

# 2019 ANNUAL REPORT



**GENDER LINKS**  
FOR EQUALITY AND JUSTICE

# Vision

Gender Links (GL) is committed to an inclusive, equal and just society in which women and girls in all their diversities exercise their voice and choice in accordance with the Southern African Development Community (SADC) Protocol on Gender and Development and related regional, continental and global instruments.

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# 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 which women and girls in all their diversities exercise their voice and choice in accordance with the Southern African Development Community (SADC) Protocol on Gender and Development and related regional, continental and global instruments.

GL achieves its vision through a people-centred approach guided by the SADC Protocol on Gender and Development that is aligned to the Sustainable Development Goals, Beijing Plus Twenty and Africa Agenda 2063.

- Outcomes that contribute to the attainment of Sexual and Reproductive Health and Rights (SRHR) including ending gender violence; gender-responsive governance; gender equality in and through the media; economic and climate justice.
- Interventions that further these goals at individual, local, national, regional and global level. These are: global advocacy through Action Coalition Six of Generation Equality that GL co-leads; Movement building through the Southern African Gender Protocol Alliance; Local Action for Gender Justice; empowering partners through sub-granting particularly to community-based organisations; and communicating change using new media tools.
- A strong and sustainable organisation that includes a fund raising unit; grant making and income generating capabilities.
- Engaged, capable staff, partners, and associates with the motivation, facilities and tools to deliver high quality work.

- Results for change delivered through a robust and transparent system and processes for planning, monitoring, evaluation, learning, innovation, knowledge management and sharing.
- Strong continuously updated financial and compliance policies and practices overseen by a diverse, compliant and accountable governance structure.

Headquartered in Johannesburg, South Africa, Gender Links has registered offices in seven SADC countries, including a Francophone base in Madagascar. GL's Botswana office also serves as a liaison office with the Southern African Development Community (SADC). Other offices include Eswatini, Lesotho, Mauritius, and Zimbabwe. Through the Grant Making Unit (GMU), GL has grantees in South Africa, Zimbabwe, Lesotho, Madagascar, Eswatini, DRC, Tanzania and Malawi.

GL works at global and continental level to realise the provisions in the global and continental instruments to achieve gender equality and equity at a regional, national, local and individual level. GL is one of the civil society co-leads of the Generation Equality Action Coalition (AC) 6. Generation Equality, launched in 2021, is a civil society-centred, global gathering for gender equality, convened by UN Women and co-hosted by the governments of Mexico and France. The Action Coalitions, co-led by governments and civil society, are one of the key outcomes of the Generation Equality Forum. They cover six themes: 1) gender-based violence, 2) economic justice and rights, 3) bodily autonomy and sexual and reproductive health and rights, 4) feminist action for climate justice, 5) technology and innovation for gender equality, and 6) feminist movements and leadership.



# EXECUTIVE SUMMARY

By Kubi Rama and Colleen Lowe Morna



In 2022, Southern Africa and the rest of the world emerged from the COVID-19 pandemic and headed straight into new crises: the war in Ukraine, soaring fuel

and food prices, floods and natural disasters fuelled by climate change. All these had profound effects

on women's rights and women's rights organisations. GL proved its inherent resilience by pivoting back to full action, with programmes like the *Sunrise Campaign*, *Empower Women*, *End Violence* delivering impactful results. GL also opened many new avenues for programme delivery, notably through its new Grant Making Unit (GMU) that supported over 100 grantees in the period.

## GL in numbers, 2021 - 2022

KEY INDICATORS	2022	2021	Variance	% change
Budget	59 114 935	55 770 840	3 344 095	6%
No of staff	47	44	3	7%
No of country offices	7	8	-1	
No of events	643	763	-120	-16%
No of beneficiaries	29 728	25 949	3 779	15%
Percentage women	60%	70%	10%	
Percentage men	40%	30%	10%	
Number of website hits	298 135	350 931	-52 796	-15%
Number of media articles and interviews	180	134	46	34%
Number of twitter followers	8 968	8 537	431	5%
Number of Facebook followers	9 204	8 673	531	6%

In 2022, GL's head office, seven country offices and the GL Sustainability Hub (Grant Making Unit, GL Advisory Services, GL Publications and Productions; GL Cottages and Conferencing) had a budget of R59 million, 6% higher than 2021. The staff complement grew by 7%, from 44 to 47. With the closure of the Zambia office, the number of country offices decreased to seven. GL hosted 643 events, 16%

lower than in 2021. But at 29,728 GL had 15% more people participating in its events: 60% women and 40% men. The comparable figures for 2021 are 70% women and 30% men. The increase in the proportion of men is accounted for by the Sunrise Campaign reaching incorporating male relatives of survivors of gender violence into its programming.

## GL Strategy Refresh 2023 -2025

<b>Vision</b>	Gender Links (GL) is committed to an inclusive, equal and just society in which women and girls in all their diversities exercise their voice and choice in accordance with the Southern African Development Community (SADC) Protocol on Gender and Development and related regional, continental and global instruments.					
<b>Outcome areas</b>	SRHR	GBV	Economic justice	Climate justice	Women's Political Participation	Gender, Media and ICTs
<b>Pathways to change</b>	Global advocacy through Action Coalition six of gender equality - Feminist leadership and Movement Building					
	Regional advocacy through coordinating the Southern Africa Gender Protocol Alliance					
	Local Action for Gender Justice through Centres of Excellence for Gender in Local Government					
	Empowering partners thorough feminist sub-granting of donor funds.					
	Demand driven advisory services					
<b>Outcome areas</b>	Sustainability	People power	Good governance	Results for change	Communicating results	Financial management



In 2022-2023, GL refreshed its strategy to align its priorities, values and funding more closely to current needs and realities in the SADC region. GL's vision remains its pursuit of a just and equal society in which women and girls in all their diversities exercise their voice and choice in accordance with the Southern African Development Community (SADC) Protocol on Gender and Development and related regional, continental and global instruments. Working with individuals and partners at local, national, Southern African and global level, GL realises its vision through:

- **Five pathways to change:** Local Action for Gender Justice through Centres of Excellence for Gender in Local Government; regional advocacy through coordinating the Southern Africa Gender Protocol Alliance; Global advocacy through Action Coalition six of gender equality, Feminist leadership and Movement Building and the new Women of the South Speak Out initiative; empowering partners thorough feminist sub-granting of donor funds and demand driven advisory services.
- **Six interconnected thematic areas** all contributing to #VoiceandChoice for women in the SADC region: Sexual and Reproductive Health and Rights (SRHR); ending Gender Based Violence (GBV); economic and climate justice, women's effective participation in politics and decision-making; gender in the media and ICTs.
- **Six institutional pillars:** Building GL sustainability through income generation activities and the GL future fund; investing in people; good governance; Results for Change - Monitoring, Evaluation, Learning and Innovation; communicating results and sound financial management.

Key highlights in the report include:

- **Local Action for Gender Justice** - The Centres of Excellence (COE) for Gender in Local Government provided the base for the Sunrise Campaign in Eswatini, South Africa and Madagascar. In Zimbabwe, the COE which spans all 92 local authorities, rose to new levels with the first-ever Gender Responsive Budgeting SADC Protocol@ Work Summit. The Ministry of Local Government adopted a Gender Responsive Budget template that will now be mandatory for all councils. The Promoting Gender Inclusive Local Economic Development (LED) program, which will be implemented in 12 local authorities in Zimbabwe from 2022 to 2025, raised USD 5 million.
- **Regional advocacy** - The SADC Protocol Alliance held its first in-person gathering since 2019 during the Taking Stock and Strategy meeting, which focused on regional advocacy. Partners had the chance to re-connect, reflect on the recent

Adolescent Sexual and Reproductive Health and Rights (ASRHR) advocacy project, and talk about their experiences, difficult obstacles, lessons learned, triumphs, possibilities, and impact as well as future plans.

- **Global advocacy** - Action Coalition Six conducted two discussions as part of its effort to advance, strengthen, and safeguard civic space for WHRDs, feminist action, organizing, and mobilization in all of its diversity as part of the AC6 collective commitments.
- **Grant making** - GL's grant making unit grew from servicing South Africa through the Global Affairs Canada Women, Voice and Leadership Fund to managing Amplify Change grants across all of Southern Africa through the Voice and Choice Fund. In 2022, GL supported or on-boarded over 100 grantees. GL also successfully bid to manage a UKAID women's rights fund in partnership with MannionDaniels in the UK and ARROW in Malaysia. The three partners formed a consortium called Women of the South Speak Out (WOSSO).



New Heritage Foundation, a Voice and Choice grantee in Cape Town teaches women how to sew reusable pads. Photo: Colleen Lowe Morna

- **Advisory services** - GL Advisory Services secured two significant framework agreements in 2022 with the Africa Office of the Bill & Melinda Gates Foundation (BMGF) and Water Aid Southern Africa. Through these agreements, GL is supporting gender mainstreaming in significant water, health, data, higher education and supply chain grants across the entire African continent.
- **SRHR** - In 2022, GL produced the 14th #VoiceandChoice Barometer as a part of establishing baselines for tracking the Voice and Choice Fund. The Alliance co-hosted discussions with Gender Links and the Women Voice and Leadership Programme on demystifying femininity, African femininity, and feminist leadership. In addition, the Alliance, in collaboration with Gender Links and the Women Voice and Leadership South Africa Programme, led a Safe Abortion Dialogue

on International Safe Abortion Day. The Voice and Choice Fund that began operations in 2022 supports 38 grantees in eight SADC countries that work to promote youth friendly services; menstrual health; safe abortion and an end to GBV and harmful practices.

- **GBV** - In Mauritius, Gender Links Safe Haven Halfway Home (SHHH) accommodated 87 residents (including 47 children) and provided 27,402 meals; 104 wellness



and after-school activities. In South Africa, WVL grantees conducted several advocacy campaigns related to the second Presidential summit on the National Gender Based Violence and Femicide Strategy. We Will Speak Out South Africa (WWSOSA) and the Kwa-Zulu Natal (KZN) Network on Violence Against Women are offering networks of individualized referral systems in a bid to create violence free zones. This innovative approach has caught the attention of provincial and national authorities keen to upscale the model.

- **Economic justice** - Between 2019 and 2022, 760 survivors of GBV - 50% young women - from 40 councils in South Africa, Madagascar, and Eswatini participated in the Sunrise Campaign funded by the United National Trust Fund (UNTF). Women who had experienced GBV got mentorship, support, and training in life and business skills as well as understanding of market research and implementation. Councils contributed USD 693 690 (in cash and in-kind) to the programme. All 40 councils now have gender-responsive Local Economic Development (LED) strategies and programmes as well as preferred procurement policies for women and other disadvantaged groups.

- **Climate justice** - On International Women's Day, March 8, 2022, Gender Links, Women's Voice and Leadership South Africa (WVL-SA), African Women in Energy and Power (AWEaP), and the Southern African Gender Protocol Alliance hosted a regional seminar on the theme "Gender equality today for a sustainable tomorrow." The Alliance focal organisations across Southern Africa convened advocacy meetings to develop campaigns and action plans for Just Energy Transition. The meetings created platforms for learning and sharing information and resources on gender and climate justice.

- **Women's Political Participation** - As a partner in the International Idea Women's Political Participation (WPP) in Africa programme, GL organised a host of academies for potential candidates; dialogues, lobbying and advocacy in Botswana, Zimbabwe, and Lesotho. In Botswana, the aca-

demies resulted in a submission on Women and the Botswana Constitution to the Constitutional Review Commission. This includes a change of electoral system and quota for women, based on the experience of other SADC countries. In Zimbabwe, advocacy efforts focused on the 2023 local government elections that will include a quota for women for the first time. The GL Zimbabwe office, working with the Women in Local Government Forum, lobbied for this quota.

- **Gender, Media and ICT** - Building on its well established links with the media, GL ran several training workshops with journalists on women's political participation and SRHR. Reporters received small grants to research and publish investigative pieces on women's #VoiceandChoice. GL together with partners in Botswana, Namibia and South Africa launched the *Understanding Online Gender Based Violence* report in the three countries. The Advancing Rights in Southern Africa programme supported the advocacy and awareness raising on women's freedom of expression and digital rights.



GL media training on Women's Political Participation. Photo: Colleen Lowe Morna

- **Institutional effectiveness** - In 2022, GL honed its sustainability model that includes people, planet and prosperity. In the aftermath of COVID-19, GL adopted more flexible approaches to work and contracting, to help balance family and work responsibilities, as well as promote climate justice. The GL Board met twice and had a leadership change to strengthen governance. GL pushed the boundaries of systems and innovation, adapting the Good Grants platform to the needs of small grantees. GL ran training for grantees on communicating results and financial management. WVL grantees managed to raise as much in complementary funds as what they got from Global Affairs Canada; a strong indicator of sustainability.



# REGIONAL CONTEXT

In 2022, the Southern African Development Community (SADC) emerged from the COVID19 pandemic to confront multiple crises from climate change to shrinking democratic space, war and conflict.

SADC is particularly vulnerable to **climate change** due to high levels of poverty, disease, fragmented health services, water and food insecurity. As global temperatures rise, extreme weather events like floods, droughts, and heatwaves threaten the health and rights of girls and women. Gender, sexuality, age, wealth, indigeneity, and race are determining factors in the vulnerability to climate change.

In February and March 2023, Madagascar, Mozambique, Malawi and Zimbabwe experienced the longest lasting and highest-ACE (Accumulated cyclone energy) producing tropical cyclone ever recorded worldwide. Between January and March 2022, storms and tropical cyclones disrupted the one million people in Madagascar.

In 2022, the monarchy in Eswatini, ruled by King Mswati III since 1986, faced waves of **demonstrations** that began in June 2021, against human rights violations and the lack of democratic reforms. The authorities have continued to use excessive force and the threat of violence against activists and critics, some of whom have been assaulted and harassed.

In February 2023, Zimbabwe's upper house of parliament approved the Private Voluntary Organisations Amendment Bill which bans **civil society organisations** from engaging in politics and allows the state to interfere in their governance and activities, such as making changes to their internal management and funding. The bill had yet to be signed by the President.

The **LGBTQI+** community in Tanzania, where consensual same-sex sexual conduct is criminalised with a punishment of up to 30 years imprisonment, faced increasingly high levels of violence and societal discrimination in access to health care,

information on HIV, housing, and employment. The Tanzanian government recently banned a popular series of children's books from schools that contain LGBTQ+ specific content. The government warned against the dissemination of online messages and short videos promoting same-sex relationships, stating that it would take action against pro-LGBTIQ+ messages.



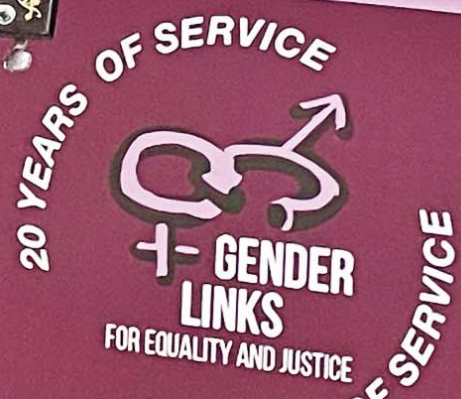
Holding the line for civil society in SADC: Emma Kaliya, Executive Director of the Malawi Human Rights Resource Centre. Photo: Colleen Lowe Morna

Ongoing **violence in DRC** continues to erode human rights in the country, particularly in eastern provinces. Armed forces perpetrate horrific attacks against civilian populations. Women and girls caught in the conflict are exposed to vicious sexual violence, which has a history of being used in the DRC as a deliberate weapon of war and strategy of terror. In 2022, the UN Joint Human Rights Office documented and verified cases of conflict-related sexual violence against 701 victims, including 503 women, 11 men and 187 girls.

In northern Mozambique an **Islamic State (ISIS)-linked group** known locally as Al-Shabab or "Mashababos" increased attacks, abductions and destruction of homes. By the end of August, more than 946,000 were internally displaced in northern Mozambique after fleeing their homes in Cabo Delgado province.



# PATHWAYS TO CHANGE



By Priscilla Maposa



The Centres of Excellence (COE) Gender in Local Government programme began as a six stage process that expanded to ten stages by 2011 in response to updates to the SADC Protocol on Gender and Development. COE modules were updated to include issues on care-work, Local Economic Development (LED), to ensure that local authorities would address these issues in their localities.

From 2011, every local authority joining the COE had to go through the 10 stage process. GL also went back to the original local authorities to add any elements they may have missed in the expanded programme. These councils also aligned

their action plans to the original SADC Protocol on Gender and Development.

