

Empowering Women – Ending Violence Review of the South Africa Project



Ntomboxolo Mrubata, owner of Bitou Joy Community Laundry, Bitou Municipality South Africa. Photo: Ntombi Mbadlanyana http://gemcommunity.genderlinks.org.za/gallery/main.php?q2_itemId=55036

Contents

1. EXECUTIVE SUMMARY	5
2. CONTEXT.....	8
3. KEY COMPONENTS OF THE PROGRAMME	14
4. CHANGE AT AN INDIVIDUAL LEVEL - FINANCIAL AND BUSINESS ACUMEN ...	23
5. CHANGES AT AN INDIVIDUAL LEVEL – PERSONAL AGENCY.....	33
6. CHANGES IN CLOSE RELATIONSHIPS.....	41
7. CHANGES AT A COMMUNITY LEVEL.....	46
8. CHANGE AT SOCIETAL LEVEL	51
9. VALUE FOR MONEY	54
10. CONCLUSIONS AND RECOMMENDATIONS	56

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Abbreviations

AfDB	African Development Bank
CBO	Community Based Organisation
CEO	Chief Executive Officer
COE	Centres of Excellence in Local Government
GBV	Gender Based Violence
GC	Gender champion
GEI	Gender Empowerment Index
GFP	Gender focal person
GL	Gender Links
IT	Information technology
NAP	National Action Plan to end violence against women and children
NGO	Non-Governmental Organisation
SA	South Africa
SADC	Southern African Development Community
SAWIB	South African Women in Development
ToC	Theory of Change
WEGE	A Women Empowerment and Gender Equality (WEGE) Bill drafted by the

1. EXECUTIVE SUMMARY



Susan Swart_ GBV Survivor Cape Aghulas Municipality Gender Protocol Summit. Photo: Gender Links

Susan Swart took the microphone with confidence at the SADC Gender Protocol@Work Summit in 2014 and declared: "I overcame, so can you?" Her emotional anguish of living with an abusive husband finally surfaced after her husband decided she was not good enough anymore and left her and her two kids to fend for themselves. She thought long and hard about the business ventures she could pursue. She registered a catering business and started with a donated chips making machine. In 2013, Susan attended the Gender Links (GL) entrepreneurship training programme for survivors of gender

violence and said that since then she has never looked back. As she put it: "GL taught me how to fly. I was encouraged to encourage others and was empowered to empower myself. I want to tell everyone that they can overcome, just like I have. My business is still growing and I know it will keep growing. Gender links has provided me with the platform and the freedom to be the best that I can." Within minutes the whole marquee, with over 400 regional delegates, rose to its feet, applauding the will and drive of this woman.

In 2013 GL set out to test whether economic independence could help to reduce the scourge of gender violence through a unique programme involving life skills and entrepreneurship training for survivors of violence linked to work with local councils.

The project targeted 15 survivors in each of 100 councils in ten SADC countries, or 1500 women in total. The pilot councils form part of the 425 Centres of Excellence for Gender in Local Government that follow a ten stage process that includes developing gender action plans with flagship programmes for ending gender violence.

The pilot phase, completed in the first half of 2015, reached 1557 women. This report is part of the follow up monitoring and evaluation involving a range of qualitative and quantitative tools that revolve around the Gender Empowerment Index (GEI) developed for the programme. The GEI is a composite index based on several questionnaires administered at the start and close out of the programme to measure agency, entrepreneurial flair, relationship control, gender attitudes and experience of GBV.

In South Africa the project ran in three provinces, Gauteng, Limpopo and the Western Cape; in the councils of Bitou, Blouberg, Cape Aghulas, Emfuleni, George, Mazikama, Midvaal, Mossel Bay, Phalaborwa, Vhembe and Witzenberg. A total of 153 women participated. UN Women's Fund for Gender Equality (FGE) and the Norwegian Council for Africa through FOKUS supported the work in South Africa as part of the bigger regional programme supported by the Netherlands' government Fund for Leadership Opportunities for Women (FLOW).

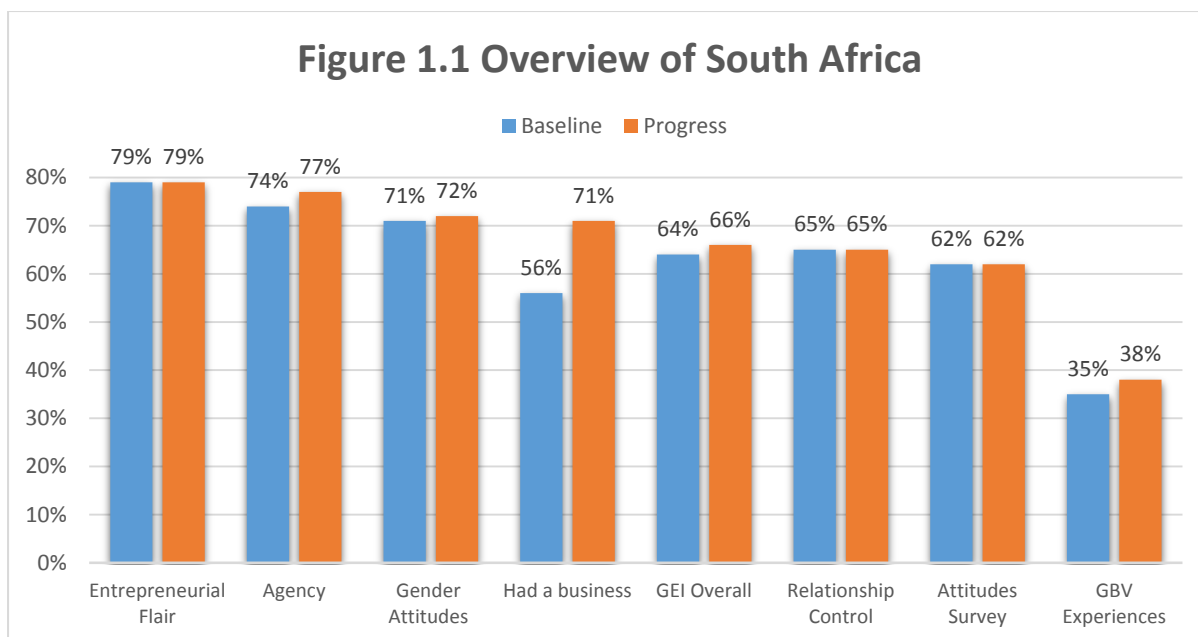


Figure one summarises the overall results for each of the components of the GEI survey undertaken as both baseline and follow up research. These results are significant because they provide a picture of the results of the pilot programme in the country. They show the potential, even in this short space of time, for entrepreneurship training to enable survivors of GBV to reclaim their lives in a meaningful way.

The most significant change was the increase in the number of businesses started as a result of the training, from 56% to 71% - a 15 percentage point increase. Average monthly income of the participants rose from a negative position (in other words loss-making) to an average of R595 per month. This is lower than the regional average at R796 per month, but an improvement in income potential.

The score for entrepreneurial flair remained the same. This can be attributed to the high levels of confidence women showed before starting the programme and many of these questions, such as the ability to do a cash flow, were likely overstated in the baseline as demonstrated in workshops. This could also be because 56% of the women indicated they were in business already and therefore may have assumed that they were in control of their finances.

Personal agency increased by 3% and attitudes towards gender equality rose by 1% but relationship control stayed the same which indicates that not all women were able to transfer the agency to more power in their relationships. This is also demonstrated in the overall figure of GBV experiences increasing by 3%.

This implies that overall the programme in South Africa did not achieve significant changes in personal agency and reduction of GBV in this short span of time. But the average figures mask important changes at council and individual level, as illustrated in the story of Susan Swart at the beginning of this report.

At 62%, gender attitudes in the community, as measured by the Gender Progress Score (GPS) remained the same, compared to the results in the rest of the region in which this increased by a few percentage points. While drastic changes cannot be expected in this short space of time, the outcome points to the need to strengthen gender and GBV action

plans in councils to ensure a supportive environment for the programme as well as transformative and sustainable change.

COE councils were selected on the basis of a stated willingness to take on the project. Some, such as Mossel Bay, showed exemplary commitment, through in-kind support, infrastructure, opportunities and an enabling environment for the programme. However going forward it is essential that the vetting of councils, real commitment and resources to do so effectively, be more robust, as the project received varying degrees of support from the Councils.

The higher levels of dropouts than initially planned for could be addressed through a more robust council and participant vetting and selection process before the programme starts in new councils.

Facilitators and participants noted the long periods between workshops and a lack of support between these. This should be addressed going forward when timetables are set for workshop implementation.

Given the wide range of languages in South Africa, it was sometimes difficult for participants to understand the manuals in English and levels of literacy and numeracy varied. Lessons learned on this front need to be built into future programming. Manuals should be revised on the basis of comments and inputs made from facilitators through their experiences and this should include more attention to language and translation.

Where councils have existing entrepreneurship development services, these should be integrated upfront to take on the role of mentorship especially for those businesses with growth potential. The terms and conditions for such arrangements should be clearly understood and monitored. This will provide an opportunity for business that already exist to be mentored during the course of the process.

Another way in which the programme can be strengthened in future is for potential resource organisations in the public and private sector to join as partners from the very first workshop rather than the third one. Negotiating partnerships with potential funding agencies at national and local level should take place at the very inception of the project.

Going forward the selection of, and arrangements made with councils and participants, should be reviewed to maximise the sustainability of the survivors businesses and the programme itself. Clear and prescribed arrangements should ideally be in place between GL and councils and councils and the participants to strengthen the potential for positive outcomes.

Finally the programme needs more dedicated staff to implement and follow up on the progress and commitment of councils, the women and the external resources which may be available to offer support in the form of mentoring and opportunities. Such a framework will enhance the relationships and operational capacity to effect positive change in the lives of the women.

2. CONTEXT

South Africa



South Africa (SA), the southernmost country in Africa, the 25th-largest country in the world by land area. With close to 53 million people, it is the world's 24th-most populous nation. South Africa became a democracy in 1994 after the protracted struggle against apartheid and has stable political system. South Africa is a constitutional democracy with a three-tier system of government and an independent judiciary. The national, provincial and local levels of government all have legislative and executive authority in their own spheres, defined in the Constitution as "distinctive,

interdependent and interrelated".

Parliament is bound by the Constitution and must act within its limits.¹ The country is politically stable and has a well-capitalised banking system, abundant natural resources, well developed regulatory systems as well as research and development capabilities, and an established manufacturing base. South Africa is classified as an upper middle income country admitted to the BRICS group (Brazil, Russia, India, China and South Africa) in 2011. However, income distribution in South Africa is among the most unequal in the world. About one quarter of the population is unemployed and lives on less than US\$1.25 a day.

Gender and governance

GL's work is guided by the 28 targets of the SADC Protocol on Gender and Development that brings together specific targets for achieving gender equality and enhances these through specific targets and time frames. Originally aligned to the Millennium Development Goals (MDGs) the SADC Gender Protocol is being updated and aligned to the Sustainable Development Goals (SDGs).

Many of these targets are still far from being achieved. For example, South Africa took a step backwards when, in its last local elections before 2015 held in 2011, women's representation declined from 40% to 38%. Women's representation in parliament also dropped from 44% to 40% in the 2014 national elections, dealing a crippling blow to the 50/50 campaign on the eve of the 2015 deadline and sparking a campaign for a legislated quota for women in political parties.

The next local elections will be held in 2016. While no legislated quota has been adopted, the ruling African National Congress has a voluntary 50% quota for women in both the constituency and PR seats of the country's mixed electoral system for local elections. Pressure is high for all parties to follow suit.

¹ <http://www.southafrica.info/about/government/gov.htm#.VjuYmbcrLIU>

Gender and the economy

South Africa has progressive legislation on the economic empowerment of women. It is also one of the few countries within the SADC Region that conducts time use studies. However women still continue to be the majority of the poor and those in the informal employment sector.

Reducing poverty is seen as the world's greatest challenge and in South Africa it is counted as one of the country's triple threats, the other two being unemployment and inequality. The World Bank released a report that said due to South Africa's "slightly progressive" tax system and "highly progressive" government spending, around 3.6 million people have been lifted out of poverty, halving the number of South Africans living on less than \$1.25 a day. Because of grants, free basic services and taxes favouring the poor, the poverty rate dropped from 46.2% to 39%.

