisation work also shows that, through partnerships, we can achieve a lot in improving quality of life, health and well-being as well as winning the fight against HIV and AIDS. This activity is surely making the work of care givers easier as it provides some of the useful materials they need as they carry out their work.

The Livingstone City Council Public Library health corner set out to provide reading space, books and reading materials for people to learn more about health issues, with a bias towards reproductive health, HIV and AIDS. It provides people living with HIV and AIDS and the general public with the information they need to lead healthy and informed lives, complementing the work of hospitals, clinics and health centres in addressing health issues, especially those pertaining to reproductive health, HIV and AIDS. In this way it contributes to the fight against HIV and AIDS, and helps to reduce maternal mortality.

Beneficiaries

The health corner targets the general public, the youth (and especially girls, as they tend to be vulnerable to unwanted pregnancies), people living with HIV and AIDS (some of whom had come to the library to find information on how to take care of themselves, especially what type of food they should and should not eat), health workers and care-givers, taxi and mini-bus drivers, and employees of the Livingstone City Council.



Livingstone Council Town Clerk Vivian Chiwila (left) receiving GL publications from Faides Nsofu during a COE workshop held at Wasawange Lodge in Livingstone, Zambia.
Photograph: Cynthia Kalizinje

Process

Having noticed an information need and gap, efforts were made to source and collect materials on different health topics, including family planning, malaria, tuberculosis, HIV and AIDS. A number of organisations were requested to donate books and reading materials on health. Among the first to respond favourably were UNAIDS, the National AIDS Council and the Network of Zambian People Living with HIV/AIDS.

Over time, Afya Mzuri came on board to provide a larger part of the materials in the health corner. They not only provided books and reading materials but also condoms, DVDs on different health topics in both the vernacular and English, and a computer. The Central Statistical office also donated books on the Zambia Health and Demographic Survey.

Main outputs and outcomes

The main outputs of the health corner have been the distribution of fliers, brochures, posters and condoms to organisations involved in behaviour change and health-care work, the provision of books and other reading materials for library clients and researchers to refer to for their different information needs, and placing of condoms in toilets at the civic centre and other council public toilets.

The library also provides information, educational and communication materials and condoms to the community section of the Livingstone City Council, as they do community outreach and sensitisation.

The library shows DVDs and videos to library users and allowing them to watch and learn from the stories and messages therein (a computer and headsets have been set aside for this purpose), and displays posters on family planning, positive living, abstinence condom use and rape, among other things.

There has been an overwhelming response from organisations such as the Planned Parenthood Association of Zambia and the Network of Zambian People Living with HIV/AIDS. These organisations have found the materials that they have collected from the library useful in their work. Schoolgirls have come in numbers to collect brochures, such as the one on girls and growing up. The general public has shown interest in fliers and brochures dealing with questions such as most frequently asked questions about HIV and AIDS, most frequently asked questions about STIs, Our Family Choice on family planning. Other than that people always read through the posters displayed in the health corner.

Condoms have been placed in public toilets, and the general public has responded very well. In some toilets, especially those near taxi ranks, over one hundred condoms are picked up in a day.

Challenges

One of the major challenges has been getting individuals and organisations to know about the existence of the health corner, and to accept the fact that a library can actually be useful in disseminating information and other materials to address HIV and AIDS and other health-related issues.

This has been addressed through weekly displays outside the library, during which fliers are distributed to make people aware of the existence of the health corner. The organisations that collect materials from the library have informed some of their partners about the existence of the corner, and they have then also come to make use of the facility.

Another challenge has been the lack of internet connectivity at the library. This is a challenge in that internet availability will make it possible for more services to library health corner users, such as access to web portals on HIV and AIDS, reproductive health and other health issues.

This has been partially addressed in that the Livingstone City Council Information Technology Section has been requested to put an internet connection in the library, and this should be done before too long. This will go a long way in making the health corner more viable and in tune with modern information provision.

Lessons

Among the lessons learnt is that the service that Livingstone City Council is providing through the health corner would not have been possible without the involvement of various stakeholders. This has demonstrated that these relationships have to be harnessed, and more stakeholders need to be brought on board to ensure continuity and innovativeness in the health corner.

More needs to be done to ensure that people know about the existence of the health corner. This will be addressed by engaging local media in advertising the health corner, and by more aggressive distribution of fliers.

It has also been realised that health is dynamic and more avenues need to be explored if people's needs are going to be met, and the fight won against maternal mortality, HIV and AIDS. This will be addressed by constantly finding new ways of improving lives, especially those of vulnerable women such as those in prison. New partnerships will also be sought in an effort to address these changing needs.



Livingstone city council Librarian Choolwe Lipenga doing a presentation at the COE workshop in Livingstone, Zambia.
Photograph: Cynthia Kalizinje

Replication and sustainability

This process can certainly be replicated by others. Health is a concern of every race and ethnic group. Every nation is concerned about reproductive health and the HIV and AIDS pandemic. With that in mind, it must be noted that there are many organisations across the globe concerned with the provision of materials to address HIV, AIDS, reproductive health and other health issues. As long as there is interest, zeal and genuine concern, a lot of similar partnerships can be formed to meet similar needs, not only in libraries and information centres but in any organisation that has the capacity and the willingness to handle such an undertaking. Health is dynamic and will remain a concern as long as people exist.

For the project to continue beyond its current life-span, there is a need to nurture existing relationships with current stakeholders, and also bring on board other stakeholders to encourage new ideas and better ways of doing things. This will keep people interested in the service. There is also a need to ask the beneficiaries and intended recipients how best the corner can serve them. In other words, emphasis has to be placed on feed-back to ensure that the services being provided are relevant and needed by the intended recipients.

PEACE-BUILDING AND CONFLICT RESOLUTION



Members of the Zambian Airforce celebrate International Women's Day.
Photograph: Albert Ngosa

In terms of Articles 29-31 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific target by 2015:

- Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Security Council Resolution 1325 on Women, Peace and Security.

Conflict is endemic in any society where inequalities exist, and Southern Africa has some of the most unequal societies in the world.[17] Conflict affects men, women, and children in different ways.[18]

Large-scale forms of violent conflict occur in wars over mineral resources (e.g. in the DRC), but women throughout the region are also affected in gender-specific ways by electoral violence, strikes, service delivery protests, racism, xenophobia, and police brutality. In addition, many women are subject to violence in their own homes on a regular basis, and to routine threats, intimidation and assault in the street. Peace is more than just the absence of overt conflict. It is a context in which people feel safe. Peace-building is a process by which people construct a society which is free of inequality and fear.

While progress is being made throughout the region to integrate women into male-dominated state security structures, these structures are not always very effective in reducing the personal insecurity of women - and in fact they often remain part of the problem.

UN Security Council Resolution 1325 recognises the particular impact of armed conflict on women and girls, and encourages their represention in peacebuilding structures.[19] The Botswana Police Service is therefore deploying specially-trained women in international peacekeeping and peacemaking operations. This encourages further women's participation, because women are more comfortable when topics which involve gender and sexual exploitation are presented by a woman.

Tanzania Women in Peace (TAWOPE) is an initiative started by three individual women to document peace and security issues and to advocate around community awareness. The intervention is a response to civil conflict among the farmers and cattle-keepers of up-country Tanzania, which was accompanied by an increase in reports of rape amongst women, girls and youth. With a particular focus on women, the organisation recognises that the whole community needs better information, especially on maternal health and available services.

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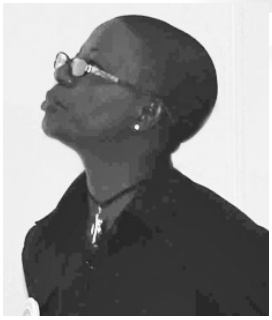
17 See, for example, Muchena, Deprose and Herbert Jauch (eds) (2011) Tearing Us Apart: Inequalities In Southern Africa Johannesburg: Open Society Initiative for Southern Africa (OSISA), available online at http://www.osisa.org/books/economic-justice/regional/tearing-us-apart-inequalities-southern-africa (accessed 19/6/2013). See also Mubila, Maurice (2012) Income inequality in Africa African Development Bank briefing note 5 (available online at http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/FINAL%20Briefing%20Note%205%20Income%20Inequality%20in%20Africa.pdf (accessed 19/6/2013).

18 Porter, Elisabeth (2007) Peacebuilding: Women in International Perspective Oxon: Routledge, partially available online at http://books.google.co.za/books?id=YaTVJp_yUCMC&pg=PR8&lpg=PR8&dq=Porter,+Elisabeth+%282007%29.+Peacebuilding:+Women+in+International+Perspective.+Oxon,+UK:+Routledge.+ISBN+978-0-415-39791-9.&source=bl&ots=i3m39B_Ju4&sig=r2OfdfP-NZ8J5bfE5bR_aLaUjzY&hl=en&sa=X&ei=0abCUY2DLqmh7AasrIC4Bw&ved=0CDEQ6AEwAQ#v=onepage&q=Porter%2C%20Elisabeth%20%282007%29.%20Peacebuilding%3A%20Women%20in%20International%20Perspective.%20Oxon%2C%20UK%3A%20Routledge.%20ISBN%20978-0-415-39791-9.&f=false (accessed 19/6/2013).

18 UN Security Council Resolution 1325 is available online at http://www.un.org/events/res_1325e.pdf (accessed 20/6/2013).

Botswana Police Service

Category	Locality/organisation	Presenter
Gender-Based Violence/ Peace-building	Botswana Police Service	Kedibonye Emily Kula, Public Prosecutor



Kedibonye Kula of the Botswana Police Services.
Photograph: Vincent Onthusitse

One way to safer communities

As a trained woman peacekeeper I have facilitated discussions on Gender-Based Violence locally and regionally. The course that I facilitated was intended to cover what is meant by Gender-Based Violence, the implications, factors contributing to it, perpetrators of Gender-Based Violence, and how to investigate gender cases. Police officers who were to be deployed in conflict areas were trained in these aspects because that is where Gender-Based Violence is rife.

I facilitated in our region, specifically in Malawi and Namibia, aiming at preparing the contingent who were to be deployed in the African Union Hybrid Operation in Darfur (UNAMID), the United Nations Mission in South Sudan (UNMISS), the United Nations Integrated Mission in Timor-Leste (UNMIT) and other missions. It is a good practice because the contingent were to be deployed in areas where GBV is prevalent, hence the need to know the best ways to deal with such violence, and also for them to be trained to consult with both men and women regarding decisions that affect them in post-conflict countries.

I also facilitated the Train the Trainer course whereby police participants from SADC region were trained to be trainers in issues of Gender-Based Violence in the context of peacekeeping. The training included police officers from Botswana, Lesotho, Mauritius, Malawi, South Africa, Swaziland and elsewhere.

Relation to the SADC protocol

This activity contributed to the targets of the protocol because the officers who attended the training were equipped with an understanding of gender equality, protection, and empowering women. The training also contributed to the elimination of gender discrimination and sexual harassment in the police sector. The trainees appreciated that there is a need to have more women in the police so that they deal with cases of Gender-Based Violence, because most of the victims feel more comfortable when they are assisted by women.

Women in conflict areas are vulnerable to abuse and GBV because legal structures and law enforcement would have collapsed, and perpetrators take advantage of that situation. Some women end up in marriages of convenience just because they are in poverty, need security, and they don't have anything to give to their children. Such situations come about because of the conflict. The training contributed a lot because the officers were then deployed to missions in countries such as Sudan, where Gender-Based Violence is used as a weapon

of war. The officers are still in Sudan and are in better position to investigate and testify against perpetrators because of the training that they received.

Background

The United Nations Security Resolution 1325 of 2000 (UNSCR 1325, 2000) and The United Nations Security Resolution 1820 of 2008 (UNSCR 1820, 2008) intend to address issues of Gender-Based Violence, peace and security. This intervention came about as a way of responding to these resolutions and other declarations that address gender issues, gender equality, the security of women and girls. Resolution 1325 reaffirms the important role of women in the prevention and resolution of conflicts and in peace-building, and stresses the importance of their equal participation and full involvement in all efforts for the promotion of peace and security. It also emphasises the need to increase women's role in decision-making with regard to conflict prevention and resolution.

The intervention is also a response to the prevalent rates of gender-based crimes. The training prepared the contingent for investigating crimes associated with Gender-Based Violence and for the subsequent prosecution of perpetrators. Resolution 1325 calls all parties in armed conflicts to take special measures to protect women and girls from gender-based crimes, particularly rape and other forms of sexual abuse, and other violence found in situations of armed conflict. The training emphasised the responsibility of all trainees to put an end to impunity and to prosecute those responsible for crimes.

Another concern was that civilians, and particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements. This impacts directly on durable peace and reconciliation. I was part of the facilitating team as a woman, training other women and some men, in a response to Resolution 1325. Some participants were encouraged to see a woman facilitating in the context of peace-keeping, because they thought that situations of wars and conflicts need men to address them.

Objectives

The training was intended to achieve several objectives locally and at regional level. It aimed to define gender and understand the relationship between gender and culture in war-torn areas, and to equip the trainees with information on how gender relationships are transformed by violent conflicts. Another objective of the process was to see how police officers' effectiveness is improved by respect for human rights, and to improve their ability to integrate gender awareness into all their police activities.

The training included a discussion of the impact of conflict on women and men, and also on the implications of Gender-Based Violence. It helped the participants to be aware of the policy framework in dealing with Gender-Based Violence and sexual exploitation, and to understand conflict resolution processes, since they were to be deployed in areas where there are wars or conflicts going on.

It aimed to enhance the police officer's knowledge of the promotion of gender equality and the protection of women in conflict areas.

Beneficiaries

The training was for police officers who were to be deployed to Sudan (North and South) and Timor-Leste where there are ongoing conflicts.



Botswana Police from Kgatleng District march against Gender-Based Violence.
Photograph: Vincent Onthusitse

The Southern African Regional Police Chiefs Council Organisation (SARPCCO), through the coordination of Institute for Security Studies (ISS), was responsible for all the logistics around the Training for Peace programme. There were 61 police officers from Malawi and 40 from Namibia.

Process

I was selected to attend the Train the Trainer course in peacekeeping at the Botswana Police College, during which I was introduced to gender issues. I was then selected to proceed to Mozambique because I was one of the participants who did exceptionally well.

In Mozambique I satisfied all the requirements, and after several presentations, role plays, and exercises was certified by SARPCCO and ISS as a regional facilitator in peace operations.

Main outputs and outcomes

The effectiveness of the training was felt and seen by all those who attended, and even the host countries appreciated my active involvement in the facilitation team. Women participants were more comfortable when topics of gender and sexual exploitation were presented by a woman. In Malawi and Namibia I was the only woman facilitator, and the rest were men. I had to deal with all the topics that involve gender issues.

The coordinating organisation (ISS) sent a letter of appreciation to the Commissioner of Police, thanking him for allowing me to go and facilitate.

Challenges

During the process of implementing the project, I had some challenges in the use of the official language, because in some countries English is not spoken. Some trainees did not understand English, and I had to use an interpreter. This took a bit more time, since he had to interpret what I said from English to Portuguese, and then interpret their responses from Portuguese to English.

Another challenge that I experienced during the implementation of the project was that the training period was too short. It was intended to be a three-week programme, including tests and field exercises, but it was condensed into a period of only one week. This was done by working more hours - the lessons started at 0700 and ended at 1800, including weekends.

Time to prepare for lessons was also a challenge, because as a public prosecutor I had to commute every day from Sowa to Francistown to prosecute the station cases at court, and I could only prepare for the training when I was off-duty, at the same time having to attend to household chores. I resolved the issue by being up doing preparation late into the night.

Lessons

I have learnt during presentations that some of the police officers were once deployed on missions to carry out the police mandate. These officers had experience when it comes to gender issues, violence and conflict resolution. They shared their experiences of mission areas, the types of cases of Gender-Based Violence they came across, and how they dealt with it.

From the experiences that they shared during class I learnt that the culture and religion of the host country has to be totally respected. I also learnt that officers who engage in Gender-Based Violence are deported to their own countries, which is embarrassing.

Replication and sustainability

The process is of paramount importance and the need is ongoing, so the process can be replicated by other stakeholders. This will help them to address Gender-Based Violence properly without becoming perpetrators, and will also help them to benchmark from our strategy. This will lead to the eradication of Gender-Based Violence.

I am of the view that my country has to replicate the process of deploying trained officers to war-torn areas to use the knowledge that they have received, and take part in protecting victims of Gender-Based Violence and preventing gender crimes.

For the project to continue beyond its lifespan, the country has to contribute towards the deployment of peace officers in areas that are affected, because they will apply the skills they have been taught to save the communities that are vulnerable to Gender-Based Violence. The project will be copied and replicated by others, because its effects will be seen and recognised globally.

Women in Peace Tanzania

Category	Locality/organisation	Presenter
Peace-building	Tanzania Women in Peace Networking (TAWOPE)	Rustica Haule



Rustica Haule of TAWOPE.
Photograph: Gender Links

Awareness workshops on conflict resolution, peace and security

TAWOPE was founded by three women with different professions - a journalist, a teacher and a social worker. After attending a special training on peace and security in 2004, they formed the organisation together.

TAWOPE's vision is to document peace and security issues and to advocate around community awareness. Meanwhile, although TAWOPE is working on behalf of the women, it also has a duty to educate the whole community in order to involve men in every activity, in and out of the home, including child preparedness before, during and after the baby is born.

Relation to the SADC protocol

The most important areas TAWOPE looked at are MDGs 4 and 5, the gender and poverty MDGs. These are specific areas where TAWOPE focuses its efforts to make sure that Tanzanian women are respected by all the people around them. Better health services from the beginning of pregnancy to delivery and post-natal services are essential. The mother and the newborn child must be given optimal conditions and good health services, in line with Article 26 of the gender protocol and the MDGs.

Background

This intervention started after some regions in up-country Tanzania erupted into civil conflicts among the farmers and cattle-keepers. In a situation like that, those who are most affected are women. When it comes to health services, including maternal health, women are the most vulnerable persons. More rape cases were reported amongst the women, girls and youth. TAWOPE realised that women and the whole community needed knowledge on maternal health and available services. TAWOPE collaborated with Medical Women's Association of Tanzania (MEWATA) during the implementation.

Objectives

The project set out to assist women with health information during the conflict situation, to assist women and youth in finding counselling services, to provide family planning services and information, and to pressurise government to establish health services around the conflict area.

Beneficiaries

The goal and mission of TAWOPE in all its programmes is to make sure that the whole community, including women, men, the youth

and disabled people, should enjoy their rights and live in a peaceful and secure area.

Process

TAWOPE uses various approaches to obtain information from the community, including awareness workshops, counselling, research and documentation to get to know what is going on in certain areas.

Main outputs

Outputs have been in the form of competent facilitators, related equipment, and ensuring enough funds for implementation.

Main outcomes

The main outcomes include women, men and youth being empowered with information relating to health, the review of government policies on education and economics, activities related to the project, and the encouragement of community members after counselling.

Challenges

Challenges have included the need to work slowly with women, teaching them step by step, and a lack of funds which made some areas hard to reach. We just use all possible means to travel to the affected areas and stay with them for a week, conducting awareness sessions and providing the information necessary for them to access health services.

Lack of support from the government has been a challenge. In all our activities we have tried to incorporate the government sector so that they can understand what is going on.

Minimal or no support from other stakeholders has also been a challenge. TAWOPE managed to incorporate some stakeholders by explaining TAWOPE's mission and vision.

Lessons

TAWOPE learnt more about the process, and some additional activities were identified along the way. TAWOPE is working with the community despite the challenges, and is planning a huge project to empower women using the Land Law Act, which allows women to own land of their own.

Replication and sustainability

Replication and sustainability is possible, because conflict situations occur in almost every African country. It is easy for an organisation to adopt what TAWOPE is currently doing in conflict situations. The opportunity for sustainability is there, because affected people need all the necessary services for a very long period, although the facilities to do this remain a major challenge.

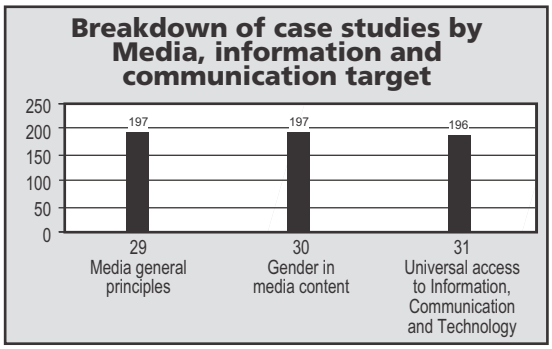
MEDIA, INFORMATION AND COMMUNICATION



Libakiso Matlho (left) with a television crew in Lesotho.
Photograph: Gender Links

In terms of Articles 29-31 of the SADC gender protocol, all states in Southern Africa are obliged to meet the following specific target by 2015:

- Take measures to ensure the equal representation of women in ownership and decision-making structures of the media, in accordance with article 12.1 that provides for equal representation of women in decision-making positions by 2015.



Media case studies from the summit process show a remarkably even spread of focus on general principles, media content, and ICT access.

Media Centres of Excellence

Building on experience gained in mainstreaming gender in local government structures, Gender Links has since 2011 applied a similar methodology to mainstream gender in media houses and in institutions that train media workers.[20] Research indicates that although progress in transforming gender relations in the media is extremely slow,[21] significant gains can be made working with individual institutions.



Media literacy leadership skills training course for Women in Politics, Municipal Council of Quatre-Bornes, Mauritius.
Photograph: Ghirish Abdoosee

In addition to ensuring buy-in, conducting a situational analysis, holding inception workshops, facilitating the drafting and adoption of a gender policy, monitoring and evaluation, Gender Links provides back-stopping and ongoing support to the institutions involved so that they can meet the media targets set by the SADC Protocol on Gender and Development.

[20] More information is available at http://www.genderlinks.org.za/page/media-centres-of-excellence and at http://www.genderlinks.org.za/article/gender-mainstreaming-centres-of-excellence-in-media-education-and-training-2011-06-24

[21] For example, the Gender Links 2010 Gender and Media Progress Study found only a 2 percentage point increase in the proportion of women news sources compared to the 2003 Gender and Media Baseline Study. The baseline study is available online at http://www.genderlinks.org.za/attachment.php?aa_id=10203

Group Express de Madagascar

Media house		Baseline Score	Latest Score
***Group Express de Madagascar (L'Express de Madagascar, Ao Raha, L'Hebdo de Madagascar* and the women's magazine *Essentielle*)**		**73**	**73**
Population/ audience	**Key characteristics**	**Presenter**	
Intellectuals for *Express* and *l'Hebdo,* and the population in general for *Ao Raha*	**High rate of readers**	**Rabary Lovasoa, Publication Director**	



Rabary Lovasoa, Publication Director of Group Express de Madagascar.
Photo: Razanadratefa Zotonantenaina

The Group *L'Express de Madagascar* is a press group publishing four titles: *L'Express de Madagascar* (a bilingual daily newspaper), *L'Hebdo de Madagascar* (a weekly francophone newspaper), *Ao Raha* (a daily Malagasy newspaper), and a monthly women's magazine titled *Essentiale*. Since February 2013 the group has also broadcast programmes on local radio from Monday to Saturday.

The group has 205 employees (46 per cent of whom are women). Some posts are exclusively occupied by men such as the diffusion department, and others by women (designing and editing). The group has collaborated with Gender Links since 2009.

The group does not have a discriminatory policy, positive or negative. No gender criteria are applied in recruitment or in designation of posts. At present, positions of responsibility are mainly occupied by men, but four departments out of ten are led by women: advertising, human resources, and direction of the feminine magazine departments. There is no difference in salaries due to gender - the same work means the same remuneration.

In 2011, the group adopted an editorial policy concerning professional practices. Gender issues and the protection of human rights are included in this policy. In 2012, the group adopted and officially launched two engagements towards gender equality with Gender Links, and another one on children's rights. The engagement of the media house on gender does not include quotas, but it reminds the enterprise of its particular obligations towards women - rights such as maternity leave, flexible hours for breastfeeding, and intolerance towards sexual harassment in the workplace. This engagement demonstrates the willingness of the institution to mainstream gender in its administration and in the content of information. Implementation of these engagements is supervised by the editorial director and his or her assistants for each press title.

Gender equality is important for the group. In recent years there have been more women than men applying for jobs, and there are few men in

the newsroom. The group encourages applications by women and is committed to the equitable treatment of each employee. There is a commitment to respecting rights, and especially the rights of women. Sexual harassment is not tolerated, and media coverage aims to give equal voice to women and men. The group raises public debates on subjects such as abortion, prostitution, and sexual education, and avoids material that may humiliate women or convey gender stereotypes.

The training sessions organised by Gender Links for journalists have enabled the group to create debates within the media house and to sensitise employees on the importance of gender issues. Gender Links has also helped the enterprise to draft and implement a gender action plan which greatly facilitates mainstreaming gender. During the international day for women and the international day for the fight against violence, the group dedicated a special edition to women activists. On 8 March (International Women's Day), the majority of the articles published were written by women.

Having two owners (in Madagascar and in Mauritius) is an advantage for the group, because there is a balance in the administration. No decision is taken without the agreement of the two first managers. It is one of the best ways to prevent problems.

Like women, men are conscious that what is important in work are skills, knowledge and competence. There are few women in the administration because many of them lack confidence in themselves. However there is no distinction in the articles; everyone (man or woman) is free to choose their subject. Men can write articles about maternal health or child rights, women can write about politics, the economy, sports, and so on.

Challenges include the lack redundancy, and the stability of the enterprise. The group's strengths include its human resources (the production on line), and the fact that there are two press owners. Weakness, however, are that some articles are censored, and that the pay is not so high.

Opportunities are presented by training, travel, and the perseverance of employees, and threats are in the form of insensitivity (on the part of managers or employees).

