



International
Labour
Organization

Striving for Impact



**A Profile of a Gender Equality
programme in South Eastern Africa**

ILO Striving for Impact: A profile of a Gender
Equality Programme in South Eastern Africa

Executive Summary

The promotion of gender equality and non-discrimination is at the heart of Decent Work. These principles are an integral component of the ILO's Decent Work Agenda - promoting decent and productive work in conditions of freedom, equity, security and human dignity.

Over the past four years, The ILO Decent Work Team, through the Senior Gender Specialist, Ms. M. Chigaga has embarked on numerous activities to promote gender equality within the South Eastern Africa sub-region. These activities can be clustered into five key areas:



1. Strengthening the institutional frameworks on gender equality for both employers and workers organization.

The support provided focused on strengthening the participation of the gender co-ordinators within their respective federations. Through leadership development skills, the co-ordinators report an greater sense of agency and a deep sense of sisterhood with the other co-ordinators across the federations. Together they have found ways to strategically engage with the federation structures. The results of these effective engagements include the promotion and completion of ILO's participatory gender audits (FEDUSA, ZCTU and TUCOSWA); the design and adoption of new gender policies (FEDUSA); the reviewing and updating of gender policies with the inclusion of sexual harassment complaints procedures (COSATU and ZCTU). Other achievements include collective action across the federations which resulted in revisions to the maternity and paternity protection laws within South Africa as well as strategic initiatives within the federations and participating organisations. Collectively these actions will directly effect the 2,3 million workers within these federations and their affiliates.



2. Promoting international labour standards, with an emphasis on the four core ILO gender conventions.

The ILO, together with its partner the Labour Research Service, conducted trainings, set up dialogues and workshops with the tripartite constituents (labour, government and employers) at a regional and national level. Impressive results that have been achieved so far including a draft revision to the South African labour law (developed by COSATU) and the development of a handbook that guides the mainstreaming of Gender Equality within 18 of the strategic documents (DWCP) guiding the ILOs work within the sub-region.



3. Strengthening Agency and Advocacy for Gender Equality.

This strategy is a game changer in how gender equality is addressed within the work place. Instead of providing the typical, once-off trainings and information sessions, this programme challenges the participants to develop their skills as leaders drawing on a gender equality framework.

To date over 120 Young Women Leaders and approximately 50 Male Champions for Gender Equality have been capacitated to engage more effectively with their federations. Participants report that these trainings challenge them at an individual level by providing skills to become more goal oriented, while taking care of their professional branding. At an organisational level, the participants report that they feel empowered to engage with existing structures on issues of gender equality, which has led to structural and policy changes. Furthermore, these trainings have provided the participants with the skills and knowledge to discuss gender equality with their colleagues through strategic initiatives (workshops, events, and dialogues). At family level, changes have occurred with the roles and responsibilities assigned to the men and women. These effects have even filtered through to the community level where participants have initiated community events.



4. Tackling GBV and harassment in the world of work.

Addressing GBV is a key focus of the programme and has already been mentioned in the policy revisions above. Another innovation was the development of a joint UN programme which implemented an affirmative action programme, utilizing the ILO's TREE methodology. This programme stands out due to its exemplary approach of promoting women's empowerment as a means to reduce sexual harassment and GBV in the world of work and within larger society.



5. Strong Partnerships with Solidarity Center and LRS. Partnerships with local organisations provides an important comparative edge for the programme. These partnerships provide greater insights into the local contexts through a mixing of expertise, thereby increasing the effectiveness of these interventions. The partnership also assists in cost sharing and improving the sustainability of the interventions initiated. The strong network that each partner brings assists in continued mentoring of the leaders.

The Gender Equality is the basis for the empowerment of individuals to drive sustainable changes and continued impacts. Individuals are capacitated to become leaders and champions thereby driving organisational, familial and communal changes.

Why the promotion Gender Equality makes sense for government, employers, labour and society...

Gender equality is grounded within a human rights approach and makes sense from an institutional and social point of view because:

- Companies practicing gender equality principles are reported to have 15% more growth and profit as there is greater diversity and creativity in business solutions and strategies that are developed.
- It has been found that women do 75% of the unpaid care work within homes and the communities and spend 90% of their salaries on families, which effectively means that they are in a position to drive the betterment of the family and hence the communities in which they belong.
- The world of work presents a key opportunity for the personal and professional development of women and men, which will affect families and communities.
- With the increased access to education and training for women and men, there is an increase in literacy levels which uplifts the whole society.
- Increased access to services can improve independent decision making. Having greater options around issues like one's health, age of marriage, timing of birth and harmful practices has the potential to lead to better health outcomes for individuals and families.
- Gender Equality is associated with a reduction of gender based and sexual violence within communities and society.

Abbreviations

AUC - African Union Commission

BOZ - Bank of Zambia

BRICS - Association between Brazil, Russia, India, China and South Africa

COSATU - Congress of South African Trade Unions

DWCP - Decent Work Country Programme

GBV - Gender Based Violence

FEDUSA - Federation of Unions in South Africa

ILO - International Labour Organisation

LGBTI - Lesbian, Gay, Bisexual, Trans-sexual and Intersexed

LRS - Labour Research Service

Nedlac - National Economic Development and Labour Council

NGO - Non-governmental Organisation

NYDA - National Youth Development Agency

PGA - Participatory Gender Audit

SADC - Southern African Development Community

SDG - Sustainable Development Goal

TREE - Training for Rural Economic Empowerment

TUCOSWA - Trade Union Congress Swaziland

YWLDP - Young Women's Leadership Development Programme

UNFPA - United Nations Population Fund

ZCTU - Zambia Congress of Trade Unions

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Introduction

Gender equality is a matter of human rights, social justice and sustainable development. It is at the heart of Decent Work.

The promotion of gender equality and non-discrimination have been fundamental principles underpinning the work of the ILO since its creation in 1919. These principles are an integral component of the ILO's Decent Work Agenda - promoting decent and productive work in conditions of freedom, equity, security and human dignity. They are also inherent to the Sustainable Development Goals, the Beijing +20 follow-up; The Ouagadougou +10 policy areas and Plan of Action; the African Charter on Human and People's Rights; the AUC Agenda 2030 and the SADC Declaration of gender equality.



However, there continues to be a mismatch between the prescribed rights in national, regional and international standards and the reality of workers, especially women workers. Therefore, looking to the future, the ILO is intent on leading regional efforts, to promote and realize gender equality in the world of work. The Decent Work Agenda will continue to be one of the ILO's primary means of action to improve the working and living conditions of women and men, and promote gender equality and non-discrimination in the workplace for all workers.

In addition, The ILO Future of Work Initiative has demonstrated that the world of work is undergoing a major process of change. There are several forces transforming it, from the advances in technology and the impact of climate change. Both are changing character of production and employment. Gender quality in the world of work continues to be a challenge. In the Women at Work Centenary Initiative the ILO seeks to understand and to respond effectively to the ongoing changes in the world of work, including that of responding to the trend of women entering the labour market in unprecedented numbers. This is particularly important in terms of ILO advancing its mandate for social justice in the new millennium.