Research done by the Statistics South Africa (Stats SA) found that 21.7% of South Africans live in extreme poverty, not being able to pay for basic nutritional requirements; 37% of people don't have enough money to purchase both adequate food items and non-food items so they have to sacrifice food to pay for things like transport and airtime; 53.8% of people can afford enough food and non-food items but fall under the widest definition of poverty in SA, surviving on under R779 per month. So despite the World Bank's recognition of South Africa's efforts to reduce poverty, many people are still struggling.²

Women tend to be up to 30% poorer than men: "An even larger poverty differential exists between female- and male-headed households: from 40% for the MPI to more than 100% for income. While investments in education, health and basic services in the post-apartheid period have undoubtedly improved the lives of millions of South Africans, significant gender differences in levels of human development persist. Women and people living in female-headed households still suffer most."³

² <http://www.dailymaverick.co.za/article/2015-02-03-south-africa-where-12-million-live-in-extreme-poverty/#.Vkq79XYrLIU>

³ ³ <http://www.econ3x3.org/article/poverty-may-have-declined-women-and-female-headed-households-still-suffer-most>

Gender justice

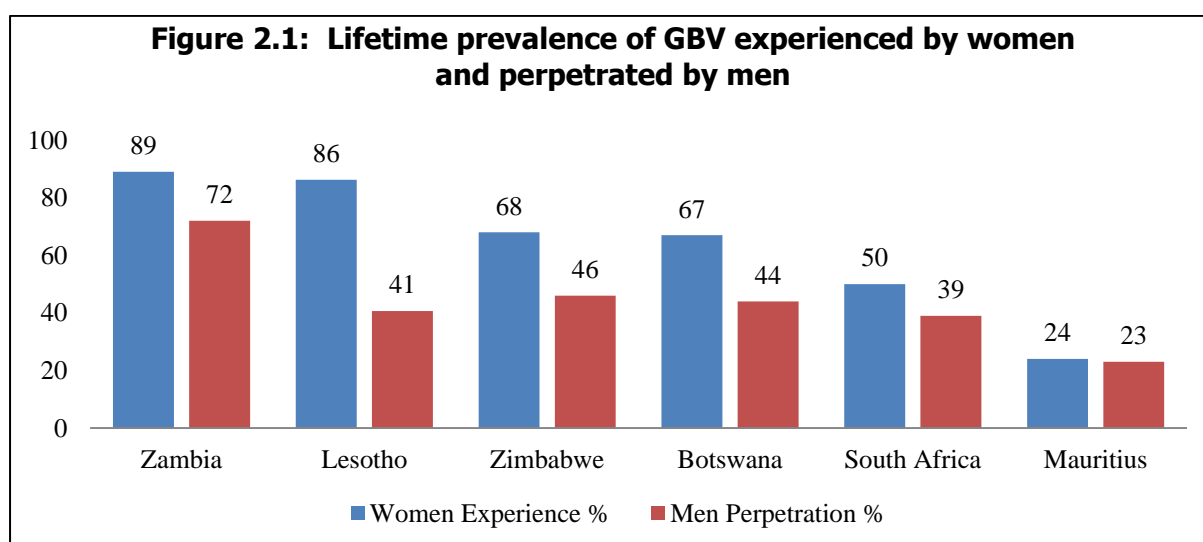


Figure 3: 16 days of activism March in Orange Farm Gauteng. Photo: Thandekuhle Dlamini.

<http://gemcommunity.genderlinks.org.za/gallery/m>

Gender based violence (GBV)⁴ levels in South Africa are unacceptably high. GL's GBV Baseline Studies in six Southern African countries (covering four provinces in South Africa) measured the extent, drivers, effect, cost, prevention, protection, programmes and participation in the fight to rid our region of this scourge. In South Africa the baseline showed that over three quarters (77%) of women in Limpopo; 51% of women in Gauteng; 45% of women in the Western Cape and 36% of women in KwaZulu Natal report experiencing some form of violence (emotional, economic, physical or sexual) at least once in their lifetime both within and outside their intimate relationships. A higher

proportion of men in Gauteng (78%) and KwaZulu Natal (41%) than women admitted to perpetrating violence against women in their lifetime. A lower proportion of men, compared to the proportion of women in Limpopo (48%) and Western Cape (35%) admitted to perpetrating some form of violence against women. The study showed alarming rates in all countries studied as shown in Figure 2.1.



As reflected in Figure 2.1, the studies found that 89% of women in Zambia's four districts of Kitwe, Mansa, Kasama and Mazabuka; 86% of women in Lesotho, 68% of women in Zimbabwe, 67% of women in Botswana; 50% of women in South Africa's Gauteng, Western Cape; KwaZulu Natal and Limpopo provinces and 24% of women in Mauritius have experienced GBV over their lifetime. A higher proportion of women compared to men reported GBV experiences in all six countries.

A Women Empowerment and Gender Equality (WEGE) Bill drafted by the Department of Women, Children and People with Disabilities (DWCPD) in South Africa failed to pass on grounds that the country already has strong laws and constitutional provisions for gender

⁴ GBV in this leaflet refers to any act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life (*Article 2 of the 1993 UN Declaration on the Elimination of Violence against Women*).

equality. The challenge is that strong constitutional and legal provisions are not translating into positive changes in women's lived realities. On paper, the country is doing well in establishing legislative frameworks with strong gender provisions. These unfortunately do not always translate into action. Dual legal systems that result in contradictory provisions undermine gender equality and women's equal status.

Gender Links in South Africa

GL is a non-profit Southern African organisation headquartered in Johannesburg, with offices in ten of the 15 SADC countries. GL is committed to an inclusive, equal and just society in the public and private space in accordance with the SADC Protocol on Gender and Development. GL achieves its vision through its three inter-related media, governance and justice programmes.

At a regional level, GL provides the secretariat for the Southern African Gender Protocol Alliance, led in South Africa by South African Women in Dialogue (SAWID). The Alliance is now spearheading the campaign for the Post 2015 agenda that includes strengthening the targets of the protocol. Key target areas include women's rights, economic justice and ending gender violence. At national level GL has created partnerships with the Department of Women, Children and People with Disability as well as the Commission for Gender Equality (CGE). At the local level GL has, over the past five years, worked with 20 local government councils in three provinces to become Centres of Excellence for Gender in Local Government (COE). GL has been working with ten of these councils since 2013 on an entrepreneurship training programme for women GBV survivors.

Gender Links' Theory of Change

Reinforced in formal and informal ways, gender inequality begins in the home; is perpetuated by the family; schools; work place; community, custom, culture, religion and tradition as well structures within society more broadly—the media, new media, popular culture, advertising, laws, law enforcement agencies, the judiciary and others. While society generally identifies other forms of inequality, gender inequality is so *normalised* that it often goes unnoticed, including by women who have been socialised to accept their inferior status. Gender inequality follows the *life cycle* of most women from cradle to grave. Despite changes in laws and Constitutions, many women remain minors all their lives – under their fathers, husbands, even sons, and as widows subject to male relatives. GL led the campaign for a Southern African Development Community (SADC) Protocol on Gender and Development with 28 targets to be achieved by 2015. GL works to achieve these targets in its media, governance and justice programmes.⁵

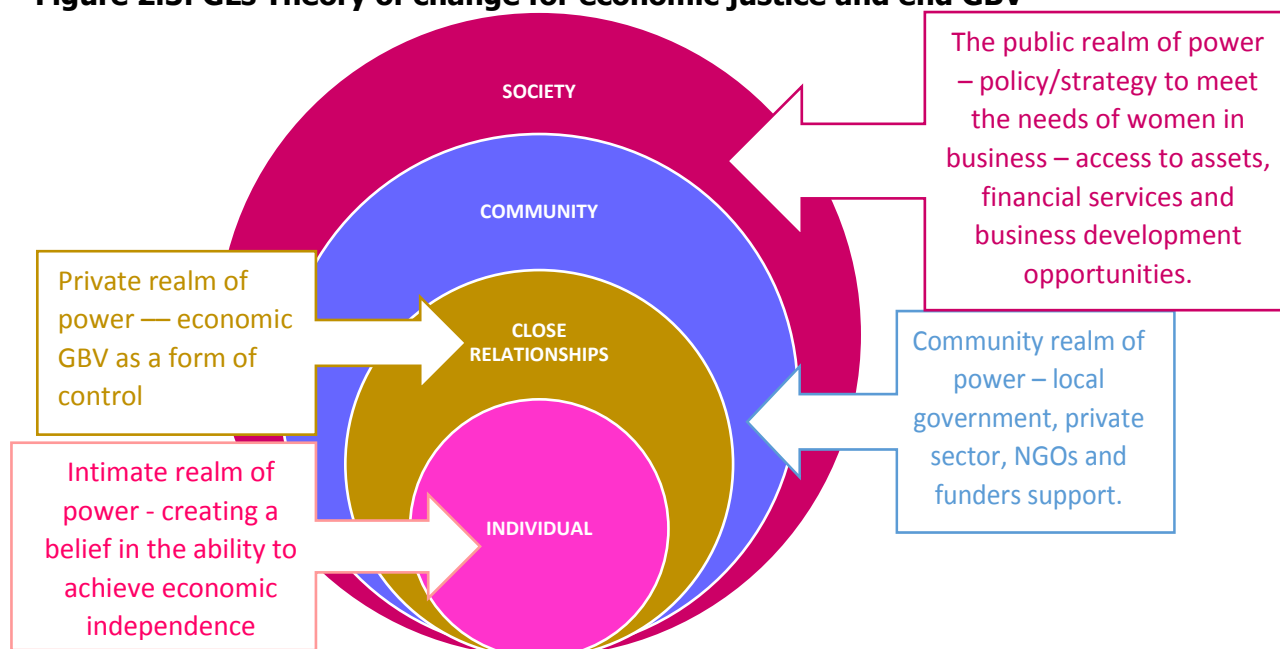
GL's Theory of Change (ToC) is premised on the ecological model which assumes that the vicious negative cycle of VAW can be turned into a virtuous positive cycle by working around different initiatives that target all levels of the model from individual to societal. GL's work in the gender justice programme seeks to "turn around" the layers of attitudes, behaviours and practices at the level of family, community and society through a simple slogan that has been translated into dozens of local languages – "peace begins at home".

Through this programme GL also aims to test the **hypothesis** that economic independence can reduce a GBV survivor's vulnerability to further abuse through the integration of positive personal agency and sustainable economic opportunities, which can offer extended financial confidence and therefore affirmative personal choices.

⁵ <http://www.genderlinks.org.za/article/gender-links-theory-of-change-2013-06-26>

“Economic dependence traps many women in abusive relationships. Many battered women who do not hold a paying job perceive themselves as incapable of living independently. Often in violent marriages, the husband controls all the finances and secures the family property in his name only.”⁶

Figure 2.3: GLs Theory of change for economic justice and end GBV



In terms of the entrepreneurship programme this means:

- **Individual realm of power;** life skills training.
- **Private realm of power;** taking back economic rights through entrepreneurship training and implementation.
- **Community realm of power;** facilitating support from partnerships with the public and private sectors, service providers of skills and financial support and funding to support the programme; financial and non-financial services to participants.
- **Societal realm of power;** advocacy for changes that create an enabling environment for women in entrepreneurship.

The role and aims of change at the individual realm of influence and change

- To develop an understanding of GBV and its impact on the survivor and their relationship with an abuser.
- To develop self-respect and understanding of victimization as a result of GBV.
- To develop ways of building self-confidence and assertiveness.
- To feel positive about planning for the future.

The role of the private realm of influence and change

- To develop an understanding of financial abuse in a relationship as a form of control.
- To develop skills that can provide an alternative source of income.
- To develop confidence in the ability to support oneself and children.
- Build the survivors confidence to make positive choices in terms of their relationships.

⁶ <http://www.alternativestodv.org/aboutdv/whyvictimsstay.html>

The role of community realm of influence and change;

- Influence local economic development policies through GBV action plans which focus on the mainstreaming of women in local economic development (LED) and procurement opportunities.
- Influence private sector attitudes towards the economic empowerment of women and reduction of GBV through funding and or in kind assistance.
- Integrate NGOs into the programme especially where skills enhancement or business finance would be available.
- Influence the availability of information for women in business.
- Mentorship.
- Community-based training.

