



Annual Report 2018



WHO WE ARE

Formed in March 2001, Gender Links (GL) is a Southern African NGO, headquartered in Johannesburg, South Africa, that promotes gender equality and justice across the sixteen countries of the Southern African Development Community (SADC) region. GL is committed to an inclusive, equal and just society in the public and private space in accordance with the SADC Protocol on Gender and Development. GL's Vision 2020 is of:

- An independent, strong, vibrant, principled self-sustaining organisation

guiding Southern Africa to a free, democratic region based on equality for all.

- A voice of the voiceless, especially women who constitute the majority of those globally who are denied a voice.
- A leading African NGO and globally renowned centre of excellence on gender.
- An organisation with deeper roots.
- An organisation with two wings: one not for profit and the other generating income to help sustain the organisation.



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FOREWORD



Emily Brown

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“Gender Links major strength is its ability to constantly reinvent itself. We welcome the sharper focus on Sexual and Reproductive Health and Rights (SRHR).”
Nomkhitha Gysman, Head of Gender Unit, SADC Parliamentary Forum, speaking at the launch of the 2018 Barometer.

Another year has passed, and we are counting our blessings that the bitter funding winter of 2017 is beginning to thaw. Thanks to the tireless efforts of all our staff, GL secured funds in mid-2017 from the few regional funds that began to open up for Women's Rights Organisations in the global south such as Leading from the South and Amplify Change. GL scored a new goal for gender equality with the decision by Global Affairs Canada to entrust the management of its Women, Voice and Leadership Fund in South Africa to Gender Links, another hopeful sign of donors walking the talk of empowering local organisations.

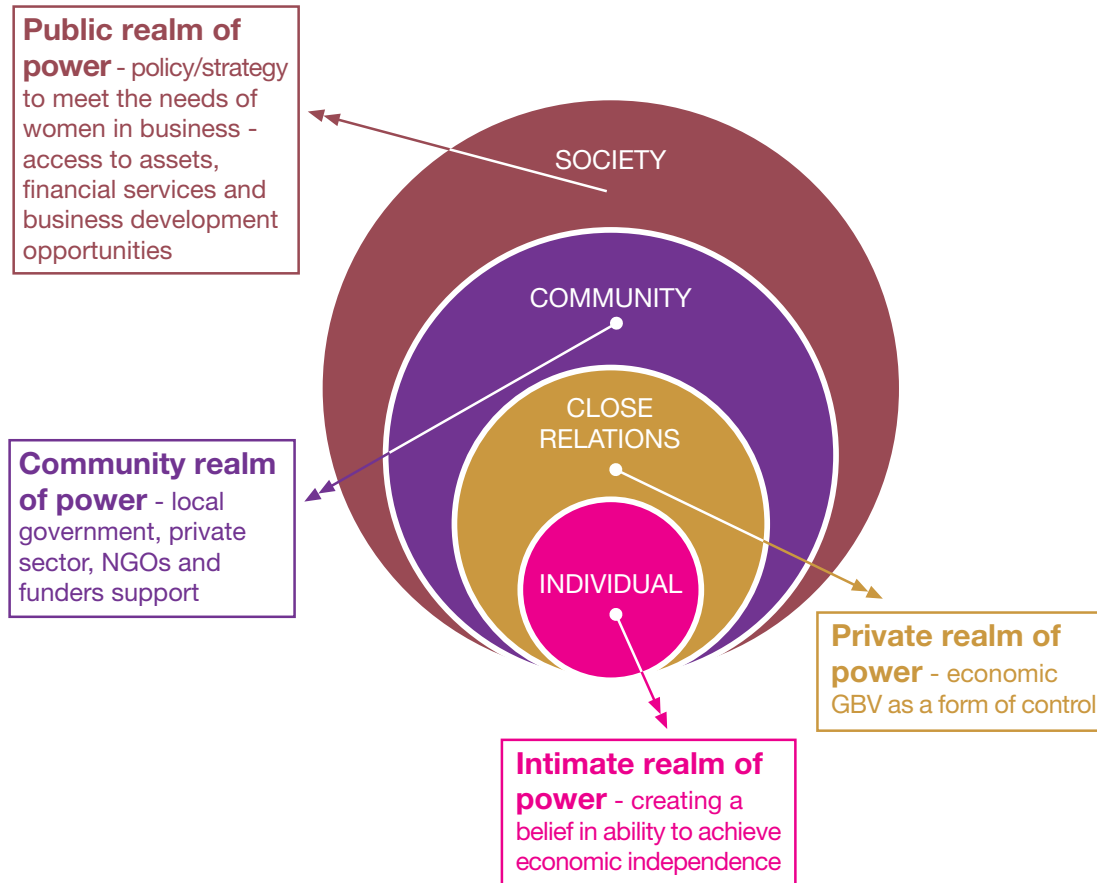
We became adept at forming partnerships with local and international NGOs to bid for funds. At GL we believe firmly that when partners work well together the whole is greater than the sum of the parts. In 2018, our country offices raised 35% of GL's budget, another key indicator of sustainability. Our GL Services portfolio contributed to about one third of our budget, showing that we never rested on our laurels. As the year ended, we could begin to talk about winter turning to spring. Our budget started creeping back to its

2016 levels. Offices that had gone into hibernation like Zambia, Swaziland and Namibia sprang up like desert flowers after the rains.

We begin 2019 on a hopeful note. Nowhere is this optimism more clear than in our new ventures, such as registering a branch of GL in the UK, and recruiting a Director of Programmes - former head of the SADC Gender Unit Magdeline Madibela. In the **#MeToo, #TimesUp and #TotalShutdown** era, we have streamlined our programmes, making Sexual and Reproductive Health and Rights (SRHR) a strong cross cutting theme in all our work.

All around us, we see resilience in the face of climate change. The lessons of nature serve us well, as we continue to pursue our vision of a region in which gender equality and justice flourish. *Aluta continua!*

Emily Brown
Chairperson

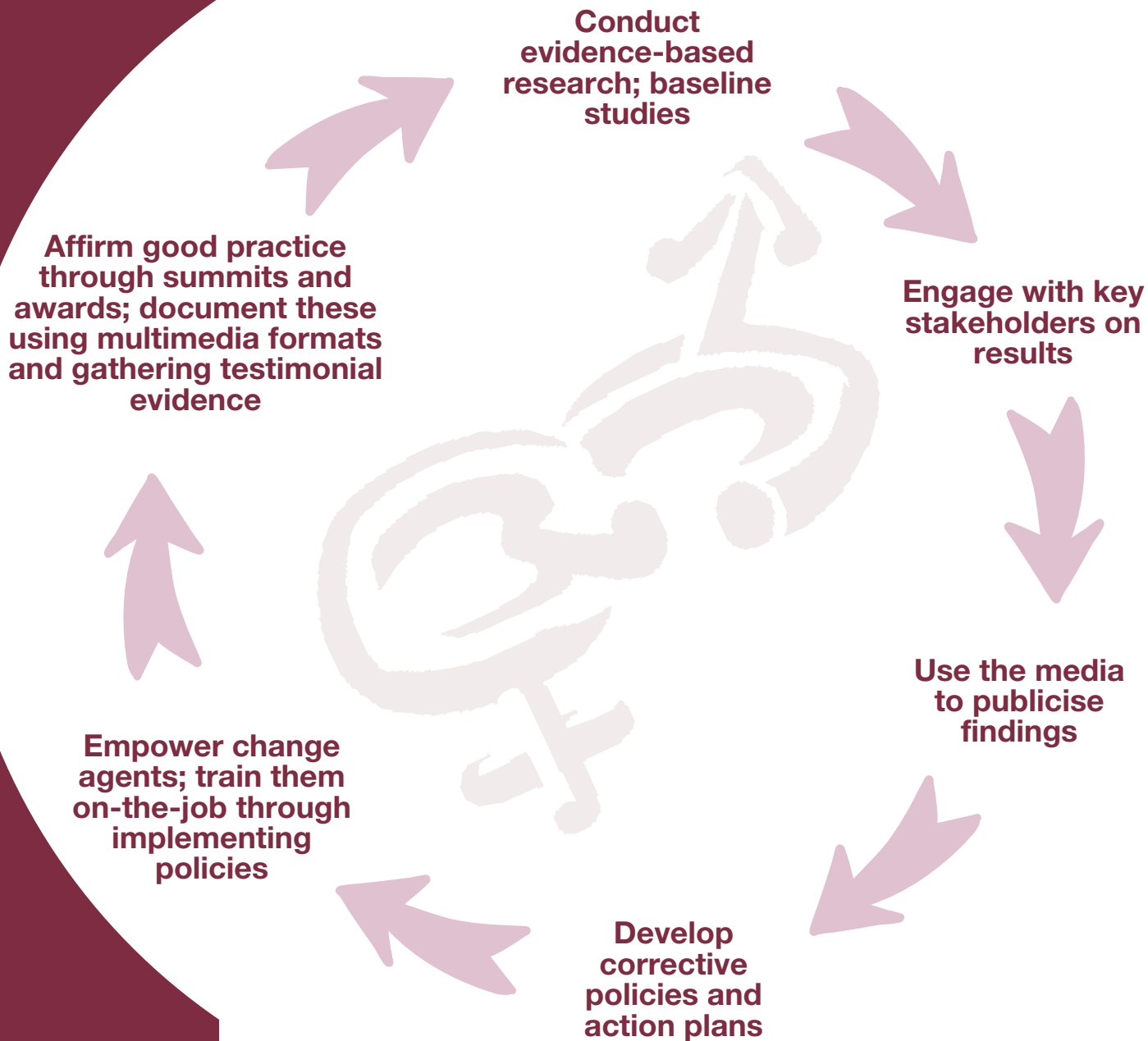


GL's Theory of Change recognises that gender is the most cross-cutting of all forms of inequality and exclusion

GL's **Theory of Change** recognises that gender is the most cross-cutting of all forms of inequality and exclusion. Reinforced in formal and informal ways, gender inequality begins in the home; is perpetuated by the family; schools; work place; community, custom, culture, religion and tradition as well structures within society more broadly-the media, new media, popular culture, advertising, laws, law enforcement agencies, the judiciary and state. While society readily identifies other forms of inequality, gender discrimination is so **normalised** that it often goes

unnoticed, including by women who have been socialised to accept their inferior status. Gender inequality follows the **life cycle** of most women from cradle to grave. Despite changes in laws and Constitutions, many women remain minors all their lives - under their fathers, husbands, even sons, and as widows subject to male relatives. Women and girls in Southern Africa remain the majority of the poor; the dispossessed; the unemployed; the voiceless; those whose rights and dignity are daily violated and denied; those infected and affected by HIV and AIDS.

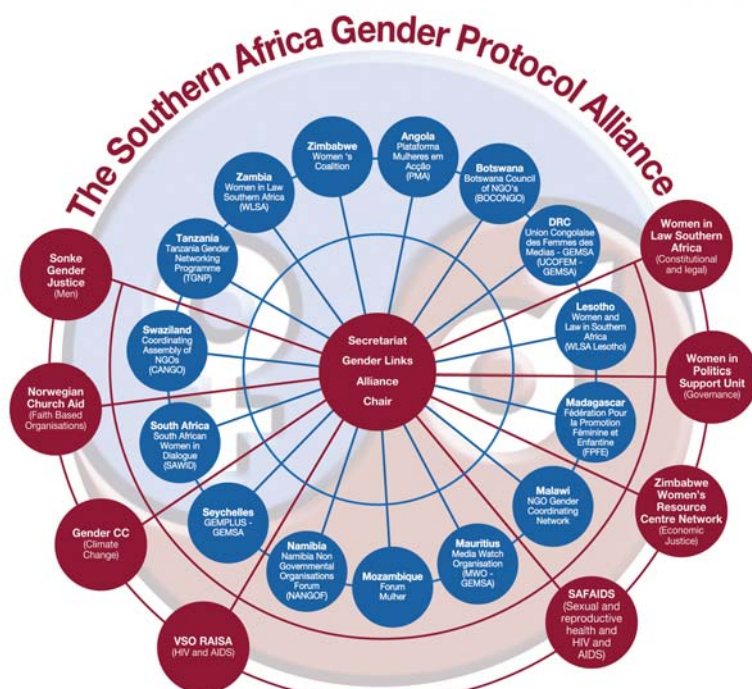
HOW WE WORK



Described in an evaluation as a “small organisation with a large footprint,” GL has a web of close to 600 partners, with 150 formal MOUs. Through its media and local government COE work, GL has over **500 institutional partners**. There are 25 civil society partners in the Alliance, and these connect with hundreds more NGOs, CBOs and Faith Based Organisations (FBOs) on the ground. GL also partners with ministries of **gender and local government**. GL is

partnering with UN Women in a Gender and Media Summit in Tanzania. GL is the founding chair of the **Global Alliance on Media and Gender (GAMAG)**, is a member of **FEMNET** and of the **Women's Major Group**. GL shares learning with partners at annual SADC **Protocol@Work Summits**. In 2017, GL held SADC Protocol@Work summits in six SADC countries - Botswana, Lesotho, Madagascar, Mauritius, eSwatini, South Africa and Zimbabwe.