Mauritius Broadcasting Corporation

Media house	Baseline Score	Latest Score
Mauritius Broadcasting Corporation	73	73
Characteristics	**Presenter**	
The only public broadcaster in Mauritius, MBC has both TV and Radio and broadcasts in English, French and Creole	Soondaree Devi Sooborun	



Soondaree Devi Sooborun of the Mauritius Broadcasting Corporation. *Photo: Trevor Davies*

Gender Links's relationship with the Mauritius Broadcasting Corporation (MBC) is more than a decade old. When GL worked with the MBC to develop its gender policy back in 2003, no one knew that this was the beginning of a dynamic and catalytic relationship that would see the MBC becoming a Centre of Excellence for gender in the media.

As the first institution to develop a media house gender policy with support from GL, the MBC has become a good example of how buy-in from the highest levels of any institution leads to effectiveness. As the GL team sits with Director-General Dan Callikan and the Deputy Director-General Soondaree Devi Sooborun, it becomes evident that management takes gender mainstreaming seriously. Not only has management signed a memorandum of understanding (MOU) with GL signalling its commitment to transforming gender relations in and through the media, it has gone on to ensure that every employee is aware of this commitment and that the gender policy becomes a living document.

The fact that the gender mainstreaming process at the MBC is driven from the top has ensured effectiveness. Management buy-in has also made it possible for gender programmes to thrive at the MBC. For example, management has put in place monitoring and evaluation systems to ensure that all programming is in line with the gender policy. Deputy DG Sooborun is responsible for monitoring the implementation of the policy. This includes ensuring that all advertising goes through the quality control unit for verification before going on air.

When the MBC developed its gender policy the proportion of women sources stood at 14 per cent. Through continued efforts and backing by management, this rose to 28 per cent as indicated in the 2010 Gender and Media Progress Study, (GMPS). Speaking at the 2010 Gender and Media (GEM) summit, Sooborun said that awareness of the gender gaps in MBC coverage had prompted the public broadcaster to think deeply about the broader issues of voice, responsiveness and what it means to be a public broadcaster that represents the views and voices of all segments of the population.

This is reflected in the way that the MBC has worked to ensure that gender is mainstreamed in both content and institutional practice. During the 2012 self-monitoring exercise, it emerged that

the proportion of women sources has gone up to 40 per cent for TV and 58 per cent for radio. But the question is: what strengthens this desire to include different voices in the media? The answer points to the diversity of Mauritian society. Mauritius is an Indian Ocean island comprised of different races, tribes and cultures. This diversity is captured in the different languages spoken in the country (Creole, English, French, Hindi, Mandarin and Bhoj puri). Creole is the language that has brought different cultural groups together as they try to forge a common Mauritian identity.

Director General Dan Callikan says that "the diversity of Mauritian culture has also contributed to the way that the MBC approaches issues of diversity, ensuring that there is no prejudice." This belief in unity in diversity has seen the MBC working to show that all constituent groups in Mauritius, women and men alike, find expression at the MBC. He further adds that, "What you see at the MBC is a result of a vision of what Mauritian society is all about. Respect for the equality of all groups of the Mauritian population."



Hon. Herve Aimee (left), Minister of Local Government and Outer Islands giving the DG of MBC, Dhanjay Callikan, his Certificate of Winner in the Media Leadership Category.
Photograph: Ghirish Abdoosee

The MBC has just launched a Creole radio station, Kool FM, and a Bhoj Puri television channel. The two are run by women, which is in line with the MBC's desire to increase the proportion of women in decision-making (as highlighted in the gender policy). The MBC has made it possible for capable women to participate in decision-making.

Kool FM is a platform for Creole speakers to express themselves. Callikan emphasises that he is a firm believer in Creole, which has often not been recognised as a language. It is only recently that Creole has found its place in history, and is now taught in schools. It is against this backdrop that the MBC has recently launched its first ever-Creole radio channel. Callikan describes this as historic, because this channel covers the whole of Mauritius and neighbouring Islands such as Seychelles and Rodrigues.

As an agenda setter one of media's key roles is to create platforms for community engagement on different topics. These are mostly issues that affect Mauritian people. The aptly-named Kool FM plays this role of connecting people. The station realises that change can only take place when communities come together and debate topical issues. The programme '*Kool a l'e'cote*' (Kool FM listens to you) is a phone-in programme which allows the audience to talk about their daily struggles. There is a range of gender-specific topics that the radio station brings to the fore for discussion. One of the most common topics discussed is Gender-Based Violence. The programme

not only provides a platform for free expression, but it also brings in legal and other experts to offer advice to the callers.

MBC a place for women and men to achieve their full potential

According to Deputy DG Sooborun, Mauritius has an Equal Opportunity Act that ensures that all groups in society get equal access to employment opportunities. In its operations, the MBC provides equal opportunities to women and men. For example at the Rodrigues FM programme selection, seven out of ten women were recruited. These capable women have shown leadership qualities and potential.

The MBC is also mindful of women's dual roles, often juggling private and professional responsibilities. MBC gives paternity and maternity leave (5 and 84 days respectively) which is in line with national law.

According to Sandra, Coordinator at Kool FM, "the Director General has empowered me by giving me the space and trust to work on this radio channel. As such I now have convictions about women and their capabilities." Sandra, who has no formal training in media, says she has undergone on-job-training at the MBC which has allowed her to rise through the ranks and occupy her current position.

Luxmibye Samboo from the human resource department echoes this, saying that MBC identifies potential in individuals and allows them to achieve their best. She says the broadcaster has a commitment to seeing that women and men get equal opportunities.

In the television section, it is also evident that women enjoy a high level of respect from fellow employees. Selvina Sungeelee, a TV news editor says that, as women journalists, they can go anywhere and cover any topic. There are no restrictions. She says she has respect from both management and colleagues, which helps her focus on her job.

Ritvik Neerbun, Senior News Editor, says he has noticed the diligence with which women approach their work, often striving to produce the best all the time. Neerbun also highlights that having a critical mass of women at the MBC has changed gender dynamics amongst employees, with more men watching the language that they use. There is very minimal use of gender-insensitive or offensive language. Women are treated as equals.

The Head of Programming reiterates, saying that the media house is aware of women's capabilities and that fair treatment is essential to ensure optimum results. Callikan adds "it is important for women to become aware of and believe in their potential. They need to have the conviction that they can do it. Once this happens then we can begin to see real change."

Gender-aware programming

As highlighted in the gender policy, the MBC strives to achieve gender balance and sensitivity in the representation and portrayal of women in all news and programming. The increase in the proportion of women sources on television news from 28 per cent to 40 per cent in two years is evidence, together with the proportion of women sources on radio, which stands at 58 per cent.

Promoting a diversity of voices is not limited to news but also extends to other programmes. Such programmes have included hosting cyber dialogues during the 2012 16 days of Activism of No Violence Against Women and Children campaign. As

part of its commitment to gender equality, the MBC runs a series of programmes during the 16 days. In 2012, the broadcaster made provision for callers to engage with experts on Gender-Based Violence.

During election time, the television station has also hosted debates and dialogue on women's political participation. This has played a key role in raising the awareness levels on Mauritius.

According to Callikan, one of the greatest challenges the MBC has had to grapple with is changing mindsets. He says it takes a lot to change long-entrenched beliefs and value systems. The MBS constantly has to show concretely that women and men are indeed equal and that they can accomplish anything. This view is shown in the MBC putting trust on its female Deputy Director General, Sooborun.



Loga Virahsawmy being interviewed by the MBC during the COE Verification in Mauritius.
Photograph: Sikhonzile Ndlovu

Gender in Media Education

Based on detailed audits of media training institutions throughout Southern Africa in 2001, 2004 and 2010, and on the Gender and Media Baseline Study[22] conducted in partnership with the Media Institute of Southern Africa (MISA) in 2002, Gender Links has engaged closely with media education institutions, working to improve the skills, knowledge and attitudes of young people who are training to become media workers.

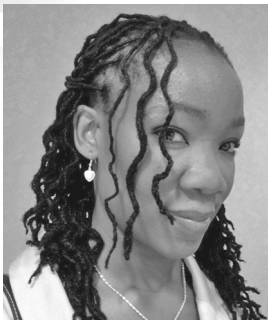
Three case studies are presented here, including the winner and the runner-up from the regional summit. In each case there is an awareness of how institutional systems and processes affect the type of media professionals who will be produced, and how this in turn impacts on the attitudes and behaviour of the broader society in which they will work.

The Durban University of Technology is training students to produce gender-aware media. This is done through analysing current media content, through improving the curriculum and learning materials, and through the way in which media courses are presented. Students are taught how to be good citizens, respecting one another, and using their media skills to undermine hatred, ignorance and misinformation.

The Polytechnic of Malawi has focused mainly on mainstreaming gender in the syllabus and in course outlines, re-orienting the existing curriculum wherever possible. Recognising the critical role that the media play in making meaning, purveying culture and promoting development, the institution promotes the active participation of women students. As with the Durban University of Technology, teaching methodologies have been developed that encourage gender equality in the learning environment.

Working with staff, students and community media, the Department of Media, Communications and Information Studies at the University Of Limpopo is mainstreaming gender both inside and outside the university. Alongside curriculum review, the development of gender and sexual harassment policies is helping to improve women's representation and participation in decision-making, and to address Gender-Based Violence, women's health issues, HIV and AIDS.

[22] The Gender and Media Baseline Study and related articles are available online at http://www.genderlinks.org.za/page/media-gender-and-media-baseline-study (accessed 8/7/2013).



Maud Blose of the Durban University of Technology.
Photograph provided by DUT

Durban University of Technology South Africa

Category	Name of instution of higher learning	Presenter
Gender in Media Education	Durban University of Technology (DUT)	Maud Blose, Lecturer

Over the years we have found students who enrol in the DUT journalism programme to be unique students in the sense that they are outspoken about current affairs, gender-related issues and even cultural issues. However in their first level of study, students are not aware of how to manage content distributed by the media and the potential impact it has on individual and societal behaviour. Therefore, I saw it best to raise awareness among students about gender-related issues by specifically analysing gender representation and misrepresentation by the South African media.

Relation to SADC protocol

This project needed students to work together as teams. They had to understand and respect each other's views. During the research process, they learnt a lot about one another and this brought them closer and bridged the gap of intolerance among students. One thing that I've realised over the years whilst working with students is that hatred emanated from ignorance and being misinformed. Once students worked together, they found out that they are actually not that different to each other despite their different socio-economic, cultural and religious backgrounds. Students also discovered that gender is now not so obvious as male and female, but that it involves sexual orientation. Through their research, students identified that the media plays a crucial role in shaping societal views and behavioural patterns, and that change shouldn't only be left to the authorities (e.g. politicians, etc.). Each individual has a responsibility to ensure that whatever they do brings about some form of development.

In this way, the course contributes to the following targets of the SADC protocol on gender and development: gender in media content, participation, gender equality in education, social, economic, cultural and political practices.

Background

The information that students came across during their presentations and their analysis of it was outstanding. It started with the selection of group members; students had to be gender-balanced and practice what they preached. Bouncing off ideas between male and female students showed them that things aren't as they seem, and that although gender balance is often taken for granted this has negative impacts. It is important that students are taught from an early age to be aware of such issues, especially since they are the future media generation and will have to make crucial decisions on the type of content that they distribute to society.



Students at the Durban University of Technology.
Photograph provided by DUT

Female students tend to favour and have interest in female-related news, and the opposite is also true. It's very rare that you find male and female students being best friends and helping each other with schoolwork. Another trend that I've noticed is that males tend to like the more practical modules and work best with the equipment, whereas female students will opt for written news articles and are driven towards the anchor practicals, or being reporters and not camera people. It's things like these that we as lecturers need to identify from the first year level and rectify whilst we have the chance to do so.

Objectives

Through this group presentation of gender representation or misrepresentation by the SA media, students become more aware of the type of news they consume. They become more analytical of content and the possible impact it has on society and on behavioural patterns. Students get to know and respect one another as equals. Despite cultural norms and religious beliefs that students are raised with, at the end of the day they are their own people and are faced with their own choices, especially since most of them live far away from their homes.

Some students grew up in abusive homes and others grew up in households where equality between a man and a woman is something unheard of. This is displayed in the students' behaviour and how they interact with the opposite sex. Modules that incorporate social issues interest students and tend to resonate more with them since they can relate to the issues. Through this group presentation, I hoped that students would become better citizens who do not think of their own gender as superior, and also understand and appreciate that we all need each other in this world and that respect goes a long way. I wanted male students to know that it is okay if female

students are more intellectual and perform better academically, socially, economically, physically and emotionally. I also wanted female students to learn that equality does not mean that one needs to now compete and be rude, always occupying the dominant position. In fact, equality should not be a competition between males and females, but both genders need to realise and admit that they have weaknesses and faults because they are both human.

Targets

Our institution is currently going through curriculum renewal, and I'm hoping that gender studies are developed into the course.

I'm also hoping that at least one assessment in all our modules is gender-related.

Process

I wanted students to analyse different media. After the analysis during their research, they had to determine (as a group) whether that medium's content was gender-blind or gender-aware and why. As their conclusion, they had to look at the impact that content had on social behaviour. This was both for their Contemporary Politics and Media Information Management classes. Students were divided into groups of seven, and they had to choose their own group members, bearing in mind their topic *(Gender representation or mis-representation by the media and its impact on society)* and that their own group members had to represent both genders.

After the selection of the group members, students had multiple meetings where they spoke and analysed each other's research findings, and they also had to draw on their own experiences of gender-awareness and gender-blindness. When the groundwork was done, students approached the lecturer and pitched their presentation idea. Each group had 10 minutes to present and 5 minutes to respond to questions. As part of their submission, students had to hand in a support document of their research findings and a poster that illustrated their understanding of the topic. The question and answer session proved to be particularly interesting, because this is where students demonstrated their knowledge and understanding of the subject. They debated certain findings, and this is where culture and religion proved to be great influences on gender-awareness and gender-blindness. With all of this, students grew as individuals and became much closer as a class.

Reading materials

Recommended Readings for this Module:

Allan S (2004) *News Culture* New York: Open University Press.
Carter C (2004) *Critical readings: media and gender Berkshire*: Open University Press.
Conley D (2002) *The Daily Miracle: An Introduction to Journalism* Melbourne: Oxford University.
Curran J (2002) *Media and power* London: Routledge
Kriger R (2001) *After apartheid.Vol.2, Culture in the new South Africa* Cape Town: Kwela Books.
Wasserman (2003) *Shifting selves: post-apartheid essays on mass media, culture and Identity* Cape Town: Kwela Books.
Zegeye A (Ed.) (2001) *Social Identities in the New South Africa*. *After Apartheid - Vol. one* Cape Town: Kwela Books.

Lessons

I learnt that as lecturers we should not take students' knowledge for granted. There are many things that we assume students ought to know but they don't. Therefore it is important that we

ourselves are gender-conscious and raise awareness in our classes that gender-awareness should be an everyday thing. Whether a student is studying journalism, chemistry, engineering, or whatever, they will encounter gender-related obstacles because companies employ both men and women. A simple thing like students interaction with one another shouldn't be taken for granted. It's these little things that indicate students' upbringing, cultural and religious beliefs, social stance, morals, ethical beliefs, etc.

Many cases of physical and sexual abuse have been reported in the media, a recent one being that of the Limpopo woman who was allegedly caught stealing at a shop. The treatment she received from the security guards was appalling. We need to realise that those security guards didn't just wake up one day and they were adults, but they were once students and learners. Gender-awareness needs to be taught even in primary schools where learners' minds are still young, fresh and absorb information well. Academics across all professions need to work together with open minds if we are to build a better world for future generations.

Replication and sustainability

Many institutions are currently going through curriculum renewal, and this is the perfect time to incorporate gender-related modules into various courses. It is pointless for an institution to only have one department or faculty that has gender studies while the rest don't. Management of the university need to understand the importance of gender studies and why modules need to be included in all courses.

There is a misconception that gender studies are only for women, gays and lesbians. This has to be rectified and students need to know how important gender studies are, especially since we deal with gender-related issues on a daily basis. Incidents of Gender-Based Violence are not isolated from societal behaviour. That behaviour is largely determined by how people are raised and how they relate to men and women in their own lives. One cannot respect and value women or men if one cannot practice that respect in one's own family.

Institutions should not only aim to produce outstanding graduates, but they must also aim to produce good citizens - a boss earning millions of rands does not add much to society if he (or she) is gender-blind. As much as academics reiterate the importance of education to students, we need to also stress the importance of being good professionals who are responsible and open-minded citizens. Universities should not work in silos. As much as integrated assessments are encouraged across modules and levels, gender-related assessments should also be encouraged among tertiary institutions. For this to be done successfully, institutions need to have active and strong gender activists - people who will promote academic gender activities, debates, viewing of documentaries, presentations by students, etc. Students are not stupid and we as lecturers need to practice what we teach.



Francis Chikunkuzeni of the Malawi Polytechnic Department of Journalism and Media Studies. *Photograph: Jabulani Sithole*

Malawi Polytechnic: mainstreaming gender

Category	Name of instution of higher learning	Presenter
Gender in Media Education	Malawi Polytechnic, Department of Journalism and Media Studies	Francis Chikunkuzeni

Mainstreaming of gender into course outlines (both learning and assessment)

The Department of Journalism and Media Studies at the Malawi Polytechnic reviewed its four-year Bachelor of Arts in Journalism curriculum to integrate the Gender Links Media Literacy Module into existing syllabuses through course outlines and weekly schedules to address gender issues in relation to the media.

Factoring units from the Media Literacy Manual into the existing syllabus through course outlines is a good example of gender mainstreaming in media education, because it facilitated speedy integration of gender issues into the curriculum without having to wait for periodic curriculum reviews.

These often take a long time as any changes in syllabus to go through several uni-versity committees before they are approved. It is also effective because it positively exploits academic freedom and intellectual licence which lecturers jealously guard. It provides an opportunity for continuous review at delivery level, without seeking quality assurance approval. So by estab-lishing entry points for gender content in the existing curriculum, it was possible to reorient the curriculum towards addressing gender issues in the media without having to alter the existing programme (which is only possible in the long run).

Relation to the SADC protocol

The media construct reality through meaning-making and surveillance functions. The media form critical forums for democratic interaction in citizens' livelihoods, and afford an opportunity for creative and enlightened development at individual and community level. They are a purveyor of cultures. The Millenium Development Goals (MDGs) cannot be achieved without communications media. In a similar manner, no MDG can be attained without gender-sensitive communication initiatives. The preparation of gender-sensitive development communicators and critical journalists though training and education impacts positively on the attainment of all MDGs and the SADC Protocol on Gender and Development. The curriculum is a medium through which students develop positive value systems and professional competences. The target group is over 400 students per year and 14 lecturers.

Background

In August 2010, the Department of Journalism and Media Studies (JMS) participated in the Gender in Media Education in Southern Africa (GIME) audit, which was described as "the most comprehensive study yet undertaken of the gender dimensions of journalism and media education and training in tertiary institutions". Gender Links undertook the study through its Gender and Media Diversity Centre, a partnership between media development organisations and knowledge institutions.

The study revealed that there are no institutional policies, guidelines or procedures for incorporating gender into curriculum or course content in our system. However, the study recognised the establishment of the Gender Studies Unit in the University of Malawi which has been tasked with ensuring that gender is mainstreamed in courses offered by the university. The study also noted gender parity among male and female students in the university.

In order to address these concerns, and again in line with the Malawi Polytechnic strategic plan (2010-2015) which seeks to address gender issues, JMS partnered with Gender Links and the Malawi Human Rights Resource Centre to mainstream gender in the curriculum. The exercise, which is on-going, has seen the integration of gender-related content in the majority of the modules presently on offer. Members of staff have also been oriented on how gender-related issues can be addressed in the classroom.



Tereza Ndanga, radio journalist and graduate of the Malawi Polytechnic.
Photograph provided by Malawi Polytechnic

Objectives

By mainstreaming gender in the curriculum, the department sought to increase the involvement of female students in curriculum activities. Previously female students had been seen to lag behind in contributions to class discussions and in the leadership of group activities within and outside the classroom, open days and symposia. Further, the department sought to change the mindset of female students with regard to career opportunities and challenges. Most female students shied away from options traditionally thought to be a male domain. This is evidenced by career preferences for female students in relation to male students in third year, when students are asked to declare their preferences for internship. Most of the female students preferred tasks outside the newsroom. Very few female graduates have ended up in the newsroom, perpetuating the current disparities in male to female ratios in newsrooms.

In addition the department sought to increase the interest of both students and staff in Gender and Media subjects and issues. The department also sought to meet goals set in the Malawi Polytechnic Strategic Plan (2010-2015), which seeks to address gender and cross-cutting issues.

Beneficiaries and targets

Some of the targets set during the initial gender mainstreaming exercise in 2011 include:

- Mainstream gender into the programme document (syllabus) at the next curriculum review. The current mainstreaming effort is in course outlines and weekly schedules.
- Match the number of male to female lecturers at the earliest opportunity. Presently, while there is a 50-50 representation in the enrolment of male to female students, the majority of the lecturers are male - only two female members of staff compared to eight male counterparts.
- Build a resource base to support student and staff research on gender- and media-related subjects.

Impact

There is increased interest in research on gender and media related subjects. There is also increased involvement of female students in the curriculum and in extra-curricular activities such as group presentations, symposia and seminars.

There is an increase in the number of female students opting to work in the newsroom on internship (second semester of third year).

Process

Gender Links conducted a study that identified gender disparities in the teaching and learning of the media. Selected members of staff then attended workshops organised by Gender Links in South Africa (March and October 2010), where results of the GIME Audit were presented to trainers from the region.

Participants in the training were presented with best practices from institutions that had lagged behind, and drew lessons for adaptation.

The Department of Journalism and Media Studies sought partners to help with establishing entry-points for gender content in the curriculum. The Malawi Human Rights Resource Centre supported the initiative and funded the initial staff orientation and mainstreaming workshop.

A workshop was organised in February 2011. Staff members were oriented on gender mainstreaming. Staff members subsequently estab-

lished entry-points for the integration of the Gender Links Media Literacy Manual into the existing curriculum through course outlines.

Members of staff started to use the course outlines in March 2011, and the Head of Department was tasked with ensuring that both teaching and assessment reflected gender mainstreaming. An evaluation exercise was conducted in 2012 to assess progress, and the experience of staff and students with the project.

Feedback

Overall, media students are consciously aware of gender issues in the media, and lecturers have gone further and deeper than the scope of the module specifications in the Gender and Media Literacy Training Tool Kit.

Media students have demonstrated high levels of competence in distinguishing gender from sex, detecting gender-bias in language, and knowledge of organisational, national and international instruments for promoting gender equality in the media. They have also demonstrated very positive attitudes towards gender equality in media labour relations and in the division of labour.

Media lecturers have religiously followed their gender-aware course outlines, and incorporated innovative teaching techniques to foster gender equality in the learning environment and content. Gender-aware teaching methods include role-play, compulsory examination questions, redistribution of lecture-room seating space, and participatory debates.

Reading materials

Course materials include the Gender and Media Literacy manual - its units have been fully integrated into selected modules - and various publications on studies done by Gender Links in Malawi and elsewhere in Southern Africa.

Lessons

It is possible to change current gender disparities in the media if deliberate efforts are taken to address them by knowledge institutions.

Bureaucracy is a challenge to effective integration of gender issues into the curriculum.

Some faculty members (including some female members of staff) do not take issues of gender mainstreaming as a real concern.

Collaboration and constant dialogue between academia and civil society is key to progress in the fight against gender inequality, and there is a need to encourage this dialogue.

Replication and sustainability

Members of staff should attend workshops organised by Gender Links, Malawi Human Rights Resource Centre, and Polytechnic Core Gender Trainer, where participants are presented with best practices so as to draw lessons for adaptation. The department should use Gender Links materials and seek partners to help with establishing entry-points for gender content in the curriculum. Staff members should also be oriented on gender mainstreaming, to enable them to establish entry-points for the integration of the Gender Links Media Literacy Manual into the existing curriculum through course outlines.



Sheila Mmusi, head of media, communications and information studies at the University of Limpopo.
Photograph provided by University of Limpopo

University of Limpopo South Africa

Category	Name of instution of higher learning	Presenter
Gender in Media Education	University Of Limpopo Department of Media, Communications and Information Studies	Sheila Mmusi, Professor and Head of Department

In 2009 I attended the Highway Africa Conference at Rhodes University. A session for media educators was convened, and I attended as the Head of Department of Media Studies at the University of Limpopo. The focus of this workshop was about the assessment of practicum in radio, television, and print. At this workshop I had the opportunity to meet Saeana Chingamuka, who later requested to come and do some research on behalf of Gender Links at the University of Limpopo.

Thereafter I was invited to the 2010 Gender and Media Summit which included a workshop. It is at this workshop that I was introduced to the question of mainstreaming gender in media education. The content of these seminars and workshops, coupled with research that had been done, led me to develop a focused interest in Gender in the Media as well as gender in media education.

Reading the literature prepared by Gender Links, I was more than determined to use the opportunity to refresh our programme in Media Studies, especially, after sharing information about our programmes with other institutions of higher learning.

The good practice here is that all the lecturers have incorporated gender into their courses at both undergraduate and postgraduate level. This a good example of mainstreaming as it is done at all levels. The research studies of Gender Links are used as readily available teaching material. Illustrations and exercises from these books are used for teaching, learning, and assessment. In addition, the exercises can also be used creatively by applying knowledge obtained through them for a critical analysis of local media. An example is that of monitoring and evaluating local community radio stations and newspapers. The lecturers and postgraduate students have also been trained in the monitoring tool of Gender Links in 2012. The training workshop designed for community media included staff and postgraduate students, as the aim was to have them assist in the monitoring and evaluation tool that was used in the recent Centres of Excellence (COEs) in Limpopo where I am the COE Facilitator.

The result of workshopping both students and staff led to some Masters students choosing research topics which explored the issue of gender in the media. An example of the impact that the process of mainstreaming gender into the curriculum in the Programme of Media Studies at

the University of Limpopo is that students enrolled in the Honours and Masters Degrees have been choosing research topics which reflect their interest in issues of gender.

Relation to the SADC protocol

This intervention addresses Articles 12 to 13 (Governance, Representation and Participation), 14 (Education and training), 20-25, 26, 27 (Gender-Based Violence, health, HIV and AIDS), and 29-31 (Media, information and communication).