The role of societal transformation

- Facilitate a framework which recognises the financial needs of women entrepreneurs beyond micro finance.
- Address legalisation and enforcement of women's property rights.
- Create local and regional task forces on access to finance for women.
- Create platforms for consultation with women on the issues they face as entrepreneurs.
- Encourage gender disaggregated data on women in business at all levels.
- Encourage government-led SMME programed with a focus on breaking the stereotypes of women in business.
- Lobby for changes in economic policies to effect financial inclusion policies in countries.
- Enhance the gender appropriateness of financial services, especially for entrepreneurship, recognising the gender barriers faced by women.
- Develop access to finance action plans with central banks, ministries, development finance institutions and credit granters and other relevant stakeholders.
- Effect women's rights to land and property and other productive resources.
- Include provisions to achieve these in the post 2015 agenda.

3. KEY COMPONENTS OF THE PROGRAMME

Target group

The target group is women 18 years and older, who have experienced GBV, are unemployed or in their own micro enterprises, from both rural and urban environments, in their countries. The participants represent a socially and economically vulnerable group of women who have faced the consequences of abuse and whose lives have likely been challenged by these experiences socially, physically, emotionally, mentally and economically. This project integrates and addresses key elements likely needed to rebuild the lives of these women, taking into account economic dispossession as the fourth element of GBV in the private and public domain.

Objectives

- To increase women's agency and independence, socially, emotionally and economically.
- To empower them to participate fully in all aspects of their private and public lives.
- To provide them with the tools to realise their economic potential as entrepreneurs.
- To provide women with alternatives to persevering in situations where they experience GBV.
- Break the stereotypes of women in business in emerging markets.
- Connect women with information, services and resources in their own countries to enhance their ability to succeed.



Figure 4: Vhembe Phase one entrepreneurship training.

Photo: Judith Maneli.

http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=56255

The three legs

There are three legs to the project:

- Local level action to end GBV through the Centres of Excellence for Gender in Local Government.
- Identification and training of survivors of GBV in entrepreneurial skills.
- Links through Local Economic Development Plans to opportunities created by the councils.



COE programme summary

The COE programme is implemented at the level closest to the majority of people, local government. The programme is designed to enhance policy implementation, action planning and on-site training backed by evidence that informs programme design and implementation. The COE programme focuses on the mainstreaming of gender in local government through a unique, UN-acclaimed⁷ model in which councils go through a ten-stage process to become Centres of Excellence for Gender in Local Government, and share good practices at district, national and regional summits.



Councils in South Africa are rather unique as municipalities in South Africa are a division of local government that lie one level down from provincial government, forming the primary level of democratically elected government structures in the country. South Africa has 284 municipalities, divided into three categories. Municipalities can belong to one of three categories: metropolitan, district or local. The COEs include councils located in rural and urban settings, in Limpopo, Gauteng the Western Cape.

The COE model is a ten stage process which is described in the table below:

Stage	Process	Principles
1	Meetings with management and political teams and adoption of COE process.	Political support: Getting buy-in at decision-making level.
2	Undertaking a gender audit of the council.	An evidence-based approach: Conducting a situation analysis that is council-specific and will help to address the needs of that council.
3	Mobilising meeting with council representatives and popularising the SADC protocol on Gender and Development.	Community mobilisation through SADC Gender Protocol village level workshops that familiarise communities with the provisions of the sub-regional instrument and empower them to hold their council's accountable.
4	Inception workshop.	Action planning: Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.
5	Action planning workshop	
6	Adoption of the action plan.	Commitment: Getting councils to make a public statement about their intentions with regard to the action plan.
7	Media, campaigning skills.	Capacity building through on-the-job training with council officials and political leaders. Assisting councils and communities to apply these new skills through running major campaigns, e.g. 365 Days to End Gender Violence; the 50/50 campaign etc.
8	IT for advocacy.	
9	Monitoring and evaluation	Tracking: Administration of score cards and other monitoring and evaluation tools that can be used to measure change in the immediate, medium and long terms.
10	Summit	Knowledge creation and dissemination: Working to gather and disseminate best practises, case studies, etc. that can be presented at the annual gender justice and local government summit.

⁷ The COE model is one of seven best practices in mainstreaming gender in Africa featured in a compendium of good practice on gender mainstreaming by the UN Economic Commission for Africa.

GL annually conducts the verification exercise with COE councils as a Monitoring & Evaluation exercise to track the progress of implementation of the process within councils. The exercise takes place with the various COE councils in the various provinces. GL re-administered the Gender Scorecard to track progress. It was also an opportunity to establish the amount of in kind support councils have been contributing towards gender mainstreaming.

The COE councils which implemented the life skills and entrepreneurship project are Bitou, Blouberg, Cape Agulhas, Emfuleni, George, Matzikama, Midvaal, Mossel Bay, Phalaborwa, Witzenberg, and Vhembe. These cover three provinces; Western Cape, Limpopo and Gauteng. All of these councils implemented the pilot for the life skills and entrepreneurship programme.

All of the COE councils in South Africa have designated Gender Focal Persons (GFP) tasked with ensuring that gender mainstreaming is implemented within the institutions. The Gender Management System (GMS) structure also consists of the HIV, Youth and Disability coordinators.

This unit and structure is normally located within the office of the Executive Mayor or the Speaker. Councils are also backed by gender champions who are the politicians directly interfacing with people on the ground. Vhembe and Phalaborwa Municipalities have male gender focal persons. 15 out of the 20 COE councils have adopted Gender Action Plans (GAP) the remaining councils have not prioritised the adoption and implementation of their plans. Many of the plans remain in draft format, and have yet to be finalised, costed and adopted by the council executive.

Entrepreneurship training

The first stage of the training provides a combination of life skills training and an introduction to entrepreneurship. This phase is aptly called "Taking charge" and is aimed at building confidence, self-esteem and a belief in a future with the prospect of economic independence.



The second workshop then reintroduces and reinforces concepts and provides further and more in-depth knowledge of business management principles and skills. Topics covered include starting up a business, start-up costing market research, the importance of location, diversity, basic financial skills such as cash flow, record keeping, stock control and funding.

The importance of key issues which act as barriers for women in business are also emphasised, such as the prevalence of saturated markets and access to finance.

GL has trained GBV survivors on life and entrepreneurship skills in 100 councils in ten countries to date and aims to link them to local economic development opportunities during the last phase of the current process in 2015 through a process of arranging meetings with potential sources of support in each council.

Such partnerships will form the backbone and be key to the backstopping of and business development support of those business ideas which have demonstrated sustainability.

The programme outline

Pre training	Outcomes
"I" stories and Gender Empowerment Index (GEI) surveys are carried out with survivors of GBV before the training starts.	These combined instruments provide a baseline on which to measure change over time. Both are repeated.
The GEI measures attitudes towards gender relations before.	
Phase one training (Five days)	
Personal development action plans are completed during this training. A five day course comprises life skills training and an introduction to entrepreneurship and introduces women to computer training. At the end women complete two exercises in developing a business idea. These worked on through the period of the programme.	Goals are set to increase self-confidence and awareness and short term goals
	Women develop insights and skills for personal and enterprise agency
Phase two training (Five days)	
A further five day course, provides more in depth training on business management skills such as financial planning, stock management and record keeping. The women continue to work on their business plans over the course of the training	Applied knowledge is learnt to start and/or run a business
	Business ideas are further developed
Phase three (2.5 days)	
Introduces: <ul style="list-style-type: none"> Further review of business planning and recommendations for mentorship Networking opportunities to identify potential support and opportunities for the women who have completed Phase two. Identifying potential sources of funding in country 	Business plans are assessed for maturity and plans laid to enhance sustainability Groundwork laid for networking, identifying business opportunities and possible sources of funding
<ul style="list-style-type: none"> Monitoring and evaluation (M&E) is repeated with "I" stories and GEI surveys to measure change 	Changes in personal and economic progress is measured

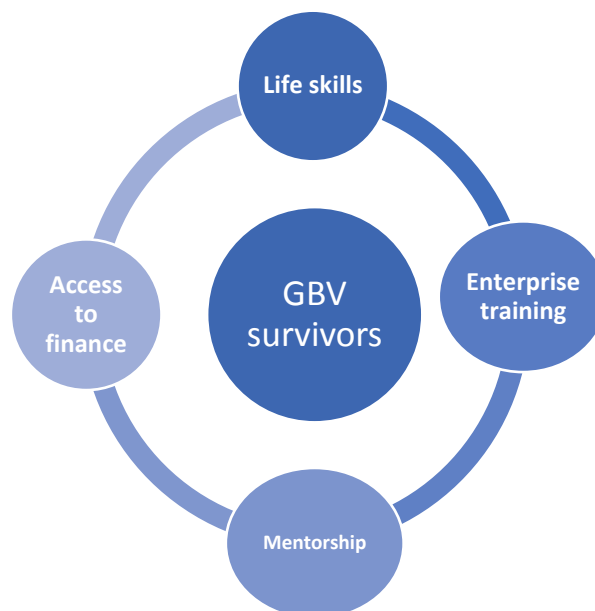
After completing Phase One and Two the participants have a chance to decide what their entrepreneurship goals are based on what they have learnt. This may include:

- **Start a business** – this may not be the choice for all the women
- **Business Acceleration:** Grow an existing business through mentorship
- **Business Evolve:** Stay at a micro level to create until they feel more confident. Continue to support as a group.
- **Social entrepreneurship:** Pursue sustainable projects that will benefit the community such a recycling cooperative. This will have access to mentorship and provide an opportunity for cooperative projects such as recycling.

Links to support and opportunities

The programme focuses on a combination of:

- Life skills training including confidence building; writing; public speaking and decision making and understanding gender as a social construct.
- Business skills development such as IT; marketing, market research, record keeping, financial management, developing of business plans, applying for tenders and accessing finance.
- Networking has been introduced as a means of identifying potential support arrangements such as mentorship, for sourcing business opportunities, developing relationships with other businesses in their areas or working in collective to access tenders from local government with local partners.



The importance of key issues which act as barriers for women in business are also emphasised, such as the prevalence of saturated markets and access to finance. This GL project provides a framework for the development of potentially sustainable entrepreneurship opportunities for survivors of GBV through linking them to local economic opportunities through relationship building with local governments and agencies, the private sector, other NGOs, financial services and enterprise support opportunities.

Monitoring and evaluation



Impact Assessment_ Council Verification _ Emfuleni Municipality for entrepreneurship. Credit: Susan
http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_it_eid=55000

GL is a learning organisation strongly committed to measuring the impact of the programmes implemented. This includes both qualitative and quantitative research carried out as both baseline and follow up investigations of change. GL employs a set of monitoring and evaluation processes for all its programmes including the COEs. The instruments used are primarily developed in house and freely available on our [website](#). The investigations include the collection of personal accounts of GBV; I Stories and the Gender Empowerment Index (GEI) which asks a range of questions on gender, relationships, attitudes, agency, income and

entrepreneurship flair. Key to the understanding of the efficacy of the programme is the need for beneficiary analysis. The qualitative and quantitative tools applied by GL are described in Table 3.1.

