



**GREEN
CLIMATE
FUND**



ESWATINI GENDER ACTION FRAMEWORK STAKEHOLDER VALIDATION WORKSHOP REPORT



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TABLE OF CONTENTS

GLOSSARY OF GENDER TERMINOLOGY	3
1. INTRODUCTION	4
2. OBJECTIVES OF THE WORKSHOP	4
3. WORKSHOP PROCEEDINGS	4
3.1. Opening Session	4
3.2. Workshop Overview	5
4. PRESENTATION OF THE GENDER ACTION FRAMEWORK	6
4.1. First priority area: Governance	6
4.2. Second priority area: Competencies and capacity development	7
4.3. Third priority area: Resources allocation, accessibility and budgeting	7
4.4. Fourth priority area: Operational procedures	7
4.5. Fifth priority area: Knowledge generation and communication	7
5. STAKEHOLDER'S REFLECTIONS	8
(i) Calibration of Implementation Timelines for GAF actions	8
(ii) Gender Parity in project sustainability mechanisms	8
(iii) Monitoring of progress and evaluation of impact	9
(iv) Department of Gender and Family Issues	9
(v) Inclusion youth, disabled and other population groups	9
(vi) Reflection of Eswatini Gender Context	10
(vii) Eswatini Gender Equality Index (GEI) categorization	10
(viii) Guarantees for Equal opportunities for men and women	10
(ix) Implementation arrangements of the GAF	10

GLOSSARY OF GENDER TERMINOLOGY

Gender	Refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to their qualities, behaviors, and identities are determined through the process of socialization.
Gender Mainstreaming	Ensuring women’s and men’s concerns and experiences are included in the design, implementation, and evaluation of policies and programmes; Goal – achieving gender equality.
Gender Equality	Refers to norms, values, attitudes and perceptions required to achieve equal status between women and men. Equality refers to the equal treatment of men and women, for example equal pay for equal work, equal representation of men and women, equal rights and access to opportunities and outcomes, including resources.
Gender Equity	Means just treatment, balanced recognition and appreciation of the potential of both women and men, in terms of rights, benefits, obligations and opportunities.
Gender Mainstreaming	The process of identifying gender gaps in making the concerns and experiences of women, men, girls and boys integral to the design, implementation, monitoring and evaluation of policies and programmes so that they benefit equally. Gender mainstreaming is not a policy goal in itself, but a means to achieve gender equality.
Gender Analysis	Refers to a variety of methods used to understand the relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other.- provides information that recognizes that gender, and its relationship with race, ethnicity, culture, class, age, disability, and/or other status, is important in understanding the different patterns of involvement, behavior and activities that women and men have in economic, social and legal structures.
Gender Gaps	Refers to disparities between men and women, as well as other gender identities, that result in gender inequality. Gender gaps reflect social, political, academic, and/or economic attainments and/or attitudes that impact how women and men access education, economic, health, political and scientific opportunities, power, rights and services.
Gender machinery	National structures with the mandate of executing and monitoring gender and related policies and programmes in line with national, regional and international commitments.

1. INTRODUCTION

The draft Gender Action Framework (GAF) was presented to stakeholders in a consultation workshop that was held on the 21 - 22 June 2023. The objective of the workshop was to obtain inputs from the stakeholders to enhance the first draft Gender Action Framework (GAF). The workshop was organised by the Ministry of Tourism and Environmental Affairs in partnership with the Global Water Partnership (GWP) Eswatini that is providing support in the development of the GAF. The format of the workshop incorporated two separate sessions for government representatives and implementing partner representatives. The first session was attended by representatives from the relevant government ministries and departments while the second part of the workshop was attended by representatives from the development partner's agencies, private sector, civil society organisations and academia. A total of 68 participants that include programme officers and technocrats took part in working sessions that were created to allow stakeholders to review the draft GAF, identify gaps and make recommendations on inputs to enhance the draft GAF. Quite notable was the attendance of members of the newly established Climate Change Youth Parliament, whose inputs in discussions made a significant contribution and informed meaningful consensus. The discussions of the meeting were moderated by the GWP Gender Advisor, with the support of the Gender Specialist and officials from the Climate Change Unit.