In striving for impact, the ILO is prioritizing its efforts to support our constituents (workers, employers and governments) in promoting gender equality in the world of work.

Gender Equality refers to the enjoyment of equal rights, opportunities and treatment by men and women and by boys and girls in all spheres of life. It asserts that people's rights, responsibilities, social status and access to resources do not depend on whether they are born male or female...Gender equality implies that all men and women are free to develop their personal abilities and male life choices without the limitations set by stereotypes or prejudice about gender roles or characteristic of men and women

(ILO. 2017. ABC of women worker's rights and gender equality, pg 91-92).

The Winning Strategy: Promoting a Culture of Gender Equality in the World of Work

“Most adults spend a vast majority of their time within the workplace (formal and informal), this provides the ILO a good platform through which to address social issues. By promoting a culture of gender equality in the workplace, we are able to begin addressing gender equality within society”

(Ms. M. Chigaga, ILO Senior Regional Gender Specialist: ILO DWT Pretoria)

The key components of this Gender Equality approach are:



Strengthening the institutional frameworks for gender equality for both employers and workers organisations,



Promoting international labour standards, with an emphasis on the four core ILO gender conventions,



Strengthening agency and advocacy for gender equality,



Tackling, gender based violence and harassment in the world of work, and



Strong Partnerships with Solidarity Center and Labour Resource Service



The Trade Union Confederation of Swaziland (TUCOSWA) preparing for the participatory Gender Audit - a key tool used to strengthen institutional frameworks



Young Women's Leadership development training in South Africa, which developed women leaders to advocate for gender equality



Workshop held on mainstreaming of non-discrimination for the LGBTBI group for the South African Trade Union partners





Strengthening institutional frameworks for gender equality for both employers and workers organisations

The strategies employed to strengthen institutional frameworks for both employers' and workers' is achieved through supporting the gender co-ordinators within the federations.

The Gender Equality Programme targeted existing task forces or groups that the gender co-ordinators attend. Leadership training was offered to this group drawing on an African Feminist framework, which empowered the co-ordinators to work comprehensively in mainstreaming gender equality within the federations. This is an important space for the co-ordinators who have been able to grow and work together within a spirit of sisterhood.

This space has allowed the co-ordinators to develop strategies and programmes based on best practices drawn from the experience of others and the resources that is provided by the strong gender equality partnership between the ILO, Labour Research Service (LRS) and Solidarity Centre. In this way their work has been expanded beyond dialogues and discussions with workers to changing the structures and policies within the federations themselves

The initial themes of the taskforce and committees focused linking SDG 8 and 5, promotion ratification of Convention 183 on maternity protection, combating sexual harassment in the workplace, women's workers rights including LGBTI and leadership development.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality. (ILO. 2017 ABC of women worker's rights and gender equality, pg92).

The partners and the reach ...



Working across South Africa, Swaziland, Zambia and Zimbabwe, the programme focused on the labour federations and private sector organisations. From the membership numbers across these organisations, it is evident that the programme will directly affected over 2,3 million workers within the sub-region.

Country	Federation	Number of members	Number of workers
South Africa	COSATU	1 million	32 million
	FEDUSA	515 000	
	NACTU	400 000	
Swaziland	TUCOSWA	35 000	780 000
Zambia	ZCTU	400 000	8.8 million
Zimbabwe	ZACIA	TBD	9 million
Total	6	2, 375, 000	>50 million



The Trade Union Commission of Swaziland and their eleven affiliates attend a Gender Equality Workshop



Immediate Outcomes of the Inter-federation Gender Taskforces and groups

1. A Strong Ethos Sisterhood



The taskforces and groups provide the context in which leadership training occur. Due to the personal nature of this training, the group provides support to each other and in this way the group dynamics changed and a sense of sisterhood develops. Ideologies and political stand points are put aside, and the individuals support each other and were able to work together – this was a game changer within the federations! Traditionally federations have known to be reluctant to have discussions among themselves as they compete for relevance and at times the same members.

2. Broadening the sphere of influence of the gender co-ordinators

**“The taskforce assists to empower the co-ordinators”
(Gender Co-ordinator: COSATU)**



Mentorship

One key aspect of leadership is to build up the capacity of others so that the work can continue in your absence. “Mentoring can occur no matter where you are”, this is the motto that has been adopted by each member.

3. Changing attitudes and enhancing novel approaches.

The gender task force also provides a platform to experiment and try ideas for the development of strategic initiatives, which heightens the effectiveness and sustainability of the projects and programmes.

Impact of the Inter-federation Gender Taskforces and groups



Effective institutional engagement

Gender co-ordinators engage more effectively with the structures within their federations. At times these engagements were formal, to keep gender equality on the agenda, or informally by highlighting that workers issues do not affect men and women in the same way.



Participatory Gender Audits

Participatory Gender Audits are system strengthening tools for organisations. Through the group FEDUSA, ZCTU, TUCOSWA and the Bank of Zambia took up the challenge and have refined their strategic direction and policies.



Collective Action

The sense of sisterhood helped to drive collective action, for example the South African Gender Taskforce collectively mobilized its leadership and members to influence the National Economic Development and Labour Council (Nedlac) and were able to amend the Maternity Protection Policy within South Africa.



New policies were developed by FEDUSA. ZCTU and COSATU updated their gender policies, and took this further with a new complaints procedure for GBV and sexual harassment in the world of work.



Strategic Initiatives

A variety of workshops and discussions have been undertaken under the ambit of the taskforce, for example:

- The Gender Equality workshops
- Intergenerational and inter-gender dialogues on Gender Equality
- The Young Women's Mentorship Programme
- National Conferences on Gender Equality

FEDUSA working towards a Gender Equality culture



“The gender equality programme is a huge success for us!” (Gender Co-ordinator: FEDUSA)

The Federation of Unions in South Africa (FEDUSA) has been able to fully engage with the Gender Equality Programme, which directly effects their 20 affiliates and 500,000 members.

The gender co-ordinator of FEDUSA focused on developing the support from the leadership within the federation. From these engagements, the Vice President, who overlooks the Gender and HIV portfolio, attended the workshop and reported that his “eyes were opened”. Subsequently, he has become a key champion in driving gender equality programmes within the federation.

This level of buy-in allowed for the completion of a Participatory Gender Audit. One of the pertinent outcomes of this audit was the revitalisation of the “Social Justice Committee”. This committee drives policies and programmes within the federation and the affiliates. Further, young women have been incorporated into the NEC and the First National Women’s Conference will be held in 2018.

This journey culminated in the development of a Gender Policy within the federation. It was designed in such a way that actionable resolutions were articulated to support the development of a culture of gender equality. Some of the key resolutions that were adopted include:

- (i) FEDUSA secretariat shall promote inter-union learning on gender mainstreaming with at least 1/3 of Affiliates.
- (ii) FEDUSA and its affiliates shall be compliant with international, regional, sub-regional and national standards for 50/50 gender balance to increase women’s voice and representation in all union activities.
- (iii) FEDUSA and at least 30% Affiliates shall institutionalize gender sensitive bud getting to allocate adequate resources for gender equality and gender mainstreaming for the Gender.

