

CURRICULUM VITAE: NOMKHITHA GYSMAN

retired working diplomat, founding chairperson of an Non-profit company registered as K2021839156) found in memory of her late mother; She is a feminist analyst specialising in research, facilitation and lobbying and advocacy. She is usually called by local radio and TV Stations to comment and provide opinion, on various social issues. For example, this morning SABC News sought her opinion on 2 prominent gender-based violence incidents, (rape of a 7 year old girl) and Nigerian tele evangelist known of raping and trafficking young women from his church. She boasts of a 6 year experience working with the 16 Southern Africa Development Community (SADC) Member countries. Central to her roles was to champion Gender, Equity, and Social Inclusion - guided by UN Sustainable Development Goals, specifically SDG 5, African Union Maputo Protocol, SADC Protocol on Gender and Development, (Details of this, are below herein).

2. ACADEMIC QUALIFICATIONS:

B.A. Degree: University of South Africa: Majored in IsiXhosa and Education (distance education)

Masters' Degree in Gender and Development: University of the Free State (block release):
Mini thesis: *'Sexual harassment of girls by teachers.'*

3. PROFESSIONAL QUALIFICATIONS:

- Trained and qualified as a secondary school teacher at Lovedale College, Alice, South Africa (Junior Teachers Certificate);

4. OTHER TRAINING COURSES ATTENDED

- Trained and registered by Human Science Research Council as a member of the Panel for Identification and Diagnosis and Assistance of children with problem (PIDA);
- Accredited by Local Government SETA and later by Education and Training SETA as both a trainer and an assessor;
- Attended a 2 week long training by Gender Education and Training Network (GETNET) and Zimbabwe Women's Resource Centre: Harare, Zimbabwe (OXFAM Great Britain: Susan Williamson author of, first ever Gender Training Manual: Gender construction, and gender and analysis);
- Attended a course on gender budgeting and gender and organisational development offered African Gender Institute (University of Cape Town);
- Gender, Human rights, Monitoring and Evaluation; SMME and on a module in the Introduction to Economics for women in leadership;
- Trained by OXFAM on the Paris Declaration, Gender Responsive Budgeting, Human Rights Programming and Results based Management.
- Trained in 'People's participatory planning and action,' by EZE of Germany;
- Trained by OXFAM Great Britain in Logical Framework;

5. SUMMARY OF WORK EXPERIENCE AND OTHER LEADERSHIP

POSITIONS RELATED TO THIS POSITION

- A. 2020-establishing and running a women's rights organisation, which has, so far undertaken 2 big research projects, e.g.
- the first one, funded by National Heritage Resource Council, was on inclusion where the democratic South Africa (SA) has failed to appreciate and include, the then married female teachers, whose careers were disrupted severely by apartheid SA, in all the redress initiatives taking place in SA, nobody thought of this group of women;
 - the last one was with the university of Fort Hare, assessing the nature, extent, response, and impact of GBVAW at the institution. The issues of inclusion, e.g. heterosexuality versus homosexuality/ issues of LGBTQI+ not taken to the mainstream of university policies and practices were some of the issues discussed at each focus group;
- B. 2014-2020, posted by the South African Parliament to the SADC-Parliament as Gender Manager, working with SADC Regional Women's Parliamentary Caucus (RWPC), SADC National Women's Parliamentary Caucuses, SADC-Parliament Standing Committee on Gender Equality, Women's Advancement and Youth Development (GEWAYD), as clerk of both RWPC and GEWAYD Standing Committee and also responsible for mobilising resources for the above. The position exposed me to quite a number of development partners including UN Agencies in East and Southern Africa. A position that enabled her to oversee and lead the SADC Protocol on Gender and Development, Maputo Protocol on women and human rights, UN Sustainable Goals; visiting all SADC Member Countries to lead and participate in SADC Protocol clauses on representation and participation (50% gender representation in all political decision-making positions). A position held until the end of the 6year contract on 29 February 2020. The role required that I champion, inclusion of women and youth in political decision-making and mainstreaming of women and youth issues in policies and practices, with the aim of promoting equity.
- C. 2003-2014: Ran a successful consulting company, providing accredited training targeting out of school youth and un-employed graduates, e.g.
- accredited training to unemployed young people e.g. unemployed graduates where developed an accredited training manual and facilitator guide to utilised by unemployed graduates to roll-out housing consumer education, accredited by ETDPSETA, Unemployed matriculants providing an accredited training by LGSETA as Municipal Community Development Workers(CDW's) ;
 - working with municipalities, develop gender and youth mainstreaming policies, and monitor and evaluate;
 - developing monitoring and evaluation strategy, tools and conduct M&E for a variety of SA CSO's.
- C. 1997-2003: Worked for OXFAM Great Britain as Eastern Cape Regional coordinator, working with partners dealing with human and women's rights and Transkei Advice Centres Association, e.g. gender-based violence, including partners dealing with land reform, and land use planning. I was elected to represent South Africa at the Global OXFAM Plenary Assembly;
- D. 1995-1997: Worked for Institute for Pastoral Education, coordinating a programme focusing on gender equality and women's advancement, which included women in pastoral work and care,

women and poverty, e.g. initiatives related to bulk buying/grocery club, credit unions and savings clubs and gender-based violence;