2. OBJECTIVES OF THE WORKSHOP

The main objective of the workshop was to present the draft GAF that was informed by the findings of the Gender Analysis Study Report.

The specific of the workshop objectives were the following;

- (i) Presentation of draft GAF, developed on the basis of the findings of the Gender Analysis Study.
- (ii) Establish forum for conversation/dialogue among stakeholders regarding the strategic focus of GAF
- (iii) Address identified gaps by recommending actions for improvement, calibrate timelines and agencies responsible for implementing actions.

3. WORKSHOP PROCEEDINGS

3.1. Opening Session

The first session held on 21 June 2023 involved the government stakeholders. The workshop was officially opened by the Acting Director of Water Affairs (DWA), Ms Emelda Magagula who was duly represented by Ms Makhosazana Shongwe. In her remarks, Magagula, welcomed all participants to the workshop and further thanked stakeholders for accommodating the workshop within their equally challenging commitments. She mentioned that the GAF is an important tool in mainstreaming gender equality and women empowerment issues in the broad climate change programme. She implored stakeholders to

be free to engage and present their viewpoints that will be considered in enhancing content and structure of the GAF.

The Director Meteorology, Ms Duduzile Nhlengetfwa-Masina, made remarks and welcomed all participants and further expressed her appreciation for the good attendance and for the meeting to achieve the right gender balance in attendance. She indicated that the GAF output was long overdue in supporting government efforts to ensure that women and men in the climate change sector contribute equally and realise equal benefits from climate change mitigation and adaptation initiatives. She also indicated that the Climate Change Unit does consider it a reasonable standard of stakeholder engagement to ensure that relevant stakeholders participate in climate action processes, which build resilience. She added that effective stakeholder engagement into climate action provides the necessary guarantees that all people exposed and affected by climate change will be able to survive the growing climate related risks as they take the necessary measures to mitigate and adapt to all inherent risks. She further encouraged the participants to make meaningful contributions that will enhance the GAF to have efficacy in addressing the equality, inclusiveness and diversity aspects of climate change programming.

The second session of the workshop was held on 22 June 2023, and was officially opened by the Ministry of Tourism and Environmental Affairs (MTEA) Climate Change Programme Coordinator, Ms Khetsiwe Khumalo. In her opening remarks, Khumalo amplified the request for stakeholders to engage meaningfully with the overall GAF development process to ensure that the framework address the programming deficits that was obtained due to the lack of a guiding instrument in gender equality and women empowerment integration into climate change action. She further mentioned that the GAF will be used to enhance climate finance proposal development and ultimately provide guarantees for the country in securing adequate climate finance resources, which will be directed towards improving adaptation and resilience of people and communities exposed to climate change. She reiterated that the GAF will serve as a template that will be used to improve the commitments and targets of national laws, policies and strategies on climate change for Eswatini to yield the desired dividends from all climate action endeavors that take into account gender equality and inclusive development. She further shared an enlightening video that depicting the benefits for effective gender responsive programming and climate finance.

3.2. Workshop Overview

Mr Nqobizwe Dlamini, from the Global Water Partnership in Eswatini, presented the workshop overview and also moderated in all the workshop sessions. When presenting the workshop overview, Dlamini expressed his profound gratitude to the stakeholders for their indelible commitment to the GAF development exercise. When presenting the workshop objectives, Dlamini stated that following the process of conducting the gender analysis study, the preliminary findings were processed to inform the development of the draft GAF. He added that stakeholders were now convened to review the draft, and the process of the

review will include identification of gaps and omissions in the current draft and to further make recommendations for improving the final draft output.