COSATU deepens its commitment to Gender Equality



The Congress of South African Trade Unions (COSATU) has over 1 million members and has been committed to the ideals of gender equality in the world of work for many years now.

It is through the Gender Equality Programme that this commitment has gathered more deliberate direction and momentum. In particular, COSATU revised and refreshed their old gender policy. During this review it was apparent that more was needed on how to deal with GBV within the workplace and COSATU developed a sexual harassment policy.

An important aspect of the programme has been transferring these learnings and ideas to the workers. COSATU has taken up this challenge by providing capacity building activities through dialogues with its members. Further, COSATU has continued advocacy for gender equality to be mainstreamed into all fora. Recently, through mobilization from the Young Women Leaders and Male Champions, the issue of gender equality has been included on COSATU Young Workers National Launch, held in April 2018. The leaders ensure that youth development is based within a gender equality framework.

At an individual level, the programme has helped the co-ordinations to claim the space of overseeing gender mainstreaming in all activities. The “Gender lens” has become a powerful tool to drive changes.

ZCTU seeks Gender Equality in the workplace



The Zambia Congress of Trade Unions (ZCTU) is at an important juncture as the congress, its 33 affiliates and 400,000, is facing an election year. Since 1965, the year of independence, ZCTU has been a traditionally male lead organisation, however the Gender Equality Programme has provided the space and voice to challenge this.

Some of the changes evident within the federation since the Gender Equality Programme includes:

There has been structural changes where a new women's committee established that reports directly to the executive board. Secondly, the focus of the federation has moved to include mainstreaming gender equality and addressing issues of GBV within the workplace.

Secondly, after the YWLDP, women have claimed their space within leadership positions in the federation. While there has never been a women secretary general or president at the federation or affiliate level, after the trainings women have been open to the idea of claiming these leadership positions. For example, women have begun the process of being voted into leadership positions at district level. The youth branch of the federation quickly elected strong young women who would challenge the leadership on issues of gender and gender equality. The youth have even taken these ideas to the community level and organised anti-GBV campaigns (see more details below).

A key aspect to the approach adopted by the Gender Equality Programme was not to have business as usual approaches that promote gender equality to large groups of people but to rather focus on key people within the federation to champion the cause and drive the movement.

TUCOSWA gains momentum and direction to redress gender inequality



The Trade Union Congress of Swaziland (TUCOSWA) has 35,000 members and has embarked on a programme for strengthening its institutional framework for gender equality. Since the initial meeting with the ILO, Solidarity Centre and Labour Research Service, the importance of gender equality has been recognised and immediately an interim committee was established. This committee ensured that gender equality was incorporated into the back bone of the Trade Union.

TUCOSWA received the first Male Champions for Gender Equality Trainings for its members, which helped to highlight that gender equality is not just a women's issue. TUCOSWA then decided to conduct a self-assessment in order to set a baseline on mainstreaming gender within the federation and its affiliates. The ILO Participatory Gender Audit (PGA) methodology was utilized.

“The programmes imparted have empowered us like never before, we pledge that the knowledge that we have gained will be utilised the way that it is supposed to be used within the federation and in the unions”, said Ms. S Mtetwa the First Deputy President of TUCOSWA.

The PGA has helped to identify gaps and assisted in mobilising for the temporary gender committee to be formally adopted into the TUCOSWA structure. An example of the level of commitment was seen in the rejection of a round of voting for leadership of the congress, where all the leaders were male. After women candidates were introduced the elections went forward.

The trade union has undertaken an commitment to an annual Gender Conference. Future directions of the trade union include:

- All affiliates within the congress develop gender structures
- Training of the National Office bearers and the National general council members on gender as a developmental issue.
- The drafting of a gender policy, and
- On-going training for gender focal points.



Promoting International Labour Standards, with an emphasis on the four core gender equality conventions

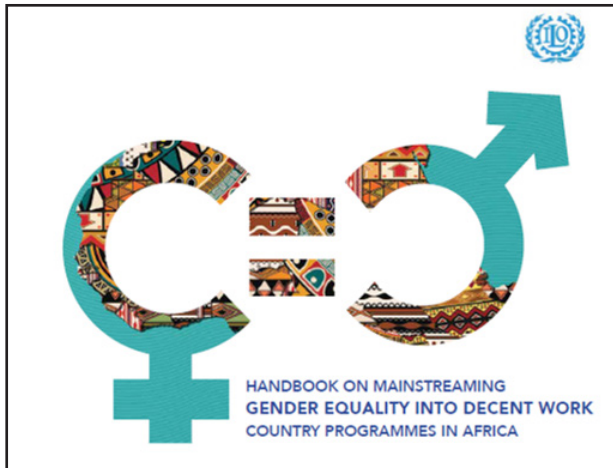
The adoption of International Labour Standards forms the basis of Decent Work thought out the world. Four ILO Conventions have been designated as key instruments for achieving gender equality in the world of work:

- Equal Remuneration Convention, 1951 (No.100);
- Discrimination (Employment and Occupation) Convention, 1981 (No.111);
- Workers with Family Responsibilities Convention, 1981 (No.156);
- Maternity Protection Convention, 2000 (No.183)

Through the Gender Equality Programme direct trainings have been provided to constituents (governments, employers and workers) within the sub-region. In 2015 - 2016, the programme held a regional and national forums on the promotion of convention of 183.

The promotion of Convention 183 began as early as 2013 but intensified in 2015 and 2016. The ILO and LRS partnered with the South African Provincial Departments of Labour, the Center for Conciliation, Mediation and Arbitration (CCMA), the Department of Community Safety Development, civil societies and business groups to discuss and promote Maternity Protection. Convention 183 highlighted the strengths and weakness of the Labour Act in South Africa. In particular addressing gaps such as the laws applying only to those within the formal economy; and a woman is disadvantaged if she claims maternity compensation and is then dismissed leaving her no funds to draw from the Unemployment Insurance Fund. COSATU captured the findings of these dialogues and drew up draft legislation for maternity protection within South Africa. The process of review and ratification of these laws is still in process.

Handbook on mainstreaming gender in the Decent Work Country Plan



“The reason that there was a need for the Gender Mainstreaming Handbook is to ensure that these strategic documents [DWCP] are not gender blind” **(Ms. S. Moitse, Programme Officer: DWT/CO Pretoria)**

The support that the ILO provides to a country or even the sub-region is framed by the Decent Work Country Plan (DWCP). This plan is owned by the respective country and is developed together with that country by a drafting committee. The DWCP is aligned to the Sustainable Development Goals (5, 8 and 10), the AUC Agenda 2063, the SADC Deceleration of gender equality and EAC development goals as well as the National Development plans of the countries concerned. Gender equality is a cross cutting concern for all the ILOs work, however it is not always been adequately captured in the DWCPs.

