

WOMEN'S VOICE AND LEADERSHIP YEAR TWO PROJECT REPORT
1 April 2020 – 31 March 2021



The Great People of South Africa, marched to Parliament during 16 Days of Activism to deliver a Memorandum on their demands against Gender Based Violence in the Western Cape Province. Photo: The Great People of South Africa

Submitted by Gender Links
June 2021



TOMBSTONE DATA
Project: Women's Voice and Leadership Project – South Africa
Region: Southern Africa
Project number: P002781
Project budget: CAD 4 million
Reporting period: 01 April 2020 – 31 March 2021
Project year: Year Two
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ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CA	Contribution Agreement
CGE	Commission on Gender Equality
COPE	Congress of the People
COE	Centres of Excellence for Gender in Local Government
COP	Community of Practise
COVID-19	Coronavirus Disease
CRAM	Coronavirus Rapid Mobile Survey
DD	Due Diligence
DMS	Document Management System
DSD	Department of Social Development
EU	European Union
FMS	Finance Management System
GAC	Global Affairs Canada
GBV	Gender Based Violence
GBVF	Gender Based Violence and Femicide
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
GL	Gender Links
GMS	Grant Management System
GSC	Grants Selection Committee
IEC	Independent Electoral Commission
IT	Information Technology
IWD	International Women's Day
HIV	Human Immunodeficiency Virus
KZN	KwaZulu-Natal
LGBTQI	Lesbian, gay, bisexual, transgender/transsexual, queer/questioning and intersex
MEL	Monitoring, Evaluation and Learning
MY Core	Multi-Year Core Grants
NLC	National Lotteries Commission
NIDS	National Income Dynamics Study
NGO	Non-Governmental Organisation
NSP	National Strategic Planning
ODS	Organisation Development Scorecard
OECD	Economic Cooperation and Development
PIP	Project Implementation Plan
PSC	Project Steering Committee
QA	Quality Assurance
RR	Rapid Response
SARAG	Salt Lake Residence Action Group
SAWID	South African Women on Dialogue
SETA	Skills Education Training Authorities
SRHR	Sexual Reproductive Health and Rights
TB	Tuberculosis
TGPSA	The Great People of South Africa
UN	United Nations
VAWG	Violence Against Women and Girls
WRO	Women's Right Organisations
WVL – SA	Women's Voice and Leadership South Africa
WVL	Women's Voice and Leadership
WWSOSA	We Will Speak Out South Africa

I. EXECUTIVE SUMMARY

GL is one of a handful of southern NGOs selected by Global Affairs Canada (GAC) to manage its ground-breaking Women Voice and Leadership (WVL) Fund, a flagship of Canada's Feminist International Assistance Policy. During this reporting period, GL managed the South Africa portfolio of WVL and (at the request of GAC) co-facilitated the Anglophone and Lusophone Africa Learning Partnership of WVL, opening many new avenues and ideas for cross-movement building.

The selection of a local WRO as the implementing partner is a key factor in the success of the project to date. **Baseline WVL-SA Monitor Report**

This report covers the second year of the WVL-SA Project (01 April 2020 to 31 March 2021) which is exactly mid-way through the timespan of this fund. It builds on the Year One Annual Outcomes Report; and Year Two Semi-Annual Report (November 2020) presenting cumulative assessment of progress to date. Where relevant, events post 31 March 2021 that have a bearing on the analysis are mentioned.

WVL SA at a glance

Year one	Year two	Year three	Year four
April 2019 – March 2020	April 2020 – March 2021	April 2021 – March 2022	April 2022- March 2023
Preparatory activities		Grant Making and Reporting	
<ul style="list-style-type: none"> Governance structures Project Implementation Plan approval Grants Manual Systems, templates, reports 		July-Dec	Jan – June
		July – Dec	Jan – June
		July – Dec	WRAP UP
		First grants disbursed in June 2020; first reports received in January 2021. For the Networking and MY Core Grants there are five reporting periods as above. To date, two calls have been issued for the Rapid Response (small) Grants, in early 2020 and 2021. These run for six to nine months each.	

As illustrated in the table, although the fund is half way through its course, actual grant disbursement only started in 2020, preceded by several preparatory activities. As such, the fund is presently 40% spent. The COVID-19 pandemic imposed many challenges on the programme over the last year. None-the-less, the fund is on course to fully deliver by March 2023. This report raises important policy and operational questions such as the purpose and *modus operandi* of the Rapid Response funding window; application of interest earned, and the need to start considering what happens beyond the fund period.

Most WROs positively assessed their overall relationship with GL (87%), as well as the way in which GL managed the WVL grants process (83%) - **Baseline WVL-SA Monitor Report**

As part of this mid-term reflection, the report references findings and recommendations in the **Baseline WVL-SA Monitor Report** by an independent Monitoring and Evaluation Consultant (Marinda Weideman) commissioned by GAC. Excerpts are found throughout the text in boxes shaded in light green. The evaluation included a 100% response rate among WVL grantees, providing GL useful, independent partner feedback.

a) Key achievements include:

- Grant making:** GL Awarded 40 grants (17 Rapid Response, nine of these in response to COVID-19; 20 MY Core and 3 Networking). Year 1 RR grantees

successfully implemented their projects and submitted Project Close Out Reports. MY Core and Networking grantees started project implementation, and all submitted first Semi-Annual Reports by 30 January 2021.

- **Fund raising by GL:** GL raised GBP 50,000 or about R1 million from UKAID in complementary Rapid Response COVID-19 funds disbursed to a further 20 grantees. GL has applied to become a partner of Amplify Change, a pool fund of reputable donors and private foundations based in the UK, to manage SRHR funds for smaller NGOs in Southern Africa. If GL is successful, WVL grantees will be eligible to apply.
- **Fund raising by grantees:** Grantees report that they raised an additional ZAR 4 806 349,00 (CAD 410 799) during Year Two; and received in-kind support valued at ZAR 1,544,900.00 (CAD 132,043.00). They attribute this, at least in part, to the capacity building, institutional strengthening and confidence-enhancing activities of the WVL Fund.
- **Systems development:** GL finalised grantees online reporting platform through Survey Gizmo for narrative reports and SAGE Pastel Evolution for the financial reporting. GL put on a Help Desk feature on the WVL-SA website to improve managing grantee enquiries. GL also updated and modified its Community of Practise (COP) forums into a virtual platform for dialogues and training.
- **Capacity building:** Grantees received foundational training in GL finance and M and E systems in July 2020; extensive on-the-job training and support in finance, as well as leadership and diversity training dovetailed with the summit in March 2021. GL delivered the training in person and online, providing the grantees the option for how to participate within the constraints of the various stages of lockdown.
- **WVL-SA Learning and Sharing Summit:** Grantees shared 68 best practices from their work in the #VoiceAndChoice Summit that culminated in an awards ceremony on International Women's Day. Winners had the opportunity to participate in the regional SADC Protocol@Work summit that culminated in GL's 20th anniversary on 17 March. In a key note address Canadian High Commissioner Chris Cooter praised GL for its collaborative approach.
- **Networking:** In addition to the three networking grantees, who work nationally and provincially, the period yielded many examples of WVL grantees networking among themselves. GAC approaching GL to lead the Africa Anglophone and Lusophone WVL Learning Partnership opened the door for WVL grantees to meet and network with WRO in Ghana, Sudan, Tanzania and Mozambique.
- **Policy and advocacy:** WVL grantees conducted 53 campaigns on a broad range of topics; SAWID authored a report on COVID and poverty; and the WVL secretariat convened two dialogues – on COVID-19 and the possible impact of a change in electoral system on women's political participation. The latter led to a submission to parliament.
- **Reach:** In the first two years the programme reached 15,595 beneficiaries: 72% women; 26% men and 2% Gender Non-Conforming. 42% are in the youth category (18 to 40). Two thirds (46% women and 20% men) are from rural areas.

Training methods included workshops, webinars, one-on-one training, online platforms, the provision of tools and guidelines and peer-learning events. **Baseline WVL-SA Monitor**

b) Key challenges include:

- **COVID-19 and lockdowns:** Conducting due diligence under lockdown posed challenges and may have resulted in some oversights that are discussed in the report. Grantees had to pivot activities and work plans. In some cases, grantees requested a complete change. This put pressure on the grants management team.

- **The Rapid Response Funding window** (R50,000 per grant) presented the most challenges for grant making. The work required to administer each of these grants is about as much as the larger grants yet the funds are insufficient to deliver impact. While GAC welcomed the theming of the second call around COVID-19, the GAC viewed the third call on vaccine justice as too prescriptive. In this report we present several suggestions for re-imagining this window in what remains of the fund period.
- **Capacity gaps and cumbersome systems:** Financial management and reporting by grantees continues to be a weak area. Even with an additional member, the Team is currently overstretched as a result of the on-going finance support required by grantees. Grantees have raised legitimate concerns about some of GL systems being too cumbersome; these merit attention.
- **Reporting:** Grantees struggle to articulate the impact of their work in written English due to language barrier, resulting in weak reporting and information gaps. The summit presented a welcome opportunity for grantees to articulate their work. While the recommendation in the WVL Monitoring Baseline report to put out grant calls and allow for reporting in local languages is not likely to be feasible, we will continue to explore ways of allowing verbal sharing to capture the full impact of the fund. GL plans a workshop on communicating results linked to women's month in August 2021.
- **Data integrity:** The GL grants team has had to monitor beneficiary data very closely following irregularities in beneficiary data. For example, one grantee recorded events with 236 people which is questionable in light of the COVID-19 restrictions during that period. It became necessary for all beneficiary statistics entered to be interrogated. GL is looking into the recording of participants in virtual engagements disaggregated according to GAC requirements. GL plans a more in-depth M and E workshop in 2021.
- **Mismanagement of funds:** Through its policy of 100% finance document verification, as well as a robust whistle blowing policy, GL compelled one grantee to refund R34,630. In two other cases the disbursement of funds has been suspended pending investigation.

c) Key recommendations include:

- Reducing the number of RR grants and increasing the size to R100,000; having this as a rolling grant.
- Expanding capacity building to include in-service experiential learning with GL for more effective on-the job learning.
- Further investing in simplifying systems for grantees using new, more appropriate software and technologies.
- Applying interest earned into systems development and possible supplementary grants in the remaining two years to ensure effective utilisation.

Global Affairs Canada should consider, and is possible start preparations for, expanding the WVL-SA project by another three years -
Baseline WVL-SA Monitor Report

d) Structure of the report

The report is organised around the logical framework model. The Report includes sections on project visibility, operational changes, risk analysis, financial narrative report, and ends with recommendations and the next steps. Attached at **Annex A** is the WVL Initiative Outcomes Reporting Worksheet for Year 2; **Annex B**, detailed scoring for the Organisational Development Score card; **Annex C** is the GAC Communication products log that records communication products produced by WROs during project implementation. **Annex D** presents a log of WVL-SA project in the news. **Annex E** is a technical note on GL finance systems, costs to date and proposals for simplifying this.

LOGIC MODEL: Women's Voice and Leadership South Africa Project

Ultimate outcome	1000. Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa				
Intermediate outcomes	1100. Improved management and sustainability of local women's rights organisations. ¹		1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.		1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social change in South Africa.
Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120 Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability	1210 Strengthened ability of WROs to reach marginalised groups ² with high quality services and support to claim rights	1220 Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work	1310 Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy.
Outputs	1111 Transparent grant-making process developed and executed	1121 Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Leadership and Diversity	1211 WROs received technical assistance to develop, innovate programming and mobilise communities fulfilling women's and girls' rights	1221 WROs receive technical assistance to design and sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces	1311 Funding WROs networks and alliance is provided
Root causes	Patriarchal social norms (values, beliefs, attitudes, behaviours and practices) condone and perpetuate unequal power relations between women and men; undermining women's economic, social, legal and political rights; denying them voice, choice and control over their bodies; lives and livelihoods.				

The WVL-SA Project Theory of Change remains applicable and relevant in framing the root causes of gender inequality in the South African context. The Logic Model presented above and the proposed pathways through which to empower women and girl and advance gender quality in South Africa are still relevant. GL is reviewing and updating the Performance Measurement Framework alongside the Year 3 Project Implementation Plan.

¹ Refer to section on **Creating sustainability and capacity building for WROs which** mention involvement of the Men's Movement as key partners

² Marginalised groups include the LGBTIAQ+ community, survivors of gender based violence, rural women, and persons with disabilities.

II: CHANGES TO CONTEXT



Female headed households benefitted from social relief efforts from the WROs. Photo: Thabo Thamae

The World Bank named South Africa the most unequal country in the world in 2019. The COVID-19 pandemic has exacerbated that divide.

South Africa adopted a series of lockdown measures ranging from Alert level 5 to Alert level 1. Each alert level consisted of different measures aimed at restricting movement and reducing the possibility of virus transmission, with Alert level 5 being the most restrictive and alert level 1 the most relaxed. Alert Level 5 lasted for a month from the end of March 2020 to the end of April 2020 and entailed a total shutdown of the economy and educational institutions, as well as the prohibition of interprovincial and international travel.³

Millions of people were forced into unemployment due to the strict lockdown levels. Many domestic workers and informal traders lost their jobs many of whom are single mothers, who are unable to work from home and without savings. The poverty and unemployment have increased⁴.

Gender gaps: Women earned approximately 29% less than men per hour in February 2020, which expanded to approximately 43% less in June 2020. Monthly figures are more severe, with the gender wage gap estimated at approximately 30% in February 2020 and 51.6% in June 2020⁵. Initial research has shown that of the estimated three million fewer employed people in April 2020 relative to February 2020 as a result of the pandemic, two in every three were women⁶.

An assessment done by the United Nations Country team (UNCT⁷) during this time also highlighted the multiple challenges affecting women. Some of these include: perpetuation and deepening of pre-pandemic poverty gaps between households headed by women and men; most women are employed in low-paying, insecure, and informal jobs such as domestic work or administrative functions that were not considered priority jobs for companies accessing the government relief measures or considering retrenchments; domestic workers working for private households have been largely unable to work during lockdown and many either lost some or all of their income; and disruptions in the healthcare sector and access to healthcare for contraception and maternal care affected women disproportionately. Research conducted during this period also indicates a relatively high prevalence of gender-based violence (GBV)⁸.

³ COVID-19 Rapid Gender Assessment, South Africa 2020; <https://data.unwomen.org/publications/covid-19-rapid-gender-assessment-south-africa>

⁴ Covid-19 vaccination is the social justice challenge of... (dailymaverick.co.za)

⁵ Mind the gap: Analysing the effects of South Africa's national lockdown on gender wage inequality. Robert Hill, University of Cape Town and Tim Köhler, University of Cape Town. Published 30 September 2020

⁶ Casale and Posel, 2020; Ranchhod and Daniels, 2020

⁷ A rapid assessment of the incidence of gender based violence during covid-19 lockdown UN women, Citizen Survey report, December 2020

⁸ A rapid assessment of the incidence of gender based violence during covid-19 lockdown UN women, Citizen Survey report, December 2020

The Government announced a R500 billion stimulus package in April 2020 in response to the pandemic.⁹ R50 billion went towards additional social assistance spending covering an estimated 18 million people and the introduction of a new grant called the COVID-19 Social Relief in Distress Grant. This grant is aimed at the unemployed who at the time were not receiving other forms of social assistance.¹⁰

Gender Based Violence: According to the 2021 Human Right Watch Report, “South Africa is facing a crisis of gender-based violence (GBV)¹¹.” In April 2020, Police Minister Bheki Cele noted that police registered over 2,300 complaints of gender-based violence in first and the most severe lockdown months. In June 2020, following protests against the murder of Tshegofatso Pule, a 28-year-old woman whose body was found dumped in Soweto, Johannesburg, President Ramaphosa acknowledged that South Africa had among the highest levels of intimate partner violence in the world¹². As much as 51% of South African women have experienced violence at the hands of someone with whom they were in an intimate relationship. He described violence against girls and women as South Africa’s “second pandemic,” after the coronavirus, and called on residents to end the culture of silence around gender-based violence and report perpetrators to the SAPS.¹³

In September 2020, President Ramaphosa announced that three bills to amend the Criminal Law (Sexual Offences and Related Matters), Criminal and Related Matters Act, and the Domestic Violence Act had been introduced in parliament to “fill the gaps that allow perpetrators of these crimes to evade justice and to give full effect to the rights of our country’s women and children.”¹⁴ He said that a public register of sex offenders with all relevant details would also be introduced. Civil society organisations expressed concerns that GBV victims faced worsening violence and the inability to access help under the lockdown.

As elaborated in later sections of the report, the majority of WVL-SA grantees have chosen to focus on practical and strategic interventions linked to ending GBV. COVID-19 was both a major threat but also opportunity for Women’s Rights Organisations (WRO) to raise their collective voices in support of systemic change.

Vaccine justice

2020 closed with some hope on the horizon as a result of various vaccines being tested and certified for use around the globe. Sadly, a new variant in South Africa (the so-called South Africa variant) proved resistant to the Astra Zeneca vaccine, which is most suited to developing countries because it is one dose and does not have to be stored at sub-zero temperatures.

The term “vaccine apartheid” has gained currency in progressive circles because of the highly skewed distribution of vaccines globally. South Africa has had 1.7 million cases of COVID-19 (34% of all cases in Africa); 57,000 of these have been fatal. Yet less than 1% of

⁹ COVID-19 Rapid Gender Assessment, South Africa 2020; <https://data.unwomen.org/publications/covid-19-rapid-gender-assessment-south-africa>

¹⁰ Statement by President Cyril Ramaphosa on further economic and social measures in response to the COVID-19 epidemic. Apr. 21, 2020. Available at: <http://www.thepresidency.gov.za/speeches/statement-president-cyril-ramaphosa-further-economic-and-social-measures-response-covid-19>

¹¹ <https://www.hrw.org/world-report/2021/country-chapters/south-africa>

¹² <https://www.hrw.org/world-report/2021/country-chapters/south-africa>

¹³ <https://www.hrw.org/world-report/2021/country-chapters/south-africa>

¹⁴ <https://www.hrw.org/world-report/2021/country-chapters/south-africa>

the population has been vaccinated; casting great scepticism on the government's target of 60% of the population being vaccinated by March 2022¹⁵.

On 2 October 2020, South Africa and India submitted a joint proposal to the World Trade Organisation (WTO), to waive certain Intellectual Property(IP) rights under the TRIPS agreement temporarily. If the waiver is granted, it would allow countries who are WTO members to choose to neither grant nor enforce patents and other intellectual property (IP) related to all COVID-19 drugs, vaccines, diagnostics, and other technologies. This will facilitate collaboration in research and development and manufacturing, scaling up and supplying COVID-19 tools.¹⁶

The gender dimensions of vaccine roll out follow from the gendered dimensions of the pandemic. Women are the majority of health workers; in South Africa they are the majority of those infected and affected (the added burden of care work) by the absence of a vaccine. In addition, especially in the rural areas where WVL has its greatest traction (see beneficiaries) access to vaccines, as well as vaccine hesitance, are concerns. Marginalised groups, such as sex workers, women working in the informal sector, older women, women from rural areas, people with disabilities and migrants and refugees are at particular risk of not accessing the vaccines.

Through projects such as WVL-SA more can be done in trying to assist government by ensuring that all citizens:

- With no access to cell phones and data 60 years and older are registered for vaccinations.
- Upscaling the role of community workers through door to door campaigns.
- Upskilling community workers in South Africa as professional cadres and including them in healthcare campaigns, could help with vaccine roll-out here as well as with testing and tracing – and even with a mass education campaign to address the rise of vaccination disinformation.¹⁷
- Creating vaccine awareness and education for all citizens and foreign nationals who reside in South Africa to dispel the myths around taking vaccinations.
- The limited decision-making power of women in seeking healthcare and their limited access to health resources.
- Lobbying to ensure that documentation required, will not prevent women, especially non-citizens, particularly migrants and refugees, from receiving the vaccination.
- The safety of women should be a key consideration, particularly sex workers, gender non- conforming people and migrants and refugees at risk of experiencing sexual harassment, exploitation, disrespect and other forms of GBV when seeking health services.
- Analysis of data disaggregated by sex along the clinical pathway - from testing to vaccination - to understand the differential impact of the pandemic on women and men, how vaccines are being rolled out and who has access to testing and services. It is imperative that countries prioritise disaggregating data to ensure fair and equal access to vaccinations for all.