4. PRESENTATION OF THE GENDER ACTION FRAMEWORK

The session was facilitated by the GPW Southern Africa Gender Advisor Dr Nawa Shalala



Figure 1: GWP Southern Africa Gender Advisor, Dr Nawa Mwale leading the discussions (Credit: GWP Eswatini)

Mwale. In her brief remarks she passed a vote of thanks for the invaluable contribution made by stakeholders during the KII and stakeholder consultation workshops that were held to collect stakeholder's inputs on the Gender Analysis Study which has informed the development of the draft GAF. She added that the gender analysis study has enabled the establishment of the gender context in the Eswatini climate change sector, where gaps were delineated and actions developed to address those gaps.

In her presentation she indicated that the GAF collates gender equality and women empowerment actions under five priority areas that were conceived to address the specific gaps, constraints and challenges as identified in the preliminary assessments including the gender analysis study. She added that the formulation of corresponding actions to address the gaps was presented with timelines or implementation, outline of agencies that will be responsible for implementation, indicators that outline targets and will be used for continual monitoring and end-of-cycle evaluation.

The five (5) priority areas for gender mainstreaming outlined in the GAF include the following;

- i) **First priority area:** Governance
- ii) **Second priority area:** competencies and capacities,
- iii) **Third priority area:** Resource allocation, accessibility and budgeting,
- iv) **Fourth priority area:** Operational procedures
- v) **Fifth priority area:** knowledge generation

Mwale further outlined the candidate activities that were collated under each priority area as follows;

4.1. First priority area: Governance

The gender specialist indicated that this priority sets out the institutional structures that will undertake the due diligence in the implementation of the GAF, while taking into consideration other policy commitments, targets and measurement indicators. The structures are incorporated into the Gender Coordination Framework, which include the Gender Focal Point (GFP), Gender Equality Working Group (GEWG) that will work under the direct coordination of the designated officer that will be nominated by the Ministry of Tourism and Environmental Affairs (MTEA) in its capacity as the climate change programme coordinator in the country. The entities enlisted to coordinate the implementation of the GAF and related policies on gender mainstreaming, will ensure that a sufficient budget is

available to implement the GAF's interventions and that all project-level requirements on gender mainstreaming and women empowerment are fulfilled by all partners to ensure a coherent approach. The activities that will also be central to this priority area, include the strengthening of policies, procedures to meet the requirements for implementing the GAF.

4.2. Second priority area: Competencies and capacity development

The second priority outlines the actions that will be conducted to build the technical capacity and facilitate learning on gender equality and climate change for staff mandated to implement projects in the relevant development sectors affected by climate change. This will be done to ensure accountability for results on gender equality and women empowerment. This priority area, therefore, incorporates actions for training of climate change staff on gender mainstreaming, raising awareness, sensitisation, sharing of knowledge and educating project beneficiaries on the imperatives of mainstreaming gender equality in the overall climate change project/programme cycle

4.3. Third priority area: Resources allocation, accessibility and budgeting

The third priority incorporates all activities to ensure that adequate human, financial and material resources are allocated to the gender equality and women empowerment mainstreaming work, as well as to ensure timely monitoring of progress, evaluation of impact, annual reporting and provision of implementation support to relevant entities and timely addressing capacity gaps.

4.4. Fourth priority area: Operational procedures

This priority area focuses on establishing processes that will address the integration of gender equality and women empowerment in the overall project and programme cycles of climate change affected development sectors and organisations, particularly in the programme/project design, development, and operation and maintenance phases. This priority area incorporates actions that further addresses the work of gender focal points and gender specialists in integrating gender equality during project scoping, design, development and implementation, operation and maintenance. The actions under this priority area will further guide climate change programme/project staff in incorporating gender equality mainstreaming in frameworks for monitoring outputs and for impact evaluation, to explicitly reflect indicators and targets used to measure outputs and outcomes.

4.5. Fifth priority area: Knowledge generation and communication

This priority area outlines actions that will be implemented by the NDA and climate change project/programme delivery partners to document experiences and knowledge gained in the implementation of gender policies and the GAF. These experiences and knowledge relates to the development of concept notes, funding proposals and implementing project activities to identify good practices that can be reinforced and replicated in the future in line with attaining envisaged development and gender mainstreaming outcomes. This will also involve taking into account available knowledge at regional and international levels that can be used as a benchmark. In addition, the priority area incorporates actions that focuses on communicating commitments and intents with regards to gender equality mainstreaming in the climate change sector.