The programme has evolved over the years adding the Sunrise Campaign - End Violence, Empower Women and adjusting gender and GBV action plans to align with the Post 2015 development agenda, to include climate change and LED, including developing stand-alone SRHR action plans.

Due to funding challenges the programme has changed and taken on various iterations in the countries. Currently, GL is working in different thematic areas in the local councils. The table below provides a diagrammatic representation of what GL is working on in the different countries.

	Botswana	Eswatini	Lesotho	Madagascar	Mauritius	South Africa	Zimbabwe
SRHR			X				
GBV			X		X		
50/50	X	X	X		X		X
Climate Justice	X	X	X	X	X	X	X
Economic Justice		X		X		X	
LG COEs							X

All countries have engaged local councils on gender and climate change with specific reference to the Just Energy Transition. Lesotho is the only country working with local councils on Sexual and Reproductive Health and Rights (SRHR). Mauritius and Lesotho are working in partnership with local councils on GBV advocacy and direct service delivery through a shelter in Mauritius.

Botswana, Eswatini, Lesotho, Mauritius and Zimbabwe work on Women's Political Participation at local and national level. There will be elections in all the countries between 2022 and 2025. Zimbabwe has successfully lobbied for a 30% quota in local government. Other countries are lobbying for legislated 50/50 quotas.

GL implemented the Sunrise campaign in Eswatini, Madagascar and South Africa. The programme targeted participants severely impacted by COVID-19. Old and new entrepreneurs received \$150 start up funds to start or strengthen their businesses. The programme reached out to male partners for the first time. This element of the programme was not as successful as anticipated. The high levels of unemployment result in men requesting start

up business funding as well. As the programme evolves, GL has to strategise about the best way to manage men as partners in GBV prevention and reduction.

Currently, due to funding constraints, GL Zimbabwe is the only country that is taking the traditional COE model forward. Gender mainstreaming remains one of GL Zimbabwe's core programmatic areas working with local authorities across country. The COE model has expanded to include comprehensive tools to develop gender responsive budgets (GRB). The GL Zimbabwe office in partnership with the Ministry of Local Government and Public Works developed a gender responsive budget (GRB) tool to monitor the extent to which local authorities are mainstreaming gender in their budgets. The tool was launched at the Zimbabwe 2022 SADCProtocol@Work Summit.

GLZ, in partnership with the Ministry of Local Government and Public Works, trained all the 92 local authorities' council officials (Town Clerks, Directors of Finance and Gender Focal Persons) on GRB. GRB work has been implemented across all the 92 local authorities.





By Tarisai Nyamweda



In May 2022, the Taking Stock and Strategy meeting of the SADC Protocol Alliance Southern Africa was the first in-person meeting of the Alliance since 2019. It was an opportunity for partners to reconnect and reflect on the recent ASRHR advocacy project and discuss their experiences, complex challenges, lessons learnt, the successes, opportunities, impact and planning forward. Ten partners from Angola, Botswana, Eswatini, Lesotho, Mauritius, Mozambique, Namibia, South Africa, Tanzania and Zimbabwe attended in person and three from DRC, Malawi and Madagascar, participated virtually.



Alliance partners at an Alliance Taking Stock and Strategy meeting in Johannesburg, South Africa.

Photo: Tarisai Nyamweda

In a SWOT analysis cultural norms and religious beliefs, and lack of political were highlighted as the biggest threats to Adolescent Sexual and Reproductive Health and Rights (ASRHR) advocacy, especially concerning safe abortion and child marriage. To address these challenges, two main strategies were identified, that some partners are already employing with good results, engaging with cultural and religious leaders and capacity building of parliamentarians on ASRHR to advance this agenda. The need to work in collaboration was identified as a key success factor, with reduced and limited funding available it is important to work together. The Amplify Change Partnership (ACP), announced by Gender Links offers an opportunity for partner organisations to apply for funding for ASRHR advocacy. A stakeholder mapping of organisations in the region working on ASRHR issues was completed by partners who updated the country lists that exist.

Throughout the meeting, the links between ASRHR, 50/50 and climate justice were made, and the need to tackle these issues in a holistic manner - advocating for equal representation of women in

all areas of decision-making, including on climate justice, and identifying 'champions' who will advance the ASRHR agenda. Partners developed country priorities in these three core areas.

The importance of involving young women in decision-making was stressed, both in politics and within the Alliance. A proposal was made to have a young woman as co-chair and to pair focal point partners with young women. The Alliance meeting prioritised three interlinked campaigns including - ASRHR, 50/50 and Climate justice and how these relate to each other.

In the spirit of partnerships and using technology to coordinate, collaborate and influence, the Alliance co-hosted dialogues with Gender Links and the Women Voice and Leadership Programme. These dialogues included the trilogy series of Feminism dialogues which comprised Demystifying Feminism, African Feminism, Feminist Leadership. The Alliance also led the Safe Abortion Dialogue to commemorate International Safe Abortion Day in partnership with Gender Links and the Women Voice and Leadership South Africa Programme. It brought together collective thinking on Safe Abortion in light of the impact of overturning of Roe vs Wade on Africa countries and framed the conversation against the background of the Voice and Choice Barometer findings which revealed that although there were gains there was also rollback on realising SRHR in the region.

The reduction in funding compels the Alliance to think more strategically and have more synergies about its work and ways of working to effectively sharing available resources. While country specific initiatives may be led by partners organisations, it is also important for the Alliance as regional body to be represented and included in the initiatives that are advancing our common agendas. Resource mobilisation will be a priority area that will enable regional advocacy work to resume at a larger scale.

“The importance of involving young women in decision-making was stressed, both in politics and within the Alliance”



By Tarisai Nyamweda

## Generation Equality Forum Action Coalition Six



Gender Links is one of the civil society leads in the Generation Equality Forum (GEF) Action Coalition Six (AC 6) on Feminist Movements and Leadership (FML). GL is represented on the Advocacy and Communications subcommittee of the Coalition.

The FML Coalition is one of the Six Action Coalitions which are part of the GEF. The other action coalitions include Gender-Based Violence; Economic justice and rights; Bodily autonomy and sexual and reproductive health and rights (SRHR); Feminist action for climate justice and Technology and innovation for Gender Equality. The Action Coalitions created a global roadmap for gender equality. The priority areas of the AC6 include:

- Fund and support diverse feminist activists, organisations and movements.
- Promote, expand, strengthen and protect civic space for women's human rights defenders, feminist action, organising and mobilisation, in all its diversity.
- Advance substantive representation and increase meaningful participation, leadership and decision making power of women, girls, trans, intersex and non-binary people, in all their diversity, through gender parity and transformative feminist approaches to policy-making.
- Strengthen young feminist-led and girl-led movements, and organisations, in all their diversity.

The Action Coalition Six meets monthly virtually to discuss, amplify and drive critical steps towards achieving its collective commitments. GL has committed as the secretariat to the Southern African Protocol Alliance to co-ordinate evidence gathering for the #VoiceandChoice Gender Protocol Barometer to benchmark progress against key gender normative frameworks. GL contributed to its AC6 vision by co-hosting a Southern Africa feminist leadership dialogues in August 2022.

As part of AC6 collective commitments, the Coalition hosted two dialogues as its contribution to promote, expand, strengthen and protect civic space for women's human rights defenders (WHRD), feminist action, organising and mobilisation, in all its diversity. These focused on women human rights defenders, political participation and democracy as well as the International Women Human Rights Defenders Day dialogue on online and offline violence held during the sixteen days of activism.

The dialogues reinforced messages to states on the obligation to protect, respect and fulfil their human rights. This includes the imperative of rolling back regressive restrictions on civic space that are intended to control and eliminate dissent and silence those who advocate for human rights and accountable development actions.



GL brings African concerns from the local to the global platforms. Using its experiences of regional advocacy through the Southern African Gender Protocol Alliance and global advocacy and lessons learnt through its participation in the Global Alliance on Media and Gender, GL puts Southern African gender concerns on the global forum.

In 2023, AC 6 will take stock of the coalition's collective work and plan, share and strategise to achieve the collective vision. The coalition aims to continue building connections and trust, reflecting on lessons learned, challenges and opportunities, exploring the added value of the coalition, and beginning to define pathways for more effective and strategic collective action. It will be important to step up and move from commitments to actions and implement actions to advance women's rights worldwide particularly in an era where there is increased anti-women's rights and anti-gender agenda collectives across the world.

The GEF will reach the midpoint of its five-year journey in September 2023. This will be an opportunity to reflect but also strengthen as it seeks to pioneer a new model for intersectional and intergenerational multi-stakeholder engagement, it is critical for all stakeholders involved to find common ground and effectively work together towards common goals for the journey to be successful. GL will continue to participate actively and contribute meaningfully in AC6 to bring African feminist concerns into this global space.





# GRANT MAKING

By Tinashe Chipwanya, Grants Manager and Nomthi Makazana-Makoa, Grants Coordinator



After almost twenty years of implementing grants, GL made its first foray into the world of grant making in 2019, as an intermediary for the Global Affairs Canada Women's Voice and Leadership South Africa (WVL-SA) Fund. Since then, the GMU has grown rapidly. In 2022, GL became an Amplify Change partner, and now manages its grants in Southern Africa. GL also joined forces with ARROW in Malaysia, and MannionDaniels in the UK to form the *Women Of the South Speak Out Consortium* that will manage part of the FCDO's women's rights grant making window. The GMU now operates from national to global level.



The ultimate outcome of WVL-SA Project is "increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa". The WVL-SA Project aims to support WROs in building sustainable organisations that ultimately benefit men, women, boys and girls in their different communities.

GL's task is to manage the CAD 4 million over a period of four years ending in 2023. Specifically, the fund aims to reach organisations that might find it difficult to access mainstream funds and help them grow institutionally through on-the-job requirements and training as part of this grant. In all, GL has managed 69 grants through this fund, and an additional 15 through the UKAID supplementary funds channelled through WVL-SA at the peak of the COVID-19 crisis in 2021 (84 grants). WVL-SA announced a fourth and final Rapid Response (RR) call for the remaining project implementation period in October 2021, for grants double the size of the first three calls (R100, 0000 each) following the agreement with GAC to have fewer but larger RR grants. WVL-SA also contracted two Gender and

Disability core grants following the termination of two multi-year core grantees. Total funds granted stand at over R25 million (see table).

Grant Type	Number of grantees	ZAR amount granted
Rapid Respond	46	2 983 880
Multiyear	20	13 806 435
Networking	3	7 713 539
RR DFID	15	918 011
<b>Total</b>	<b>84</b>	<b>R 25 421 865</b>

The *Women Voice and Leadership Formative Evaluation, Desk Dive Case Study of South Africa* (March, 2022) - one of twelve conducted remotely by the Evaluation Division of Global Affairs Canada (GAC)- rated GL in the green zone on all ten principles of feminist funding.



Our organisation is very grateful to have met Gender Links, because they developed us from the ground up. For example, we attached their contract to other applications we were doing. We used it when people wanted audited financial statements. We could tell people that they could contact Gender Links and that Gender Links could give them information about our work. Gender Links made it possible for us to rise. They assisted us in writing proposals; they provided financial training for our staff; they helped us to network; and they linked us to all the other grantees. They also assisted with Facebook, Instagram, and Twitter... They share everything.

- Resoketswe Lebjeane Foundation



Key achievements in the project include:

- Through capacity building and references, Multi-year Core and Networking grantees have raised an R22 245 451, almost as much as what they have received in WVL funds.
- Hosting 36 training sessions and events using a variety of methods from on-the-job training, to face to face training, to small groups spending



time with GL for experiential learning, to peer learning during the two summits, referred to in the final evaluation as an “exceptional” achievement.

- An increase from 77% to 85% in the Organisational Development Score Card of grantees as a result of new policies; tax registration; strengthened governance and MEL systems; fund raising and communications strategies.
- WVL grantees held a total of 191 campaigns; influenced 16 laws, policies or mechanisms in relation to GBV; traditional authorities; LGBTIQ rights; HIV and AIDS and decriminalisation of sex work. **SAWID connected the New Heritage Foundation and the Department of Basic Education** to do campaigns on ending period poverty in schools. **We Will Speak Out South Africa (WWSOSA) and Kwa-Zulu Natal (KZN) Network on Violence Against Women** worked on a model for Rapid Response Teams (RRTs) and violence free zones (VFZ) that has been adopted by the province and has drawn attention nationally. Sisonke, after years of advocacy, played a key role in the publication of the Decriminalisation of Sex Work Bill in December 2022.

- WVL broke new ground in work on gender and disability. The **Child Witness Institute** led an initiative to develop guidelines for judicial officers to ensure that all people with disabilities who require access to justice are supported in court, with a particular emphasis on women and children.
- WVL 01 broke new ground on gender and IT with the **Bellona Female Network** app linking young women to mentors in the work place.
- Grantees prepared and shared 98 stories of change on organisational growth and development, leadership, GBV, Economic Empowerment, Social Media, SRHR and Youth Empowerment shared at two Learning and Sharing Summits.
- The WVL-SA project reached almost 90 000 people in seven provinces (KZN, Gauteng, Limpopo, Western Cape, Eastern Cape, Mpumalanga and the Free State, inclusive of the UKAID COVID-19 emergency funds administered through WVL). Sixty five percent of the beneficiaries were women and girls, 34% were men and boys; 1% persons with disability and 1% gender non-conforming. WVL-SA has been in the news 46 times.



WVL is a powerful network of Women's Rights Organisations across South Africa.

*Photo: Colleen Lowe Morna*



The GBP 1.5 million Amplify Change Voice and Choice Southern Africa Fund will be running from 1 April 2022 until 31 March 2025. The main objectives for the fund include:

- Building strong local organisations and coalitions that advocate for legislative, policy, and attitude changes;
- Enhancing delivery of quality SRHR services;
- Improving the management, programming and sustainability of SRHR organisations, particularly

those representing youth, marginalised women and girls;

- Supporting dynamic in person and virtual learning and sharing among grantees and across AC partners globally.

In July 2022, GL put out an opportunity and movement building grant call which attracted about 154 applications from both categories. Below are tables showing the final grants committed and location of grantees (see tables).

Grant Category	Committed - GBP	Committed - ZAR	Amounts per grant - GBP	Number of grants
Movement Building	448,949.26	9,344,193.85	50,000.00	9
Opportunity & Strengthening	288,558.73	5,999,482.27	10,000.00	29
<b>Total</b>	<b>737,507.99</b>	<b>15,333,676.12</b>		<b>38</b>

Grant Category	Country	Number of grants
Opportunity & strengthening	Lesotho	5
	Zimbabwe	9
	South Africa	15
<b>Total</b>		<b>29</b>
Movement Building	Malawi	1
	Eswathini	1
	Madagascar	1
	Democratic Republic of Congo	1
	Zimbabwe	1
	South Africa	1
	Tanzania	3
<b>Total</b>		<b>9</b>

Women Of the South Speak Out (WOSSO), is a consortium formed by two prominent Southern Women's Rights Organisations (WROs) namely Gender Links and ARROW and a renowned UK-based development firm, Mannion Daniels. The consortium shares feminist values and a deep concern regarding the narrowing civic space, particularly for women and girls. The consortium will work together for a period of five years from year 2023 to 2027 to ensure the voices of women and girls from the global south, in all their diversity, inform the decisions and policies that affect their lives through advocacy and knowledge management. WOSSO will be managing

Component B and C of the FCDO WR support programme (travel grants for advocacy; knowledge and research products).

### Next steps

The main focus in 2023 will be on wrapping up WV 01; putting in an application for WV 02 following the announcement that the fund is being replenished; networking grantees in the Voice and Choice Fund and conducting a learning and sharing summit; and co-creating WOSSO. The GMU now stands poised to service WRO around the world!





GL Advisory Services (GLAS) leverages off GL's wealth of expertise and knowledge to offer quality support in gender audits, strategies, planning, budgeting, capacity building, monitoring and evaluation across the African continent. In 2022, GLAS secured two important framework agreements with the Bill and Melinda Gates Foundation (BMGF) Africa Office, and Water Aid Southern Africa.

## Bill and Melinda Gates Foundation (Africa)

By Kevin Chiramba



As gender advisor to the BMGF Africa Office, GL is responsible for 1) ensuring improved gender impact of the Africa team investments (projects), 2) developing knowledge management products on gender integration (GI) in Africa team investments, and 3) developing local capacity in areas of importance to the foundation. To ensure the necessary expertise, GL partnered with Triple C consultants who have experts in Kenya and Nigeria. This also ensures the necessary geographical spread. The Foundation uses a gender marker to gauge gender in its investments on a continuum from unintentional, to intentional, to transformative.