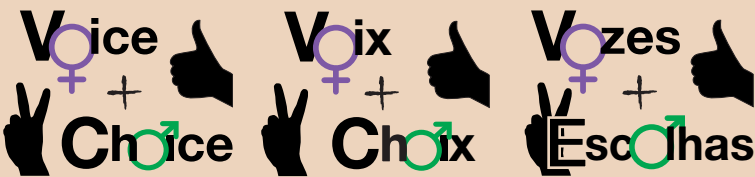










WHO WE WORK WITH



Global Alliance On Media And Gender



WHAT WE DO

GLOBAL AND CONTINENTAL 	SGG 5, CEDAW, BEIJING PLUS 25, ICPD, MAPUTO PROTOCOL		 SADC Protocol@Work Summit Sommet Protocole au travail de la SADC Cimeira do Protocolo@Work da SADC	
REGIONAL 	SADC PROTOCOL ON GENDER AND DEVELOPMENT, SADC SRHR STRATEGY			
PILLARS 	VOICE	CHOICE	CONTROL	
Cross cutting themes 	SEXUAL & REPRODUCTIVE HEALTH RIGHTS		ECONOMIC JUSTICE	
 GENDER LINKS FOR EQUALITY AND JUSTICE 	ALLIANCE AND PARTNERSHIPS	GENDER JUSTICE AND GOVERNANCE	MEDIA AND COMMUNICATIONS	
GL PARTNERS - NATIONAL AND LOCAL 	 Southern Africa Gender Protocol Alliance	 CENTRES OF EXCELLENCE for Gender in Local Government	 Gender and Media Diversity Centre	
PROBLEM STATEMENT 	Rhetoric- reality gap. Patriarchy & contradiction between constitutional and legal provisions and the realities of women's lives: political, social, economic, expressed at the individual, family, community, societal level.			

At the policy level, GL coordinates the **Southern African Gender Protocol Alliance** that campaigned for the adoption of this unique instrument in 2008. Originally aligned to the Millennium Development Goals, the Protocol brings together global and international commitments to gender equality. In 2016, gender ministers aligned the Protocol to the **Sustainable Development Goals**. GL and 25 partners produce an annual Barometer tracking progress towards attaining gender equality in SADC under three major themes: voice, choice and control. GL integrates the targets of the Protocol into its cutting edge work on **gender and the media** that includes research, monitoring and on-the-job training of journalists. GL also uses the media to get information to a wide variety

of audiences. In its **gender and governance** work GL spearheads the 50/50 campaign in the region, with a special focus on local government where GL works with councils in ten countries on gender responsive budgeting and service delivery. Pioneering work on the Sixteen Days of Activism in the **gender justice programme** has expanded to include 365 day action plans to end gender violence; gender prevalence and attitude surveys in seven countries; and ground-breaking work on **ending violence and empowering women: community by community**. In 2018, GL expanded its gender justice programme to include Sexual and Reproductive Rights (SRHR) more broadly, and to incorporate economic justice. These are key cross cutting themes in GL's work.

Ending
violence and
empowering
women:
community
by
community



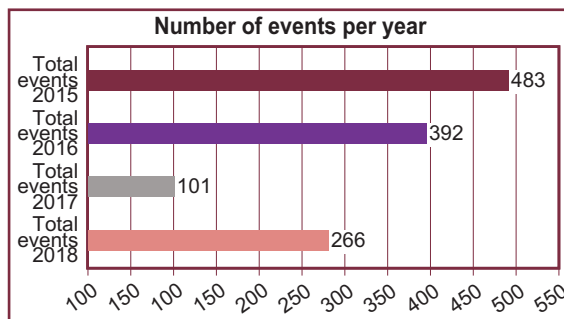
Pat Made (USA/Zimbabwe); Martha Cumbi (Mozambique); Sarah Mistry (UK); Emily Brown (Chairperson - South Africa/Namibia); Sarah Longwe (Zambia); Rethabile Pholo (Lesotho); Bhekiwe Ncube; Mukayi Makaya Magarangoma; Kubi Rama; Fanuel Hadzizi; Sifisosami Dube (South Africa); Tarisai Nyamweda (South Africa); Colleen Lowe Morna (CEO-Zimbabwe/South Africa); Debrah Mukuku; Chido Machakanja (South Africa); Magdeline Madibela (Botswana).

WHO WE REACHED DIRECTLY



Fanuel Hadzizi
M&E Manager

Brenda Dlamini from Ngwenya Town Board in Swaziland says, "I am not my job, not my industry but a black woman who works in the construction industry. I don't need to change to fit within the industry. The industry needs to change to make everyone feel included and accepted."

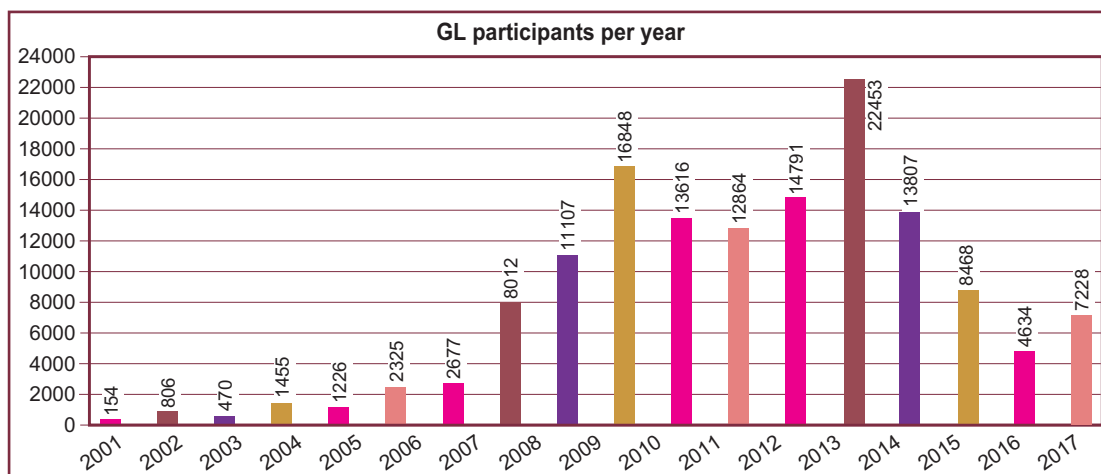


2018 GL events

From 01 January to 31 December 2018, GL ran 266 events. This is more than double the 101 events in 2017, consistent with increased funding. GL managed to strengthen and expand work across SADC. Zimbabwe (47), Lesotho (43) and Mauritius (42) had the most number of events in 2018.

2018 Participants reached

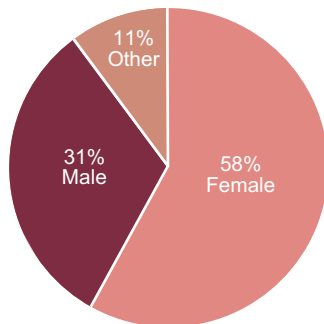
GL reached a total of 7228 participants directly, compared to 4634 participants reached directly in 2017. South Africa and Lesotho recorded the highest number of workshop participants. From GL's inception in 2001 to December 2018, GL has reached a total of 142,941 beneficiaries directly through its programme work.



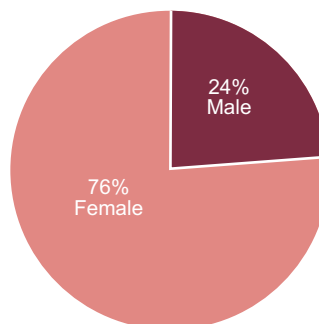
“Gender Links’ events have more than doubled from 2017!”

In 2017, men comprised 32% of the participants reached. This proportion decreased to 24% in 2018, due to GL's focus on the *Sunrise - Empower Women, End Violence Campaign*, that primarily targets women survivors of gender based violence.

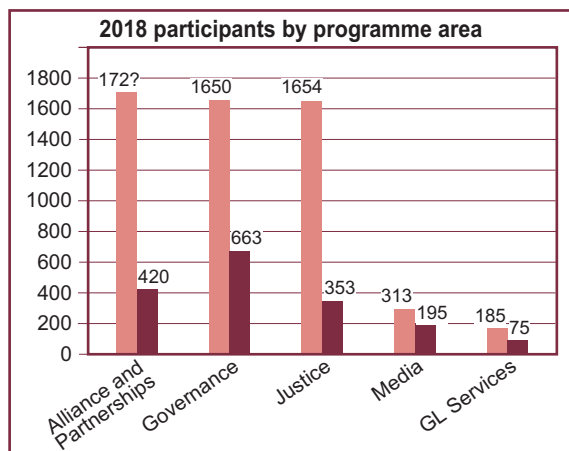
Participants since 2001



Proportion Male/Female 2018



SUNRISE -
EMPOWER
WOMEN, END
VIOLENCE
CAMPAIGN
targeting
women
survivors of
gender based
violence

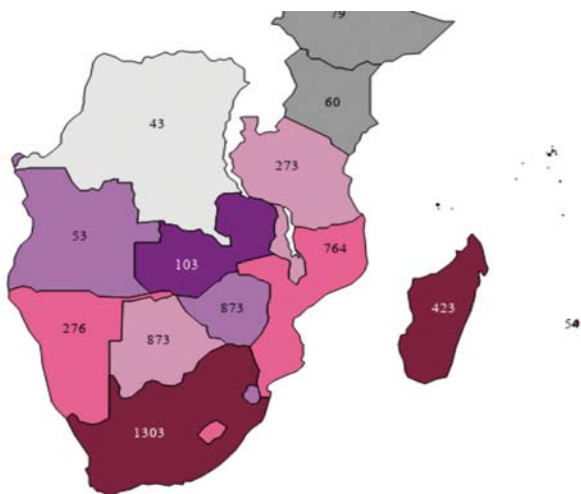


2018 Participants by programme area

2018 participants by programme area
The governance programme (that focuses on local government) reached the largest number of participants (2313). The Justice programme reached 2007 participants; the Alliance 2140 participants, Media reached 508 and GL Services programme reached 260 participants. The Justice programme includes the Sunrise Campaign being rolled out by councils.

2018 Participants by country

At 1303, South Africa recorded the highest number of beneficiaries, (88% women, and 12% men). Lesotho and Zimbabwe featured second and third respectively.



SOUTH
AFRICA
reached
1303
people
(88%
women)

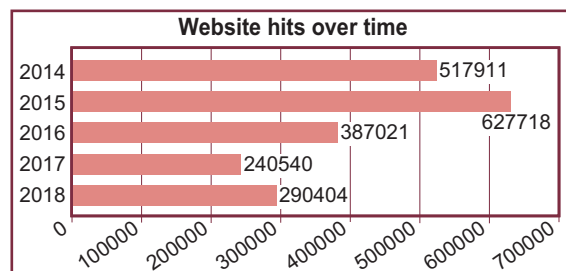


WHO WE REACHED THROUGH THE MEDIA AND SOCIAL MEDIA

50 000
more
website
hits

68
more
Twitter
followers
per month

Media is both a programme area and a tool in GL's work. We use traditional, mainstream and new media to amplify our work and reach as many audiences as possible.

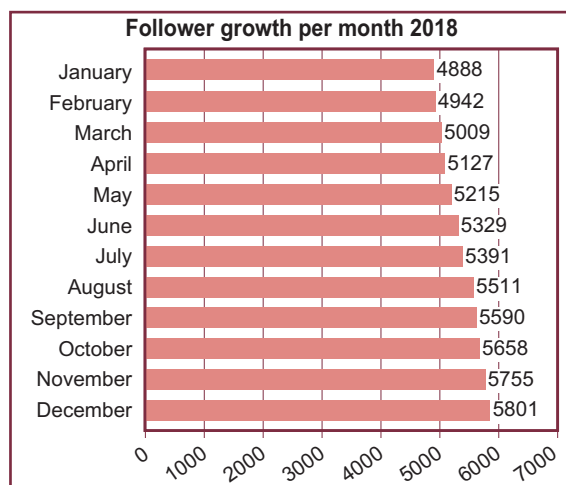


Website hits

During 2018, GL had a total of 290 404 website hits, almost 50 000 more hits than in the previous year, but less than half the number of hits in 2015, the year when GL had its highest level of funding. Website hits are closely linked to programme activity.

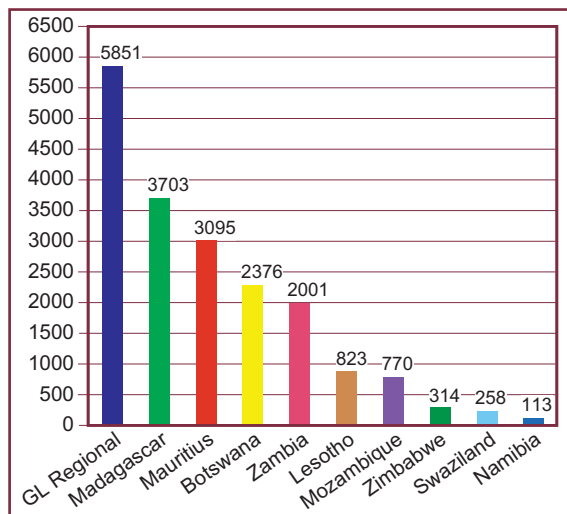
Social Media

Gender Links has maintained high levels of involvement and interaction with individuals as well as other likeminded organisations through its use of social media platforms. The presence on Twitter and Facebook has allowed the organisation to have far reaching impact.



GL Twitter growth

In the year under review GL Twitter followers increased steadily by 985 followers closing the year at 5 873. Throughout the year GL received most followers in March, May and August where its involvement in key events such as the Commission on the Status Women, International Women's Day, World Press Freedom Day as well as Women's Month in South Africa attracted more followers of GL activities. The account gained an average of 82 new followers per month: an increase from the 68 followers per month in the previous year.