Table 3.1 Qualitative and quantitative tools

INDICATOR	QUANTITATIVE	QUALITATIVE	WHEN ADMINISTERED
IMPACT			
Progress in attaining the targets of the SADC Gender Protocol	SADC Gender and Development Index	SADC Protocol@Work case studies are interviews with partners to identify ways in which progress has been made with regard to implementing the Protocol.	Annually
	Citizen score card (SSC) and knowledge quiz, SADC Protocol	The SSC rates a country/government on the SADC Gender Protocol implementation. The Knowledge quiz tests the extent of awareness of the Protocol.	March every year for country and regional barometer (August)
Levels of women's lifetime and past year experience of GBV	GBV indicators research	"I" Stories or first-hand accounts. These are documented personal accounts of GBV. These also form the qualitative analysis of change in the entrepreneurship programme.	For the entrepreneurship programme these were collected before and after the project to measure change.
OUTCOME			
Gender responsiveness of councils	COE verification – Gender Score Card (GSC)- Councils score themselves against 25 institutional gender indicators and use these to benchmark progress	Drivers of change profiles are undertaken in the form of interviews with key partners that are making a difference. Changing Lives Analysis are interviews with programme beneficiaries to determine impact.	Annually in March as a general principle but in the entrepreneurship programme this has formed part of the follow up process to understand change.
Gender responsive budgeting in councils	Computation of council contributions to gender work – budgets, in-kind, fund-raising.	Case studies on resourcefulness presented at annual summits	Annually, before and during summits
Gender responsive governance in the SADC region		COE Learning Paper	May/June each year
Changes in gender attitudes	Gender Progress Score	Drivers of Change profiles	Before and after the development of local action plans to end GBV and is also applied to the entrepreneurship

INDICATOR	QUANTITATIVE	QUALITATIVE	WHEN ADMINISTERED
			programme
Enhanced agency and income	Gender Empowerment Index (GEI)	"I" Stories or first- hand accounts; Drivers of Change profiles	These are conducted before and after the programme with the participants to measure changes in their circumstances, income, personal relationships, business flair and gender awareness.
OUTPUT			
No of woman and men in the prevalence survey	GBV indicators Study	No of "I" Story participants	Once off and every three to five years
No of COE and stages completed; no of gender action plans	Epi-info	No of Drivers of Change profiles	Monthly
No of GBV survivors trained	Epi –info	No of "I" stories at the beginning and end.	Ongoing

Participation

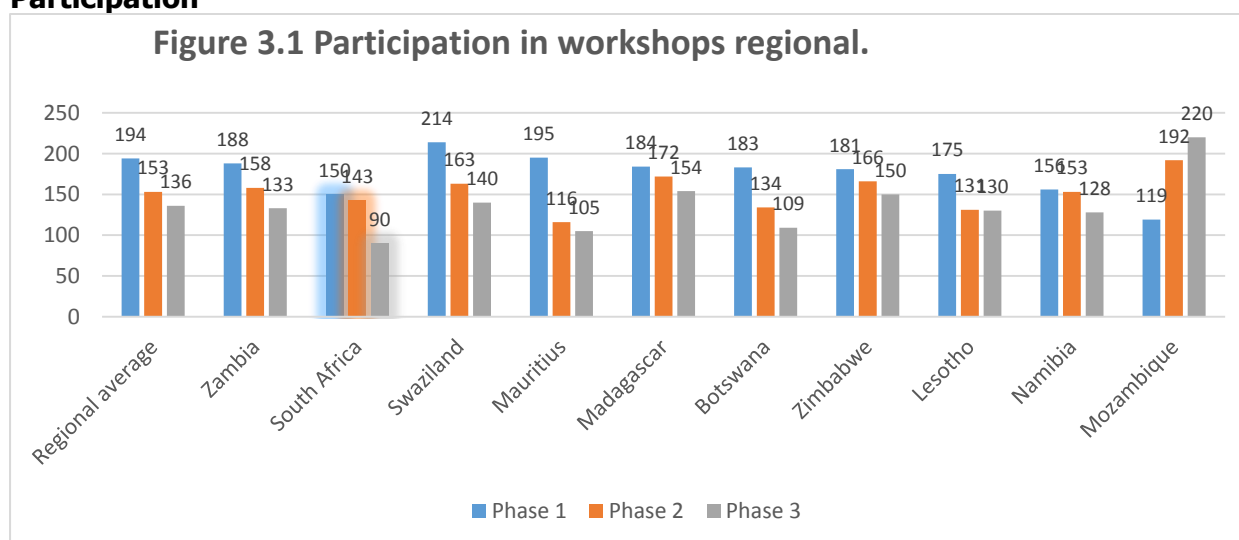


Figure 3.1 shows participation in the three workshops in each of the countries. Overall, an average of 194 women participated in phase one (compared to the target of 150); 153 in phase two and 136 in the final phase three: a 70% retention rate. South Africa met the target of 150 participants and retained an acceptable level of participation in Phase two. This dropped to 90 women in Phase three, a 60% retention rate.

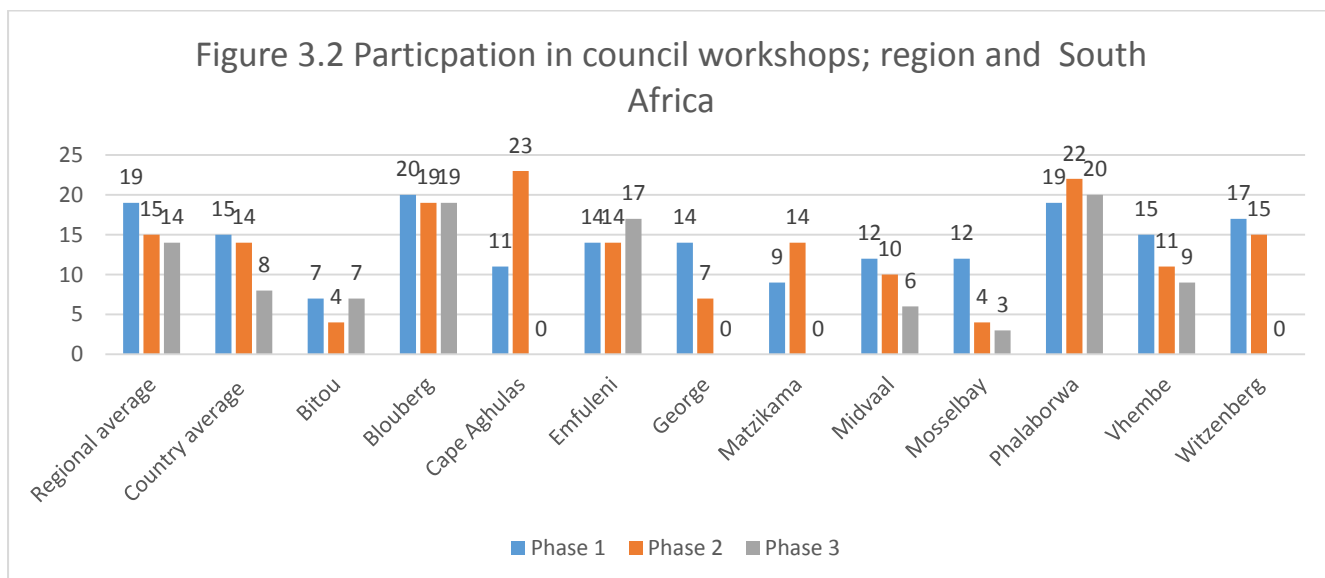


Figure 3.2 demonstrates discrepancies in attendance and participation and can be related to a number of factors such as dropout rates in some councils which occur with women finding jobs, partner interference in the participation and communication by councils to the women who had participated. Some women have indicated that family responsibilities also played a role. The number of attendees has also been affected by council gender representative's commitment to getting the women to workshops.

In Blouberg the support from the gender focal person is high. She helped to identify and motivate women from abusive and poor backgrounds who have embraced the training and made great strides. Business they have started range from renting jumping castles for parties and making signage for houses and businesses. Phalaborwa, a small rural town in northern Limpopo close to the Kruger National Park, also had a strong programme and consistent attendance.

Despite strong support from the gender focal person in Midvaal a semi-rural council not far from Johannesburg, participation tapered off for a variety of reasons. Three other councils in the Western Cape also did not complete all three workshops. In Emfuleni, Gauteng, the comparatively well-educated participants felt that the contents of the manuals needed to be more advanced and did not suit their needs.

Age and educational levels of the participants

The selection criteria set a limit of 18 years and over for participation. This did not impact on the upper limit of age for women eligible to attend. It is acknowledged that in micro enterprise a number of business practices may not be followed due to a lack of experience or knowledge. The never- too- late to learn principle applies in this case. Very few of the women knew anything about how to mark up and price a product, keep records or manage their cash flow. In follow up I stories women referred to pricing their goods or services and their ability to save as a result.

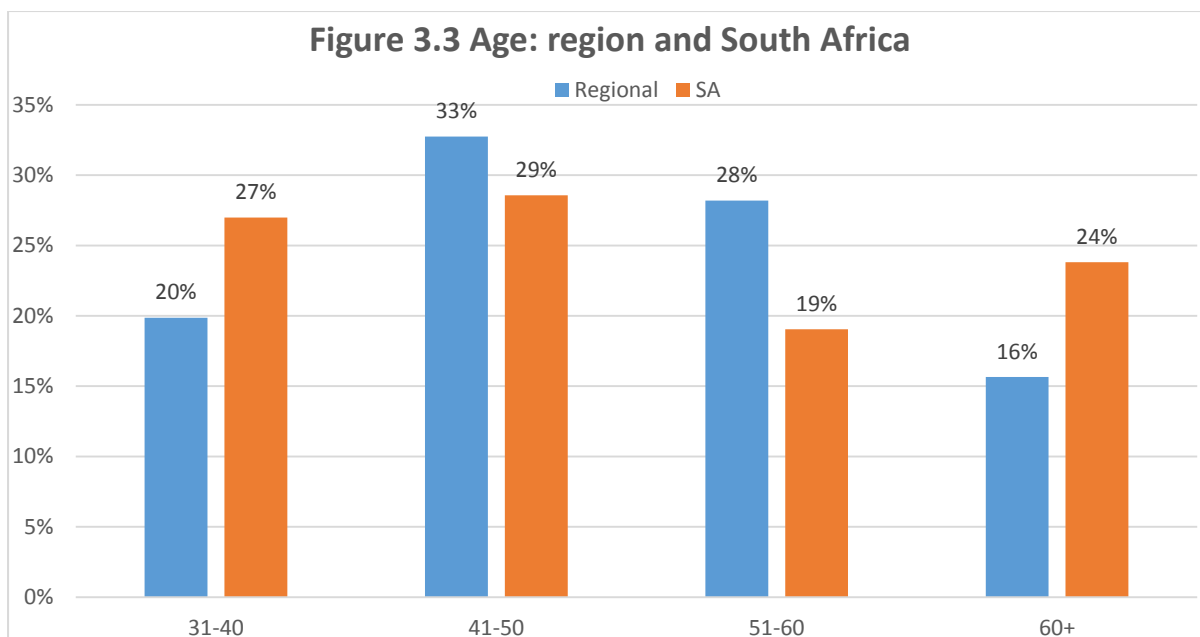
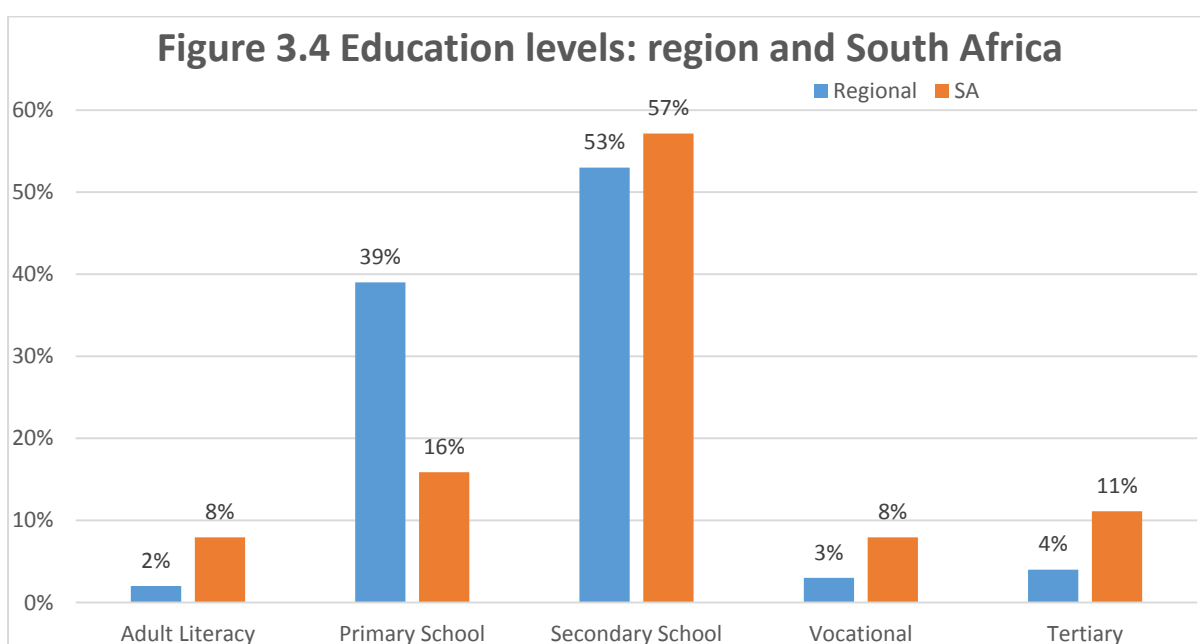


Figure 3.3 shows the age distribution of the participants in South Africa. 72% were over 40, slightly lower than the regional average of 80%. However, South Africa had 24% of participants over 60 years compared with 4% regionally.