“Gender mainstreaming in the DWCP formulation and implementation has been made easier through the toolkit on gender mainstreaming. This will result in DWCPs which are fully gender sensitive. This is a good practice” **(Dr J. Musabayana, Director: ILO DWT/CO Pretoria)**



Strengthening agency and advocacy for gender equality: The game changer

Two leadership training programmes form the vehicles for these strengthening of agency and advocacy for gender equality:

Young Women's Leadership Development

Aim

Promote gender equality in the workers and employers organisations through strengthening the agency and advocacy of young women.

The Young Women's Leadership Development Programme's (YWLDP) takes a two year period and begins with an initial week training session. The main themes covered within the trainings include:

Understanding gender equality in a patriarchal society

This component examines the challenges that women face as a result of gender dynamics within a patriarchal society. Traditionally, women are encouraged to be seen but not heard. The naming of these vehicles of oppression or tools for silencing is powerful to understand the challenges facing women. As a participant in the follow-up survey put it:

“... society standards and norms have allowed males to be privileged individuals over their female counterparts. Religion and politics bodies have continue to be main drivers of patriarchy”

(Female Participant: Class 1)

With this understanding more effective strategies can be articulated and developed to negotiate these pressures imposed by patriarchy.

Personal Mastery

The second component focuses on personal mastery, which aims to building up the participants sense of agency by highlighting their personal strengths, rights and natural leadership ability. Skills that are developed within this component include personal branding, goal setting and public speaking. In this way the strategies for developing gender equality are practically articulated thereby improving their application and success.

YWLDP for participants in Zambia. This is a session on personal mastery and mentorship.



Female leaders in South Africa (Class 1)



YWLDP held for participants in South Africa (Class 2)

Male Champions for Gender Equality

Aim:

Promote gender equality in workers and employers' organisations through examination of how men (and their masculinities) can undermine both men and women. The programme promotes personal introspection to garner a change of mindset.

The topics that are explored include:

1. Men living in a patriarchal society

Masculinity is explored by highlighting how being assigned or identifying with the male gender brings privileges/advantages as well as disadvantages. The idea is to highlight the costs of gender inequality (economic, personal and societal dimensions).

2. Personal Mastery

The second component is building up the participants sense of agency by highlighting their personal strengths, rights and leadership ability to challenge the constraints of masculinities within their personal and the professional lives.

Both of these topics move men to consider their own roles and assumptions. such an examination provides the basis for addressing other men in the federations to create more equitable opportunities for women and men.

Where other learning opportunities arise, the participants are invited. For example, the Decent Work Academy (2017) and the South African National Minimum Wage Conference (2017) presented an opportunity to bring these leaders together let them voice their opinions.



Male Champions for Gender Equality training in Zambia, to assist men to become advocates for gender equality



Male leaders in South Africa





Impact of Leadership Development

INDIVIDUAL LEVEL:

There is a change in the individual's mindset about oneself and one's abilities. As one women leader put it:

“The way I see myself is far different from before and my personal goals are of high level but realistic and achievable”
(Female Leader: Class 1)

Furthermore,

“These trainings are doing more than merely training leaders, they are creating role-models within the work, home and community environments. Changes that are made are done at a personal level show others how things can be done and these ideas then radiate into the world” **(Ms. N. Benjamin, LRS Gender and OD Manager)**

A Male Champion from South Africa took this role modeling seriously and in order to challenge the lack of representation of women in leadership positions, he resigned to allow his female deputy to progress:

“I stepped down as the general secretary of the young workers in FEDUSA during our first Congress to allow my Deputy to be General Secretary under as per our resolutions” **(Male Champion: South Africa)**



Infectious Empowerment: The Ruth Nampanji Story

“This programme was meant for me, it has changed my life and others as well”

Ruth, attended the Young Women’s Leadership Development programme, which was part of the Zambian Confederation of Trade Unions (ZCTU) Gender Equality programme. With these newly developed skills she has affected changes within the federation, and her professional and personal life.

The YWLDP enabled the women leaders to claim their space within the ZCTU federation. After the training Ruth stood for elections and was elected as a National Trustee. This election is symbolic of the changes that the federation has committed itself to.

Outside of the federation, Ruth is a professional nurse and works within a local clinic. She has found that she has naturally adopted a counselling position with her patients, After the course she has adapted and shared the Personal Branding and Goal Setting modules with some of her patients. This has helped to extend the effectiveness of the support and she has offered.

Within her personal life, the training provided a more focused approach in dealing with life and its challenges. She has set new goals and the programme has helped to focus her actions. Some of the successes include completing the building of her mothers’ house; setting up a poultry business and she seeks to further her studies next year. Within her church, she has held dialogues with the youth and women’s groups on goal setting and personal branding. These infectious ideas have been greatly appreciated by those she has sought to empower.





Impact of Leadership Development

WORLD OF WORK:

Based on a follow-up survey, 91% of the participants report that they have been able to apply these learnings in their work environments through:

1. Claiming the gender equality space within existing structures:

“The YWLDP helped these women to find their voices and be heard” (Ms. S. Moitse, Programme Officer, ILO DWT/CO Pretoria)

Through the trainings the participating women and men have gained the confidence and knowledge of how to effectively engage the federations through their existing structures. For example, within South Africa, these leaders found spaces within the National Economic Development and Labour Council (Nedlac) structures to volunteer and to be represented on various steering committees. This was not the case before the trainings.

In Zambia, women within the ZCTU have been voted into leadership positions based on merit. This is a new development as in the past, women would quietly leave these positions for men to fill.

2. Changing structures within federations

the leaders were able to highlight the importance of addressing gender inequalities within the federations. The leaders have mobilized for institutional changes, for example, TUCOSWA developed a gender committee and have strived to ensure the representation of women in their leadership positions. In 2018, the federation will take these learnings and processes to their affiliates in an exciting way through the creation of an Annual Gender Conference for the federation.

3. Mobilising for gender equality to take center stage

Another key impact of these trainings has been that gender related issues take a central role in planning and implementation of programmes. For example, a Male Champion took the teachings of gender equality to the leadership of the federation and was able to secure funding to roll out the trainings to other members within the federation (COSATU).

4. Carrying on the conversation with colleagues:

From a follow-up survey, 83% report that they have carried out some awareness raising conversations or workshops with colleagues. For example:

“As a gender coordinator I have been able to create a social dialogue with my colleagues through workshops. In the workshops we unpack gender dynamics in different sectors of the labour market” **(Female leader: class 1)**

“I spoke with my head office and told them that I will like to have a gender committee and I have been doing a lot of public speaking and I am doing well” **(Female Leader: class 2)**

5. Within the affiliates:

A young women leader, within the Zambian Teacher’s Union took the issues of discrimination to the leadership. The training assisted her to frame the presentations and discussions with the leadership. This helped to build her confidence to present the issues and she knew that even though they could disagree with her, she was protected based within a human rights approach and within the constitution of the union.