Being a Limpopo Gender Links facilitator, I have addressed issues of gender representation and participation. Community development and participation is the cornerstone of any community media, and it is here where we change the perspective by addressing issues of gender equality in management and decision-making by ensuring that they have gender policies in place. The Department of Media Studies held a dialogue amongst students and academics on 28 November 2012 regarding the importance of having a sexual harassment policy and a gender policy at the University of Limpopo. In addition to that I am supervising two PhD candidates who are conducting research on HIV and AIDS communication. Postgraduate students are encouraged to work on gender-related topics in order to contribute to addressing gender stereotypes, Gender-Based Violence, and ultimately we hope to contribute to our country's discourse.

Through running workshops for community-based media houses, we have trained community media houses on how to report Gender-Based Violence stories as well as health, HIV and AIDS. Through the continuous training of community media houses in Limpopo and collaboration with other media-related organisations, we have ensured that there is equal representation of women within boards and management structures.

Background

An opportunity presented itself to mainstream gender into our curriculum, especially because we were required to review the curriculum in all programme offerings. At around this time, Gender Links conducted a workshop for media educators in gender and media literacy. As expected, I was to train lecturers from my department as well as representatives from community radio stations and small independent newspapers. The lecturers subsequently had to do an assignment in which they showed how they would mainstream gender into their courses. In addition, they were trained in writing opinion and commentary pieces for Gender Links.

The above assignment came in handy when we were reviewing our curriculum. Every lecturer was able to include issues of gender, HIV and AIDS into their courses. These were then incorporated into our revamped curriculum, which was approved by the South African Qualifications Authority (SAQA) in 2012. Because I was already converted, I managed to get "buy in" from all lecturers in my department, including the most traditional lecturers.

The problem that we were addressing was that, even when we had offered a course named Gender in the Media, we lost the lecturer who had taught it. We then offered it as a section inside the Media and Society course, but were not sure that the course was being run satisfactorily, as it was taught by an older lecturer who depended on old textbooks.

A large pool of the students and academics at the University of Limpopo come from a very traditionalist culture, where women's voices are not supposed to be heard. Including it in our course content has benefited the curriculum, the academics, and students in a positive way.

One of the courses that I teach at Honours level is Community Media Management, and Mr Madikana Matjila does the radio practicum. I have been able to address issues of station management, referring to the research studies produced by Gender Links. Mr Matjila has been able to train students on talk shows addressing topics such as Gender-Based Violence.

Objectives

We started incorporating gender issues in our courses in 2011, even before the review of courses. This made it easier to subsequently incorporate the issue into courses for accreditation. The accreditation was approved only in 2012. Mainstreaming gender in media education with the help of the books from Gender Links ensured that we offered relevant content, which was practical and easy to understand. The content was well researched and relevant.

We were able to teach students how to report on gender, including the balancing of sources, as well as the ability to critique newspapers on reporting such stories. The spin-off of this process was to change mindsets, resulting in a paradigm shift for future journalists. It also added new and fresh content in our curriculum. Cases of Gender-Based Violence and sexual harassment are often not addressed. Student-to-student and lecturer-to-lecturer, or even student-to-lecturer and lecturer-to-student, harassment are more likely in an institution that does not have a gender policy or a sexual harassment policy.

About 15 lecturers are educating themselves through mainstreaming gender in their courses and teaching close to 1500 students in the Media Studies Programme (undergraduate to post-graduate), which has resulted in more people having a better understanding of gender, including international policy and legislation such as the SADC Protocol on Gender and Development and the Millennium Development Goals. This means that more people will be able to critically analyse gaps and biases in reporting gender-related stories.

Beneficiaries and targets

Through conducting workshops with the community media houses, we hope that by 2015 they will have 50 per cent representation of women in decision-making positions. We hope that our university puts in place a gender policy and a sexual harassment policy for students and academics.

When women begin to speak about gender issues they inform others, decreasing Gender-Based Violence, and addressing issues of health, HIV and AIDS. Through the workshops they are trained and empowered, and as they gain confidence we hope that they use media as their weapon.

Impact

The impact that the process of mainstreaming gender into the curriculum in the programme of Media Studies at the University of Limpopo is that students enrolled in the Honours and Masters Degrees have been choosing research topics which reflect their interest in issues of gender, for example:

Matjila, MDK (MA Degree): *Gender in the Media: An exploratory study of gender in community radio programming* (Supervisor: Prof SO Mmusi).

Maphiri, FO (MA Degree): *An investigation into the usage patterns of information and*

communication technologies among females in the Vhembe district of Limpopo Province (Supervisor: Prof SO Mmusi).
Senong MM (MA Degree): *Representation of women in South Africa soap operas: A case study of Polokwane Municipality, Limpopo Province* (Supervisor: DR MA Kupa).
Mabokela SE (MA Degree): *Portrayal of gays and lesbians in selected television programmes* (Supervisor: DR MA Kupa).
Muswede T (PhD thesis): *The impact of Community Media on sexual and reproductive health: A study of the influence of Community radio programming on the sexual behaviour of adolescents in Limpopo* (Supervisor: Prof SO Mmusi).
Mbajiorgu CM (PhD thesis): *South African Mass Media and HIV/AIDS Pandemic: An investigation of Media Publicity and Attitude towards Coverage* (Supervisor: Prof SO Mmusi).

Their literature reviews include material from Gender Links. Two of the Masters students' research studies were inspired by Gender Links - they have been accompanying me to Gender Links workshops on gender in the media, and have incorporated what they learnt into their course offerings. Mr Malatji has been assisting me in the COE work in Limpopo, including jointly running workshops with me. He is based at the University of Limpopo, while Mr Maphiri is based at the University of Venda for Science and Technology.

Process

Curriculum matters are about the whole department participating in effecting changes in their own courses. You therefore need a leader, who can work with his or her staff to achieve the results which the staff (who have to implement this mainstreaming) should feel as if they did it themselves. They should take ownership of these innovations.

What this means is that the first step is to have a process driver, and the second step is that this person should receive training so that he or she can train others, because "buy-in" is a prerequisite. The remaining steps to be followed are determined by the Ministry of Higher Education (MHE). The process driver should be trained in using the Programme Qualification Mix (PQM) at his or her institution, and the process driver needs to collect re-worked course outlines from staff members.

In South Africa, the staff members must then package the course into the relevant accreditation forms from the Department of Higher Education and Training. These forms will then be packaged by a selected team of three according to undergraduate and postgraduate offerings. The forms have a breakdown of (i) Name of Course, (ii) Course Content, (iii) Learning Outcomes, and (iv) Assessment and others. The new programme has to then be sent to the school for evaluation, The Faculty Board, the Academic Planning Committee, and then to Senate. If the changes are 50 per cent or more, then the programme is not deemed to be a new offering. When the programme has completed its internal routing, it is then sent to the Institutional Planning Committee, who then send it to the Higher Education Qualification Committee for accreditation or registration.

Feedback

During the 16 Days of Activism against Woman and Child Abuse in 2012, the Department of Media Studies organised a seminar on sexual harassment, which was attended by both academic staff and students at the university. The panelists consisted of students and staff from sections in the university such as the Health Centre, Social Work, Psychology and Law. This seminar raised consciousness on Gender-Based Violence as well

as the fact that the university does not have a gender policy or a sexual harassment policy. The recommendation was that there is a need for more such seminars, and that a committee be set up to develop these policies, giving our department the responsibility to run with gender matters. The seminar raised awareness in relation to those issues on a campus where they are non-existent, rendering us as future pioneers of gender equality matters!

Reading materials

Reading materials for the course include a range of Gender Links publications, including *Watching the watchdogs: a gender and media literacy toolkit for Southern Africa, Gender and Media Progress Study, Gender, Diversity, Elections and the Media, Glass Ceilings, Gender in Media education, Gender and Tabloids in Southern Africa, Gender and Advertising in Southern Africa*, and *Making every voice count.*

The postgraduate students continue to find more documents.

Lessons

I learnt that the process of incorporating new content (such as gender in the media) into the curriculum is not always straightforward, and it can be tedious and time-consuming. It needs a dedicated, patient, visionary and motivated person, who will serve as the process driver. I took advantage of the fact that I am the head of department, and as a result the staff generally look to me to bring innovation into the curriculum. If I had not been a beneficiary of the Gender Links workshops, I would never have pursued this vision. The knowledge I gained from being exposed to experts at Gender Links led me to be the process driver.

Another lesson learnt was that one needs to make use of the opportunities that arise, such as the fact that the university was at a stage where programmes were being reviewed. Being a learning individual, I assisted the staff in my department to also learn about gender in the media. The advantage here was that I could now sell an idea that they already understood, as I challenged them into incorporating gender into their courses, which they did with excitement.

Replication

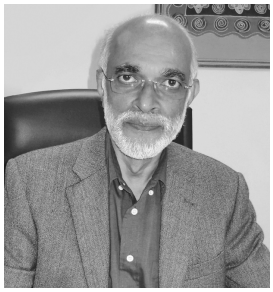
The process can be replicated at other institutions through consistent contact with Gender Links, who can serve as a focal point for the institution. It is also important to have a second person for consistency and stability. Gender Links could ensure that each institution of higher learning is represented to ensure continuity of participation by that institution.

This process driver and a focal point can ensure that the institution or department has resources and books from Gender Links. The rest of the process can follow the South African MHE steps outlined above, or similar steps in other countries.

Leadership in the media

Dhanjay Callikan
Mauritius Broadcasting Corporation

Category	Locality/organisation	Name of leader
Media leadership	Mauritius Broadcasting Corporation	Dhanjay Callikan, Director General



Dhanjay Callikan, Mauritius Broadcasting Corporation.
Photograph: Ghirish Abdhoosee

As Director General (DG) of the Mauritius Broadcasting Corporation (MBC), Dhanjay Callikan has personally engaged himself and the whole corporation to ensure implementation of the objectives set.

He is present at all workshops organised by MBC and Gender Links to promote gender issues. He makes a point of addressing the participants, and encourages them to promote gender balance and equality. Under his leadership, MBC has increased women sources in its news programmes up to 40 per cent (self-monitoring in October 2012).

The DG is "inspiring, determined, self-confident, and a driving force in making things happen".

Anecdote

During the opening of a workshop held at MBC in collaboration with Gender links, the DG said: "What I like about Gender Links is that they walk the talk, they are different from other NGOs as they do what they say they will do and the MBC is benefitting from that."

The DG cannot effectively achieve the objectives of the corporation without the commitment and support of his collaborators at senior management and management levels. He has a strong conviction that he can rely as much (or even more) on his female collaborators. Accordingly, it can be noted that various key positions at the MBC, under the leadership of the DG, are held by women, including the Deputy Director General, the Team Leader Finance and Marketing, the Responsible Officer Radio Oriental Section, the Responsible Officer Programmes, the Responsible Officer Documentation and Archives, the Responsible Officer Satellite Section, and Editors of the Day in the news department.

The DG has a determined character and adopts a sense of wisdom in taking bold decisions. He ensures the smooth running of the corporation in close collaboration with a few professionals whom he trusts.

He has nurtured a very strong working relationship with Gender Links (Mauritius) through its Director,



Leading from the front: Dhanjay Callikan, and GL Francophone Director Loga Virahsawmy.
Photograph: Colleen Lowe Morna

Loga Virahsawmy. The signature of a memorandum of understanding (MOU) between MBC and Gender Links is one way of strengthening MBC's commitment to further development in gender equality and gender balance.

His commitment to intrinsically integrate gender in audio-visual media is "tangible". While watching TV and listening to radio, nobody can deny that gender is linked to the main objects of the corporation (i.e. to entertain, educate and inform).

The DG possesses almost all the qualities of an effective leader, and sufficient room has been left for him to be more knowledgeable about gender and how to use media to promote gender initiatives. His skills, knowledge, values and attitudes are further enhanced and broadened in his personal efforts to accomplish gender democracy.

His role in mainstreaming gender

During workshops and meetings, the Director General never fails to draw the attention of producers and journalists to the fact that women should be fairly represented in all radio and TV broadcasts. Not only the voices of men should be heard, but women should appear prominently in all news items and programmes.

At decision-making level, the Director General ensures that women have an equal say in the achievement of strategic goals.

Relation to the SADC protocol

The DG ensures that gender is mainstreamed in all information, communication and media policies, programmes, training and workshops.

He promotes the equal representation of women in ownership, decision-making and in the organisational structure.

Involvement of management in the COE process

The DG has set up a Gender Committee, designating the Deputy Director General (SD Soborun) as Chairperson. The Committee consists of representatives of each department, ensuring that gender issues are effectively taken on board and are the concern of everyone.

Implementation of gender policy is one of the top priorities of the MBC. Meetings are held every three months, and a report has to be submitted to the Board.

Implementation of the gender policy and action plan

Significant steps in the implementation of the gender policy and action plan include signature of an MOU between MBC and Gender Links; continuous updates of media practitioners (journalists and producers) through workshops and training programmes conducted by Gender Links and resource persons in the related field; self-monitoring to ensure an equal and fair percentage of women sources in news content. During the recent verification of MBC, Loga Virahsawmy proposed that self-monitoring be carried out for radio, and ultimately we envisage that this exercise be carried out on MBC overall broadcasts.

Budgetary allocations for work on gender

There has not been a need to allocate a specific budget for work on gender, because gender initiatives form an integral part of MBC activities. Programmes on gender are included in MBC Radio and TV programme schedules like other programmes in other fields (economic, social development and other key issues). Workshops and training on gender form part of the MBC capacity building programme.



Djemillah Mourade, a former intern at Gender Links, now works at the MBC.
Photograph: Loga Virahsawmy

Prioritising the COE process

The signing of the MOU in the context of the COE was done in the course of a workshop organised at the MBC. This event got media coverage in our news items broadcast in French, English, Hindustani and Creole languages. Not only was the staff of the MBC "participated" in this initiative, but the whole population was aware that there should be a driving force from all fronts towards gender equality and gender balance. One concrete example is that by October 2012, women sources in news content had exceeded the target set for 2013.



Aimée Gisèle Rahantaniaina of the Madagascar National Radio and Television .
Photo: Razanadratefa Zotonantenaina

Aimée Gisèle Rahantaniaina, National Radio and Television Madagascar

Category	Locality/organisation	Name of leader
Media leadership	National Radio and Television (RNM and TVM)	Aimée Gisèle Rahantaniaina

Aimée Gisèle Rahantaniaina came to know Gender Links during the first visit of Ialfine Papisy to the region of Matsiatra Ambony in 2010. She was assigned to report on the event. On this occasion, Ialfine explained the COE process for councils and media houses. Gender Links came at the right time because the gender issue was particularly important at that moment.

Rahantaniaina, a woman activist, has followed the process from the beginning and helped a lot in its implementation in her institution. Many events related to the COE process were organised by Gender Links, and Rahantaniaina developed various programmes on gender and development.

TVM and RNM are state media. As the director and an activist leader, Rahantaniaina was well-known for encouraging women to integrate into the institution. She tried to convince her colleagues of the importance of gender equality within the media house, especially regarding the number of women and men. She was even considered a feminist. She proved by her work that women have the same capacities as men, and her convictions on gender issues were slowly apprehended by the employees of the media house.

She has been the regional director of TVM and RNM since 2012. Performing the work of journalist for many years, she was previously a social worker. She is the coach of the members of the Junior Reporter Club, President of the association of Scouts, and member and counsellor of the platform for gender and development in Madagascar.

Since she encountered Gender Links, she could transmit the knowledge she acquired to her colleagues. After training, she organised meetings with employees to share what had been discussed. She became more self-confident and active in the association's activities. "Gender Links has taught me to be a good gender-sensitive journalist and a good leader", she said.

Championing gender

Rahantaniaina has championed gender mainstreaming through prioritisation of female applications during recruitment, ensuring equal job opportunity in the institution, development

of special programmes on gender and GBV, conception of a media report of gender and development in the region of Haute Matsiatra, organising activities with women in decision-making positions in the council each year on 8 March, encouraging men to be part of gender initiatives, and training the members of the Junior Reporter Club in media literacy and the journalistic treatment of GBV.

Relation to the SADC Protocol

Rahantaniaina's work relates to the following aspects of the SADC protocol: Articles 15-19 (Participation and representation), Articles 20-25 (GBV), and Article 29 on the importance of gender mainstreaming in and through the media.

Implementation of the gender action plan

First of all, the action plan is implemented through popularisation of the partnership with Gender Links and the COE process.

Secondly, it is implemented through organising and reporting on Gender Links events in the council, and the development of special programmes on gender issues (and GBV in particular).

Thirdly, the plan is implemented through organising public debates on gender, fund-raising for activities, and administrative support for the implementation process.

Budget

Besides local fundraising, the broadcast of gender stories on television and radio has already had an impact on donors, encouraging them to support these activities.

Popularisation of the COE process

The COE process is popularised through TV and radio reports on gender and GBV, and sensitising journalists to avoid gender-blind treatment of information.

Rahantaniaina is well-known in the region and at national level.



Delegates at the Madagascar national summit in March 2013.
Photograph: Razanadratefa Zotonantenaina

Media content

While targets are in place for the reduction of gender violence, indications are that it is escalating in some communities.

Thandeka Moyo's articles on Gender-Based Violence, and especially spousal violence, draw attention to an escalating and under-reported problem in Zimbabwe and throughout the region. By giving a voice to the voiceless, the powerless - sometimes even the dead - Moyo helps to document the human suffering caused by abusive men. She also shows the role that economic dependence plays in forcing women to remain silent, urging them to report any sort of GBV - unlike Miriam Takavingofa, who remained in an abusive relationship until she was chopped into pieces.

Jenilaine Moonean's articles also draw attention to the problem of GBV, telling women who find themselves in abusive relationships that they are not alone, and encouraging them to break the silence on which this problem thrives. Examining the sociological causes of GBV and its psychological effects, Moonean is working to eliminate gender violence and the abuse of women.

Mellini Moses uses radio to highlight the inadequacy of existing divorce legislation, and to warn women of the dangers of drug dens. Examining the gender roles that men and women often slip into during divorce, she draws attention to the effects of parental alienation on the children, in order to help people to think more objectively about what they are doing. Turning her attention to Johannesburg's "Lolly lounges", Moses documents the stories of women who find themselves trapped in abusive situations.

Zelda Hakskeen's radio programme *Young people speak out* provides a platform for people to express their views on gender equality and the rights of women. The aim is to raise community awareness around rights and responsibilities, and mobilise women and children against the rape, torture and murder of their sisters.

Ester Sabu Malu raises the issue of contraception. Addressing her television programme primarily to men, she challenges the notion that contraception is the woman's responsibility, urging men to take more initiative in ensuring the well-being of their partners and their families.

Mammusi Siska uses television to address the culture of silence that surrounds the rape of children, using the news story of a 36-year-old man who sexually abused three young girls. By educating communities about this form of GBV and encouraging people to report cases, she aims to raise awareness about the extent of the problem, to help children understand their rights, and to encourage parents to protect their children.

Thandeka Moyo
Zimbabwe

Category	Locality/organisation	Presenter
Media: Print	*The Chronicle*	Thandeka Moyo, News Reporter



Thandeka Moyo at the regional summit in April 2013.
Photograph: Porcia Mudavanh

I submitted three articles on Gender-Based Violence experienced by women in Zimbabwe. The first story, which has six follow-up stories, is about a Bulawayo woman who was butchered with a machete by her estranged husband. What is ironic about the story is that she was murdered exactly five days after women in Bulawayo joined the world in commemorating International Women's Day where civic society and policy makers called for the eradication of Gender-Based Violence by every citizen. It is a good example of gender in media in that it outlines the experiences that women still encounter in Zimbabwe, instead of attaining equality as stipulated by the SADC gender protocol.

The second article is on the soaring number of cases of Gender-Based Violence in the country, which proves that Zimbabwe has a lot to do in addressing the plight of women. The story also narrates a few examples of cases where women are seen mercilessly suffering at the hands of their spouses.

The third article shows that women in Bulawayo get cold feet in reporting these cases, because they are still dependent on men. Government should empower them to stand up for their rights.

Women develop cold feet in gender-based violence cases

17/01/12

Chronicle Reporter

A MAJORITY of gender-based violence cases are withdrawn from the police and gender organisations as victims fear losing economic gains from their abusive husbands.

According to findings by Musasa Project in 2011 in Bulawayo, a majority of women suffer from gender-based violence in silence as they are economically dependent on their spouses.

Figures released by the gender-based advocacy group show that between 60 and 80 percent of women who report their abusive spouses to either police or advocacy groups withdraw the cases.

In an interview yesterday, the organisation's regional manager, Ms Lindile Ndebele, urged women to engage in projects that would empower them economically so that they live free lives.

"About 60 to 80 percent of women usually withdraw their cases even after sustaining serious injuries. Women are failing to get their abusive spouses arrested or taken to prison because they fear losing the economic benefits that are attached to the partners.

"Most women depend on men economically and the thought of losing that breadwinner who brings money for food, shelter and clothing in the family haunts them and they end up withdrawing their cases," said Ms Ndebele.

She said women in abusive relationships found it easy to live in pain and settle for any form of abuse than to see their abusive spouses arrested or taken to prison.

"It is disappointing to note that many of us live with the worst criminals and even if we find the courage to report them, somehow we withdraw the cases because in a way our lives revolve around them," said Ms Ndebele.

She also attributed the withdrawal of the cases to the permanent cultural and religious mentalities that make it difficult for women to take their abusive partners to court.

"We have also noted that despite the economic status of many women, they cannot take their spouses to court because they fear being labelled cultural misfits. African culture and religion labels women who report their husbands for any abusive behaviour as immoral, ungodly, social misfits and raw," said Ms Ndebele.

The provincial development officer for Bulawayo Metropolitan province in the Ministry of Women Affairs, Gender and Community Development, Mrs Vaidah Mashangwa, said the withdrawal of cases by women was one of the ministry's greatest challenges.

"This issue is a real challenge to us and we encourage women not to withdraw their cases. Women have to realise that if they withdraw their cases, the behaviour of their abusive partners will never change and they will continually be victims of abuse," said Mrs Mashangwa.

She said pressure from in-laws and parents also led to women withdrawing cases, a move that condoned gender based violence.

"Women are encouraged to be active and participate in projects that seek to empower them and in that way, they can stop abuse by reporting and making sure abusive men are brought to justice," she said.

Recently, a report from Musasa Project showed that the number of women who were counselled for trauma due to gender based violence in Bulawayo shot up from about 700 in 2010 to 1 851 in 2011.

It showed that women in the 20 to 29 age group were the most affected as 510 of them were counselled.

The 30 to 39 age group had 424 victims, and there were 304 traumatised women in the 40-49 age groups while 280 women in the more than 50 years group were counselled.

A total of 63 teenagers aged between 15 and 19 years were counselled as well.

Ms Ndebele also encouraged couples to seek counselling and said it was among the most effective tools for positive behaviour change.

She said women who suffered from abuse could contact her organisation on (09) 882888.

Relation to the SADC protocol

The stories mirror the environment that Zimbabwean women survive in, with less than three years before the SADC protocol and MDGs deadline. These three stories assess the achievements of Zimbabwe as a country in terms of the targets of the SADC protocol. The soaring statistics of Gender-Based Violence (GBV) show that it might be impossible for Zimbabwe to achieve the target of adopting integrated approaches with the aim of reducing the current levels of GBV by half by 2015. Cases are increasing of women who are not only assaulted but murdered in cold blood by their spouses, for example the late Miriam Nyoni, and the increase hinders achieving many targets of the protocol.

Victims of GBV are unlikely to strive towards equality, because in experiencing abuse, their health is also compromised. Women are still finding it difficult to report cases of GBV because of economic dependence, indicating that government has also failed to adopt policies and enact laws which ensure equal access, benefits and opportunities for women in trade and entrepreneurship.



Domestic violence cases on the rise countrywide

Thandeka Moyo
Chronicle Reporter

REPORTED cases of domestic violence in the country have steadily increased since 2008 where 1 940 cases were reported, with recent reports showing that 10 351 cases were reported last year.

However, projections show if the trend for 2012 continues, statistics might surpass the 2011 figures as the country has already recorded 3 141 cases of domestic violence for the first quarter of this year.

This came to light during the first visit of the national Anti-Domestic Violence Council to Bulawayo Metropolitan Province yesterday where stakeholders were encouraged to continue raising awareness about the Domestic Violence Act and how it could help bring peace in communities.

The 12-member council was recently appointed by Women's Affairs, Gender and Community Development Minister Dr Olivia Muchena to facilitate the implementation of the Domestic Violence Act and to take all steps to disseminate information and increase awareness on domestic violence.

In a document presented by the council's national coordinator Ms Opper Musumhi-Maravanyika, it was also revealed that courts handled 2 040 cases in 2009, 4 906 in 2010 and 2 665 in the first quarter of 2011.

Ms Musumhi-Maravanyika said the increase was not only an indication that many people were still abused but also that many victims were now reporting the abuse.

"We are glad to be attending our first meeting here in Bulawayo and we want to encourage all stakeholders to participate in the eradication of violence.

"We also have a 2012-2015 strategy that seeks to empower everyone including men so that by the end of 2015, we would have drastically reduced cases of domestic violence," said Ms Musumhi-Maravanyika.

She said some factors contributing to the increase of violence were cultural tendencies and women's economic dependence on men.

were reported to the police in 2008.

"The figure increased to 3 193 in 2009. It went up to 7 628 in 2010 and shot up to 10 351 in 2011. In the first three months of 2012, 3 141 have been reported," said Ms Musumhi-Maravanyika.

Bulawayo provincial development officer Mrs Vaidah Mashangwa said it was important for stakeholders to involve men in all their programmes and to strengthen women who had a tendency of withdrawing cases of abuse.

"We have a long way to go as a Ministry and I call upon our stakeholders to assist women especially to have confidence to report abuse to the police. Many women withdraw cases because of restrictive cultural tendencies and the fact that they depend on their abusive husbands who in most cases are the breadwinners," said Mrs Mashangwa.