¹⁵ <https://independent.ng/south-africa-enters-third-covid-19-wave-amid-sluggish-vaccine-rollout/>

¹⁶ Chrome extension://oemmndcblbdoiebfnladdacbfmadadm/https://msfaccess.org/sites/default/files/2020-10/COVID_Brief_ProposalWTOWaiver_ENG_2020.pdf

¹⁷ See footnote 1

III: PROGRESS ON WVL-SA PROJECT OUTCOMES

Year Two Contribution to Ultimate Outcome

Ultimate outcome of WVL-SA Project: "Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa."

The ultimate objective of this grant is to contribute to the attainment of Gender Equality and Women's Empowerment (GEWE) in South Africa. The WVL-SA project fund contributes in tangible ways to this goal through the programmes implemented by grantees. Through the short-term Rapid Response grants, women's right organisations (WROs) are able to quickly respond to emerging and urgent needs of women and girls at the community level.

WROs received funding at the early stages of the COVID-19 pandemic. Grantee interventions responded directly to humanitarian and psychosocial services that benefited mostly women and girls. Interventions included food parcel distributions, soup kitchens, distribution of protective gear (masks, gloves, sanitisers), counselling and other psychosocial support services.

The longer term MY Core and Networking grants contribute to programmes and the sustainable development of WROs governance and organisational development whose benefits go beyond the lifespan of WVL-SA project. Most significant and important, is that through the WVL-SA community, WROs and Networking movements, will be organised and galvanised to participate in policy level dialogues with relevant policy makers from government, industry and commerce, aimed at advancing women's rights and quality of life.

The positive perception of the WVL funding model among WROs (52% thought the model was excellent, 26% that it was good and 18% that it was 'ok') demonstrates relevance at local/ community level.¹⁸

The Baseline Monitor Report provided examples from grantees that point to the future impact of the WVL-SA Project. This includes improved outcomes in the criminal justice system; changes in attitudes and behaviour; improved mental health; and improved service delivery following infrastructure support. Many additional examples can be found in Gender Link's Annual Reports and are not repeated here. The presentations made by WROs at the March 2021 Learning and Sharing event are available on WVL-SA website and include more examples of impact.

The project is also highly relevant to the South African context and responds to the three biggest challenges facing the country namely high rates of poverty, unemployment and inequality (all of which disproportionately affect women and girls).

The project also responds to the "funding crisis" in the women's rights sector in South Africa by channelling resources to underfunded organizations.

The design and principles of the WVL-SA project respond to two of the greatest needs of WROs, notably funding and capacity building (74% of WROs interviewed said they required capacity building and related support). *WVL-SA Baseline Monitor Report*

¹⁸(Baseline) Monitor Report: Women's Voice and Leadership South Africa V.2 submitted by Dr M Weideman, GAC External Evaluator

"We have seen an increase in client walk-ins due to our community legal workers' visibility in the community".

"Most women benefiting from our activities mentioned that our paralegal services have really helped them to access social security, healthcare and basic legal services . . . and we have processed over 34 applications for young girls who now have access to educational opportunities".

"This is the most exciting question for me as some of the positive changes that I have observed in the girls were not expected this early in the programme. The confidence, the yearning, the hunger, the determination, the quest for more knowledge and just generally being open to possibilities are some of the changes observed. It has been amazing to observe how one lady who was not so confident when we started, changed the day she was given an opportunity to do catering for a . . . meeting. She has since registered a company and is enrolling with TVET. It has been such an amazing, fulfilling experience".

"There were beneficiaries who had suicidal thoughts or had attempted to commit suicide more than once, but they reported that after the intensive therapy session they realised there is so much to celebrate [despite] hardships, that people look up to them and love them. Women that began the therapy sessions very reserved or teary, become friendlier, open and smiled more often than before. Some participants opened up about the traumas they had experienced from GBV for the very first time. It gave them an opportunity to let go of the pain they had kept for a long time".

"The women who are victims of GBV and IPV are now spending less time when they apply for protection orders, and all the interim orders are granted . . . more are making use of the counselling and other services . . . more court proceedings are finalised by women who are victims of GBV and IPV".

"Since the project ended . . . many people still contact us to come and educate their families about gender and sexuality. Positive change can be seen because people now use the correct names when addressing people under the queer family." ***WLV-SA Baseline Monitor Report***

Pathways to change

The following sections detail progress made towards the ultimate goal of 'increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa' through three **pathways** to the **intermediate outcomes of WVL-SA** project. These are;

- Improved management and sustainability of WRO.
- Programming and advocacy for gender justice
- Networking and lobbying for gender justice

Each will be examined in greater depth in the next part of the report.

A) IMPROVED MANAGEMENT AND SUSTAINABILITY OF WRO's

Intermediate outcome	1100. Improved management and sustainability of local women's rights organisations. ¹⁹	
Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120. Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability.
Outputs	1111. Resource mobilisation initiatives.	1121. Systems development to support grantees project implementation.
	1112. Transparent grant-making process developed and executed.	1122. Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Climate Changes, Leadership and Diversity.
Indicators	- Amount of the additional funding secured to augment WVL funding.	- Number of additional systems developed to support project implementation.
	- Number of grants awarded.	- Number of grantee organisations staff trained per topic

Management and sustainability of WROs is underpinned by access to financial resources that is supported by efficient management systems and good governance structures.

GL has developed and implemented an effective and transparent grant-making process; engaged in extensive and successful organisational capacity building, emphasizing financial management, MEL, good governance, and communication; mobilized additional funding for WVL-SA and for supported WROs; and enhanced the ability of supported WROs to undertake policy and advocacy activities. **WVL-SA Baseline Monitor Report**

Summary of Year 2 Grants awarded

	Networking	MYCore	Rapid Response/RR COVID-19 (RR)	Total Disbursed
# of applications received	78	285	97	
# of grants awarded	3	20	17	
Amount disbursed in YR 2 (R)	2,580,209	5,261,161	780,605	8,621,975
Amount disbursed in YR 2 (CAD)	220,531	449,672	66,718	736,921

¹⁹ Refer to section on **Creating sustainability and capacity building for WROs which** mention involvement of the Men's Movement as key partners

The participatory application process was in itself a capacity-building exercise and included strategies to reach marginal WROs that would not ordinarily apply for (or get) donor funding. Strategies included (1) a cross-country road show to create awareness of the WVL-SA project and to assist WROs to complete their applications; (2) accepting “weak proposals” written by inexperienced proposal writers and assessing these applications based on face-to-face interaction and the site visits that were part of the due diligence process; (3) providing “on-the-job training”; (4) providing a 24-hour helpline; and (5) providing resources. **WVL-SA Baseline Monitor Report**

GL finalised on 40 grantee contracts (3 Networking, 20 MY Core and 17 Rapid Response) and disbursed a total of ZAR 8,621,975 (equivalent to CAD736,921). In February 2021, WVL-SA announced a third Rapid Response Grant Call with a strong emphasis on equal access to public education and awareness on COVID-19 vaccines. Areas suggested for consideration included:

- Initiatives to ensure prioritisation and equitable access to COVID-19 vaccines; prevent any form of corruption and address the gendered impact of the pandemic.
- Public education and awareness on Covid-19 vaccines, in particular any myths that might prevent women from accessing vaccinations.
- Ensuring that women working in the health sector and on the frontline of the pandemic have priority access to vaccines.
- Gender aware monitoring and tracking vaccine distribution and ensuring that it reaches priority target groups in the most marginal rural areas.
- Strengthening the leadership and meaningful participation of women and girls in all decision-making processes in addressing the COVID-19 outbreak and vaccination roll out.
- Ensuring that women’s Sexual and Reproductive Health and Rights needs are met. These include maternal health, contraceptives, safe abortion and LGBTIQ needs and rights.
- Supporting women who have been most economically affected by the crisis to find systemic solutions.
- Institutional support to eligible organisations, to ensure they are able to sustain themselves through the crisis.



The South African Government has started Vaccination roll-out to persons over 60 years of age. Photo: Call to Action Group

Summary of COVID-19 Vaccine Education and Awareness applications received.

Total number of applications received	62
Number of applications shortlisted for Due Diligence	20
Number of WRO who were successful at Due Diligence	17
Number of new first time WRO applicants	9
Number of WROs who have received previous WVL-SA project funding	8
Number of WROs focusing on COVID-19 Vaccines Education and Awareness	11

Eight of the WROs selected in the third round had received previous WVL-SA Grants. This is evidence of growth on the part of those eight grantees. Nine WROs will be first recipients of WVL-SA project funding. Desk top mapping on the direct areas of intervention of these 17 WROs revealed that 11 WROs will be focusing on different aspects of COVID-19 vaccine education and awareness initiatives, two focus on SRHR, another two focus on VAWG, one

is focusing on LGBTIQ and one on Agriculture. Project implementation falls in Year Three of WVL-SA project cycle, for which progress will be covered in Year 3 Semi-Annual Report due mid-November 2021.

Among the toughest criticism of the programme in the WVL Baseline Evaluation relates to the Rapid Response grant window and in particular to the second COVID-19 vaccine justice call.

It is therefore of particular concern that the recent (March 2021) call for Rapid Response applications, arguably undermined the WVL objective of promoting diversity and women's rights, by specifying that all proposals should focus on education programs that address myths and hesitancy pertaining to COVID-19 vaccines. The prescriptiveness (1) could divert resources from women's rights issues per se, to issues that are funded by many other donors and stakeholders; and (2) will not bring about any systemic change. It will not be possible to measure impact in the absence of baseline data on hesitancy. Further, sustainability will depend on the efficacy and lifespan of vaccines. It is recommended that future grant calls adhere to the directives included in Gender Links' Grants Manual, in terms of which "public calls for proposals" must be "approved by the Project Steering Committee" prior to release. **WLV-SA Baseline Monitor Report**

In response, GL would like to note the following:

- Elsewhere, in a statement we fully agree with, the evaluation states that:

The Rapid Response grants are the most challenging for a variety of reasons, including an initial lack of clarity around the purpose of the grant; the majority of grants are RR grants; although RR grant amounts are small, they involve the same amount of work as the larger grants; the RR process is ongoing; the RR process was pivoted to respond to the COVID-19 crisis; and there are concerns around the sustainability of the approach. **WLV-SA Baseline Monitor Report**

- One of the challenges we faced with the RR grant window is how to demonstrate impact with grants of a maximum of R50,000 or CAD 4355 per grant. Responses to emergencies, by their very nature, may not bring about long term, systemic change. Early in the process, we added "incubation" as one of the possible criteria for the RR funds as this would provide some way of demonstrating long-term sustainability. The fact that 8 RR grantees qualified again in the second round is a positive sign that these organisations continue their work.
- GL suggested focussing the second RR grants call on COVID-19 due to this being a nationwide (indeed global) emergency with gender dimensions. We felt that having a common theme and purpose would assist collective action, voice and impact.
- It seemed logical, after focusing on the crisis, to focus on the long term solution which is vaccines in the 2021 call.
- The call states that: there will be "a strong focus in this round on **equal access to, public education and awareness on COVID-19 vaccines.**" It is not exclusive to that. As will be reported more fully in the semi-annual report April – September 2021, 11 out of 17 grants were awarded for this purpose. On 23 June, GL is planning a cyber dialogue for all grantees, to see how we can best contribute to vaccine roll

Existing WVL SA RR Criteria

1. A timely response to an unforeseen event.
2. A strategic action that promotes women's rights and gender equality. An innovative pilot that addresses a critical systemic challenge.
3. A critical intervention that facilitates wider change.
4. Identification and work on key emerging women's rights issues.
5. Incubation of an innovative new idea, organisation or movement.

out, which we regard as one of the most pressing public health and political issues of this moment.

- We wish to assure GAC that GL would never wilfully disregard governance principles. We have searched the final Grants Manual, and do not see the reference to the PSC signing off on all grants calls (quoted in the evaluation). As above, we proceeded on the understanding that once a special call had been made for proposals focusing on COVID-19, vaccines constituted a logical sequel, giving us the opportunity to raise our collective voice on one of the most critical issues of our time. We apologise for any oversight on our part and suggest that the procedural matter be reviewed at the upcoming PSC meeting to ensure clarity on all sides.
- We also propose that we revisit the purpose and size of the RR grants for the remaining two years. As part of the Anglophone and Lusophone WVL Learning partnership we have learned the following:

ActionAid Nigeria do not have an RR Grant, they call it Innovation Fund. This runs for 6 – 8 months, and is about CAD 10,000.00 equivalent. It runs on a rolling basis with a Grants Selection Committee on standby to review and process within 24 hours of receiving the funding application. Grant Calls are 100% open, only criteria is that funding goes towards innovation e.g. developing an App. Funding allows for purchase of equipment like printers, laptops, software and so forth.

CARE Kenya and South Sudan have two grant types only, Rapid Responds and Multi Year Core Support. Rapid Response Grants are 100% open in terms of focus area, run between 3 – 6 months, funding up to CAD10,000.00; grant applications are on a rolling basis; grants selection process through to contracting and disbursement all happen within seven days. Funding also allows for the purchase of equipment to support project implementation.

Recommendations:

- Clarify requirements regarding Grants Call clearance with GAC and the PSC at the meeting scheduled for 24 June 2021.
- Double the grant amounts to R100,000.00 (CAD8,6000 approximate value) for the remaining period. Learning from ActionAid Nigeria and CARE Kenya.
- Have this as a rolling, open funding call up until June 2022 (to allow enough time for final implementation).
- Revisit the grants selection procedure for RR, which had been delegated to the Secretariat with input from the independent M and E monitor. (If the grant is rolling it should be possible to include at least one of the of the GSC who in the past were constrained for time. Additional budget allocations will need to be made,
- In line with recommendations from the Baseline WVL-SA Project Monitor Report, and what we have learned from our colleagues, GL further proposes that Rapid Response funding allows for "basic material resources like laptops, computers, scanners, printers and infrastructural repairs and maintenance to existing structures."
- Add "innovation" to the criteria for RR grants.

Resource mobilisation

During Year Two, GL as fund manager undertook several initiatives to contribute to WVL-SA funding, and secured GBP50,000.00 from UKAID managed through The Southern Africa Trust. These funds benefited an additional 20 local WROs and community based organisations working to address gender and COVID-19. Other efforts made by GL to raise awareness, publicise the WVL-SA project and mobilise funding were through presenting to the Gender Officers at the French Embassy in South Africa, as well as at the EU SA

Delegation Gender Meeting. In partnership with South African Women in Dialogue (a Networking grantee) Gender Links applied for an *EU Enhancing Accountability in South Africa Initiative*. Unfortunately, this initiative did not succeed. GL has put in an application to be a partner of Amplify Change (a pool SRHR fund of several large bilateral donors and foundations²⁰) to become a grant manager for funding to Southern Africa. GL will know in July 2021 if this application has been successful. If so this window will be open to WVL grantees to apply.

Additional funds mobilised by WROs

Grantees were also involved in their own resource mobilisation as illustrated in the table below. 15 WROs reported that they have raised ZAR 4,806,349.00 (CAD 410,799 equivalent) by end of January 2021 on the back of their WVL funding.

Name of WRO	Amount received	Funds received from whom?	What these funds will be used for
Africa Women in Energy and Power	R100 000,00	Rockwell Automation Department of Mineral Resources and Energy	Support the execution of the market orientation programme in South Africa
Agenda, Feminist Media	R30 000,00	African Women's Development Fund	Cover core costs and cover other costs not covered by WVL
Amanzimtoti Trauma Unit	R3 000,00	From community members	Funding was used to provide food, transport, support, security and accommodation to victims (mainly women and children) of crime and abuse.
Ebenezer Multi-Purpose Integrated Social Services	R86 300,00	National Lottery Commission(NLC)- COVID-19 relief	The funds received from NLC complimented stipends for staff to receive basic standard of living
Incema	R552 879,00	National Development Agency and Solidarity Fund	Funds supported the Sexual Reactive Programme that targets children; Positive parenting programme for mothers and daughters; and the Men's Behavioural Change Programme
Justice and Women	R252 000,00	Save Act	Salaries and operational cost
Mamadi Advice Centre	R750 000,00	Department of Labour; Solidarity Fund; Foundation for Human Rights;	Workshops, dialogues and campaigns against GBV targeted at women and girls

²⁰ Ministry of Foreign Affairs of the Netherlands; the David and Lucile Packard Foundation; the William and Flora Hewlett Foundation; the Department for International Development; The Norwegian Agency of Development Cooperation; Viv Healthcare's Positive Action for Women and Girls; the Swedish International Development Cooperation Agency in collaboration with RFSU

Name of WRO	Amount received	Funds received from whom?	What these funds will be used for
		Hlanganisa Institution for Development in South Africa	
One in Nine Campaign	R80 000,00	Mama cash	These are core funds and they will substitute the HR and Operational costs that are not covered by the existing grant.
Phola	R773 000,00	Lifelines International	95% of Human Resource cost comes from this funding. Office spaces, utility bills and other costs are also covered from this funding.
Queer Women in Business + Allies NPC	R180 000,00	The Other Foundation	To assist with the Start Ups Pitch Challenge (SPC) programme
The Great People of South Africa	R350 000,00	Hlanganisa Institute for Development in Southern Africa; Solidarity GBV Fund	The funds were used for HR and Operational Costs. while waiting feedback on the finance and narrative report from the WVL-SA project team.
Sisonke National Movement	R50 000,00	African Women's Development Fund	HR costs and programme activities
South African Women in Dialogue	R600 000,00	UN Women	Project activities: Trans-disciplinary research study of 17 researchers on Vulnerability and Indigence Assessment under Covid-19 and to assist rural women to apply for government land.
We Will Speak Out South Africa	R999 170,00	National Faith Based Collective - Faith Action to End GBV.	The funds have helped to strengthen networking in the country as a whole. These funds will also help attraction more faith leaders into the KZN Network to end GBV, and refer KZN partners to the national Collective.
Total in ZAR	R4 806 349,00		
CAD equivalent	CAD 410 799		

"I wanted to inform you that this morning we received great news from the Hlanganisa Institute for Development in Southern Africa, they would like to add us as one of their grantees. We are absolutely happy about these new developments in the organisation. And we wanted to share the news with you as the funder that made us who we are today. We have learned a lot under the WVL-SA project, and now this achievement solidifies the confidence we have gained in ourselves as individuals and even more as gender and human rights activists. Thank you." *Zintle Khobeni, The Great People of South Africa(TGPSA)*

Rise Up Against GBV (MY Core grantee – Gauteng) received complimentary funding from the Ford Foundation, National Development Agency and Distell South Africa. This additional funding is being used towards work with local Taverns through convening dialogues with community men on GBV, consensual sex, maintaining healthy relationships and anger management.

Resoketswe (Rapid Response grantee – Mpumalanga) received funding from Akanani Rural Development Association and Hlanganisa Institute for Development in Southern Africa. They reported that these funds would be used to empower community members, especially women, girls, and other minority groups with special focus on people living with disabilities and the LGBTI community. The funds will be channelled towards initiatives fighting against laws that violate the rights of these groups, and to lobby for the Department of Justice and Constitutional Development to review and amend such laws.

In-kind support received by grantees

Grantees also computed in-kind support: venues, office space, transport and volunteer services. Grantees estimated the value of this at prevailing rates, and what they are saving.