The project targeted survivors of GBV, 28 years or older from resource poor communities where social services were their only option for GBV interventions. Not surprisingly, educational levels tended to be low. Figure 3.4 depicts the educational levels in South Africa. Overall, the participants had slightly higher levels of education in South Africa than in the region. However, only 57% of the women in South Africa had secondary education and 11% tertiary (post matric formal studies) education: not surprising given the high numbers of women over 40 educated well before the advent of democracy in 1994. The low levels of adult literacy exposure is (8%) concerning given that for many of the women, levels of literacy and numeracy were impediments to their participation, particularly in rural areas.

4. CHANGE AT AN INDIVIDUAL LEVEL - FINANCIAL AND BUSINESS ACUMEN

At an individual level the qualitative and quantitative research involved baseline and follow up "I" stories or first- hand accounts, and administration of the Gender Empowerment Index (GEI). These tools measure attitudes and experiences of GBV, personal agency and provide insight into the income experiences of the survivors, both as financial dependents and income earners, before and after the programme. This section of the report focuses on the changes that women experienced with regard to their financial and business acumen.

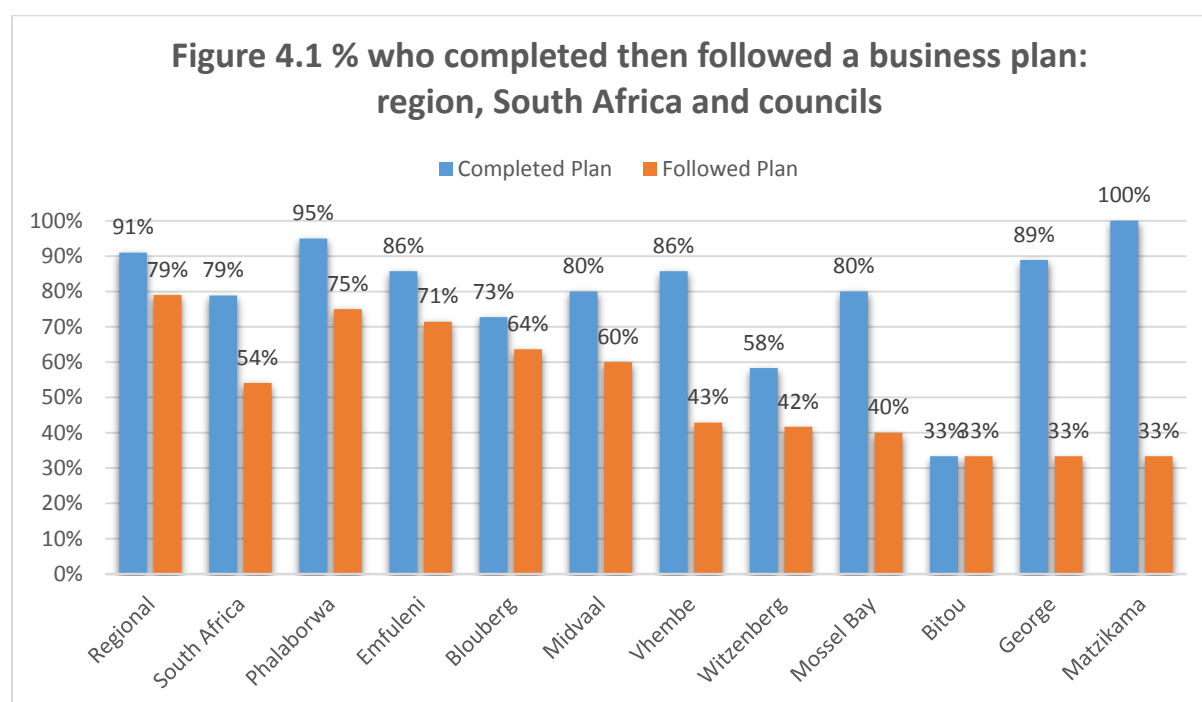
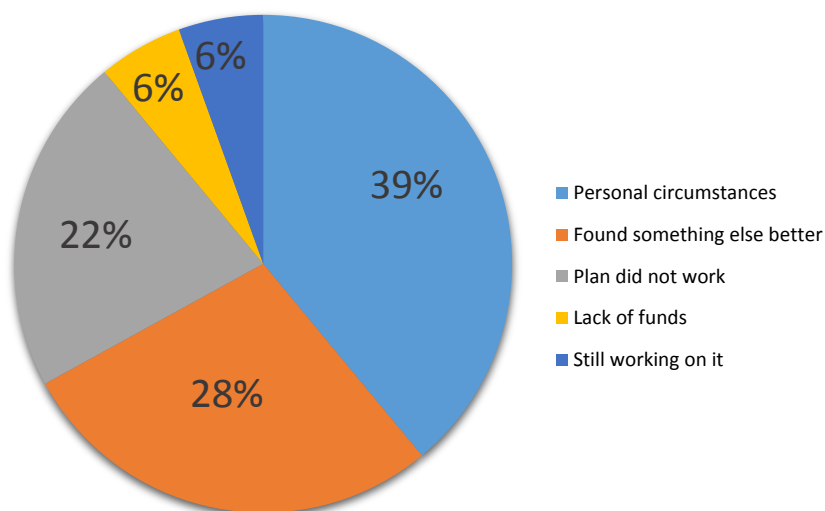


Figure 4.1 shows that 79% of South African participants completed a business plan, compared to the regional average of 91%. 54% followed through on the plan, compared with the regional average of 79%. The lower-than-regional-average completion and follow up rate masks important variations between the councils. Five councils scored in excess of 80% for business plan completion. At 75% Phalaborwa achieved the highest follow-through rate. With an average of 54% completing and following through with their business plans, the programme has achieved more than half of the women taking the business planning process

seriously.

Figure 4.2 Reasons for not following the plan



Bitou, George and Matzikama at 33% had the lowest follow up rate. Figure 4.2 reflects the reasons women cited for not following the business plan: personal reasons (39%); found something better (28%); the plan did not work (22%); lack of funds (6%) and still working on it (6%).

Use of IT

Most of the women, who had never used a computer before, highlighted this as a key area of empowerment.

Figure 4.3 Percentage women owning cell phones: regional, South Africa and councils

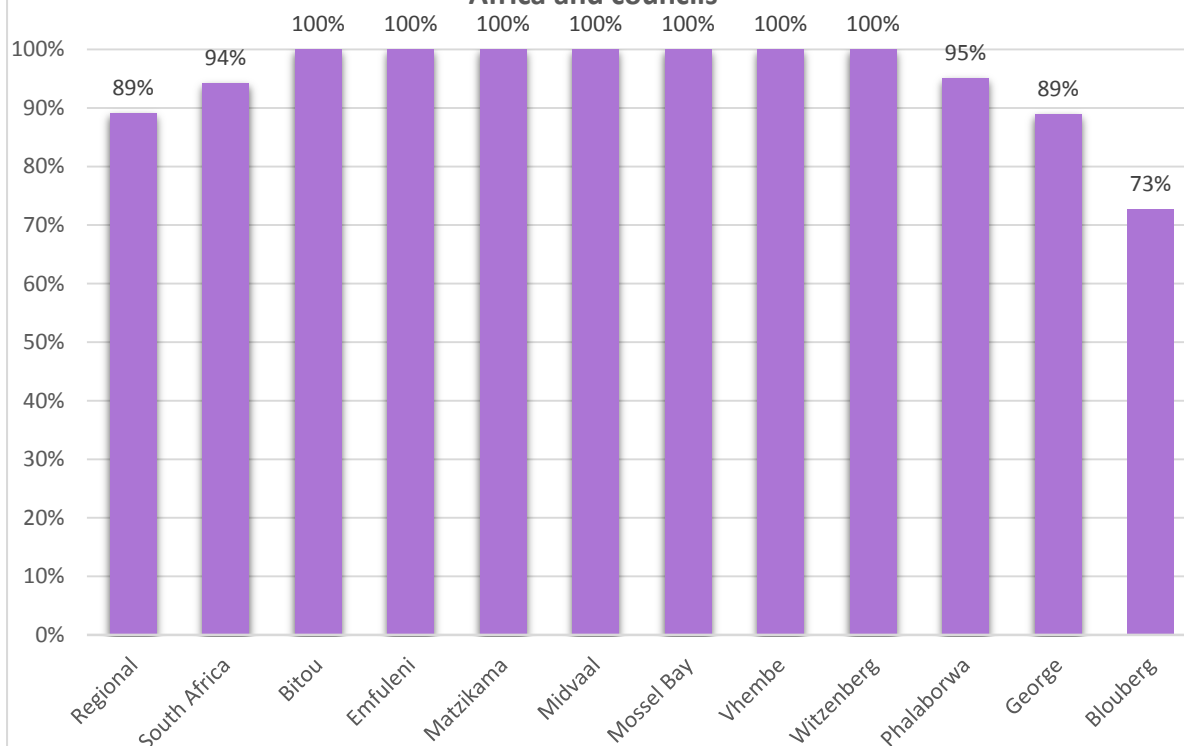
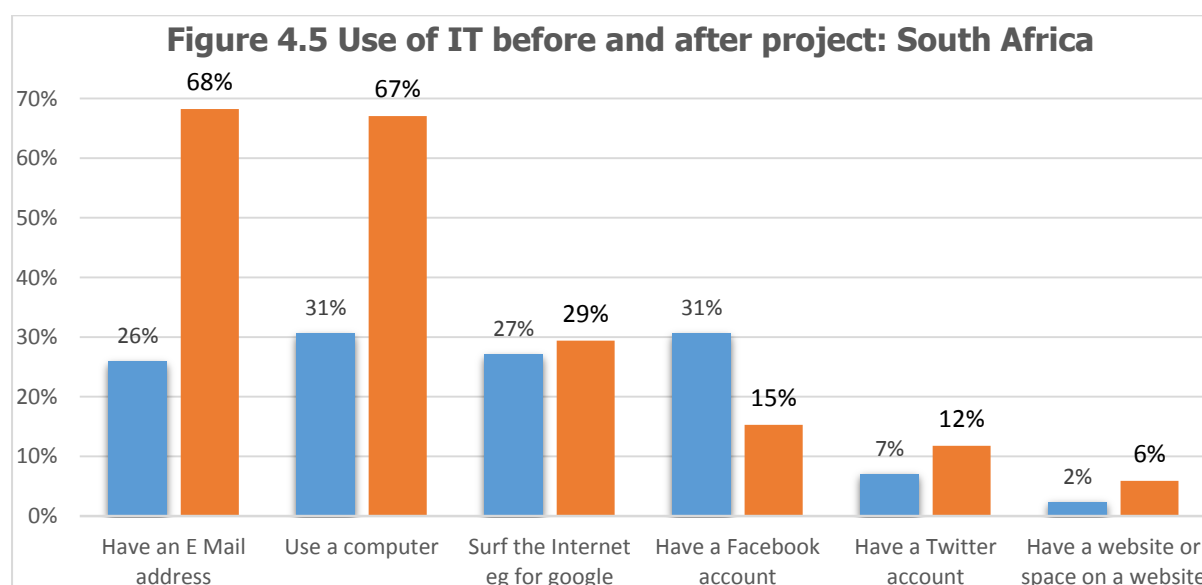


Figure 4.3 shows that 94% of women in South Africa had cell phones; five percentage points higher than the regional average of 89% (and compared to Madagascar, where only 59% of participants had access to cell phones).



Figure 4.4 shows that at 47% SMS is the most used in South Africa (compared to 70% in the region), followed by Whats Ap, 36% (28%) in the region; Internet searches 36% (23% in the region), banking and money transfers 33% (40% in the region). There is clearly much opportunity for further development of cell phone usage.