She bemoaned the increase in cases of domestic violence, saying there was a need for standardised safe shelters to help victims.

"We need safe shelters in our province as we have only one being run by a non-governmental organisation," said Mrs Mashangwa.

Domestic violence is reportedly on the increase nationwide with police reporting that at least seven people were killed by their partners in separate incidents in 149 cases of domestic violence recorded countrywide in just one week two weeks ago.

Police said of the 149 cases recorded, 143 were allegedly committed by men while women accounted for just six.

A man staying in Bulawayo's Nkulumane suburb died recently after he was severely assaulted by an *injiva* and his accomplices who accused him of going out with the *injiva*'s wife.

A 28-year-old man from Vumbachikwe Mine in Gwanda, Matabeleland South, allegedly teamed up with his girlfriend and severely assaulted his wife who later died in hospital.

Nkosana Dube (28) of Vumbachikwe Mine Compound who had brought another woman home, turned violent when his wife, Ms Jane Ngulube (39) expressed displeasure at his

Background

I have a passion for women's issues, and am an aspiring humanitarian activist, so this motivated me to produce the stories. The stories narrate the ordeal of ordinary women in Zimbabwe who are still suffering despite the ratification of the SADC protocol by a country which calls for women's emancipation. I also wanted to prove to other women that GBV is real, and that failing to report any sort of GBV could be fatal - as it was in the case of Miriam Takavingofa, who persevered in her abusive relationship until she was finally chopped into pieces. These stories were also aimed at measuring our progress in Zimbabwe in terms of reducing GBV by 50 per cent.

Objectives

The stories were aimed at telling the story of women from their own perspective and experiences, and telling the world that Gender-Based Violence in Zimbabwe exists, so policy-makers could at least do something about vindicating women. The other objective of the coverage was to fight for the powerless and voiceless, so that justice is meted out - even though people like Miriam Nyoni will never see that now that she is dead.

Beneficiaries

I wanted to empower women with information, and with the experiences of other women. The

stories were targeted at women, policy-makers and men as well. After I wrote the story of Miriam Nyoni, many women and members of civil society responded by sending messages to *The Chronicle*, airing their views and thanking me for covering the story and keeping them updated. I was also invited to some gender workshops to learn more about GBV and to improve my scope as a young journalism.

Process and sources

I conducted one-on-one interviews with relevant sources for my stories, and used 2-5 sources (both female and male to balance views). As for the one on statistics, I used documents and some interviews from the Anti-Domestic Violence Council which was recently launched by the Minister of Women Affairs, Gender and Community Development, Dr Olivia Muchena. Some of the background information was retrieved from the internet.

Feedback

I received comments from all angles, some which were sent directly to my editor and news editor. Notable is that one of my colleagues (Delta M Ndou) from *Sunday News*, our sister paper, wrote her weekly article in her Heartbreaks Column basing it on the Mpopoma murder articles. Other media outlets picked up the story and wrote features based on my story. The Mpopoma murder story won me the 2012 National News Reporter of the Year Award, which was a great achievement for a young, female journalism student on attachment.

My story competed with others from veteran reporters, and the judges commended me for constant follow-up and for using multiple angles in finding out what really happened.

Follow-up

I wrote all those articles during my tenure of attachment at *The Chronicle*, and it opened up mind, encouraging me to look further into Gender-Based Violence. My experience with these realities prompted me to produce a documentary entitled Silent Cries on Gender-Based Violence as a follow up in one of my final year courses at the National University of Science and Technology (NUST).

I will keep checking with policy-makers to find out how they are making progress in fighting Gender-Based Violence.



Jenilaine Moonean presenting at the Mauritius national summit in March 2013.
Photograph: Ghirish Abdhoosee

Jenilaine Moonean
Mauritius

Category	Locality/organisation	Presenter
Media: Print	*Le Defi* Media Group	Jenilaine Moonean

I chose to write about the issue of violence against women because it is a phenomenon that is becoming increasingly important. The article is an overview, and talks about the current situation. My goal in writing these articles (published by Challenge Media Group) is not only to raise awareness regarding this problem, but also to inform the victims that they are not alone and that there are associations and authorities set up to help them.

Relation to the SADC protocol

Articles 10 to 25 of the SADC protocol aim to eliminate all forms of Gender-Based Violence. As a journalist, I also intended to challenge gender stereotypes.

Background

I wrote this article to bring awareness in the news. The press regularly mentions battered women and crimes perpetrated against women. I wanted to raise awareness and not only to inform as a journalist, but also to tell the victims where to go to seek help.

Objectives

In writing this article, I wanted to contribute in my own way to eliminating violence against women, and to help in the fight against the abuse of women.

Beneficiaries

I wanted to reach people, particularly authorities and witnesses of violent scenes, so they know that you should report these cases instead of remaining silent. But also, I wanted to help to convince victims of violence to break the silence and to denounce the aggressors.

Process

I collected information from the field by seeking the help of experts and authorities who advocate against Gender-Based Violence, including psychologists who talk about the impact of violence on the mind, and sociologists who attempt to explain the rise of violence. I consulted a fair number of men and women to balance my article, but women were in the majority.

Main outputs

Aside from the calls of victims of violence seeking more information or readers to congratulate me, the articles had many comments on the site of Challenge Media Group.

Main outcomes

I intend to follow up on whether the authorities have taken action after becoming aware of these cases and the fate of the victims in question.

Melini Moses
South Africa

Category	Locality/organisation	Presenter
Media: Radio, current affairs	SAFM	Melini Moses, Senior Reporter



Melini Moses, radio journalist.
Photograph provided by SAFM

The story highlighted the loopholes in the justice system and gives listeners a lot to think about both legally and socially.

Relation to the SADC protocol

According to the SADC Protocol on Gender and Development, constitutions need to enshrine gender equality. This current affairs documentary content was directly linked to Articles 4-11 which address issues of constitutional and legal rights. The protocol also provides for equality in accessing justice, marriage and family rights. Discriminatory laws should be reviewed and amended or repealed.

Media content

The story is around an issue that affects the very fabric of society. It is something everyone talks about, but very little is done to address the issue. Parental alienation is a term coined to refer to any attempt to destroy a relationship between a parent and a child.

We find that couples who have been divorced are caught in a confusion of emotions, so much so that their children are always caught in a tussle between them. In South Africa, our legal system is often biased towards women, and men are automatically considered the bad guys. The story tackles a widely under-reported issue in an objective and humane way.

Background

While talking to friends and colleagues I realised the huge impact that divorce was having on families and children.

I found that people were either following the theory that "all men are dogs" and don't deserve to have a relationship with their children, or that "those women were gold diggers" looking for maintenance money to support themselves rather than their children.

I decided to do a story to dispel some of those myths and to paint a real picture of what is happening, with a view to get people to think objectively.

I also wanted to cast light on the unfairness of the justice system in the hope that things will change for the better.

Objectives

I wanted people to be more open-minded and real about the issue of divorce and gender roles. We usually think that only women are affected, but as my story shows, men are just as impacted by divorce and they often get a raw deal when it comes to custody of their children.

I also wanted to expose the loopholes in the justice system to try and effect change.

Impact

The initiative was aimed at SAFM listeners and anyone else who listens to the current affairs shows on the other SABC stations. The three-part series was broadcast on SABC's afternoon current affairs shows. SAFM alone has 400 000 listeners.

Process

I contacted legal experts, NGOs' and asked on social networks for people who would be willing to talk to me. I interviewed a wide range of people for the story. In terms of those who featured, there were three men, three women and a child.

Feedback

I received great feedback on social networks like BBM and Facebook. It showed that many people are going through the same problem. Here is some feedback I got from two people via email. My email address is not given out on air, so people responded on social networks.

> Hello Melini,
> I want to take this opportunity to thank you from the bottom of my heart. I have lived through the toughest and the most agonizing time ever and I'm living it every second. I can see the negative effects it has on Niklass but he doesn't now that it is bad because he is living it. Bad is normal for him.
>
> *Please provide me with a copy of the documentary. I'll really appreciate it and I hope to reach a lot of people to be able to stop this agony and unjust Justice System. I hope to get really good Legal Representation to change the Law. With this test case I have a lot of merit. All the odds is on my side.*
> *Thank you, Melini.*
> *Best of Regards,*
> *Wessel Snyman*
> *0834424429*
> *daddy@iklaas.com*
> *www.iklaas.com*
>
> *Dear Melini,*
> *That would be great. Thanks for being open to the connection and for availing the story for our group.*
> *Regards,*
> *Phillip*

Follow up

I would check if things have changed with the law and if our legal system is being fair and unbiased in its approach to this issue. This includes issues around settlement agreements, maintenance payments and access to children. I would also check whether the parents have made any headway in resolving their issues as well as the impact this is having on their children.

Melini Moses
South Africa

Category	Locality/organisation	Presenter
Media: Radio, documentary	SAFM	Melini Moses, Senior Reporter

The concept of "Sex, drugs and rock n' roll" became very popular in the 1960s. This legacy lives on, only this time with a sinister twist. Drug dens, also known as "Lolly lounges," are rapidly increasing all over Johannesburg, and young women who face tough economic situations find themselves entangled in a web that is very difficult to escape.

Relation to the SADC protocol

The radio documentary is linked to Articles 20-25 (Gender-Based Violence). According to the SADC Protocol on Gender and Development, constitutions need to enshrine gender equality. It is necessary to safeguard the rights of women who are survivors of Gender-Based Violence whilst also ensuring that there are sufficient mechanisms in place to highlight the issue of substance abuse and GBV.

Background

The story investigates the "Lolly lounges" through the eyes of different role-players, although it was difficult to get into one of these houses myself because of safety issues, I believe I did manage to give the issue depth and put a face to it. Young women were interviewed who live in these drug dens, and they related their experiences.

A former drug lord who used to run a profitable business was interviewed, as well as an anti-drug campaigner. It is estimated that in Sophiatown-Johannesburg alone (north of the city) there are around fifty of these drug dens. I believe the story cast the spotlight on the problem in an in-depth and real manner, and gave listeners insight into this pertinent issue.

It gave women an avenue to share their stories and talk openly about their real-life experience. It shared their fears and their failures and their determination to triumph over their adversities.

It also featured a former drug lord (and his mother), who was bold enough to speak out about his past and about what he is doing at present to change things. I think the story removed women from being seen as victims and instead portrays them as people with choices in life, and people willing to take responsibility for their actions.

Objectives

I wanted people to know what is happening out there, so that they would be able to help make a difference. This could come via financial contributions to NGO's, speaking out against drug use and the exploitation of women, or even behavioural changes like not being too quick to judge people. I also believe the girls could be an inspiration to other young women to either stay away from drugs or kick the habit.

Target group

The initiative was aimed at SAFM listeners and anyone else who listens to the current affairs

shows on the other SABC stations. The three-part series was broadcast on SABC's afternoon current affairs shows. SAFM alone has 400 000 listeners.

Process

I went through a long process of searching for people who would talk to me honestly and openly about their lives and experience without compromising their safety.

I interviewed seven people for the story, five women and two men. While doing research on the topic I spoke to several more people to get background knowledge.

Follow up

I would find out how many of these drug dens have been shut down by police. Are the authorities doing anything to fix the problem? Did any of the women in rehab go back? How is the rehab centre doing in terms of resources and support?



Zelda Hakskeen
Namibia

Category	Locality/organisation	Presenter
Media: Radio	Karas Community Radio	Zelda Hakskeen, Radio Presenter



Zelda Hakskeen at the Namibian national summit in April 2013.
Photograph: Laurentia Golley

Young People Speak Out

The item submitted is a radio programme called *Young People Speak Out* on Karas Community Radio, which provides a platform for girls, women and community members at large to air their views on gender and the rights of women.

The target group of the programme is both men and women, who text and phone into the programme to contribute. The programme focuses on gender-specific topics and challenges gender stereotypes.

The *Young People Speak Out* show also interacts actively with different communities on Facebook on gender topics, and follows the statistics on violations of women and children. This programme is a good example of gender in media because it is presented by women, with the involvement of the Ministry of Gender Equality and Child Welfare as well as the Namibian Police responsible for community policing.

Relation to the SADC protocol

The programme contributes in the sense that it addresses and informs listeners on their constitutional and legal rights, and the treaties that Namibia has signed concerning all eight thematic clusters which are enshrined in the SADC Protocol on Gender and Development. The relevant targets are: constitutional rights, affirmative action, domestic legislation, media, information and communication.

Background

Gender-Based Violence is increasing at an alarming rate, which places the wellbeing and safety of women in a precarious balance. Of late, news in the print media carries a lot of Gender-Based Violence articles on girls and women who were raped, tortured and murdered. Many citizens are listening to the radio and socialising on Facebook, so the *Young People Speak Out* programme took to the radio and the internet to address the issue of Gender-Based Violence.

Objectives

The aim was to raise awareness on gender issues and to educate and inform the wider community on their rights and responsibilities with regards to gender. Another aim is to encourage women and children to stand up for their rights, to enlighten community members on the gender roles that exist within communities, the policies and regulations in place, and how to access these policies. The programme also aimed to encourage community members to organise themselves and create women's rights groups in order to mainstream and create further awareness on gender and its relevant topics and concerns.

Beneficiaries

The intention was to target multiple sectors in the entire community. Ideally, gender awareness and Gender-Based Violence should be addressed from all angles.

The ultimate goal is to create social networks to ensure that victims speak out and get proper care and protection, that community member organise themselves to provide assistance to the victims, and that support groups are created through this exercise. Community networks and interventions are another target that we hope to achieve.

Sources

Data was gathered through a social network site (Facebook) as well as the text messages and phone-ins by community members during the programme. Sources such as social workers, nurses and the Gender Focal Person within the Ministry of Gender Equality and Child Welfare were consulted.

Follow-up

Young People Speak Out is a bi-weekly programme, so regular follow-up sessions on radio will be provided as well as regular interaction on Facebook and face-to-face sessions with community members.

Ester Sabu Malu
DRC

Category	Locality/organisation	Presenter
Media: Television	DRC TV	Ester Abedi Sabu Mali



Ester Sabu Malu.
Photograph: Gender Links

Awareness-raising on family planning

The project deals with men's involvement in family planning.

Relation to the SADC protocol
Governments must develop gender-sensitive family planning strategies for women, men, boys and girls.

Context
The coverage is located within the context of the couple's use of family planning methods, which must change in DRC.

Objectives
We wanted to demonstrate the advantages of family planning for the wellbeing of the family and society in general, and that of the woman in particular.

Targets
Men are the primary targets, and then women, given that the former have always believed that this issue is reserved for the latter.

Process
I realised the coverage on the basis of interviews and documents on the family planning service, and contraceptive methods. I interviewed three men and five women.

Feedback
I receive calls from couples committing themselves to family planning. Some men accept responsibility for contraceptive choices.





Mammusi Siska receiving an award for her television programme on child rape.
Photograph: Roos van Dorp

Mammusi Siska
Botswana

Category	Locality/organisation	Presenter
Media: Television, Gender-Based violence	Botswana Television	Mammusi Siska, Assistant Broadcasting Officer

The programme is in the form of a news clip about a 36-year-old who abused three girls aged between 8 and 15 years in Mabule Village. Botswana subscribes to the MDGs (which include the promotion of gender equality and the empowerment of women) and to the SADC goal of eradicating Gender-Based Violence (GBV) by 2015. The programme is a good practise and it shows commitment to mainstreaming gender issues in all programming, including the media.

Relation to the SADC protocol

This piece will help governments formulate effective measures to end GBV.

Background

Gender-Based Violence in Botswana is not often reported by victims because of the culture of silence, so getting information is not always easy and one has to probe the victims or use neighbours to report GBV cases.

Objectives

The objectives were to educate the community about GBV, to encourage people to report child abuse cases at police stations, to let leaders sensitise communities about child abuse, and to encourage other media houses to report on child abuse and GBV cases.

Beneficiaries

Beneficiaries included the public in general (to appreciate the level of GBV in the country), children (to know their rights against child sexual abuse), and parents (to know that they have the responsibility to protect children).

Process

I consulted the village chief concerning GBV cases, and he told me of this defilement case. Then I went to the school principal to gather more information about the children. I followed up with the parent, the social services, and later on talked to the police. This involved speaking to two men (the chief and the police officer), and three women (the parent, the school principal, and the social worker).

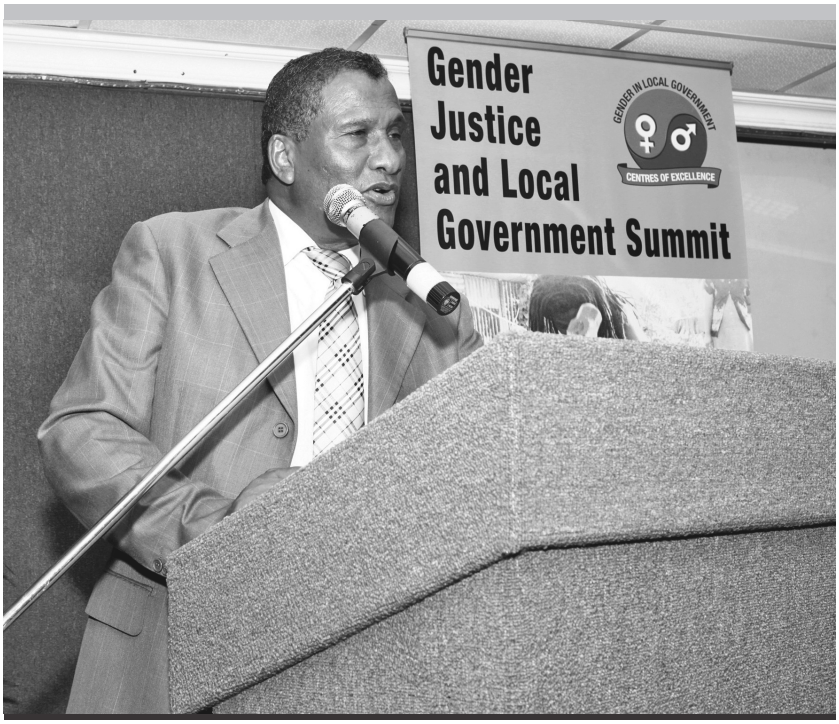
Feedback received from articles

The public donated some clothes and food hampers to the family.

How would you conduct follow up?

I did build-up stories until the man was caught. For the first follow-up story I talked to the parent and the social services to see how the girls are doing and how they can be assisted to come to terms with what happened to them. I also covered donations from different people assisting the family.

IMPLEMENTATION AT LOCAL GOVERNMENT LEVEL



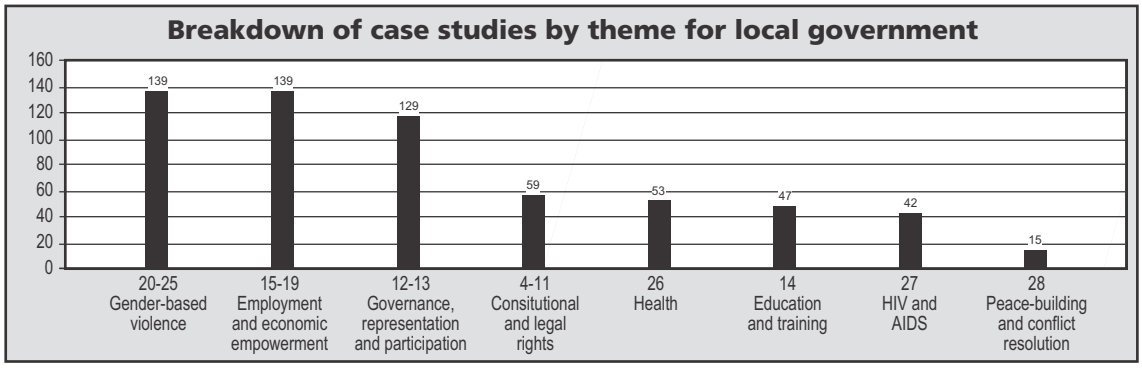
Mauritian Minister of Local Government and Outer Islands, Louis Hervé Aimée. In the 2012 Mauritian local government elections, women's representation jumped from 6.4 per cent to 26 per cent.
Photograph: Gender Links

In terms of Articles 32-36 of the SADC gender protocol, states are obliged to make provision for gender-sensitive budgets and resource allocation, oversight of the protocol by a committee of gender ministers, development of national action plans based on the protocol, and the collection of baseline data for monitoring and evaluation.

While these targets are set at national government level, it is at local level that delivery (or non-delivery) actually takes place. Without baseline data from local government level, it is not possible to measure implementation of the SADC Gender Protocol at work on the ground.

Gender Links is therefore working with local government institutions across the region, identifying Centres of Excellence (COEs), working through gender focal persons and peer support, and developing innovative strategies for cascading the COEs.

Looking at the local government case studies in terms of the SADC protocol, the emphasis is predominantly in three thematic areas: Gender-Based Violence, economic empowerment (Productive resources…), and governance (representation and participation). Other thematic areas (and especially peace-building) feature far less strongly in the summit case studies.



Local government Centres of Excellence

In 2003, research by Gender Links indicated that local government was a neglected area of engagement in the struggle for gender equality. Through a process of research, strategy discussions, evaluations and engagement with partners and local structures, Gender Links developed a programme to empower women in local structures.

Starting in 2010 with 100 individual councils (ten councils in each of ten Southern African countries), Gender Links has developed a ten-stage intervention process,[23] ensuring buy-in and political support at decision-making level.

This is an evidence-based approach, involving a council- specific situational analysis and context-specific interventions. Workshops are held to localise national and district gender policies and action plans, followed by community mobilisation and village workshops to familiarise communities with the provisions of the SADC gender protocol, enabling them to hold councils accountable. Capacity building takes place through on-the-job training with council officials and political leaders. Councils and communities are assisted to apply these new skills through running campaigns (such as the 365 Days to End Gender Violence, and the 50/50 campaign).

Monitoring and evaluation includes the administration of score cards and other tools. Gathering and disseminating best practices, case studies, etc., which provide councils and communities with a platform to learn from each other about empowering women and ending gender violence.



Centres of Excellence Implementation Workshop, Bitou Municipality, South Africa.
Photograph: Ntombi Mbadlanyana

[23] For details see Gender Links (2012) "Centres of Excellence for Gender Mainstreaming in Local Government: Country Operations and Preparatory Summits for the Annual Gender Justice and Local Government Summit and Awards: Updated Concept Note" available online at http://www.genderlinks.org.za/article/coes-for-gender-mainstreaming-in-local-government---concept-note-2012-05-30 (accessed 30/5/2013).



Shamanta Doomun Fagoonee of the Vacoas/ Phoenix Municipal Council at the Mauritius national summit, March 2013.
Photograph: Ghirish Abdhoosee

Municipal Council of Vacoas/Phoenix Mauritius

Baseline Score	Latest Score	Population	Key characteristics
54%	69%	107 000	A green district council with lots of small planters

Vacoas/Phoenix has not signed an MOU, but has officially agreed to work in close collaboration with Gender Links. It has a gender action plan as well as a GBV action plan, which integrates gender and economy as well as strategies for GBV.

Strategic communications on thematic areas have been developed, and Vacoas/ Phoenix chose the theme of climate change. The project was officially launched by the mayor in the presence of the Gender Links Francophone Director who also wrote a case study. The case study forms part of the COE training manual.

With a gender-neutral quota for the 2012 municipal elections, the percentage of women in the Vacoas/ Phoenix Municipal Council has risen from 8.3 to 33.3 per cent. Although all the main decision-making positions are still occupied by men, women have their say within the locality.

In all the activities of the council, gender is mainstreamed and budgets are earmarked. There are more women than men in public events and awareness campaigns on health, HIV and AIDS and local economic development. The council has a marked involvement in environmental issues.

The council has successfully put in place several projects and programmes for the empowerment of women and to combat GBV. These include securing stalls for women in the market; working in collaboration with the National Empowerment Fund on job fairs, where women and men can exhibit their products for sales, and business facilitation is explained; providing free infrastructure for an NGO called APCAN, which works with needy girls and has a day care centre; making sure that all streets in villages have proper lighting for the safety of women, men and children. The council has 9700 lighting points and 150 in stock; putting in place 11 facilities for women to join sports, including badminton and table tennis courts; giving two scholarships to girls for athletics; organising activities for the 16 days campaign through the National Women's Councils.

The human resources manager is a woman and there are women in the Inspectorate Department (formerly a male-dominated job). According to the chief executive, the council now works in a more structured way on gender issues, and can now ensure that gender is integrated in all their activities. They unanimously agree that, since engaging with Gender Links, they now see the link between gender and the environment.

All these activities were approved by the council and are in the notes of the meetings. Over 25 per cent of women have businesses in their own

names. There are five women as health inspectors, and the planning inspector is a woman. They have to make sure that the locality is clean and go on sites - and even to people's homes - to make sure that there is no stagnant water so that infection can be prevented.

"They are not afraid of giving notice to illegal hawkers or going to the cemetery," the chief executive said. The security guard is a woman. The nature of the work of women in this locality breaks stereotypes.

A shift system is in place to make sure that the locality is clean, public toilets are cleaned regularly, and a scavenging service has been used as a model for other localities and other government structures.

Pamphlets on diseases (e.g. malaria and how to prevent mosquito bites) are distributed to all households on a regular basis. Refuse is collected twice a week.

Vacoas/ Phoenix is the council with the highest number of gymnasiums, which are well-equipped with training materials, bathrooms and toilets. The gymnasiums are not only reserved for women twice a week - they are all free for residents of the locality. There are 14 football grounds, and ten of them are well-lit at night. There is a female football team. The Omni sports complex comprises of badminton courts, squash courts, indoor volleyball and basketball, as well as a closed football ground.

The 14 community centres and 14 pre-primary schools are all free of charge.

The community police work hand in hand with the council, and they are given a free venue at the council. The staff is well-qualified and under good leadership. Since the chief executive believes in the work of Gender Links, more projects and workshops will be organised in the near future. The Council is focusing on environmental issues, and will gender mainstream the projects, either directly or indirectly.