Grantees	Value of in-kind support
MY Core Grantees	R 836,900.00
Networking Grantees	R 698,000.00
Total value of in-kind support	R 1,544,900.00 CAD 132,043.00

Because of the impressive work we have implemented with the WVL fund, the Khayelitsha Town2 Community Committee donated office space for us and we will be moving in March 2021. We will now be an organisation that is closer to the community and easily accessible. We have also recently received an in-kind donation for our new office, in a form of an internet connection from TooMuchWi-fi company. We have received two new funders, the Joint Gender Fund managed by HiDSA and the Solidarity Fund. *The Great People of South Africa*

MY Core and Networking grantees reported receiving in-kind supported valued at ZAR 1,544,900 (CAD 132,043). Nine grantees reported receiving support from volunteers and community members with project implementation, five grantees received complimentary office space from partners they collaborate with, four grantee organisations received support through complementary venues, while three received support through transport and transportation services. Grantees credited this level of support to the fact that through the WVL-SA funding their initiatives are gaining traction that is causing other stakeholders to support them.

Grantee institutional strengthening support initiatives

Following the due diligence assessment of grantees, each received contracts with conditions to be fulfilled within the first six months. As summarised in the table, GL has supported

grantees to put these various statutory and institutional structures and processes in place. Of particular importance is the support offered to eight grantees to put financial management systems in place; to eight grantees to open bank accounts; and to four grantees to obtain their VAT registration.

Area of institutional strengthening	Baseline data	# at end of YR 2	# of WROs supported
Financial management systems	16	24	8
Bank accounts	32	39	7
VAT registration	2	6	4
Procurement Policy	8	11	3
Diversification Strategy	0	6	6
Anti-corruption Policy	12	15	3
Safeguarding Policy	7	10	3
Gender Policy	0	1	1
HR Policy	13	21	8
Website	25	26	1
Twitter	21	22	1
Facebook	31	34	3

At the WVL-SA Learning and Sharing Summit The Great People of South Africa (awarded Runner-up under the Institutional category), reported how it has put in place governance structures that support the organisation; as well as Policies in Finance, Anti-corruption/Fraud, Human Resource and a Sexual Harassment policy. The Great People of South Africa has also been able to secure two new funders. Judges commended the organisation for the policies put in place, strong social media presence through enhanced profiling, and for the detailed and honest presentation made, as well for doing their M and E in isiXhosa.

Bellona Female Network also demonstrated institutional strengthening at the WVL-SA Learning and Sharing Summit. Within the first six months of receiving WVL-SA project funding, the network developed several organisational policies and set up a Cloud based filing system. They are now confident with the use of Sage Pastel Evolution finance management system, and were able to demonstrate effective use of information technology for document and project management. This dynamic network developed a mobile application that is aiming to be the number one African platform to empower women. The application is aimed at supporting women throughout their different life stages to become financially independent. The judges said this is a case of “women who lift as they rise - empower, innovate and connect.”

'I was preparing documents for my board meeting (Monday, 17th). Looking at old documents (especially our organisation's profile), that we are busy upgrading now, I realised once again how much we have grown as an organisation. People are popping in to meet with Norma and I, enquiring about the work we do. The reason for this is because they can see that we are not wasting time and resources; we are serious in making a difference with our projects. This all is thanks to the team at WVL, Gender Links and Global Affairs Canada. We are so privileged to have you all as part of our journey to development, and there is still so much more to learn. Once again, thank you. You are all amazing.

Best regards

Loraine Odendaal Centre Manager (Turning Point – Amanzimtoti, T/A Amanzimtoti Trauma Unit)

The WVL-SA project team has also been instrumental in looking out for opportunities that provide support to WROs. An example is the offer by Seriti Institute to provide Basic Finance Management Support to WROs. Seriti Institute is a development facilitation agency which works to help communities and social partners reach their goals by delivering innovative, sustainable and comprehensive solutions to enhance their socio-economic impact. They achieve this by providing technical support, programme/project management and implementation, facilitated learning and promoting civic-driven change and accountability. Three WVL grantee organisations successfully applied for and this opportunity, Queer Women in Business, Lesedi La Setjhaba and Amanzimtoti Trauma Unit.

"We are pleased to let you know that Lesedi La Setjhaba was accepted to attend the finance training. We thank you for your continuous support especially to new and upcoming NPOs like Lesedi La Setjhaba that equip us and help to take us to greater heights and contribute meaningfully to our communities," *Puseletso Mokhosi-Matshaba, Lesedi La Setjhaba*

At the summit I quickly mentioned to you that Seriti Institute contacted me to say that we were shortlisted for the financial training. I was selected and I attended both sessions. That in itself has helped me so much. I am currently busy getting some financial documents updated as well.

Loraine Odendaal Centre Manager (Turning Point – Amanzimtoti, T/A Amanzimtoti Trauma Unit

Capacity building and training

The WVL Initiative supports strengthening WROs through targeted training, capacity building and putting in place organisational systems and processes that are economic, effective and efficient. All grantees received finance, M and E training soon after the awarding of grants in July 2020. The team provided on the job-training during grantee site visits, and in virtual call desk support.



WVL-SA Document

Verification Photo:

Nomthandazo Mankazana

According to the WROs surveyed capacity building included providing network building support (to 90% of WROs); tools, guidelines and templates (to 67% of WROs); support to use online systems (85%); support in organizational management and related systems (50%); information on other funding opportunities (78%); support to improve M&E systems (67%); support to improve financial management (69%); and support to use financial software (75%).

"Organisations reported a significant improvement in organisational management and capacity as a direct result of the support provided through the WVL-SA project. In this regard 77% reported that their administrative systems had improved, 74% that their record keeping systems improved; 74% that their financial management improved; and 72% that their monitoring and evaluation processes improved.

Other areas in which marked change is evident include increased use of technology (60%); increased commitment to women's rights (65%); improved understanding of the criteria for good governance (63%), increased ability to identify funding opportunities (67%); and an increased ability to network with other WROs (69%). Furthermore, 95% of WROs reported that they were aware of "changes among" intended beneficiaries/ communities "because of the" projects they are/ were implementing with the WVL-SA grant." ¹ **WVL-SA Baseline Monitor Report**

As noted in the Baseline WVL-SA Project Monitor Report, the intensive support for grantees is an effective form of capacity building, but it comes with high demands on the slim staff of WVL. During this period, GL engaged the services of a finance assistant due to the high

demands of document verification and on-the-job training. Presently the budget does not allow for an additional staff member, as recommended in the report. On assessing the HR demands, GL decided that it might be best to engage financial services support in Limpopo and Gauteng, where we have the largest number of grantees not coping. This step has been taken. In addition to this, GL proposes opening Internships/on-the-job support programmes with grantees. This strategy has the dual advantage of relieving staff pressure on the more routine tasks in finance, monitoring, evaluation and communications, as well as building relations and capacity with grantees. GL is able to provide accommodation at reasonable cost at its offices and the GL Cottages for this purpose.

Recommendation

WVL-SA capacity building programme be expanded to include on-the-job training experiential learning at Gender Links.



My Core and Networking grantees participating at the Leadership and Diversity training held in March 2021.
Photo: Nompumelo Mathibela

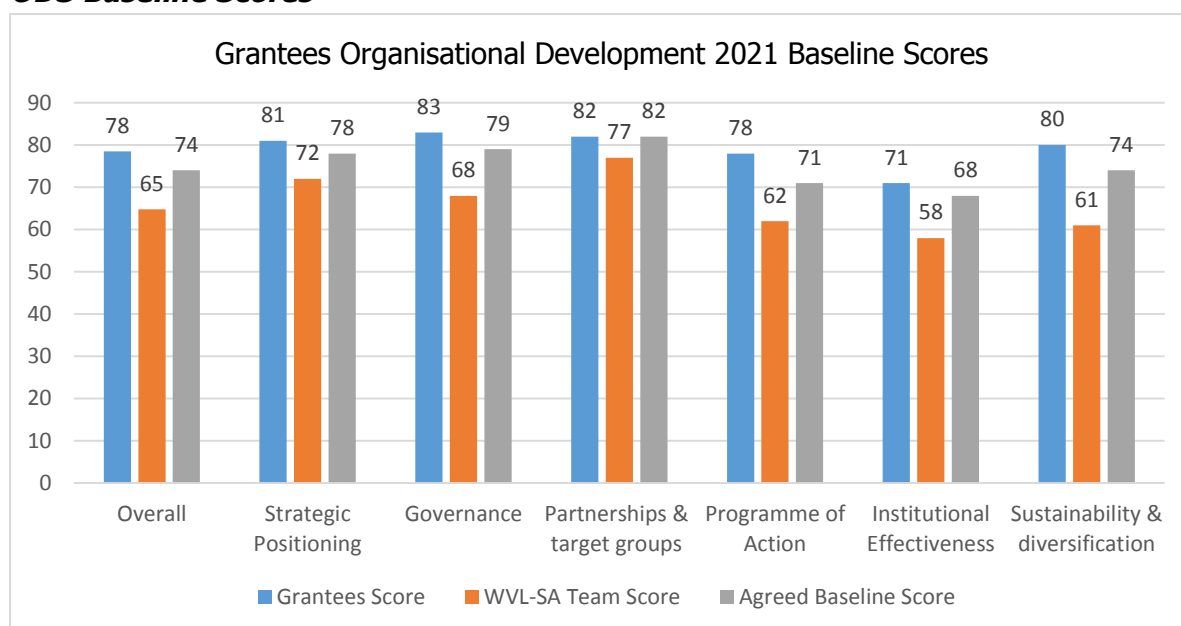
MY Core and Networking grantees received Governance and Leadership training in March 2021, being the first formal step to grantee organisational development since awarding the grants. Thirty-three delegates (29 females and 4 males) attended the training. Grantees rated the training at 88%. The highest rating at 94% was under Learning Opportunity, followed by Facilitation and Programme content both at 91%. Documentation (84%) and group work (81%) received the lowest rating. GL Special Advisor,

Colleen Lowe Morna and an external HR and Leadership Coach, Anna Harris facilitated the training.

The Training Report identified several leadership and institutional gaps. A key outcome of the training was that GL would develop an Organisational Scorecard to be self-administered by all MY Core and Networking grantees, and independently by the GL Secretariat, to develop a more targeted support and capacity building programme.

Following this Leadership training, GL simplified the Organisation Development Scorecard (ODS) which we have developed for self-assessments, based on various due diligence questionnaires from donors. The ODS measures organisational performance across six parameters (strategic positioning, governance, partnerships and target groups, programme of action, institutional effectiveness, sustainability and diversification). The administration entailed self-scoring by the grantees, with parallel scoring by members of the WVL-SA Project Team based on due diligence and knowledge of the grantees. Where scores differed vastly (ten cases) HR and Leadership Coach Anna Harris facilitated a discussion between GL and the grantees to agree on a baseline score. These meetings also identified areas for capacity building. *In this respect the process was as important, if not more important than the product.*

ODS Baseline Scores



Overall grantees scored themselves at 78%, compared to 65% by the WVL-SA project team. The overall agreed score, following the meetings with Anna Harris is 74%. The grantee, WVL team and agreed scores are reflected in the pillar above. A detailed breakdown of the scores can be found at **Annex B**. GL is currently working with the HR and Leadership Coach to develop customised capacity building plans for MYCore and Networking grantees, informed by the ODS findings.

Need for a shared understanding on feminism

In the Baseline Evaluation Survey, approximately 85% of the grantee organisations agreed with the statement in the survey 'My organisation is a feminist organisation'. Most (67%) of grantees also reported that their understanding of the term feminism had increased. However, comments by grantees quoted in the report point to the need to build greater consensus among grantees on what is meant by this term, especially as one of the eligibility criteria concerns being a feminist organisation.

"No, we are not a feminist organisation. Men can also receive help from us." Rapid Response Grantee (small, rural WRO)

"Feminist? What is that?" Rapid Response Grantee (small, rural WRO)

"No! We are not feminists. Feminists are people who only care about only one gender. We help all people in the community". Rapid Response Grantee (small, rural WRO).

"Feminism comes naturally to all women. If as a woman, you do not stand for women, then who do you stand for? If a woman succeeds, it changes the whole community. We have been undermining ourselves. Women's activism is not if, it is about how." Grantee (larger, urban WRO)

WLV-SA Baseline Monitor Report

WVL-SA Learning and Sharing Summit



Thabile Shembe from Justice and Women in KZN presenting their best practice case study during the WVL-SA learning and Sharing Summit. Photo: Nompumelelo Mathibela

In March 2021, WVL grantees had the opportunity to become part of the Southern Africa Gender Protocol Alliance network by holding a pre-summit to share best practices (3-5 March) and streaming into the regional summit from 15-17 March. Summit Award categories included entries under Institutional, Climate Change, SRHR, Gender and COVID -19, Economic Justice, Gender Based Violence, Youth and Drivers of Change.

Due to COVID-19 WROs had the option to participate in person or online via the GL Community of Practise platform in both the WVL-SA Summit and Regional #VoiceAndChoice Summit. The WVL-SA Learning and Sharing Summit affirmed the ground breaking work of 43 organisations and individuals from a

broad cross section of South African women's rights organisations. Areas covered in the entries ranged from tavern dialogues held with men in three provinces; men are being taught on issues of consent with other grantees working to develop mobile applications that are used to mentor young girls. Other initiatives affirmed were on networking and movement building to establish and update a provincial database and geographic mapping of CSOs working on GBV and Femicide in KZN; initiatives that provide court support to victims, SRHR project on 'ending period poverty', mental health, entrepreneurship, sex work, and initiative targeting youth that are living with disabilities.

The judges recognised nine winners and twelve runner ups; with two runner ups each in four categories. Winners and runner ups were from the Eastern Cape (2), Gauteng (8), Western Cape (5) and KwaZulu-Natal (5).

Following the WVL-SA Learning and Sharing Summit and the Regional #VoiceAndChoice Summit, two WVL-SA grantees Lesedi La Setjhaba (GBV category Runner Up) and Rise Up Against Gender Based Violence (GBV Regional Summit Winner) have been approached by SABC 2 to participate in a documentary on the state of women in SADC region in light of the COVID-19 pandemic.

Good morning Tina - I hope you are well. On behalf of Incema I wish to thank WVL and Gender Links for inviting us to the learning and sharing as well as the summit platform last week. This was indeed an eye opening learning experience for myself and Busie, the learning opportunity we were not just going to get anywhere else. We are going to use information gained in our office operations as well as in projects that we are implementing. I must say our finance management has improved and Busi cannot stop praising the WVL team support in improving her finance management skills. I am in short of the most suitable words to thank you for the support and for the training you have shared with us as a small organisation with big dreams. Stay blessed,"-
Thenjiwe Ngcobo, Incema

Anglophone and Lusophone Africa WVL Learning and Sharing Platform

Gender Links co-hosted the WVL Africa Anglophone/Lusophone Learning partnership with GAC in April 2021. Topics included Feminist Monitoring, Evaluation and Learning; Movement Building; Funding Modalities and Communications for Social Change. Of the 176 participants, 21 came from South Africa; 13 from 12 WVL-SA grantee organisations. This is

another example of how WVL is opening powerful new learning and networking opportunities for WVL-SA.

Next steps

- ***Resource mobilisation:*** The WVL-SA Team will continue to identify opportunities (funding and skills development) that benefit and create sustainability of WROs.
- ***WROs organisational development:*** In collaboration with the HR and Leadership Coach, the project team will continue working with WROs on organisational development. Each organisation will develop an action plan based on its ODS score. GL will continue to support WROs to meet statutory requirements as well as develop organisational policies in areas such as HR, Finance, Safeguarding and Anti-corruption.
- ***Building a shared vision around feminism:*** Based on the findings of the WVL Baseline Evaluation, GL will convene a dialogue of WVL grantees on feminism and build this into future capacity building initiatives to forge a common understanding. This will be measured through a repeat of this question in the final evaluation.
- ***WROs capacity building plan including Results for Change:*** GL will develop a detailed capacity building plan for the remainder of the grant period based on the ODS; our assessment of reports and areas that need addressing. In addition to the M and E and communications training scheduled for this year, GL will seek to add courses on proposal writing and budgeting skills for funding applications.

B) PROGRAMMING AND ADVOCACY FOR GENDER JUSTICE

Intermediate outcome	1200. Enhanced performance of women's right organisations' programming and advocacy to advance gender equality and empower women and girls.	
Immediate outcomes	1210. Strengthened ability of WROs to reach marginalised groups ²¹ with high quality services and support to claim their rights.	1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work.
Outputs	1211. WROs received technical assistance to develop innovate programming and mobilise communities fulfilling women's and girls' rights.	1221. WROs receive technical assistance to design and sustain policy outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces.
Indicators	- Number of beneficiaries reached.	- #/total supported WROs who have met objectives and targets as stated in their annual work plans (or priorities)
	- Stories of change in the lives of beneficiaries.	- Number of policies/laws/regulations/practices change at local/provincial/national level.

The second pathway to change concerns the content of the work undertaken by the WVL-SA grantees. These fall in two broad categories: service delivery as well as policy and advocacy work.

WVL-SA Grantees programme focus

As part of the flexible approach to feminist funding, the grant calls did not prescribe thematic areas of work. In the second RR call focusing on the COVID-19 pandemic, GL shared some of the ways in which the pandemic was likely to affect women; and in the third RR call GL chose to focus on COVID-19 vaccination education and awareness. This aimed at mobilising community level buy-in and support ahead of the Governments' roll out of the COVID-19 vaccination programme. Otherwise MY Core and Networking grantees had a broad range of categories to choose from. They were also able to select from more than one category, given the cross-cutting nature of gender.

At the time of the evaluation GL was providing ongoing and effective technical assistance to WROs to (1) 'design and sustain policy, outreach, awareness, and advocacy campaigns to enable women and girls to access a range of gender-responsive services in four provinces, and (2) develop innovative programming and community mobilization towards the actualization of women's rights. Monitoring data demonstrates that the abilities of WROs to reach marginalized groups with high-quality services, and to undertake policy and advocacy activities has increased. **WVL-SA Baseline Monitor Report**

²¹ Marginalised groups include the LGBTIAQ+ community, survivors of gender based violence, rural women and persons with disabilities.

Grantee areas of service delivery

Grant Category	COVID-19 Vaccine	VAWG	Economic Empowerment	Food Security / Agriculture	SRHR	LGBTI	Social norms	Legal Rights	Disability	Media	Mental health
Rapid Response original		4					1				
Rapid Response COVID-19		2		3	1	3					
Rapid Response Covid-19 Vaccine	11	2		1	2	1					
My Core		6	5		3	1	1	1	1	1	1
Networking		1	1		1						
TOTAL	11	15	6	4	7	5	2	1	1	1	1

Since inception, the WVL SA Project has funded 54 projects. As reflected in the table the majority (15) work in the area of Violence Against Women and Girls (VAWG); followed by Sexual and Reproductive Health and Rights – SRHR (7); economic empowerment (6); LGBTI (5); food security (4); challenging social norms (2) and one each focusing on legal rights; disability; media and mental health. Included in SRHR is one organisation focusing on the rights of sex workers, Sisonke National Sex Workers Movement. Out of the 17 new RR grantees approved in May 2021, 11 will focus on Vaccine Justice.

WVL-SA Project Response to COVID-19 in 2020

In March 2020 the project pivoted to focus on response to the COVID-19 pandemic. These grants, running for three to six months, focused on food security; Violence Against Women and Girls (VAWG), LGBTQI and SRHR more broadly.

Food security

Among the organisations that addressed food security, **Mankweng Community Law Advice Office** – Limpopo, worked to soften the blow of the COVID-19 crisis as female and child-headed families struggled to provide food to their families. The initiative distributed food parcels, masks, gloves, and sanitisers to struggling families as identified by community leaders. **Siyakhula Community Project** and Sibanisezwe Community Development- KZN supported female headed households by giving them food parcels, masks and sanitisers, opened a Soup kitchen to feed homeless children and orphans. They rolled out door-to-door campaigns educating the community on COVID-19. **Gala Queer Archive-Gauteng** supported LGBTQI run households with food parcels as they identified that the minority communities are often left out of such interventions. LGBTQI persons found themselves homeless and struggling with support services.