Ntombi Ramalatsa (L) Alinah Phiri_ Phase 1 Entrepreneurship Training_ Midvaal Municipality: Credit: Ntombi Mbadlanyana.
http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_it

Figure 4.5 shows that 68% of the South African participants now have E Mail (compared to 26% at the start); 67% use a computer (compared to 31% at the start); 29% surf the Internet (compared to 27% at the start); 12% have a twitter account (compared to 7% at the start) and 6% have a website or space on a website (compared

to 2% at the start).



http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_image=core.DownloadItem&g2_itemId=54999&g2_serialNumber=2

Ntomboxolo Mrubata; from XXX Council, reflects: "When Juliana (Davis) later taught us how to use computers I was very scared. I had never been confident with computers and I was afraid that I would make a mistake, but she was very patient with us and helped us to understand easily."

The only drop in IT figures is facebook (from 31% to 15%). This may be due to participants finding other more effective IT solutions for their business.

Entrepreneurial flair

Part of the GEI survey focussed on the women's perceptions of their entrepreneurial flair. These ranged from outlook, for example, "I have a desire to succeed in whatever I do, if at first I do not succeed I am prepared to try again" to more technical questions such "I can forecast my income and expenditure."

Figure 4.6 GEI Entrepreneurial flair: region, South Africa and councils

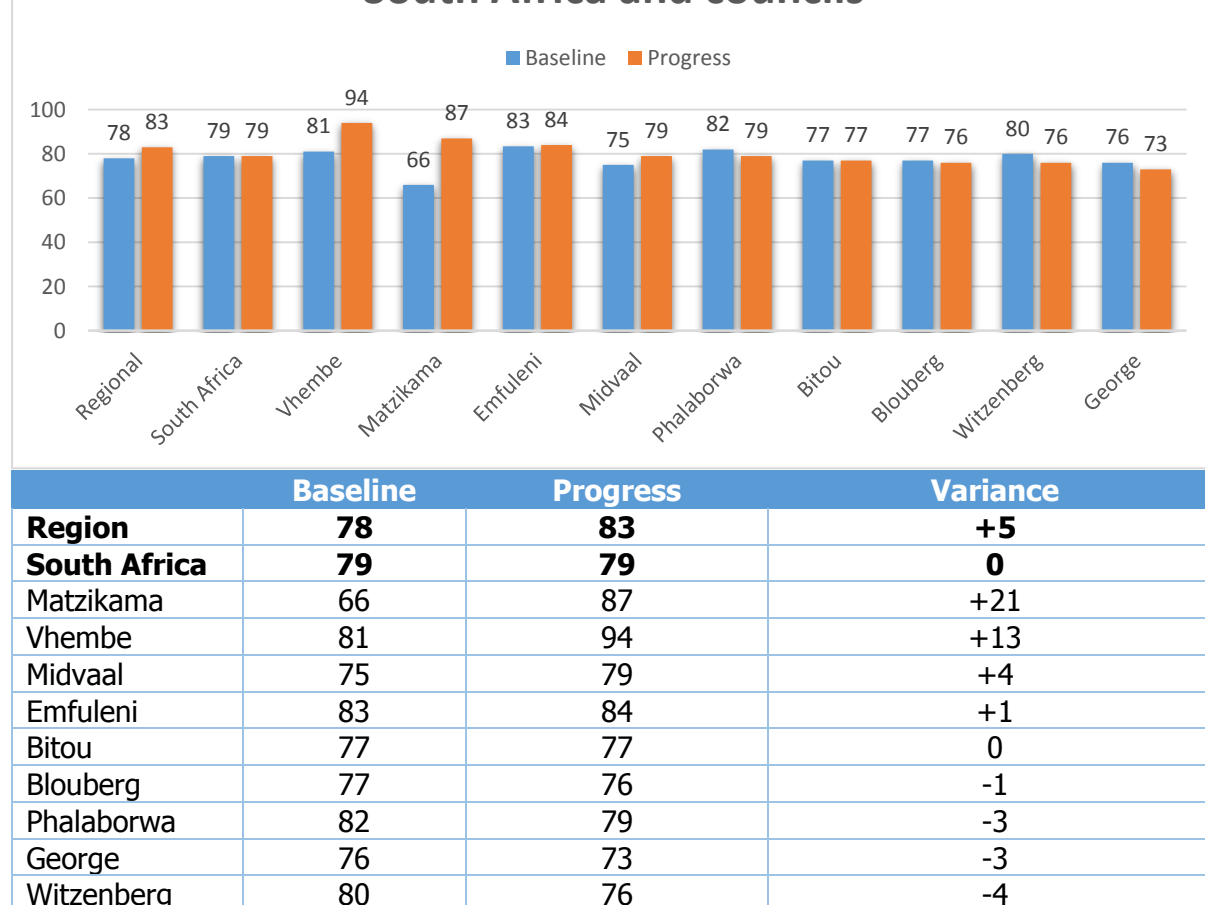


Figure 4.6 shows that South Africa had an average for 79% for entrepreneurial flair, lower than the regional average of 83%. This remained unchanged at the end of the project (compared to the four percentage point increase at regional level). Four councils witnessed

a decrease in scores, the most significant being a 4% drop for Witzenberg to 76% from 80%. The decrease may be a result of having a better understanding of some of the terms and questions asked after completing the training. On the other hand participants in Matzikama increased their score to 87%, up from 66%. This is notable because they did come off the lowest baseline score. Vhembe started at 81% and progressed by 13 percentage points to 94%.

Summits affirm good practise

Facilitators rated business plans for presentations at national and regional summits. The businesses are categorised as start-ups or existing businesses and are judged accordingly. These go on to national and then regional Summits. This motivates participants; extends IT skills to include PowerPoint as an additional skill; enhances confidence through public speaking and recognition of efforts and ideas.

In 2015 four inspired emerging entrepreneurs received awards at the SADC Protocol@Work summit in South Africa. Here are two examples:



"The business is run by the Vaal River Women's Forum. I am the initiator, director and the founder of the business for solar system installations. The idea is that the solar panels will help create energy. One of the advantages of solar power systems is that almost all the electric appliances within the house will function with the provision of energy from solar. The business will sell these solar panels to the community at reasonable and affordable prices." *Rose Kwebu from Emfuleni; start-up*

business:

http://gemcommunity.genderlinks.org.za/gallery/main.php?q2_itemId=53360

"The business is a local dining place that accommodates the working class young people



who do not necessarily have time to cook and work long hours. The establishment serves food during the evenings as well as light lunches and breakfast or those who would like to grab something to eat before and during their work day. The Kleurwiel serves traditional South African homemade food which is appetizing to a both the local people as well as wide variety of people ,those who pop into town for a local experience as well as tourists from out of town as well as from other countries." *Elizabeth Olyn from Matzikama; Existing business*

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—C A O C O

Business activity before and after the programme

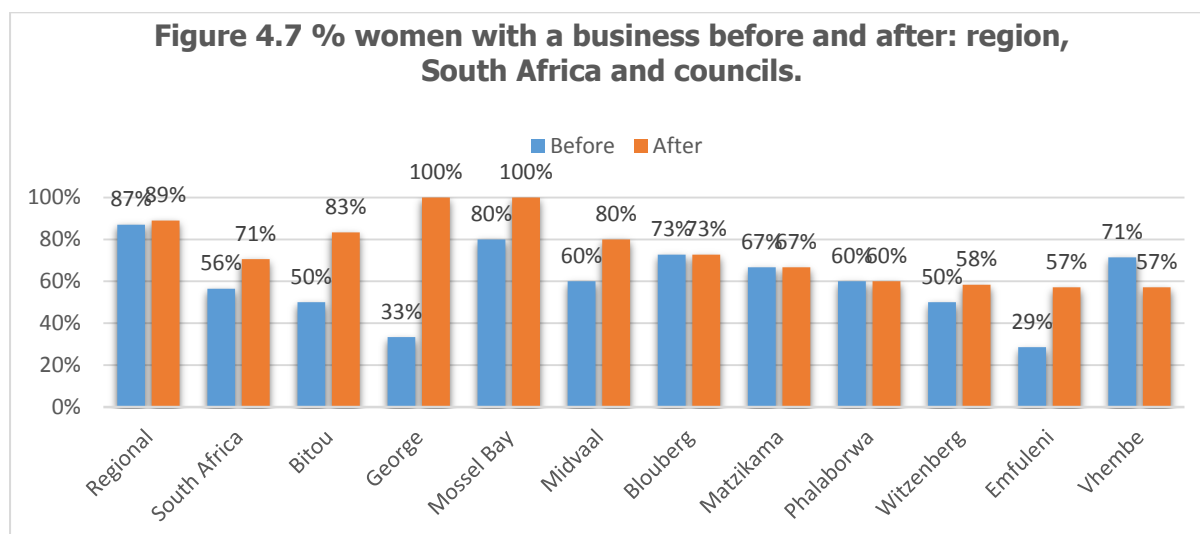


Figure 4.7 shows an overall increase in women with a business in the South Africa project from 56% to 71%. All councils recorded an increase in business except Vhembe, Witzenberg and Phalaborwa. In George the figure rose from 33% to 100%, followed by Bitou (50% to 83%).

However, at 71% South Africa is 17% lower than the regional average of 87%. A key factor has been the paucity of access to finance opportunities in the councils. South Africa does not have a strong entrepreneurship development framework to support women; especially women in poorer communities and rural areas. Micro enterprise finance is scarce compared to many other African countries and there tends to not be a segregation of business development support for different levels and types of businesses. Resource poor communities are largely excluded from credit granting facilities in banks. Some of the COE did not have the infrastructure or market potential for women to set up sustainable businesses.

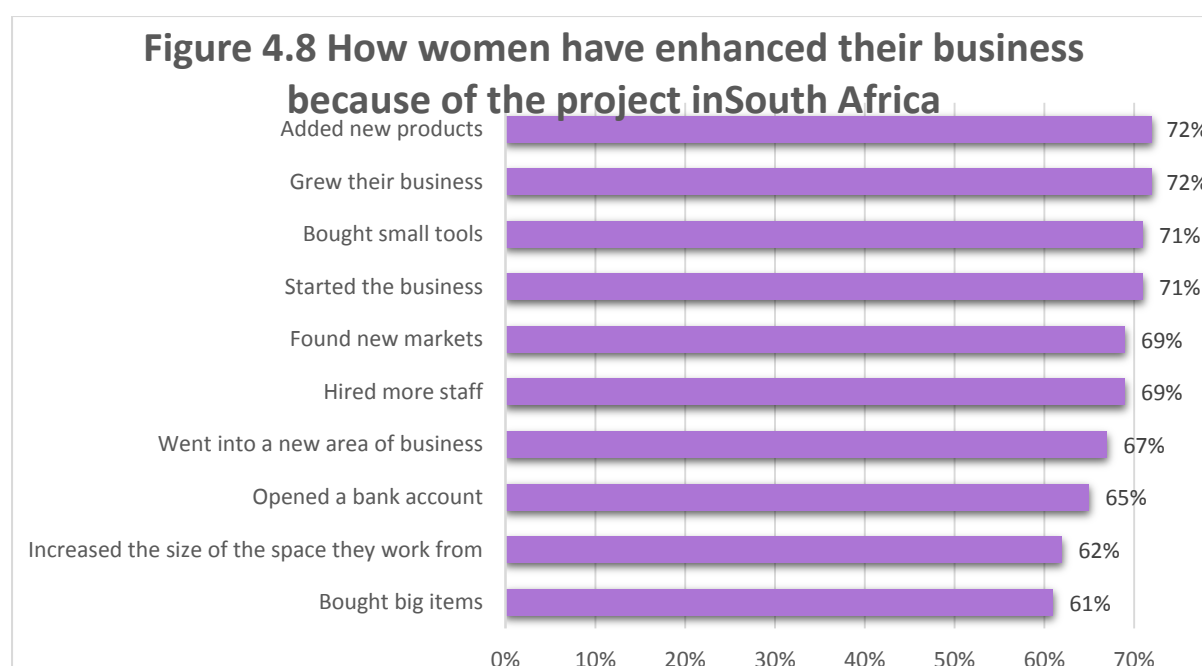
Table 4.1: Challenges encountered in SA.