In South Africa, a young leader has made use of social media to raise discussing of GBV within the work place and at home. The leaders have established a WhatsApp group and a Facebook page that they maintain and use to reach out to other young men and women within the federation. This provides a platform to address current issues

Profiling Mr Dumani: Taking Gender Equality to the nation

Mr Dumani is a shop steward for FEDUSA in MetroRail, based at the local depot in Johannesburg. Since the leadership development training he has given a lot of time and energy to maximise the impact of gender equality within his spheres of influence. Some of his strategic activities include:

- Conducting trainings with the men and women on gender equality within MetroRail.
- Planning the establishment of gender equality committees in all local branches cross Gauteng.
- He has also sought to expand the reach of the programme by, mobilising the local management to promote the ideas of gender equality to the local contractors. Through these managers he was able to focus their social corporate responsibility activities to the local communities. Together they gathered resources for local NGOs and schools.
- Sitting as a member of the Youth Committee in the Office of the Presidency, he has access to leaders within the National Youth Development Agency (NYDA), Deputy Ministers of various sectors, Municipal Managers Office and the Office of the Premier. This influential forum considers issues that effect the youth as raised by the youth. The one area that Mr Dumani considers a priority is the livelihood of the youth, with a focus on young women. This requires championing for changes within the education systems (to be more entrepreneurship focused.) and social structures (for example engaging traditional leaders, to give the youth, women and men equal access land). Land provides a foundation on which to establish a businesses. Networks with the NYDA ensures that start up funds/loans become available.
- Mr Dumani does not stop there, through his access to these fora also means that he has access to the BRICS youth summit, where these issues of gender equality were be addressed in May 2018.





Impact of Leadership Development

WITHIN THE FAMILY:

The changes have not only been limited to the World of Work but have also spilled over into the participants personal lives. For example, from a follow-up survey approximately 91% mentioned that they have applied these learnings to the personal lives. Some of the changes that were reported here include:

1. Changes in parenting and dynamics within the home:

“As a parent I’m socialising my kids that we all can do all sorts of work we want to do. And in my personal life I decide on my roles as a woman on society, I choose my reproductive rights and not let those around me decide for me just because I’m a woman” **(Female Leader: Class 2)**

“As a parent and a husband there are no defined roles for men and women in my family” **(Male Champion: South Africa)**

“At home I always concientize them about gender equality”
(Female leader: Class 2)

2. Encouraging other friends and family to change:

“I have encouraged my close friends and family to become more sensitive to the needs of both men and women. To strive to break barriers that which perpetuate their advancement both in domestic and work environment sphere” **(Female Leader: Class 2).**





Impact of Leadership Development

WIDER COMMUNITY:

The leaders have been inspired and are taking action into their own hands to conduct activities in their own communities.

In South Africa the trainings have inspired the leaders and champions to take gender issues to their communities:

“I have been doing campaigns e.g. giving sanitary pads to primary kids, doing a bra campaign and giving motivational talks to schools and women in the community and workplace and also males” **(Female leader: Class 1).**

One participant even left the federation to begin an NGO as a means to respond to the gender needs within her local community.

Engaging the vision of Leaders and Role Models: Mr Mpenga Kabundi

The trainings represent an opportunity to develop supportive networks for the trainees and link the trainees to mentors and visionaries. Mr Mpenga Kabundi is such a person.

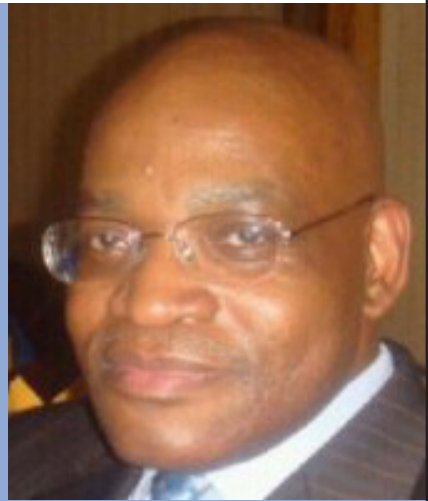
“Fools stand on their island of opportunities and look toward another land. There is no other land; there is no other life but this”

(Henry David Thoreau).

This is the key message, Mr Kabundi presented to a group of high level bank officials for the Bank of Zambia (as part of the Male Champions for Gender Equality Training). His address challenged the participants’ mindsets about women and their role in economic and rural development.

“Gender equality, reminds us that we don’t need look elsewhere for opportunities, achievements, or fortunes, rather these can be achieved within our own communities. The real source of market promise is not the wealthy few or even the emerging middle-income consumers. It is the millions of aspiring poor (who are joining the market economy for the first time). This group is largely made up of women” (Mr M. Kabundi)

Mr Kabundi is presently the manager of Farm Development at P&A Farms in Makeni, Lusaka. Before this he served as the ILO Deputy Regional Director for Africa (2008-2011). He is passionate about improving the lives of other people through the promoting of decent work and rural development. Mr Kabundi, translates these ideas into action with his Farm Development project, where he supports informal and aspiring traders, for example, those that are selling fruit and vegetables on the side of the road. He has found that the economic benefits are big for his farm as his produce is moved to the markets and the growth of these informal business are pronounced. The knock on effects of his economic developments permeates through families, communities and the wider society.





Tackling, gender based violence and harassment in the world of work.

The Gender Equality Programme applied three strategies to address GBV and sexual harassment within the world of work. The first, focuses on supporting policy development to reduce discrimination within the work place, the second builds on the Young Women's Leadership Development and Male Champions programme, while the third strategy focuses on the implementation of programmes to directly address these issues.

1. Policy development to tackle GBV and sexual harassment within the World of Work

As has been highlighted above, the promotion of international standards has brought issues of GBV and sexual harassment to national and sub-regional strategic planning processes. With the National Dialogues on Gender Equality and the development of the Decent Work Country Programmes (DWCP) the methods to address GBV and Sexual harassment are outlined.

Another level at which these issues were highlighted was at the level of the national workers' federations. Through the empowerment of the gender co-ordinators federations like ZCTU, FEDUSA, COSATU and TUCOSWA have incorporated issues of GBV and Sexual harassment into their gender policies. While FEDUSA and COSATU have developed specific sexual harassment policies as a way to highlight the importance to address such issues.

Together these advocacy activities will directly impact the 2,3 million workers across these federations and their affiliates.

2. The Young Women’s Leadership Development and Male Champions programme

The YWLDP empowers the women leaders to promote gender equality, part of this includes the sensitization of discrimination and harassment based on gender. The impacts of these trainings has been wide spread, as outlined above. However, addressing GBV and sexual harassment in the workplace has been a focus for many of these leaders. For example, the ZCTU training was received by 21 women and the impact included a reported increased sense of agency and self-worth. The sense of sisterhood that developed within this context further assists these leaders to support each other in their day to day dealings with the federation. An important achievement is taking a stance within the trade unions on issues of GBV and sexual harassment by advocating for policy changes. This is a group of women leaders have also raised funds among themselves for community-based engagement. The result was an anti-GBV campaign.



ZCTU Youth taking Anti-GBV Campaign to the community



Tackling, gender based violence and harassment in the world of work.