Violence Against Women and Girls

Life Savers Foundation – Limpopo conducted door-to-door dialogues with individual women within the community. These dialogues educated women on their rights and responsibility to curb VAWG, especially during the lockdown periods. Life Savers Foundation also partnered with community radio stations to broadcast Talk Shows on VAWG in vernacular languages.

Lesedi La Setjhaba Family and Community Centre-Gauteng assisted victims of GBV who are often women coming from disadvantaged communities. These women were supported to fill in and complete Protection Order Application forms in English due to limited capacity of complete these forms in English.

Mental Health

Queerwell – Gauteng provided education and awareness around risks associated with COVID-19 and mental health, prevention of COVID-19, mental health management and access to mental health services, care and support to the vulnerable LGBTQI people within South Africa. The organisation hosted online weekly expert led discussions covering different topics on mental health and wellbeing of LGBTQI persons.

Access to health care services

Transhope (KZN) carried out home visits educating community members in KwaZulu-Natal



LGBTQI persons demanding their rights to access health care services during the COVID-19 pandemic. Photo: TransHope

on prevention of COVID-19. Transhope Caregivers provided support to LGBTQI individuals who are bedridden and living with HIV and AIDS and TB. They also trained family members on how to provide care to the infected individuals in ways that are safe, and educated them on nutrition and dietary requirements for persons on ARV treatment. To destigmatise COVID-19 and negative attitudes towards LGBTQI persons, Transhope airs radio shows that discuss these matters in vernacular languages. Transhope also created online and telephonic (via phone calls and WhatsApp chatting) peer support

groups that supported over 60 LGBTQI individuals through online conversations via phone calls and WhatsApp chatting. They also distributed food parcels and provided transport for people in transition to be able to get to hospitals to receive their hormone injections and to get their chronic medication for HIV and Aids and TB.

Sazi Jali, the director of Transhope, won the Drivers of Change Award at the WVL Learning and Sharing Summit. She said that her dream and hope is to see Transgender people having a fair chance in life. The judges commended her confidence as a change-maker in Africa – she successfully changed her Gender Marker. She is passionate about trans rights, based on her own experience with hate crimes, and having survived the stigma and backlash; leading to the buddy support system within her community. She provided shelter for seven trans people - a practical intervention. She is working with the KNZ legislature to change policies to include the trans people. Strong in mentorship based on personal experience. She hopes to start a Gender Studies programme; conduct research on trans-issues e.g. on hormone treatment; make herself relevant to the trans group through continuous learning ; help rape victims to report their cases at the police station. She believes in door to door campaigns to change attitude and perceptions on trans with her community.



Sexual Reproductive Health and Rights and COVID-19



New Heritage Foundation – Western Cape focused distributed sanitary pads to young girls and gave advice on menstruation, changes in the body, and preventing teenage pregnancies within the community. The organisation links period poverty to violence against women and girls. The organisation maintains that period poverty has impacted negatively on the girl child denying her right to menstruate with dignity. Winner in the SRHR category in the

WVL Learning and Sharing summit, judges commended New Heritage Foundation for a “focused and impactful campaign; participatory approaches; good simple M and E; involving boys; great partnerships in cash and in kind; a budget not just pads but also for information; regional linkages with pads sourced from Tanzania; great supporting evidence for example a video of media coverage. The partnership with the private sector is commendable. “We can’t leave this world as we found it.” Amen!

New Heritage Foundation distributes glory pads that they manufacture themselves to the community as part of their advocacy for free sanitary ware. Photo: New Heritage Foundation

Institute for Women’s development (NISSA)-Gauteng fixed their plumbing system to enable the shelter to take in more women and children during the pandemic.

“The shelter now has better plumbing . . . we can better support our clients . . . and the funding enabled the shelter to have an isolation room with separate showers and toilets during COVID-19”.

WVL Baseline Evaluation

My Core and Networking Grantees

All 23 grantees (20 MYCore and 3 Networking) started project implementation and submitted their first Semi Annual Reports at the end of January 2021.

Violence against women and girls



Rise Up Against Gender Based Violence

won in the WVL-SA Summit in the GBV category, and went through to compete at the Regional #VoiceAndChoice Summit for their innovative project on Tavern Dialogues held with men. Rise Up works with local Taverns through convening dialogues with community men on GBV, consensual sex, maintaining healthy relationships and anger management.

Mandisa Khanyile and Vanita Daniels from Rise up Against Gender Violence celebrating the announcement of their award during the WVL-SA Summit. Photo: Nomthandazo Mankazana



TGPSA led a peaceful protest after the deaths of Uyinene Mrwetyana and Jesse Hess to raise awareness on GBVF. Photo: Zintle Khobeni

Between August and December 2020, the Great People of South Africa provided free online basic legal services support to 18 cases of gender-based violence and human rights abuse. They have built a collective partnership with over 40 grassroots organisations that share the same vision. They have appeared on five television programmes, including featuring in four newspaper articles, and have given one radio interview, HeartFM in Cape Town. They were asked to present to the Khayelisha sub-council, an opportunity that resulted in them being offered office space and partnering with the municipality to reduce GBV within the community.

The Great People of South Africa participated in the #AmINext march to Parliament sparked by the gruesome murders of University of Cape Town student Uyinene Mrwetyana and University of Western Cape student Jesse Hess. They also marched in solidarity with the LGBTQI+ community to commemorate and celebrate Pride Day and established a partnership with Impulse Cape Town, an LGBTQI+ organisation that promotes healthier lifestyle choices in the LGBTQI+ community.

My name is Samantha Gomo, I am a mother of two children and I currently live with my abusive husband. I was referred to this woman called Zintle. When I called her and spoke to her started my conversation feeling angry, lost, confused and I needed so many answers in that short space of time. I was certainly impressed with how Zintle handled my case. I really was answered properly in the gentlest and most understanding manner. Instantly I could see that there is still hope to survive or live another day and see tomorrow. The most amazing thing is all my sessions I have never met Zintle in person but I trust her so much whenever we talk, she is always motivational and reassuring! This is a message for women that are caught up in stressful situations and may need professional help. Best regards to The Great People of South Africa! Good job you guys!!!!!!☺- *Samantha Gomo, TGPSA beneficiary, Western Cape*



One in Nine Visual Activism workshop. Photo: One in Nine

The **One in Nine** campaign supported 110 women by providing them with care packages, Personal Protective Equipment (PPEs) admission into shelters. One in Nine partnered with the Community Policing Forum and the Social Crime Prevention Unit and with Phola, a fellow WVL grantee that provides socio-psycho support. One in Nine also donated three water tanks to the Waterdal community who struggle to access water; with the burden of collecting being left to women and girl children.

Teaching and Learning never ends-keep learning, keep teaching



Norma Mbhele, Founder of Tosounga Banning in the Vaal. Photo: Facebook

"Our relationship as family is stronger because I am able to sit people down when things aren't going well, unlike before I would be depressed and keep things to myself."

Since I met with One in Nine it has been a journey, I have learned a lot from them. One in Nine specialises in Visual activism, they took me under their mentorship. I have learned painting crime scenes, writing banners with meaningful and impactful messages. With the support of One in Nine, I am now able to support victims of GBVF and their families, I participate in demonstrations to raise awareness on GBVF, I am now able to re-create crime scenes. I also participate in community level GBVF dialogues and campaigns that trigger public debates and conversations on GBVF. Since I met One in Nine I have grown personally and despite my organisation going through hardship, I continue to be resilient. I am really grateful for the positive results of the mentorship programme that 1 in 9 has given me.

Amanzimtoti Trauma Unit hosted GBV awareness and crime prevention talks in the community (urban and rural); have strengthened their counselling services; completed an 8 week "Protective Behaviour" programme that targeted children; built a new partnership with the Community Police Forum; convened Youth Dialogues for their rural community, and used the occasion to address GBV as a result of absent fathers. They now have over 2700 Facebook followers.

Amanzimtoti Trauma Unit won the Youth runner up award in the WVL Learning and Sharing Summit. The judges said this is a "growing organisation, with great promise doing impactful work."



Children attending the Protective Behaviour Programme at Amanzimtoti Trauma Centre. Photo: ATU

Mutale Victim Empowerment Programme hosted five community outreach campaigns against GBV. At one of the meetings the village Chief attended, spoke out against GBV, and encouraged the women to report GBV cases directly to him. They accommodated 136 women and 56 men at their Shelter, as well driving GBV campaigns in Tshikundamalema village during the 16 Days of Activism.

Epic Youth Matters works with youth to educate them on projects that cover GBV prevention, environmental education, recycling and community clean-up drivers.

It takes one person to make a change

"Epic Youth Matters has shown me that there is more to life and there is a lot we can do within our communities if we take a stand and unit"

"My name is Princess Mpisane, I am a rape survivor, a community leader who is now working with Epic Youth Matters. When I met Epic Youth Matters during the food and hygiene distribution drives, I was a very quiet and shy person. I did not

want to talk about my experience as a rape survivor. **Epic Youth Matters** helped me regain my confidence, and to reclaim my power and to stop identifying myself as a victim but as a survivor. I believe that being a women living in a community

where a lot of men still believe that they will not listen to women has its challenges, but understanding that my voice can make a change and that I can help change our community for the best has really helped me a lot. Epic Youth Matters has really helped me the journey to regain my confidence, and its programmes are changing our community. Through the support provided by Epic Youth Matters, I have become a better community leader. I have become more keen and am interested in changing the lives of people in my community. I am now leading programmes that working to clean up our community, we are fighting against drugs and through sharing information we equipping women to stand against GBV and domestic violence; all this I am doing through the skills I learned from Epic Youth Matters."



Princess Mpisane
Photo: Epic Youth Matters

Phola runs the COURAGE Programme, a collective therapeutic storytelling intervention, aiming to empower men and women to be authors of their own stories in the COURAGE Books focused on tackling women's depression and poverty through storytelling for social change. Phola tackled other issues that affect young people such as HIV and AIDS, drug and substance misuse, unemployment, teen pregnancy, life skills development. These youths include sex workers, survivors of violence.



Phola *invited* men and boys to their ten session. Men were invited to participate and begin to challenge their masculinity and gender norms that drive violence. After completing the programme and graduating, beneficiaries become members of the Phola community structures called 'Safe Spaces' for ongoing support and empowerment. Phola won the Youth category of the WVL Learning and Sharing summit. Judges commended the "robust presentation; answering all key areas; necessary partnerships; very convincing model!"

Phola - COURAGE Programme
Graduates - First intake of Boys and Men
Photo: Nomthandazo Mankazana



Incema's Men and Boys programme held at the traditional council with Amakhosi(Chiefs)
Photo: Thenjiwe Ngcobo

Incema held men's dialogues with traditional councils under the leadership of the Amakhosi (Chiefs). These dialogues targeted men in traditional leadership, church leaders, and

traditional council representatives. The programme puts men at the centre of gender and power discussions, to explore how toxic masculinity contributes to VAWG. Incema also launched 16 days of Activism programmes in Plessislaer, which has the fifth highest rate of GBV in KZN. Men from the traditional council led a peaceful march to submit their commitments to work with the police in fighting GBV. Incema also hosted a Father and Son competition as part of the initiative to encourage good relationships and to motivate fathers to play a role in shaping their son's behaviours as a strategy for reducing GBV and crime in the area.

Economic empowerment



Entrants of the start-ups pitch challenge held by Queer women in Business. Photo: Queer Women in Business and Allies

Queer Women in Business + Allies NPC:

Hosted two virtual 'Connect' sessions addressing business and mental health challenges; signed on 100 members to their Club Access Platform, which aims to make learning more accessible to community members; ran a Business Development 10 Week Sprint and connected with incubators in Europe, Canada, and other parts of South Africa. They also continued to nurture their partnerships with Queerwell, LinkedIn and Turnleft media, Google, Neferu, Drei Linden and other queer led businesses. In their Ignite Action project, they

completed the re-design of a 6-week Start Ups Pitch challenge, and incubated 25 early stage queer women owned businesses and funded five of them. The organisation won the runner up award in the climate justice category of the WVL Learning and Sharing Summit. The judges said the "initiative demonstrated great use of IT, in kind support, and inter-sectional approaches: a practical ad sustainable model!"



Poster of the webinar series held by African Women in Energy and Power

African Women in Energy and Power (AWEaP)

supports African women founder entrepreneurs in the energy and power sector in 22 countries in Africa through tailored initiatives. They reported on the following achievements; secured new partnership and collaboration with Eskom, Metropolitan Municipalities, Power and Electricity World Africa Show, and Southern African Power Pool; they reached 200 women in South Africa, 15 women in Botswana, and 40 women in Zambia. African Women in Energy and Power has now

built a functional website, reached 411 members on their LinkedIn page and have secured an additional 10 membership Chapters in 10 countries, as well as

securing 22 Advisory Board Members. They have also developed and distributed information pamphlets on their project and are now collaborating with the South African Local Government Association. Winner in the climate justice category of the WVL Learning and Sharing Summit, judges commended the "power entrepreneurs" for being innovative and different; thinking big; broadening the base of economic empowerment.

Sasopsbiz Foundation: Phakamisa Girls Economic Empowerment Programme (PGEEP) is aimed at empowering girls and young women economically. Phakamisa is a Zulu word meaning "helping one another to rise". The project addresses social and economic risks for women and youth through education, access to employment and entrepreneurship learning and practise. They use social groups called Hand Up Girls Squads (HUGS) as a platform for development.

The programme recruited 76 young women from rural, peri urban and informal settlements and established 5 HUGS. They ran 12 training workshops for all groups, including a 3 day Women's Dialogues and two Personal Development workshops during August 2020 (Women's Month). Sasopsbiz Foundation convened a Business Management Workshop, with guest speakers from government departments and the private sector organisations.

"Since I started attending the programme my life has changed. My outlook on life has also changed tremendously. It's like someone who has been lying low within me has been unleashed. I want to do so many things. I want a business. I want a job. I just want to stretch myself. I can't stop telling my friends about it. One will be joining soon because of the change they see in me. I have learnt about being a leader, teamwork, cv writing, business management." *Nontsikelelo Nqobo, Hand Up Girls Squad*

One of the HUGS is working on a seedling propagation project. The Presidents of HUGs have presented their business plans at MONDi and Hulamin in a bid to secure additional funding that will support infrastructure development. Women trained are learning business skills and self-confidence; most of them are now working on initiatives to start their own businesses. Runner up in the economic justice category at the WVL Learning and Sharing summit, the judges said that the "HUGS project is innovative, exciting and reaches the most vulnerable. Great use of technology to empower women!"

SRHR

Let us Grow rolled out an SRHR programme targeted at young women and girls. They conducted SRHR awareness campaigns, and also distributed hygiene packs to young women and girls. They also mobilised an LGBTIQ community campaign to raise awareness and challenge stigma that is targeted at lesbians, bisexual, transgender and intersex minority groups in the Orange Farm community.



The organisation's founder, **Rose Thamae** was runner up in the WVL Learning and Sharing summit Drivers of Change Award. She cares for women and children in the community. She runs SRHR, LGTBIQ programmes including a Support Group, HIV and AIDS information, Women Empowerment, door to door campaigns and awareness. Let us Grow are the only organisation in Orange-Farm that monitors the ARVs program through a literacy program training received from

the Treatment Action Campaign (TAC). Judges said that Ma'am Rose should be given more opportunity to share her story and to upskill in her wonderful work caring for women and children in the Orange Farm community.

Mental Health

South African Depression and Anxiety Group:

Based in eThek wini (Durban), SADAG in Collaboration with the Tumaini Community Project (NPO) focuses on facilitating sustainable income generation for refugee women to mitigate unemployment, xenophobia, and COVID-19. WLV-SA funding strengthened programmes on mental health advocacy and awareness throughout the lockdown periods, they also continued to develop online based projects. They set up the KZN Gender and Mental Health Task Team, and convened four Community Forum presentations and mental health awareness initiatives for the general public.

"Attending youth meetings were the best times spent, especially connecting with people involved with youth. I can't wait to have youth meetings again this year. I am bored at home and stressed with this lockdown" *Lily Kande, Refugee Youth Project through the KZN South African Depression and Anxiety Group*

They trained 76 participants to set up and start Mental Health Support Groups, as well developing workbooks for starting WhatsApp Support Groups during COVID-19 lockdowns. They also report that they held five Support Group Leaders Forums and capacity building for their Leaders. Their Support Groups include programmes for Survivors of Loved Ones of Suicide (SOLOS), Depression and Anxiety, Care for the Elderly, Bipolar Support, Post Natal Depression and Support for Teachers.

A joint runner up in the economic justice category of the WVL Learning and Sharing summit, judges commended the project for "the intersection between economic justice and mental health during COVID-19. The work of SADAG is much needed in this country!"

WVL campaigns and advocacy

As detailed in the table, six months into project implementation, 13 MY Core grantees participated in 53 campaigns: 43 on GBV, four on women's empowerment, three on economic empowerment, two on SRHR, and one Mental health. The three Networking grantees participated in 10 campaigns, nine under GBV and one under SRHR.

Campaign theme	Organisation	#	Impact made
VAWG/GBV	Amanzimtoti Trauma	5	Enhanced knowledge on support available to victims of crime and survivors of GBV within communities.
	Ebenezer Multi Purpose Integrated Social Services	11	
	Mutale Victim Empowerment Programme	6	
	Rise Up Against Gender Based Violence	1	
	Sasopsbiz Foundation	1	
	Incema	11	
	Let us Grow	2	
	Mamadi Advice Centre	6	
	South African Women In Dialogue	3	Provided platforms to gathered voices of local women, and the recommendations collated by SAWID were tabled and discussed in the portfolio committee on Justice and Correctional services in Parliament.
	We Will Speak Out South Africa (Networking)	6	The first 5 cases demanded no bail for the perpetrators and psycho social support for the families concerned – we were successful in some cases where we involved the NPA, DSD and the Provincial Technical GBV Working Group of the Premier's Office. The campaign for the case in KwaMashu / Ntuzuma led to the replacement of the Investigating Officer and the refusal of bail for the perpetrator.
Mental Health	South African Depression and Anxiety Group (SADAG)	1	Enhanced knowledge on mental health that removes stigma
Economic empowerment	Africa Women in Energy and Power NPC	1	Increased awareness on entrepreneurial opportunities available to women
	Queer Women in Business + Allies NPC	1	
	Bellona Female Network	1	
Women's empowerment	Agenda, Feminist Media	4	
SRHR	Sisonke National Sex Worker Movement (Networking)	1	Raised awareness of TB, and the risks that Sex Workers face.
	Let us Grow	2	HIV and AIDS awareness raising
Total # of campaigns		63	
MY Core grantees		53	
Networking grantees		10	

The table below summarise policy initiatives undertaken by grantees and impact made.

Name of Organisation	Level of intervention	Name of Policy/Law / Regulation initiative	Impact
Amanzimtoti Trauma	Local	1: The Charter of Victims of crime in South Africa	In the past so many victims of crime were not supported or assisted efficiently. They are now implementing a victim support program (in the urban and rural areas) that is in line with the regulations of the Victim Charter.
Ebenezer Multi Purpose Integrated Social Services	Local	2: Domestic violence Act Criminal Law 3: Amendment (Sexual Offences and Related Matters) Act 4: Protection from Harassment Act	The community now understands that there are laws governing gender based violence and that perpetrators can be prosecuted, and that victims are protected under these laws.
Mamadi Advice Canter	Local	5: Charge of by-laws by the Tribal office	Women are now permitted to participate in Kgoro (tribal gatherings), before only men were allowed to participate.
Queer Women in Business + Allies NPC	Local	6: LGBTQIA+ Rights	They are lobbying for the LGBTQIA+ groups to be included in economic development opportunities.
Sisonke National Sex Worker Movement	Local, Provincial, National	7: Decriminalisation of Sex Work	Through lobbying and marching they are bringing the issue of decriminalisation of sex workers back on the agenda of the ruling party and we are lobbying for them to make do of the old promises.
South African Women in Dialogue	National	8: Domestic Violence Amendment Bill Criminal Law (Sexual Offences and Related Matters)	Revamp of policy and the legislative frameworks, as well as addressing cultural, social and economic factors which perpetuate violence against women.
We Will Speak Out South Africa	Provincial, National	9: National Strategic Plan (NSP) on HIV, Gender and Social Cohesion	Developing the model for implementation of the NSP Pillar 4 (Response, Care, Support and Healing). and Pillar 2 (Prevention and Rebuilding Social Cohesion). Supporting the Office of the KZN Premier in the policy development.