Mamta Koonjan Jugroop, the Acting Deputy Chief Executive of Grand-Port District Council and Shamanta Domun Fagoonee, the Chief Welfare Officer of the Municipal Council of Vacoas/Phoenix.
Photograph: Ghirish Abdhoosee



Khumioso Higgins (right) and his Town Clerk, Shadrack Selelo of Selebi Phikwe receive an award for improved performance of Local Government COEs.
Photograph: Roos van Dorp

Selebi Phikwe Town Council Botswana

Baseline Score	Latest Score	Population	Key characteristics
N/A	67%	50 000	A mining town that is eradicating poverty

The town Selebi Phikwe is located in the north-eastern part of Botswana, 52 km from the Gaborone-Francistown road (A1). It is a mining town established in the 1970s after the discovery of copper and nickel.

The Selebi Phikwe Town Council has reached stage 10 of the COE process. The gender action plan is being implemented, and was updated last year after having been drafted in 2010. The council has few women, but those who are there have been very active in taking on leadership positions, and addressing gender issues. There are six council committees; four are chaired by women, and two by men. The council ensures that there is gender parity in most of their committees.

There is a recycling programme which involves one man and six women. A brickmaking project which has built 61 houses in three years and most of the beneficiaries are women. There is a request from the council for support in national-level lobbying on budgets. At the moment, the council has no budget for gender, because of directives from central government. This is a limiting factor for taking forward their gender work. Training for women has been conducted by the council, including 400 women from the Ipelegeng project who have been trained by the fire department, and 400 women have been trained on first aid. There is an ongoing update on building control standards in the Selebi Phikwe community. The council has mainstreamed a local poverty eradication strategy. This includes Ipelegeng alternative packages, Ipelegeng feeding programme suppliers, and a sustainable livelihoods approach to eradicate poverty. The social and community development departments do a mass assessment every two years.

The council faces numerous challenges, ranging from air pollution from the mine, to HIV and AIDS, to a shortage of serviced land. The council must respond to all these challenges to move the community in the right direction. The council feels its performance can be strengthened even further by embarking on reform programmes which are aimed at improving productivity and efficiency among its employees. A performance management system was introduced as one of the reforms.

As part of the gender mainstreaming process, Selebi Phikwe has edited the gender action plan and adopted it in a full council meeting. According to the gender focal person, Segopotso Dikai, the plan is now being implemented. Segopotso also attended training in Palapye which was organised by BALA, GL and the Women's Affairs Department.

Zvimba Rural District Council Zimbabwe

Baseline Score	Latest Score	Population	Key characteristics
64%	80%	230 703	Farming and mining area



Faimesi Bwakaya, Natural Resources Officer Zvimba RDC, receiving a COE award at the Zimbabwe national summit.
Photograph: Trevor Davies

"*Women and men experience and are affected differently by the services they receive from local authorities. It is critical that Zvimba RDC take practical steps to embrace the diversity of local communities to achieve gender equality, equity and justice in its policies and service delivery.*" - Zvimba RDC Gender Policy, adopted in December 2012.

If you find yourself in Zvimba district in the Mashonaland West Province of central northern Zimbabwe, you might just meet the Zvimba Queens. No they are not beauty queens! The Zvimba Queens are the council's newly-formed women's soccer team with a budget of $3990 out of the $28 580 allocated by the council to promote gender equality in the 2013 budget. For a rural council, this is a small fortune, and a firm indicator that it's no longer business as usual where gender is concerned.

Zvimba became a Centre of Excellence for gender in local government in October 2011. In less than two years, the council's gender score has risen from 64 per cent to 80 per cent (a score that was independently adjudicated at the March 2013 SADC Protocol@Work summit). During GL's verification visit, gender focal person Fainesi Shamhu presented a file of evidence that included a gender policy and action plan (formally adopted by the council in December 2012), a gender statement to go with the 2013 budget, gender disaggregated employment statistics, job adverts encouraging women to apply, and minutes of community meetings.

"There has been notable change to my life, this council and the community that I can bear testimony to," says Denicah Makota who works for the Parliamentary Constituency Information Centre as an executive assistant.

Makota recalls how she became aware of the council's gender action plan through talking to colleagues about the SADC Protocol in 2012 after attending and participating at the GL national and regional gender justice and local government summit. "She was explaining governance issues and women's political participation and decision-making," Makota recalls. "I got a copy of the SADC protocol which I am now using to talk to the communities I work with. I believe the protocol has opened up our minds as women. I am more conscious about gender issues."

The council combines a strong evidence and policy-based approach with visible and practical interventions that involve women and men. Gender champion Tsitsi Mugabe, who also

represents rural women in the Women in Local Government Forum, provides political leadership. Mugabe and Shamhu went through the COE training of trainers process. They conducted their own situation analysis of the council.

In a relatively short space of time, the council can point to several "before" and "after" facts - before the council had no gender policy. Many other COE's have gone straight to an action plan without a policy. Zvimba has customised the Zimbabwe Local Government Association (ZILGA) gender policy to its needs, with many references to the provisions of the SADC gender protocol.

For example, the policy quotes the SADC Gender Protocol target of 50 per cent women in decision-making by 2015, through affirmative action measures if necessary. The council is unique in that it has a relatively high proportion of women - 38 per cent (the overall average of women in local government in Zimbabwe is 18 per cent).

There has not been an election since the adoption of the gender policy, and women still only chair two of the seven committees (28 per cent). However, women now constitute 42 per cent of the vice chairpersons. The gender committee has recommended that council adopt a 50/50 rule for chairing of committees, and that where the chair is male, the deputy must be female. Presently, Mugabe chairs the strategically placed planning committee, while Councillor Margaret Hoshiki is vice chairperson of finance. Women in management have increased from 25 per cent to 33 per cent over the last year. The council now encourages women to apply for posts and the gender committee is involved in selection processes. Recently the council recruited a female manager to run its Banket Town Board.

One of the most visible achievements concerns ensuring that women and men gain access to land and keeping gender-disaggregated data on land. "Due to GL and gender mainstreaming initiatives, council has taken affirmative action steps to register houses and stands in both spouses' names. The housing application forms are now sex-disaggregated. This is just an example I have noted among many other things the council is doing," said Makota.

Women councillors pointed to many well-documented examples of issues they have raised in the council, as well as those raised by women in the community, as examples of women's participation in decision-making. ZRDC has photocopied the pamphlet on the provisions of the SADC gender protocol many times over. From the initial stage three village community workshop, the SADC gender protocol is now mentioned at all community gatherings. Minutes of council meetings, budget consultations and other gatherings show gender-responsive governance at work in concerns over water, sanitation, roads, boreholes, dams, schools, deforestation, electrification and mining.

Councillors in wards seven and nine have initiated garden projects to empower women. During a late afternoon visit, the women members of the *Tirivamwe* ("we are one") Co-operative demonstrated how they have reclaimed a once empty bush and turned it into a garden under crop rotation. Produce is sold, and some is used to feed orphans and vulnerable children.

A unique feature of the council is that it is cross-referencing its gender policy with other council policies, and setting aside a budget ($500) for this purpose. In ward nine, women have won contracts

to provide OK Bazaars with candles, and to sew school uniforms. The council often rents out the community hall for weddings. Women in the community do the décor and catering, earning extra income. Their favourite slogan is "down with poverty, forward with knowledge".

On Valentine's Day 2012, the council ran a day of voluntary counselling and testing for couples, thanks to a gender-aware HIV and AIDS policy that is targeting men. The council's 2013 budget makes a provision for refresher courses and kits for care givers, the majority of whom are unpaid women. The SADC gender protocol has strong provisions around the appropriate recognition of care work.

Community members and councillors site the triple scourges of poverty, gender violence, HIV and AIDS as the major challenges to gender equality. Preliminary results of the Violence Against Women Indicators Study in Zimbabwe show that Mashonaland has the highest levels of gender violence in the country, with 88 per cent of women reporting that they have experienced some form of violence over their lifetime. Emotional violence, which barely features in police statistics, constitutes the highest form of violence in all provinces. This reflects deeply-held patriarchal beliefs that still have to be challenged.

In ward nine, Herbert Nyaude heads the Child Protection Committee of the Council. He talks passionately about young women dropping out of school as a result of teenage pregnancy; violence in schools, child marriages, child-headed households, and the need to protect the girl child. He says that gender training has empowered him to speak out and apply what he has learned. The Zvimba gender budget statement makes provision for visits by the gender committee to the local police station and Sixteen Day campaigns.

"Personally getting to know about gender issues has been an eye opener," reflects Makota. "I used to look down upon myself and my capabilities... I now know that you can compete with men and challenge them, even at work. I have learnt that gender based violence (GBV) has to be reported and there are institutions like Zimbabwe Women Lawyers Association (ZWLA) who can help women affected by GBV".

"Most important, I have learnt that there is need for behaviour change. In the past we had people having multiple concurrent relationships in our community, but this has decreased. If you want to be a role model, your behaviour needs to change. I have acquired information and the ability to act on the knowledge that I have acquired."



Amina Anondaza, Mayor of Antanamitarana.
Photo: Razanadratefa Zotonantenaina

Rural Council of Antanamitarana Madagascar

Baseline Score	Latest Score	Population	Key characteristics
47%	92%	5 380	A small rural community addressing gender and environmental issues

If there is an issue, there is always a solution

The rural council of Antanamitarana became a Centre of Excellence in 2011, and has already completed stages 1-10 of the COE process. With an active and dynamic staff led by the mayor, the council score has increased from 47 in 2011 to 92 after the last verification in 2013. This improvement in score gives an indication of the council's progress in terms of gender mainstreaming.

After the Gender Links intervention in 2011, the council has done its best to implement the action plan drafted. The main strength of the council is the existence of many associations of women that were unified thanks to GL projects. With a lively team, the council has favourable conditions for mainstreaming gender in the administration as well as in its deliverables for the population.

Before becoming a COE, the council did not have access to the Internet. But after GL's training on the importance of communication, the council has made the Internet available in the office. Now the council can communicate with all partners in Madagascar and abroad. "Having the Internet at the office completely facilitates our work because it neutralises distance. Communication has become fluid. Moreover, the council's staff can participate in sessions of exchange such as the cyber dialogue during 16 days and other forms of social media", said the mayor.

The council has also advanced because gender and the fight against GBV are included in the budget. For instance, the council has a special budget for the 16 days of activism and the celebration of International Day for Women, the day for the international fight against violence perpetrated against women. Many associations of women help in fund-raising for the preparation of large events. The council works in close collaboration with these associations and has several partners, such as the VMLF (national platform of NGOs and Associations working on gender and development), WaterAid, and SE/CNLS for the fight against HIV and AIDS.

The council has developed projects on adduction of drinking water in nearly all the localities of the council. The fountains are managed by an association of women in the council.

The council has progressed in the protection of the environment through the organisation of reforestation campaigns and sensitisation on bush fires, for which the council has been granted a certificate from the Ministry of Environment.

The council has also created a gender-sensitive workplace for its employees. "Our leitmotiv is to manage the council as a family. When there is an issue, there is always a solution."

The construction of road infrastructure and new secondary schools are another part of its innovations. Climate change is among the priorities of the council.

Some of the major challenges are education, sensitisation of men and the participation of women in decision-making positions. These challenges are all based on gender stereotypes - hence the multiplication of efforts for sensitisation through workshops, training and campaigns.

The council is more aware of gender issues. Although women in the council are already very active on gender-related activities, the fact of being a COE with GL made them stronger and gave women self-confidence. In addition, the council has already participated in two summits and never missed having the first place in a category. Last year, three candidates came to the regional summit and two brought back trophies.

The budget is placed on the noticeboard so that everybody can see that funds are earmarked for gender activities. This situation is unique because only COE councils have a special budget allocated to gender activities. The existence of infrastructures and the testimonial letters from beneficiaries can attest that change occurred.

A characteristic of this group is that they have very active women who dare to speak their thoughts and do not hesitate to express themselves. Most of them are good leaders. That is why the council has no difficulty in mainstreaming gender in all its activities. The council has also developed many technical and financial partnerships with foreign institutions.

Performance may be strengthened through training of the associations of women on different themes such as economics and politics.



The Antanamitarana council offices in Madagascar.
Photograph: Razanadratefa Zotonantenaina



Naledi Masipa of Capricorn municipality.
Photograph: Ntombi Mbadlanyana

Capricorn District Municipality South Africa

Baseline Score	Latest Score	Population	Key characteristics
75%	88%	1 261 463	Good governance, financial security, education

Continuing with the winds of change

Where does one even begin to describe the relationship between Capricorn District Municipality (CDM) and Gender Links (GL). We are still forging ahead with GL all these years later. This has been one good working relationship.

Our journey with Gender Links started at the first gender justice and local government summit in 2010, after we had seen the application calls online. I do not think we had any idea of the process and the wonderful journey we were about to embark upon with GL.

"The council did not have a gender action plan - there was a simple framework that was being used overall, but it was not gender-specific and even the overall budget that is normally tabulated and adopted was not gender-sensitive and geared in a way that would ensure that gender mainstreaming activities and processes would be financially capacitated.

The council had not had any gender mainstreaming workshop before GL facilitated the process, and after the workshops and the continuous support we received from GL a lot of things started to function effectively within the council."

After the intervention by GL and with the municipality becoming part of the Centres of Excellence (COE) process, a lot of things have changed within the council. One of the main things that has happened that stemmed from the relationship between GL and Capricorn Municipality was that the council budget needed to be reviewed to make sure that it was gender-sensitive. The gender action plan that was formulated was adopted by the council, and funds have been allocated for the different components within the gender action plan.

CDM continued being part of the COE process at the gender justice and local government summit in 2012, and was awarded the overall best-case COE winner. The council has a gender champion who is the executive mayor, and other members of the Mayoral Committee support the COE process within the institution. This has enabled the development of the COE gender mainstreaming programme in the council.

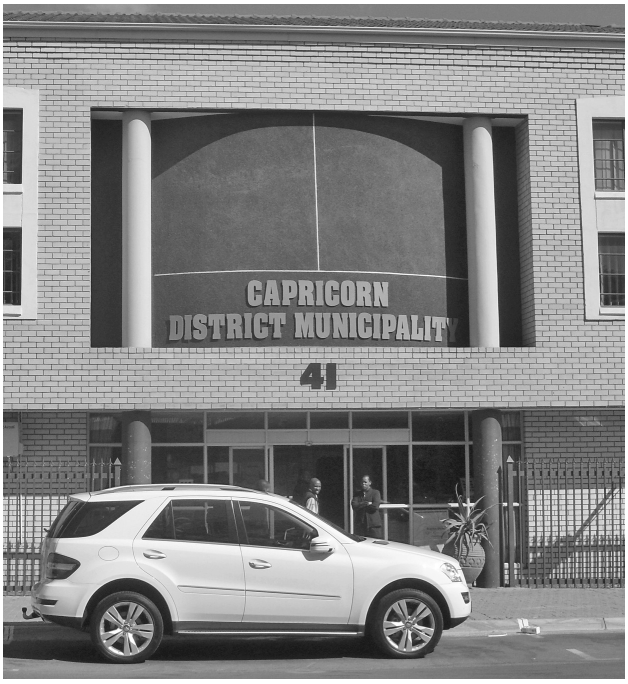
The council has advanced and completed all ten stages of the COE process, and has adopted a mentoring role to two other local councils,

Aganang and Polokwane local municipalities. The council has been able to advance so much with the COE process because of the institutional mechanisms that have been adopted.

The council has had to review some existing human resources policies to ensure that there is equal representation of women across the different departments and management of the council. Human resources policies have always been gender-sensitive and gender-aware. However, the intervention by GL emphasised the importance of reviewing these policies from time to time. Gender-disaggregated data was also one thing that was never enforced in terms of data collection in the council, for HR purposes or any other matters.

The council has encouraged local municipalities to keep gender-disaggregated data, and has made sure that all departments take issues of gender mainstreaming into account. This affects the procurement unit and the awarding of contracts to women, and also the different forms of training and learning opportunities awarded to women and men. The integrated development plan (IDP), which is the document used by the council to map out the planned council implementation process, has also become more gender-sensitive. The IDP process consultations normally take the form of public consultations, and women have been encouraged to attend these consultations. The council budget has been drastically revised, with the Social Development Department (which spearheads issues of gender and vulnerable groups) becoming gender-sensitive, with a fair amount of the budget being allocated to gender issues. There is also an increased commitment to the implementation of the budget.

There have been some challenges within the council in terms of gender mainstreaming and the COE process. One of the main challenges has been making the different units within the council aware of the importance of gender mainstreaming within the council. This problem has been addressed through workshops and awareness-raising sessions and inviting the different unit staff to attend the meetings. We know that the change has occurred due to the number of people who have had interaction with the council through the COE process and who have benefitted from being affiliated to the council. The council has built a very good relationship with the Khuseleka Victim Empowerment Centre, offering them assistance with GBV training and awareness-raising, and has included the VEP centre in the COE workshops facilitated by GL on a few occasions. "In July 2011 I attended a Gender Links workshop which was being hosted by Polokwane Local Municipality. I also received the invitation to attend the workshop



Capricorn District Municipality, Limpopo.
Photograph: Ntombi Mbadlanyana

from Naledi Masipa the Gender Focal Person from Capricorn District Municipality. This is where I learned about the SADC Gender Protocol and the different targets and thematic areas. Now I am much more open and I also realised that it is not only about the centre anymore or even Polokwane, but about Southern Africa" - Jane Dimakatso Bambo.

Capricorn District Municipality is visibly committed to creating an enabling environment for the municipality and its stakeholders to ensure the implementation of programmes. These interventions and programmes are aimed at ensuring gender equality and women's empowerment. The council as a municipality has also taken resolutions in support of the strategy for local government and plays a key role in the implementation of gender mainstreaming.

The council has completed all of the COE stages and will be in the best position to play a mentoring and coaching role to the local councils that are going to be joining the COE process. The performance of the council can be enhanced by ensuring that GL will continue to give the council the support it will require in order to ensure cascading of the COE process within the local councils.



Regina Sebola, Naledi Masipa, Cllr Vilankulu (MMC Special Focus) and Ntombi Mbadlanyana at the Commitment Pledge and Candle Lighting Ceremony.
Photograph: Gender Links

Grand Port District Council Mauritius

Baseline Score	Latest Score	Population	Key characteristics
63%	90%	115 546	A coastal town adjoining agricultural areas



Subhowantee Coonjan Jugroop, Deputy Chief Executive of Grand Port District Council, celebrating an award at the regional summit. *Photo: Razanadratefa Zotonantenaina*

Grand Port is full of history. The district still has the ruins of the first Dutch fortification and a historic museum. The Mahebourg fishing village is built on Grand Port Bay. The district is close to the airport.

Grand Port stretches westwards from the sugar-growing village of Savannah along a rugged coast. Cane fields interspersed with fishing villages dominate the coast, while the interior around Grand Bois is tea-growing country. The south of Mauritius is wild and undeveloped, a dramatic sweep of empty beaches and treacherous cliffs. It is a big district with the most beautiful lagoon, known for sandy beaches, windsurfing, yachting and other sea activities. The area is also known for its tea plantation.

Although Grand Port was a Centre of Excellence, having done all the workshops and developed an action plan, they did not participate in the 2012 summit. As soon as GL contacted them after the summit, they immediately agreed and sent the action plan to council. A steering committee was set up, and since the action plan was approved by council, the Grand Port District Council has grown into a gender-sensitive locality which is indeed a model for all localities of Mauritius.

A budget of Rs.75 000 was earmarked for gender when the action plan was approved. There are 50 per cent men and 50 per cent women on the steering committee, with a gender champion. The action plan is being implemented and the council received a driver of change certificate at a mock council meeting that the council decided to organise.

There is a budget for the 16 days campaign. The librarian of the council participated in a cyber-dialogue training, and participated in the 16 days campaign on the GBV indicators.

The mock council meeting was a follow-up of a workshop facilitated by Gender Links on women in politics. The council wanted to make sure that the women trained will have the knowledge, techniques and skills to participate in council meetings.

Quite a few of the participants were elected in the local elections of December 2012. Before the December elections, there were no women on the council and there are now three women, one of whom received training from Gender Links to develop the action plan as well as the women in politics training.

Although quite a few localities of Mauritius have a section for Gender Links in their libraries, the one for Grand Port was the first one to have GL books, and it is quite impressive. The library was officially opened when Colleen Lowe Morna, Chief Executive Officer of Gender Links came to Mauritius in October 2012.

Women occupy non-traditional posts in the town. For example, here are quite a few women working as safety and health officers, or as planning and assistant chief executives who are in charge of the running of village councils.

The acting chief executive of Grand Port, Mamta Coonjan Jugroop, said that she never thought that she herself would have changed so much since her first encounter with Gender Links in 2007. She first met Loga Virahsawmy in 2007 at the Moka Flacq District Council workshop, where she learnt about the work of Gender links and was given books, CDs and organisational pamphlets. She immediately developed a keen interest in persuading women at the grassroots level to become leaders and councillors, as at that time there were few women at the district council level. Since then, meetings between GL and the council have been abundant, and several workshops and training sessions have been organised, both at the district council level and the village council level.

Before encountering Gender Links, people thought that gender was about women only. The men on the council viewed women as second-class citizens. It was GL who provided the necessary support and resources to make it possible to introduce a change in mentality and attitudes among people at the grassroots level.

Women were viewed by men as housewives, incapable of decision-making and incompetent. The mock council was organised to let the men know that women are equally capable of taking on leadership and decision-making roles. It was only after including both men and women councillors at a workshop organised by Gender Links that the men realised that women are capable of delivering, and in general are as intelligent as their male counterparts.

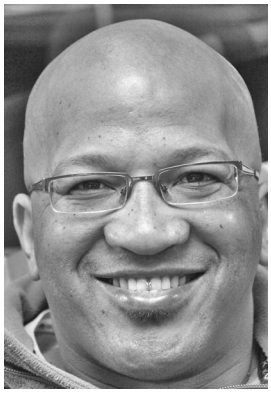


Marie Michelle Lepredour and Subhowantee Coonjan Jugroop celebrating the Awards received by the Mauritian participants.
Photograph: Razanadratefa Zotonantenaina

Leadership in local government

Edward Jantjies, Mossel Bay Municipality South Africa

Category	Locality/organisation	Name of leader
Leadership	Mossel Bay Municipality	Edward Jantjies, Director Corporate Services



Edward Jantjies of Mossel Bay municipality.
Photograph: Trevor Davies

Mr E Jantjies established the Socio-Economic Department at Mossel Bay Municipality that deals with local economic development (LED), gender, HIV and AIDS, disability, the elderly, youth, and social workers. In June 2010 he ensured that council appointed a gender focal person, and made sure that sufficient budget was allocated for gender-specific projects.

He started in 2011 with empowering women in leadership by sending them on accredited training. He is the driving force behind the gender agenda, and made sure that he secured the buy-in from directors, the municipal manager, the mayoral committee and councillors to adopt the gender action plan, to allocate sufficient budget, to ensure that Mossel Bay Municipality takes responsibility for being part of the Centre of Excellence (COE) process, and to take the Gender Links scorecard to the War on Poverty Committee in order to ensure gender mainstreaming through all directorates.

Mr Jantjies not only established an internal gender forum, but also external gender forums. Capacity building sessions were held in ward-based training to include the whole community in all gender-related projects, especially GBV.

He sensitised directors, councillors, managers, supervisors and staff on gender issues, to ensure gender mainstreaming through all departments. He ensured that gender policies were put in place, and he is taking the lead in incorporating all actions into the integrated development plan (IDP). He is a male warrior for the female cause.

Anecdote

Mr Jantjies is not a fence-sitter when it comes to projects to empower the women of Mossel Bay Municipality. He goes as far as dressing up like a woman to illustrate his passion for women's issues.

One year, he became an entertainer and sang for the audience at the women's day function.

To ensure that female staff at the municipality are passionate about women's day, he arranged for a floating trophy that would encourage them to participate in these events - even asking temporary assistants to contribute to the process. He is a dynamic leader who takes his work seriously. He arranges squash evenings for women's day, and requested his squash mates to dress up for the occasion.

For me it was quite a challenge to work with Mr Jantjies on the process of influencing change regarding gender. He does not convey very much emotion as a person, and is strictly task-driven. With an academic history, Mr Jantjies does not tolerate error in any field. His qualifications include a Bachelors degree in economics from the University of the Western Cape, a Higher Diploma in Education, and certificates in local government finance and management. Despite his extremely busy schedule, he was determined to go to the third gender justice summit as a self-funded delegate. He is a visionary leader.

A short history of the leader's learning journey

Mossel Bay Municipality became part of the COE process in 2011. Although Mr Jantjies was not able to attend the different training sessions, he made sure that the two gender forums, councillors and gender focal person attended the training.

I believe before Mossel Bay Municipality had the opportunity to be part of the Gender Links summit in 2012, Mr Jantjies saw the Gender Links COE process as a way to get a structure into the municipality to focus on gender and gender mainstreaming. He went with the goal to win the COE prize in 2012, and was very disappointed when it did not happen. The moment that the Mossel Bay delegation returned from the summit, the focus was on getting the buy-in of council for the gender five-year plan and signing the commitment pledge. This was the turning point for Mr Jantjies. On 26 July 2012, when he signed the commitment pledge, everything changed. He focussed on implementing an inclusive strategy for all modules that will ensure gender main-streaming throughout the municipality and the community. Projects and programmes were aligned to gender mainstreaming, and the War on Poverty Committee became an instrument to mainstream gender-specific needs.

The sharing of best practices at the summit was a starting point for Mossel Bay Municipality. Mr Jantjies took the necessary steps to ensure that the notion of sharing good practices will not be unique to Gender Links summits, but will become a culture implemented in the life of Mossel Bay Municipality. He made it his vision to ensure gender mainstreaming throughout the municipality, and takes pride in having 16 women in decision-making positions within the council. These include the mayor, the municipal manager, the portfolio councillor, and the heads of supply chain management, LED, SMMEs, income, gender, disability, the elderly, HIV and AIDS, human resources, youth, social services, performance management, legal advice and libraries.