GL Facebook followers

By December 2018, GL regional and country facebook pages had accumulated 19,304 followers and 19,241 page likes. Of these, the most followed page is the GL Main page which made accounts for 5851 followers and 5883 likes.

19 241



Analytical data on the GL Regional page shows that 61% of facebook followers are women, and 37% men. 25% of women followers and 16% of men followers are in the 25 to 24 year old age bracket, showing the power of this medium in engaging the youth.

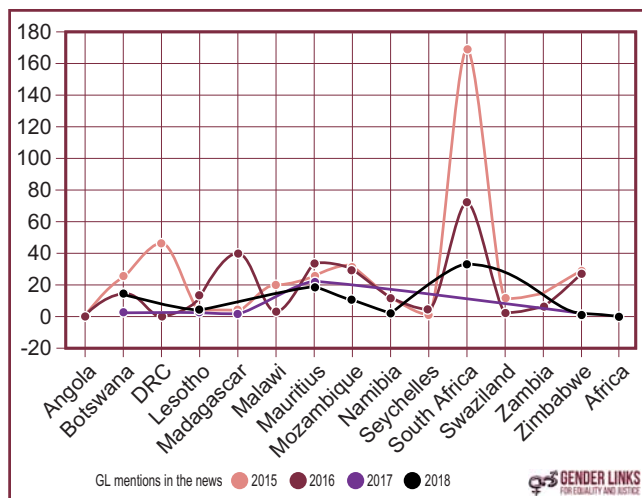
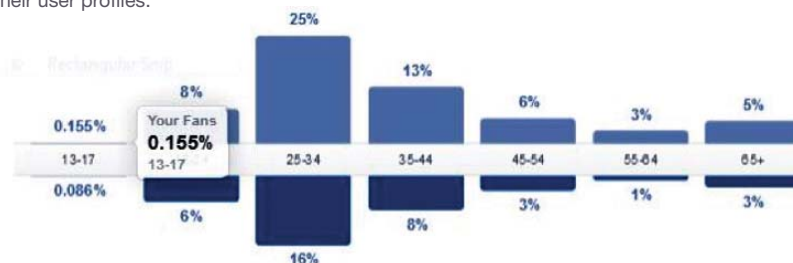
Aggregated demographic data about the people who like your Page based on the age and gender information they provide in their user profiles.

Women

61%
Your Fans

Men

37%
Your Fans



GL mentions in the news

GL recorded 69 mentions in the mainstream media. South Africa, where GL is headquartered, had the highest GL media mentions in 2018.

The graph shows a comparison of GL in the news mentions by country and by year since 2015. South Africa, and Mauritius have maintained consistency over the years recording some of the highest mentions compared to other countries. GL will continue to strengthen its presence in the news with the upcoming country summits in 2019.

HOW WE MEASURE RESULTS

“

Qualitative
and
quantitative
data
collection
and analysis
are the main
ways GL
measure its
results!

GL has shifted from a simple focus on **Monitoring & Evaluation** to **Results for Change** including **learning, knowledge, innovation and Value for Money**. GL tracks all its activities using Survey Gizmo and has developed a range of online score cards, surveys and reports to monitor and reflect its work. Survey Gizmo data is analysed using Google Data Studio automated reports. GL also measure impact using longitudinal tracking of participants in the Sunrise project. GL gathers “I” stories or first-hand accounts, **Drivers of Change** and **Emerging Entrepreneur** profiles housed in

data bases and multi-media formats on the website. Qualitative and quantitative data collection and analysis are the main ways GL measures results.

Monitoring & Evaluation
“I” stories Value for Money Results for Change
Emerging Entrepreneur
Learning, knowledge, innovation
Results for Change “I” stories
Emerging Entrepreneur Value for Money
Drivers of Change



Gweru City Council cyber dialogues in Zimbabwe.



Alliance march with partners at Orange Farm.
Photo: Colleen Lowe Morna

use of tablets for conducting M and E and use of GL Surveys in leveraging GL Services.

GL is two times winner of the **"Investing in the Future Award"** administered by the Mail and Guardian; **Top Gender Empowered Government Agency or Parastatal Award** from the Top Women Awards; three times finalist in the **Drivers of Change Award** - Civil Society Category administered by the Southern African Trust. In 2013 the **African Union**

recognised GL's outstanding contribution to women's rights during the tenth anniversary of the African Charter on Human and Peoples' Rights on the Rights of Women in Africa.



Key achievements in 2018 include:

- Demonstrating resilience through raising 50% more funds than in 2017, largely through tapping into every bilateral and multilateral source available to WRO in the global south; through country offices raising 45% of the revenue base; and 24% raised through GL Services.
- Expanding GL's work on GBV, HIV and AIDS to encompass Sexual, Reproductive Health and Rights (SRHR) and crafting the #VoiceandChoice campaign that resonates with the #MoToo, #TimesUp, #TotalShoutdown and other campaigns demanding action on women's rights.
- Leveraging off the well-established bases at local, national and regional level to provide a solid base for the campaign.
- Revisiting the Centres of Excellence for Gender in Local Government and crafting new ways of working through the Councils, such as handing over the running of the Sunrise Campaign.
- Continued innovation in documenting Results for Change. This includes creating Google Data reports for over 70 surveys;

WHAT WE HAVE ACHIEVED

GL's work has been recognised through several AWARDS.

Two times winner of the **"INVESTING IN THE FUTURE AWARD"**.

"TOP GENDER EMPOWERED GOVERNMENT AGENCY OR PARASTATAL AWARD"

from the Top Women Awards.

Three times finalist in the **DRIVERS OF CHANGE AWARDS**.

The African Union recognised GL'S **OUTSTANDING CONTRIBUTION TO WOMEN'S RIGHTS** during the tenth anniversary of the African Charter on Human and Peoples' Rights on the Rights of Women in Africa.

SOUTHERN AFRICAN GENDER PROTOCOL ALLIANCE



Shamiso F V Chigorimbo
Alliance Coordinator

“

"I am writing to invite you to participate in a Civil Society Expert Roundtable in London from 15-17 August 2018. During the Commonwealth Heads of Government Meeting in London in April 2018, UK Prime Minister Theresa May announced that as Chair-in-Office of the Commonwealth, the UK would support Commonwealth governments that want to reform their laws that discriminate against women and girls and and lesbian, gay, bisexual and transgender (LGBT) people. Sisters For Change has joined with 3 other international NGOs to form the Equality & Justice Alliance to provide this support over the next two years.

Ali Gordon, Sisters For Change

The Southern African Development Community (SADC) Gender Protocol Alliance (the Alliance) is a coalition of 15 national gender networks and five regional organisations that promote gender equality. Established in 2005, the Alliance campaigned for a regionally binding instrument and later its review in line with the Sustainable Development Goals. The Alliance works in five clusters (Governance, Economic Justice, Sexual Reproductive Health Rights (SRHR), Media and ICTs, Climate Change and Sustainable Development). Key achievements in 2018 include:

A decade of publishing the Barometer

In the 2018 edition of the Barometer, GL and the Alliance launched the #VoiceandChoice campaign by putting a spotlight on Sexual and Reproductive Health and Rights (SRHR). The 2018 Barometer abounds with evidence on the need for bold action on this front. The launch of the 2018 Baro-

meter in Johannesburg on the eve of Women's Day (9 August); in Windhoek (host of the 2018 SADC Heads of State Summit) and in all countries in the region will be accompanied by year-long campaigns to give women voice, choice and control of their lives. #TheTimesNow!

Alliance Annual Meeting 2018

With support from Amplify Change, the Alliance mapped key #VoiceandChoice campaigns across the region at national and local level at its August 2018 annual meeting, followed by consultations in each country. GL formed a partnership with the UK-based Equality and Justice Alliance to document the comprehensive review of the Penal Code in Mozambique that paved the way for the legalisation of homosexuality and choice of termination of pregnancy. This approach is being used in advocacy work, notably with the SADC Parliamentary Forum (SADC PF) Women's Caucus.

Campaign name	Angola	Botswana	DRC	Lesotho	Madagascar	Malawi	Mauritius	Mozambique	Namibia	Seychelles	South Africa	eSwatini	Tanzania	Zambia	Zimbabwe	Totals
1. Menstrual health				5	10			10	1		3	4		5	10	
2. Maternal health									3			4		5	10	
3. Comprehensive sexual education and services & Teenage pregnancies		15			10				1					5	10	
4. Safe Abortion		15		1							3					
5. HIV and AIDS & GBV				5			1		2		3	4				
6. Child marriages				5				10				4			10	
7. Sexual diversity																
Local Campaigns		30		16	20	3	1	20	7		9	16		15	40	177
National Campaigns	3	3	2	3	2	3	3	2	2	2	2	4	2	5	3	41

Sexual Reproductive Health Rights (SRHR) Audit of laws and policies in 15 SADC Countries

In November and December 2018 the Alliance partners in the 15 SADC countries conducted an audit of over 250 policies and laws to inform campaign strategies and plans for 2019. 14 SRHR national and 67 local government council meetings resulted in 41 national and 177 local council campaigns being designed. These are being rolled out in 2019.

Mapping of partners

In strengthening the SRHR cluster of the Southern African Gender Protocol Alliance, Alliance partners conducted a mapping exercise at the national SRHR consultation meetings. At the start of the exercise, the Alliance had 80 partner organisations. A further **123** organisations joined during the SRHR strategy meetings from November to December 2018. Of these, **91 (45%) are SRHR** organisations; **21 Youth (10%)** organisations and **9 LGBTI** organisations (**4%** of the total membership).

Mapped Organisations	Total submitted	SRHR	Youth	LGBTI
Before 2018 Mapping	82	45%	10%	4%
SRHR Organisations	91			
Youth Organisations	21			
LGBTI Organisations	9			
Grand Total	203	91	21	9

Source: Southern African Gender Protocol Organisation Mapping Survey, Feb 2019

Community of Practise Campaigns

The SADC Gender Protocol Alliance hosted 8 cyber dialogues through the Community of Practice (COP) forum during the Sixteen Days of Activism in 2018. A total of 144 participants engaged from 7 SADC countries engaged in the discussions. The COP online tool allows for chat, audio visual as well as recorded conversation.

GRA Meetings

The Alliance convened expert meetings to conduct the Gender and Rights Assessment of Constitutional Rights, special measures, domestic legislation, equality in accessing justice, marriage and family rights, persons with disabilities, widows and widowers' rights, the girl and the boy child for the 2019 Barometer.

The Alliance Economic Justice cluster reviewed a checklist for a model economic justice policy, aligned with the SADC Industrialisation strategy. The cluster agreed to take forward:

- Entrepreneurial support mechanisms for women and youth including Women's Banks to enable access to credit.
- Advocacy on procurement policies that give priority to local SMEs, especially those owned by women and youth, without compromising quality.

GL is working with the Commonwealth Local Government Forum (CLGF) on mainstreaming gender in Local Economic Development (LED) in Zimbabwe, Zambia, Swaziland and Lesotho.

#VoiceandChoice
#TheTimeIsNow!

GENDER AND MEDIA



Tarisai Nyamweda
Media Manager



Thandokuhle Dlamini
Communications Officer

“The media continues to be a tool and target in GL's work!”



Petronella Ngonyama aspiring journalist shoots a video of the Gender and Media Diversity Centre COP.

Photo: Zotonateneina Razanadratafa

The media continues to be a tool and target in GL's work. GL works on the transformation of gender relations in and through the media through supporting media houses, journalists, journalism and media studies departments and students to mainstream gender and diversity in institutional practices, editorial content, curricula and training. GL uses traditional, mainstream and new media to amplify its reach.

Gender and Media Community of Practise

In 2018, the Gender and Media Community of Practise hosted a number of webinars in which university students, academics and other civil society organisations and activists joined in on the discussions. Members of the community were able to access key resources on gender and the media including research, training toolkits, surveys, case studies on gender in media education a resource which is scarce in Southern Africa. A major highlight of the COP was the convening of 3 Zoom webinars and 3

Facebook Live events. GL convened a World Press Freedom Day Webinar under the theme *Rewriting herstory: Women in Politics, lessons from Winnie Madikizela-Mandela* focusing on media reportage on women in politics.

The International Women's Day 2018 (IWD) webinar ran under the banner *From Hashtags to Action - Young women speak out!* In 2018, GL worked with nine interns from Lesotho, Malawi, South Africa and Tanzania at the GL regional and country offices.



Students from the Namibia University of Science and Technology take part in a COP webinar.
Photo by Nadia Meding

Commission on the Status of Women

GL took part in the sixty-second session of the Commission on the Status of Women from 12 to 23 March 2018 with women and media as a sub-theme. GL in partnership with the International Association of Women in Radio and Television (IAWRT) convened a parallel event under the banner #MeToo Online aimed at developing guidelines on protecting women working in the media against sexual violence. GL also launched its innovative online media monitoring tool "Mirror on the Media": the product of over 15 years of media monitoring.

Glass Ceilings - Women in South Africa media houses

GL in partnership with the South Africa National Editors Forum (SANEF) with support from Media Development and Diversity (MDDA) undertook the Glass Ceiling: Women in South Africa media houses follow up research.

The third Glass Ceilings survey of South African media launched on 19 October 2018 - National Press Freedom Day - shows that there have been dramatic shifts in the race and gender composition of the media since the first study 12 years ago, with black men playing a more dominant role. But black women are still not fairly represented in media decision-making; the gender pay gap is widening, especially in the age of digitisation; and the old boys' network is alive and well. In the #MeToo and #TotalShutDown era, the conversation is moving beyond numbers, to the underlying patriarchal norms that fuel sexist attitudes,

harassment and its newest ugly form - cyber misogyny. Some of the key messages emanating from the research are that #TimesUp for the South African media and #TimeisNow to walk the talk of gender equality!