Lobbying and advocacy for policy and legislative changes centred on nine laws and policies

concerning domestic violence; traditional authorities; LGBTIQ rights; HIV and AIDS and decriminalisation of sex work. Early successes include implementation of the Victim Charter in Amanzimtoti (KZN) and women now permitted to participate in Kgoro (tribal gatherings) in Limpopo.

Next Steps

- Training on communications for change in order to maximise their programme work.
- Assist organisations without social media to create their accounts.
- Create a WVL-SA Project YouTube page.
- Convene policy dialogues with grantees and other stakeholders.
- Support policy and advocacy initiatives of grantees.
- Support and monitor grantees projects and review their Year One reports due in August 2021.

C) NETWORKING AND LOBBYING FOR GENDER JUSTICE

Intermediate outcome	1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social changes in South Africa.
Immediate outcomes	1310. Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy
Outputs	1311. Funding for WROs networks and alliances is provided
Indicators	<ul style="list-style-type: none"> - Number of targeted policies/laws/frameworks/mechanisms/procedures /plans etc. that were influenced by interventions (e.g. advocacy/ consultations/collaborative drafting) from women's right organisations networks and alliances. - Growth in reach of networks.

The third pathway to change in the WVL-SA logical model is movement-building aimed at galvanising WROs to participate in policy, legal and social reform initiatives. WVL includes three networking grantees. The RR and MY Core grantees have also been growing their networking and networking with each other. WVL-SA as a collective has also raised its voice on key topics.

Progress by Networking and Alliance Building grantees

GL awarded three networking at alliance building grants to We Will Speak Out South Africa, based in KZN; Sisonke National Sex Workers' Movement and South African Women in Dialogue (SAWID). The latter are both national.

We will Speak Out South Africa (WWSOSA)

KZN sought to decrease GBV prevalence and femicide in KZN through building on past networks to establish an updated provincial database and geo-map of all CSOs working on GBV and femicide, and also did a skills audit through which to develop targeted capacity building that supports the needs of survivors of GBV. The App is in the

developmental phase. The project won the runner up award in the WVL Learning and Sharing Summit in the GBV category. Judges commended the innovative approach.



Women of Faith at the Durban Police station demonstrating against GBV. Photo: WWSOSA

WWSOSA in collaboration with other organisations supported the formation of the National Collective - Faith Action to End GBV, that was formed in response to GBV under COVID-19. The Collective bring together progressive faith sector actors in joint initiatives to address underlying faith drivers of GBV and work to equip and prepare faith communities for transformation.

This initiative addresses the dominant patriarchal faith narrative that promotes heterosexism, domination and subservience, making the faith sector complicit in undermining human rights and condoning or promoting GBV. Targeting 1000 faith leaders and 500 faith institutions, the Collective empowers faith leaders and their institutions to be gender aware and GBV competent, integrally contributing to multi-stakeholder initiatives to achieve the National Strategy and become a credible partner in the National response to GBV. WWSOSA was also instrumental in establishing the COVID-19 Joint Churches Response in KZN. WWSOSA is at final stages of to host the Global Secretariat of Side by Side (a global faith network advocating for Gender Justice).

"We are now able to hold meetings in our church anytime we ask. Many of our church leaders have started engaging in GBV issues, even at the pulpit. In my church, they are now allowing women to lead session. Recently there was a GBV case in our church and the survivor reported it to the Senior Pastor. She was accompanied to the police station to open a case, they even gathered the leaders and informed them. Being a saviour of GBV, I was asked to support the woman. It is amazing how the church leaders are now engaging in GBV matters and are no longer ashamed to support survivors of GBV. It was amazing in one sermon when one leader declared SGBV as a sin."

Nompilo Gcwensa Phephisa

WWSOSA Annual Review meeting, February 2021.

From 'Survivor' to 'Leader' – The story of a Team Leader in Umlazi
Nompilo Gcwensa, KZN

My Name is Nompilo Gcwensa and I am a rape survivor who lives in Umlazi. I was supported by We Will Speak Out South Africa (WWSOSA) to regain agency and self-confidence. Initially, I was not able to openly speak about my own experiences as a survivor of GBV, but through the help of team members from We Will Speak Out South Africa, I am now able to speak out and even support other GBV survivors. I had the opportunity to participate

in the Tear Fund-led research process, that provides training on how to listen and support survivors. After the training, I decided to join the support group, supporting other survivors.

At first I was overwhelmed by Cookie Edwards' high standards. But now I am used to her, and I am glad she sets high standards, because it has made me grow and be able to even teach my own community organisation how to create local community rapid response teams.

With support from We Will Speak Out South Africa, I was able to start the Phephisa Survivors' Network, which has now grown into a vibrant network of 28 groups in 26 communities, with almost 300 members. Participation unfortunately diminished during COVID-19, this is due to the challenges of limited online access. However, many of the groups continue to meet online, and the Champions meet at least bi-monthly to debrief and find ways to support one another in solidarity during these very challenging times.



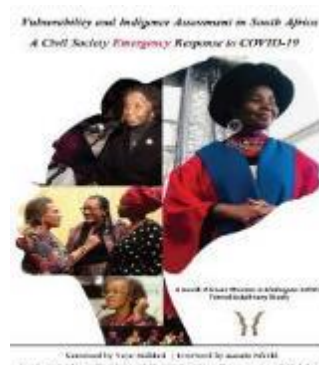


Sisonke National Sex Worker Movement is instrumental in lobbying for the decriminalisation of sex work. Photo: Sisonke

Sisonke National Sex Worker Movement: Continues to be at the forefront lobbying for Sex Work Decriminalised in South Africa, as well as engaging with traditional and religious leaders to garner buy-in and support in lobbying for the rights of sex workers. Sisonke also convened dialogues with Sex Workers from six provinces leading up to up a Rights Based Self Development Training that Sisonke facilitated. The purpose of the training was to sensitise sex workers on their rights, and on how to handle and manage backlash from health workers and the police force whom they turn to help when faced with issues of abuse by their clients. Sisonke instituted and formalised a Provincial Steering Committee to lead and guide the movement. Sisonke reported on efforts to strengthen its social media presence through increased number of posts, tagging and mentioning like-minded partner organisations.

South African Women in Dialogue: During the first six months of project implementation, SAWID focused on collating inputs to strengthen the Gender Based Violence Amendment Bills, and the Domestic Violence Amendment Bill, Criminal Law (Sexual Offences and Related Matters). Submissions by SAWID highlighted why it is important for the amendment to reflect and take into account the issue of structural violence of South Africa's apartheid past. There are immense inequalities between people that resulted from unearned privilege and legislated inequality between the races, and the inequalities between the genders in terms of cultural and traditional practices that prioritise men's rights over women's rights. As well as of income disparities between men and women for work of equal value, there still remains need to address the issues of the amount of unpaid work that women have traditionally done to maintain and sustain the family.

SAWID collaborated with an expert team of 17 researchers who worked together to publish a T-Disciplinary Research Study entitled: *Vulnerability and Indigence Assessment in South Africa: A Civil Society Emergency Response to Covid-19*. The Research Study contains chapters on COVID-19, Social Development, Food Systems, and Government Delivery Systems amongst others. The study uses a feminist approach to unpack the socio-economic effects of COVID-19. The Research Study also makes a distinction between feminist policymaking and gendered policymaking. A feminist analysis suggests that the policymaking model needs to shift and centralise women as units of assessment, budget allocation, state planning, and primary expenditure.



Growth in networks resulting from WVL-SA funding

Through the WVL-SA funding, grantees (RR, MYCore and Networking) have been connected and linked up in various ways. The WVL-SA website profiles all grantees, and as such they can read up on each other and make strategic connections. The WVL-SA project team created WhatsApp groups with all grantees, and this has proved to be a popular platform for grantees to share information, events and news. Rapid response interventions for women and girls were instrumental in consolidating partnerships amongst state and non-state actors who were working to support women and girls.

The WVL-SA Learning and Sharing Summit provided a platform for grantees to network. Partnerships formed included:

- Women's economic empowerment: Sasposbiz, Incema and Asime Women all working to promote
- GBV: Phola, One in Nine, Let us Grow, Rise Up Against GBV and Tosunga Banninga; GBV
- Research: SAWID and Feminist Media are both working with the University of South Africa on research projects.
- SRHR: New Heritage Foundation will be teaching Sibanisezwe Community Development how to make re-useable pads for free distribution to learners.



Today we partnered with one of WVLSA Rapid response grantees: The ever awesome New Heritage Foundation. What a beautiful, very educational day was had. The young girls in Khayelitsha learning about Menstrual hygiene. New Heritage handed over 100 Sanitary towels. Thank you WVLSA for bringing us together. Without you we wouldn't have been

able to flourish in this manner. Siyabonga Maqabane

In some instances, WROs were already collaborating before the WVL-SA funding. For example, Transhope, Queerwell and Queer Women in Business were already working together on LGBTIQ rights. These partnerships have been strengthened through the WVL-SA project. The WVL-SA project successfully created and consolidated all grantees into one big network that is now witnessing the formation of targeted thematic clusters/networks within the big umbrella of WVL-SA grantees. These partnerships will outlive the WVL-SA project as they are driven by common purpose and vision.

Joint WVL initiatives

WROs are beginning to come together with one united voice on thematic advocacy initiatives. Over the last year, GL convened two key dialogues:

Gender and COVID-19: Voices from the ground

On 11 August 2020 (Women's month in South Africa) WVL-SA convened a virtual dialogue on Gender and COVID-19. WVL-SA grantees working within communities and already implementing COVID-19 response interventions were part of the panel of speakers. These included representatives from Lesedi La Setjhaba Family and Community Centre, Coastal Resources centre, Persona Doll Training SA, Mankweng Community Law Advice Centre, Queerwell NPC, other panellists were representatives from the International Federation of the Red Cross, UKAID, Global Affairs Canada and the Department of Women, Youth and People with Disabilities.

At the dialogue grantees had the opportunity to share their personal experiences, leading to discussions on cohesion and collaboration between NGOs, the availability of resources to mitigate the impact of COVID-19, access to GBV assistance services and youth projects with youth specific solutions and assistance during this Pandemic. Grantees also shared

information on the WVL-SA funded projects that they were implementing to support women and girls in the face of the pandemic. These included providing food parcels, distributing Menstrual Hygiene Kits with re-usable/washable pads, distributing masks and hand sanitisers, door to door education and awareness campaigns, Grantees working on GBV also provide psychosocial support and counselling services (one-on-one and virtually). Dr Bernice Hlagala, Chief Director: Youth Development, Department of Women Youth and Persons with Disabilities remarked that, "It is important to continue with policy dialogues and to document the work that is being done by the grantees in order to influence policy direction". She further emphasised the importance of linking up grantees to policy makers in the different areas of their work especially those working in GBV as the Department of Women was in the process of reviewing the strategic Framework on GBVF.

Women's Political Participation and the Constitutional Court ruling on the Electoral System Policy Dialogue: On 11 September 2020, WVL-SA in partnership with the South African Women in Dialogue (SAWID), Independent Electoral Commission (IEC), and Commission on Gender Equality (CGE) convened a dialogue on the Women's Political Participation and the Constitutional Court ruling on the Electoral System. This follows a ruling by the Constitutional Court that South Africa's Proportional Representation system will have to be reviewed over the next two years as it excludes independent candidates. On the other hand, the PR system has been key in increasing women's political participation (WPP) in SA. Following the Dialogue, the partnership drafted a Letter of Response to the President of the Congress of the People (COPE) Mosiuoa Lekota, who introduced a private members motion on the issue. The letter stated that the *Action Coalition of Women's Rights Organisations on the Electoral Laws Amendment* will canvas women in politics, academia, government, local government, civil society and special focus groups like the LGBTIQ plus community, and Women with Disabilities, to come forward with suggestions on strengthening the proposed Electoral Laws Amendment Bill to ensure women's equal access and representation. It is expected that parliament will convene hearings on the proposed changes. WVL will put forward well thought through options and alternatives to ensure that WPP is not compromised.

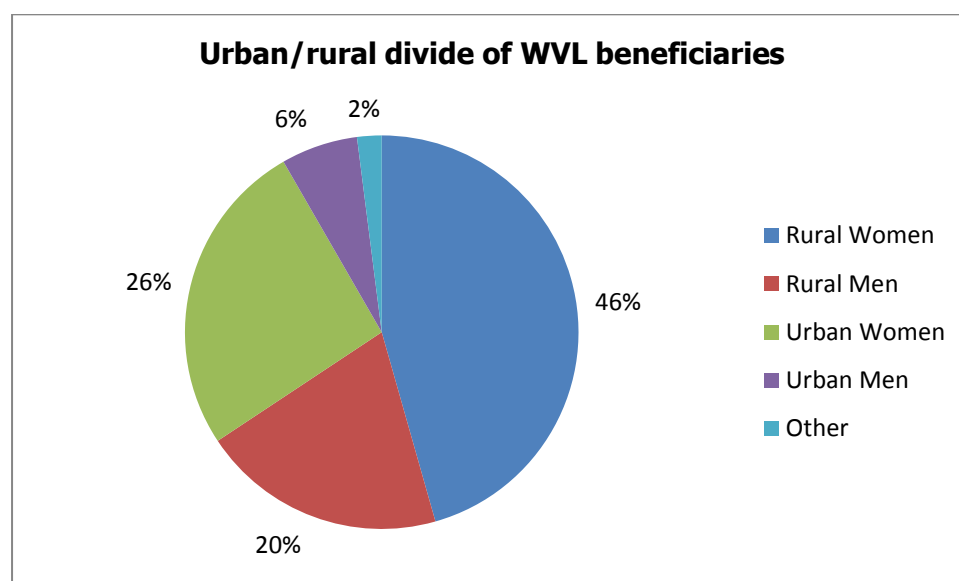
Beneficiaries reached by age and sex²²

Age group	No women	No men	Other	Total	% all (women, men and Other)
- 18	3566	1836	14	5416	35%
18 -25	1822	648	78	2548	16%
26 – 40	2959	819	204	3982	26%
41-50	1743	387	11	2141	14%
51-60	643	232	3	878	6%
60 +	431	195	4	630	4%
Total	11164	4117	314	15595	100%
%	72%	26%	2%	100%	

To date the WVL-SA project has reached 15,595 beneficiaries: 72% women; 26% men and 2% Gender Non-Conforming. 35% of beneficiaries are under the age of 18. 42% are in the

²² Inclusive of UKAID RR grantees. These funds complemented the WVL portfolio.

youth category (18 to 40). 20% are in the 40-60 category. Only 4% are over 60. The focus on youth is appropriate, given the demographics of SA.



Two thirds of WVL beneficiaries come from rural areas (46% rural women and 20% rural men.) 2% of the beneficiaries said they neither come from urban or rural areas suggesting that they are from peri urban areas. Given the focus of the fund – to reach the most marginalised groups, the majority of those being served are in rural areas.

Next Steps

- Strengthen networking between WVL grantees.
- Use the upcoming Communications for Social Change training to agree on key areas for lobbying and advocacy; design and execute well-orchestrated campaigns during Women’s Month and the Sixteen Days of Activism
- Convene dialogues on key policy issues, including vaccine justice.

IV) PROJECT VISIBILITY AND SOCIAL MEDIA

WVL-SA Website



The WVL-SA website continues to provide a great platform for showcasing the project and profiling grantee organisations via direct links to respective grantee sites. The site also provides vast information on grantee projects, activities undertaken including photos and videos on grantees activities.

The recently added WVL Help Desk allows grantees to log in queries at any time. The project team tracks, monitors and responds to queries within 24 hours. This has helped to reduce and manage time spent by team members providing grantees with on-call

support. The online queries system also allows team members to review, discuss and consult where needed, enabling them to respond to queries in a holistic and efficient manner.

Website traffic report

Month	Unique visits	Number of visits	Page view	Hits
20-Apr	1776	2204	14635	107598
20-May	3158	3948	38339	253530
20-Jun	1394	1831	24932	108903
20-Jul	1779	2465	29718	129614
20-Aug	1962	2645	15111	133039
20-Sep	1533	2070	12800	94634
20-Oct	1579	2140	10631	87194
20-Nov	1472	2022	8908	75037
20-Dec	1824	2388	9677	63073
21-Jan	2171	2419	16765	97958
21-Feb	2762	2368	14627	62356
21-Mar	2011	2054	13256	62246
Total YR 2	23 421	28 554	209 399	1 275 182
Total YR 1	19 525	26 739	179 674	1 617 695
Variance	3 896	1 815	29 725	-342 513

The WVL-SA website shows a significant increase in the number of unique visits²³ since the Year 2 Mid-term Report in September 2020; an increase of 3 896. The total number of unique visits for Year 2 is 23 421. 1815 people visited the website at least twice; this makes the number of overall visits 28 554. These huge increases are due to increased movement to the website by WVL grantees accessing their portals, information and resources from the Help Desk, as well dialogues convened using the website based Community of Practise. All these activities generate high traffic. WVL-SA website pages were viewed at least 209 399 during the year, with total website hits²⁴ of over 1,275 182. The decrease in the website hits could be attributed to the fact that the main funding calls (Networking and My Core) are now past.

Although some WROs (for example AWEaP) display the WVL-SA, GL and GAC logos on their websites and project documents, many others are not fulfilling their contractual agreements in this regard (for example networking grant recipient SAWID). **WVL Baseline Evaluation**

Of concern is that WVL grantees are not creating reciprocal links to the WVL website from their websites. As pointed out in the baseline evaluation, this clause in contracts needs to be enforced, as it would significantly increase traffic to the WVL website.

²³ Unique visits are the first time a person visits the page.

²⁴ A hit refers to the number of files downloaded on the site, this could include photos, graphics, presentations, pamphlets etc

WVL Social Media Highlights

Twitter

Since the November 2020 Report, WVL-SA Twitter page has grown steadily with a following of 184, up by 95 followers. WVL-SA twitter page can be accessed on [@WVLSouthAfrica](https://twitter.com/WVLSouthAfrica)

Twitter statistics for the period 1 April 2020 - 31 March 2021

Month	Tweets	Tweet Impressions	Profile visits	Mentions	New Followers
Apr-20	1	1 624	35	10	11
May-20	3	1 644	59	15	6
Jun-20	29	7 572	483	56	28
Jul-20	8	4 587	182	22	22
Aug-20	21	12 200	217	99	20
Sep-20	6	2 622	65	32	8
Oct-20	4	1 413	59	58	6
Nov-20	6	1 918	63	41	21
Dec-20		866	166	21	1
Jan-21	4	1 478	111	30	16
Feb-21	4	3 220	122	27	18
Mar-21	51	9 461	559	70	27
Total YR 2	137	48605	2121	481	184
Total YR 1	144	7572	483	56	127
Variance	-7	41033	1638	425	57

The table shows the number of tweets, tweet impressions/reach, profile visits, mentions by other users and new followers for the period 01 April 2020 to 31 March 2021. WVL-SA twitter presence has increased significantly compared to the previous year: an increase of 41 033 twitter impressions; profile visits up by 1 638; 425 more mentions and 57 new followers.

March 2021 records the most tweets (51), this is attributed to the WVL-SA Learning and Sharing Summit, International Women's Day and Awards and the Gender Links 20th Anniversary celebrations that were all held in March this year.

June 2020, when the team was on the ground conducting due diligence, had the second highest reach; followed by August 2020, Women's Month in South Africa. August 2020 also records the highest tweet impressions. The virtual launch of the SADC Gender Protocol Barometer together with the Policy Dialogues convened at that time contributed to this high figure.