As one of 12 COEs that Gender Links has in South Africa, Mossel Bay is raising the flag high by being the first local government council in the SADC region (253 COEs altogether) to have a summit that follows the structure and aims of the 28 targets of the SADC protocol. The summit took place over a period of five days. A total of 45 presentations took place, including disability and elderly day mini games, a safety summit, "No-more-Victim" tea and a two-day wellness event.

The summit ended with a gala dinner and awards for those people who presented their best practices, and the signing of the statement of commitment ceremony. This is a true reflection of Mr Jantjies's passion to change the world one step at a time.

His role in mainstreaming gender

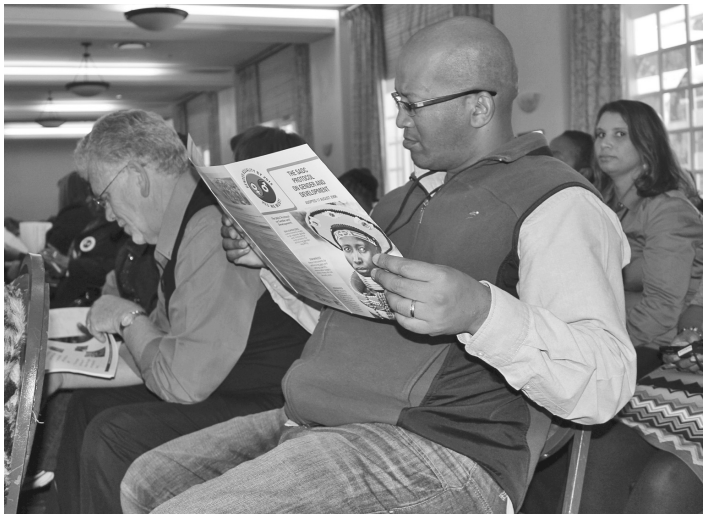
Mr Jantjies started in 2011 by sending key women on women in leadership training, to capacitate them to assist in gender mainstreaming throughout different departments in the municipality. Internal and external gender forums were established to ensure that gender will be included in the IDP and through NPOs, FBOs and CBOs. Training was conducted with a special focus on gender, gender mainstreaming and GBV, not only at ward committee meetings but throughout the committees that form part of the municipality.

Mr Jantjies ensured the drawing up and adoption of a five-year gender action plan that was approved by council. He ensured that Mossel Bay was the first full council to sign and adopt a commitment pledge for gender mainstreaming. Mr Jantjies is responsible for gender mainstreaming suggestions and programmes at the directorates meetings. He placed gender on the War on Poverty agenda to ensure that all directors, mayoral committee members and the mayor will have gender on their agenda. Mr Jantjies has succeeded in changing the general mindset of the municipality by looking through a lens of gender mainstreaming when dealing with water and sanitation, waste management and climate change, land and housing, sport and recreation.

Relation to the SADC protocol

The intervention contributes to Articles 12-13, 14, 15-19, and 26 of the SADC protocol.

Mr Jantjies is the Director Corporate Services and responsible for the following sections in the Municipality: Human Resource Services, Secretariat, Legal and Contract Management Services, Archives, Socio-Economic Development Services, Youth Development and Disability and Gender Affairs, Ward Committee Management, Public Participation, Integrated Development Planning (IDP), managing the Employment Equity Plan, and managing the Performance Management System. As the person accountable for these sections, he can ensure that 50 per cent of decision-making positions are held by women. He can also ensure universal access to HIV and AIDS treatment for infected persons, giving support and resources to care-givers in the field of HIV and AIDS. Gender-sensitive programmes exist for all staff members of the municipality and the ward committees, and training is provided to external organisations and members of the public. He is in charge of local economic development that is focused on



Edward Jantjies,director at Mossel Bay Municipality reading the SADC Gender Protocol pamphlet during the opening of the Gender Summit.
Photograph: Razanadratefa Zotonantenaina

employment and economic empowerment. The White Paper on Local Government provides the context and the direction for the role of municipalities in economic development, stipulating that "Local Government is not directly responsible for creating jobs, but must create the environment" and make the new economic growth path a reality. Mossel Bay Municipality is focussing on assisting health organisations, the integrated community policing system (ICOPS), and the NGO sector to ensure gender-sensitive, appropriate and affordable quality health care services.

Ensuring buy-in and the involvement of management in the COE process

As the Director of Corporate Services, Mr Jantjies is sitting on the directors board where items for council are approved. For us to achieve the establishment of the social development forum, the gender forum, the municipal AIDS forum, the LED forum, the council of stakeholders, the five-year plan and budgeting, the "No-more-Victim" summit, and progress on the Gender Links scorecard, the buy-in of councillors is always a necessity. Mr Jantjies approaches his targets like a politician by informally keeping constant communication lines and flow of information between him and the councillors. This means that when an item is put on the agenda, it is already popularised informally, allowing for a smooth transition.

By education and capacity building sessions, the municipality has made great progress in gender mainstreaming. It not only managed to complete almost all the stages in the COE process, but was the first council in the country to replicate the Gender Links summit, adapting it to suit our own needs. Mr Jantjies is well-known in the Mossel Bay community, and can not only get the buy-in of council, but also the business sector and the media of Mossel Bay.

Ensuring implementation of the gender policy and action plan

Mr Jantjies is a very supportive director. He uses his power to ensure support for the gender focal person to perform the required duties, especially when information is needed from other departments. He arranged for the task team to attend the Gender Links course and he ensures that the action plan does not remain only on paper. He made provision for gender mainstreaming in the IDP. Monthly reports and council progress on the five-year plan can be monitored in conjunction with the service delivery and budget implementation plan (SDBIP) indicators.

Influencing budgetary allocations for gender work

Mr Jantjies is part of the committee that is dealing with budget allocation. He makes recommendations to council in the allocation of budget. Since 2011 Mr Jantjies has managed to ensure that a specific vote is allocated to deal with projects within the gender portfolio: R150 000 in 2011/2012 and R236 000 in 2012/2013. Gender is also mainstreamed within all categories in the socio-economic development department, so budget allocations for LED, youth etc. are always taken into account. With the implementation of the War on Poverty Committee, gender-specific challenges and needs have been identified, and this causes the other departments of the municipality to also allocate budget for housing, waste management, water and sanitation and access to basic services.

The progress made in the community will be a true reflection of Mr Jantjies's influence on budget allocation. One good example is the decision taken to ensure an expanded public works programme (EPWP) for women in construction, which empowers women who are in developing construction businesses and impacts directly on social upliftment.

Popularising the COE process

Mossel Bay Municipality joined the Centres of Excellence (COE) process on 26 May 2011 with a meeting conducted by Gender Links with the previous executive management, who gave the required commitment to the ten-stage COE process.

Since then the council has made good progress in terms of implementation and moving forward with the process through its gender action plan, with strategies to increase women's recognition and advancement in leadership in key decision-making positions in government. The first COE workshop took place at the Mossel Bay Old Power Station Building, with participants being trained and empowered around the SADC Protocol on Gender and Development and also key gender concepts. The gender action plan was developed by the council with the help of Gender Links. This plan assists with the implementation of effective gender mainstreaming. In February 2012, there was revision of the training manuals and new modules were introduced. Gender Links staff returned to do a consolidation workshop with the council. The new modules were incorporated into the action plan. These include climate change, local economic development (LED), care-work and conflict resolution. Mossel Bay Municipality was shortlisted and participated in the third annual gender justice and local government summit, which took place in April 2012.

A case study was presented on the 16 days of activism and prevention strategies within the council against gender based violence (GBV), as well as in the institutional Centre of Excellence (COE) category. Mossel Bay Municipality started with the first ever "No-more-Victim" Summit, linking GBV and LED together.

The five-day programme showcased best practices in mainstreaming of gender and promoted the gender justice and local government summits that are hosted annually by Gender Links.



Zelda Hakskeen, Deputy Mayor of the Keetmanshoop Junior Council. *Photograph: Gender Links*

Zelda Hakskeen, Keetmanshoop Junior Council Namibia

Category	Locality/organisation	Name of leader
Leadership	Keetmanshoop Junior Municipal Council	Zelda Natacha Hakskeen, Deputy Junior Mayor

As the Junior Deputy Mayor of the Keetmanshoop Junior Municipal Council, I was invited to the Gender Links workshop on gender mainstreaming and gender policy implementation, from stage 1 up to stage 5, held in June 2012 at the Keetmanshoop Multi-Purpose Youth Resource Centre. I was a participant of the Centre of Excellence planning framework for Local Council, and was also selected as a youth representative in the committee established.

With my strong leadership skills and the ability to initiate activities, events, activism, programmes and campaigns, it has been my goal to push devices on gender mainstreaming so as to see how all parties of society engage in the execution of these gender policies and action plans, with flagship programmes to end gender violence as well as to promote local economic development and green municipalities. As a young vibrant leader with a purpose-driven mindset who has great passion for development and a thriving spirit to ensure that my community is being catered for in all relevant areas needed and that their needs are addressed, I personally feel the little we accomplish each day by highlighting the aspect of gender is huge progress towards reaching the target of halving gender violence by 2015. These small daily accomplishments include:

- Participating in the demonstration against violence, on the death of Magdalena Stoffels and all the girls who are raped and killed.
- Visiting young women in hospital and encouraging them on self-worth, self-respect and love, values and roles in society.
- Assisting young girls in secondary schools who have mobilised themselves into a group, which aims to motivate their peers through various activities.

I started as a peer educator in the field of HIV and AIDS at Catholic AIDS Action, and was trained as a community action forum member at NAWALIFE Trust.

This background enabled me to do community sensitisation and demonstrations as well as assisting in the youth health club, and raising of awareness through arts, commemorating World AIDS Day.

Articles 29-31 of the SADC protocol deals with media, information and communication. At our local community radio station (Karas 102.3 fm), I'm co-piloting a show called *Young People Speak Out*, where we address gender issues.

Selected as a youth representative in the Gender Committee established, I aim to see how this can have an impact in the COE process. Since I attended a workshop and have the COE training manual, it will be of great help in making sure that the committee takes action in sensitising gender issues in our society by advocacy. I have to be honest, we need attention in this regard. What I mean is, for us to be able to, not partly, but effectively influence the level of buy-in and involvement of management in the COE process, we need to be equipped and streng-thened, as this is a very significant level of giving light. Otherwise, it will just one of the cases where things are hanging. By the look of things, we don't have time.

As a Junior Municipal Councillor, I fall under the Senior Council and as a Junior Councillor I can only facilitate but not implement. I have been following up on the procedures of this, and so far it is still in the process and planning of council. As I'm fortunate to be part of different organisations and very much interested in the gender policy and action plan, it has been a great delight to look at opening channels on how it can get started. As advocacy is the main strategy of my work and although is challenging, we have been managing to start with awareness, which in my opinion already makes a difference and is progress. The Ministry of Youth has played a magnificent role in gender-related issues, as gender stereo-typing is affecting the involvement and active participation of youth and community at large, in social illnesses such as GBV, poverty, HIV and AIDS, unemployment (not to mention the most challenging part, which is implementation).

I believe that when it comes to the gender policy and action plan implementation, we need to join hands, we need unity and open channels of communication. For this reason, we need more training, workshops, conferences, whatever can contribute to the strengthening and empowerment of this process. I suggest we start as soon as possible.

The work I mostly do regarding gender is raising awareness and sensitisation. At this point in time, I haven't dealt with budgetary allocations for work on gender. But in order to make more impact, I will need training on gender budgeting and how to tap funds in order to implement.



Participants doing M&E forms at the stage 3 workshop, Keetmanshoop.
Photograph: Gender Links

By introducing the Centres of Excellence training manual on government participation level, we had different discussions and debates in collaboration with *Ombetja Yehinga* Organisation (OYO) at schools where boys and girls were divided, and each gender had to add their views and opinions on Gender-Based Violence. At the international youth day celebrations, we invited youth from all over Karas Region, and we had round-table discussions on what can be done to eradicate domestic violence.

On radio, the training manual helps a lot. By extracting topics from it, it enables us to raise reasonable and proper statements. At workshops where I was invited, I talked about the COE process and how it can be a helpful tool in establishing sensible options and assist in any planning. As a young leader, not only in the field of expertise and profession but also in my own personal setting, the manual has helped me in advising my peers, as well as my fellow local community members who I engage with on a daily basis.



Gender violence committee,Stage 4-5 COE workshop, Keetmanshoop, Namibia.
Photograph: Sarry Xoagus-Eises

FAITH-BASED ORGANISATIONS



Namibian church leaders and their children taking part in the 16 days of activism against gender violence.
Photograph: Laurentia Golley

The majority of people in Southern Africa claim some religious affiliation (usually to Christianity or Islam), and religious institutions are sometimes the only form of infrastructure in rural areas.

Engagement with faith-based organisations is not uncomplicated.[24] In all religious traditions, patriarchal interpretations have been used to perpetuate women's oppression. The sexual abuse of women and children by religious leaders is well documented,[25] and women are regularly told to return to abusive (sometimes deadly) marriages based on the misinterpretation of some religious text.

However, while men remain in control of most religious hierarchies, women are successfully challenging this. Meanwhile faith-based organisations are making significant contributions to social justice, maternal health, and the struggle against Gender-Based Violence, HIV and AIDS.[26]

The Christian Social Services Commission in Tanzania is reducing maternal and infant mortality (especially amongst premature babies), promoting low-cost methods and sharing best practices amongst hospitals. Among the practices being promoted is the "kangaroo method", which involves using the mother's own body to incubate newborn babies.

The Namibian Catholic Bishops Conference has a Gender Desk that works to address gender injustices at national, regional and local level. Working with both women and men, the initiative uses existing church structures to end violence against women and children, human trafficking and the spread of HIV.

Two case studies that were presented at the regional summit are also of particular interest, although they did not receive awards. The Tamar Project[27] in Botswana works through ecumenical church structures to raise awareness about Gender-Based Violence and the silence that often accompanies it. Religious leaders are encouraged to challenge any behaviour that dehumanises another person.

In Swaziland, the Church Forum on HIV/ AIDS is challenging patriarchal interpretations of the Christian Bible that are used as a weapon against women. Drawing the link between male domination, Gender-Based Violence and HIV, the project works through mainstream and independent churches to address the cultural and religious roots of gender oppression.

[24] Tadros, Mariz (2010) *Faith-Based Organizations and Service Delivery: Some Gender Conundrums* UN Research Institute for Social Development, Gender and Development Programme Paper Number 11. Available online at http://www.unrisd.org/80256B3C005BCCF9/%28httpAuxPages%29/592137C50475F6A8C12577BD004FB5A0/$file/Tadros.pdf (accessed 27/5/2013).

[25] Batchelor, Valli Boobal (2013) *When pastors prey: overcoming clergy sexual abuse of women* Geneva, World Council of Churches.

[26] UNFPA (2008) *Culture matters: Lessons from a Legacy of Engaging Faith-based Organizations* New York: UN Population Fund. See also Herstad, Britt (2009) *The Role of Religious Communities in Addressing Gender-based Violence and HIV* Washington DC: USAID Health Policy Initiative, Task Order 1. Available online at http://www.healthpolicyinitiative.com/Publications/Documents/867_1_The_Role_of_Religious_Communities_in_Addressing_GBV_and_HIV_FINAL_9_24_09_acc.pdf (accessed 27/5/2013).

[27] Tamar was a daughter of King David. The account of her rape appears in II Samuel 13 of the Tanakh (the Hebrew Bible).

Christian Social Services Commission Tanzania

Category	Locality/organisation	Presenter
Faith-based organisations/ Sexual and Reproductive Health Rights	Christian Social Services Commission	Rachel Mkundai



Rachel Mkundai at the Tanzania national summit in March 2013.
Photograph: Fanuel Hadzizi

The Kangaroo method is the method that is being practiced at Sengerema Designated Hospital, whereby when a premature baby (some of them weighing as little as 800 grams) is incubated by the mother. The premature baby is placed on the mother's chest and upper abdomen, skin-to-skin, and covered with a thick blanket to keep them warm at all times.

Windows are kept closed, so it is always warm inside. The mothers keep the babies on their chest, for almost 24 hours at a time. If the mother wants to walk, the baby can be tied to her breast by a *kitenge* (a piece of cloth). The babies are only handled by the mother.

The great advantage is that the mothers learn to take care of their babies, and treatment at home will be the same. Also the mothers can teach others in the village - it is not necessarily done in hospital. The method does not need electricity. It saves children's lives and is cost-effective.

Relationship to the SADC protocol

The Kangaroo method contributes to the achievement of the 28 targets of the SADC Protocol on Gender and Development because it addresses the issue of reducing the maternal and child mortality ratio, and involves access to quality sexual and reproductive health services.

The Christian Social Services Commission (CSSC) with its member institutions (over 900 health facilities providing over 56 per cent of health services in rural areas) complement the efforts in achieving the SADC Gender Protocol targets as well as the Millenium Development Goals.

Reports show that the under-five mortality rate is 81/1000, compared to 64/1000 which is the target by 2015. Infant mortality stands at 51/1000 compared to the target of 38/1000, and maternal mortality stands at 454/100 000 compared to the target of 133/100 000. This implies the urgent need to enhance collaborative efforts of all health service providers. The CSSC facilitates and coordinates the delivery of social services with a focus on education and health, using the churches in Tanzania through its network of hospitals.

Background

The CSSC has established a media unit with the main objective of documenting best practices and disseminating information to member institu-

tions for scaling up. The CSSC also aims to create an enabling environment for increasing participation of faith-based organisations in the provision of health services in partnership with the government. Several interventions have been undertaken to ensure that the targets set for reproductive and child health are met locally and internationally. CSSC has been able to identify and motivate member institutions to share best practices in health services.

Objectives

The objectives are to identify, document, and disseminate best practices.

Target

The main aim of CSSC in documenting the kangaroo method was to show how it works as a way of providing quality health delivery service in Tanzania, to improve health care in rural areas as patients get their right to health services. It shows how cost-effective ways can be used to reduce infant mortality and improve reproductive health.

Process

A team of the CSSC health and media unit visited the hospital and identified the best practice. The script for the documentation was written and the team went on to document the best practices. The documentary has been shared through various meetings, forums and media (including religious and secular television stations).



Rachel Mkundai, Christian Social Services Commission, Tanzania.
Photograph: Gender Links

Outcomes

The main outcome is improved sexual and reproductive health services in the rural areas. Not all areas in Tanzania have the resources to provide technical intervention and health care workers for premature and low-weight babies. In 1990, due to increasing morbidity and mortality rates in the country, the hospital introduced a method to alleviate the shortage of care-givers and the lack of resources. The hospital, which is owned by the Catholic Church, freed up overcrowded incubator space and overworked care-givers.

Another feature of kangaroo care is early discharge despite prematurity. It has proven successful in improving survival rates of premature and low-birthweight newborns and in lowering the risks of infection, severe illness, and lower respiratory tract disease. It has also increased exclusive breastfeeding for a longer duration and improved maternal satisfaction and confidence.

Challenges

The main challenges are as follows:

- involvement of staff and hospital authorities.
- assurance that the mother, father and family members are capable of appropriate management of the newborn using kangaroo method protocols, and that they accept the baby in his or her condition.
- availability of areas for the mother to stay with the baby, and the participation of the father or another family member to support the provision of kangaroo care.
- dissemination of the documentary.

Lessons

The kangaroo method is cost-effective, involving less use of expensive resources such as incubators, formulas, and medications. It decreases mortality among premature and low-birthweight newborns. It helps mothers economically because it reduces the cost of staying in the hospital, and involves less time away from home where women are the main producers. It promotes mother-child attachment, an emotional bond, and improved breastfeeding. Parents and family gain confidence in the management of at-risk newborns, and are often able to leave the hospital earlier and with greater knowledge of how to care for the baby.

Replication and sustainability

The process can be replicated anywhere in the country and the region because its implementation needs few resources, it is cost-effective, and does not need electricity. The method can be replicated even in places with unreliable electricity.



Elma Diende at the regional summit in April 2013.
Photo: Razanadratefa Zotonantenaina

Namibian Catholic Bishops Conference

Category	Locality/organisation	Presenter
Faith-based organisations/ Gender-based violence	Namibian Catholic Bishops Conference	Elma Jane Dienda

Let Justice Prevail

Gender is a department that falls under the Namibian Catholic Bishops Conference (NCBC), which includes both women's and men's associations and movements. Associations have their own structures and programmes. The NCBC has a Gender Desk which is the umbrella organisation of the associations which provide vertical and horizontal representation at local, village, national and regional level and strive towards addressing and tackling the socio-economic, political, moral and spiritual, human rights repercussions of gender inequalities.

The NCBC also has other departments like the youth, health, family life and the Catholic AIDS Action, and their activities are integrated to create synergy in achieving objectives and reaching a larger population as quickly as possible. The theme "Let Justice Prevail" was aimed at addressing particular social problems that our society faces, including workshops on human trafficking conducted by Sr Bibiana that reached 395 men and women in Swakopmund, Tses, Aranos and Otjiwarongo. There were also motivational talks at Catholic schools on human trafficking - these talks are given by two young women who were trafficked but managed to escape. Alcohol and drug abuse are contributing factors to violence, and awareness is being raised against their dangers as part of an on-going campaign. The Bishops conference has launched campaigns that raise awareness of Gender-Based Violence and discourage violence at all levels. The Namibian Catholic Men's Association wrote to the Ministry of Justice and the Ombudsman in 2012, lobbying them to change the name of the Women and Child Protection unit to make it gender-sensitive, because everyone is challenged by gender violence.

Relation to the SADC protocol

The objectives of the programme relate to Articles 4-11, 12-13, 14, and 20-25 of the SADC gender protocol, by increasing women's legal rights and protection, by educating the women on the Combating of Domestic Violence Act (no.4 of 2003), the Combating of Rape Act No8 of 2000, the Married Persons Equality Act (no.1 of 1996), the Maintenance Act (no.9 of 2003) and the Children Status act (no. 6 of 2006) which are supported by the constitution of Namibia.

One of the objectives of the NCBC Gender Desk is to guarantee women's and men's equitable

access to programmes. The project supports national, regional and international efforts to combat social problems in general. The programmes are designed to benefit both men and women. The NCBC outreach programme on HIV and AIDS addresses male norms and behaviours, and encourages the participation of men in caregiving and leadership involvement in HIV and AIDS programmes through Catholic AIDS Action.

The Catholic community, like any other, is affected by Gender-Based Violence, so the programme supports victims and campaigns to end violence against adults and children. This is achieved by organising workshops, seminars and marches against GBV. Both men and women are involved in the campaign against GBV.



Elma Jane Dienda particpating in cyber dialogues in Nambia.
Photograph: Laurentia Golley

Background

A lot of cases were reported to church offices and in the newspapers. As a church organisation that is responsible for uplifting social morals, church structures took it upon themselves to help government fight against Gender-Based Violence, human trafficking, HIV and AIDS. Statistics from Catholic AIDS Action indicate that many Catholics are affected or infected, that the cause of infection is often through sexual abuse and human trafficking, and that the victims were often helpless.

Objectives

The programmes set out to achieve the teaching of the church on sexuality, and to use these teachings to help fight rape, HIV and AIDS and other social problems. Specific objectives are to mobilise the church community to refrain from GBV and to lend a helping hand, to educate young girls and boys about human trafficking so that they don't end up being sexually abused, and to bring back moral standards of respect, as this can help in the fight against rape, HIV and prostitution. The project also aims to make men (the Catholic Men's Association) leaders and stakeholders in eliminating Gender-Based Violence.

Beneficiaries

The beneficiaries are all Catholic women and men, youth groups and interested parties, and victims of violence.

Process

Having developed a plan of action, the next stage of the project was implementation. This involved the formation of groups, workshop planning, and visits to churches.

Main outputs

There is now involvement of both men and women at church level and in society. Incidents of violence are being reduced according to the church statistics. Girls and boys are now educated about human trafficking.

Main outcomes

Cases of Gender-Based Violence and sexual abuse reported at the church offices have been reduced. Information and awareness regarding human trafficking has helped young girls avoid dangers like being seduced into relationships in foreign countries.

Challenges

Challenges that the churches have faced include transport, language barriers, and finances for sustainability.

Lessons

Lessons have included finding ways to decentralise to parish level. Language barriers have been addressed by using translators who can carry the message through clearly. Various attempts have been made to improve fundraising (a special collection has been introduced to collect funds for the Gender Desk once a year), and transport difficulties have made it essential to decentralise the services to local churches.

Replication and sustainability

The process is a continuous one, and has been rolled out to parish level. It is the church's way of giving or teaching beyond the church walls. The Catholic Church is expanding the programme to other churches through the Council of Churches in Namibia.

Tamar Project Botswana

Category	Locality/organisation	Presenter
Faith-based organisations/ Gender-based violence	Botswana Council of Churches	Malebogo Mothibi



The Reverend Malebogo Mothibi of the Botswana Council of Churches explains the importance of the Tamar Project.
Photograph: Vincent Onthusitse

The advocacy around the "No to gender violence" march reached out to many people, including those who were passing by. The initiative involves a sensitisation strategy and education.

Relation to the SADC protocol

The Tamar campaign against Gender-Based Violence relates to Articles 20-25 of the SADC protocol (Gender-Based Violence).

Background

The Botswana Council of Churches (BCC) has over the years noted that it has not fully utilised its comparative advantage of working with grassroots communities, and therefore intends to use the Tamar Campaign to reach out to its membership that stretches across all levels of the society, urban, rural and even the remote places in the country.

Objectives

The project aims to create awareness about Gender-Based Violence (GBV) among faith-based organisations and religious communities in Botswana. It also aims to encourage pastors and priests and their churches to use their gatherings to speak out against rape, and to challenge all forms of abuse or anything that dehumanises another person.

Beneficiaries

The project involves community mobilisation of faith-based organisations, churches, and the general public.

Process

The process has included consultation meetings, leading up to the launch of the Tamar Campaign on 24 November 2012. This was followed by commemoration of the 16 days of activism in three villages, and training of church leaders in three villages to support the Tamar Campaign during the 16 days of activism.