Gender and News Summit

The media programme partnered with UN Women in a Programme funded by the Bill & Melinda Gates Foundation that included: Media monitoring; field work and writing grants; Mentorship; development of a reporting handbook as well as the Gender and Media Summit.

This project culminated in the Gender and News Summit which took place over two and a half days in Dar es Salaam. The summit included plenary discussions on gender equality in the media and ICTs with editors, media managers and media house owners, gender and media activists, media trainers as well as civil society organisations. The agenda also focused on powerful networking designed to forge strong relationships amongst the media in Tanzania. During the summit journalists shared best practices in creating media content that is more responsive to gender equality and women's empowerment in parallel sessions for each category of the summit entries. The summit featured an awards night, affirming outstanding gender equality coverage within the context of the SDGs in all mediums (print, radio, broadcast).



Prof Glenda Daniels co-author of the Glass Ceiling research presenting during the Glass Ceiling Women in South Africa media houses launch.
Photo: Tafwakose Jenda

#TotalShutDown
#MeToo
#TimesUp

GENDER JUSTICE, SRHR AND GOVERNANCE



Sifisosami Dube
Head of Governance
and SRHR

“

“Gender Links was a natural choice to select as our partner to implement the Gender Violence in Elections Monitoring tool. Gender Links has led a successful 50/50 campaign at the local government level reaching out to the entire SADC region.

*Rumbidzayi
Kandawasvika-
Nhundu,
International Idea*

The Gender and Governance programme promotes gender responsive and sensitive local governance. GL's Centres of Excellence (COE) for Gender in Local Government project localises the Sustainable Development Goals (SDGs), Agenda 2030 SADC Gender Protocol and other key international and regional instruments. These are given effect through work with 442 councils in Botswana, Lesotho, Madagascar, Mauritius, Mozambique, Namibia, eSwatini, South Africa, Zambia and Zimbabwe. The councils cover a population of 42 million people or 31% of the population in the ten countries. The programme has grown to include Ending Violence, Empowering Women and the Voice and Choice programmes. Key achievements in 2018 include:

Gender and Elections

- Convened a political party dialogue in Botswana to discuss women's representation in the 2019 election. GL Botswana trained the candidates on campaigning and communication strategies.
- Produced the gender and elections report for the Lesotho 2017 elections. Through partnership with UNFPA, GL Lesotho convened a gender and elections training with women parliamentarians, which saw a number joining social media to highlight governance issues.
- Convened a meeting of Mauritius political parties to discuss the country's political gender discourse as the country has lagged behind in prioritising gender in governance.
- ESwatini convened a 50/50 meeting focusing on representation of women

- Six Protocol@work Summits.
- Reached 893 survivors of gender based violence.
- Developed 80 SRHR Action plans with local authorities
- Re-established the governance programme in Namibia, eSwatini and Zambia.
- Produced two gender and election audit reports.
- Only 24% proportion of women in local government.
- Reached 430 local government Centres of Excellence.
- Canvassed the Hub and Spoke methodology for local government COEs.

with disabilities. Two women out of 59 candidates were elected as Members of Parliament. The King and the National House of Assembly appointed four additional women parliamentarians. GL was part of the campaign that led to the passing of a law to strengthen constitutional provisions for 30% women in politics.

- In Zimbabwe, the Women in Local Government Forum (WLGF) wrote a letter to parliament to lobby for a gender quota at a local level. Overall, representation of women in local government dropped from 16% to 14% in the 2018 elections.
- Supported women candidates ahead of Mozambique's elections held in October 2018. Of the 53 councils, women mayors lead only six councils and men lead 47.

Towards a Hub and Spoke methodology for the Centres of Excellence

GL strengthened the local government Centres of Excellence programme through adopting a Hub and Spoke methodology for gender mainstreaming. The method will ensure sustainability as “hub” councils will become resource centres to mentor and support neighbouring councils in institutionalising gender and gathering evidence of what works. The programme is piloted in Zimbabwe and Lesotho.

Learning and sharing at Protocol@Work summits

Six countries held gender summits that showcased over 700 local government, civil society, entrepreneurs and media best practices. Capricorn District municipality in South Africa collaborated with eSwatini to host a colourful summit highlighting 56 best practices. The summits included launches of the 10th edition of the SADC Gender Protocol Barometer.

Empowering women, Ending Violence

GL reached 893 survivors of Gender Based Violence through the Sunrise Campaign. The programme has grown with councils taking over the training of survivors to ensure sustainability. A total of 234 Gender Focal Persons were trained to 'take over' the programme.

#Voice and Choice - taking SRHR to the local level

The Sexual and Reproductive Health and Rights (SRHR) programme goals are to ensure universal access to healthcare, including reproductive healthcare, family

planning, sexual health and rights through advocacy and capacity building. At the local government level, the programme is set to raise awareness of the policy framework, build capacity of local authorities on SRHR, in particular the youth, and foster positive sexual practices behavioural change. In 2018 the programme:

- Reached 429 youth through the training and action planning.
- Trained 83 councils on including youth and council health officials.
- Reviewed 80 local government action plans on SRHR.
- Developed 102 youth led SRHR campaigns including on Child Marriages, Menstrual Health, Maternal Health, Safe Abortion, HIV and AIDS, Comprehensive Sexual Education and Teenage Pregnancy and Sexual Diversity.
- Raised awareness of SRHR through 13 local community dramas during the 16 Days of Activism.
- Held eight SRHR dialogues during the 16 Days of activism.
- Collaborated with My Body, My Choice on the Safe Abortion campaign.



Alliance march for SRHR with residents of Orange Farm during the Annual General Meeting in August 2018.

Photo: Colleen Lowe Morna



Gender
Links
reached
893 survivors
of Gender
Based
Violence
through the



WHERE WE WORK

“

Gender Links is committed to a region in which women and men are able to participate equally in all aspects of public and private life in accordance with the provisions of the Southern African Development Community (SADC) Protocol on Gender and Development.”

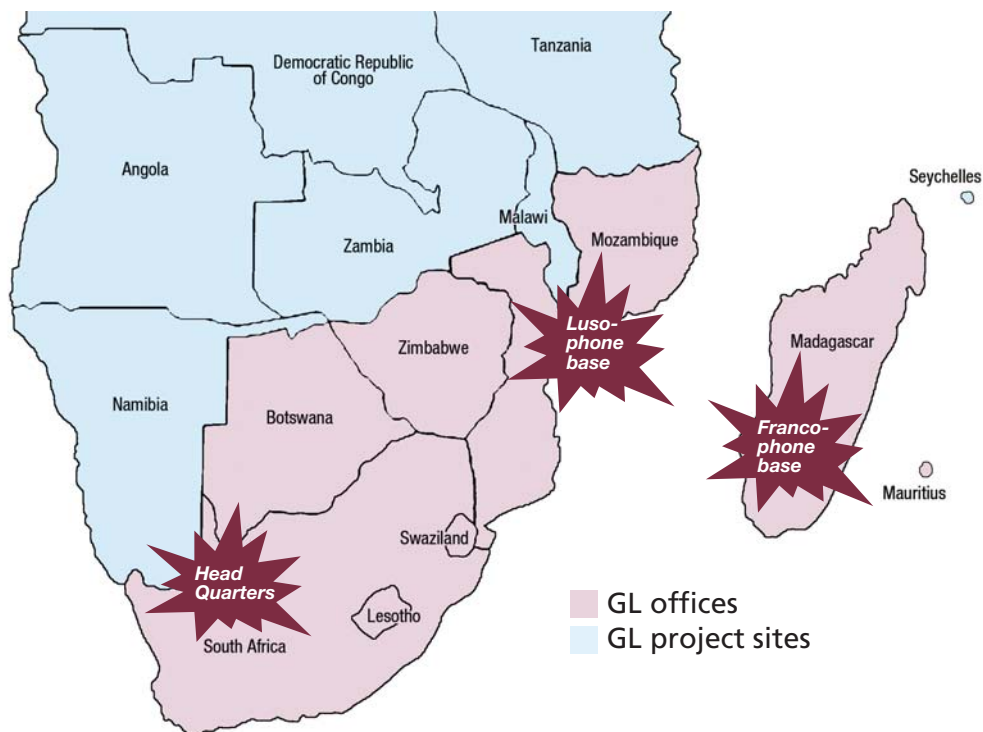
Gender Links has registered offices in ten SADC countries, including a Lusophone base in Mozambique and Francophone base in Madagascar. GL's Botswana office also serves as a liaison office with the Southern African Development Community (SADC). In 2018, GL offices in Namibia and Zambia revived operations.

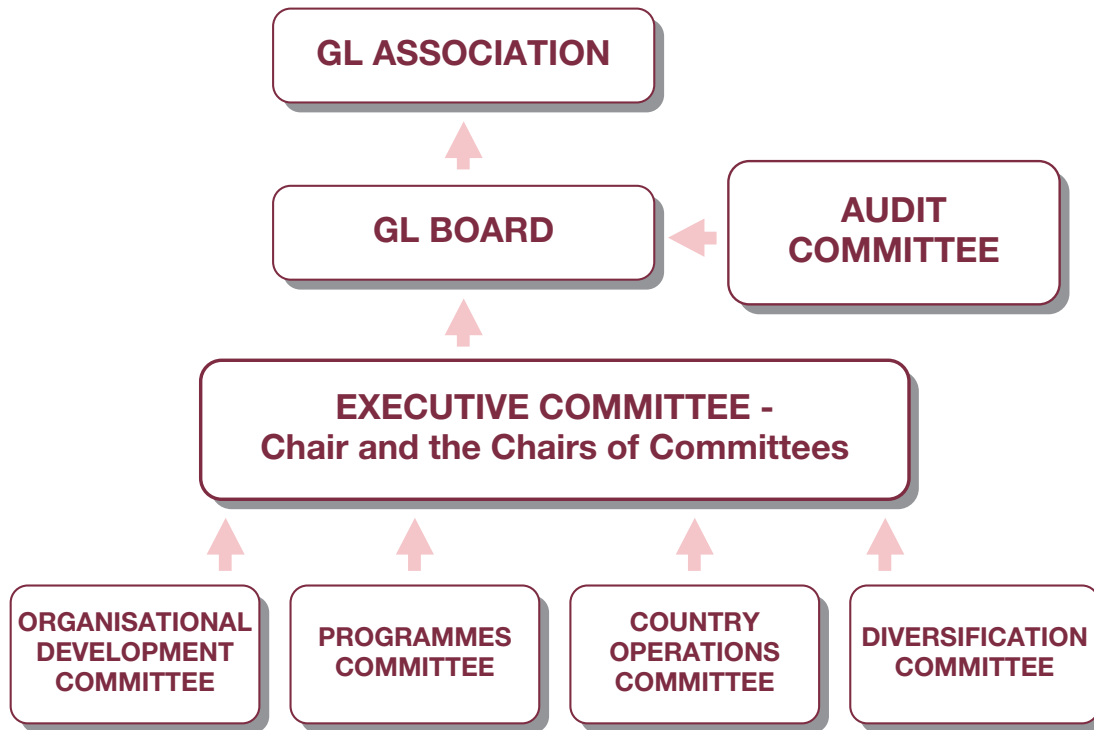
What makes GL a SADC organisation

- **Our vision:** Unlike some NGOs that have developed a regional identity as they have grown or to better position themselves for funding, GL has been a regional organisation from the outset. Our vision is: “Gender Links (GL) is committed to a region in which women and men are

able to participate equally in all aspects of public and private life in accordance with the provisions of the *Southern African Development Community (SADC) Protocol on Gender and Development*.”

- **Our Programme of Action:** The Southern African Gender Protocol Alliance that co-ordinates civil society activism around the Protocol provides the umbrella for GL's Programme of Action. GL's three core programmes – media, governance and justice – all seek to contribute to the attainment of key SGP targets.
- **Our partnerships:** Described in one evaluation as a “small organisation with a large footprint”, GL's work is built on a web of partnerships from local to regional to global level – 144 MOUs spanning all 15 SADC countries.