A Portfolio Gender Assessment of Africa conducted by global gender advisors Gender Tech shows that, while the gender marker is now used in 100% of investments, the Africa office has yet to meet its target of 70% of investments being gender intentional or transformative. The study also suggests that the Gender Marker should be used with more oversight and quality control. The study did, however, show that there is significant potential to move the needle along the continuum from unintentional to transformative. According to Gender Tech, 13% of 2022 investments have the potential to be transformative, with 66% being intentional: in other words, the 70% target can be met with the right push.

In 2022, following an on-boarding exercises, the GL team met (virtually & physically) with 23 IOs and 11 grantees to understand their investments and support their gender integration journey. The majority of engagements are for gender analysis for investment designs followed by those requiring GI capacity building.

In December 2022, the GL team, attended the annual Partners Forum in Abuja, Nigeria. Prior to the

Abuja convening, GL conducted a gender integration needs assessment using an Organisation Gender Scorecard (OGS) responded to by 21 grantees. The results show an average score of 57%, with higher scores on advocacy, communications, human resources and lower scores on the gender policy framework, gender management system, implementation; gender budgeting; working conditions and environment. In 2022, GL devised training materials and a plan to roll out gender training to the foundation's 200 grantees in Nigeria. GL's East African partner, Khetsiwe Dlamini, leads GI support for BMGF partners working on supply chain investments. The partners include the Africa Resource centre and in Supply Health. Support to InSupply Health's GI and gender training, and to the ARC's gender integration strategy and supply chain sustainability model is ongoing.

“The study did, however, show that there is significant potential to move the needle along the continuum from unintentional to transformative”

While navigating the foundation and understating how it works has been a fairly long and complex process, GL's footprints on GI have started to emerge. Support to Nigeria's NOI Polls to include men in their polling on maternal and child services,





has challenged assumptions that men do not want to accompany their wives to antenatal care visits. Results from their preliminary analysis of 5 states in Nigeria has shown that if men are given the right information on ANC, they are willing to support their wives in ANC visits. This evidence has also been corroborated by Technical Assistance (TA) Connect, through their Group Antenatal Care (G-ANC) programme to involve men in ANC.

GL kick-started the documenting of best practices by issuing a call for stories of change (case studies). Three IOs and five grantees responded and virtually presented incredible stories of change during the gender week session held at the BMGF's regional offices in Johannesburg, South Africa, from March 27 to March 31. The stories illuminated BMGF's investment's impact from work on inclusive legislation in Ethiopia, and women empowerment in Senegal, to involving men in antenatal care visits in Nigeria.

## Next steps

The next steps in GI support include:

- Planning for an adapted Gender integration training for Nigeria grantees and other stakeholders such as government officials.
- Finalising a gender strategy for the Nigeria Country Office.
- Develop a guidance note on gender transformative investment design.
- Incorporate learning from Ethiopia into Nigeria's system-wide approach to gender in PHC work.
- Documenting and sharing stories of change in agreed formats.
- Explore learning and sharing events to inspire IOs to seize the moment and tap on opportunities to achieve gender-intentional and transformative investments.



Bill and Melinda Gates Foundation Nigeria Country Office annual partners meeting in Abuja, Nigeria.

Photo: Colleen Lowe Morna



## Water Aid (Southern Africa)

By Susan Tolmay



A growing number of mainstream international non-governmental organisations (INGO) are realising the need to adopt human-rights based approaches to their work including integrating gender in their organisations and programmes. WaterAid (WA) is an INGO based in London, UK, with field offices around the world, who together with local partners help communities access clean water, decent toilets and good hygiene. WaterAid recently launched its new global strategy to guide its work and operations until 2032. WaterAid's global vision for change is a world where everyone, everywhere has safe water, sanitation, and hygiene, places strong emphasis on gender transformation. The new strategy recognizes WaterAid efforts to date and raises the ambition for their work to advance gender equality in a sustainable manner by changes in norms and systems.

Guided by this higher ambition, in 2022, WaterAid Southern Africa Regional Office (SARO) engaged GLAS as consultants to conduct a gender assessment of the WASH sector in Southern Africa. The purpose of the assessment was to help WA SARO identify challenges and opportunities to contribute more effectively to gender transformation in WASH and understand how best to position itself to take a lead in this area in Southern Africa. The assessment also took place at a critical time when the regional and country offices were developing their five year strategies.



Gender training for the Water Aid Southern Africa team.  
Photo: Colleen Lowe Morna

“Excellent two days, has transformed me in the way I look at things, now with a gender lens. Made it simple to understand how to make the shift to transformation.  
- Gender training delegate reflection”

A key finding in this assessment is that WA is a progressive organisation with progressive staff, however, it needs to do more to “walk the talk” of gender equality by mainstreaming gender more systematically in its practices. What is lacking is the required capacity and expertise on gender in general and gender integration in programming in particular. Gender Links made several recommendations aimed at assisting WA SARO to seize the moment to become a well-recognised voice on gender equality in WASH.

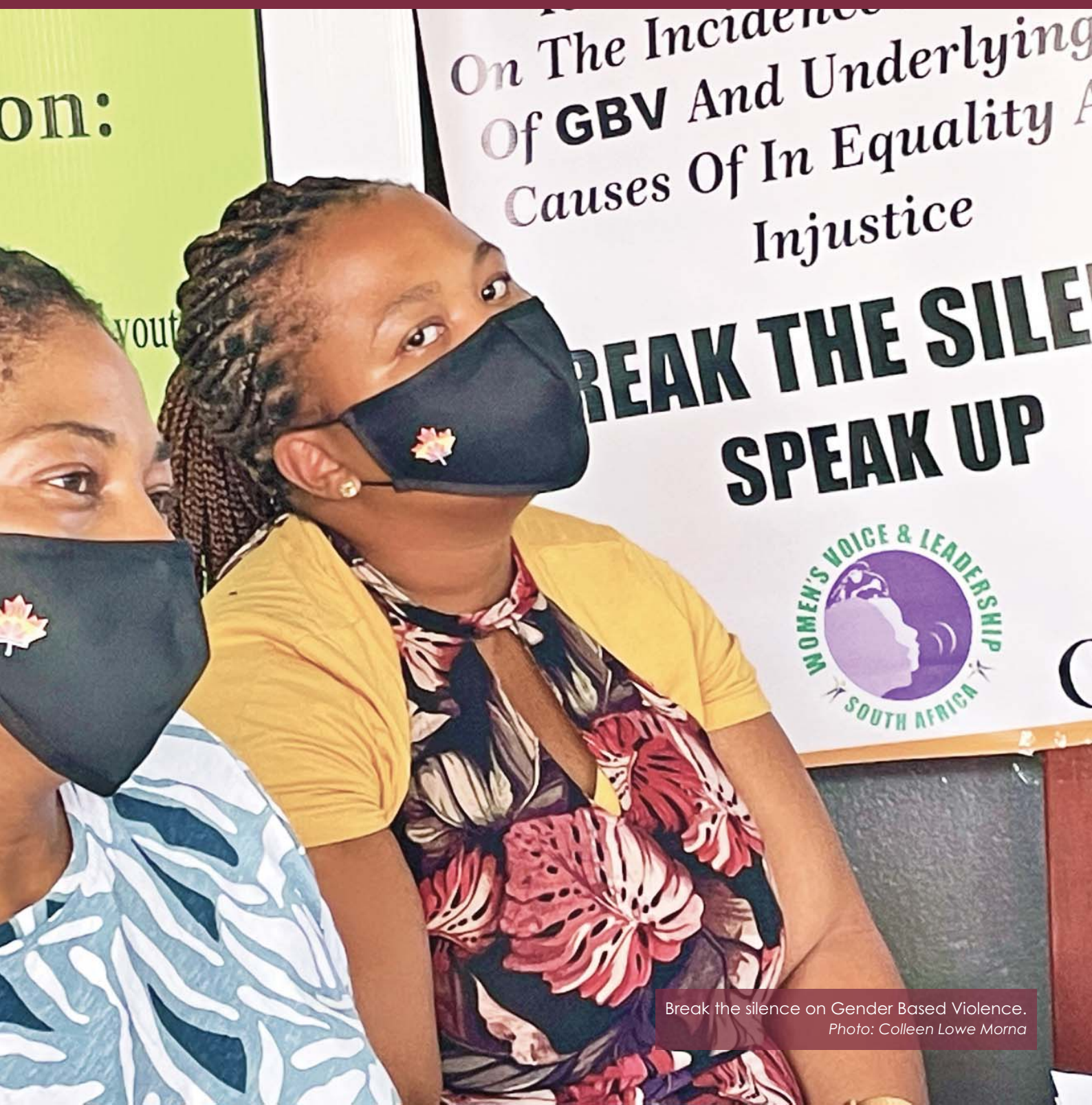
Based on the findings and recommendations of the assessment WaterAid SARO extended the consultancy for follow-up activities in 2023-24. The activities include producing a policy brief, conducting training with the regional and four country (Madagascar, Malawi, Mozambique and Zambia) offices, and reviewing the new country strategies to ensure that have integrated effectively and to provide assistance on this.

### Next steps

- Regional and country 2023-2028 Strategy reviews and technical assistance on how to raise the ambition for their work to advance gender equality and transformation.
- Training country offices (Madagascar, Malawi, Mozambique, Zambia) on gender integration.
- Follow up with WA SARO on strategies and action plans.
- Co-convene Gender Summit - to affirm good practices in gender integration into WASH projects and programmes.



# MAKING CHANGE



Break the silence on Gender Based Violence.  
Photo: Colleen Lowe Morna



GL's work on SRHR is now primarily delivered through its management of the Amplify Change Voice and Choice Southern Africa Fund.

In 2022, as part of setting baselines for monitoring the impact of the programme, GL produced the 14th #VoiceandChoice Barometer. This reflects slow progress in the region's SRHR. SADC countries have registered the greatest progress on the minimum legal age of consent to marriage at 18 years for women and men and reduction of mother to child transmission of HIV. The region still needs to accelerate commitments to reducing HIV infections, increasing the extent of HPV vaccine dosage coverage, and ending gender based violence.

Despite the threat of the COVID-19 pandemic to SRHR, governments in November 2021 issued their first progress report on the Southern Africa Development Community (SADC) SRHR Strategy using the **Scorecard on SRHR** adopted by Health Ministers in 2018. SADC expects Member States to report every two years on progress made against the Scorecard over the next ten years in the lead up to 2030 the target date for achieving

the Sustainable Development Goals (SDGs). The SADC 2021 Milestone Scorecard is the first set of results using baseline data from 2019 and targets set in the strategy.

The SADC Score Card is a high-level peer-review accountability tool, consisting of 20 key indicators for accelerated action on the ten outcomes of the strategy. The scorecard, which is available online<sup>1</sup>, is a graphic display of countries' progress in achieving the targets by indicating upward or downward movement and by colour coding to indicate where targets or milestones have been achieved or not.



Launch of the 2022 Voice and Choice Barometer.

Photo: Colleen Lowe Morna

## Overview of country SRHR scores by colour code

Country	Dark Green	Light Green	Yellow	Amber	Red	Not applicable	No data
Seychelles	46%	8%	15%	8%	8%	0%	15%
Mauritius	31%	15%	15%	8%	8%	0%	23%
South Africa	23%	15%	38%	0%	23%	0%	0%
Malawi	23%	38%	38%	0%	0%	0%	0%
Eswatini	23%	23%	31%	15%	0%	8%	0%
Namibia	23%	23%	23%	15%	8%	8%	0%
Comoros	23%	23%	31%	0%	15%	0%	8%
Botswana	15%	8%	31%	23%	8%	0%	15%
Zimbabwe	15%	23%	31%	15%	8%	0%	8%
Lesotho	15%	23%	38%	15%	0%	8%	0%
Tanzania	15%	23%	31%	15%	15%	0%	0%
Zambia	8%	0%	38%	23%	23%	0%	8%
Mozambique	8%	23%	31%	15%	0%	8%	15%
Madagascar	8%	46%	8%	15%	15%	0%	8%
DRC	8%	38%	31%	8%	8%	0%	8%
Angola	8%	54%	8%	8%	15%	8%	0%

Source: Computed from the SADC Scorecard and global data sources.

<sup>1</sup> <https://dev-www.sadc.int/srhrcscorecard/>





The table shows the performance of each country in each of the six colour codes of the SADC Scorecard. Four countries, South Africa, Malawi, Lesotho and Zambia with (38%) each have the highest yellow score. The highest amber scores are from Botswana and Zambia with (23%) each, while the highest red scores are from South Africa and Zambia with (23%) each.

Key highlights in the Barometer include:

- **Maternal health:** The regional average of the proportion of women of reproductive age with an unmet need for contraception is 19%, which is well above the global average of 9%. The prevalence rate of cervical cancer per 100,000 women per year attributable to HPV is higher than the Africa average of 26 incidences in all countries except Mauritius.
- **Adolescent SRHR:** Eleven SADC countries now have ASRHR policies but many need an update. A recent study<sup>2</sup> highlighted the impact of COVID-19 on adolescents in six SADC countries. It shows that 92% of young respondents reported facing difficulties in accessing appropriate healthcare.
- **Safe abortion:** There has been no change in any legislation related to abortion in any SADC country over the past year. However, advocacy and activism on safe abortion are gaining momentum notably in Madagascar, Lesotho and Namibia.
- **HIV and AIDS:** Eswatini, Botswana and Switzerland are the three countries in the world that have been officially recognised as achieving the UNAIDS 95-95-95 targets<sup>3</sup> ahead of 2025.<sup>4</sup>
- **Gender-based violence:** An Eight country study on online violence shows hate speech, misogyny, dark forms of participation, information disorders and online gender-based violence (OGBV) have also become the norm. Women journalists suffer the most of cyber bullying.
- **Harmful practices:** The negative effects of the COVID-19 pandemic continued to wreak havoc in the region, including in contributing to high numbers of girls who did not return to school due to teenage pregnancy.
- **Sexual diversity:** Botswana joined four Southern African countries (Angola, Mozambique, Seychelles, and South Africa) to have decriminalised same-sex relationships. Religious and cultural fundamentalism fuels violence and discrimination against LGBTQ persons.

The 38 Voice and Choice Southern Africa Fund grantees in 8 SADC countries are working across all these theme areas. Key achievements in the project in 2022:

Category	Movement Building	Opportunity	Totals
Adolescent SRHR Health	4	16	20
Menstrual health	0	2	2
Teenage pregnancy	0	2	2
Safe abortion	2	1	3
GBV/ HIV and AIDS	0	7	7
LGBTIQ	2	4	6
Sex workers	1	0	1
<b>Totals</b>	<b>9</b>	<b>28</b>	<b>38</b>

- **Mapping** of 61 SRHR organisations in Southern Africa (May - June 2022) to help determine the approach and size of grants. The study found that 45% of the organisations have annual budgets of less than \$50 000. Only about 10% of the organisations have budgets of over \$1 000 000.
- **Grant widows:** In consultation with AC, GL put out a call for two types of grants. Movement Building (GBP 50,000 over two years) was open to all SADC countries. Opportunity (GBP 5000 per year renewable for two years) was open to smaller organisations in South Africa, Lesotho and Zimbabwe where GL has offices able to support promising new organisations.
- **Building an efficient online grants portal:** GL built the call on Good Grants, an online system that we piloted with the latter round of Women Voice and Leadership calls, in June-July.
- **Running a smooth and transparent selection process:** From July -October, GL put out a call for independent Grants Selection Committees for the Movement Building and Opportunity (SA, Lesotho and Zimbabwe) widows; managed the online adjudication; some recommended shifts between the grant widows; due diligence for all the grants; review and approval of the final grants by the Board.
- **On boarding:** In November and December GL staff embarked on a face to face training exercise with all potential grantees targeted at assisting them with finalising their log frames, budget; introducing them to the M & E platform; finance and narrative reporting system; share point document management and the help desk.

<sup>2</sup> MIET AFRICA (2021) The Impact of COVID-19 on Adolescents and Young People in the SADC Region. South Africa. MIET AFRICA, [https://mietfira.org/wp-content/uploads/2021/07/REPORT-Impact\\_COVID\\_19\\_AYP\\_SADCRegional.pdf](https://mietfira.org/wp-content/uploads/2021/07/REPORT-Impact_COVID_19_AYP_SADCRegional.pdf), accessed 29 September 2022.