Main outputs

Main outputs include the mobilisation of members, meetings facilitated by Women's Affairs Department, sermons delivered by pastors, sensitisation meetings conducted by pastors, media coverage including a conference, which was attended by five media houses, and daily news articles.

Main outcomes

Main outcomes have been the evaluations and the use of the Tamar story during the 16 days of activism. This made the GBV campaign easy and appealing to churches, since it is based on a biblical account of something that happened. Most of the rural communities visited have expressed interest in hosting local campaign activities if support is provided to them.

Challenges

The campaign did not fully utilise the established partnership between BCC and the other two main national faith-based umbrella bodies (the Evangelical Fellowship of Botswana and the Organisation of African Independence Churches). These two organisations participated in workshops in the villages, but were unable to organise their own initiatives due to limited resources.

Lessons

As we move forward, BCC will ensure that other partners are brought on board. A significant lesson was the need for resource mobilisation and advance planning. In future BCC will do the main launch on a rotational basis so that we can reach distant communities.

Replication and sustainability

The campaign involved the mobilisation of many people coming up with various activities, for example dikgosi to talk to their people, baruti to talk to their members and groups, reaching out to the grassroots.

It is important to devise packages to sensitise the youth on life skills.



Tamar "No to gender violence" March in Botswana.
Photograph: Gender Links

Church Forum on HIV and AIDS Swaziland

Category	Locality/ organisation	Presenter
Faith-based organisations/ Sexual and reproductive rights/ Gender-Based Violence/ HIV and AIDS	The Church Forum on HIV/ AIDS	Nompumelelo Nyawo, Gender Officer



Nompumelelo Nyawo of the Swaziland Church Forum on HIV/ AIDS.
Photograph: Thandokhule Dlamini

In 2010, the Church Forum on HIV/AIDS, with support from UNFPA, produced a research paper "A Biblical Approach to Gender" using randomly selected churches throughout the four regions of the country. This discussion paper has provided a reference document and advocacy tool for conducting dialogues for the Church Forum on issues of gender disparities. The discussion paper constitutes a good practice because it aims to establish a common understanding in the church, so that the church can stand together in addressing gender inequalities.

In Swaziland, we see an alarming convergence between sexual violence and growing HIV prevalence - recently estimated at 40 per cent.[28] Most people turn to the church for guidance, and the church has the responsibility to provide strong leadership. Church leaders have to set a good example as role models in their personal behaviour and sexual practices.

Four community dialogues have previously been conducted in the four regions of the country for 35 educators. Those trained will conduct other dialogues using the document paper. Dialogues are meant to bring church leaders and the entire Christian leadership to the realisation that by quoting biblical verses out of context, the church perpetrates Gender-Based Violence (GBV) and promotes male dominance.

A lot of work has previously been carried out and documented on Gender-Based Violence, sexual reproductive rights, and the factors that fuel the spread of HIV and AIDS. However, not much progress has been made in addressing the causes (not just the symptoms) of Gender-Based Violence, gender inequalities, male domination, HIV and AIDS. Christian men still find themselves being socialised in a patriarchal society. It is a society that still to a large extent sees economic, political, and social development from a male perspective.

Patriarchy and gender inequality are in the forefront of HIV infection, as men are socialised to dominate and control. Men have the power to control and dictate when and how to have sex. Because of their subservient position, women lack the power to negotiate for safe sex and condom use. At the

[28] Gulaid, J (2009) "Epidemiology of violence against children and young women in Swaziland" UNICEF Presentation to 2nd AARM. Johannesburg, January 2009.

core of this is "culture" and "religion", which are often used as an excuse, as they give men the right to put their wives in their place and chastise them if they misbehave.

Relationship to the SADC protocol

This initiative addresses and contributes to three of the 28 targets of the SADC Protocol on Gender and Development: Articles 21, 22 and 27. It addresses social, economic, cultural, and political practices, sexual harassment, and HIV and AIDS.

Background

Historically, gender roles - the socially constructed roles of women and men - have been ordered hierarchically, with men exercising power and control over women. In patriarchal societies where the system of power renders men powerful and women powerless, male dominance and female subordination have both ideological and material bases. Patriarchy has been entrenched in social, religious, and cultural norms, institutionalised in the law and political structures, and embedded in local and global economies. It has been ingrained in formal ideologies and in the public discourse. The patriarchal society manifests itself through gender inequalities, violence against women, and construction of masculinities that thrive on violating women.

As the church in Swaziland has become more and more involved in the HIV response, it has been challenged to make a clear difference, especially because of its unique approach to prevention messages (abstinence and fidelity), but the desired impact of a Christian sector response has not yet been realised, and efforts will continue to be frustrated as long as gender inequality and equity issues have not been dealt with.

Many Christians are still wary of any talk of gender equality and remain to be convinced of its biblical basis. They think that man is the head, and women have to assume a subservient position (Ephesians 5:22-24). The church is known for promoting gender inequality through reading texts out of context to justify the exclusion and subordination of women while justifying male dominance. According to Linda Day (1991), "We do violence by the text! The bible is used as a weapon against women."

It is against this background that the Church Forum, through support from UNFPA, decided to commission the discussion paper on a biblical approach to gender. It was envisaged that the paper would provide a reference document for conducting a series of country-wide gender dialogues designed to raise awareness. Ultimately, this best practice project is meant to contribute to the transformation of the existing systems of social organisation and power which are based on domination, subor-dination, and exclusion.

Objectives

The Church Forum on HIV/AIDS, tasked with the mandate of coordinating the Christian response in the country, had to go back to the drawing board, and ask itself why the Christian sector response is not having the desired impact. It became evident that certain attitudes and practices by some factions of the Christian faith - notably in the League of African Independent churches (LAIC), known for their strong attachment to cultural practices - needed to be addressed.

In Swaziland, leaders of the LAIC churches are key opinion leaders and command a lot of respect in traditional, rural communities, where the Swazi

masses reside. They are important in influencing attitudes and everyday decisions of thousands of Swazis in the Swazi communities today.

Because of cultural influence, it is still difficult for LAIC women to negotiate safer sexual practices with their partners. This lack of power and autonomy leaves LAIC women vulnerable to HIV infection. Claudia Cruz[29] echoes this observation in her study of attitudes and beliefs underlying condom use in South Africa. She notes that "Women, especially black women, often find themselves in relationships where they have little power and are unable to negotiate safer sexual practices with their partners".[30]

Through this discussion paper and the dialogues conducted throughout the country, it is intended that issues of gender equality, Gender-Based Violence, male domination, and women's suppression in the church, will get to be addressed by the very perpetrators in the communities, and solutions found.

Beneficiaries

As a result of the conservativeness of members from the LAIC, they have continued to be poor, marginalised and often circumvented in HIV and AIDS projects, leaving their mindsets and attitudes unchanged. Members of LAIC have tended to cut themselves off from external assistance and development opportunities that are normally brought to the communities. As a result, current strategies do not tackle the social, cultural, and economic factors that drive the spread of HIV and AIDS in Swaziland.

While this best practice indirectly targets entire Swazi communities, the primary target is members of the League of African Independent churches. An informal study reveals that membership of the LAIC alone is almost equal to the membership of all other church groupings put together. With this vast potential to change attitudes amongst this large population, it is hoped that influencing mindsets of the entire Swazi community members will come "naturally" once the LAIC members are convinced.

Process

In developing the discussion paper, focus group discussions on gender equality and equity were conducted with religious leaders from the different church bodies. The discussion elicited information pertaining to the understanding of gender and its applicability within a biblical context. Church leaders were asked to consider their own experiences, as either men or women, and in light of these perspectives, to think critically about how gender norms impact on their society.

Structurally, the discussion paper is divided into the following subsections: the rationale for construction of a biblical approach to gender; a working paradigm for understanding gender in the biblical context; a description of the gender issues, stereotypes and factors contributing to gender inequalities that are evident in society; biblical perspectives of human rights, opportunities, obligations, and responsibilities in the context of human development; and perceptions and concerns of church leaders regarding gender.

[29] Claudia Cruz (2004) "From Policy to Practice: the Anthropology of Condom Use" in KD Kaufman and DL Lindauer (eds) *AIDS and South Africa. The Social Expression of a Pandemic* Houndsmill Basignstoke, Palgrave Macmillan.
[30] Op. cit. page 145.

Following the presentation of the research paper to the Church Forum by REDI (consultants), three community dialogues were conducted in three different regions of the country (Manzini, Lubombo, and Shiselweni).

Dialogues that were conducted did not only target LAIC church leaders, but also leaders from the Conference of Churches, the Council of Churches, and the Conference of the Seventh Day Adventist Churches.

Outputs

Outputs include a 51-page discussion document for leading dialogues in congregations throughout the four regions of the country. Already four dialogues have been held but there is a need for more training and dialogues, aimed mainly at the League of African Independent Churches.

Challenges

A foreseeable challenge that the Church Forum on HIV/AIDS has had before in working with the League of African Independent Churches is that there is a lot of dispute over leadership positions. It is difficult to send communication to their leaders inviting them for workshops and meetings that are relevant to HIV, AIDS, gender, and other developmental activities. A monitoring and evaluation officer placed at the Church Forum and supported through the UN Volunteer project hopes to assist in building and strengthening this working relationship between Church Forum and the LAIC leadership. Currently they do not have offices, but there are plans to create a small space at the Church Forum office, to compile their database and improve communication channels with church leaders.

Replication and sustainability

While leaders of the League of African Independent Churches in Swaziland are key opinion leaders and command a lot of respect in traditional, rural communities, they are also considered to be custodians of the Swazi culture and norms. The LAIC is presumed to be an effective structure with the ability to sustain project implementation, as it is firmly grounded in every Swazi community.

By the involvement of more LAIC congregational leaders at the onset of the project, the forum will ensure that the process of planned national community dialogues (using the discussion paper) is sustained through exploiting the influence of church leaders, which is not confined to the churches but extends to entire Swazi communities.

Trained LAIC congregational leaders and other groups in the church, through other projects planned by the organisation, will ensure a multiplication of local HIV and AIDS projects not only for the directly targeted LAIC churches, but also for surrounding churches.

CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT



People rescue their belongings during the 2012 floods in Sabotsinamehana, Madagascar.
Photograph: Razanandrateta Zotonantenaina

The SADC Protocol on Gender and Development does not make any reference to climate change or environmental issues. This is being addressed through a campaign for the development of an Addendum to the SGP, which will include gender-specific targets.

Over the next few decades, Southern Africa is expected to become warmer and drier, with more frequent and more extreme climatic disturbances. Agriculture, health and water are the sectors most likely to be affected by these changes, which are largely unpredictable and vary considerably from place to place.[31]

Changes in climate will affect women in gender-specific ways,[32] making the lack of climate change targets a serious omission in the SADC Protocol on Gender and Development. The four case studies presented here illustrate some of the ways in which people are preparing for these changes.

An empowerment initiative in Chobe, Botswana, is reducing the amount of waste that is burnt or thrown into landfills. Instead the waste is providing an alternative to the town's primary source of income, fishing, which is seasonal and vulnerable to climatic change. The project illustrates how better waste management can contribute to environmental sustainability and also be a source of income for families. By economically empowering women, the project indirectly contributes to the struggle against Gender-Based Violence.

In Curepipe, Mauritius, water has emerged as a serious issue, particularly for women. By successfully promoting the judicious use of water, the project mitigates the effects of climate change.

Through home visits and school competitions, the project has helped people, and especially the youth, to take responsibility for managing their own water.

Ellie Nowases initially started using water-efficient hydroponic techniques in order to support herself and her family. She now employs ten people, is able to supply fresh vegetables to people living with HIV, and is teaching others how to produce food for themselves and their communities.

Climate-smart agriculture is particularly important in Swaziland, where food security is vulnerable to variations in climate and associated soil degradation. The Lower Usuthu Land Management Project aims to improve soil quality, monitor and predict climatic changes, and enable smallholder farmers to deal with variability in rainfall and temperatures. Integrated water resource management is an important aspect of reducing the vulnerability of these smallholder farmers, many of whom are women.

[31] CSAG (nd) "Climate change in southern Africa and the associated impacts" Climate Systems Analysis Group (CSAG), University of Cape Town available online at http://media.csag.uct.ac.za/faq/qa_3impacts.html (accessed 23/5/2013). See also Kandji, Serigne Tacko, Louis Verchot and Jens Mackensen (2006) *Climate Change and Variability in Southern Africa: Impacts and Adaptation Strategies in the Agricultural Sector* UN Environment Programme (UNEP) and World Agroforestry Centre (ICRAF) available online at http://www.unep.org/themes/freshwater/documents/climate_change_and_variability_in_the_southern_africa.pdf (accessed 23/5/2013).

[32] Petrie, Belynda (nd) *Gender and Climate Change: Regional Summary* Johannesburg: Heinrich Böll Stiftung Southern Africa, available online at http://www.za.boell.org/web/climate-change-522.html (accessed 23/5/2013).

Chobe District Council Botswana

Category	Locality/organisation	Name of leader
Climate change and sustainable development	Chobe District Council	Regina Mojaphoko, Chief Housing Technician



Regina Mojaphoko addressing the regional summit in April 2013.
Photograph: Gender Links

Paper-making and wood-painting project

Chobe, as a fishing area, provides fishing as a source of income for the community especially women, since they are the ones mostly involved in small business. Unlike most areas in Botswana, Chobe is not a farming area due to the number of wildlife, and the community relies mostly on the fishing business for income. However, because of the regulations on fishing (e.g. no fish can be caught for selling during the breeding season) which came as a response to climate change, the women are often left with no source of income. This project provides an alternative to the fishing business, and also addresses the issue of waste management.

Relation to the SADC Protocol

The project is an empowerment initiative, targeting unskilled and unemployed members of the community, and therefore addressing Articles 17 and 19 of the SADC gender protocol. Article 14 on gender equality in training is also achieved because the council does not focus on one particular gender, but selects both men and women as beneficiaries of the programme (although a large number of beneficiaries are women).

Background

Decorative ornaments are made using dry wood from the forest, and papier mâché made from newspapers, flour and cooking oil. This practice is good because it reduces the amount of waste that has to be taken to the landfill and compacted into the ground. It reduces the amount of waste that would otherwise be burnt in households that do not pay for refuse collection, therefore reducing the amount of gases being emitted into the atmosphere, polluting the air and damaging the ozone layer. The project also reduces the amount of paper waste that could be all over the streets and in streams, on trees and other plants, affecting their growth by reducing their air intake. Through this project we all benefit.

Sometimes the council does not have resources for waste collection. The wildlife is often a challenge because animals overturn rubbish bins, and some people do not want to pay for their waste to be collected, resorting to burning it instead. The process was set up to empower women who are unskilled and unemployed so that they can continue providing for their families. The project aims to reduce the rate of Gender-

Based Violence by economically empowering the women.

Objectives

The project aims to reduce air pollution due to the burning of waste paper and wood. It also aims to empower women with economic development skills and create employment for unemployed community members. Indirectly the project aims to reduce the level of Gender-Based Violence through capacitating women, making them independent and less vulnerable to abuse.



Leah Kahimbi Mapulanga and Olerile Margaret Mosweu prepare the papier mâché used in the production of ornaments, Chobe, Botswana. *Photograph provided by Chobe District Council*

Beneficiaries

The project was to reach out to unemployed women who are mostly already beneficiaries of the council, so that they graduate from the food basket programme. Working together with organisations such as *Tebelopele*, the project also targets women who are resorting to prostitution.

Process

Two women called Maggie and Leya started this project. The council recognised the significant impact that they were making on the environment and decided to use them to teach other women in their communities. The council then decided to identify some of the beneficiaries of the food basket programme who could be enrolled from the ten villages into the training which was facilitated by Maggie and Leya. The training started first in small villages, such as Lesoma and Mabele.

When the training was complete, representatives from the different villages were then capacitated with training skills to train others in their communities so that they could form working teams.

Main outputs

The project was initiated using minimal resources, and depended on members going the extra mile to ensure high impact. This has resulted in the project founders sometimes using their own resources and working extremely long hours to serve their community. Main outputs have included coordination and resource mobilisation, revision of the council's waste management policies, and the appointment of environmental police.

Main outcomes

The environment has progressively improved, with the reduction in domestic waste burning. The project has come as a learning curve to the council on the issue of waste management, requiring the revision of current waste management policies, taking into consideration issues of climate change and its effects on gender and development. The council has since employed environmental police to bring to law anyone who burns household waste, and households that create dumping sites in their backyards instead of using refuse collection.

The beneficiaries believe the project has brought to them a sense of independence which they never thought they could have, and this has brought hope into their lives. The facilitators of the project, who were beneficiaries of the "train the trainer" sessions, have since grown confidence in themselves and now believe that they can proceed to train other members of their communities who will in turn become beneficiaries. The process also involved some lessons on reading and writing, which the beneficiaries say helps them to assist their children who go to school.

Challenges

We had resistance from community members who did not want to pay for refuse collection although they could afford it. Intervention of by police assisted. The facilitators felt the council wanted to take their idea and leave them with nothing, but they later learnt that the council was instrumental in providing them with this business opportunity. Some of the beneficiaries could not read and write, so in each group we identified one person who could read and write fluently. Those households who are already council beneficiaries (food basket recipients) were provided with waste bins without charge.

Lessons

We learnt that it is important to teach environmental studies and practices to people at an early age, because many of our practices come from what we learnt then. Environmental competitions will be introduced in the primary schools, involving the community as well. Most waste items can be useful in some ways. A study needs to be done to find out how other waste items can be reused to reduce the effects of climate chance and promote sustainable development.

Replication and sustainability

The project can be replicated both in Botswana and throughout the region, because it addresses the issue of creating a sustainable environment using paper and wood which are everywhere available.

Newspapers are indispensable. Although the newspapers contain news which can be accessed online, they often do not provide online the information that most of the reading community has an interest in, especially the classifieds section. People keep buying newspapers to read the classifieds.



Ruben Pillay Munien of the Municipal Council of Curepipe.
Photograph: Ghirish Abhdoosee

Municipal Council of Curepipe Mauritius

Category	Locality/organisation	Presenter
Climate change	Municipal Council of Curepipe	Ruben Pillay Munien, Chief Health Inspector

Judicious use of water resources in Curepipe: a gender approach

Over the last decades, Mauritius has been enduring relatively longer periods of drought, resulting in drastic cuts in potable water supply to the local population.

Given the meagre three per cent of freshwater stock available on the planet, water scarcity is likely to become an ever-increasing problem in the future. In 2010, the drought in Mauritius was so intense that people were receiving an hour of water per day in Curepipe.

In an attempt to address the issue of water scarcity, the Central Water Authority has been undertaking a sensitisation campaign at national level, with a view to preventing people from wasting potable water. However output of this campaign fell short of targeted results.

After the awareness campaign organised by the Municipal Council of Curepipe in 2010/2011, encouraging people in Curepipe to plant trees and to do backyard composting, the council resolved in 2012/2013 to embark on a new climate change campaign with regard to scarcity of water from a gender perspective.

Women are at the centre of climate change. Making up 70 per cent of the world's poor, women are more likely to suffer as a consequence of climate change, especially in scarcity of potable water. This is equally true for the women of Curepipe. During the severe drought of 2010, women in Curepipe were not receiving potable water for days and weeks, and this affected their lives. They had to find ways to perform their domestic chores.

Relation to the SADC protocol

The good practice involving a gender approach to the judicious use of water resources in Curepipe adheres to the targets of the SADC Protocol on Gender and Development.

Article 12 (1) of the protocol stipulates that at least 50 per cent of decision-making positions in the public and private sectors are held by women. In the Municipal Council of Curepipe, decision-making is governed by a council comprising of 15 councillors of whom 7 are women. Decisions regarding campaigns such as this one are unanimously supported by the whole council. While devising the action plan relating to this

activity, Article 12(1) was taken into consideration and nearly 50 per cent of the stakeholders convened in those meetings to take decisions were women.

Article 15 (1) requires the equal participation of women and men in policy formulation. During the implementation phase of this project, the above article was considered and both genders were equally targeted.

Background

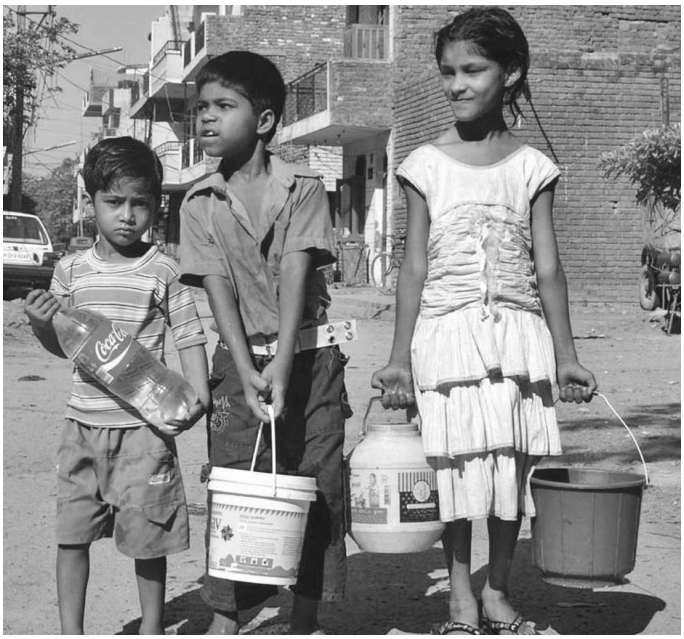
Water is the most vital natural resource. One can live without food for months, but will not survive for a week without water. The bonds between human beings and water are primal, with a long history that spans both ancient and contemporary cultures.

Climate change is most evident in weather events that are more extreme than those that communities have commonly experienced. People take water for granted, and see it as someone else's problem, not theirs. However water scarcity is a growing concern in Mauritius, including in the township of Curepipe where the council receives numerous complaints about water problems. The Municipal Council of Curepipe is responsible for its inhabitants and knows its population well. The council therefore decided to find a way to address this issue by coming forward with an active campaign for the judicious use of water resources in Curepipe.

Water problems clearly affect women more than men in their everyday domestic chores, and so the council opted for a gender approach to this issue.

Objectives

The project aims to demonstrate to the population what the water situation will be if we take this limited resource for granted, and to make the population aware of the vital importance of water. It therefore embarked on an active awareness campaign on how to make judicious use of potable water before it is too late, involving both genders in the decision-making process and the participation phase.



Children are particularly concerned about by water shortages in Mauritius.
Photograph: Gender Links

The campaign helped people to understand how climate change is related to water scarcity, how women are particularly affected by the effects of global warming, and that we have to adapt to these changes.

Beneficiaries

Judicious use of potable water needs to be adopted by everyone, from children to adults. Surveys indicate that campaigns at the national level are not

bringing the required changes in mindset when it comes to judicious use of water resources. The following groups were targeted in Curepipe: households, community and non-governmental organisations, students in 26 secondary schools, students of 16 primary schools, women's associations, youth clubs, religious associations, and senior citizen's associations.

Process

The implementation plan of the campaign, using the slogan "*Curepipe en guerre contre la gaspillage d'eau*", was based on a council paper for a policy decision approved on 18 July 2012. Meetings were then held with different stakeholders to fine-tune the action plan, and municipal staff were briefed by the Central Water Authority on the house-to-house distribution of campaign awareness material. House-to-house distribution of pamphlets on the judicious use of water resources took place, followed by talks in youth clubs, with women's associations, and NGOs in community centres, the launching of a PowerPoint competition in colleges on the subject, and the launching of a poster competition in primary schools. Talks and PowerPoint presentations were given in educational institutions and during religious gatherings.

Main outputs

To ensure the success of this campaign, the Municipal Council of Curepipe had to ensure the collaboration of the Central Water Authority (CWA) in terms of a resource person and campaign materials. Also important was the participation of municipal employees, including site inspectors, gang-men and refuse collectors. Banners, posters, pamphlets, stickers, campaign pens, PowerPoint presentations and video clips were produced.

The intervention required the use of laptops and projectors, and the securing of municipal funding (Rs25 000). Prizes worth Rs40 000 were sponsored by the CWA.

Main outcomes

Overall there has been a more than favorable response in terms of the outcomes. All the different targeted groups have been exposed to the issue of water scarcity. There has been positive feedback at grassroots level (primary school students), and parents are being informed by their children of the importance of judicious use of water resources in Curepipe.

Women's organisations have been closely collaborating with the project, and have come to appreciate the gender dimension in water management. Educational institutions, households and other institutions understand the need to adapt to climate change, and rainwater harvesting has already started in Curepipe. Primary and secondary students have shown their interest in and understanding of this vital issue in their participation in the posters and PowerPoint competitions respectively.

We have observed in some institutions (and even at household level) through our evaluation questionnaires that people have understood the issue, and are making judicious use of this vital water resource.

Challenges

Because most people viewed water shortage as someone else's problem (not their own), we initially faced some difficulties, especially involving participation of men in our talks. We had to find ways to convince the population that water is

vital, that it should not be taken for granted, and all must make judicious use of it.

Prior to the awareness campaign, research had to be done to understand the subject in depth, so as to be in a position to impart all the information to the population. There were questions from students which the panelists delivering the talks sometimes had difficulty answering immediately.

The talks addressed to the different target groups had to be adapted to the specificity of each group, ranging from children to women to senior citizens. There were some difficulties during the house-to-house education, including people who were reluctant to listen to us, dog attacks, rainy weather, and finding a time of the day when people are at home.

The team working on this project devised ways to adapt to all the challenges that cropped up, and took steps to ensure the smooth running of the campaign.

Lessons

From feedback questionnaires and evaluation surveys, we learnt that 75 per cent of adults interviewed took water for granted, and thought it was not of concern. Women were more concerned about water scarcity than men, but 95 per cent of children showed concern about this issue, and supported the judicious use of water.

Primary school children showed their concern through the posters submitted for the competition organised by the council, and a surprising number of secondary school children were involved in the campaign through the PowerPoint presentations which they submitted for the competition organised by the council. More girls than boys participated in the competitions.

Initially 76 per cent of people blamed the authorities for not making enough effort towards water management, but 81 per cent of the people who attended the talks and PowerPoint presentations organised by the council agreed to start harvesting rainwater for washing cars, watering plants and other uses.