E. 1994-1995: Worked as an Operations Manager for Sakhisizwe Inservice Training a project of the Grahamstown Foundation, which provided training and support to farm school teachers on handling multi-level classroom.

F. 1993-1994: As one of the founder members of Masifunde Education and Training Organisation, founded during the height of apartheid in 1983, the organisation operated as a base for banned liberation movements, including Mass Democratic Movement, 10 years later, became its Regional Coordinator, and by then the organisation was an affiliate of the Trust Community Outreach. As a regional co-ordinator, led the 'shift' process from being a social movement to be a formal non-governmental organisation, whose core-business was to strengthen democracy, through informed and strong community-based structures, by using, 'people's participatory planning and action'.

G. 1977-1993: As a teacher, was actively involved in National Education Union of South Africa (NEUSA), a precursor of South African Democratic Teachers Union and later National Education Committee responsible for transformation of education and integration of various apartheid education department - represented Albany District, now Makana Municipality

6. MAIN ACHIEVEMENTS AT SADC-PF AS MANAGER FOR GENDER

- a) Produced a booklet profiling Members of the SADC Regional Women's Parliamentary Caucus (RWPC), an exercise that afforded an in depth understanding of our region;
- b) Used substantially, RWPC chairperson's speeches delivered at each official opening of the biennial SADC-Plenary Assembly Session, as an advocacy tool for gender parity in political decision-making;
- c) Production of the SADC-PF Gender Mainstreaming Policy and its Toolkit, used by the 16 SADC Member Parliaments;
- d) Production of Gender Responsive Oversight Model (GROM) to enable members of women's parliamentary caucuses to monitor implementation of the UN Commission on the Status of Women Resolution 60 (R60/2), '**Young women, girls and new infections of HIV.**' The model, was the first of its kind, globally; Its success depended mainly on collaboration with the 16 SADC Parliaments; various UN Agencies in the East and Southern Africa Region; Civil Society Organisations; etc
- e) Initiated and launched the UN Women Heforshe Global Solidarity Campaign, where all SADC Parliamentary Speakers signed up as champions, and in turn 50% of them launching the campaign at their respective parliaments. Four of the parliamentary speakers were awarded by UN Women for the good work they undertake at their parliaments, e.g. promoting sexual reproductive rights and health rights of women and girls, fighting gender-based violence, promoting gender balance in all parliamentary practices including representation, gender-responsive budgeting, to name a few; and
- f) Departed at the time had just started a project on development of '**the SADC gender-based violence model law,**' which will guide all SADC Member States on reviewing, up-dating their GBV Legislation as well as their penalty codes which impact negatively

to women and girl's rights, inherited from their colonial masters. The GBV Model Law is based and informed by a) the Approved SADC GBV Strategy, and the fact that GBV is one of the main conclusions of the UN 60th Commission on the Status of Women (CSW) calling upon member states to strengthen normative, legal and policy frameworks.;

- g) Production of the SADC Parliamentary Forum's (SADC-PF) Youth Development Policy Framework, which is used by SADC Parliaments to mainstream youth in political governance;
- h) Production of SADC Parliamentary Forum's Youth Development Programme Five Year Strategic Plan (2017-2022); a process that is intended to establish Regional Youth Parliamentary Caucus which will be modelled by each of the SADC Parliaments;
- i) Through SADC Secretary General's Office, implemented SADC-PF 40th Plenary Assembly Session Resolution to petition national parliaments to second youth development officer to champion implementation of the above strategic plan, successfully, motivated the parliament of Namibia to second for a year such an officer;
- j) Co-hosted with UN Agencies in East and Southern African Region a 2day Youth Indaba, which focused on youth sexual and reproductive rights including youth representation in political governance, the 3rd day of the event, was Intergenerational Dialogue, where youth activists, professionals, parliamentarians debated side-by-side with senior law-makers. Its final product was called, 'Tshwane Declaration,' which was adopted by UNFPA 25TH International Conference on Population Development;

N.B. The substantive skill acquired from the above, is networking, ability to reach out to powers that be without breaking protocol.