<sup>3</sup> 95% of women of reproductive age have their HIV and sexual and reproductive health service needs met; 95% of pregnant and breastfeeding women living with HIV achieve viral suppression; and 95% of HIV-exposed children are tested by 2025.

<sup>4</sup> Thornton, J. Botswana HIV Success. [www.thelancet.com](http://www.thelancet.com) Vol 400 August 13, 2022 DOI:[https://doi.org/10.1016/S0140-6736\(22\)01523-9](https://doi.org/10.1016/S0140-6736(22)01523-9). Accessed 15 August, 2022.

# GENDER BASED VIOLENCE



By Kevin Chiramba



GBV remains endemic in Southern Africa and has spread to new terrain. A 2021 Meta study that GL collaborated in found that widespread use of the Internet in the region has led to normalisation of hate speech, misogyny, and other dark forms of participation. It also pointed to a rise in information disorders, which involve the sharing or creation of false and potential harmful information. Further, female journalists have reported an escalation in cyber bullying and harassment. Most countries do not have specific legislation to respond to the growing issue of online GBV (OGBV).<sup>1</sup> Despite these and other challenges, SADC member states have made progress in addressing GBV by implementing multi-sectoral approaches that include legislative and criminal justice responses.

**South Africa** developed a 2020-2030 National Strategic plan (NSP) on ending Gender Based Violence and Femicide (GBVF), which, amongst others, deals specifically with OGBV.<sup>2</sup> It calls for technology intermediaries to adhere to human rights standards to protect women's rights on online platforms and new technologies. It also calls for the design and roll out of disability-accessible cyber violence and cyber awareness programmes that promote online safety. In South Africa, GL leverages its work through the WVL grantees to prevent GBV and promote violence free zones.

**Leading the way on violence free zones:** This partnership between **We Will Speak Out South Africa (WWSOSA)** and **Kwa-Zulu Natal (KZN) Network on Violence Against Women** aims to create violence free zones in communities. The project works through Rapid Response Teams (RRTs) and violence free zones (VFZ). RRTs seek to provide networks of personalised referral processes for survivors, to minimise their isolation and strengthen their courage to take action. As part of being survivor-centred, the project sees it as vital to mitigate the extent of their suffering, which may occur through secondary victimisation but also through a sense of powerlessness and isolation.

The eThekweni District Municipality Gender Office committed in the KZN Post-Summit Debriefing

Conference in December 2022 to including the RRT model in its District Development Plan and to supporting the RRTs.

KZN has been recognised as leading the way when it comes to moving policy into action. The government plans to roll out the model across the country. The RRT concept has been included in the National Strategic Plan (NSP) on Gender Based Violence and Femicide (GBVF) as a vital tool for implementing improved GBV response. This project offers the first model that works, and its strength is that it is integrated into a framework that includes both prevention (Pillar 2) and response (Pillar 4) - as well as improving Coordination and leadership (Pillar 1).



Violence free zone in Umlazi.

Photo:WWSOSA

**Literary works to enhance primary prevention and inclusive response to GBV:** Work by **Mikhulu Trust** shows the impact of researching on what works to end GBV which impacts on family dynamics. The organisation's Dialogic book-sharing (early childhood development programme aimed to reduce violence) programme has proved to be very educative and an insightful form of scientific evidence of early child development. The programme's link to reducing violent behaviour later in life makes it a refreshing intervention in GBV primary prevention. According to Mikhulu Trust, "Children develop in an environment of relationships. Parents' interactions with their children can either positively, or negatively, impact their child's development."

<sup>1</sup> Understanding-Online-GBV-In-Southern-Africa: An Analysis of eight country prevalence of digitally enabled gender-based violence.

<sup>2</sup> National Strategic Plan on Gender-Based Violence and Femicide 2020 <https://www.justice.gov.za/vg/gbv/NSP-GBVF-FINAL-DOC-04-05.pdf>, accessed 8 November 2021.



A parent and child interact during a book sharing session. Photo: Mikhulu Trust

**Incema** is implementing an impactful victim support and response program designed to provide a holistic service to Plessislaer, Kwa-Zulu Natal, South Africa. This victim-centred project decentralised GBV services to the communities, with stakeholders providing services onsite, and has designated police officers, prosecutors and social workers assigned to the cases. This project has ensured that cases do not fall into the cracks but victims are supported throughout the court process.

**Phola** has grown to be known and appreciated in several communities for its work on GBV using the COURAGE+ methodology that has resulted in an 85% reduction in symptoms of clinical depression among those who have gone through the course. COURAGE+ is a 13-session collective narrative therapy story group intervention.



Phola's constituency has grown through the project. Photo: Phola

**The National Council of and for Persons with Disabilities** is the first organization to conduct **Disability Equality Training (DET)** to the National Prosecuting Authority (NPA) Sexual offence and Community Affairs (SOCA) at National Level. This resulted in 276 NPA Officials receiving training, changing attitudes

and improving NPA's service offering to become disability inclusive.

The **Child Witness Institute** led an initiative to develop guidelines for judicial officers to ensure that all people with disabilities who require access to justice are supported in court, with a particular emphasis on women and children. The guidelines serve as a Benchbook for judicial officers presiding over cases that require the testimony of people with disabilities, particularly women and children who have experienced Sexual and Gender-Based Violence (SGBV). The Benchbook provides presiding officers with information on how to accommodate various disabilities in their courtrooms.

“The Benchbook is a brilliant, simple, easy to follow, focuses on changing attitudes and is cost effective to implement” - Department of Justice

In **Mauritius**, Gender Links forms part of the Kolektif Droit Imin (KDI), funded by Kaleidoscope Trust. The project strengthens the relationships between CSOs and legislators. KDI presented to parliament findings on research based on a survey of 750 respondents on the perception of gender roles and gender-based violence (GBV) and spearheaded research on the economic costs of GBV in Mauritius. The Advocacy campaigns responses include a video for the International Day for the Elimination of Violence Against Women on Facebook, with a total coverage of 4694 people. A Facebook post to denounce GBV reached 9000 people.

**Gender Links Safe Haven Halfway Home (SHHH)**, a project of Gender Links Mauritius, is supported by the National Social Inclusion Foundation. This project aims at empowering women and children survivors of violence through the provision of an immediate transitional shelter and extensive in-house training, featuring employability and personal development. In 2022, SHHH accommodated 87 residents (including 47 children) and provided 27,402 meals; 104 wellness and after-school activities. 12 participants wrote 'I' Stories or first-hand accounts to portray their experience of abuse and their motivation for a better life.



# ECONOMIC JUSTICE



By Kubi Rama



There are two obvious ways in which economics and GBV are connected. Economic dependence is recognised as a key factor in the perpetuation of GBV as women who perceive themselves unable to support themselves are most likely to stay in abusive relationships.<sup>1</sup> One of the key ways in which women can seek economic independence is through

sustainable entrepreneurship, yet access to appropriate financial services evades most women (Gender Links, 2019)<sup>2</sup>. Regional and national economic planning and performance does not take into account the contribution of women in the economy nor the needs of women for suitable financial services which meet their needs at all levels of business activity.

The Sunrise Campaign, because of the promise of a new dawn, is anchored by councils that have undergone a ten-stage process to become Centres of Excellence (COEs). The councils include support for survivors of gender violence as part of their GBV and Local Economic Development (LED) action plans. GL provides an entrepreneurship training course tailored for survivors of GBV that combines life skills designed to enhance confidence and agency with basic business skills.



A total of 760 women (50% of whom were young women and survivors of GBV) from 40 councils in South Africa, Madagascar and Eswatini between 2019 and 2022 were trained in life and business skills and knowledge on market research and implementation, and received mentorship and backstopping advice. The Emerging Entrepreneurship Network includes 400 survivors of GBV and implemented 100 joint ventures in the three SADC countries.

An independent evaluation of the programme found:

- **Effectiveness of the programme:** The programme realised increases in Gender Empower Index (GEI) scores in all areas.

Indicator	Baseline	Endline	Change	Rating
Attitudes on Gender equality or GBV	63.89%	67.44%	+3.55%	Improved (attitudes towards gender equality/women empowerment improved)
Relationship Control Index (RCI) scores	57.03%	66.84%	+9.81%	Increased (women having a control in relationships in and outside families)
GBV scores	27.47%	21.75%	-5.72%	Improved (reduction in GBV)
Income	USD 87	USD 135	+USD 48	Increased (as a result of entrepreneurship)
Using computers	207	249	+42	Increased women computer users
Using Facebook	375	435	+60	Increased women Facebook users

- **Developing and implementing personal and business plans:** the evaluation found:

	% Developed	Of those developed % implemented
Personal Development Plan	96.3%	96.9%
Business Development Plan	98.4%	89.2%

- **Sustainability:** As an exit strategy/handover of programming approach, the councils ran the Sunrise Campaign as part of a long term, systemic approach to changing the attitudes that fuel GBV. The action made a deliberate effort to target 50% young women (500) with the help of the councils' GFPs, which was key in, 'stopping violence' before it starts', a forward-looking innovative approach. The most important aspect

of the programme is that it focused on women's agency as a long-term solution to ending GBV. The Sunrise Campaign programme targeted women through local councils as well as networking them through low data technologies.

- **Impact:** The councils across the three countries committed USD 693 690 (in cash and in-kind contributions) to the Sunrise Campaign programme. The Sunrise campaign programme resulted in all 40 councils having gender-responsive LED plans/programmes and preferential procurements for women and other vulnerable groups. The Polokwane Municipality in the Limpopo province of South Africa direct 75% of LED towards

<sup>1</sup> Gender Links (2019). Ibid  
<sup>2</sup> Gender Links (2019). Ibid





women and disadvantaged groups (youth, people with disabilities and sex workers amongst others). Another key impact of the action was the proliferation of GBV Action Plans by councils which amplified their efforts in “addressing GBV community by community”. Councils such as Ezulwini in Eswatini was rated by the evaluation at 9 out of 10 in terms of the effectiveness of the GBV Action Plans. In Madagascar, as pointed out by the GL Country Manager, the majority of the 13 targeted councils had their own counselling structures where GBV survivors could report and be advised, with the councils also working with the police, the media, and all key stakeholders to further address GBV. Most importantly, the Sunrise Campaign programme resulted in the reclamation of humanity and agency once lost by the survivors of violence, from 'not knowing themselves' to 'knowing themselves' as a result of life skills training. Councils engaged with stakeholders and got buy-in in fighting GBV and ensuring women economic empowerment, which was not only impactful but sustainable in the long-term.

- **Efficiency:** Of the total number of planned activities (90%) were implemented on time, despite two major challenges which were; natural (COVID-19 which hit the three countries in March 2020), and administrative (delayed disbursement of the funds from UNTF).
- **Partnerships:** GL capitalised on the already solid partnerships with the councils (COEs), local government ministries and associations to provide coaching, mentoring and support to the women. GL assisted the GFPs and council staff to approach micro-finance institutions to assist women involved in entrepreneurship. The COEs signed Memoranda of Understanding (MOUs), committed income and resources to run campaigns to end GBV, and empowered women economically, as part of a long term, systemic approach to changing the attitudes that fuel GBV. At national level, GL worked closely with the Eswatini Local Government Association (ELGA), the South African Local Government Association (SALGA) and the Association of Mayors of Madagascar.
- **Mainstreaming cross cutting issues:** While the programme targeted women GBV survivors, there were deliberate efforts to include women with disabilities and other key populations (lesbian, bisexual and transgender women and youth) in the programme. Poverty alleviation was integrated in the action both at design and implemen-

tation. By targeting women survivors of GBV (design) and realising their economic power (implementation), the action contributed to alleviating poverty for women. Although the project did not directly deal with environmental issues, some of the businesses for beneficiaries which were environmentally friendly, for instance, the 10 women from Nhlanguano Town Council in Eswatini who were produced Bokashi (organic fertilizer) which is more environmentally friendly than the inorganic fertilisers.

Economic power is very key component for GBV reduction and prevention as evidenced by positive changes in the GEI scores of the GBV survivors in the programme. The evaluation proved that the nexus/correlation between economic power and GBV (increase in economic power results in decrease in occurrence of GBV).

Evidence suggests that before embarking on a next phase, it was important to assist the participants in the first phase of the programmes, whose livelihoods have been severely affected by the COVID-19 pandemic. These fragile businesses require financial support and advisory services to link them to government support. GL therefore worked with SME consultants in all SADC countries who kept ties with the emerging entrepreneurs and were well placed to help.

The holistic and integrated approach (looking at the whole person) is an effective approach in addressing GBV which should be strengthened in future programming. To address GBV effectively, there is need to look at the whole person, so as to build individual confidence and agency, as did by the action through both life skills and entrepreneurship training on women. A fragmented approach to addressing GBV through solely women's economic power will not yield the desired results.

COVID-19 will not be the last global pandemic Southern Africa will see. GL should work with councils on gender responsive guidelines for all disasters, not just the COVID-19 pandemic. In addition, there must be a budget set aside for emergencies and their gendered impacts. This should be integrated in Gender Responsive Budgeting (GRB) going forward, and should feature in the Gender and Local Government Score Card. SRHR issues should be prioritised as menstruation and reproduction doesn't stop during pandemics/disasters.

# CLIMATE JUSTICE



By Tarisai Nyamweda



Climate extremes are a major impediment to resilience in Southern Africa, where livelihoods and economies are highly sensitive to weather fluctuations. The biggest climate events in Southern Africa are floods, drought, cyclones and rising sea levels. The impacts of climate change on human populations and development are severe and far reaching. Climate-related disasters and climate change, impact on food, water and other natural resources are vital to human survival.

The climate crisis disproportionately affects women and girls as they tend to rely more heavily on natural resources, public services and infrastructure such as water and power supplies. Women are affected in five main areas - food security, water scarcity, energy poverty, health, GBV and climate induced displacement and migration as people become forcibly displaced due to climate extremes and events.

South Africa broke new ground at Conference of Parties (COP) 26 in Glasgow in November 2021, when the United Kingdom, the United States, France, Germany and the European Union announced a partnership to support South Africa with an accelerated just energy transition. The Just Energy Transition Partnership aims to accelerate the decarbonisation of South Africa's economy. It will focus on the electricity system to help the country achieve the ambitious goals set out in its updated Nationally Determined Contribution emissions goals.

The Partnership is expected to prevent up to 1-1.5 gigatonnes of emissions over the next 20 years and support South Africa to move away from coal and to accelerate its transition to a low emission, climate resilient economy. The declaration specifically mentions support for "South Africa's efforts to lead a just transition that protects vulnerable workers and communities, especially coal miners, women and youth, affected by the move away from coal."



**Climate Justice Resilience Fund** On 8 March 2022, International Women's Day, Gender Links, Women's Voice and Leadership South Africa (WVL-SA), African Women in Energy and Power (AWEaP) and the Southern African Gender Protocol Alliance held a regional seminar on the global theme "Gender equality today for a sustainable tomorrow."



Chigedze Chinyepi Alliance focal point for BOCONGO in Botswana speaking at the Climate Justice Regional Advocacy and Strategy meeting. Photo: Mboy Maswabi

Sixty participants from 15 Southern African countries came together in a hybrid face-to-face and virtual two-hour dialogue to discuss the intersections between climate and gender justice. The key recommendations from the dialogue included:

- There is need for more knowledge and information on the emerging policy imperatives from key processes such as COP26 and to facilitate learning and sharing.
- Gender and climate justice advocates need to strengthen national and regional lobbying and advocacy campaigns with targeted outcomes that take the Just Energy Transition forward.
- All initiatives must include young peoples' participation and voices.

The Alliance focal organisations across Southern Africa convened advocacy meetings to develop campaigns and action plans for Just Energy Transition. The meetings created platforms for learning and sharing information and resources on gender and climate justice. The Alliance came up with advocacy and action planning tools to utilise at country level. The outcomes of the meetings included:

**Moving from rhetoric to action:** SADC member states have signed up to global policy agreements on climate change but these commitments at a policy are not being implemented at country level. The Just Energy Transition campaigns provided spaces for accountability and mapping organisations working in Gender and Climate Justice.

**Deepening knowledge, engagement and advocacy skills on gender and climate justice:** The country level meetings deepened knowledge and engagement on gender and the intersections with climate justice.

**Inter-generational engagement and action:** As those who will bear the biggest brunt of the climate crisis, youth were involved in all advocacy, policy and programme interventions.