Area Assessed	Not Challenging	Challenging	Very challenging
Keep records of your income and expenditure	41%	19%	40%
Apply information learned	32%	38%	31%
Find markets	24%	39%	38%
Access infrastructure	15%	28%	56%
Access finance	8%	26%	66%

Table 4.1 shows some of the challenges women encountered. Places to trade and access to finance ranked highest followed by keeping records.

The focus group interview in **Witzenburg** identified money as a huge barrier to get the businesses started. Seven of the women shared how they had either a son, daughter or other family member who is on “tik” (a drug) and shared what pressure that has been putting on them. Some also shared about the negativity from their partners and family members, doubting that they will succeed. The late support from the council has been disappointing for some of them because they feel that there has always been a representative from the council in all the workshops but the person did not take enough initiative to get the appropriate role players present. There are not enough places to access funds to start or sustain their businesses especially because they do not have assets to put down as collateral or have full time jobs.

In **Matzikama** the women were linked with the West Coast Business Development Centre as well as Local Economic Development. However, no clear and consistent support has been available for the women for further development. The women attend the business centre and asked for advice but on two occasions they were given wrong information and hesitation from the officers at the centre. Major challenges in setting up the new enterprises include resistance from the abusive partners, the lack of business opportunities within the council and the belief that it’s not possible to run a successful business in the community. In addition there has been a lack of support from the business community and council and the failure of so many other businesses in the community and town has put some off.



Despite these challenges, Figure 4.8 on how women have **enhanced their business** shows encouraging results. 71% started a business, 72% diversified their product base, 69% were able to find new markets or hired staff. Interestingly 65% opened a bank account to save and control their money. South Africa fares better than the region on all these indicators, for example the figure for women opening bank accounts (65%) is 23 percentage points higher in South Africa than in the region. These are significant changes in the lives of resource poor women. Many of these improvements reflect how learning from the training has been applied, as reflected in excerpts from the “I” Stories:

"I have learned about marketing, pricing and to have good relationship with my customers. Now I provide my children with all their needs and spoil myself. I used to sell food on the street but now I am doing safety and security services. The workshop was very useful if it was not for this workshop I will still be sitting at home. I was a victim of violence and abuse from my partner and he always shouted at me. Now he has changed and things are hard like before. I have employed two women in my business. My business is still small but I can now take care of my children. Women must change, be recognised and be independent." *Jeaneth Mbetse, Phalaborwa.*

"When I met GL I was already an entrepreneur under the cleaning project of the municipality and I am currently in my third year of working on the project. The training helped me because I have managed to put a savings plan in action starting in November 2015 the money will be used to grow my business. From this you will see that this programme indeed brought change to my life on every level at home and community as well as my workplace." *Schumi Blokland, Mossel Bay.*

"I found the training very helpful and interesting. I have been to three workshops after the "I" story workshop and I am happy that I have been given that opportunity. The most useful thing about the training is the fact that I was taught how save money from the business and this has been a major lesson for me and I can see the improvement. Before I attended the training I had a small business of selling cool drinks and airtime at my house. In June 2015 I started to venture into a new business of renting out rooms. I am hoping to finish the building by June 2016. So far I built two rooms with bathrooms to rent. It was at the Gender links workshop where I got the information and the encouragement to build these rooms. I am managing to do this project all by my-self. *Ndobela Misolwa Vutisa, Phalaborwa*

"I have learned that one has to budget first before spending money. My spending money behaviour has improved and I avoid buying things that are unnecessary. I am currently selling my goods on a cash basis or my customers must at least give me a deposit before I release goods. Before these workshops I was selling sweets and cigarettes but currently I am selling beauty products, ladies hand bags and also loan people money. We were taught to save proceeds from the business and to refrain from using the money we have made." *Eva Ngobenj, Phalaborwa.*

"The training has taught me to have the courage to do something more with my life. Once I understood the basic principles of business and the way to think of profits and keeping a record of my expenses, I started to make more money. I also told my customers that I would mark up the prices, and they did not mind. I also started the venture of selling fresh produce like chicken, eggs and fresh milk. I began to plant a vegetable garden that is growing very well and hopefully I will be selling those products soon. The training helped me to think of moving into different markets." *Anonymous*

Changes in income

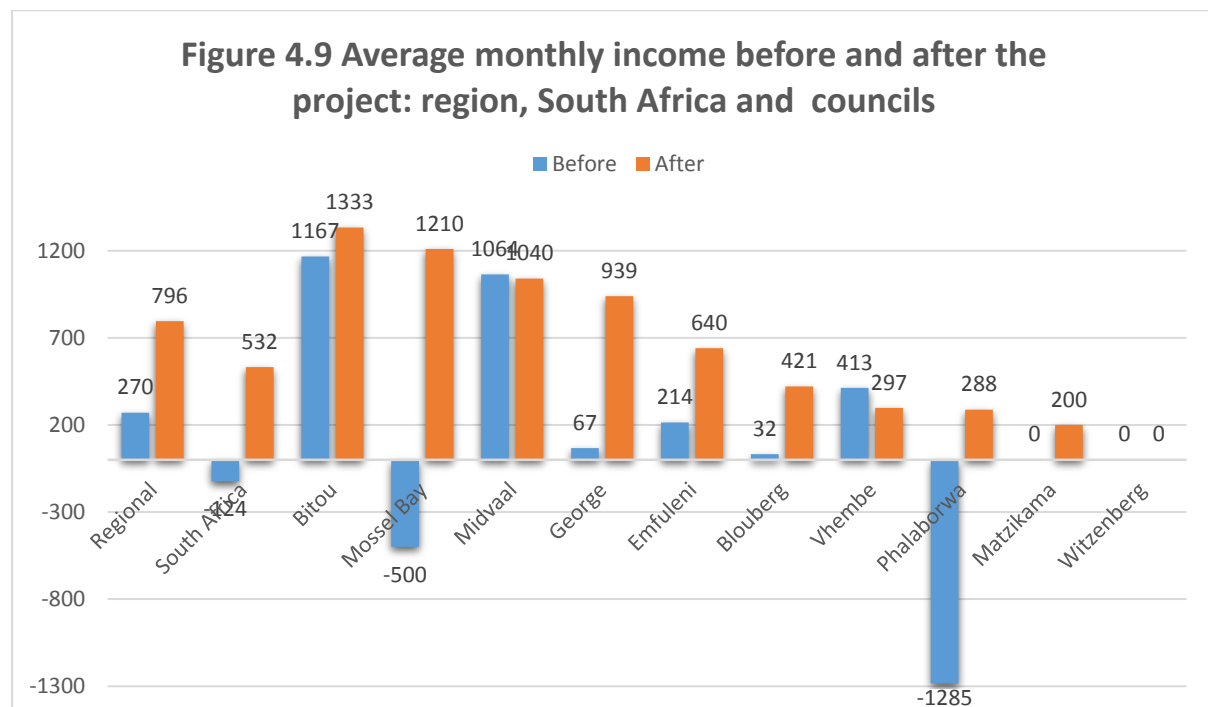


Figure 4.9 shows the average income for South African participants in the programme rose from a negative position to an average of R595 per month: lower than the regional average at R796 per month, but significant in that participants are no longer making losses. Some of the councils also recorded significant gains. The average monthly income of participants in George rose from R67 to R1528 per month and Mossel Bay from –R500 to R1210. Whilst Phalaborwa only shows an average monthly income of R288 this is from a negative baseline of –R1285.

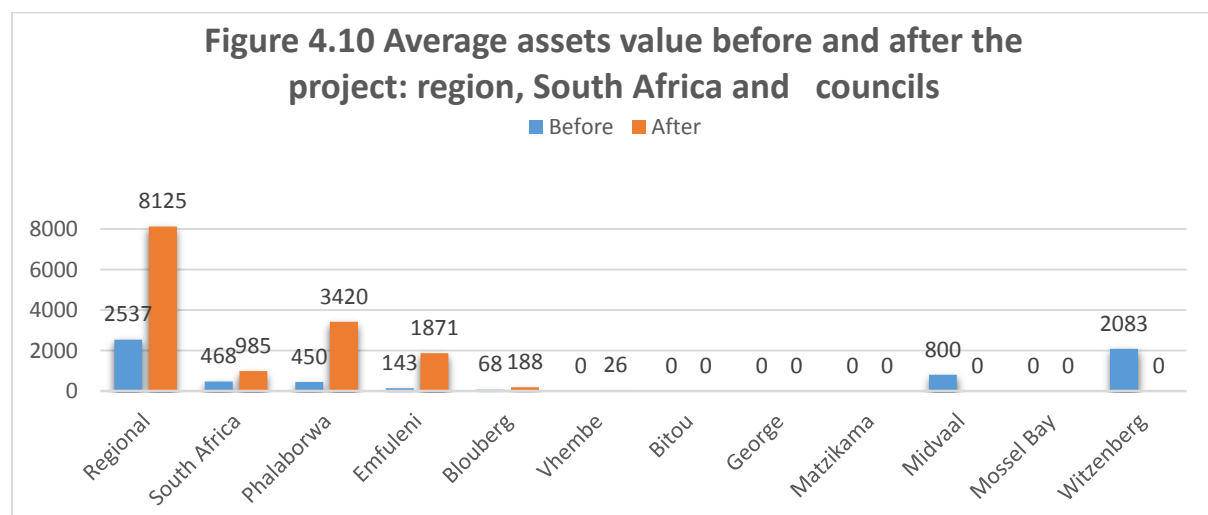


Figure 4.10 gives average increases in assets defined as small items such as pots and pans to larger items such as fridges for businesses. In this rose South Africa from an average of R468 to R985; lower than the comparative regional figures of R2539 to R8513. The reasons

for South Africa's lower figures are not clear, but may in some cases reflect a misunderstanding of the question.

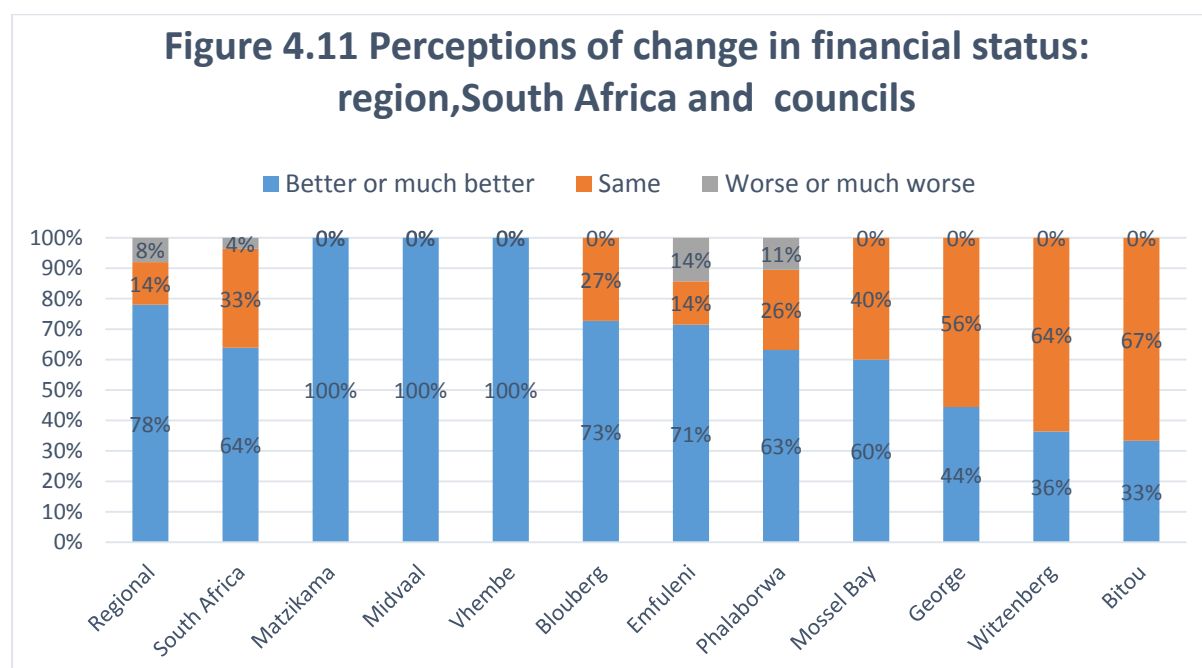


Figure 4.11 shows that overall 64% of the participants in South Africa felt that they are "better or much better" off financially, compared to 78% in the region. However South Africa reflects 4 % as "worse or much worse" lower than the region by 4%. In eight of the councils women reflected a positive perception of financial status since starting the project. This ranges from 100% as reflected in Matzikama, Vhembe and Midvaal to 33% in Bitou. The two examples that follow reflect the positive changes in women's lives.