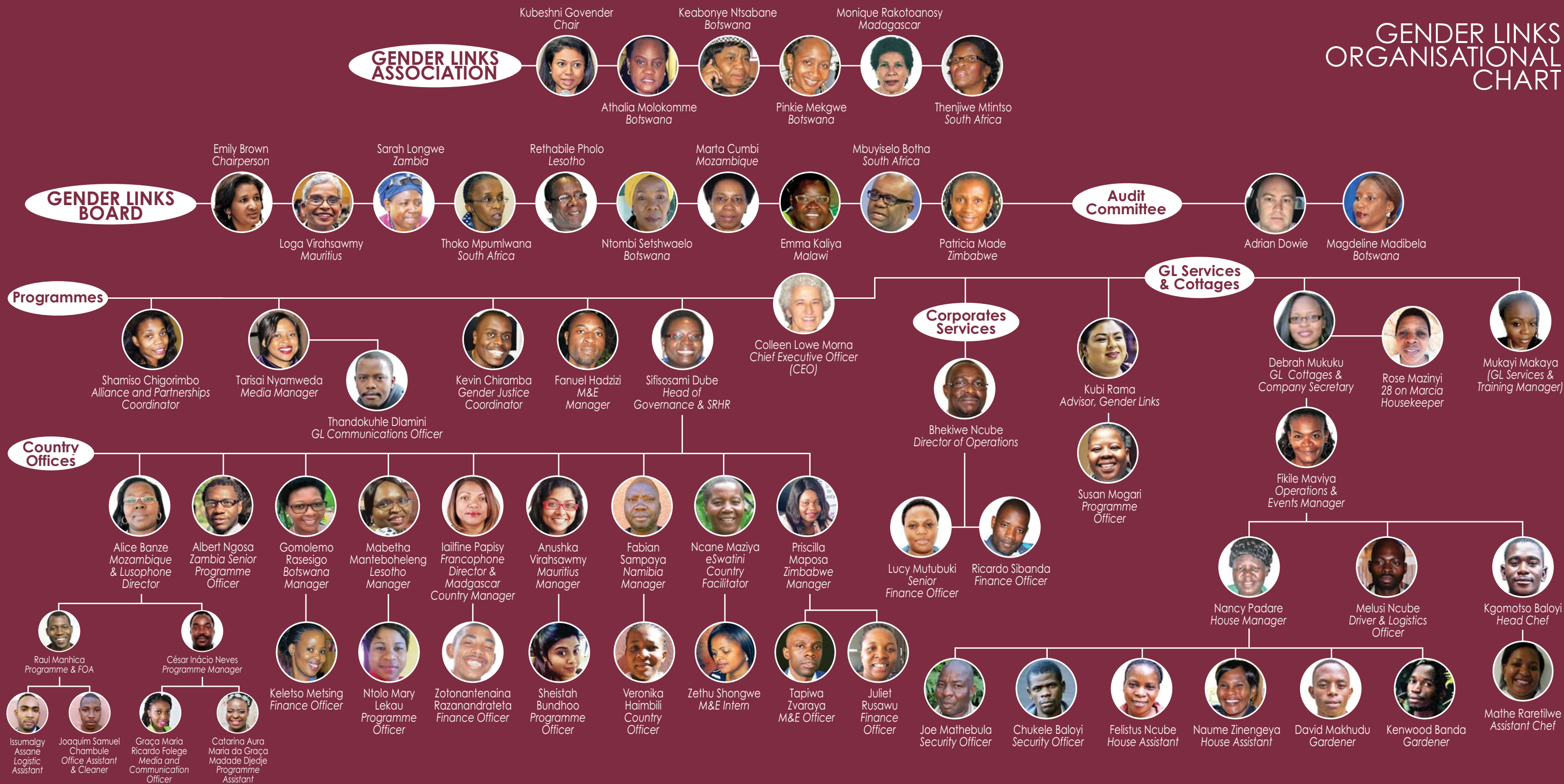


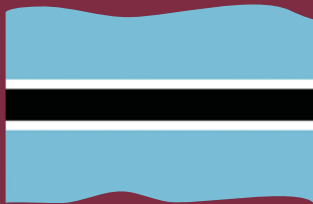
Gender Links apex structure is an **Association** chaired by founder member and communications expert **Kubeshni Govender Jones**. Members include well known editor and media personality **Ferial Haffajee** (South Africa); International Ideas programme manager **Pinkie Mekgwe** (Botswana); **Ambassador Thenjiwe Mtintso** (South Africa), Botswana Ambassador and Permanent Representative, Botswana Permanent Office to the UN in Geneva **Dr Athalia Molokomme**; **Monique Rakotoanosy** (Madagascar) and **Keabonye Ntsabane** (Botswana). GL is governed by a 12 member board from eight SADC countries. The **Board** is chaired by **Emily Brown** (media studies expert, South Africa/Namibia). Members include **Pat Made** (former Director General, Inter Press Service); **Loga**

Virasawmy (G.O.S.K, Mauritius); renowned gender activist **Sara Longwe** (Zambia); former deputy chair of the Lesotho Independent Electoral Commission **Rethabile Pholo**; former head of the SADC Gender Unit **Magdeline Madibela** (Botswana); founder member of Emang Basadi in Botswana **Ntombi Setwaelo**; Chair of FEMNET and the NGO Coordinating Council of Malawi **Emma Kaliya**; Commission for Gender Equality Commissioner **Mbuyiselo Botha** and former Deputy Chair of the South African Commission for Gender Equality **Thoko Mpumlwana**. **Adrian Dowie** (CA, South Africa) chairs the audit committee, with Magdeline Madibela as a member. CEO **Colleen Lowe Morna** (Zimbabwe/ South Africa) is an ex-officio member of the Board.

GL is “governed by a 12 member board from eight SADC countries

GENDER LINKS ORGANISATIONAL CHART





Niombi Setshwaelo
Gender Links Board Member



Gomolemo Rasesigo
Country Manager



Keletso Metsing
Finance Officer



The **Lobatse Town Council** has over the years built a strong gender structure with a gender champion and gender focal person. The council has an annual activity plan derived from the Gender Action Plan. It is in the process of developing a gender policy. 44% of the council management are women. The current Mayor and Town clerk are both women. The Finance and Works Committee is chaired by a woman. The youth focal person is a young woman. The council keeps sex disaggregated data. 74% of funds from financial schemes in the council go towards women empowerment. The Council has hosted commemoration events for International Women's Day; the Sixteen days of Activism on GBV; a Gender vs. Culture workshop including traditional healers, pastors and community elders in discussion about practices that perpetuate GBV. GLB and Lobatse collaborated in a workshop on the "I stories" for men.

Gender Links Botswana (GLB) opened in 2008 as a liaison office with the Southern Africa Development Community (SADC) and country office. In 2018, GL carried out and completed a follow up to the GBV indicators study contracted by the Government of Botswana. GLB also undertook a

consultancy with the Botswana Open University through the Commonwealth of Learning to sensitise the university on gender issues.

GLB's COE programme extends to all 31 of the country's district councils. In 2018 the Botswana office:

- Conducted a national SADC Gender Protocol at work Summit on 6-7 March 2018 with 19 COE entries and 52 case studies in total.
- Trained 120 women standing for council and parliament positions in the 2019 general elections and facilitated six media engagements on women political representation.
- Trained 16 councils to take over the running of the Sunrise Campaign. The councils to date have trained 174 survivors of GBV.
- Conducted two meeting to strengthen council Gender Action Plans.
- Conducted one SRHR training for 15 local councils and youth organisations working on SRHR issues.
- Conducted one SRHR policy mapping meeting with nine organisations represented.

GL's Monitoring and Evaluation through the Gender and Local Government Score card shows that in Botswana there are:

- 20% women in local government.
- 39% women in council management.
- 24% women chairing committees.
- COE's allocated land to 15% women.
- COE's allocated housing to 30% women.



Gender Links Lesotho (GLL) was registered on 1 February 2011. The office works with 50 councils across the country (about two thirds of the councils in Lesotho) as part of its COE programme. In 2018 GLL:

- Compiled a gender and elections report for the 2017 local government elections accompanied by a policy brief on Gender and Elections in Lesotho.
- Conducted gender and elections training for parliamentarians, including use of social media, through a partnership with UNFPA.
- Worked with 10 councils on the Sunrise Campaign. These provide training on entrepreneurship and life skills for 136 survivors of GBV through the funding provided by Canadian Fund for Local Initiatives (CFLI).
- Piloted "Nokaneng-Breaking the silence" app to promote awareness on GBV through digital solutions in Lesotho in twelve COE councils in the three districts of Mafeteng, Mophale's Hoek and Thaba Tseka. The project is a partnership with Participatory Initiative for Social Accountability (PISA) and Main level Consulting (as digital partner). The purpose of the application is to raise awareness on GBV; share information on rights, and support services. The application also has an emergency alert system for reporting GBV. The smart phone application was officially launched by the Minister of Gender, Youth, Sports and Recreation, Mahali Phamotse. The smart phone application can be accessed by all Lesotho users on Google play store on all android-enabled devices.

- Supported the Alliance network meeting to strengthen SRHR National Alliance cluster and to prioritise the three areas of focus for the SRHR campaigns namely; Menstrual health, Child marriages and Abortion.
- Trained ten COE councils on SRHR and drew Action Plans that will be implemented in partnership with youth and local clinics.
- Organised community dramas on SRHR and GLL supported those councils to carry out such campaigns during Sixteen days of Activism against violence on women and children.

GL's Monitoring and Evaluation through the Gender and Local Government Score card shows that:

- 40% women in local government.
- 59% women in council management in COE.
- 43% women chairing committees in COEs.
- 34% women allocated land by COEs.
- To date, 295 case studies have been collected during Lesotho SADC Protocol @Work summits.



Participants during the GBV App training Mafeteng Lesotho.
Photo: Ntolo Lekau



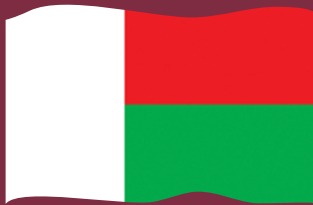
Rethabile Pholo
Gender Links Board Member



Mabetha Manteboheleng
Country Manager



Ntolo Mary Lekau
Programme Officer



Ialilne Papisy
Francophone Director &
Madagascar Country Manager



Zotonantenaina Razanandrateta
Finance Officer

GL Madagascar (GLM) began operations in 2011 and is the Francophone head office of Gender Links. GLM works with 67 Centres of Excellence for Gender in Local Government.

In 2018 GLM:

- Launch the "Sunrise Campaign" in eight councils of Madagascar, Manjakan-driana, Toamasina, Mahajanga, Andoharanomaintso, Antanamitarana, Fort Dauphin, Bongatsara and Anjozoro-robe. GLM signed a Memorandum of Understanding with each Municipality and integrated the Sexual and Reproductive Health and Rights - SRHR in the gender action plan of the targeted councils.
- Established partnership with GIZ-ProDéCID/GIZ to implement the project "Increased participation of women in local government for inclusive development" and a study "Flash" to update

the gender analysis in the Decentralisation sector of 2016.

- Signed a contract with the PAGE / GIZ Environmental Management Support Program to implement the project "Capacity Building for Women Entrepreneurs' Associations".

GL's Monitoring and Evaluation through the Gender and Local Government Score card shows that:

- Women comprise 12% Councillors in the COEs; 14% mayor/political heads; 22% deputy mayors/political heads. Women chair 21% committees overall and 88% water and sanitation committees in the COE.
- 92% of the COE councils have Junior Councillors; young women chair 33% of these.
- Women comprise 28% of COE employees and 19% of management.
- 17% of COE councils have disability friendly facilities.
- Women comprise 40% COE employees.
- Youth comprise 72% and People with Disabilities 1% those employed through COE council projects.
- 36% COE councils keep sex disaggregated data on procurement; 86% set a target for increasing the number and value of contracts allocated to women, PWD and youth.
- Women comprised 27% of those allocated land; 28% those allocated housing
- 85% of the COE councils have street lights.



Entrepreneurship training in Sakaraha, Madagascar - June 2018.

Photo: Zotonantenaina Razanandrateta



GL Mauritius began operations in 2008 and has played a strategic role in bridging GL's Anglophone and Francophone operations. In 2018, GL Mauritius office:

- Convened entrepreneurship training targeting 63 vulnerable women in the regions of Cite Barkly; Cite Chebel; Cite La Chaux and Dubrueil. The training programme aimed at empowering women to be economically independent. The State Bank of Mauritius and the Honkong and Shanghai Banking Corporation (HSBC) funded the project. Average income increased by Rs 5600 per month.
- GL assisted the LUX collective to identify four women to undergo an in-house tailoring training course in Savanne. At the end of the programme, they received sewing machines and tailoring kit worth Rs 62,000.
- With the various entrepreneurship programmes, GL Mauritius reinforced working links with the COEs, in particular Grand Port, Savanne and Moka. A meeting was held with the Chief Executives and the Chairpersons of the Councils.
- GL Mauritius worked with Cite CIM's youth on an after-school club programme which aimed at enhancing the skills of the youth, training them on self-esteem through personal action plans and art therapies; gave them academic guidance and training on health and hygiene.
- GL Mauritius conducted an assessment on safe abortion in Mauritius for SAFAIDS. The project reinforced the advocacy work around SRHR in Mauritius and ending child marriage.

- GL Mauritius held its SADC Protocol@Work summit in June 2018 in partnership with the Mauritius Association of Social Service (MACOSS). Twenty NGOs participated and showcased 18 best practices while COEs showcased six best practices. Five emerging entrepreneurs participated.
- In October 2018, GL Mauritius in collaboration with Alliance partners presented a shadow report on Mauritius at the 71st session of the Convention for the Elimination of All Forms of Discrimination (CEDAW) in Geneva.
- In November 2018, GL Mauritius partnered with the Kaleidoscope Trust under the Equality and Justice Alliance to work on an advocacy project on Gender Based Violence; LGBTI and SRHR.
- Throughout 2018, GL Mauritius continued its service-based project, the Safe Haven Halfway Home (SHHH), supporting 25 beneficiaries. The SHHH project accounted for 39% of the 2018 annual expenditure of GL Mauritius. This included individual donations; the Lux Collective; Mooneeram Associates and a charity dinner organised by the Australian High Commission and 'Les Chefs du Coeur'.

GL's Monitoring and Evaluation through the Gender and Local Government Score card shows that:

- Women comprise 20% of chairs of committees in the COE and comprised 20% those who participated in public consultations.
- Women constitute 36% those employed by COE councils and 35% management.
- 50% councils have disability friendly facilities.