# WOMEN IN POLITICS

*Kubi Rama (South Africa), Chigedze Chinyepi (Botswana) and Priscilla Maposa (Zimbabwe)*



During 2022, GL conducted events on the fifty fifty campaign in Botswana, Zimbabwe and Lesotho. These included a regional media training workshop, political party dialogues, women in political party academies, cross generational dialogues and consultations with electoral management bodies. The interventions are seen as the beginning of a process rather than an end in itself. A key focus area during 2022 was the proposed constitutional review in Botswana.

GL, with the support of International Idea, conducted cross-generational academies with serving and aspiring women in politics in Botswana and Zimbabwe between 2021 and 2022. In Botswana, participants identified a range of discriminatory practices in the Constitution that Botswana inherited at independence in 1966.

Women raised concerns about sections of the Constitution that bar citizens born of Batswana mothers and foreign fathers from contesting for the position of President. Of even greater concern is Section 33 (2b) which stipulates that citizens born out of the country by Motswana mother and a foreign father are disqualified. This however does not affect those born out of the country to a foreign mother and Motswana man. The women also called for direct election of the president, as this will ensure every Motswana, including women, could contest.

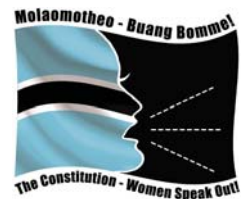
The delegates dissected the Constitutions of Namibia (1990); South Africa (1996) and the latest Zimbabwe Constitution (2013) demonstrating how the more recent constitutions, the stronger its provisions on gender equality.

Collectively these Constitutions provide a wealth of insights into areas that need strengthening. These include gender aware language; specificity on women's rights; elaborating on grounds for non-discrimination; security of person including from domestic violence; bodily integrity; socio-economic rights; property, land and inheritance rights; affirmative action and temporary special measures for increasing women's political participation.

The meeting constituted a drafting team with representatives from all political parties; sector and legal specialists to make the case for a Constitutional

review. Botswana's 1966 Constitution is at best gender blind; at worst contains discriminatory clauses at odds with its international obligations. Areas that need review and strengthening have been pointed out in the Universal Periodic Review (UPR) of Botswana by the UN Human Rights Council (2018) and CEDAW's Committee Conclusions and Recommendations to Botswana's report in 2019.

On 9 June 2022, women in Botswana made herstory with the submission of a case for reviewing Botswana's 55 year old constitution to accelerate the attainment of gender equality. *Molaomotheo - Buang Bomme! (The Constitution - Women Speak Out!)* argues that a compelling reason for the review of Botswana's 55 year old Constitution is to ensure compliance with global, African, and Southern African regional commitments to attain gender equality. The paper argues that a review of the Constitution would provide a unique opportunity for Botswana to:



- Strengthen equality and non-discrimination clauses in the Constitution.
- Identify current gaps and or weak provisions which will, in turn, inform proposals for specific provisions for women's rights.
- Provide for affirmative action (broadly) and enhance women's political participation (WPP) specifically. Currently women constitute less than 10% of MPs and less than 20% of councillors - well below the gender parity mark that Botswana committed to.
- Make specific reference to bodily integrity and autonomy, and a life free from violence.
- Ensure that there is no contradiction between the Constitution and customary law.
- Outlaw any remaining discriminatory legal provisions and practices, for example in relation to property, inheritance, and land tenure.
- Establish a strong National Gender Machinery.

GL engaged with the Botswana Independent Electoral Commission (IEC) on the need to mainstream gender in the Commission and its work. An organisational gender policy will include how IEC would manage elections more comprehensively, influence the electoral reforms to have conducive environments for women candidates and in addressing the informal barriers that women experience right from showing interest in standing for political position.





The Commission recognised the need to have robust civil and voter education to empower women about social barriers and break the stereotypes that hinders women's full and effective participation in politics.

Gender Links Zimbabwe (GLZ) in partnership with the Parliament of Zimbabwe (POZ) and Silveira House conducted a Political Party dialogue between the Zimbabwe Women's Parliamentary Caucus (ZWPC), Women in Local Government Forum (WLGF) and Political Parties namely ZANU-PF and MDC-T on women's participation and representation. The meeting that the key to strengthening women's political representation included the adoption of quotas, electoral reforms, and registration of political parties. Participants raised the need to change patriarchal attitudes, raise gender awareness in political parties and to support female candidates and young women through capacity building, mentoring training, and publicity.

GL Lesotho held training for 102 women candidates from different political parties in Lesotho. Participants pointed out that in most cases women are always expected to do the household duties and to take care of children and men. They stated that when they compare their political campaign with that of men, they feel they are behind because they always have to make sure that their families are well taken care off before they can go out to campaign.

The time they spent on the political campaigns is always compromised by the household duties and they end up losing to men. Moreover, they raised the issue of finances as a deterrent to their success in comparison to their male counterparts.

A critical session on women in politics and the media. The session was led by Molupe Mjara, a journalist. Majara stated that media is one the most powerful tools for politicians and for social awareness, the media is a critical factor in the efficacy of women in politics. All politicians have a love-hate relationship with the media. He stated that it is essential for women politicians to build good relations with the media as this can help them to get their voices out there.

GL Lesotho conducted a comprehensive gender analysis of the national elections held in October 202. The elections, which are held on the basis of

a mixed First Past the Post (FPTP) and Proportional Representation (PR) system, resulted in a two percentage point increase in women's representation from 23% to 25%: just half of the 50% target. The majority of these women came in through the PR seats in which the electoral law requires that women be equally interspersed in lists. Women made the least headway in the openly contested FPTP constituency seats.

Women in the eleventh parliament are more visible in the higher echelons of power. Justice Nthomeng Majara is now the Deputy Prime Minister and Minister of Justice. This is the first time that Lesotho has had a woman deputy prime minister. Tšepang Tšita 'Matlhothonolofatso Mosena is Deputy Speaker of the National Assembly. Dr Retšelisitsoe Matlanyane is the Minister of Finance, the second time a woman has held this post. Nthathi Moorosi is the Minister of Information, Communication, Science & Technology, Arts and Culture. Mamonaheng Mokitimi, who served on the 10th Parliament as the President of the Senate, was re-elected for a second term.

The Lesotho election results emphasises the need to lobby for electoral reform from the FPTP to the constitutional adoption of the PR system only. The PR system is more conducive for increased women's participation in politics.



Palapye Women in Politics Academy training.  
Photo: Colleen Lowe Morna



# MEDIA AND ICTs

By Tarisai Nyamweda



In 2022, GL's gender, media and ICT work focused on media training, advocacy and awareness raising. International IDEA supported GL's regional media work on Enhancing Women's Political Participation through gender aware media coverage. GL worked with journalists to strengthen media capacity especially in an attempt to increase knowledge on gender equality as well as increase women's representation and improve portrayal of women in politics. GL also strengthened the capacity of media on covering Sexual and Reproductive Health and Rights with the supported of UNESCO's International Programme for the Development of Communication (IPDC). Another key focus area was Engendering freedom of expression and digital rights in three Southern Africa countries.

The Communications for Social Change portfolio held three workshops on women's effective political participation, two were held in Zimbabwe in partnership with UN Women in Zimbabwe, and an advanced skills training session in South Africa for journalists from Botswana, Eswatini and Zimbabwe. The workshops built on previous skills and knowledge from workshops and facilitated learning between journalists from different countries.

For their final projects journalists focused on issues such as barriers to WPP, women's effective participation, Constitutional quotas and diversity in politics. Outputs from media engagements included news stories and analysis, online news articles, radio stories, pictures, videos and social media posts which generated debate and discussion among audiences. By the end of the first quarter GL had supported journalists in producing 42 stories from across the three countries involved in the project.

Over a period of eight months. GL also implemented the *Strengthening women's voice and choice through media reporting and networking* with support from UNESCO and IPDC. GL worked with journalists and gender and media networks in the region to implement the initiative focusing on

development of factsheets, media training, production of stories, policy dialogues and collection of monitoring and evaluation. These activities tied together and fed into strengthening of women's voice and choice facilitated through media reporting and networking.

As part of the initiative GL convened an online training workshop to strengthen the capacity of 19 journalists on reporting on Sexual and Reproductive Health and Rights (SRHR). The training contributed to media increasing coverage of SRHR through their local and national media following the training. Journalists published 33 stories in mainstream and local news media in different formats including radio stories, television documentaries, print and online news. A participant in the training had this to say about the training:



*There are vital issues happening in society that I feel are not covered enough as far as this topic is concerned. It (the workshop) was engaging and I got to develop angles for new stories. I learned a lot of things about this session particularly the fact that women and girls are dying at birth and this can be avoided.*



## Engendering freedom of expression and digital rights

Online Gender-Based violence (OGBV) has a chilling effect on women's freedom of expression and participation. When it happens, it threatens the ideal of a participatory democratic public sphere. With this in mind, in the last year, GL together with partners in Botswana, Namibia and South Africa launched the *Understanding Online Gender Based Violence* report in the three countries.

The Advancing Rights in Southern Africa programme supported the advocacy and awareness raising on women's freedom of expression and digital rights. These events created a platform for policy makers, the academic community, civil society leaders as well as the technical community to highlight the emerging pandemic of online gender-based violence in the region.



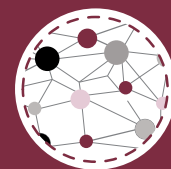


# MEASURING CHANGE



Minister of Local Government, July Moyo, and Swedish Ambassador, Åsa Pehrson, give out awards at the Zimbabwe summit.  
Photo: Colleen Lowe Morna

# WHO WE REACHED

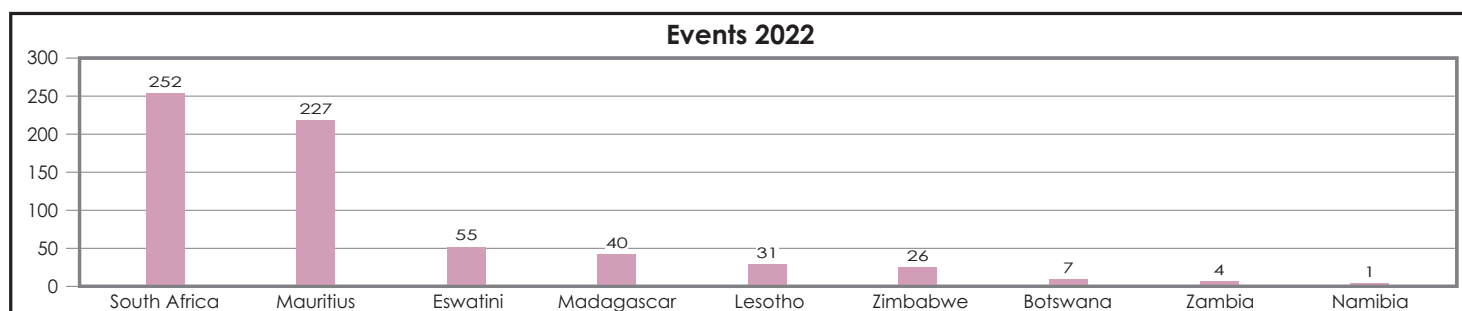
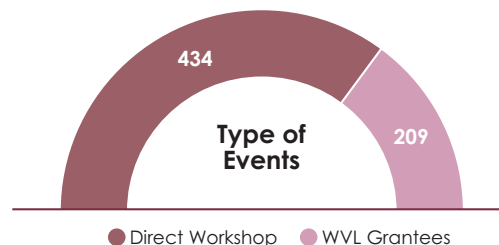


By Fanuel Hadzizi



The Results for Change unit at GL supports project management and oversight for all programmes, including support to grantees. Google Data Studio reports are used to import, organise, and analyse the data as datasets. In 2022 GL reached 29,728 beneficiaries through direct delivery and those reached through grantees. GL engaged directly and indirectly in 643 events with South Africa (39%) and Mauritius (35%) contributing 75% of the total events.

GL administered 434 events (67%) in 2022 with grantees organising 209 or 33% of events.



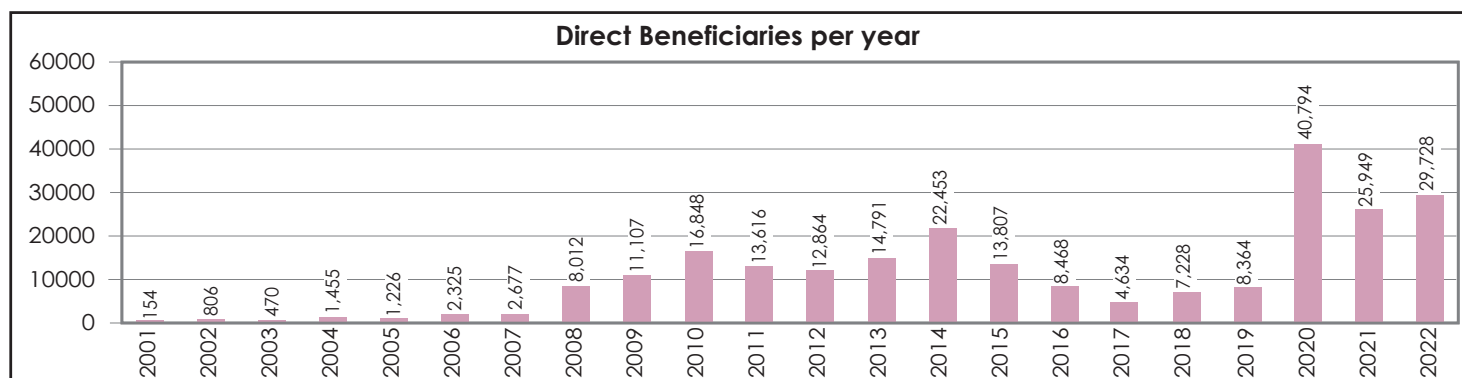
Country	GL	VCSAF	WVL-SA	Grand Total
South Africa	42	1	209	252
Mauritius	227			227
Swaziland	55			55
Madagascar	40			40
Lesotho	28	3		31
Zimbabwe	24	2		26
Botswana				
Zambia	4			4
Namibia				
<b>Grand Total</b>	<b>428</b>	<b>6</b>	<b>209</b>	<b>643</b>

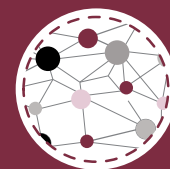
account for the highest number of beneficiaries in 2022. The Voice and Choice Southern Africa Fund began operations towards the end of the year. Mauritius runs a shelter for young minors and mothers. Their shelter activities have also been extended to the Rodrigues which forms part of Mauritius.

Lesotho and Zimbabwe, typically sites for significant activity, had a modest programming budget in 2022. The programme to provide entrepreneurial training to survivors of gender violence in Eswatini, Madagascar, and South Africa accounts for the significant activity in these countries. GL had limited programming in Botswana, Zambia, and Namibia.

The entrepreneurship project in Mauritius and the grantees' actions under the Women Voice and Leadership South Africa (WVL-SA) programme

## Beneficiaries





GL reached 29728 beneficiaries in 2022. This is a 14.5% increase in beneficiaries reached in 2021. WVL had the highest number of direct beneficiaries

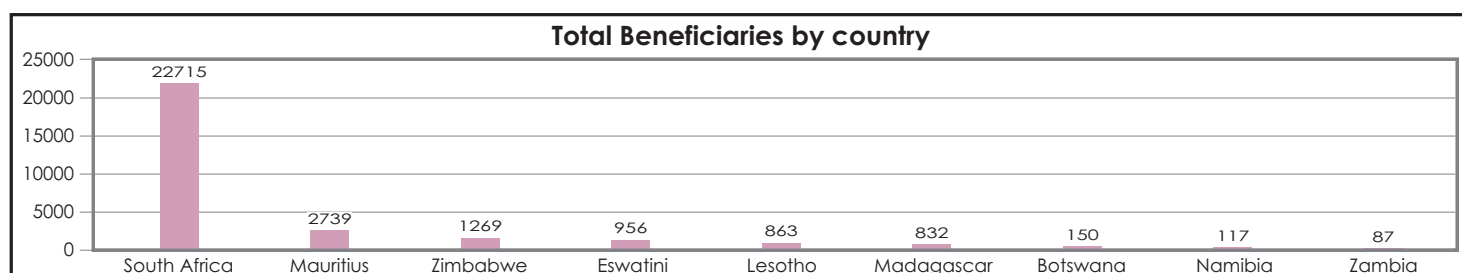
recorded in this reporting period (Year four. There was a major effort by grantees to complete their activities as the WVL grant was coming to an end.