Mar 2021 - 31 days

TWEET HIGHLIGHTS

Top Tweet earned 858 impressions

#GLTurns20 @GenderLinks birthday wishes from our grantees. We are children of Gender links 🥳🥳🥳
pic.twitter.com/Hcy5L91nMz



4 12

Aug 2020 - 31 days

TWEET HIGHLIGHTS

Top Tweet earned 3,548 impressions

Powerful key note address @drtlaleng always great listening to you 🥳 shine on
twitter.com/GenderLinks/st...

3 12

The most tweet impressions, which is the number of times tweets have been viewed were in August 2020 (12 200) and March 2021(9 461),

this is also attributed to August being Women's month in South Africa and the launch of the #VoiceandChoice Barometer at which Dr Tlaleng Mofekeng gave the keynote address. This tweet was viewed 3 626 times.

WVL-SA has been mentioned by other twitter uses a total of 481 times, a mention is any Twitter update that contains the "@" symbol followed by a Twitter handle. This is used to give public acknowledgement or promote a page to others. Again August 2020 (99) and March 2021 (70) show the highest number of mentions by others Twitter users.

Facebook

Date established: May 2019			
Reporting Period	YR 1	30 September 2020	31 March 2021
No of page likes	276	393	546
Number of Posts/status updates			104
No of people following WVL-SA	285	447	646
No WVL-SA is following			276
No of mentions	40		40



WVL-SA is accessible on Facebook on <https://facebook.com/GLSouthAfrica>. The page currently has 546 followers, up by 268 followers since the last report. The page has a total of 646 followers, meaning that some of the followers (100) liked the page without being connected to any organisation or person who is already a member of the page.

The post with the most reach is GL Special advisor Colleen Lowe-Morna's speech at the 5 December 2020 Phola graduation ceremony recognising the psychosocial services they provide thorough the 13-week COURAGE Sessions. The post reached 1 416 people, stimulating 34 reactions (Likes and Love reactions) and 18 Shares.

Instagram

Reporting Period	30 September 2020	31 March 2021
No of page likes	0	96
Number of Posts/	5	10
No of people following WVL-SA	52	96
No WVL-SA is following	0	71
No of mentions by other organisations	0	43

There has been a slow but steady growth in WVL SA Instagram presence. In September 2020 the page had 52 followers, 5 posts and no page likes, mentions or following. The page now has a following of 96 people and organisations, up by 19 followers; a total of 10 posts. WVL-SA has been mentioned 51 times by grantees and other organisations. The numbers should increase in the following reporting period as all social media accounts are now connected.

Next steps

- Enforce contract provisions on reciprocal web links

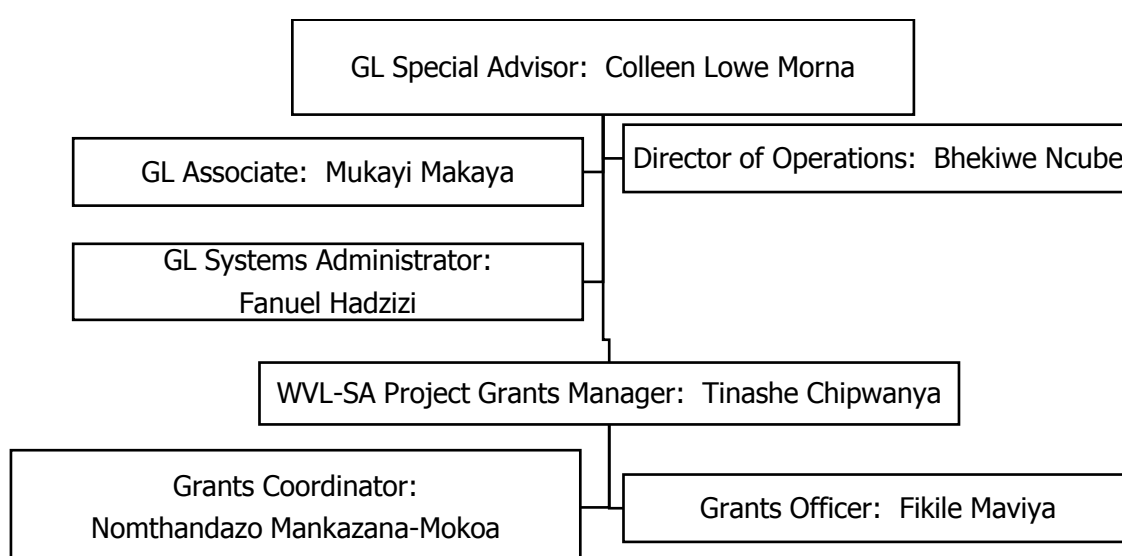
- Boost social media accounts by paying for reach.
- Engage the services of a social media expert to conduct a diagnostic and help draft a strategy as part of the Communications for Social Change training in August 2021. Set targets and timelines for improving WVL media footprint linked to campaigns.

V) OPERATIONAL CHANGES

This section of the report highlights changes or adjustments made during Year Two under review, explains operations and technical resources, including risk responses, gender equality, human rights, environmental sustainability and innovation that transpired within the context of WVL-SA Project.

Human resources

WVL-SA Project Team Structure



Tinashe Chipwanya and Fikile Maviya going through an organisations bank statement as part of the verification of expenditure. Photo: Nomthandazo Mankazana

GL appointed Tinashe Chipwanya to the position of Grants Manager on 1 April 2020. She was confirmed to this position from 01 August 2020 following a successful probation. In July, in consultation with GAC, and in light of the many demands for on-the-job finance training, GL created the post of Grants Assistant focusing on grantees finance training, review of grantee finance reports and documentation verification, supporting both the Grants Manager and grantees. Fikile Maviya, an internal candidate, holds the post.

The project finance team identified the grantees who are in need of regular finance support, and put out a call for external bookkeeping services to provide on-the-job capacity building to these grantees. GL has also proposed (see

Section II) an internship programme to include finance trainees.

Nomthandazo Mankazana-Mokoa, continues to serve as the WVL-SA Grants Coordinator, managing the projects' communications, monitoring, evaluation and learning, visibility and

social media as well supporting WVL-SA project grantees with visibility and social media. Due to the large number of grantees, reaching a total of 60 during Year 2 (40 under WVL GAC funding and 20 under the UKAID funding) the communications function could not be managed by the Grants Coordinator alone. A team of four university undergrad students were brought in to support. The team of interns was responsible for updating the WVL-SA grantee portals, creating slideshows for the website as well as uploading grantee photos onto the WVL-SA website.

The projects' core team is supported on a part time basis by GL Associate Mukayi Makaya, GL Director of Operations Bhekiwe Ncube, Systems Administrator, Fanuel Hadzizi all under the strategic guidance of GL Special Advisor Colleen Lowe Morna who leads the GL Sustainability Hub, under which the WVL-SA project falls.

GL's project management has been effective. Minutes of various meetings and email correspondence provide evidence of responsiveness, flexibility, accommodation, adaptation, and the provision of support when required. **WLV-SA Baseline Monitor Report**

Grievances submitted by grantees

GL received Grievance Reports against a WVL Team member from two MY Core Grantees, Let us Grow and Voice of Disability. In line with GL procedures, formal grievance hearing procedures were followed, leading to internal investigations that were followed by mediation sessions. Representatives from grantee organisations were invited to a hearing and Mediation Session together the staff member concerned and other GL staff members who were involved. Both matters were resolved amicably between the parties. The underlying causes relate to the grantees failure to submit their finance reports. Systemic solutions are needed.

WROs challenges

Common challenges faced by WRO during implementation include:

COVID-19 restrictions: Lockdown restrictions, travel bans, and social distancing protocols paused the biggest challenge to WROs projects. Most activities involved awareness and education drives, and community gatherings, all of which were affected by the safety protocols enforced, especially during the hard lockdown period at Alert Level 5. Even when lockdown rules began to ease, group gatherings continued to be restricted, causing further delays in project implementation.

The outbreak of the COVID-19 pandemic and restrictions on movement, which negatively affected implementation capacity, forced changes to the implementation strategy, and compromised the due diligence process. It also affected the performance of WROs, although 75% of these organisations were able to adapt, and some reported improved performance as a result. **WLV-SA Baseline Monitor Report**

Staff wellness: COVID-19 infections within some WROs, required offices to undergo deep cleaning and to be evacuated for an initial period of 14 days that was later reduced to ten days. Such developments contributed to project implementation delays. Working from home also limited the ability for grantees to effectively deliver their programmes.

Forced suspension of projects: Projects involving school children and university students had to be suspended due to the lockdowns, and shifts to home-based online learning.

Forced changes to project focus: For example, Rise Up Against Gender Based Violence initial work plan focused on working with university students to implement a behavioural change programme for adolescent girls and boys for GBV reduction. However, with the closure of academic institutions in the lockdown periods, this project was not able to take off. The team from Rise Up Against GBV have since approached WVL-Project team with a request to submit a new project proposal working with men in the Taverns on GVB awareness and education.

Crosscutting themes

Gender equality and human rights: GLs' gender equality strategy comprises of two essential components: empowering women who in every respect (social, political and economic) have been reduced to second-class citizens to claim their rights; as well as changing the attitudes of men and helping them to understand that this is not a zero sum game. Gender Links recognises that that *equality of opportunity is not the same as equality of outcomes*, as such GL will ensure and support successful grantees to achieve the following;

- Mainstreaming of gender and human rights that benefits primarily women and children is carried out in grantee projects.
- Gender indicators both qualitative and quantitative, including sex disaggregated data, change in behaviour and beliefs are included in programme monitoring and evaluation activities and reports.
- Strengthened capacity to deliver through a series of gender responsive trainings that will result in evidence of improved institutional effectiveness and sustainability of grantees.
- Giving women and girls more equitable access to, and control over, economic resources through the economic justice proposals that will be supported through the fund.

Environmental sustainability: GL put in place several mechanisms that foster environment sustainability for grantees. These include:

- *Paperless grant management:* GL put in place and implement online based grants application and reporting systems, and also provided support to WRO to access and use this online platform as part of GL's "Making IT Work for Gender Justice" mission.
- *Reducing our carbon footprint:* GL's Green Office Policy states that all trips of less than 400 km, especially where these involve more than one person, will be undertaken by car rather than flying.
- *Disposal of COVID-19 Personal Protective Equipment:* GL will work on updating its COVID -19 policy to include measures staff should take when disposing COVID-19 PPE. The policy will also be shared with WROs and included in new grant contracts. The GL WVL-SA Team during inception trainings and briefings going forward will encourage WROs that are providing disposable COVID-19 protective gear to their staff and community to share messages that speak to the safety measures of disposing PPE in the workplace and at home. PPE disposal messages will be guided on where protective gear is used for example: PPE worn when doing general activities in the home or workplace can be disposed in a general waste bin; should there be a suspected or someone diagnosed with COVID-19 PPE and tissues should be placed in a sealed plastic before throwing in the bin. GL staff and WROs will be reminded not to throw COVID-19 PPE in recycling bins.

Innovation: CoP platform used by Gender Links at the Regional #VoiceAndChoice Summit as well the GAC WVL Anglophone/Lusophone Africa Learning Session. GL invested in, and upgrade its CoP platform to so that it optimally facilitates virtual meetings, stake holder

dialogues, and for the first time, GL was able to facilitate virtual participation and presentations at both the WVL-SA Learning and Sharing Summit and the Regional Summit.

VI) FINANCIAL REPORT

Gender Links signed a grant agreement with Global Affairs Canada on 12 February 2019 for the implementation of the Women's Voice and Leadership – Republic of South Africa, Project Number PO02781 with a value of Four Million Canadian dollars (CAD\$4,000,000) for the period of 4 years from 2019 to 2023. In year one (preparatory work from April 2019 to March 2020 GL spent CAD\$ 326,158. By year two, with disbursements and implementation well under way, this shot up to CAD \$ 2, 393, 705 or 40% of the budget.

		Forecast and Expenditure 01/10/2020 - 31/03/2021			Total Budget and Expenditure To-date - 31/03/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
1	Remuneration - Organization's Employees								
1.2	Remuneration - Local Employees	133 241	136 447	(3 206)	1 045 997	500 871	545 126	48%	At 48% spent, human resources is slightly below the expected half way through the project period.
	Grants Management System	0	5 918	(5 918)	54 400	69 674	(15 74)	- 28%	The Grants Management System is overspent by 28%; budget reallocation requested in Annex E
	Local Subcontractors	0	929	(929)	9 000	9 980	(980)	- 11%	Local consultants line is overspent by 11% due to website maintenance costs.
1.6	Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate								
1.6.1	Travel Costs	35 960	47 539	(11 579)	209 725	72 925	136 800	35%	At 35% travel is underspent due to COVID-19 lockdowns; reallocations requested to GMS and local sub-contractors.
1.6.4	Other Training Costs	4 841	8 679	(3 838)	17 800	14 476	3 324	81%	Other training costs at 81% reflects efforts put into capacity building during this period as well as balances for remaining training planned.
1.6.6	Goods, Assets and Supplies - Motor Vehicle	707	943	(236)	34 447	27 183	7 264	79%	Assets at 79% reflects careful spending on this line; negative balance on forecast for this period reflects additional expenses to cater for virtual conferencing due to COVID – 19 protocol adherence.
1.6.9	Other Direct Costs – grants								
a	Multi-Year	245 945	170 622	75 323	1 272 975	454 834	818 141	36%	At 32% and 36% MY Core and

		Forecast and Expenditure 01/10/2020 - 31/03/2021			Total Budget and Expenditure To-date - 31/03/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
b	Fast, responsive funds	76 110	3 591	72 519	238 500	67 886	170 614	28%	Networking grants are at the right level of disbursement considering that these funds were only disbursed in July 2020. 3 of the 23 grantees with pending disbursements had outstanding finance support documents submission or requested to make changes in project work plan due to COVID-19. The RR figures showing only 5% spending in the current period are deceptive since these funds were disbursed in May.
d	Network and alliance building	146 358	98 213	48 145	701 600	222 794	478 806	32%	
c	Conferencing summit	3 000	0	3 000	3 000	-	3 000	0%	Costs covered through UKAID complementary funding. Proposed this be redeployed to GMS/ local contractors.
1.9	Overhead Compensation								
1.9.1	Fixed or Negotiated rate on 1.1 through 1.6	74 308	55 065	19 243	412 556	165 672	246 884	40%	Overall the project is 40% spent which is in line with expectations
Total		1 248 415	720 469	527 946	192 523	1 606 295	2 393 705	40%	

Although the project is half way, RR funds were first disbursed in March 2020; My Core and Networking in July 2020. It is therefore expected that while human Resources and operations spending are at 46% (slightly less than half) grant spending is about one-third. Asset spending at 79% is also to be expected as most of this is front loaded in the first year.

Budget reallocations

Of concern in this reporting period is the current overrun on Grant Management Systems (CAD 15 274); on local sub-contractors An explanatory memo on why the Grants Management System is overrun, and other costs anticipated to the end of the grant period, is attached at **Annex E**. With regard to local sub-contractors, this is the line from which WVL website support is paid. This is a vital service.

On the other hand there have been savings on travel, and on the motor vehicle. The table below proposes budget reallocations to cover the shortfalls. These are dealt with in greater detail in a memo.

Budget line	Budget	Expenditure	Negative Balance	Positive balance	Requested shift	% budget
Grants Management System	54 400	69 674	(15 274)			28%
Additional required		24 726	(24 726)			45%
Local sub- contractors	9 000	9 980	(980)			8%
Additional required		2000	(2000)			22%
Total shortfall			(42 980)			
Travel	209 725	72 925		136 800	32 980	15%
Summit conferencing					3 000	100% - not utilised)
Motor vehicles; assets	34 447	27 183		7 264	7 000	20%
Total requested shifts	(total budget CAD 4 million)				42 980	1.07%

Grant Management Systems – Longer Term Considerations

Our only concern is on the financial reporting side. They are using an outdated and laborious system that is time consuming and unnecessarily cumbersome for the amounts involved. The reporting templates are constraining, rigid, often not relevant, and the financial and narrative reports are repetitive. The reporting they require does not align to our own financial reporting systems, so now we effectively run two financial processes. We do not need financial reporting capacity building or assistance, and our accounting is first class, so why can't we submit ours? I shudder to think how the smaller rural organisations are doing all this . . . SAGE evolution is so outdated, and then we have to transfer the same information onto SharePoint. This unnecessary duplication is cumbersome. SAGE 1 is much easier to use. It streamlines processes and records your banking. It is in the cloud, so everyone can log in remotely and then they won't have to install it on PCs. Evolution works for bigger companies, but for smaller organisations, just use SAGE 1 or QuickBooks, or zero, or waves (which is actually free). There are a couple of online systems that are easier to use, and which help you through the process. This would also take the load off GL. The financial report is very onerous and the template that GL insists organisations use is not optimal. The template can be simplified a lot. It makes sense to me because of my qualifications, but others in the organisation are extremely frustrated. I do not understand how smaller under-capacitated organisations manage to use this template". – Quote from a grantee, WVL **Baseline Evaluation Report**

GL read this comment from one of the grantees with sound financial base with interest. We appreciate and share the frustration and would like to find a better way forward. By way of background:

- During the preparatory phase GL approached GAC for advice both on the Grants Management System and a suitable Finance Management System. GAC said it had none to recommend and left it up to GL to find a suitable system.
- After failing to find an off the shelf GMS that could be customized, GL worked with its M and E consultant to customize the existing Survey Gizmo tool used for M and E for grants management. This has sufficed but is not ideal.
- On the finance side, we reached the conclusion that as GL uses SAGE Pastel, it would be ideal for finance reporting for the larger grants to sync directly to our account. We were clear however that if organisations already had a good system in place, they should not adopt this system just for the WVL grant. At the inception training in July 2021, all WVL and Networking grantees agreed to use SAGE Pastel.
- The grantee is right that it is not efficient to file both to share point and SAGE Evolution, and that it should be possible to have a cloud based solution.
- In May, GL began a discussion with our Business Partner on migrating to Sage Intacct: a non-profit oriented ERP system which is cloud based.
- As a result of this feedback, GL has put an enquiry to Sage on possibilities of switching to Sage One for grantees. In addition to being cloud based, this includes bank feeds, automatically importing bank transactions into accounting software on a daily basis. This helps the organisation to avoid the mistakes that can often be made when manually inputting transaction data.
- While we are yet to establish the cost of migrating to a more suitable system, it is noted that the WVL budget for systems development had been exhausted (see finance report).
- The bigger picture is that finding appropriate systems with limited guidance from the funder is costly and requires some room to maneuver. In year one, GL requested use of moneys earned through interest to explore systems options. We were advised that this is pre mature. At this mid-year point, we believe the time is opportune to revisit the matter of interest.

Utilisation of interest

Gender Links has kept funds in interest-bearing account. To date the fund has accumulated CAD 45 407 in interest. It is anticipated that total interest at the end of the grant period will be CAD 75 449.

Total Funds Received To-date	2 407 268
Total Interest Earned To-date	45 407
Total Cooperation Agreement Budget	4 000 000
Balance of Funds Yet To be received	1 592 732
Estimated Expected interest	30 042
Total Interest Estimated	75 449

Paragraph 2.2.6 of the Cooperation Agreement states that “The organisation shall use the accumulated interest exclusively for the purpose of the Project, subject to Prior written approval from the Department.” The recommendations below are made against this background.

Recommendations

- GAC approve the shift of “green savings” to immediate budget shortfalls on systems and website.
- GAC consider allowing GL, upon receipt of a detailed memo outlining rationale and cost, to apply some of the interest earned to implementing more efficient grant management systems, including financial systems. This is especially relevant if there is any consideration being given to extending the life of this fund.
- GAC allow GL to apply the remainder of the interest in year three of the project to the Rapid Response Fund, which we propose now become a rolling fund. This cannot be left to the end of the project period.