After the comprehensive presentation of the draft GAF, stakeholders were organised into breakaway working groups to review the draft GAF to identify gaps and make

recommendations for improving the draft. The working sessions were guided by the following review instructions;

- To identify additional actions and/or indicators that can be added to the matrix to address the challenge of having limited institutional and technical capacity in accessing climate finance & adequately promote gender equality and social inclusion in the Country's GCF project pipeline.
- To provide feedback on the appropriateness and adequacy of the capacity of institutions responsible for ensuring that respective actions are implemented. Stakeholders were to suggest other institutions to be included or to be removed as well as to suggest appropriate implementation timelines for the proposed actions.
- To provide other feedback that stakeholders have on other sections of the Gender Action Framework apart from the implementation Matrix.

At the end of the breakaway working sessions stakeholder groups presented on the review findings. The inputs were further processed and incorporated in the draft GAF.

5. STAKEHOLDER'S REFLECTIONS

The reflections from stakeholders were registered in the form of questions, comments and inputs that were further used to enhance the first draft output of the GAF. The reflections were the following;

(i) Calibration of Implementation Timelines for GAF actions

The stakeholders sought clarity on the meaning of short term and long term in the context of implementing the Gender Action Framework. Stakeholders recommended that the terminology should be given the relevant context given that in the development language, short term normally represents a period of 0-12 months while long-term represents a period that exceed six months up to five years (6 months > 5 years). The Gender Advisor in response indicated that the participants had the latitude to decide on giving context to the timeline, adding that since gender mainstreaming is a development construct it sufficed that the timelines be interpreted in line with the meanings used in development programming. She added that timelines can be calibrated for each activity, while taking into account the estimated reasonable amount of time that can be taken in implementing that particular activity.

(ii) Gender Parity in project sustainability mechanisms

In relation to the fourth action on ensuring gender parity in projects sustainability mechanisms that is incorporated under the first priority area on Governance, stakeholders asked what can be done in order to ensure gender parity given that the aspect is normally influenced by factors that are beyond the control of the NDA and that of implementing

partner agencies. The gender advisor acknowledged that most often gender parity is achieved through the development of guidelines that will require 50/50 participation of women and men in project sustainability mechanisms given that when women are not considered, their needs and concerns tend to be neglected.

(iii) Budget for implementing actions.

Stakeholders noticed that a column of the budget for implementing the gender mainstreaming actions was not included in the GAF and wanted to know what motivated that to happen. The Gender Advisor explained that ideally, there should have been a column for the budget for implementing the actions but the essence of gender responsive programming measures if gender mainstreaming has been made a significant development. In this regard the budgets cannot be made to stand alone but will be packaged with overall budgets for implementing the projects and programmes.

(iv) Monitoring of implementation progress and evaluation of impact

Stakeholders indicated the need for the GAF to explicitly outline that impact evaluation will be conducted at the end of each implementation cycle to appraise the impact and gender mainstreaming outcomes will be realized through implementing the GAF and related gender mainstreaming policies. It has been observed that the GAF mainly placed emphasis on progress monitoring which is a continual activity and said little about impact evaluation which can enable the NDA and implementing partners to appraise the effectiveness of the GAF and related policies. The gender advisor indicated that the concern was rightly noted and will be addressed accordingly.

(v) Department of Gender and Family Issues

Stakeholders wanted to know if the Department of Gender and Family Issues (DGFI) that the GAF refers to is the one that is under the Deputy Prime Ministers Office (DPMO). This was because it has always been known as the gender unit. The gender advisor indicated that the DGFI is the one that is under the DPMO and was formerly known as the gender unit.