### Beneficiaries by programme

	Total Other	Total Male	Total Female	Total	%
WVL-SA	158	9435	12262	21855	74%
Voice and Choice Southern Africa Fund(VCSA Fund)	8	13	96	117	0%
GL Services	1	71	239	311	1%
Entrepreneurship (Sunrise Campaign)	76	1403	2879	4358	15%
Local Action for Gender Justice	0	764	1070	1834	6%
Policy and Movement Building (Alliance)	6	235	677	918	3%
Communications for Social Change	2	90		335	1%
<b>Grand Total</b>	<b>251</b>	<b>12011</b>	<b>17466</b>	<b>29728</b>	<b>100%</b>

The table above shows that WVL-SA reached the highest number of beneficiaries at 21855 (74%). The entrepreneurship project was the second highest in the number of beneficiaries reached at 4358 (15%). The Local Action for Gender Justice reached the third highest number of beneficiaries while Policy

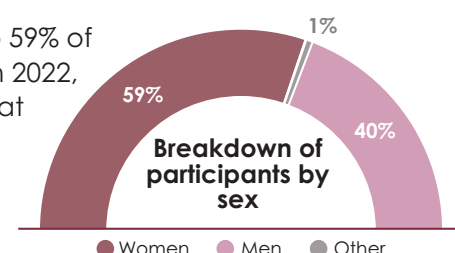
and Movement Building reached the fourth largest. Altogether the GL Sustainability Hub accounted for 75% of beneficiaries in 2022. This is a vindication of GL's latest pathway to change: empowering partners through grant making.



GL reached beneficiaries in nine countries across Southern Africa, 76% in South Africa, primarily the WVL-SA project and the Sunrise Campaign. Mauritius accounted for 2739 (9%) beneficiaries, followed by Zimbabwe at 1269 (4%) of beneficiaries. Beneficiaries in Lesotho, Eswatini and Madagascar reached 3% of the overall GL beneficiaries respectively.

### Beneficiary breakdown by age and sex

Women made up 59% of the participants in 2022, followed by men at 40% and gender non-conforming persons 1%.



Age group	Women	Men	Other	Total	% all (women, men and other)
-18	7 784	10 371	155	18 310	58%
18 - 25	1 440	573	335	2 348	7%
26 - 40	3 735	1 358	734	5 827	18%
41-50	1 900	719	321	2 940	9%
51-60	965	373	197	1 535	5%
60 +	465	193	53	711	2%
<b>Total</b>	<b>16 289</b>	<b>13 587</b>	<b>1795</b>	<b>31 671</b>	

The table alongside shows that in 2022, the most significant proportion (58%) of the beneficiaries reached is in the under-18 age group, reflecting the increasing work done in schools especially with WVL-SA grantees. 18% of the beneficiaries reached are in the age group 26-40, 9% in the age group of 41-50 and 7% in the age group 18-25. Just 2% of the beneficiaries reached were in the age group of 60 and above.



# COMMUNICATING RESULTS



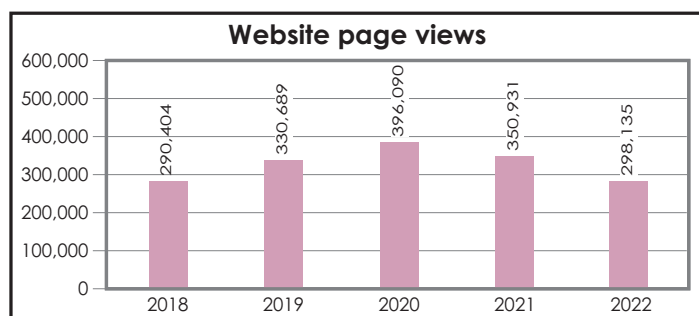
By Tarisai Nyamweda



GL continues to amplify its voice and its work through mainstream as well as social media platforms. As we advocate for mainstreaming gender equality in different spaces, GL also mainstreams media in all its work. Online and mainstream media is a foundational pillar of GL's communication and public engagement efforts. GL creates content and campaigns to ensure that maintains and increases its online and mainstream media footprint.



## Website visits



GL received almost 300 000 website page views in 2022. This is a decline of close to 50 000 views. Southern Africa page viewers were situated mostly in South Africa, Zimbabwe Mauritius and Lesotho. The Homepage remains the most popular page on the website. This is the face of the website where users usually land. This is followed by the GL News and Blogs which houses stories written by journalists and any new posts uploaded on the website. The website also received 10% new website visitors. GL is experiencing a gradual decline from a height of almost 400 000 page views received in 2020. This could be attributed to the shrinking programme areas which would usually attract audiences from workshops, partners and donors to frequently access the website as it is a repository of all GL's information. The GL website however remains its largest online footprint. In light of the shrinking programme areas an investment into more innovation and a user friendly website theme may attract new website visits but also maintain returning users. Furthermore, consistency in new engaging high quality content that covers the whole region, particularly for the most visited page, will also attract new as well as increased website views.



Under the Grant Making Unit, Women Voice and Leadership programme in 2022 received over 190 000 page views with unique visits reaching 78 303. The website increases the visibility of WVL-SA not only in South Africa but in other countries such as Lesotho, Zimbabwe, Eswatini and Kenya showing regional relevance and reach of the project. The website is also a repository of information for grantees, with information and videos from the various training available through the WVL Helpdesk for grantees to be able to refer back to training reference material and resources.



## Twitter

GL's @GenderLinks Twitter following grew by 434 new followers to reach 8 968 by end of the year. The Twitter account also garnered over 57 500 impressions. Some of GL's most popular tweets were on its activities such as Feminism cyber dialogues and summits. GL has been followed by influential people and organisations with a large Twitter presence. This has included news media organisations, networks, foundations and activists. The most popular follower GL has is a South African journalist with over half a million followers as well as a news platform with also close to half a million followers. GL, as secretariat of the Southern Africa Gender Protocol Alliance, also manages the partnership programmes social media accounts. Although





the @GenderProtocol account was not as active as it had been in the previous year it gained 149 new followers closing the year at 2 248.



## Facebook

The GL Regional page has amassed 9 204 likes over time. More women at 64% of the followers follow the GL Facebook page compared to men at 36%. An age breakdown also shows that on Facebook, GL is most popular with audiences between the ages of 25-34 as well as 35-44 years of age. Of the country pages, Mauritius and Madagascar remain

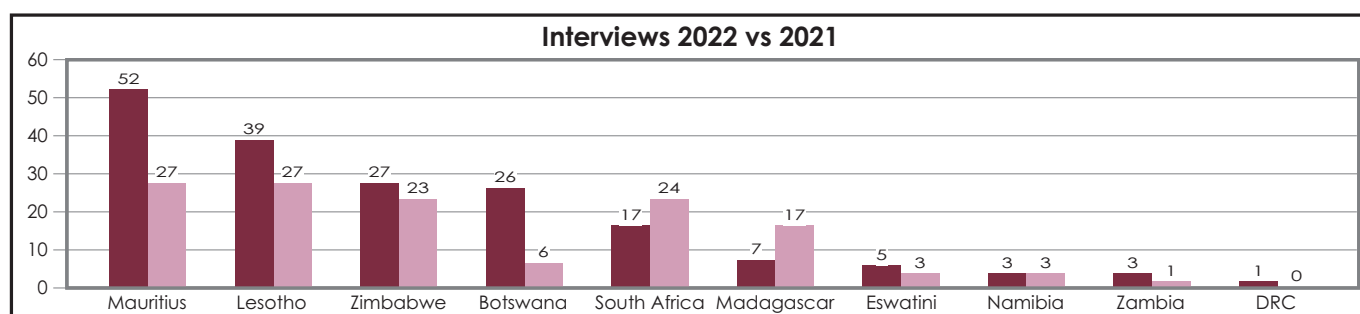
GL is also active on Twitter through the WVL @WVLSouthAfrica Twitter account. On this account, GL also added 194 new followers and 7353 tweet impressions in 2022.

the most followed and liked pages to date. In the 2022 reporting period Mauritius had the highest reach from its post engagement reaching cumulatively close to 250 000 accounts. The page also had the most page visits as they drew audiences in to get more information about the work they are publicising through this channel.

	Page Lifetime Followers	Page Likes	Reach	Visits
Regional	9 204	7469	46 676	2581
Mauritius	5 392	5125	243 907	6 166
Madagascar	4 576	4610	8 780	1 841
Botswana	4 141	4016	3 532	786
Lesotho	2 877	2611	50 554	2 574
Eswatini	1 730	1506	2 819	848
South Africa	926	697	4 487	617
Zimbabwe	805	686	706	441



## GL in the News



In 2022, GL recorded 180 interviews in mainstream news which was an increase of close to 50 more interviews recorded compared to the previous year. Mauritius and Lesotho remain the countries which engage with the media the most popularising their work but also having media appearances that set them apart as key influential voices on gender equality in their countries media. The least number of media mentions came from Zambia and DRC. Botswana experienced a sharp increase in interviews in the past year owing to the online GBV advocacy work that GL conducted through it Gender and

Media Programme. GL has also appeared in news that is aligned to the thematic areas it works on including WPP, SRHR, and GBV.

GL will be creating new websites under the Sustainability Hub to cater for new programme areas such as Women of the South Speak Out (WOSSO) as well the Voice and Choice Southern Africa Fund. These new platforms will contribute to GL's reach in the public. With new projects GL will reach more users and garner more engagements as the following on the new social media accounts grows.

# LEARNING AND SHARING



By Kubi Rama



Gender Links hosted National Voice and Choice SADC Protocol@Work Summits in **Zimbabwe, South Africa, Madagascar, and Eswatini** from November to December 2022.

The **Zimbabwe Summit** held in Harare in November 2022 brought together over 130 participants from 60 local authorities participating and sharing best practices on gender mainstreaming, gender-responsive budgeting, and drivers of change from which emerged seven winners and seven runners-up.

The summit took place under the theme **Gender Responsive Budgeting** through the **Centres of Excellence** programme in Zimbabwe. Gender budgeting is a key priority area of the Government of Zimbabwe. Minister of Local Government and Public Works, July Moyo reiterated that the budget of the Government of Zimbabwe to be presented in November 2022 gives local authorities the opportunity to align their budgets to national objectives including gender mainstreaming.

The minister and the Ambassador of Sweden to Zimbabwe Åsa Pehrson jointly launched the gender-responsive budgeting toolkit which will support local

authorities on gender responsive budgeting. The launch followed extensive consultation between the Ministry of Public Works, Gender Links, and local authorities whom all contributed to the development of this toolkit. It is essential that work around gender-responsive budgeting is sustained at the local level through capacity building of both councillors and officials in this area.

GL in Eswatini, Madagascar and South Africa affirmed local government councils, entrepreneurs and drivers of change #Voice and Choice summits which took place in December 2022. The summit which happened against the backdrop of the Sixteen Days of Activism brought together women entrepreneurs, men working as partners to prevent gender based violence, journalists as well as local authorities to showcase good practices in their line of work.

The summits were a culmination of work that Gender Links has been undertaking in on ending violence against women supported by the **United Nations Trust Fund**.

The key statistics include:

	Total participants	% Female	% Male	% Other	Local authorities
Eswatini	115	80%	20%		12
Madagascar	172	85%	15%		14
South Africa	133	93%	6%	1%	5
<b>Total</b>	<b>420</b>	<b>82%</b>	<b>17%</b>	<b>1%</b>	<b>31</b>

The total number of entries per category were as follows:

	Sunrise entrepreneurs	Local government Centres of Excellence	Drivers of Change	Media
Eswatini	60	7	10	3
Madagascar	116	14	14	9
South Africa	106	5	27	5
<b>Total</b>	<b>282</b>	<b>26</b>	<b>75</b>	<b>17</b>

The main outcomes of the Summit are:

- Strengthened relationships with local government, national government and civil society organisations.
- Peer learning between local councils Centres of Excellence for Mainstreaming Gender.
- Increased visibility and exposure of the GL Offices in the media.

- Increased ownership of sunrise programme after pledges of support from national government and local councils.
- Valuable judges' comments that show areas of improvement and consideration.
- Participants improvement in presentation and public speaking skills and an enabling environment to share good practices.



# SUSTAINABILITY

GL Staff workshop on safeguarding.  
Photo: Colleen Lowe Morna



# SURVIVE, SECURE, STABILISE



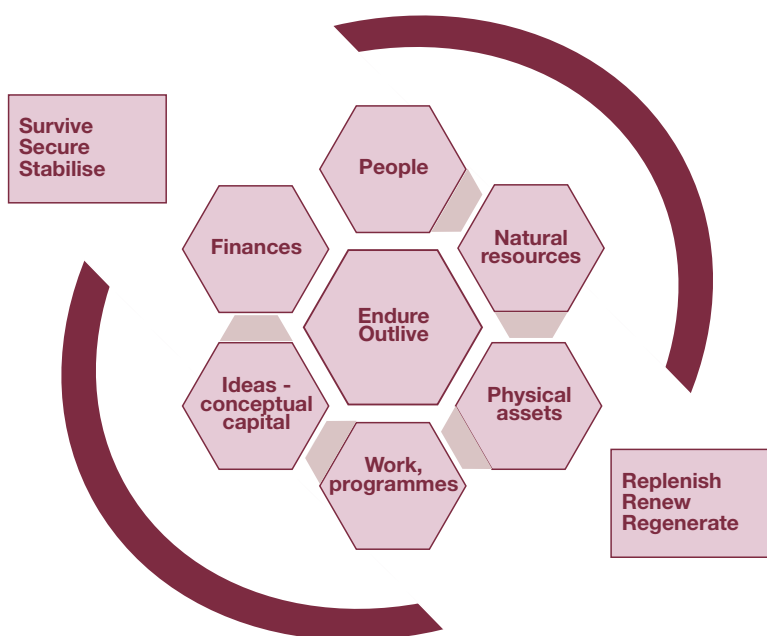
By Colleen Lowe Morna



**Sustainability** is at the heart of the GL 2020 to 2025 strategy. We strive to create an organisation that will *endure* and *outlive* all of us. In tough times, such as the ones we are going through, we *survive*, *secure* and *stabilise*, while making sure that we *replenish*, *renew* and *regenerate*.

**People** are at the centre of who we are; what we do and the change we seek to bring about. We are able to create multiplier effects because of the web of partnerships that we have across the SADC region. Our diverse board, staff and alumni carry the GL flag through good and bad times. We came together as the GL family.

## GL SUSTAINABILITY MODEL



**Finance** will always be necessary for sustainability. After the crushing funding crisis we experienced in 2017, GL is clawing its way back to 2015 funding levels. True to our slogan - "don't get angry, get smart" we are establishing a Fund Raising Unit as part of the Sustainability Hub which is also tasked with seeking out new funding streams. Grant

Management represents exciting new possibilities for GL. After many years of campaigning for funding for women's rights in the global south, we are positioning ourselves to be an intermediary for such funds to reach smaller organisations. This is a true coming of age.

In 2022, GL funding reduced slightly from \$3.7 million to \$3.3 million. However, GL's 2023 budget shot up to \$5.5 million in 2023 largely due to a grant from the Embassy of Sweden in Zimbabwe that includes infrastructure, and a bid won by the GL Sustainability Hub to manage funds for the Foreign and Commonwealth Office of the FCDO. The challenge now is not so much the level of funding as where this is targeted, mostly the Zimbabwe office and the GLSH. A key next step is to revisit GL's strategy in light of funding realities.

None of this is possible without **ideas, and conceptual capital**, the one area that invariably suffers during crises. The 2021-2025 Strategy presents six goals for women's rights that we pursue in our **Programme** work (policy and movement building; SRHR; gender and the media; women's political participation; local action for gender justice; gender and climate justice). It also presents six strategies for building an effective institution (sustainability; results for change; communicating results; investing in people; good governance; sound financial management and value for money). **Preserving our planet** is a cross-cutting theme in our work and practice. If COVID-19 has taught us anything, it should be not to wait for the next pandemic - climate change - before taking action.

**Partners** helped us draw up this road map in the uncertain haze of a pandemic. These include the Southern Africa Gender Protocol Alliance, a network of networks that campaigned for the SADC Protocol on Gender and Development; local authorities that form part of the Centres of Excellence for Gender and Local Government, media partners and grantees in the Women Voice and Leadership (WVL) as well as the Voice and Choice Fund. As the African proverb goes: *if you want to walk fast, go alone; if you want to walk far, go together!*





# PEOPLE POWER

By Kubi Rama



During 2022, GL experienced several human resource challenges. Financial constraints resulted in shortages in key areas such as programme staff. After the COVID-19 pandemic in 2020 and 2021, programme delivery had to be accelerated in 2022. This was done without a requisite increase in staffing budgets. This placed staff under pressure due to increased workloads.