3. Programmes tackling GBV and sexual harassment in the World of Work

Zimbabwe has demonstrated its commitment to the advancement of gender equality and women's rights through strong legal and policy frameworks. Women, however, continue to face social, political and economic inequalities, compounded by the gender-specific consequences GBV and sexual harassment. It is within this context that the ILO partnered with UN Women and UNDP to promote gender equality and reduce GBV and sexual harassment, through the Joint Programme to Address Gender Equality (JPGE) in Zimbabwe. Building on the success of the Training for Rural Economic Empowerment (TREE) methodology a selected group of 290 women entrepreneurs were supported to develop or expand their businesses. The TREE programme aims to systematically identify employment and income generating opportunities; design and deliver appropriate training programmes with local public and private training providers; and provide the necessary post-training support, for example, facilitating access to markets and credit facilities to start or expand a business.



Some of the representatives of the participating UN Agencies; Ministry of Women Affairs, Gender and Community Development; and members of the Swedish Embassy in Harare after the launch of the Joint Programme on Gender Equality and Women Empowerment.

Impact of JPGE Programme

The impacts of this programme occur at various levels, firstly, the women themselves found their sense of agency and “came out” of their shells. For example, at the beginning of the project they promoted men to take up leadership positions within the project advisory committee but towards the end they promoted each other and women took up the leadership positions to carry the project forward. Secondly, the project resulted in increased income, which improved food security and meeting family expenses such as improved housing, clothing, school supplies and additional assets. Dynamics within the families also shifted positively as men saw that the women were carrying a large proportion of the economic and household work as such they took up more of the care work, for example, the cooking and looking after the children. Significantly, the community leaders reported that there was a notable reduction in GBV within their communities after the project, which they attributed to an increase in respect for the women within the communities .



One of the beneficiaries and the Director of Women Affairs (right), showing some of the eggs recently collected.

Promoting Gender Equality: Success in Private Sector



Bank Of Zambia

The Bank of Zambia (BOZ) has a vision of gender equality both within the bank and within the wider Zambian society. The ILO, Solidarity Centre and LRS partnership has supported BOZ to promote an agenda of gender equality. This has allowed for some impressive institutional changes:

Firstly, the bank completed a Participatory Gender Audit, which highlighted the need to revise and up-date the gender policy within the bank. The commitment to these issues was further highlighted with the inclusion of gender mainstreaming within the banks' strategic plan.

Secondly, the BOZ established a gender equality position, which has been filled by a gender specialist. This position does not sit in HR but rather within the Strategy and Risk Management Department, which highlights its importance throughout the organisation.

There is a medium and long-term strategy to increase the participation of women in leadership positions. The goal is to increase this to 40% and ultimately 50% overtime.

The bank also completed a Young Women's Leadership Development and the Male Champions for Gender Equality training, the latter was for the senior male members of the bank. In order to support these participants over time the bank has established a "Bank of Zambia's Sister" group which meets regularly to discuss issues that these women face within the bank as well as to offer support to others.

Further, outside of the bank staff seek to enhance women's access to resources and financial services, to improve their access to economic resources and ultimately drive the development within the country.

Overall it is clear that the bank does:

"... not want to leave women behind in the development of the country" (Deputy Governor BOZ).



The Gender Equality Supportive Partnership

The International Labour Organisation, Solidarity Centre and the Labour Research Service each work similarly to promote gender equality through supporting the strengthening of policies and frameworks, bolstering networks and capacity building. These Gender Equality Strengthening Partners even work with the same target groups, the trade unions and federations. But each partner brings a comparative advantage to the partnership:



Decent work is the aim of all of the ILO work conducts across the world. It is built upon four key pillars job creation, promotion of human rights at work, social protection and social dialogue. The ILO strategic advantage is that it has access to the latest cutting-edge knowledge and understandings of the world of work; international models of best practices; and international conventions and standards on human rights and decent work.



The Solidarity Center aims to improve the lives of working people, particularly the most vulnerable who face long-standing barriers to sharing the country's economic prosperity. The strategic advantage that the Solidarity Center is a wealth of international experience and crucially a male voice in the development of gender equality. With expertise and a training programme for men, the center was able to provide men with the platform through which to explore the various masculinities that men face and promoting more equitable relations.



Labour Research Service (LRS) works towards an egalitarian society, which treats all people with dignity and respect. A society where working women and men have full and active participation in the political and economic activities within South Africa. LRS offers rich resources – empirical research; capacity building and advocacy activities - towards shaping dialogue and supporting actions to end gender inequality and gender based violence in society. LRS brought their Labour Rights for Women and campaign teams in the nine province in South Africa.

Ms. M. Chigaga (ILO) facilitating a session with the Male Champions for Gender Equality, in Zambia



Dr P. Hardie (Solidarity Centre) facilitating a session on masculinities for the YWLDP in South Africa (Class 1),

Ms. N. Twala (LRS) facilitating a session for the YWLDP, in South Africa (Class 1).



Looking to the Future

All the participants and stakeholders acknowledge the good work that has been conducted by this Gender Equality Programme.

“This work while good, is merely a drop in the ocean, there is more to do, more to sacrifice” (**Nina Benjamin, LRS Gender and OD Manager**).

Areas where more work is needed include:

1. Striving for Impact and not activity.

Think big, bold and prioritize high-value work for impact.

2. Strengthening the ILOs policies and frameworks:

- Advocate for Gender Objectives within each Outcome outlined in the P&B to ensure it is not a gender blind document
- Linking SDG 8 and SDG 5 more clearly in frameworks and policy documents.
- DWCP main vehicle for raising ILO visibility on gender. The handbook for gender mainstreaming of DWCP ready to be rolled out.

3. Implementing the Women at Work Initiative and Accelerating women's economic empowerment.

4. Strengthening Institutional frameworks on Gender Equality, GBV and sexual harassment in workers and employers organizations.

- Strengthening ownership at the highest levels, federations and employers
- Participatory gender audits of Development cooperation projects midstream.
- Develop or refine gender policies.

5. Stepping up and deepening capacity building for impact

- Continue the young women's leadership development and male champions for gender equality with national Equity Commissions and Ministries of Gender.
- A cascaded training model and manual needs to be developed that allows the trained gender champions to transfer of gender equality ideals within the various contexts and sectors.
- Within the local communities, where federations and affiliates garner their support. Taking these gender equality lessons and values down to the local level would lead to the empowerment of women, with a knock on effect to their families and communities
- Seek to expand these teachings within the private sector.

Building a broader network for GE.

- Identify strong champions amongst constituents.
- Build a network of experienced gender champions within the sub-region

In this way:

“No one will be left behind” (Gender Co-ordinator Fedusa)



Meet some of our leaders championing gender equality



I am 23years old and am passionate about gender equality and am an advocate for equal opportunities for both men and women in the workplace. I am also a strong advocate for the rights of lesbians, gays, bi-sexual and transgender individuals as they live in constant fear of being victimized. My goal is to ensure that society accepts everyone for who they are and does not judge people based on their sexuality but on their capabilities. I have done voluntary work for a number of organisations including UNFPA, Emalahleni LGBTI and Lovelife Trust.