Misappropriation of funds

WVL-SA was alerted to possible mismanagement of funds by a) whistleblowers from two organisations b) through 100% document verification. One case involved an RR grantee R50 000 (CAD\$ 4,274). Following a thorough investigation, the WRO refunded GL the R34,630 (CAD 3019) in question. The other case involves a Multi – Year core grantee awarded a grant totalling R821, 918 (CAD\$70, 249). To date GL has only disbursed one tranche amounting to R162, 599 ((CAD\$13, 897). GL queried catering expenditure amounting to R47 000 (CAD\$4, 017) not in the approved budget in the January 2021 report. The grantee sent invoices for 236 learners, well beyond COVID-19 regulations. Some of the catering payments went to the Director’s bank account. GL documented the case and met with the WRO during the March 2021 WVL – SA Summit. In June, the Special Advisor deployed the Grants Assistant to conduct a thorough field investigation. This will inform further action. A third case concerns on delivery on contract obligations. GL is on the verge of terminating the contract on these grounds. GAC has been kept fully informed.

Next steps

- **Safeguarding against grantees mismanagement of funds:** Due to the incidences of whistleblowing, sometimes after project close-out, the team has now added a “Survival Clause” to all grantee Contracts. This allows for more time after project close-out for verification of finance documents and other monitoring and evaluation documentation submitted by grantees; as well placing grantees under obligation to support the team in the event of investigations.
- **Review of grantees’ supporting documents:** In efforts to curb fraudulent expenses receipts and other supporting documentation by grantees, the team has put in place mechanisms for monthly routine checks on all supporting documents.

VII) Risk and Analysis

No	Description	Risk severity	Mitigation
EXTERNAL RISK FACTORS			
1	Fraud or unethical practices by grantees.	High risk	<ul style="list-style-type: none">• Sent out a circular reminding grantees about and Anti-Corruption Policy and Whistleblowing Policy that a contained in grantee Contracts.• WVL – SA finance team conducted Fraud Investigations that resulted in Grantees having to refund on all expenses deemed ineligible and all fraudulent receipts in

No	Description	Risk severity	Mitigation
			<p>refunds by grantee as we found they in were in breach of contract.</p> <ul style="list-style-type: none"> Amended grantee contracts to include a 'Survival Clause' under the Terms and Conditions of the Contract. We also added a section on COVID-19 Regulations Compliance and Safe Operating Procedures.
2	Grantees sending Grievance letters against WVL-SA Project Staff when they fail to meeting finance reporting expectations.	High risk	<ul style="list-style-type: none"> Convene and document Mediation meeting procedures and outcomes. For which the official reports are filed.
3	Grantee management versus grantee support dynamics – resistance from grantees: WVL-SA project team sometimes faces resistance from grantees because of the dynamic role the team plays where on one hand they serve the grantees as trainers, mentors and provide support; yet on the other hand the team has to assume its role as internal auditors and hold grantees responsible on all matters of reporting (finance, narrative, M&E).	High risk	<ul style="list-style-type: none"> Convene and document Mediation meeting procedures and outcomes. Use the meetings with grantees/partners to clarify roles and responsibilities of the WVL Team Members, as well highlight the contractual obligations of the grantees, with emphasis on compliance issues, and the acceptable reporting standards. In worst cases scenarios, payment is withheld until all reporting obligations are met. However, even in these cases, there in ongoing communication and engagement with the concerned grantee organisations.
4	Data integrity – grantees inflating Monitoring and evaluation statistics	High risk	<ul style="list-style-type: none"> Monthly data clean up and verification by WVL-SA team; verification with grantees.
5	COVID – 19 restrictions for partners working in schools and tertiary institutions	Medium risk	<ul style="list-style-type: none"> Partners had to be innovative; reviewed and revised project activities e.g. smaller group picnics instead of a camp. Partners made use of online platforms.
INTERNAL RISK FACTORS			
1	Non- financial reporting by grantees. Failure to report to donors on time	High risk	<ul style="list-style-type: none"> Put out a call for bookkeeping services and provide internship on the job training support to grantees. Offer support based on needs of grantee.

VIII) LESSONS LEARNED

Vigilance: Having gone through a year of Rapid Response grants management, and six months of MY Core and Networking grants, the team has learned to be more vigilant in its due diligence and contracting processes. Through experiences with grantees failing to meet project commitments, the team now takes greater efforts with checking grantees track records through verifying with the references provided, as well checking in with partners who have previously worked with the grantees. As a result of this vigilance, the team disqualified an organisation called Altruism Group that was claiming to be registered as 'not for profit', however during due diligence and verification, it came out that the bank account details and financial statements

provided were for a profit making entity. When the WVL-SA project team requested for the NPO/NPC registration document, the organisation failed to produce these. Furthermore, whilst running reference checks, the GL team noticed that the contact details and email address under referee were in fact for the organisation own internal contact persons; and that the budget submitted covered non-project activities but only office furniture and human resources costs.

Safeguarding against grantees mismanagement of funds: Due to the incidences of whistleblowing, sometimes after project close-out, the team has now added a "Survival Clause" to all grantee Contracts. This allows for more time after project close-out for verification of finance documents and other monitoring and evaluation documentation submitted by grantees; as well placing grantees under obligation to support the team in the event of investigations.

Review of grantees' supporting documents: In efforts to curb fraudulent expenses receipts and other supporting documentation by grantees, the team has put in place mechanisms for monthly routine checks on all supporting documents.

Supporting grantees: In response to the challenges some grantees face with financial reporting, the project team is in the process of identifying bookkeeping service providers to support grantees as needed. The team is also preparing to roll out programmes on-the-job support that will open opportunity for grantees to work from Gender Links offices under the guidance and support of the finance team as part of training and capacity building.

IX) RECOMMENDATIONS

A) Rapid Response Grant Making

Recommendations:

- Clarify requirements regarding Grants Call clearance with GAC and the PSC at the meeting scheduled for 24 June 2021.
- Double the grant amounts to R100,000.00 (CAD8,6000 approximate value) for the remaining period. Learning from ActionAid Nigeria and CARE Kenya.
- Have this as a rolling, open funding calls up until June 2022 (to allow enough time for final implementation).
- Revisit the grants selection procedure for RR, which had been delegated to the Secretariat with input from the independent M and E monitor. (If the grant is rolling it should be possible to include at least one of the of the GSC who in the past were constrained for time. Additional budget allocations will need to be made,
- In line with recommendations from the Baseline WVL-SA Project Monitor Report, and what we have learned from our colleagues, GL further proposes that Rapid Response funding allows for "basic material resources like laptops, computers, scanners, printers and infrastructural repairs and maintenance to existing structures."
- Add "innovation" to the criteria for RR grants.

B) Capacity building and training

Recommendation

WVL-SA capacity building programme be expanded to include on-the-job training experiential learning at Gender Links.

C) Utilisation of interest

Recommendations

- GAC approve the shift of “green savings” to immediate budget shortfalls on systems and website.
- GAC consider allowing GL, upon receipt of a detailed memo outlining rationale and cost, to apply some of the interest earned to implementing more efficient grant management systems, including financial systems. This is especially relevant if there is any consideration being given to extending the life of this fund.
- GAC allow GL to apply the remainder of the interest in year three of the project to the Rapid Response Fund, which we propose now become a rolling fund. This cannot be left to the end of the project period.

1: Annex 1: Global Affairs Canada Outcomes Reporting Worksheet

Project Title	Women's Voice and Leadership Project – South Africa	Project Number	002781	Implementing Organisation	Gender Links
Country/Region	Southern Africa	Budget	CAD 4 million	Project duration	4 years

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
Ultimate Outcome 1000: Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa						
SA SADC Gender and Development Index	New	75%	69%			Not administered due to COVID-19. This is administered during training, community gatherings and workshops.
SA Citizen Score Card	New	75%	67% Women 65% Men	67 % Women 65 % Men	65 % Women 67 % Men	
Intermediate outcome 1100. Improved management and sustainability of local women’s rights organisations						
#/total of supported women’s rights organisations who are now using best-practice governance and management practices such as;						
A results tracking and reporting system	New	40	0	40	40	GL developed online based systems for tracking results and report that all grantees are using.
A strategy for funding diversification	New	23	0	6	6	6 orgs that now report to have a funding diversification strategy in place (Africa Women in Energy and Power NPC; Bellona Female Network; Incema; South African Depression and Anxiety Group (SADAG); The Great People of South Africa; South African Women in Dialogue). 17 WROs remaining.
Revised financial management practices	0	23	0	8	8	8 new grantees supported (Mamadi Advice centre-

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
						award for most improved in finance. Epic Youth Matters - Payment Process Finance and procurement policy anti-corruption and bribery policy; Justice and Women JAW - Collaborative policies M&E Framework; Incema finance template to be used nationally by the NDA).
Revised human resources practices	New	23	0	13	13	Epic Youth Matters, Rise Up Against Gender Based Violence; We will speak out; VOD; Resoketswe Lebjaane Foundation; Tipfixeni Community Counselling. 10 WRO remaining.
A communications plan	New	23	0	3	3	We expect numbers to increase after the Communication Training scheduled for September 2021 20 WROs remaining.
Standard Operating Procedures for procurement	8	23	8	11	13	Lesedi La Setjhaba Family and Community Centre 10 WROs remaining.
- An annual work plan	New	23	0	0	0	GL developed a standard work plan template that all grantee use
VAT	2	23	0	6	4	Incema; Sisonke National Movement; Institute for Women's Development (Nisaa - RR); The Archive: Amabali Wethu (RR) are now

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
						VAT registered. 19 WROs remaining.
Bank Account	33	40	40	40	40	All grantees have bank account. 7 WROs were supported to open bank accounts. Let us Grow Organization; Voice of Disability; Sisonke National Movement; Khoionia (RR); Resoketswe Lebjane Foundation (RR); Siyakhula community project (RR)
Anti-Corruption Policy	12	23	12	15	3	3 WROs were assisted to develop Anti-Corruption Policies (Eshowe Child and Family Welfare Society; Rise Up Against Gender Based Violence; Lesedi La Setjhaba Family and Community Centre (RR) 8 WROs remaining.
Safeguarding Policy	7	23	7	10	3	Bellona Female Network; Rise Up Against Gender Based Violence; Sasopsbiz Foundation; Sisonke National Movement. 13 WROs remaining.
Gender Policy	New	23	0	1	1	Mutale Victim Empowerment PROGRAMME - Gender equity in workplace 22 WROs remaining.
HR Policy	13	23	13	21	8	Epic Youth Matters, Rise Up Against Gender Based Violence; We will speak out;

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
						VOD; Resoketswe Lebjane Foundation; Tipfixeni Community Counselling 2 WROs remaining.
Do you have a Monitoring & Evaluation policy?	9	23	9	13	4	4 new WROs have developed M&E Policies. 10 WROs remaining.
Has your organisation won any awards in 2020?*	7			17	10	WVL-SA summit winners, AWIEP award
Website	25	40	25	26	1	Incema- created a website, Twitter and Instagram. 6 MYCore grantees still do not have websites
Twitter	21	40	21	22	1	Sasopsbiz Foundation now on Twitter
Instagram	18	40	18	22	4	Agenda, Feminist Media; Incema; Institute for Women's Development (Nisaa - RR); Lesedi La Setjhaba Family and Community Centre (RR); Life Savers Foundation (RR)
Facebook	31	40	31	34	3	Bellona Female Network; South African Women in Dialogue; Tipfixeni Community Counselling (RR)
Increase over time in the results of the Institutional Effectiveness scores per WRO	New	75%+	-	74%	74%	WVL administered organizational score-card to measure growth of WRO
Strategic positioning score	New	75%+	-	78%	78%	
Governance score	New	75%+	-	79%	79%	
Partnership and target groups score	New	75%+	-	82%	82%	
Programme of action score	New	75%+	-	71%	71%	
Institutional effectiveness score	New	75%+	-	68%	68%	
Sustainability and diversification score	New	75%+	-	74%	74%	

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
Immediate outcome 1110. Increased funding for WRO through a transparent grant-making process & additional fund raising						
Funding raised as a result of WV- SA	0		-	R4 626 529.00	R4 626 529.00	Additional survey administered
% of in kind support leverage through the ground	New		-	15%	15%	WROs are forming strategic partnerships within their localities and receiving in-kind support.
R of in kind support leverage through the ground	New		-	R 1 534 900.00	R 1 534 900.00	
Immediate outcome 1120. Sustainable WRO able to raise complementary funding through improved institutional effectiveness						
#/total of supported women’s rights organizations reporting increased ability to manage and/or govern	New	23	0	23	23	My Core and Networking organisations have all reported on increased ability to govern following the Governance and Leadership Training
#/total supported women’s rights organizations reporting increased ability to deliver quality programming	0	23	0	23	23	My Core and Networking organisations have all reported on improved programming
#/total supported women’s rights organizations reporting increased ability to engage in networks/alliances/platforms/movements	0	23	0	18	18	My Core and Networking organisations reporting increased ability to engage in networks/alliances/platforms/movements
Additional funding raised as a result of WV- SA	0	23	0	15	15	15 WROs reported raising additional funding amounting to ZAR 4,626,529.00
Intermediate Outcome 1200. Enhanced performance of women’s rights organisations’ programming and advocacy to advance gender equality and empower women and girls.						

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
%/total of grantees reporting greater reach ²⁵ of programs	New	23	0	22	22	22 WROs reported greater reach. 1 WRO did not start the project and requested to revise their project proposal. Qualitative section on key success and challenges faced by WROs in project implementation in Year 2; impact of COVID-19 to grantee work plan; innovations during the year
#/total supported of women's rights organizations who have met objectives and targets as stated in their annual work plans (or priorities)	New	100%	0	51%	51%	Self-assessment in the narrative report for the grantees and averaged out per activity and outcome
Increase over time in the number of beneficiaries benefiting from interventions undertaken	New			5712	5712	Stats taken from the GL Partner and events forms that grantees fill in to track their activities and beneficiaries
Immediate outcome 1210. Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim rights						
No of beneficiaries:	0		723	14872	15595	Grantees upload statistics on survey Gizimo for the number of people who attended their events; Collection of Drivers of
Women (26+) =	0		42	5167	5209	
Girls (0-25) =	0		609	5346	5955	
Non-Conforming Gender Groups=	0		14	300	314	
Persons with disabilities =	0		0	0	0	
Men (26+)	0		45	1588	1438	

²⁵ Reach - The entity (ies) that a given program or organization is intended to influence, including individuals and organizations, clients, partners, and other stakeholders. (GAC RBM Guide) In the context of this indicator, "greater reach" would imply that their programs and interventions are reaching more individuals, clients, partner and/or other stakeholders than before.

Indicators	Baseline	Targets	Actual Data Previous Reporting Period	Actual Data this Reporting Period (year)	Actual Data Cumulative.	Analysis of Progress/Variance
Boys (0 -25)	0		13	2471	2484	change case studies
Change in the lives of beneficiaries (Women, Girls, Non-binary)	0			73	73	
Immediate outcome 1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work						
%/total targeted policies/laws/frameworks/mechanisms/procedures /plans etc. that were influenced by interventions (e.g. advocacy/consultation/collaborative drafting) from women’s rights organizations, networks and alliances	0	9		9	9	Grantee inputs into policies and laws, SAWID on the Single Marriage Act – See YR 2 Narrative Report
# of campaigns held	0		0	63	63	MY Core grantees led/participated in 53 campaigns Networking grantees led/participated in 10 campaigns
Immediate outcome 1310. Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy						
Growth in reach of network/s	0	2		18	18	Measures increase in the number of new partnerships and networking added over time
No of rapid response grants	0	15	17	17	17	Total number of RR grants awarded in Year 2
# of grantees indicating the grant has led to changes/ innovation	New	23	0	0	0	Grantees have only been implementing projects for 6 months. Period is too short to yield change/innovations

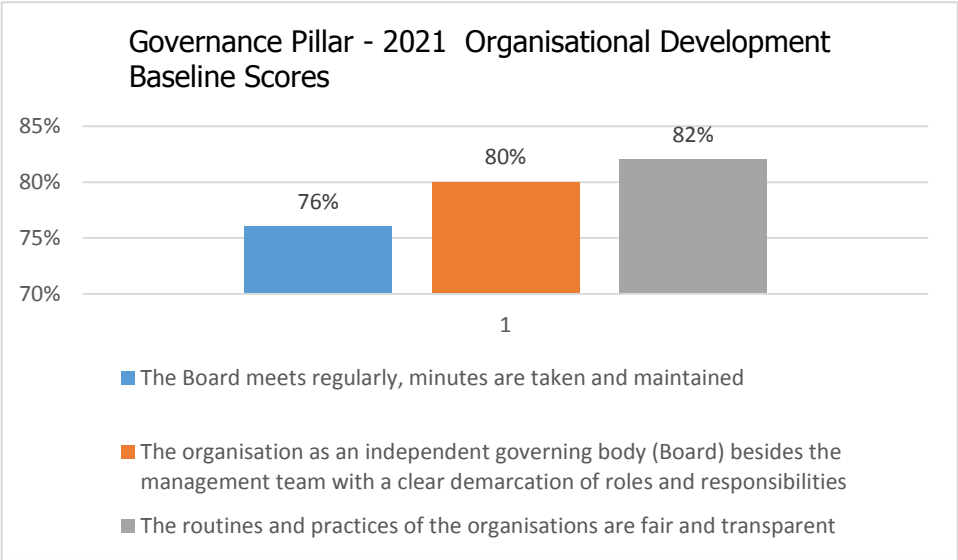
Annex B: Organisational Development Scorecard - Scoring across strategic pillars

1: Strategic positioning



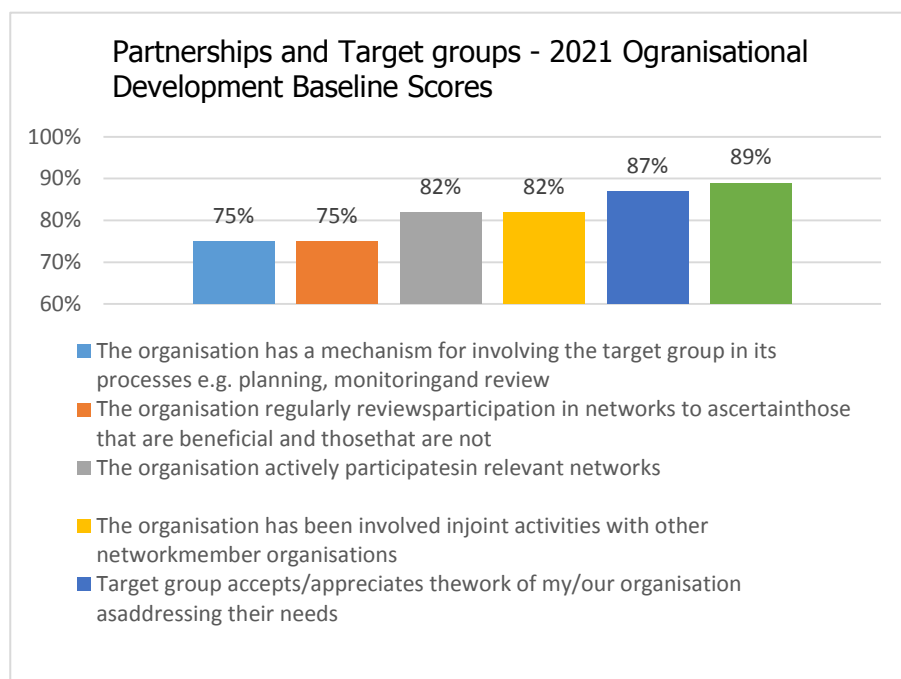
The above graph shows scoring under the Strategic Positioning Pillar, and the parameters considered. This pillar focuses on the vision, mission and core values of the organisation. Under this pillar, all grantees are doing well, scores ranging between 72% - 90% as agreed by grantees and the GL team. Areas under 75% will be given attention as part of on-going support to grantees.