In some instances, the people that were recruited did not have the skills, knowledge and attitude needed to do the job. This resulted in gaps in key portfolios and the organisation had to rely on staff coming together and managing the work effectively to ensure donor and other deliverables were met.

GL is utilising the following strategies to manage the HR challenges:

- **Maintaining a “revolving door”** in which staff that resign, retire or are retrenched are replaced by new or returning staff that help to regenerate the organisation as it restructures, right sizes, and displays resilience in the face of many challenges.
- **Strategic recruitment:** As Gender Links continues to break new ground in grant-making space and SRHR, recruitment will be done very intentionally

and targeted at acquiring fresh skills and adequate capacity for excellent service.

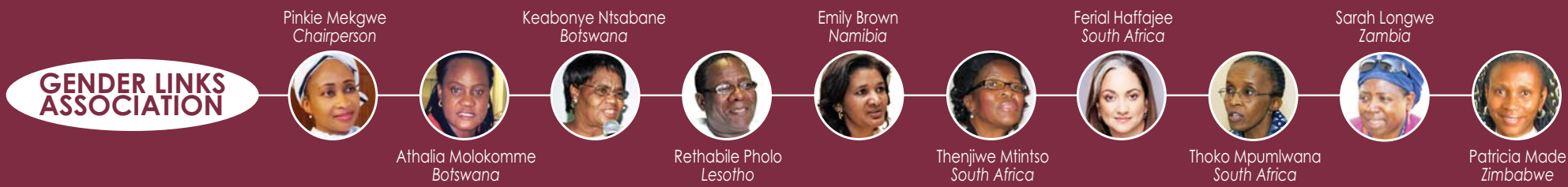
- **Maintain a committed team of Consultants and Associates:** Gender Links' success and service delivery depends on having a competent and committed workforce capable of delivering the organisations' mission and responding effectively to donors, sub-grantees, partners and all its stakeholders. A combination of core staff, Associates and external services providers with expertise and knowledge will be used to ensure efficient and excellent delivery.
- **Re-enforcement of organisational policies to stake-holders:** Future focus will be on sharing our Gender Links HR, Integrity and Finance policies with sub-grantees, partners, service providers and all beneficiaries of Gender Links. This is to ensure compliance by GL and strengthen the sector overall. GL's Safeguarding Policy has come into sharp focus during the year under review. There is need for more comprehensive training and a strengthened policy.
- **Strengthening of Human Resources practices and staff wellness:** Gender Links will further strengthen Human Resources practices by bringing in an HR Consultant who will conduct frequent training and offer wellness sessions to staff in a structured and regular manner.

## 2022 HR breakdown

Office	Full-time	Associates	Interns	Total	Female
HQ	3	3		6	4
Botswana			1	1	
Eswatini	1		2	3	2
Lesotho	2			2	2
Madagascar	1	1	1	3	2
Mauritius	5			5	4
Namibia		1		1	
South Africa	1		2	3	2
Zimbabwe	3			3	2
GL Sustainability Hub	12	4		16	13
<b>Total</b>	<b>28</b>	<b>9</b>	<b>6</b>	<b>43</b>	<b>31</b>



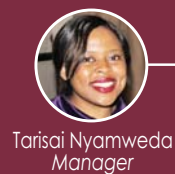
# GENDER LINKS ORGANISATIONAL CHART 2022



## GL HQ and COUNTRY OFFICES

### Executive Director

#### Voice & Choice Programme Manager



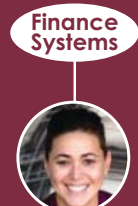
#### M&E



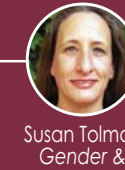
#### Finance Manager



#### Finance, Admin & HR

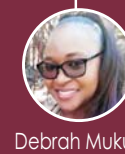


### Special Advisor



## GL SUSTAINABILITY HUB

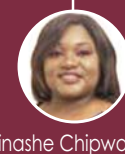
#### General Manager



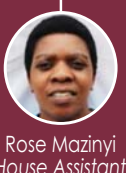
#### GL Cottages



#### Grant Making Unit



#### 28 Marcia



#### Local Action for Gender Justice



#### Zimbabwe



#### Botswana



#### Eswatini



#### Mauritius



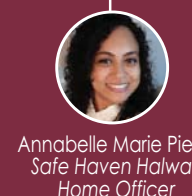
#### South Africa



#### Lesotho



#### Madagascar & Francophone



# GOOD GOVERNANCE



By Debrah Mukuku



Gender Links believes in accountability, transparency to donors and partners, the establishment of effective ways of working as well as the sharing of decision-making authority within the organisational structure. In 2022, GL took several steps to strengthen good governance.



Gender Links Board 2022 and outgoing Company Secretary, Debrah Mukuku (far right).  
Photo: Trevor Tangadza

## Key achievements for 2022

- **Review of GL Policies and Procedures:** GL reviewed, updated and standardised all its major policies and procedures including finance, safeguarding, duty of care and HR policies. GL adopted an online risk and compliance register that is dynamic and flexible, responding to new risk areas arising from sub-granting and the broader global scope of GL's work.
- **Capacity building:** GL Board and staff went through training on Safeguarding, a session generously facilitated by Mannion Daniels. GL partners in the Women of the South Speak Out Consortium.
- **Appointment of new Board Chair:** Long serving GL Board Chair, Emily Brown stepped down at the close of her tenure in April 2022. A search committee identified Kubeshni Govender Jones (South Africa), former Chair of the GL Association, as the new Chair.
- **Appointment of a new Chair of the Association:** In August of 2022, Pinkie Mekgwe (Botswana), took over as Chair of the Association.
- **Updating of the Memorandum of Incorporation:** The GL Board initiated an updating of the MOI,

that will be presented to the Association for adoption in 2023.

- **Re-aligning Board Committees to existing programmes:** The GL Board restructured its committees. There are now five committees: the Programmes and Country Operations Committee; the Sustainability Committee; Organisational Development (OD) Committee; Remuneration Committee and Audit Committee. The Chairs all of these committees form the Executive Committee that attends to governance matters in between board matters.
- **Board Resignations:** In addition to Emily Brown, Sarah Longwe and Rethabile Pholo stepped down from the Board following the completion of their tenures. All three joined the GL Association.
- **Appointment of new Audit Committee members:** The association approved two new members Mathabiso Chamane (South Africa) and Nozipho Mnyandu (South Africa) to the audit committee.
- **Establishment of the Gender Links French Board:** At the prompting of the Madagascar and Francophone office, Gender Links established a French board with two new French board members, Sandra Glass and Chantal Ndami, appointed to assist with fundraising.
- **Operational Guidelines Paper:** The Board adopted the Operational Guidelines for the GL Sustainability Hub, HQ and Gender Links country offices. Among others this exercise pointed to the need to outsource the company secretarial function due to work overload for the General Manager, GL Sustainability Hub, who has performed this function thus far.

## Looking ahead

Key priorities include:

- Recruiting and inducting of the new Company Secretary.
- Lodging of the updated MOI.
- Revisiting GL's organisational design in light of funding realities, the experience of other regional and international organisations, the various trajectories of GL's own growth path, to ensure a structure that is fit for purpose, efficient and effective.
- Developing a business continuity plan informed by organisational design, the GL Sustainability model, succession plan and risk register.







# GL COTTAGES

By Debrah Mukuku



The GL Cottages and Conferencing is GL's flagship sustainability project. 2022 witnessed a huge come back for GL Cottages after the COVID-19 pandemic.

In 2020, income dropped by over 50% to just R1.8 million following the harsh lockdown restrictions. In 2021, GL Cottages income doubled to R3.6m. In 2022, GL Cottages total revenue grew steadily closing at R4.3 m in December 2022. Occupancy rates for GL Cottages increased from 50% in 2021 to 65% in 2022, above the hospitality industry average of 55%. Major contributors to income continued to be the accommodation and conferencing revenue lines, making up 57% and 25% of total revenue.

The pandemic taught us to "cut our cloak according to our cloth". For example, GL Cottages implemented flexible contractual arrangement with staff. As a result, GL Cottages closed the year with a commendable R1.4 m profit, which is a 33% profit margin. Part of this net profit, amounting to 15% was re-invested by GL cottages into the GL Future Fund, as is always the goal to fulfil the purpose of GL Cottages' existence, Social Entrepreneurship and investing into the future.

## GLC INCOME STATEMENT 2022 SUMMARY

	2021	2022
Total Income	R3 606 514,00	R4 333 291,47
Total Expenditure	R2 536 447,00	R2 888 266,66
<b>Net Profit</b>	<b>R1 070 067,00</b>	<b>R1 445 024,81</b>

But the 2022 financial year presented its own unique challenges including various stages of load shedding amidst hosting conferences for guests. Despite a heavy duty generator in 2021, the ever increasing cost of fuel became a big challenge, competing with the overall profitability of the Cottages. In addition to load shedding, other impediments included the higher cost of living, increase in utilities especially electricity bills and food inflation, again a factor driven by the rise in costs of fuel. This meant that despite serious marketing efforts which went into driving recovery and occupancy rates going up, these challenges could continue to hinge on the Cottages ability to grow profits further.

Looking ahead, the key success factors that will contribute to the sustainability of the GL Cottages are as follows:

- **Investing in an alternative energy supply**, solar installations for geysers and critical equipment, backed up by the generator: GL Cottages has already started on procuring a solar system that will both reduce costs and at the same time manage business disruption due to frequent power cuts.
- **Aggressive marketing** and extensive networking: GL Cottages has now diversified its market reach outside of the usual civil society organisations, to extend its offerings to workers unions, school sporting groups and climate change advocacy & Mining groups. GLC intends to extend reach to corporates in 2023.
- **Understanding industry trends** and keeping up with Federated Hotel standards.
- **Staying up to date with latest conferencing technologies** to support virtual meetings: With many organisations now opting for hybrid conferences whereby some participants join virtually and others in person.
- **Upgrading GL Cottages rooms and facilities** to create a perfect ambience: Today's customers are spoilt for choice and hotels are faced with a lot of competition arising from AirBnB private houses being offered by individuals. This means that the facilities offered by the Cottages require continuous maintenance to remain relevant.
- **Continued upskilling of staff** especially with the threat of many of the foreign staff employed by the GLC being forced to return to their home countries due to visa restrictions.
- **Increasing capacity for conference facilities**: GLC has had to outsource bigger venues over the past two years to cater for guest sensitivities around Covid-19. GL Cottages will need to expand its own facilities to make this possible and reduce outsourced venues.



Team work and dream work at the GL Cottages.

Photo: Colleen Lowe Morna



By Debrah Mukuku



The GLFF is Gender Links' (GLs) endowment fund established in 2009 by the then Board Chair, Dr Muna Ndulo, to enhance GL's sustainability. Although the fund represents only a small proportion of what GL would require to function in any given year, it is unique in that the funds are untied and can be invested in high risk, high return investments, in a way that is not possible with donor funds. Given the many demands for unrestricted funding, this poses challenges but also opportunities. In 2022, the GL Sustainability Hub drafted guidelines for adoption by the Board. These recognise that *the GLFF should never be a substitute for fund raising at every level in GL.*

The GLFF aims to:

- Generate and grow a stream of unrestricted funding for stabilising the organisation and enhancing its core values.
- Support strategic, catalytic projects that enhance institutional effectiveness for which donor funds are unavailable.

- Enhance the GL brand through demonstrating that "charity begins at home."

## Principles

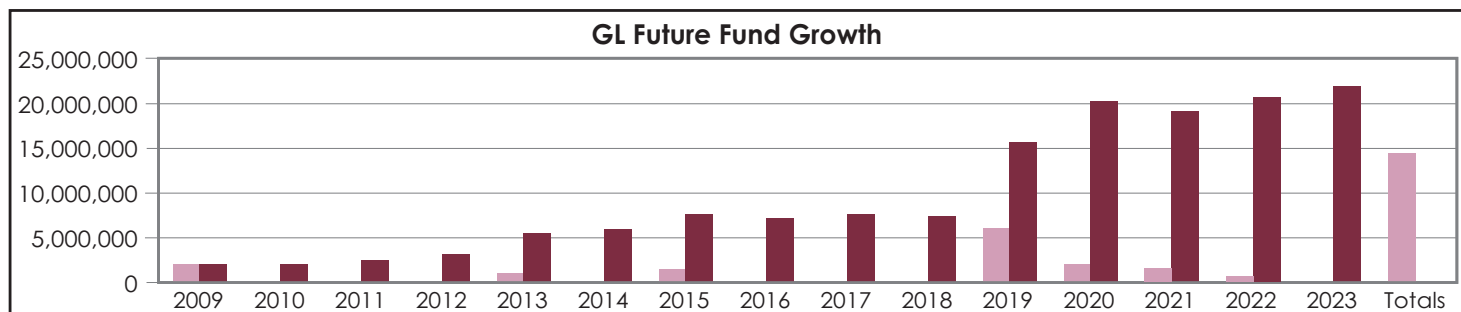
Key guiding principles are:

- Transparency.
- Accountability.
- Enterprise.
- Out of the box thinking and solution-orientation.
- Dipping into savings only as a last resort.
- Value for money.
- Applying to ourselves the same standards we would apply to our grantees.
- Avoiding precedents that could jeopardise the future of the fund.



Hat in hand: The GLFF is made up of individual donations, interest and VAT reclaimed on donor funds (where permitted); operational surpluses from the income generating units and surpluses on unrestricted funds.

Photo: Colleen Lowe Morna



The graph shows that:

- Over the last 14 years, GL has invested R14,730,000 in the fund, and withdrawn R4 million from the fund. Thus, on balance, GL has invested R9,782,277 in the fund.
- The fund value in February 2023 stood at R22,583,992 - a 43% RR - rate of return on the investment made.
- The only two withdrawals from the fund (R4million) have been in the last two years. GL withdrew R1.7 million in 2021 to cover exchange rate losses (but with the policy since changed to prevent such losses); financial systems innovations; and trade mark costs. In 2022, GL withdrew R2.3 million to cover forward spend required by a donor grant closing; disallowed donor expenses and sever-

ance pay for four country staff as a result of donor funds closing.

- For the last two years, the fund has been at a standstill with more outflows than in-flows.
- GL is very far from meeting its target of R30 million in 2025, that would unlock \$1 million from a private donor.

## Looking to the future

GL needs to double down on savings, and minimise use of the GLFF to cover routine financial management. This will need to be balanced against genuine core cost institutional needs that fall within the criteria of the fund. These include catalytic programmes; governance and systems costs that enhance GL's core values.

# FINANCIAL REPORT

## Gender Links NPC

(Registration number: 2001/005850/08)

Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

## Directors' Responsibilities and Approval

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The directors are required by the Companies Act of South Africa, to maintain adequate accounting records and are responsible for the content and integrity of the annual audited financial statements and related financial information included in this report. It is their responsibility to ensure that the annual audited 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 the basis of accounting described in Note 1. The external auditors are engaged to express an independent opinion on the annual audited financial statements.

The annual audited financial statements are prepared in accordance with the basis of accounting described in Note 1 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 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 audited 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 to 31 December 2023 and, in the light of this review and the current financial position, they are satisfied that the company has or 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 annual audited financial statements. The annual audited financial statements have been examined by the company's external auditors and their report is presented on page 8 - 7.

The annual audited financial statements set out on pages 8 to 23, which have been prepared on the going concern basis, were approved by the board on 26 October 2023 and were signed on its behalf by:


Approval of annual audited financial statements



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Morna Colleen Anne

Thursday, 26 October 2023



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Dowie Adrian Christopher





## MIDDEL & PARTNERS

*Chartered Accountants (SA), Registered Auditors*

### Independent Auditor's Report

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#### To the Shareholders of Gender Links (Non-Profit Company)

##### Opinion

We have audited the financial statements of Gender Links (Non-Profit Company) (the company) set out on 8 to 24, which comprise the statement of financial position as at 31 December 2022, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of Gender Links (Non-Profit Company) for the year ended 31 December 2022 are prepared, in all material respects, in accordance with the basis of accounting described in Note 1 to the financial statements and the requirements of the Companies Act of South Africa.

##### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. 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 Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). 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 information included in the document titled "Gender Links (Non-Profit Company) financial statements for the year ended 31 December 2022", which includes the Directors' Report as required by the Companies Act of South Africa and the supplementary information as set out on 24 to 28. The other information does not include the financial statements and our auditor's report 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 of the financial statements in accordance with the basis of accounting described in Note 1 to the financial statements and the requirements of the Companies Act of South Africa, for determining that the basis of preparation is acceptable in the circumstance 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.

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.

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Middel & Partners Johannesburg: Partnership  
Practice no. 946230-0004  
Tel: + (27) 11 958 0702 | Fax: + (27) 11 958 0729  
E-mail: info.jhb@middel.co.za  
Unit 45, Willowbrook Office Park, Van Hoof Street, Willowbrook, 1724  
PO Box 1052, Honeydew, 2040

Directors: AM Fourie CA(SA), MTP(SA) | GFvL Froneman CA(SA)

Regional Offices  
Johannesburg | Centurion | Pretoria East | Rustenburg | Ermelo | Phalaborwa | Somerset West  
Polokwane | Carletonville  
www.middel.co.za  
0861 middel



## Independent Auditor's Report

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### 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 International Standards on Auditing 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 International Standards on Auditing, 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 financial 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.



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**Middel & Partners**  
Gabriel Francois Van Lingen Froneman  
Partner

27 October 2023  
Johannesburg

## Gender Links NPC

(Registration number: 2001/005850/08)

Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

### Statement of Changes in Equity

Figures in Rand	Operational reserve	Accumulated surplus	Total equity
<b>Balance at 01 January 2021</b>	<b>1 146 622</b>	<b>33 114 350</b>	<b>34 260 972</b>
Surplus/(Deficit) for the year	-	5 356 223	5 356 223
Transfers between reserves	(703 101)	703 101	-
<b>Total comprehensive income for the year</b>	<b>(703 101)</b>	<b>6 059 324</b>	<b>5 356 223</b>
<b>Balance at 01 January 2022</b>	<b>443 521</b>	<b>39 173 674</b>	<b>39 617 195</b>
Surplus/(Deficit) for the year	-	(1 633 668)	(1 633 668)
Other comprehensive income	(120 913)	-	(120 913)
<b>Total comprehensive surplus/(deficit) for the year</b>	<b>(120 913)</b>	<b>(1 633 668)</b>	<b>(1 754 581)</b>
<b>Balance at 31 December 2022</b>	<b>322 608</b>	<b>37 540 006</b>	<b>37 862 614</b>

## Gender Links NPC

(Registration number: 2001/005850/08)

Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

## Notes to the Annual Audited Financial Statements

Figures in Rand	2022	2021
<b>8. Funds received in advance</b>		
<b>Funds Received in Advance comprise:</b>		
Amplify Change - Strategic Grant 2	-	3 770 014
Amplify Change Partnership Grant	8 373 603	-
Canada Fund for Local Initiative - Lesotho	5 551	98 573
CIM Finance - Mauritius	(22 646)	219 205
Climate Justice Resilience Fund	386 296	27 625
Corporate Social Responsibility Donors Mauritius	681 069	153 324
European Union - Lesotho	86 017	653 197
European Union - Mauritius	1 641 463	766 230
European Union - Zimbabwe	333 412	-
Fund for the International Development of Archives (FIDA) Lesotho	2 964	-
Freedom House - ARISA	24 257	11 443
German Society for International Cooperation - HQ	25 475	25 475
Global Affairs Canada - Women Voice and Leadership Project	1 735 146	9 033 748
Hongkong and Shanghai Banking Corporation - Mauritius	157 333	317 830
International Idea	-	1 883 132
Kaleidoscope	507 475	127 552
Safe Haven Mauritius	2 706 262	2 076 843
Solidarity Fund	123 208	747 373
Swedish International Development Cooperation Agency (Sida) Zimbabwe	15 485 881	-
United Nations Educational, Scientific and Cultural Organization (UNESCO)	227 816	-
State Bank of Mauritius (SBM)	72 281	354 649
The African Women's Development Fund : Leading From The South	356 768	-
UN Trust Fund	-	2 439 842
United Nations Populations Fund (Lesotho)	34 068	-
	<b>32 943 699</b>	<b>22 706 055</b>
<b>At amortised cost</b>		
Funds Received in Advance	32 943 695	22 706 055
<b>Non-current liabilities</b>		
At amortised cost	32 943 695	22 706 055
<b>9. Trade and other payables</b>		
Trade payables	2 154 316	74 182
Other payables	1	184 526
Accrued expense	3 307	229 959
	<b>2 157 624</b>	<b>488 667</b>
<b>10. Revenue</b>		
Donor Funds	50 574 786	48 527 279
Revenue - Gender Links Cottages	4 333 291	3 928 174
Revenue - Gender Links Services	2 030 538	2 097 254
	<b>56 938 615</b>	<b>54 552 707</b>
<b>11. Cost of sales</b>		
<b>Cost of sales comprises:</b>		
Cost of sales - Gender Links Cottages	1 834 237	2 536 447



## Gender Links NPC

(Registration number: 2001/005850/08)

Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

### Detailed Income Statement

Figures in Rand	Note	2022	2021
<b>Gross Revenue</b>			
Donor funds		50 574 786	48 527 279
Revenue from Gender Links Cottages		4 333 291	3 928 174
Revenue from Gender Links Services		2 030 538	2 097 254
	10	<b>56 938 615</b>	<b>54 552 707</b>
<b>Cost of sales</b>			
Cost of sales - Gender Links Cottages		(1 834 237)	(2 536 447)
<b>Operating surplus/(deficit)</b>		<b>55 104 378</b>	<b>52 016 260</b>
<b>Other income</b>			
Fair value gains		-	2 595 787
Individual donations		46 590	75 997
Profit on foreign exchange		-	76 659
Recognition of operational reserve		1 048 861	142 864
Unrestricted operations income		-	2 063 451
		<b>1 095 451</b>	<b>4 954 758</b>
<b>Operating expenses</b>			
Administrative Expenses: Auditors remuneration	16	256 705	393 066
Administrative Expenses: Bank charges		74 882	93 805
Administrative Expenses: Operational costs		5 442 118	5 930 772
Administrative Expenses: Planning		311 629	174 250
Administrative Expenses: Utilisation of reserve operations		1 314 993	1 670 091
Other Expenses: CAPEX		217 875	553 390
Other Expenses: Depreciation, amortisation and impairments		315 889	541 634
Other Expenses: Fair value losses		1 052 554	-
Other Expenses: Human resources		15 183 987	15 316 304
Other Expenses: IT and Financial Systems		212 261	-
Other Expenses: Loss on exchange differences		766 180	-
Other Expenses: Loss on sale of assets		5 644	-
Other Expenses: Repairs and maintenance		247 507	197 512
Other Expenses: Results for Change, Monitoring and Evaluation		1 908 502	994 759
Other Expenses: Write Offs		827 578	-
Programmes: Economic Power to End Gender Violence		5 207 230	3 797 232
Programmes: Fifty Fifty Women's Political Participation		2 594 645	3 235 822
Programmes: Gender and Media		807 886	515 539
Programmes: Gender-based Violence Advocacy		1 543 324	1 649 834
Programmes: Local Action for Gender Justice		3 073 001	2 867 909
Programmes: SADC Gender Protocol Alliance		1 178 631	1 804 858
Programmes: SADC Gender Protocol Barometer		645 201	825 587
Programmes: Voice and Choice Summit		2 996 727	2 586 871
Programmes: Website and Visibility		-	275 577
Sub-Granting: ACP Capacity Building		503 584	-
Sub-Granting: ACP Grants		950 174	-
Sub-Granting: WVL Capacity Building		269 874	1 070 660
Sub-Granting: WVL Grants		10 347 525	7 513 975
		<b>58 256 106</b>	<b>52 009 447</b>
<b>Operating surplus/(deficit)</b>		<b>(2 056 277)</b>	<b>4 961 571</b>

## Gender Links NPC

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Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

### Detailed Income Statement

Figures in Rand	Note	2022	2021
Investment income	14	427 988	394 652
Finance cost		(5 379)	-
		<b>422 609</b>	<b>394 652</b>
<b>Surplus/(Deficit) for the year</b>		<b>(1 633 668)</b>	<b>5 356 223</b>

## Gender Links NPC

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Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

### Supplementary Information

#### 1. Donors - Actual Receipts

Donor	Funds Received in Advance 2021	Actually Received in 2022	Total Funds Available in 2022	Total Funds Available in 2021
Amplify Change - Partnership Grant	-	13 055 548	13 055 548	-
Amplify Change - Strategic Grant	-	-	-	2 087 926
Amplify Change - Strategic Grant 2	3 770 014	-	3 770 014	9 113 151
Bill and Melinda Gates Foundation	-	1 473 100	1 473 100	-
British Council - Botswana	-	-	-	42 816
CIM Finance - Mauritius	219 205	-	219 205	281 749
Canada Fund For Local Initiative - Lesotho	98 573	9 046	107 619	320 385
Canada Fund For Local Initiative - Mauritius	-	-	-	22 549
Canada Fund For Local Initiative - Namibia	-	-	-	348 553
Climate Justice Resilience Fund	27 625	772 595	800 220	301 514
Corporate Social Responsibility Donors Mauritius	153 324	587 305	740 629	183 716
Diakonia Zimbabwe	-	2 849 668	2 849 668	3 055 594
European Union - Botswana	-	-	-	45 903
European Union - Botswana (MAB)	-	39 300	-	1 240 238
European Union - Lesotho	653 197	-	653 197	1 708 989
European Union - Lesotho 2	-	-	-	1 862 893
European Union - Mauritius	766 230	1 702 918	2 469 148	-
European Union - Zimbabwe	-	1 432 908	1 432 908	-
FCDO Jo Cox Fund	-	-	-	4 243 492
FIDA Lesotho	-	45 738	45 738	-
Fereedom House - ARISA	11 443	185 183	196 626	191 816
Gender Links Services - General	-	983 421	983 421	2 066 862
Gender Links Services - Unrestricted Operations	-	-	-	1 920 850
German Society for International Cooperation - HQ	25 475	-	25 475	365 453
German Society for International Cooperation - Lesotho	-	-	-	92 459
Global Affairs Canada - Women Voice and Leadership Project	9 033 748	7 664 226	16 697 974	23 580 231
Hivos - Regional	-	-	-	393 262
Hongkong and Shanghai Banking Corporation (HSBC) - Mauritius	317 830	-	317 830	325 456
International Centre for Local Democracy (ICLD) Zimbabwe	-	104 368	104 368	82 460
International Idea	1 883 132	-	1 883 132	4 243 815
International Idea 2	-	1 143 068	-	1 143 068
Kaleidoscope	127 552	938 851	1 066 403	34 220
MITSUI O.S.K - MOL	-	84 589	-	84 589
NSIF Safe Haven Mauritius	2 076 843	2 110 208	4 187 051	3 559 128
SANGB	-	-	-	239 586
Solidarity Fund	747 373	-	747 373	1 000 000
Southern Africa Trust - Women's Rights Rapid Response	-	-	-	116 989
State Bank of Mauritius (SBM)	354 649	(5 760)	354 649	494 538
Swedish International Development Cooperation Agency (Sida) Zimbabwe	-	16 332 442	16 332 442	-
TRACE- Zimbabwe	-	-	-	727 352
The African Women's Development Fund : Leading From The South	-	852 427	852 427	147 962
The Water Aid Project	-	244 174	244 174	-
UN Trust Fund	2 439 842	10 176 864	12 247 393	3 135 796
UN Women Media and WPP	-	151 744	151 744	-
United Nations Educational, Scientific and Cultural Organization (UNESCO)	-	337 745	338 560	-



## Gender Links NPC

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### Supplementary Information

United Nations Population Fund (UNFPA) - Lesotho	-	777 931	777 931	816 429
United Nations Population Fund (UNFPA) - Lesotho 2	-	-	-	84 053
	<b>22 706 055</b>	<b>64 049 607</b>	<b>85 125 967</b>	<b>69 705 842</b>

## Gender Links NPC

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Trading as Gender Links (Non-Profit Company)

Annual Audited Financial Statements for the year ended 31 December 2022

## Supplementary Information

### 2. Donor Funds Spent

Donor	Donor Funds Spent 2022	Donor Funds Spent 2021
Amplify Change - Strategic Grant	-	2 087 926
Amplify Change Strategic Grant 2	3 769 059	5 352 382
Amplify Change Partnership Grant	4 681 945	-
Bill and Melinda Gates Foundation	770 771	-
British council - Botswana	-	42 431
Canada Fund For Local Initiative - Lesotho	102 068	221 812
Canada Fund For Local Initiative - Mauritius	-	61 747
Canada Fund For Local Initiative - Namibia	-	348 554
CIM Finance - Mauritius	241 851	62 543
Climate Justice Resilience Fund	413 924	273 890
Corporate Social Responsibility Donors Mauritius	59 560	30 391
Diakonia Zimbabwe	2 853 947	3 055 596
European Union - Botswana (MAB)	39 300	1 288 162
European Union - Lesotho	567 180	1 055 794
European Union - Mauritius	827 685	1 096 662
European Union - Zimbabwe	1 111 396	-
FCDO JoCox Fund	-	4 379 092
Fund for the International Development of Archives (FIDA) Lesotho	42 774	-
Freedom House - ARISA	172 368	186 094
German Society for International Cooperation - HQ	-	339 978
German Society for International Cooperation - Lesotho	-	122 335
Global Affairs Canada - Women Voice and Leadership Project	14 962 828	14 574 580
Hivos - Regional	-	471 619
Hongkong and Shanghai Banking Corporation (HSBC) - Mauritius	160 497	7 626
International Centre for Local Democracy (ICLD) Zimbabwe	97 129	79 090
International Idea	2 663 657	5 188 314
International Idea 2	362 543	-
Kaleidoscope Trust	558 928	214 488
MITSUI O.S.K - MOL	84 589	-
NSIF Safe Haven Mauritius	1 480 789	1 194 151
SANGB	-	239 586
Solidarity Fund	624 165	252 627
Southern Africa Trust - Women's Rights Rapid Response	-	116 989
State Bank of Mauritius (SBM)	276 608	139 889
Swedish International Development Cooperation Agency (Sida) Zimbabwe	846 562	-
The African Women's Development Fund : Leading From The South	495 999	-
The Water Aid Project	244 174	-
TRACE- Zimbabwe	-	661 872
United Nations Educational, Scientific and Cultural Organization (UNESCO)	109 929	-
United Nations Population Fund (UNFPA) - Lesotho	743 864	666 525
United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) - Media	151 675	-
UN Trust Fund	12 616 706	4 908 232
	<b>52 134 470</b>	<b>48 720 977</b>

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DONATE



## HEAD OFFICE

9 Derrick Avenue  
Cyrildene, Johannesburg  
South Africa, 2198  
Tel: +27 (0)11 0290006 /  
+27 (0)11 0282410

## BOTSWANA

Unit 203, Plot 64516, Second Floor,  
Showground Close, Fairground, Gaborone  
Tel: +2673188250  
Fax: +2673188251  
Email: botsmanager@genderlinks.org.za

## ESWATINI

Sokhamlilo building, ground floor,  
Office No. 2 & 3, Dzeliwe Road  
Tel: +268 340 20506/+268 762 40486  
Email: swdlocalgvt@genderlinks.org.za

## LESOTHO

LNDC Kingsway Mall, Block C,  
Development House, Room 421  
Kingsway Street, Maseru  
Tel: +266 2231 675  
Email: lesmanager@genderlinks.org.za

## MADAGASCAR

Immeuble le Premium Workspace, rez-de-chaussée  
Ex-village des jeux, Ankorondrano  
Antananarivo 101, Madagascar  
Téléphone: + 261 34 07 573 61  
Email: madamanager@genderlinks.org.za

## MAURITIUS

Corporate Road,  
Melrose, Moka  
Tel: +230 437 3960  
Email: maumanager@genderlinks.org.za

## SOUTH AFRICA

9 Derrick Avenue  
Cyrildene, Johannesburg  
South Africa  
Tel: +27 (0)11 0290006 / +27 (0)11 0282410  
Email: glservices@genderlinks.org.za

## ZIMBABWE

Nicoz Diamond Building  
30 Samora Machel Avenue  
6th Floor, Harare, Zimbabwe  
Tel: +263 4 798600  
Email: zimmanager@genderlinks.org.za