Loga Virahsawmy
Gender Links Board Member



Anushka Virahsawmy
Country Manager



Sheistah Bundhoo
Programme Officer

MOZAMBIQUE



Marta Cumbi
Gender Links
Board Member



Alice Banze
Mozambique
& Lusophone
Director



**César Inácio
Neves**
Programme
Manager



Raul Manhica
Programme &
FAO



Catarina Aura
Marta da
Graça Madade
Djedje
Programme
Assistant



**Graça Maria
Ricardo Folege**
Media and
Communication
Officer



**Issumalgy
Assane**
Logistic Assistant



**Joaquim Samuel
Chambule**
Office Assistant &
Cleaner

Gender Links Mozambique (GLM), has been operating since 2011, serving both as country office and Lusophone base. In 2015 GL Mozambique registered as a national entity. In 2018, GLM:

- Revised 21 Gender Based Violence Action Plans to include Sexual Reproductive Health and Rights (SRHR) and early child marriage.
- Conducted three regional meetings with political parties, journalists and women's leagues to disseminate the new decentralisation electoral law.
- Disseminated and launched the SRHR, Child Marriages Book and Video at a High level National Summit, opened by the President and First Lady.
- Through life stories on child marriages, raised support to send two victims of child/forced marriage back to school. In partnership with the Office of the First Lady Office, Ministry of Gender, schools, councils, local districts, communities the books and videos are continuously distributed and disseminated.
- Increased buy-in from four schools (in Mandlakazi, Mocuba, Namaacha and Massinga) to 10 schools (Boane, Chokwe, Chibuto, Vilankulos, Bilene, Mariondo in Manica) in collaboration with the Ministry of Gender.
- Strengthened partnership with the National Municipalities Association and Ministry of Local Government.
- Championed the visibility of GLs programmes on local government, entrepreneurship, and SRHR and child marriage.
- Increased media coverage of Gender Links work through print and TV Programmes every two months.



LG COE meeting with Mayors and Swedish Ambassador and MPs.

- Conducted training of women entrepreneurs on business management and life skills.
- Launched the 16 days of activism against violence on women and children.
- Renewed the Memorandum of Understanding with 10 councils on SRHR and GBV through the Sunrise Campaign project.

GL's Monitoring and Evaluation through the Gender and Local Government Score card shows that:

- Following the 2018 elections, women constitute 453 out of 1196 councillors (38%), a two percentage point increase from the year before.
- Women constitute 6 of the 53 mayors (11,3%); a slight increase on the 9.4% before.
- Women on water/sanitation committees decreased from 80% in 2017 to 73.5% in 2018. The percentage of women who chair these committees increased from 32% in 2017 to 44% in 2018.
- Women constitute 44.5% of COE council employees.
- COE councils' allocation of land to women decreased from 48% in 2017 to 46.31 in 2018 in the year under review.



Gender Links Namibia (GLN) became operational in 2012. The office works with 37 local authorities in Namibia. After three years as a “project site” (ie programme but no operational presence) in 2018, GLN:

- Held a stakeholders meeting with COE representatives, local government associations' representatives and civil society to revive operations in Namibia.
- Resuscitated the partnership with the Association of Local Authorities in Namibia (ALAN) and the Association of Mayors (AMICAALL) resulting in GLN sharing offices with ALAN.
- Conducted Sexual Reproductive Health and Rights (SRHR) training and Action Planning with five local authorities (Eenahna, Outapi, Oshikuku, Ongwen-diva and Oshakati) reaching 55 local government participants including youth and LGBTI+ groups.
- Developed five youth-led campaigns on SRHR on menstrual health, maternal health, sexual identity, child marriages and safe abortion.
- Reached 23 youth and junior councillors through the SRHR programme.
- Established a partnership with UNFPA for GLN to implement GBV programmes at the local level. The programme will be implemented in the Zambezi and Ohangwena regions of Namibia.

- Launched the 10th edition of the SADC Gender Protocol Barometer in the wings of the SADC Civil Society Forum and the Heads of State summit.
- Formed a partnership with the Kaleidoscope Trust (KT), which brought together organisations working on Sexual Orientation and Gender Identities (SOGIE). GLN will work with these partners as part of the #Voice and Choice Programme.
- Lobbied with civil society activists for Namibia as the chair of SADC to adopt the SADC SRHR strategy in Windhoek in November 2018.

The Government of Namibia received the Gender Award from the Gender is My Agenda Campaign. Namibia is second highest proportion of women in defence forces in the SADC region at 23%. The 2018 Barometer shows that Namibia has 48% proportion of women in local government, a large portion of which are local government COEs. This is due to the adoption of the zebra system by the ruling party SWAPO with a voluntary quota of 50%. The country has a legislated quota of 30%.



Local Government work resumes in Namibia.



Emily Brown
Chairperson & Board Member



Fabian Sampaya
Country Manager



Veronika Haimbili
Country Officer

SOUTH AFRICA



Mbuyiselo Botha
Gender Links Board Member



Thoko Mpumwana
Gender Links Board Member



Kubi Rama
Advisor, Gender Links



Susan Mogari
Programme Officer



Team Capricorn District municipality traditional dance at the joint SA/Swaziland Summit.

The South Africa local government programme started in 2009. It has reached 20 local government Centres of Excellence in three provinces (Gauteng, Limpopo, Western Cape). In 2018 GL:

- In partnership with Let us Grow, trained 48 survivors of Gender Based Violence in Limpopo and Orange Farm under the Sunrise Campaign.
- Hosted over 1000 women from across Southern Africa in partnership with the African Women in Dialogue.
- Trained four localities in Limpopo on Sexual Reproductive Health and Rights under the #Voice and Choice campaign.
- Collaborated with My Body My Choice in the Safe Abortion campaign.
- Developed four campaigns (Safe Abortion, Menstrual Health and Gender Based Violence) linked to the #Voice and Choice Programme.
- Collaborated with the SRHR Trust (formerly Southern Africa Aids Trust) in popularising the SADC SRHR strategy that both organisations contributed to.
- Held a policy consultation on SRHR policies in collaboration with SAWID featuring highlights of SA's reviewed policy (2018).
- Worked with the Total Shutdown movement, SAWID and the Office of the President to host the inaugural Gender Based Violence Summit. GL is a member of the interim steering committee of the South African National Gender Based Violence Council. Specific activities of the council will take effect in 2019.
- Capricorn District municipality hosted a joint summit with eSwatini, gathering a total of 54 best practices in gender mainstreaming.

GL's 2018 Barometer shows that women comprise 41% Councillors in all local authorities. Only the ruling party has a quota for women although there is increasing pressure for the opposition parties in particular the Economic Freedom Fighter (EFF) to follow suit.

South Africa is set for national elections on 8 May 2019. GL will produce a Gender and Elections report that will be launched at the South Africa national summit in June 2019.



Registered in 2012, Gender Links eSwatini (GLeS) has worked with 12 urban councils on the Centres of Excellence programme. The work is delivered in partnership with eSwatini Local Government Association (ELGA); Coordinating Assembly of NGOs (CANGO); Sexual Reproductive Health and Rights (SRHR) Task Team, Deputy Prime Minister (DPM) Office (Gender and Family Affairs Department); Ministry of Housing Urban and Development (MoHUD) and Tinkhundla Development and Administration Ministries.

Key achievements:

- Held a joint summit with Capricorn District Municipality (CDM) in eSwatini. The second joint summit took place at Esibayeni Lodge on 09-10 May 2018.
- Completed the LG SRHR Communications and planning training with 11 councils. Each council developed #VoiceandChoice campaign action plans and came out with two documentaries.
- Provided training of trainers for three councils from Shiselweni Region, Nhlangano, Lavumisa and Hlatikulu and 49 women survivors of GBV on the Sunrise Campaign.

- Trained 21 women with disabilities on 50/50 in June 2018.
- Participated in the Ezulwini Town Council Mayor's Walk on Menstrual Health (LG SRHR Campaign).
- Participated in the Commemoration of the International Women's Day hosted by the DPM's office.
- Collaborated with eSwatini Young Women's Alliance on the Walk in Her Shoes March in fight against Gender Based Violence.
- Launched the 2018 SADC Protocol Barometer.

GL's Monitoring and Evaluation through the Gender and Local Government Scorecard shows that:

- Women's proportion in local government is 23%.
- Women constitute 46% women in council management in the COEs; 53% women chairing committees.
- Women constituted 40% of those allocated land by COEs but none of those allocated housing.



Walk in her shoes march in Swaziland.



Ncane Maziya
Country Manager



Zelfu Shongwe
M&E Intern

ZAMBIA



Sarah Longwe
Gender Links Board Member



Albert Ngosa
Senior Programme Officer

Gender Links Zambia began operations in October 2009 with full registration in 2011. Since then, GL Zambia has been operating from the offices of the Local Government Association of Zambia (LGAZ). Through this partnership, GL managed to sustain its work during the funding crisis of 2017.

In 2018, GL Zambia:

- Reopened through support from Amplify Change. GL Zambia is now working with LGAZ and the SADC Gender Protocol Alliance to build capacity from the local level to the policy level on Sexual and Reproductive Health (SRHR).
- Conducted two SRHR training workshops with seven Local Authorities and the Alliance Cluster members. The SRHR programme has seen local government, in particular the youth, working closely with civil society to advocate for improved SRHR service delivery in the districts.
- Identified three campaigns on SRHR including ending child marriages, ending gender based violence and maternal health.
- Re-launched the Sunrise Campaign targeting five councils to roll out of the Entrepreneurship programme. These councils will assist GL Zambia, with support from LGAZ to identify GBV survivors in their localities and later provide training in entrepreneurship skills. The councils selected are: Rufunsa, Kafue, Kitwe, Luanshya and Kabwe.
- Collaborated with the Commonwealth Local Government Forum (CLGF) in its efforts to mainstream gender in Local Economic Development. In 2019, through a partnership under the Jo Cox Fund of DFID, GL Zambia and the CLGF will work to create a network of women councillors, as well as networks of participants in the Sunrise Campaign.



GFPs working on SRHR Action Plan.
Photo: Albert Ngosa



Gender Links Zimbabwe (GLZ) became operational in 2009. The office works with 83 (51 rural and 32 urban) local authorities as part of the COE programme covering 90% of all local authorities in Zimbabwe. In 2018 the office:

- In partnership with local authorities held 50/50 advocacy campaigns.
- Developed a 50/50 policy brief.
- In partnership with the Women's Coalition of Zimbabwe and Hivos participated in the National 50/50 launch strategy.
- Conducted capacity building workshops on gender and elections with aspiring candidates.
- Conducted a gender audit of the 2018 elections, especially the local government elections.
- Created infographics from the results of the 2018 local government elections report.
- Reviewed Sexual Reproductive Health and Rights (SRHR) Action Plans with 11 local authorities.
- Trained 11 local authorities and junior councillors on SRHR.
- In partnership with the Women's Coalition of Zimbabwe, held national consultative meetings on SRHR policies.
- Fifteen local authorities joined the Centres of Excellence programme under a partnership with Commonwealth Local Government Forum (CLGF).
- The national SADC Protocol@ Work Summit gathered 165 best practices on SRHR, Climate Change, Gender Based Violence and Economic development.

- Worked with 159 female entrepreneurs from nine local authorities in the sunrise campaign project.
- In partnership with the Ministry of Local Government, Public Works and National Housing, GLZ conducted a Training of Trainers induction programme for local authorities was conducted for District Administrators post the 2018 election. The DAs extended the training to local authorities.

GL's Monitoring and Evaluation through the Gender and Local Government Scorecard shows that:

- Women comprise 14% Councillors in the COE (same as the national average).
- 42% of all councils have active junior councils; 41% have inactive junior councillors; 17% have no junior council structure in place.
- Women comprise 24% of COE council management.
- 40% of councils keep sex disaggregated data on procurement.
- COE Councils allocated women 41% of land and 35% of the housing under their authority.
- Women constitute 55% of those on water and sanitation committees.