Tshidi Maphanga



Joel Msiza



I am avid believer and advocate for the promotion of gender equality at all levels in the workplace. I am employed in the Telecommunications Industry as a technician and am also the Gauteng Provincial Deputy Chairperson of the Gender Structure for COSATU . I am also a member of the Communication Workers Union Gauteng Provincial Executive Committee. I am a family man, who is also involved in ensuring there is peace in my community through working with the residents to advocate for a crime-free society. We work with the police forum and share information with the community on how we can eradicate crime.

Poppy Hlongwane



My future goal is to be CEO of an organization that will focus on young people in communities. I have been employed as a Secretary and IT Focal Person by the International Labour Organisation for the past 9 years. I hold a Management Assistant Diploma and have plans to enroll for a Degree in Public Administration in 2018. I have attended a number of short courses, including Project Management, Skills for Administrative Assistants and training on Young Women's Executive Leadership Development.

As a young girl growing up in the Eastern Cape, my teachers and community members spotted my leadership potential and groomed me to be what I am today. Being an Academic Officer (Student Representative Council) unleashed the hunger in me to make a difference. As the Provincial Administrator and Gender Coordinator of COSATU, I am exposed to working with people from diverse backgrounds. I have a Financial Management Diploma, a Certificate in Collective Bargaining (SACCAWU) and a certificate in Women Leadership (UWC) where I have gained skills on Women & the Law, Collective Bargaining & Negotiations, Information Management & Communication.

Thokozani Mtini



Vhutshilo Anna Nesamari



My ambitions are to develop my leadership potential while championing gender equality. I currently work at Barclays Africa as a business manager in the Voice Division. I am a member of the Barclays Africa Operations Diversity and Inclusion Forum and the CSI team. I graduated from the University of Johannesburg (UJ) with a major in Psychology and Political Science. I am currently pursuing my second degree in B.Com Industrial and Organization Psychology (UNISA). While studying, I developed my leadership abilities by assuming the role of Treasurer, Secretary and Deputy Chairperson of the UJ Community Development Society and a member of the UJ Student Governing Body.

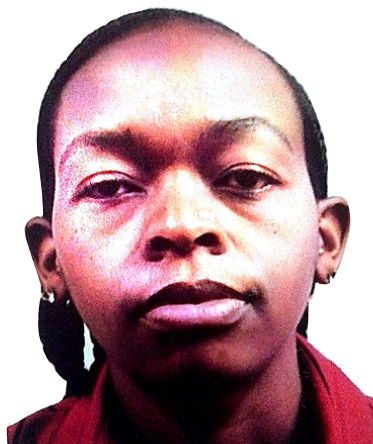
I am a vibrant young woman with a keen interest in youth development and education. My main goal is to become a qualified social worker and a youth development specialist. I completed my Diploma in Youth Development in 2013 and am a volunteer at UNFPA as a Youth Advisory Panelist. I have been volunteering with different organisations since 2012 and have acquired leadership, communication and social media skills. I am currently studying towards a Bachelor's degree in Social Work at the (UNISA). My main focus now is on my studies and working with young girls in my community.

Tumelo Monakisi



I am employed by the State Security Agency as Operational Support Officer and Systems Administrator, where I am involved in planning of government events. I have been fortunate enough to be involved with some high level national and international events, such as the 25th Africa Union Summit (2017), the South African Presidential Inauguration (2014), the 17th Africa Union Summit held (2012) and the Confederation of Africa Football (2013). My aspiration is to be a homeopathy practitioner, which will allow me to explore different ways of healing that can benefit people from across all communities and the work place.

Thul'sile Ngako



Barbara Fourie



As a firm believer and advocate for gender equality, I would like to become a top researcher in this field. Having worked on gender issues within trade unions, it is my belief that equity in the workplace is sadly lacking. Solid research into this area would enable me to influence policies and procedures from a more informed position. Currently employed by the Metrorail division of PRASA as a Change Agent and Gender Representative. My future interests include studying Public and Constitutional Law. I have attended a number of trainings since completing Matric, including Supply Chain Management and Labour Rights for Women.

I am an entrepreneur with a special interest in Real Estate, franchising, events planning and investing in other business ventures. I see many opportunities in business to explore as the country is growing at a very fast rate. I am keen to invest in guest houses and will conduct feasibility studies to ensure that I respond to the needs of my community. I studied Management at PC Training Business College and I have also studied Electrical Engineering at Nkangala FET College. I did my internship program with the South African Police Service and I gained meaningful experiences.

Dikaa Poo



Landiwe Dube



I believe that with regular motivation, exposure to issues and mentoring, women can claim their place in all positions in the workplace. My determination and focus led to me being elected National Gender Coordinator of the Association of Mine Workers and Construction Union. I hold an Electrical Engineering qualification from the Advisor Progressive College. I am currently employed by the African Exploration Mining Society as an Engineering Assistant, which puts me in a good place to reach out to many women. I plan to establish a single mothers' programme, aimed at mentoring women to be financially independent.

Lesego Makhwelo



I am very passionate about working with people and assisting them to improve their lives. My interest has led to my interest in studying Psychology in order to do this more effectively. I have studied in different fields including HR, Paralegal and Accounting. I am currently unemployed but I am kept busy by the voluntary work I do for SAWID and attending different trainings. I have strong skills as a Business Development Manager and in Human Resource in general which I attained over the years, when I was employed by Generational Training and Development and other different Government Agencies.

The world is just but a stage and I believe that I am the very epitome of creativity. All my achievements thus far are nothing compared to what lies ahead. I hold a National Diploma in Fashion Design from the TUT, where I also represented the student body as vice chairperson for two years. I have excelled in illustration and creative design through my experience in project management, art directing and plus size modelling. My goal is to establish my own business empire which will focus on innovative fashion, interior products and encouraging entrepreneurship and sustainable design.

Lethabo Nyathi



Bongani Simelane



I am outspoken person who strongly believes that all people are equal regardless of gender, race, age, religious and cultural affinity. It is my commitment to advocate for the equality of people in all spheres of life, particularly in the world of work. As an educator, I value the importance of all children being given equal learning opportunities from an early age in order to reach their full potential. I am also the chairperson of the Swaziland National Association of Teachers in the Hhohho region. In the next five years I see myself developing as an administrator within the school system. I would like to be a Principal and attain Master's Degree in Life Skills Education.

My vision is to be a motivator, using the skills that I have acquired over the years in human relations and labour law. I would like to improve the labour conditions of the working class through training development. Currently working as a Gender Coordinator for the Building Construction and Allied Workers Union. I have qualifications in Public Management from Wits School of Governance, Human Resource Management from the University of Johannesburg and Human Resource Practice from the Tshwane University of Technology.

Busisiwe Mnisi



Nothing is unattainable if one has the drive and determination to keep moving on, despite challenges that may occur along the journey. I studied computer skills at Maharishi Institute and Financial Management at Central Johannesburg College and have plans to further my education in the next few years. I am currently employed by LoveLife Trust as a peer educator. I drive local events and activities, where I have face to face interactions with young people in schools and out of school. I believe with proper mentorship, young women can achieve greatness and excel in their chosen vocation.