(vi) Inclusion youth, disabled and other population groups

With respect to the inclusion of other vulnerable groups/population categories such as the youth and the disabled women, it was indicated that men and women falling within the youth and disability categories were to be targeted by the actions of the GAF. This was because the GAF was considered a gender mainstreaming tool which has to incorporate the needs of all population categories. The gender advisor indicated that the GAF takes into account the special needs of other population categories and the draft will be enhanced to explicitly highlight how the GAF interventions/actions will specifically benefit the special population groupings such as youth and the disabled. It was indicated in the meeting that youth as a key population category is now involved in driving the national climate change agenda through the establishment of the Eswatini Climate Youth Parliament. By extension the youth is involved in driving the gender mainstreaming initiatives in the climate change sector.

(vii) Reflection of Eswatini Gender Context

Stakeholders wanted to know if the GAF was informed by a pre-analysis of the gender situation in the climate change sector. Stakeholders were therefore made to appreciate that the GAF was developed based on the current gender context/profile, which was established in the Eswatini climate change sector through the Gender Analysis Study. The Gender Analysis Study (GAS) assessed the dimensions of gender intersectionality which enabled the consultants to understand the existing gender stereotypes, discriminations and inequalities that exist within Eswatini climate change sector. The analysis has further enabled the identification of gaps in climate change programming that impede effective gender equality mainstreaming, the significant challenges and constraints faced by the government, NDA and implementing partners in addressing persisting gender equality gaps. Other resources that were consulted to inform the structure and context of the GAF was the GCF Gender Policy, 2019 and GCF Gender Action Plan, 2020-2023.

(viii) Eswatini Gender Equality Index (GEI) categorization

Stakeholders wanted to know how the consultant has concluded that Eswatini and Zambia are at the bottom of the list in gender inclusivity. It was indicated that such categorization was sourced from the SADC Gender Equality Monitor, the 2022 edition which indicates the ranking of both countries as of 2022. The Gender Advisor added that the appraisal of member countries in the Gender Equality Monitor, mainly focuses on the involvement of women in governance and key decision-making positions within the SADC region and further examines how many countries have men and women in those positions. The recent edition of the report, indicates that women elected as members of parliament and appointed cabinet ministers is relatively low in Eswatini as compared to other countries despite that the country implements some temporary special measures, that include establishing a quota for women participation in parliament. The trend observed from 1997-2021, in the monitor, indicate that Eswatini and Zambia are ranked in the same category.

(ix) Providing guarantees for Equal opportunities for men and women

Some stakeholders indicated that the face value assessment of the availability of equal opportunities for both women and men, one can conclude that women and men share equal opportunities considering that there are no existing barriers to political participation. This can be explained by considering the equal right to register for elections, be nominated to stand for elections, as an individual. Stakeholders also noted that while women were nominated to stand for parliamentary elections, most often the women nominees choose to decline their nominations which indicates that women perpetuate stigma against their own category. To explain further stakeholders claimed that Government has even introduced a quota to enable 30% of women to participate in parliamentary decision-making processes, as part of the temporary special measures to address gender inequality.

Stakeholders also noted that there are social norms that perpetuate stigma against women and there is a need for the implementation of standalone interventions to challenge toxic gender stereotypes and norms in the climate change sector.

(x) Implementation arrangements of the GAF

Stakeholders also wanted to know how the GAF will be implemented and it was explained that the Gender Equality Working Group (GEWG) established through the gender

coordination framework will be developing annual plans to implement activities with the aim to address the priorities areas. The actions that are incorporated in the GAF implementation matrix which will also incorporate a monitoring and coordination framework that will enable the tracking of timely implementation progress and achievement of results.

ANNEX 1: LIST OF WORKHOP PARTICIPANTS FROM GOVERNMENT DEPARTMENTS AND PARASTATALS

DATE: 21 JUNE 2023

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ANNEX 2: LIST OF PARTICIPANTS OF IMPLEMENTING PARTNERS AGENCIES, CIVIL SOCIETY ORGANISATIONS, PROJECT BOARDS, PRIVATE SECTOR AND ACADEMIA

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