7. COMMUNITY INVOLVEMENT (during the past 10 years)

- i. A board member of the National Arts Festival the biggest festival in Africa;
- ii. A founding member and chairperson of the Eugenia Nothemba Gxowa Foundation
www.engfoundation.org.za;
- iii. A member of the Rhodes University Council;
- iv. A member of the Kingswood College Council, one of the Makhanda/Grahamstown prestigious private schools;

8. PUBLISHED (some of my published work)

- a) **Agenda:** Empowering women for gender equality: Volume 32, 2018: *Beyond the numbers: Does a high number of women in political corridors translate into delivery of Sustainable Development Goal 5 and 16;*
- b) www.mg.co.za: *The G20 needs more women;*
- c) www.city-press.news24.co.za: *Thumbs up to cabinet parity but not everything is genderised;*
- d) www.pressreader.co.za: *Hope for MamThembu;*
- e) www.sowetanlive.co.za: *Miss SA embodies being young, gifted and black;*

f) www.news24.com [#Sandtonshutdown: what happened to 'Make my safety your business?'](#)

9. RECENT CONFERENCE PAPERS DELIVERED

- a) **2019 Third Biennial African Studies Association Conference under the theme: African and Africana Knowledges: Past Representations, Current Discourses, Future Communities. African Study Association: 'Undocumented and uncelebrated women's roles during colonial wars and liberation struggles: allowing women's history to be told by women: Nehanda Charwe Nyakasikana (1862-1898);'**
- b) **2020: Sara Baartman District Municipality, South Africa, Preparatory Workshop on Provincial Women's Parliament: Impact of gender-based violence and effects of Covid-19;**
- c) **2020: Adelaide and Oliver Tambo Foundation Annual Lecture**
Panellist: Webinar, titled '*The cost of gender-based violence on South Africa's economy – Unpacking the true toll of the systemic and pervasive nature of GBV,*
10. Past and Current projects

- one of the panellists of a webinar hosted by South African Chamber of Business in Britain, on analysis of the SA Constitutional Court Judgement on the current SA Electoral System - its impact and strategies to benefit the 50/50 gender parity goal (Nov 2020);
- in collaboration with Wits University Press, documenting experiences and stories of SADC so-called 'backline' states, Angola, Mozambique, Namibia, South Africa and Zimbabwe, Female Military Veterans;
- reviewal of the Barometer on Women and Political Participation in Africa a project of IDEA International (March/April 2021);
- sub-contracted by EU Delegation to SA Consultants conducting gender contract profile: stakeholder analysis (government, business and CSO's), connecting to them and reviewing of their report;
- as chair of the NPC, she has led hosting of 2 national webinars, 1) panel discussion on child, under-age, illegal marriages, which saw panellists like Adv Dr Nyaradzai Gumbonzvanda (AU Goodwill Ambassador on ending child marriages in Africa and now a Deputy Executive Director of UN Women); academics and representative from Plan International, UNFPA, 2) the second one was on exploring possible role that can be played by men holding senior leadership positions at SA tertiary institutions to curb GBVAW at these institutions - the panel included chancellors of Wits and N. Mandela University; VC of the University of the Free State, youngest MP on ANC benches a whip of portfolio committee on Higher Education and was facilitated by Prof Somadoda Fikeni; have founded a newsletter Isangqa-'The Circle' as one of the modes of communicating issues pertaining to our core business with the public.

Have introduced a new project in 2022, Entangeni Adolescent Girls Movement. The concept of *entangeni* is rooted in a traditional isiXhosa practice: the *iintanga* — age mates or pumpkin seeds, however in this context, intanga is a hut for adolescent girls where they could gather, share experiences, talk about dating, sexual and

reproductive health and rights or anything affecting them as a group, and support each other. Boys were admitted only by invitation, and paternal aunts, 'oodadobawo' as well were accepted by invitation, otherwise all elders were excluded, creating a space of safety and peer solidarity. Entangeni, grammatically, is a locative of intanga which is a common noun. In the Entangeni Adolescent Girls' Movement context, this spirit is revived as a protected environment for adolescent girls to reflect on their challenges, particularly around sexual and reproductive health and rights (SRHR), and to imagine solutions; it offers opportunities for leadership development, space for healing, where mental health wellness, counselling and support are central, sporting, specifically, non-traditional women's sport, e.g. boxing, football, rugby, etc. EAGM's EAGM purpose is to ***create opportunities for adolescent girls to promote self-reliance and bodily autonomy, thereby helping to break the poverty cycle for themselves and their families.***