Iman Modise



Amanda Hlekiso



After attending the Young Women Executive training in June 2015, I felt empowered enough to launch my NGO called Mayihlome Liyana Foundation. This NGO sends out a message that empowerment is key if people want to rise above their circumstances. To equip myself with the necessary skills to take the NGO to greater heights, I plan on studying towards a degree in Social Work. I currently manage three projects, namely, the Girl Child Mentorship and Scholarship Program, an Agricultural Education Project and a Youth Multipurpose Centre.

Ziyanda Hlwele



I graduated as a Software Specialist at Boston Business College and City Campus and have worked for Tokkie and Toffie Garments as a Marketing Manager. I have registered my own company. I believe empowering others is my calling and would like to get an opportunity to mentor girls and young women in the future. My plans for the future include being a successful businesswoman that others can look up to. I am in the process of acquiring my LLB degree through the University of South Africa. I would like to be involved in the fight for gender equality and stigmatization of any kind

Babongile Dumani



I enjoy working with my hands, which is probably why farming is my first love. I run an avocado plantation and I also rear poultry for sale. Through these projects, I hope to create employment opportunities for young women and men in my community. I am a God-fearing man, who believes that all people are born equal. I have a keen interest in politics and have enrolled for a Degree in Politics, Philosophy and Economics which I hope to complete in 2020. I enjoy rugby, boxing, reading and philosophy.

Lindiwe Khoza



My passion is focused on working with families in the Mamelodi Township. At the heart of my focus, are young boys and girls, single mothers and elderly people. I am currently enrolled for a Bachelor of Arts in International Relations and Diplomacy at the University of South Africa. I am a dedicated member of the Young South African Women in Dialogue Forum. I am also the Chief Executive Officer of my newly established Non-Profit Organization South African Boys and Girls Centre for Social and Economic Transformation to advocate for the strengthening of South African families.

I am a firm believer in the adage, “do not give a man fish for a day but teach him how to fish and you will have empowered him for life.” It was this belief that led me to becoming an educator within the formal education sector and also at church. I am also a gender coordinator for the TUCOSWA, representing the Swaziland National Association of Teachers. I enjoy motivational speaking and reading books related to liberation and the struggle towards social justice in order to empower myself on issues relating to the emancipation of others.

Bongiwe Mango



I envision a South Africa where women will play leading roles in the mining industry. I have a keen interest in advancing the course of women in this industry because they were denied many opportunities in the past. My goal is to become a professor at a university, lecturing Electrical Engineering students and making sure that young women are able to advance themselves. I would also like to be in a position to encourage them to start their own companies which will apply new technology and be innovative. I have military training and work at Lovelife Trust as a Groundbreaker, where I am responsible for mentoring upcoming groundbreakers.

Malefu Mosikidi



Nokwazi Ntombela



As a registered nurse and midwife, experience has shown me that investing in women's sexual reproductive health education would yield tangible results for the entire country. I am currently employed at Benedictine District Hospital as a nurse and have experience in HIV counselling, cervical cancer screening, counselling clients on choice termination of pregnancy and diagnosis of sexually transmitted infections. I also serve as a shop steward and representing young workers nationally and in the KwaZulu Natal Province. I look forward to enrolling for a PhD in Sexual Reproductive Health in the near future.

Olwethu Saki

I care deeply about health issues and workers' rights. I successfully completed my studies in Community Nursing and now engaged at Dr Harry Surtie Hospital as a professional nurse. In the long term, I would like to run a labour division of a public entity so that I can improve and monitor workers conditions in the workplace. I believe with enough dedication by government, the working conditions of the South African workforce can be greatly improved so that everyone looks forward to going to work and can deliver on their mandate without being pushed.



Nokhanyo Yolwa



One day I will be an experienced educational psychologist. I have a Degree in Psychology and attended a number of courses on Community Development, Life Skills, Project Management and Decision Making at the University of South Africa. I am currently studying towards a post graduate certificate in Education and I hope to obtain my Master's degree by 2019. I am an executive director of an NPO organization called 18twenty8 where I am involved in the empowerment of young women in high school through life skills workshops. I am now branching to social entrepreneurship, as this will give me time to study, I am a member of the United Nations Population Fund Youth Advisory Panel.

I am passionate about gender issues and I hope that someday I will live in a world where men and women have equal access to opportunities and skills development. I enjoy working with women from different backgrounds and am currently employed by the National Movement of Rural Women as Coordinator. I also empower women on health and welfare issues, gender and development and also run projects such as sewing, beadwork, pottery and fruit canning. I studied Office Management at Damelin and would like to enroll for a degree in the near future. One of my dreams is to start my own business, which will employ women and empower them with skills to be financially independent.

Neo Maako



Jako Nel



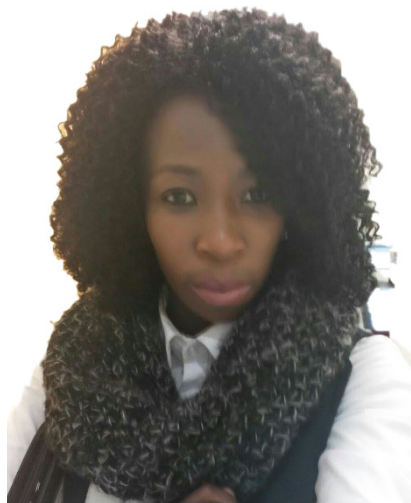
People must be free. It is my strong belief and aspiration that everyone achieves societal and economic freedom, regardless of gender or religion. I serve as the youngest affiliate on the National Economic Development and Labour Council (NEDLAC) of South Africa and have obtained a National Diploma in Management. I am in the process of completing my BTech in Management. I serve on the FEDUSA Social Justice Committee (SJC), with a focus on societal and behavioral trends. I enjoy teaching music to children without means and working with the youth of our great country, alongside my wife and partner, Roxanne Nel.

From as early as I can recall, I have always had a keen interest in the psycho-social wellbeing of people and as a result, I studied and obtained a Bachelor of Social Work degree from the University of Witwatersrand. I then found employment with the Department of Social Development. My main passion is youth development and as a result, I have established an NPO named SolidPath, which helps young men and women to select their career paths. My ultimate goal is to incorporate all psycho-social aspects into SolidPath. I am currently studying towards a Bachelor of Commerce in Industrial & Organisational Psychology.

Phathutshedzo Mukona



Nthabiseng Nkhatau



I aspire to be the founding director of a research company that will work in collaboration with government, workers and communities to find sustainable solutions to the social problems. I am currently employed by FEDUSA as a Research and Policy Development Officer and I am involved in the planning, designing and management of social research projects. I hold a Bachelor's degree in Industrial Sociology and Labour and am currently pursuing my Master's Degree. I received a Golden Key Certificate as a reward for being among the top performers at the University of Pretoria. I am a member of the Sociological Association of South Africa