Zimbabwe local government SRHR workshop.
Photo: Tapiwa Zvaraya



Pat Made
Gender Links Board Member



Priscilla Maposa
Country Manager



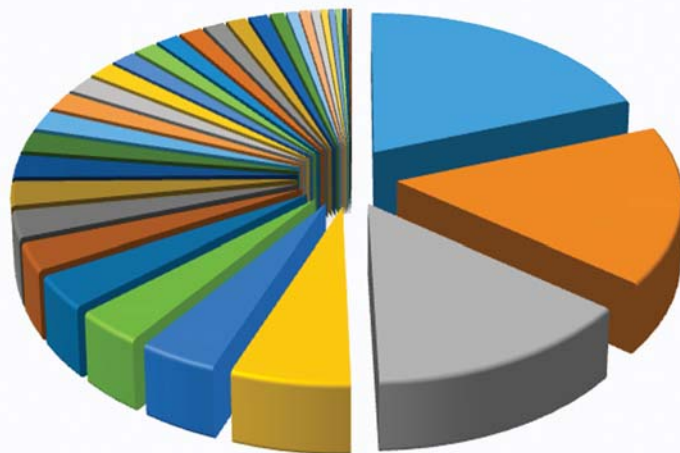
Tapiwa Zvaraya
Country Officer



Juliet Rusawu
Finance Officer

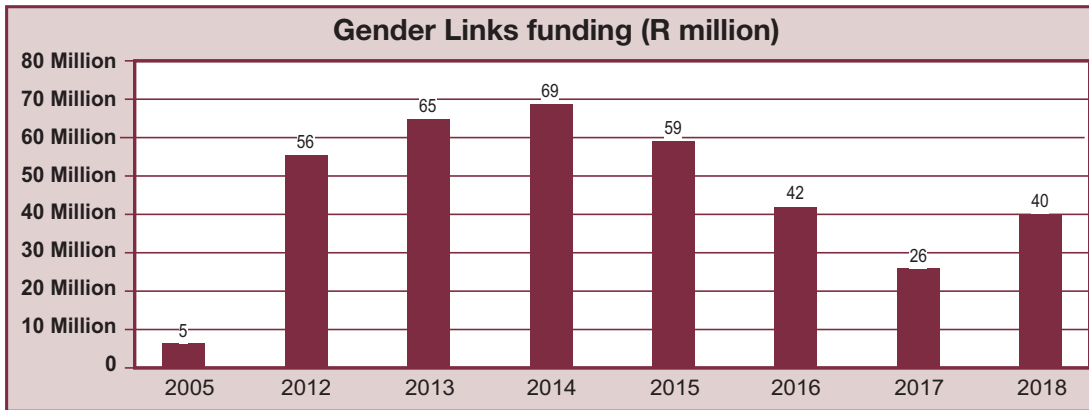
“ GL remains reliant on an ever larger number of small funders - donors increased to 33 from 18 in 2017

Gender Links Funding 2018



AMPLIFY CHANGE STRATEGIC GRANT	7 534 698
AFRICAN WOMEN DEVELOPMENT FUND	6 357 138
DIAKONIA MOZAMBIQUE	5 450 169
AMPLIFY CHANGE	2 417 534
DIAKONIA	1 593 925
EUROPEAN UNION ZIMBABWE	1 392 951
SAFE HAVEN MAURITIUS	1 345 652
EUROPEAN UNION BOTSWANA	1 086 594
GIZ MADAGASCAR	1 059 314
MDDA	960 000
DIAKONIA MOZAMBIQUE	892 277
AMPLIFY CHANGE NETWORKING GRANT	796 335
HIVOS	779 541
GIZ LESOTHO	718 712
CIM MAURITIUS	693 145
GIZ - HQ	627 850
COMMONWEALTH	577 857
DIAKONIA ZIMBABWE	546 750
UN WOMEN MEDIA	539 449
HSBC	538 096
GIZ MADAGASCAR	505 206
BOTSWANA	469 300
SAT & NATIONAL	452 749
SBM - MAURITIUS	345 111
AMPLIFY CHANGE	262 415
IOC	242 197
CFLI LESOTHO	202 667
ICLD ZIMBABWE	158 897
UNESCO	148 794
SAT	129 517
BUSINESS BOTSWANA	126 004
CSR DONORS MAURITIUS	61 672
WOMEN'S COALITION OF ZIMBABWE	23 809

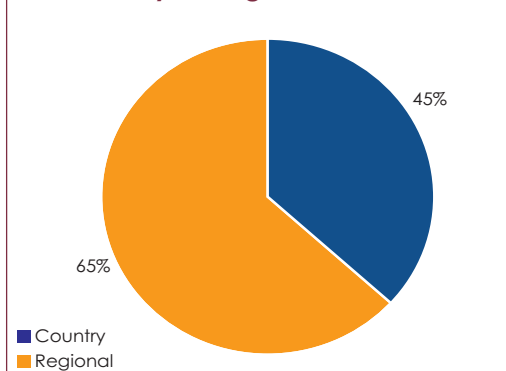
In 2018 Gender Links donors increased in number from 18 to 33, an 83% increase whereas actual funding increased from R26, 376,721 to R39,691,255, a 50% increase. The three Amplify Change grants - strategic, networking and strengthening (Mozambique) accounted for 28% of the budget. African Women's Development Fund, through the Leading from the South (LFS) Fund, accounted for 16% of the total. This shows that, bar a few significant regional funds, GL in 2018 remained reliant on an ever larger number of small funders. This trend, that seems set to continue, places an enormous administrative burden on the organisation.



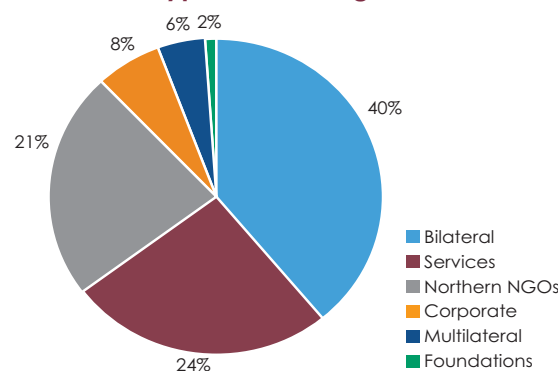
With an income of approximately R40 million in 2018, GL edged back to its 2016 level, but was still only at 57% of the 2014 peak budget of R70 million. Of significance is the increasing contribution by country offices to fund raising. This increased from 38% of the total in 2017 to 45% of the total in 2018. The bulk of GL's income (40%) came from bilateral donors showing the continued importance of this stream of funding. However, in 2018, 24% of all funds came from GL Services, consultancy work linked to GL programme work at regional and country level. Notable examples included crafting a gender strategy for

the African Union and repeating the GBV indicators study in Botswana at the request of the Botswana Government. The portfolio has been key to GL's sustainability. Another hopeful sign is that 8% of GL's funding came from corporate sources (mostly in Mauritius, but also South Africa). This points to the importance of diversifying funding sources, especially in Middle Income Countries. 21% of GL's income is channelled through northern NGOs - another reality of the new funding landscape. More effort needs to be made to raise funds from foundations (2%) and multilaterals, especially the EU (6%).

GL Country vs Regional Funds in 2018

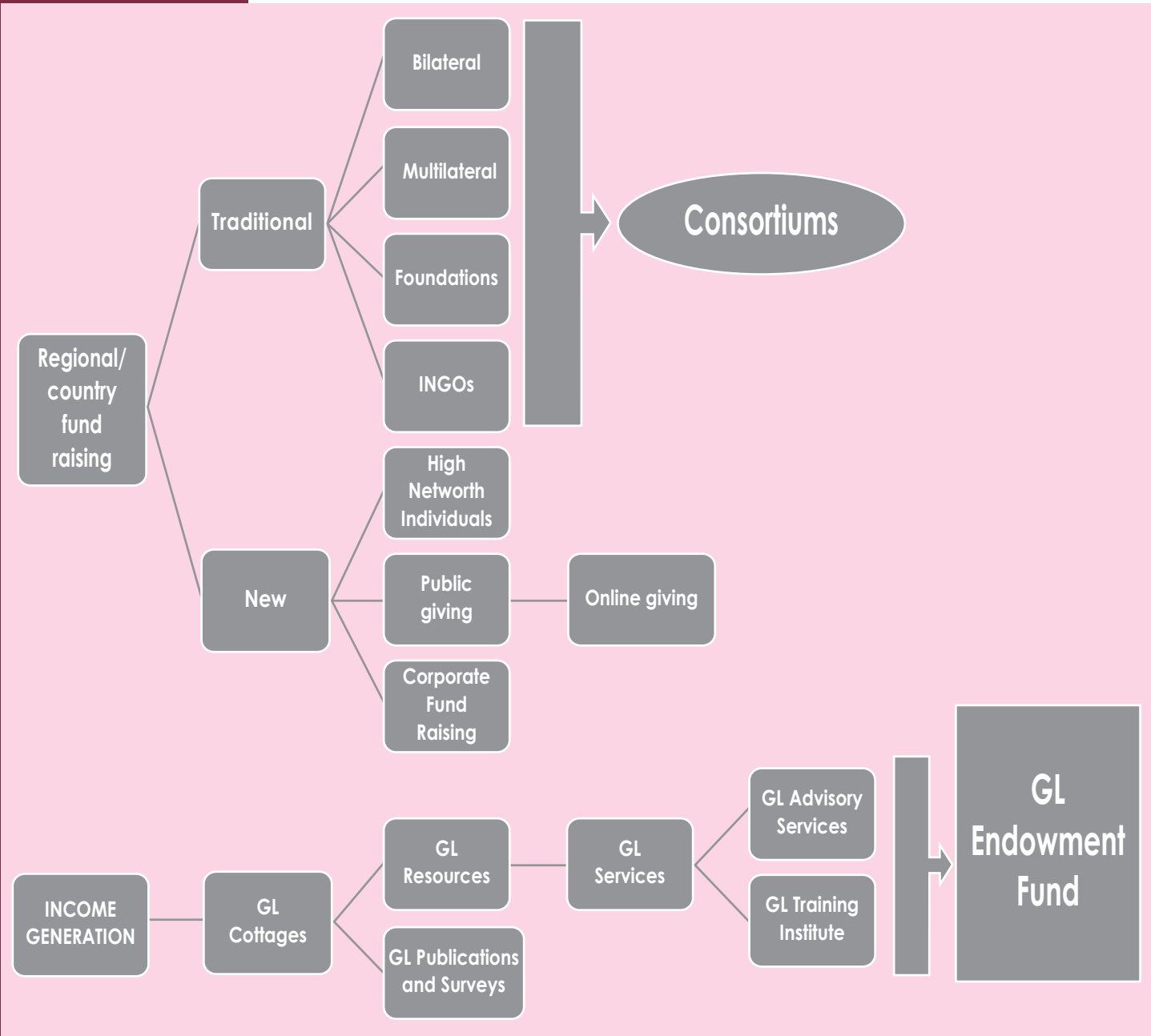


GL Types of Funding in 2018

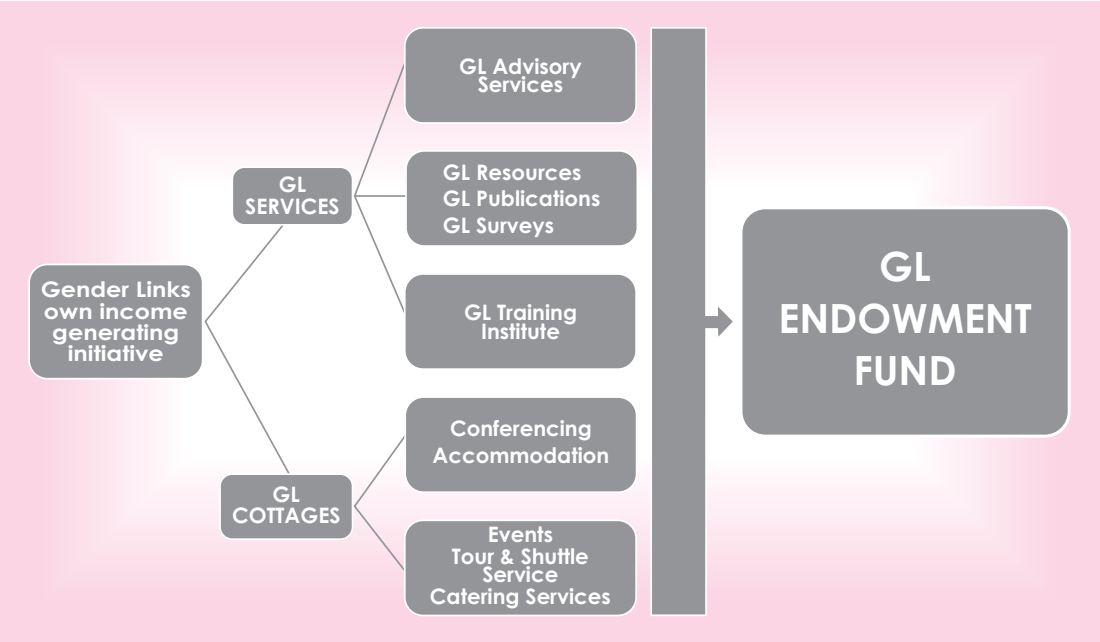


Could it be that middle size Women's Rights Organisations are falling between the cracks – too small for the big funds and too big for the small funds?
Colleen Lowe
Morna, GL CEO

GL Sustainability strategy



GL Income Generation Strategy



Gender Links Services (GLS) is GL NPO's answer to GL sustainability, brand enhancement and growth while generating own income leveraging off its intellectual and physical resources. The GLS portfolio comprises two strategic business units, the Consultancy arm and the GL Cottages (GLC), Accommodation and Conferencing.

The Consultancy arm consists of three portfolio's: GL Advisory Services, GL Resources (Publications and On-line Surveys) and the Gender Links Training Institute (GTI). GL Cottages is grounded in conferencing, accommodation, events, catering, touring and shuttles services. Throughout 2018, GLS and GLC remained profitable, self-sustaining and made significant contributions to the Gender Links Endowment Fund.

GLS Performance in 2018

	Income - R	Expenditure - R	Operating profit - R
GL Cottages	3 865 592	1 192 565	2 673 027
GLS (1)	2 647 873	539 943	2 107 930
Total	6 513 465	1 732 508	4 780 957

(1) HQ only. This does not include several projects undertaken in-country on a consultancy basis.

GENDER LINKS SERVICES OVERVIEW



Mukayi Makaya
GL Services and Training Manager

GLS “
is GL NPO's
answer to GL
sustainability,
brand
enhancement
and growth



Lesotho Women Parliamentarians share their campaign messages following GLS training supported by the UNFPA.

Photo: Colleen Lowe Morna

“GLS ventures into new territory as the fund manager for Global Affairs Canada Women, Voice and Leadership (WVL) Fund in South Africa

GLS consists of three inter-related business units that include GL Advisory Services, GL Resources and GTI. **GL Advisory Services** is demand-driven and responds to identified market needs/gaps in gender training, research and gender audits, facilitation and presentations, gender strategy and policy work.