2. Governance



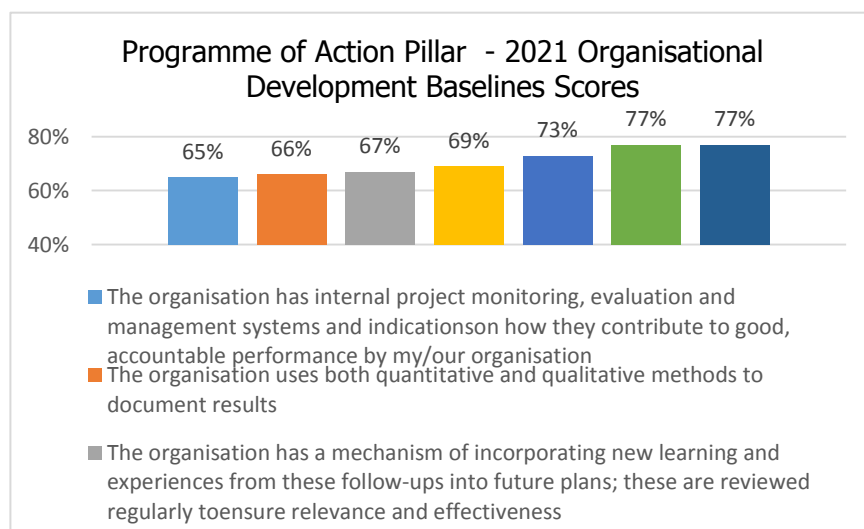
This graph shows scoring under the Governance Pillar, and the parameters considered. This pillar focuses on the governance structure of the organisation at the level of the Board/Trustees. Under this pillar, all grantees are doing well, scores ranging between 76% - 82% as agreed by grantees and the GL team.

3. Partnerships and target groups



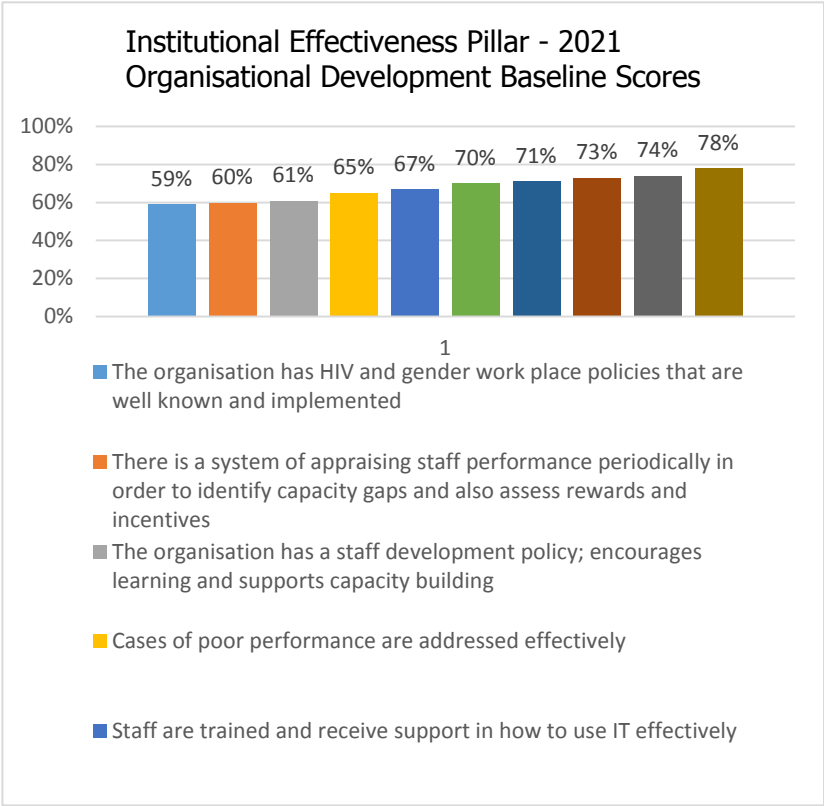
This graph shows scoring under the Partnerships and target groups, and the parameters considered. This pillar focuses on WROs partnerships and targeted beneficiary groups. Under this pillar, all grantees are doing well, scores ranging between 75% - 82% as agreed by grantees and the GL team.

4. Programme of Action



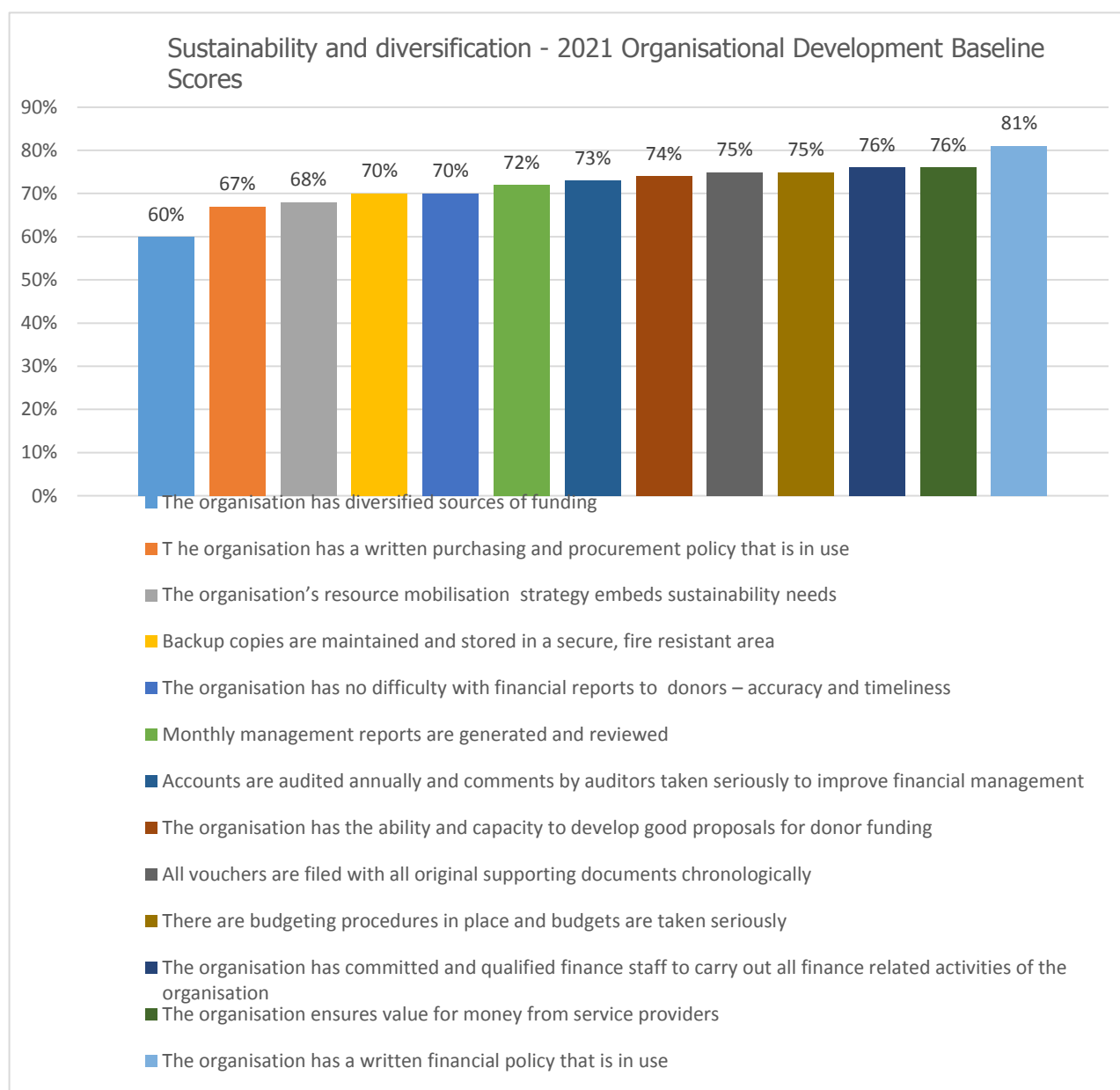
The graph shows scoring under WROs programming, monitoring and evaluation. Of the seven aspects considered, five scores are below 75% and this is indicative of the attention needed to support and strengthen WROs capacity to implement projects in ways that are effective, efficient and economical. Gender Links will work with grantees to strengthen this area as part of the organisational development programmes.

5. Institutional Effectiveness



The graph above shows scoring under Institutional Effectiveness, with focus on HR matters (the work place environment, equipment, performance and reward systems). Of the ten aspects considered, nine scores are below 75% and this is indicative of the attention needed to support and strengthen WROs institutional effectiveness in ways that foster growth and increase staff performance and productivity. Gender Links will work with grantees to strengthen this area as part of the organisational development programmes.

6. Sustainability and diversification



The graph above shows scoring under Sustainability and diversification, the organisations' financial health check. Of the 13 aspects considered, eight scores are below 75% and this is indicative of the attention needed to support and strengthen WROs financial planning and resource mobilisation strategies. Some aspects like Project Proposal and Donor Application Writing will be covered in the Communication training scheduled for this year. Gender Links will work with grantees to strengthen this area as part of the organisational development programmes.

Annex C: Communication products and events produced by the project

Organisations	Publication Title	Description	Project support provided	Release / Follow Up
WVL-SA website and Gender Links website, Facebook & Twitter	17 April 2020 <u>Rapid Response Funding: COVID and Women's Rights – Women's Voice and Leadership SA</u> (wvlsa.org.za)	Announcement of the Rapid response funding for COVID-19 grants	Technical support, and/or promotion and hosting launch event	Press release, technical assistance workshops reaching 200+ people
WVL-SA website and Gender Links website, Facebook & Twitter	28 May 2020 <u>Gender Links officially launched Women's Voice and Leadership Project – Women's Voice and Leadership SA</u> (wvlsa.org.za)	Press release on the launch of the WVL-SA fund	Hosting the launch event	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	5 August 2020 <u>TUES 11 AUG 11-13H: WOMEN AND ELECTORAL SYSTEMS IN SA – Women's Voice and Leadership SA</u> (wvlsa.org.za)	Invitation to the first in a series of dialogues on the implications of the Constitutional Court ruling on the Electoral Act on Women's Political Participation (WPP).	Funds for research given to SAWID; technical support and hosting the event on the Community of Practice	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	16 August 2020 <u>17 AUG, 14-16H: SADC GENDER PROTOCOL BAROMETER LAUNCH – Women's Voice and Leadership SA</u> (wvlsa.org.za)	Virtual launch of the Southern Africa Gender Barometer on the side-lines of the Southern African Development Community Heads of State summit as the pandemic forces our region (and the whole world) into various states of lock down.	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	23 August 2020 <u>Fri 28 Aug, 11-13hr: Gender and COVID-19 Cyber Dialogues – Women's Voice and Leadership SA</u> (wvlsa.org.za)	Invitation to join the Women's Voice and Leadership, South Africa (WVL-SA) – Rapid Response Grantees hold a discussion about their experiences during COVID-19 and government's response to the pandemic.	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and	28 August 2020 <u>South</u>	Grant announcement on the 40 grants	WVL-SA Team expertise and	Press release, 84 RR

Organisations	Publication Title	Description	Project support provided	Release / Follow Up
Gender Links website, Facebook & Twitter	<u>Africa: Women's Month funding boost for voice and leadership – Women's Voice and Leadership SA (wvlsa.org.za)</u>	that have been awarded	technical support	core applications, 13 RR COVID-19 applications 285 My Core and 78 Networking and alliance building applications
WVL-SA website and Gender Links website, Facebook & Twitter	<u>5 September 2021 Tues 8 Sep 2020, 11-13h: Cyber dialogues Maternal and menstrual health – Women's Voice and Leadership SA (wvlsa.org.za)</u>	Invitation to attend the dialogue on maternal and menstrual health	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	<u>7 September 2020 Gender & COVID-19: Voices from the ground discussion – Women's Voice and Leadership SA (wvlsa.org.za)</u>	Press release on the discussion on Gender and COVID 19 and the next steps the grantees and various stakeholders are committed to take forward	WVL grantee presentations/content	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	<u>10 September NGOs call on government to intensify gender responses to COVID-19 – Women's Voice and Leadership SA (wvlsa.org.za)</u>	Press release from organisations working to promote women's rights amid COVID-19 have called on the government to intensify gender-responsive solutions to the pandemic, especially gender based violence.	Feedback on the Gender and COVID dialogue	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	<u>26 November 2020 Cyber dialogues: 10 DEC: 12-14H00, Day of Commitment – Women's Voice and Leadership SA (wvlsa.org.za)</u>	Announcement of 16 days dialogues where Grantees sat on the panel and attended the dialogues through the community of practice forum	Expertise from the grantees	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	<u>7 January 2021 Grantee reports due – January 2021 – Women's Voice and Leadership SA</u>	Reminder to grantees of their report due dates and an invitation to join the reports briefing Rapid Response Grantees – 15 Jan 2021	Technical assistance, support and reporting platform	Press release

Organisations	Publication Title	Description	Project support provided	Release / Follow Up
	wvlsa.org.za	Multi-year Core Grantees – 30 Jan 2021 Networking Grantees – 30 Jan 2021		
WVL-SA website and Gender Links website, Facebook & Twitter	2 February 2021 <u>Rapid Response call 2: Gender & COVID-19, especially access to vaccines – Women's Voice and Leadership SA</u> wvlsa.org.za	Announcement of second grant calls with a strong focus in this round on equal access to, public education and awareness on COVID-19 vaccines.	WVL-SA Team expertise and technical support	Press release, 62 applications, 17 have been awarded
WVL-SA website and Gender Links website, Facebook & Twitter	12 February 2021 <u>Learning and Sharing Summit: 3-4 March 2021 – Women's Voice and Leadership SA</u> wvlsa.org.za	Invitation to grantees to show case their best practices amongst each other	Funds for hosting the event; technical support and team expertise	Press release, 68 online and virtual presentations
	19 February 2021	Created WVL-SA communication and visibility material	Funds for the visibility material	T-shirts and banners
WVL-SA website and Gender Links website, Facebook & Twitter	25 February 2021 <u>International Women's Day & Summit awards: 8 March 2021 – Women's Voice and Leadership SA</u> wvlsa.org.za	Announcement of the WVL-SA Learning and Sharing Summit winners and runner ups as well as International Women's Day (IWD) celebration, under the overarching theme <i>Marching together for Generation Equality</i> .	Funds for hosting the event; technical support and team expertise	Press release, online participants and physical participants at the Kopanong Hotel and conference centre
WVL-SA website and Gender Links website, Facebook & Twitter	9 March 2021 <u>WOMEN'S RIGHTS TOP PRIORITY IN PANDEMIC – Women's Voice and Leadership SA</u> wvlsa.org.za	The Covid-19 pandemic has exacerbated the challenges faced by women worldwide, said ambassadors, other government officials and civil society leaders at the Gender Links Women's Voice and Leadership Awards ceremony on International Women's Day yesterday.	WVL-SA Team expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	10 March 2021 <u>South Africa: Celebrating change makers on International Women's Day – Women's Voice and Leadership SA</u> wvlsa.org.za	Announcement of the WVL-SA Learning and Sharing summit winners and the discussion with various stakeholder commitments on funding WROs in the future	WVL-SA Team expertise	Press release

Annex D: WVL in the news – some examples

Funds for NGOs	No date of publication	https://www2.fundsforngos.org/latest-funds-for-ngos/women-voice-and-leadership-fund-to-strengthen-womens-rights-organizations-in-south-africa/	Women Voice and Leadership Fund to Strengthen Women's Rights Organizations in South Africa
Grant Forward	May 20,2020	https://www.grantforward.com/sponsor/detail/women-voice-and-leadership-south-africa-32150	Women, Voice and Leadership South Africa
Development Aid	September,23 2020	https://www.developmentaid.org/#!/news-stream/post/74600/womens-voice-and-leadership-how-to-ensure-that-donor-funding-reaches-and-simultaneously-capacitates-marginalized-community-based-womens-rights-organisations	Women's Voice and Leadership: How to ensure that donor funding reaches, and simultaneously capacitates, marginalized community-based women's rights organisations
NGO Pulse	February 4, 2021	http://www.ngopulse.org/opportunity/2021/02/04/rapid-response-call-2-gender-covid-19-especially-access-vaccines	Rapid Response call 2: Gender & COVID-19, especially access to vaccines
Alberton record	February 16,2021	Lesedi La Setjhaba offers psycho-social intervention Alberton Record	Lesedi La Setjhaba offers psycho-social intervention
South Coast Sun Newspaper	March 17, 2021	https://southcoastsun.co.za/196751/amanzimtoti-turning-point-honoured-for-youth-empowerment/	Amanzimtoti Turning Point honoured for youth empowerment

ANNEX E: Immediate requirements – GMS

Synopsis

Original Budget	Amended Budget	Additional Amount Requested - Set up	Additional Amount Requested - Maintenance	Total Systems	% Budget	Proposed Additional Requested Source of Funds
54 400	65 280	10 000	30 000	105 280	3%	Travel (CAD\$32,736 and Goods, Supplies and Motor Vehicle lines (CAD\$7 264)

This note sets out the immediate reasons for budget overruns on systems and requirements through to the end of the project. Following the first memo on this matter, dated 20 May 2020, seeking an additional amount of CAD 10,880 on the approved amount of CAD 54,400, GL seeks a further CAD 40,000 due to shortfalls on systems implementation and maintenance that will be explained in this memo.

This does not include possible costs for shifting to Sage 1 and Sage Intacct, which we suggest in the main report should be covered by interest. C

Background

The expenses for the GFMS initially budgeted covered project implementation direct costs and did not include the unforeseen ad hoc support. The costs for GFMS also increased due to additional top-up on the licenses that had initially been under-quoted by the supplier who later sent through a revised quote.

In addition, there were costs like network switch and the firewall to protect the servers from malware hits for the GFMS. Costs for ongoing support of grantees were underestimated, but later found to be essential because with strong financial systems grantees will be able to attract more funding and become more sustainable.

On the grantees side, grantees have had to work from home due to unexpected COVID – 19 restrictions resulting in grantees requesting SAGE Pastel Evolution set up on their laptops after having been initially set up on their office desktops. There are grantees that had changes in finance personnel causing an increase in costs for the GFMS because of requests for reinstallation of SAGE Pastel Evolution on new laptops.

Grants Management Expenditure Analysis

Supplier	Budget (CAD\$)	Spent (CAD\$)	Variance (CAD\$)	Required CAD\$	Surplus / (Shortfall) CAD\$	Comments
M and E	28 759	24 014	4 745	13 812	(9 067)	Outstanding is ongoing support and reports set up. Due to the ongoing support needed and changes in reports with each reporting period we may need more funds than initially budgeted. The money budgeted for ongoing support for the 3,5yrs of the project is R70 297.50 (CAD\$6,008) which is 91% utilized we are at the beginning of Yr3 of the project.
Finance – E-ssist	33 857	35 977	(2 120)	11 624	(13 744)	The expenses initially included in the costing where only project implementation direct costs and did not include ad hoc support. The ongoing support until June 2023 will be charged under operations as per earlier discussions. The projections cater for ongoing support until June 2023
Finance - Sinebhongo	2 664	9 682	(7 018)	10 171	(17 189)	We are not within budget. The additional license costs are resulting from the under quoting by supplier who has now sent a revised quote. Supplier had quoted 26 licenses at R75 each totaling R1950 (CAD\$167) excluding vat but the correct costs should have been 26 licenses at R759 totaling R19734 (CAD\$ 1,687) excluding vat. This was an error made at the time of submitting the initial quote. In addition, there are other costs like network switch, dell firewall and installation of pastel that were not in the initial quote. The projections cater for ongoing support until June 2023
Total	65 280	69 674	(4 393)	35 607	(40 000)	

Request

The budget shortfall on this line totals **CAD\$ 40,000** after the initially reallocated amount of **20%** has been exhausted. This therefore means Gender Links need to get written authority from GAC for any further reallocation as per the grant requirements. This and other shifts are detailed in the main report.