Women and girls participated actively in the campaign, whereas men were less interested. The rate of women's participation in this project justifies its gender dimension. Women need to have a say in any decision-making regarding water management and related issues, as they are more affected by water scarcity.

Replication and sustainability

This project is sustainable, and can be easily replicated in other regions of Mauritius through municipal and district councils, together with all the stakeholders. Such campaigns do not require substantial inputs in terms of logistics and finance, and most stakeholders are willing to contribute fully in this type of project.

The campaign itself is an everlasting campaign, and should be transmitted from one generation to another. The judicious use of water resources should become a natural reflex action.

Campaigns related to climate change should be included in the curriculum of primary and secondary schools.



Ellie Nowases.
Photograph: Trevor Davies

Ellie's Flowers and Vegetables Namibia

Category	Locality/organisation	Presenter
Climate change	Ellie's Flower and Vegetable Garden	Ellie Nowases

Climate Change Aware Gardening

Climate change has caused a problem to both me and my family, but this problem has changed into an opportunity.

As a villager, I did not understand the climate change concept, but today I can see the results of not taking care of our environment and resources. My project is saving water, the most precious resource that we have in a place like Arandis. I can supply to my customers fresh produce such as tomatoes, spinach, lettuce, and parsley. We also do planting of potatoes and sweet potato in old tyres, collected from the mine.

I find the hydroponic system to be a good practice because of its limited water use. It produces fresh and healthy vegetables, uses less land, and it is also less labour intensive - perfectly good for women and even children to use. The project provides fresh produce, and at the same time saves water.

One of the project aims is to provide fresh produce to our local support groups for people living with HIV and AIDS. Fresh food is provided to the local clinic to be distributed to such clients. The project also assists schoolchildren with gardening skills (helping with school projects), giving them advice on the hydroponic methods, and trains women from the community to set up planting tables in their homes to provide fresh vegetables for their families, in order to "Save wise, Spend wise and Budget wise".

Relation to the SADC protocol

The project contributes to achieving the targets of the SADC protocol through addressing education and training of women and children (boys and girls) in gardening, saving on costs, and living a healthy life. The project creates awareness about water saving.

I believe that to achieve gender equality by 2015, boys and girls should work equally in the garden as well as men and women. Through the uniqueness of the programme, its simplicity and the low costs involved, this can be achieved. The gardening methodology is suitable for both urban and rural communities - people can even grow vegetables on the veranda of their apartments. The activity will lead to equality as well as empowerment (as it did for me, by creating self-employment and becoming my own business).

My income is no longer limited, but it can increase. The more I put in, the higher the output. The project can be carried out by men or women, low or medium income groups, and we can all save water. The project also addresses unemployment - it now employs ten people.

Background

The project came into existence due to financial constraints, and in order to pay my monthly municipal bills. I used to feed my family from the garden, but I could no longer afford to pay the water bills. There were no gardening projects in my village, and we had to travel 60km to the nearest town to buy fresh produce. Transport costs became too high to travel to town each week for fresh vegetables. Unemployment contributed to the problem. Climate change (extreme drought) caused higher water rates, which stopped me from doing conventional gardening.

Objectives

The project aims to train women, men, and young people to use the hydroponic gardening system. It also aims to assist schoolchildren with their projects for Science Fair: Agriculture in the Desert, and to provide vegetables to the local support group for people living with HIV and AIDS.To do this, it was necessary to hold awareness sessions on home gardening using the hydroponic system, and to hold open day sessions to encourage home gardening and the sustainable use of resources. This involved working closely with stakeholders such as the Ministry of Gender Equality, Women and Child Welfare to train women's groups in the region on home gardening.

Another objective is to create jobs, because training men, women and children will result in income generation and a healthier community.

Beneficiaries

The project aims to supplement the dietary needs of all community members in a cost-effective way, whilst saving water and creating employment. It also aims to train others (particularly women) to become financially independent.

Process

The project first involved moving to a bigger piece of land, where it was possible to start hydroponic gardening, planting spinach, green peppers, parsley, lettuce and tomatoes. The next step was marketing - talking to people, advertising my produce, visiting restaurants and local shops. This was followed by harvesting, sales, and continued marketing at expos, open day sessions, and demonstrations of hydroponic systems and vegetables.



Young horticulturalists at Ellie's Flower and Vegetable Garden, Namibia.
Photograph provided by Ellie Nowases

Main outputs

The main output of the project is vegetables, which can be sold for an income. As a result I can keep my children at school, and the community has access to fresh and healthy food. I am in a position to share with other people, providing fresh vegetables once a week for the support group (five women living with HIV or AIDS).

I am working closely with the Ministry of Gender Equality, Women and Child Welfare, training women's groups in the region on hydroponic gardening, and I won an award from the Namibian AgriBank for gardening in the desert.

Because of the project, I was sponsored by Swakop Uranium Mine, to obtain further training in hydroponics in Pretoria, South Africa (a place that I would otherwise never have seen in life). I managed to assist four women and three men to start a garden in Karibib (120km away from my home town), making use of the same planting methodology.

Main outcomes

Main outcomes include a presentation by Ellie Nowases at the Namibian Gender Summit, and a feature in the Namibia Chamber of Mines Annual Report 2012. The Ministry of Gender Equality, Women and Child Welfare requested assistance in providing advice to the Henties Bay Community Garden, where women have taken initiative in making a living for themselves through gardening. Support has also been provided to the Karibib Municipality in setting up a community garden, the Arandis Constituency Office and UrbanisDax Upper Primary School in landscaping, and the Navachab Gold mine in terms of redundant materials (pallets).

Challenges

The initial challenge was financial constraints. I could not afford to employ people to help at the beginning of the project. Government support takes too long to assist business people - we need things to happen quickly in order to make money.

Transport has sometimes been a difficulty, and obtaining suitable land. Language was a barrier, which forced me to take up English language courses during weekends. It was initially not easy to get the cooperation of nurses to allow me to work with the support group, to meet and know people living with HIV and AIDS.

Many people do not understand entrepreneurs. You need certain qualities to get things done, such as persistence, information seeking, goal setting.

Lessons

I learnt to write down everything, and not to keep it in my head (I now keep a diary). I also learnt to be patient, and hardworking, not waiting for things to happen, or for others to do things for me. Today I am motivated and dedicated. I learnt to share skills with others.

Replication and sustainability

The project is being replicated and becoming popular in my country. The Ministry of Gender Equality, Women and Child Welfare has requested my services to train other women's groups, and the CEO of AgriBank Namibia requested my services to train women in the northern part of the country. The First Lady of Namibia has requested my services to train women in the north, in their homesteads.

Lower Usuthu Sustainable Land Management Swaziland

Category	Locality/organisation	Name of leader
Climate change	Lower Usuthu Sustainable Land Management Project	Lynn Kota, Project Manager



Lynn Kota of the Lower Usuthu Sustainable Land Management Project .
Photograph: Gender Links

Climate-smart agriculture

Climate-smart agriculture refers to the implementation of agricultural practices that emphasise the mitigation of climate change impacts, while at the same time encouraging farmers to adapt to these impacts for increased resilience, improved productivity and improved livelihoods.

The need for climate-smart agriculture for Swaziland's smallholder farmer cannot be over-emphasised. Smallholder farmers provide a large percentage of food in the country and manage vast areas of land. They also make up the larger share of the country's under-nourished. As the most vulnerable and marginalised people in the country, many of the smallholder farmers are women heads of households, and are especially exposed to climate change. Continued cultivation of marginal areas without adequate management is a major driver of widespread land degradation. Climate change is adding pressure to the already stressed ecosystems in which smallholder farming takes place.

With the practice of climate smart agriculture, yield losses associated with climate impacts will be reduced through improved land management and climate resilient agricultural practices. There will also be efficiency of water use for smallholder agricultural production and processing.

Relation to the SADC protocol

The SADC gender protocol includes targets related to gender and sustainable development. Variations in climate are now evident in the SADC region and have begun to show that climate change is a serious threat to livelihoods. The adverse effects of climate change on women and other vulnerable groups are now very evident, and threaten to be severe. Women suffer more from the impacts of climate change because of their limited access to services and goods. They are the ones who are responsible for providing food for their families. Increased food insecurity as a result of decreased productivity of lands caused by climate change places a heavy burden on women. Water shortage as a result of climate change also adds more stress on women as they have to increase their effort to secure adequate water for their families.

Introducing and practicing climate-smart agriculture in the drought-prone areas of Swaziland helps to ensure that poor families in these areas, and particular women, are well-equipped to mitigate the impacts of climate change, and are able adapt to the adverse effects.

Background

Agricultural production and food security are expected to be grossly compromised by climate variability and change in many African countries, including Swaziland. Swaziland's agriculturally-based economy is highly vulnerable to increased climate variability and climate change, with potentially huge social and economic impacts for the sustainable development of the country. This vulnerability is exacerbated by existing developmental challenges (endemic poverty, limited access to capital and markets, poor infrastructure, low technology and ecosystem degradation). The effects of climate change will be compounded by the country's high poverty levels, weak rural infrastructure, poor natural resource management and relatively high dependence on rain-fed agriculture.

Declining soil quality due to decreasing soil organic carbon (SOC) and nutrient mining is widespread, affecting the land potential and the productivity of crops. This results from the continuous cropping practiced by resource-poor families, most of whom have abandoned traditional fallow, rotation or mixed cropping systems in their struggle to sustain their households, and now endeavour to grow only maize monocultures. Farmers lack knowledge or are unable to apply sustainable land management practices (return of organic matter to the soil after harvesting, fallows, low or zero tillage, integrated crop-livestock, agro-forestry systems), so there is pervasive poor vegetative cover resulting in the reduction in soil organic matter content, which reduces rainwater infiltration, exacerbating drought. As a result of climate change, the country could see major reduction in the production of food crops. Climate smart agriculture is one way to adapt to, and mitigate, the impacts of climate change.

Water-related problems are likely to worsen as a result of climate change. Intense rainfall events will increase rates of runoff, resulting in land degradation and high sediment content. The semi-arid areas of Swaziland have experienced droughts on a regular basis, but recent changes in rainfall distribution are increasing the frequency and duration of droughts (attributable to climate change), affecting supplies of freshwater and aquifer replenishment. Aquifer replenishment, which is vital at all levels (local and global), is also reduced due to the development of surface encrustations on degraded soils, reducing the infiltration of rainwater. Reduced run-off, as a result of drought will exacerbate water stress and reduce the quality and quantity of water available for domestic, crop and livestock use.

Without adequate mitigation and adaptation practices, the effects of climate change will grossly affect agricultural production and food security in the country.

Objectives

In order to achieve the reduction of yield losses associated with climate impacts, there is a need to improve soil quality through increases in SOC, resulting in nutrient retention. This is being achieved through the continued adoption of sustainable land management practices, including minimum tillage, integrated crop, livestock and agro-forestry systems. Monitoring current climate change impacts, predicting future trends and communicating weather and climate information to local communities for agricultural planning purposes contributes to the empowerment of smallholder farmers to contend with variability in rainfall and temperature. Availability of weather and climate information also empowers communities to change crop varieties and crop calendars in response to climate variability.

Increase in the availability and efficiency of water use for smallholder agricultural production and processing is being achieved by using integrated water resources management to maintain and improve the healthy functioning of watersheds, and to build resilience to climate change by combining watershed management with resilience oriented land-use planning, climate-proof infrastructure, water users associations, water recycling and grey water use. Availability and efficiency of water use is also being achieved by adopting a range of water harvesting techniques, water-efficient irrigation systems, and climate-proofed small- to medium-sized reservoirs.

An increase in institutional capacity for adaptation at local and national levels, and in particular an increase in traditional knowledge, is being promoted. A coherent response to climate change also requires promotion of good governance both to empower farmers and to recognise the relevance of their traditional knowledge in addressing issues of climate variability, and the differences between women and men's knowledge and roles in responding to climate change.



Tilling the soil in the Usuthu Valley, Swaziland.
Photograph provided by the Lower Usuthu Sustainable Land Management Project

Beneficiaries

The project has several main groups of stakeholders who will benefit from its implementation. Most important are the primary stakeholders, who will be participating in the project, and will be the direct beneficiaries. These rural communities consist largely of land-users who have relatively small individual holdings on Swazi Nation Land (SNL) and have the right to use the communal grazing areas for their crops and stock. A large percentage of these are women. The traditional leadership of the rural chiefdoms, the chiefs (who administer SNL on behalf of the king) and *indunas*, are also primary stakeholders in the project.

Process

Capacity building was undertaken at local level (extension services, NGOs, private sector) to promote coordinated sustainable land management (SLM) planning. This was followed by community mobilisation, SLM awareness-raising among project area communities, and development and strengthening of Chiefdom Development Committees as a basis for the preparation of inventories of chiefdom natural resources using participatory rural appraisal (PRA) techniques including community mapping.

Chiefdom SLM plans were prepared, including identifying degraded crop, range and woodlands; options to restore degraded areas and avoid future degradation (e.g. afforestation of riparian areas); opportunities for conservation and sustainable use of wild and agro-biodiversity; and approaches which contribute to adaptation to the increasing frequency of extreme weather events and mitigation of climate change.

Communities assisted in implementing elements of SLM plans to restore degraded areas and ecosystem functions, protecting integrated agro-ecosystems and biodiversity, to mitigate climate change and contribute to raising communities' resilience to the impacts of climate change.

New strategies were promoted to increase the productivity and reliability of crop yields by restoring soil fertility, above and below ground biomass, thereby increasing the resilience of the cropped areas to the adverse impacts of climate change. The project promotes planting of deep-rooted species in rotations that include legume fallows or grass leys, increasing agro-biodiversity and integrating cover crops or perennial species into the cropping systems. The project also encourages minimum tillage and conservation agriculture approaches, which not only are effective in restoring soil fertility (increasing yield totals and reducing variability in yields) and mitigating climate change (inter alia by increasing soil organic matter content, hence contributing to carbon sequestration), but have often also been widely shown to be labour saving. Households were encouraged to start composting, providing an additional source of nutrients and organic matter for soils in croplands.

Rainwater harvesting was promoted to combat decreased water availability and to improve soil moisture management.

Main outputs

The main output has been the capacity building of local NGOs and extension workers to promote coordinated SLM planning and inplementation of activities. A total of 45 community development facilitators across 14 institutions were trained during the year on a variety of topics, including strategic and development planning, empowering change agents for effective community capacity building. They were also trained in building good community relations, participatory approaches to rural community development, and change management orientation.

Another significant output has been community training and the establishment of permaculture gardens in three chiefdoms. 95 per cent of the community members trained (and who have established backyard gardens) are women.

Community training was provided (followed by practical planting using the knowledge gained) on the concept of conservation agriculture and orchard establishment. Training covers a wide range of topics, including food security, conservation agriculture principles, and tree planting procedures. Communities have been trained in household water harvesting, and water tanks have been constructed at the homestead level to harvest rain water.

Main outcomes

One of the major outcomes has been the improvement of livelihoods. One of the women who has been trained in permaculture gardening is Sbulelo Gamedze. She is full of smiles as she opens the gate and welcomes us into her beautiful garden. She had never been involved in any form of farming before attending training in permaculture gardening which took place at Madlenya area. Now she has her own beautiful garden which will help her to feed a family of six people. From her garden she harvests spinach and lettuce, which doesn't take long to grow. Her garden has other vegetables such as beetroot, carrots, garlic, onions and cabbages. Through attending the training she was motivated to start a garden. What motivated her most was the thought of saving money, because if she had a garden then she

would not have to spend money buying vegetables from the markets. "Madlenya area is faced with a serious shortage of water, so this is the perfect way of growing vegetables because you only water the garden twice a week and your produce is very good and healthy" she notes. All was not smooth in establishing her garden. "I didn't have all the necessary garden tools to start and maintain a garden but during the training we were encouraged to use any available tools around the house" she said.

Gamedze has great plans for the future of her garden, and she hopes to extend it to a larger scale for commercialisation. She says this will not be too difficult, since she will not be spending too much money - she will use already available resources to start and maintain her garden. She dreams of supplying stores with her organic produce. "I would encourage every member of my community to try this kind of gardening. They will not regret it. I now have something to keep me busy all day while my family members are working or at school. Most importantly, I now save a lot of money and hopefully I will make some money in the future through this practice."

Challenges

Climate-smart agriculture is a new concept in Swaziland, emerging with the reality of the impacts of climate change hitting the country. Adoption of sustainable land management practices is still difficult. Smallholder farmers still find it difficult to adopt these practices. The SLM agenda is weakly articulated at the highest national policy level and needs to be prioritised, notably in the public expenditure framework. There is little evidence that sectorial policies (agriculture, livestock, forestry, water, land) are being modified to address SLM. It will be necessary to raise awareness at the local and national levels.

The SLM policy and legislative framework in Swaziland is unclear and contradictory. A single sector approach prevails, with a lack of coordination and collaboration between the different sectors and stakeholders, resulting in high transaction costs due to lack of coordination and harmonisation among investments. To address this, a consultancy to review and harmonise all land-related policies and legislations is currently under way.

A set of barriers in the enabling environment render ineffective or insufficient the various policy initiatives which the Swazi government has attempted to reduce land degradation and loss of biodiversity. These key barriers include lack of institutional and human resource capacities, lack of awareness and capacity for SLM, weak or absent policy formulation and lack of enforcement, knowledge and technological barriers, and lack of resources (financial and others).

Lessons

The adoption and continued practice of climate-smart agriculture for livelihood improvement requires the development of harmonised institutional frameworks for co-operation between sectors for SLM in order to create an enabling environment of sustainable land management to facilitate livelihood improvement.

This is currently being done mainly through stakeholder consultation, leading to a national land policy. It also requires the development of community-based land use and agro-ecosystem management plans, and the development and promotion of improved approaches to sustainable land management (e.g. conservation agriculture, biodiversity conservation, rangeland improvement, holistic grazing management, income diversification and rural energy issues).

It is important to empower local communities to sustainably manage and benefit from local natural resources (including enabling farmers to diversify and increase off-farm income, securing benefits from payment for environmental services). Also important is the development of plans for the conservation and sustainable management of natural resources in the medium and long term, thereby generating improvements in the livelihoods of local people.

Replication and sustainability

Project outcomes and achievements will be sustained due to the commitments and priorities of the concerned ministries through the national poverty reduction, environment, agriculture and livelihood strategies. Support for the conservation and sustainable management of the country's natural resources in the medium and long term, will result in improvements in the livelihoods of rural people. By the end of the project, areas which have benefited from on-the-ground project activities will include increasing numbers of farms, ecosystems and landscapes which are managed in an economically and ecologically sustainable manner, which will ensure long-term sustainability in the context of an integrated ecosystem approach. Political and institutional sustainability will be guaranteed by the end of the project through numerous reforms proposed. The promotion of the SLM approach at national level will prioritise acceptance of the approach and unlock bottlenecks which currently hinder the adoption of SLM through more integrated (joined-up) policy-making.

The project will ensure the sustainability of these actions through technical assistance, enhancement of capacities and skills among communities and other stakeholders, transfer of knowledge and responsibilities, and adaptive management. Replication is a critical element of the project scale-up strategy. The project has been designed to facilitate and catalyse scaling-up the area of rural land in Swaziland under sustainable management.

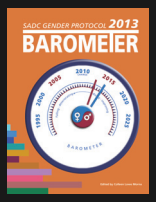
Replication is therefore a key element of the approach. The wider up-scaling will demonstrate to land users the win-win benefits of SLM, and act as a step in nation-wide adoption of these practices for local and global benefit. The key organisation which will catalyse scaling-up will be Ministry of Agriculture and Co-operatives (MOAC), supported by all the implementing partners.

WINNERS: SADC PROTOCOL@WORK SUMMIT, APRIL 2013

AWARDS	PRESENTERS/WINNERS	INSTITUTION	SEX	COUNTRY
GBV/CONFLICT RESOLUTION - ALLIANCE				
WINNER	Fabian Sampaya	Caprivi Organisation for Community Action and Development	M	Namibia
RUNNER UP	Wendy Madikwe	Gamodubu Child Care Trust	F	Botswana
GBV AND CONFLICT RESOLUTION - LOCAL GOVERNMENT				
WINNER	Glen Mhango	Polokwane Municipality	F	South Africa
RUNNER UP	Marie Flore Bezenarizanany	Federation for the Promotion of Women and Children, Tamatave	F	Madagascar
CONSTITUTIONAL, LEGAL RIGHTS AND GOVERNANCE - ALLIANCE				
WINNER	Meghanaiyegee Venketasamy	Women in Networking/ Women in Politics	F	Mauritius
RUNNER UP	Crispin Kabolongo Kongunde	*Action Contre les Violations des Droits des Personnes*	M	DRC
CONSTITUTIONAL, LEGAL RIGHTS AND GOVERNANCE - LOCAL GOVERNMENT				
WINNER	Ranoromalala Lantoharitiana	National Council of Malagasy Women, Rural Commune of Antanamitarana	F	Madagascar
RUNNER UP	Helena Mkosana	Kwekwe City Council	F	Zimbabwe
ECONOMIC DEVELOPMENT - ALLIANCE				
WINNER	Moeti Moleko	Society of Women Against AIDS in Lesotho	M	Lesotho
RUNNER UP	Alphonse Rasolofoarinivo Andrianantenaina	Association of Certified Animators in Environmental Education	M	Madagascar
ECONOMIC DEVELOPMENT - LOCAL GOVERNMENT				
WINNER	Annette Breda	Masvingo City Council	F	Zimbabwe
RUNNER UP	Justin Randriamahefa	Rural Council of Tsiafahy	M	Madagascar
EDUCATION ALLIANCE				
WINNER	Rauha Haufikus	Forum for African Women Educationalists Namibia	M	Namibia
RUNNER UP	Nokukhanya Gamedze	Junior Achievement Worldwide	F	Swaziland
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT- ALLIANCE				
WINNER	Ellie Nowases	Ellie's Flower and Vegetable Garden	F	Namibia
WINNER	Lynn Kota	Lower Usuthu Sustainable Land Management Project	F	Swaziland
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT- LOCAL GOVERNMENT				
WINNER	Regina Mojaphoko	Chobe District Council	F	Botswana
RUNNER UP	Ruben Munien	Municipal Council of Curepipe	M	Mauritius
SEXUAL AND REPRODUCTIVE RIGHTS, HEALTH, HIV/AIDS - ALLIANCE				
WINNER	Mungala Davi Soyjaudah	Ministry of Health and Quality of Life	F	Mauritius
RUNNER UP	Edinah Masiyiwa	Women's Action Group	F	Zimbabwe
SEXUAL AND REPRODUCTIVE RIGHTS, HEALTH, HIV/AIDS - LOCAL GOVERNMENT				
WINNER	Constance Chinyemba	Goromonzi Rural District Council	F	Zimbabwe
RUNNER UP	Philipine Razafinimaro	Rural Council of Anjoman'akona	F	Madagascar

AWARDS	PRESENTERS/ LEADERS	INSTITUTION	SEX	COUNTRY
LOCAL GOVERNMENT COE - MOST IMPROVED				
WINNER		Municipal Council of Vacoas Phoenix		Mauritius
RUNNER UP		Selebi Phikwe Town Council		Botswana
LOCAL GOVERNMENT COE - BEST PERFORMER - RURAL				
WINNER		Zvimba Rural District Council		Zimbabwe
RUNNER UP		Commune Antanamitarana		Madagascar
LOCAL GOVERNMENT COE - BEST PERFORMER - URBAN				
WINNER	Naledi Masipa	Capricorn District Council	F	South Africa
RUNNER UP		District Council of Grand Port		Mauritius
LOCAL GOVERNMENT- LEADERSHIP				
WINNER	Edward Jantjies	Mossel Bay	M	South Africa
RUNNER UP	Zelda Hakskeen	Keetmanshoop Junior Council	F	Namibia
FAITH-BASED ORGANISATIONS				
WINNER	Rachel Mkundai	Christian Social Services Commission	F	Tanzania
RUNNER UP	Elma Dienda	Namibia Catholic Bishops Conference	F	Namibia
MEDIA COE				
WINNER	Rabary Lovasoa	*Groupe L'Express de Madagascar*	F	Madagascar
WINNER (TIE)	Soondari Devi Sooborun	Mauritius Broadcasting Corporation	F	Mauritius
MEDIA LEADERSHIP				
WINNER	Dhanjay Callikan	Mauritius Broadcasting Corporation	M	Mauritius
RUNNER UP	Aimee Gisele Rahantaniaina	*Groupe L'Express de Madagascar*	F	Madagascar
MEDIA CONTENT - PRINT				
WINNER		Thandeka Moyo	F	Zimbabwe
RUNNER UP		Jenilaine Moonean	F	Mauritius
MEDIA CONTENT - RADIO				
WINNER		Melini Moses	F	South Africa
RUNNER UP		Melini Moses	F	South Africa
RUNNER UP		Zelda Hakskeen	F	Namibia
MEDIA CONTENT - TV				
WINNER		Ester Malu Sabu	F	DRC
RUNNER UP		Mammusi Siska	F	Botswana
MEDIA TRAINING				
WINNER	Maud Blose	Durban University of Technology	F	South Africa
RUNNER UP	Francis Chikunkuzeni	Polytechnic of Malawi	M	Malawi


gender links for equality and justice
2013 Awards
Winner
Runner up
Centre of Excellence
Zvimba RDC council
Luxmi Sambhoo
Mauritius Broadcasting Corporation
Rural Council of Tsiafahy
MADAGASCAR



Coming soon…

The SADC Gender Protocol 2013 Barometer

Since the publication of the Baseline Barometer in 2009, Gender Links and the Southern African Gender Protocol Alliance have produced annual audits of SADC countries' performance in relation to the 28 targets set by the Protocol for 2015. Drawing on country reports by researchers and experts throughout the region, the annual Barometer provides detailed and up-to-date information for anyone interested in gender equality in Southern Africa. The 2013 SADC Gender Protocol Barometer is available on CD, and for purchase: www.genderlinks.org.za

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