In 2018 key clients included the African Union Women and Gender Department (in this assignment GL developed the African Union Gender Strategy that was launched at the 2019 Commission on the Status of Women - CSW in New York); and The Commonwealth Secretariat that supported the development of a Gender in Sports Policy for the Government of Botswana - Ministry of Youth, Sports and Culture.

As Women's Rights Organisations and NGOs face funding challenges, GLS facilitated rapid research and shared GL's own experience at the FEMNET #FundHerAfrica forum. GLS extended the initiative to a Funder/Donor & Women's Rights Organisations (WROs) Roundtable co-hosted with The Southern Africa Trust (The Trust) in Johannesburg.

GL Resources comprises several online surveys developed by Gender Links; some

track and monitor institutional gender mainstreaming, while others are used in gender and media monitoring. These resources present an income generating stream for GLS, currently contributing 1% of the total income received in 2018, with great potential to grow this area of business.

Gender Links Publications, notably the annual SADC Gender Protocol Barometer, are sold online and through the Oxford-based African Books Collective. The most significant value is profiling and brand enhancement as the research is widely used, and quoted as a reliable resource.

Gender Links Training Institute (GTI) is the big upcoming future project of GLS. GTI is GL's SETA Accredited Training Institute that will provide accredited training in gender and diversity, gender mainstreaming, gender and the media training courses amongst others. SETA Accreditation and compliance processes are underway, as GLS prepares to launch GTI in the near future. In 2018 GTI worked with the Government of Lesotho - Ministry of Gender to provide Leadership and Communications Training to the Women's Caucus. The training programme ended on a high note with all female Members of Parliament and Members of the Women's Caucus who participated creating Twitter accounts and posting live throughout the training!



Grant management: In 2019, GLS will venture into new territory, as the fund manager for Global Affairs Canada Women, Voice and Leadership (WVL) Fund in South Africa. In addition to managing funds, GTI will design on-the-job training for core grantees.



Debrah Mukuku
GL Cottages Manager and
Company Secretary



Fikile Maviya
Chief of Operations, GL Cottages

During the financial year ending December 2018, GL Cottages experienced substantial growth in its customer diversity and product but only reached 70% of its financial target. In 2018, GLC also supported GL NPC unmet operational and staff costs of approximately R1 million, as GL emerged from its funding crisis. Across South Africa, the hospitality industry experienced a 6% dip in 2018 due to the introduction of visa requirements which affected international travel. Air BnB is a stiff form of competition. Nonetheless, GLC soldiered on.

Accommodation accounted for 52% of 2018 annual GL Cottages revenue, followed by conferencing (25%) and meals (15%) showing the close relationship between these three income generating streams. 80% of the guests who checked in at the Cottages participated in conferences.

These mostly came in big groups ranging from 10-25 people. On average each residential conference in 2018 lasted for 3 working days. This reflects the economic challenges that most organisations are going through.

During the second half of the year, a sales team grew the Everlytic customer database by 11200 new contacts within a period of six months. New customers include Trade Unions, Faith Based Organisations (churches), schools science exhibitions and special events such as baby showers and traditional weddings! Throughout the 2018 financial year, GL Cottages successfully established solid relationships with neighbouring hotels to ensure the sharing of spill overs from other hotels which works very well especially during the quieter periods. GL Cottages has also managed to open



“The GL Cottages is serene, peaceful and suitable for strategic workshops. I have enjoyed my stay at the Cottages while attending a policy formulation conference on climate change. Keep it up!”

Masixole - Pretoria

“ GL Cottages' goal is to achieve and maintain an overall rating of 90%, and to bring all areas above the 80% mark.

30day accounts with key suppliers of good and services to help in cash flow management.



Science exhibition students at GL Cottages.

GL Cottages' biggest asset is its staff members - a stable and dedicated team. In 2018, GLC staff attended courses on Occupational Health and Safety standards and received certificates in various respects such as Gas & Fire Training, First Aid and Emergency evacuation procedures. This is vital in ensuring compliance with the Occupational Health and Safety Act No.

85 of 1993 as well as creating a safer working environment for GL Cottages employees and guests, making sure that risks of liabilities are minimised. An occupational health and safety audit conducted at the premises led to recommendations that are being implemented, including the installation of secure rails in high risk areas where guests may trip over.

GL Cottages guest feedback for 2018 improved from 80% to above 85% in key areas such as security and housekeeping. This was achieved in 2018 by keeping surveillance cameras attended at all times and minimising walk-in guests that are not verified before entry into the premises. No break-ins occurred in the critical December festive season, thanks to the vigilance of the Cottages security team. GL Cottages' goal is to achieve and maintain an overall rating of 90%, and to bring all areas above the 80% mark. This will be achieved through the Total Quality Management Programme and continuous staff training.



A visit by the Danish Ministry to the GL Cottages.

GENDER LINKS (NON-PROFIT COMPANY)

(Registration Number 2001/005850/08)

Annual Financial Statements for the year ended 31 December 2018

Directors' Responsibilities and Approval

The directors are required in terms of the Companies Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards and the requirements of the Companies Act of South Africa. The external auditors are engaged to express an independent opinion on the financial statements.

The annual financial statements are prepared in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board of directors sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

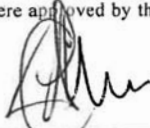
The directors are of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year from the date of this report and, in the light of this review and the current financial position, they are satisfied that the company has access to adequate resources to continue in operational existence for the foreseeable future.

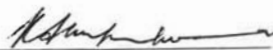
The external auditors are responsible for independently auditing and reporting on the company's financial statements.

The financial statements have been examined by the company's external auditors and their report is presented on pages 7 to 8.

The annual financial statements set out on pages 9 to 43 which have been prepared on the going concern basis, were approved by the directors on 14 June 2019 and were signed on its behalf by:



CL Morna (Chief Executive Officer)



T Mpumlwana (Non-Executive
Director)



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Menlyn, Pretoria, 0081
PO Box 95438
Waterkloof, 0145
South Africa

Independent Auditor's Report

To the Board of Directors of Gender Links Non-Profit Company

Opinion

We have audited the financial statements of Gender Links Non-Profit Company set out on pages 9 to 43, which comprise the statement of financial position as at 31 December 2018, and the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Gender Links Non-Profit Company as at 31 December 2018, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the sections 290 and 291 of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised January 2018), parts 1 and 3 of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised November 2018) (together the IRBA Codes) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable, in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) respectively. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the Directors' Report as required by the Companies Act of South Africa and the supplementary information set out on pages 45 and 46. The other information does not include the financial statements and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

BDO South Africa Incorporated
Registration number: 1995/002310/21
Practice number: 905526
VAT number: 4910148685

National Executive: PR Badrick • HN Bhaga-Muljee • S Dansie • BJ de Wet (Pretoria Office Managing Partner) • HCS Lopes • SM Somaroo • ME Stewart (Chief Executive) • IM Scott • MS Willmott

The company's principal place of business is at 22 Wellington Road, Parktown, Johannesburg, where a list of directors' names is available for inspection. BDO South Africa Incorporated, a South African personal liability company, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BR



In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO South Africa Inc.

BDO South Africa Incorporated
Bonita de Wet
Director
Registered Auditor

18 June 2019
Pretoria

GENDER LINKS (NON-PROFIT COMPANY)

(Registration Number 2001/005850/08)

Financial Statements for the year ended 31 December 2018

Statement of Changes in Equity

Figures in R	Revaluation reserve	Operational reserve	Retained earnings	Total
Balance at 1 January 2017 as previously reported	728 909	1 187 165	34 040 020	35 956 094
Prior period correction - Note 26			214 356	214 356
Balance at 1 January 2017	<u>728 909</u>	<u>1 187 165</u>	<u>34 254 376</u>	<u>36 170 450</u>
Total comprehensive income for the year				
Profit for the year			987 398	987 398
Total comprehensive income for the year	<u>-</u>	<u>-</u>	<u>987 398</u>	<u>987 398</u>
Transfer		(647 740)		(647 740)
Balance at 31 December 2017	<u>728 909</u>	<u>539 425</u>	<u>35 027 418</u>	<u>36 295 752</u>
Balance at 1 January 2018	728 909	539 425	35 027 418	36 295 752
Total comprehensive income for the year				
Loss for the year			(400 050)	(400 050)
Total other comprehensive income	1 100 707	-	-	1 100 707
Total comprehensive income for the year	<u>1 100 707</u>	<u>-</u>	<u>(400 050)</u>	<u>700 657</u>
Transfer from retained earnings		(197 039)		(197 039)
Transfer from retained earnings			(214 356)	(214 356)
Balance at 31 December 2018	<u>1 829 616</u>	<u>342 386</u>	<u>34 413 012</u>	<u>36 585 014</u>
Notes	11	11		

GENDER LINKS (NON-PROFIT COMPANY)

(Registration Number 2001/005850/08)

Financial Statements for the year ended 31 December 2018

Notes to the Annual Financial Statements

Figures in R

2018

2017

28. Donor funds spent

<u>Donor</u>	<u>Donor Funds Spent 2018</u>	<u>Donor Funds Spent 2017</u>
Amplify Change Strategic Grant	5 504 296	1 669 555
Amplify Change	2 475 683	
Amplify Change Networking Grant	319 445	
Amplify Change - Mozambique	108 353	1 153 598
Botswana Government	469 301	1 478 719
Business Botswana	126 004	140 266
Canada Fund For Local Initiative - Madagascar	7 951	246 548
Canada Fund For Local Initiative - Mauritius		164 336
Canada Fund For Local Initiative - Lesotho	151 930	
CIM CRS Fund Ltd - Mauritius	101 900	346 427
Commonwealth Foundation	577 857	549 837
Corporate Social Responsibility Donors Mauritius & Gender Links Services	42 482	135 120
Department of International Development (DFID) SA		1 815 837
Diakonia	1 620 557	1 140 472
Diakonia - Capacity Building Grant		
Diakonia Mozambique	1 081	238 452
Diakonia Mozambique 2	481 772	2 152 594
Diakonia Mozambique 3	3 710 062	-
Diakonia Zimbabwe	187 294	
European Union - Global	47 445	
European Union - Barometer		302 273
European Union - Botswana	593 566	-
European Union - Zimbabwe	1 123 869	
Foundation For Human Rights - South Africa		221 977
German Society for International Cooperation - Lesotho	713 796	990 672
German Society for International Cooperation - Madagascar	485 049	133 708
German Society for International Cooperation - Madagascar 2	437 178	
German Society for International Cooperation (GIZ)	57 622	
Gender Links Services - Madagascar	29 648	71 189
Hivos - Zimbabwe	710 801	739 787
HSBC - Mauritius	365 634	
International Centre for Local Democracy (ICLD) Zimbabwe	151 511	276 212
Indian Ocean Commission (IOC) - Madagascar	242 197	16 603
The African Women's Development Fund : Leading From The South		1 777 096
Media Development and Diversity Agency's (MDDA)	960 000	
Norwegian Church Aid (NCA)	61 569	37 300
Safe Haven Mauritius	507 871	58 425
SBM - Mauritius	3 313	
Southern Africa Trust (SAT) NGB	71 551	320 484
Swedish Embassy in Zimbabwe		1 444 272
The African Women's Development Fund : Leading From The South	5 522 125	
United Nations Organization for Education, Science and Culture (UNESCO)	153 204	368 659
United Nations Population Fund - Botswana		16 677
United Nations - Women Media	551 417	
United Nations International Children's Emergency Fund - Zambia		30 626
United States Embassy - Mozambique		85 024
Women's Coalition Of Zimbabwe (WCOZ)	23 309	
	28 828 157	19 117 144

GENDER LINKS (NON-PROFIT COMPANY)

(Registration Number 2001/005850/08)

Financial Statements for the year ended 31 December 2018

Detailed Income Statement

Figures in R	2018	2017
Depreciation	580 028	581 645
Direct Programme Costs - Monitoring and Evaluation	1 097 187	623 777
Direct Programme Costs - Publications and productions	785 192	71 000
Direct Programme Costs - Research cost	2 658 083	2 255 939
Direct Programme Costs - Training and Centres of Excellence (Workshops)	9 143 889	3 775 361
Electricity and water	8 525	6 567
Fair value loss - Investment property	65 059	-
Finance costs	79	97
Impairment - Investment property	300 000	-
Insurance	108 845	108 220
Interns	98 655	57 312
IT and financial systems upgrade	100 535	175 249
Licences and permits	5 517	156 492
Linen and curtaining	9 500	38 978
Loss on foreign exchange	508 991	691 183
Motor vehicle expense	102 123	94 644
Small assets and tools	-	47 041
Printing and stationery	80 935	96 175
Rent	257 822	118 565
Repairs and maintenance	211 546	299 358
Salaries	15 252 159	12 914 576
Security	42 381	41 720
Staff development	130 664	20 571
Staff wellness and welfare	22 802	58 696
Telephone and fax	156 697	210 553
Travel local	64 013	45 152
Website costs	254 806	173 342
	<u>35 647 222</u>	<u>25 654 359</u>
(Loss)/profit for the year	<u>(400 050)</u>	<u>987 398</u>

HOW YOU CAN HELP

Fund a project



Contribute to our Endowment Fund



Support an emerging entrepreneur



Volunteer your time and expertise



genderlinks.org.za/shop/
BUY BOOKS/PHOTOS



Stay at the GL Cottages



@GenderLinks



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LIKE US

www.genderlinks.org.za



DONATE

CONTACT US

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