"Before I got involved with Khuseleka (a women's shelter) and Gender Links, I was just staying at home doing nothing waiting for my partner to give me money at the end of the month. Now even if he does not send money at the end of the month I can maintain myself with the money I am making from my business. I am a business woman doing it for myself. The training helped me to create a small garden where I plant vegetables to sell." *Makoena Mashamaite, Blouberg.*

"I was a women who was just sitting at home doing nothing. Now I'm selling clothes, I go to Johannesburg to buy the stock. The trainings have helped me a lot because I sell my stuff and save my profit in my bank account. Before I was just "eating" the money. No counsellors have helped me, only Gender Links people help me." *Victoria Mulaudzi, Vhembe.*

5. CHANGES AT AN INDIVIDUAL LEVEL – PERSONAL AGENCY

The programme aimed to increase the financial and business opportunities for women who have experienced GBV as well as increase their ability to be self-reliant and therefore better able to support themselves or negotiate positive relationships. Each women completed a personal development plan in Phase one and again after completing the training.

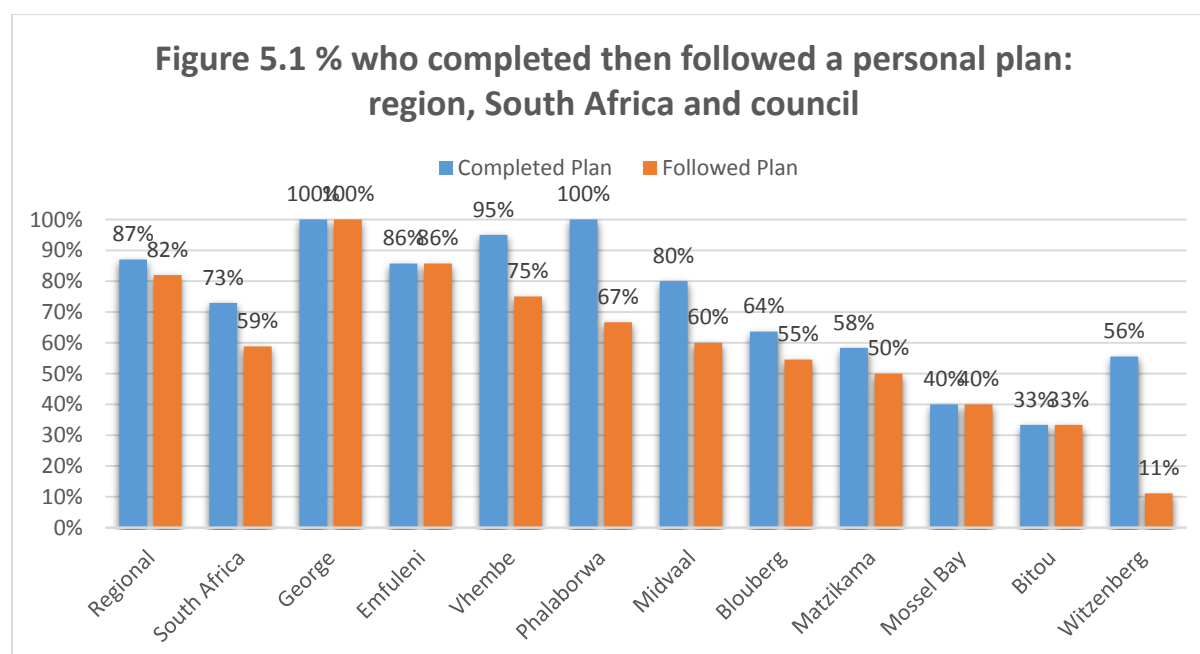


Figure 5.1 shows that 73% women in South Africa (compared to 87% regionally) completed a personal development plan and 59% (compared to 82% in the region) followed the plan. George and Emfuleni (100% and 86% respectively) showed the highest follow up score. Witzenburg (11%) had the lowest adherence to a personal plan.

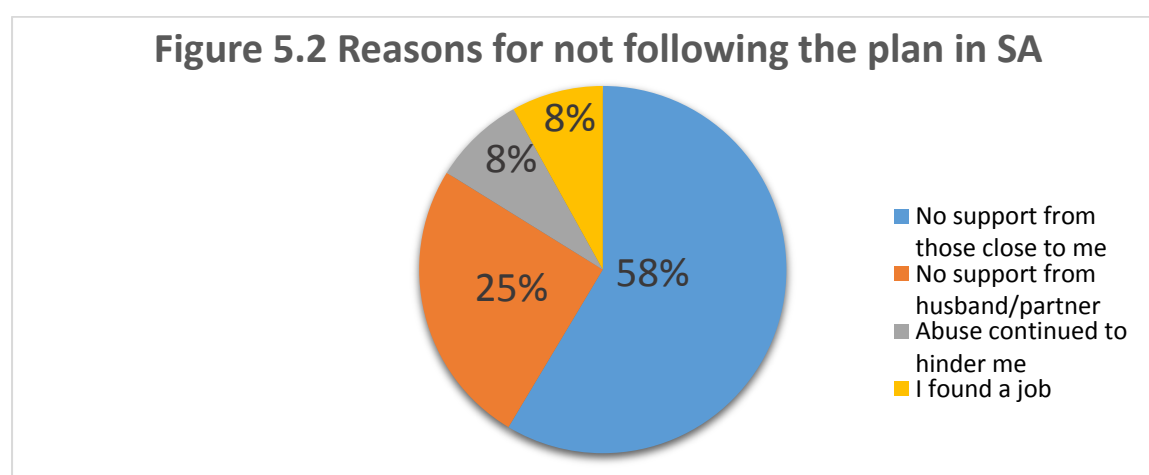
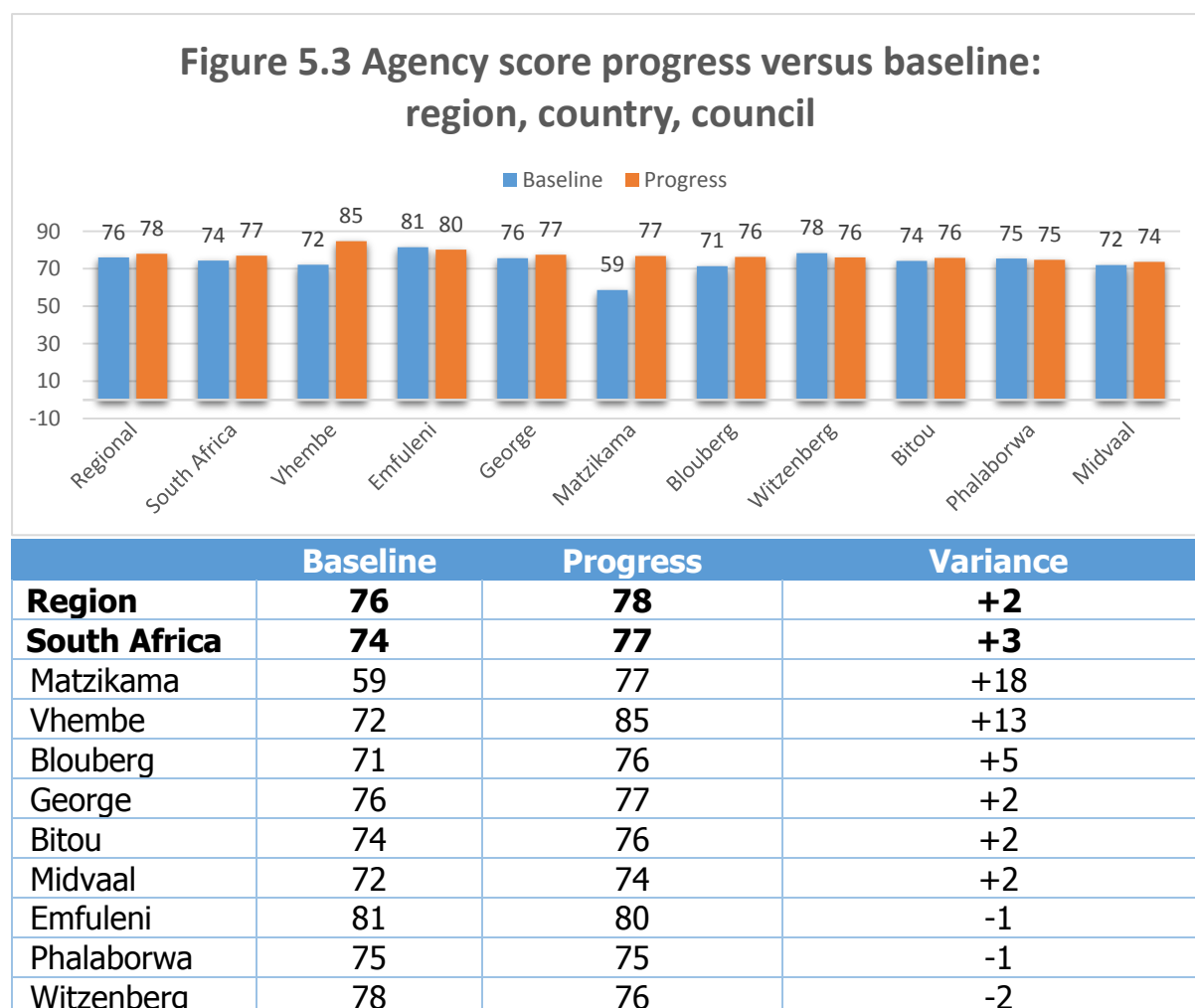


Figure 5.2 shows that besides the finding of a job, the predominant reasons for not following through are related to a lack of support or continuing abuse in achieving the goals set. A 58%, lack of support in South Africa ranked much higher than the regional average of 29%. A number of women (8% in South Africa, and 25% in the region) used the skills and knowledge to find a job.

Agency

**Figure 5.3 Agency score progress versus baseline:
region, country, council**



The agency score, administered at the beginning and after the project, included questions answered on a sliding scale from strongly agree to strongly disagree. Examples include: "I feel that I am a person of worth, at least on an equal plane with others; I feel that I have a number of good qualities; I am inclined to feel that I am a failure; I am able to do things as well as most other people." South Africa's agency score mirrors that of the region, with a baseline of 74% (compared to 76% in the region), rising to 77% (compared to 74% in the region). These results show significant rises in agency in some of the councils. Matzikama rose from 59% to 77% (an increase of 18%) and Vhembe from 72% to 85% (an increase of 13%). Two councils, Emfuleni and Witzenberg showed small decreases in agency. Overall the scores and the personal testimonies reflect a positive trend towards greater personal agency, as reflected in the examples below:

"At the moment I own a business which this was made possible because I was taught how to start my own business and ways to run it. I am also part of a support group for a woman which was started by me. I recruited the women by going around and telling them what we are going to discuss in the support group and the fact that there will be projects that will benefit them. All this was possible because of Gender Links, at this moment I am independent and I can stand in front of a crowd and talk to them." *Choekoe Motlabaile, Blouberg*

"I started attending training by Gender Links in August 2014. From this time my life has changed. When I heard and learned about gender issues that happen every day in our lives, I realised that sometimes I am not the only one who goes through problems in my life. I have had the chance to learn the difference between gender and sex. I can even tell all the different types of abuse, who knew there is economic abuse, well today I know about it. What I love the most is that I know I can become whatever I want to become and at this point being young and a clever woman nothing can stand in my way. The only thing I would really like is to see many young women getting all the information and knowledge I have today. If that could happen there won't be any domestic violence or murders caused by partners or husbands. Through I stories workshop we spoke and let the anger, issues and pain out that we have kept inside for many years in our lives and that has made a huge impact in my own life." *Makoena Khoeli, Emfuleni.*

Attitudes toward gender issues

The Gender Progress Score (GPS), based largely on a standard WHO questionnaire, comprises 25 questions that are used to measure gender attitudes, with a score of 100% denoting highly progressive attitudes. The follow up study assessed if there had been a change in the GPS of the participants.

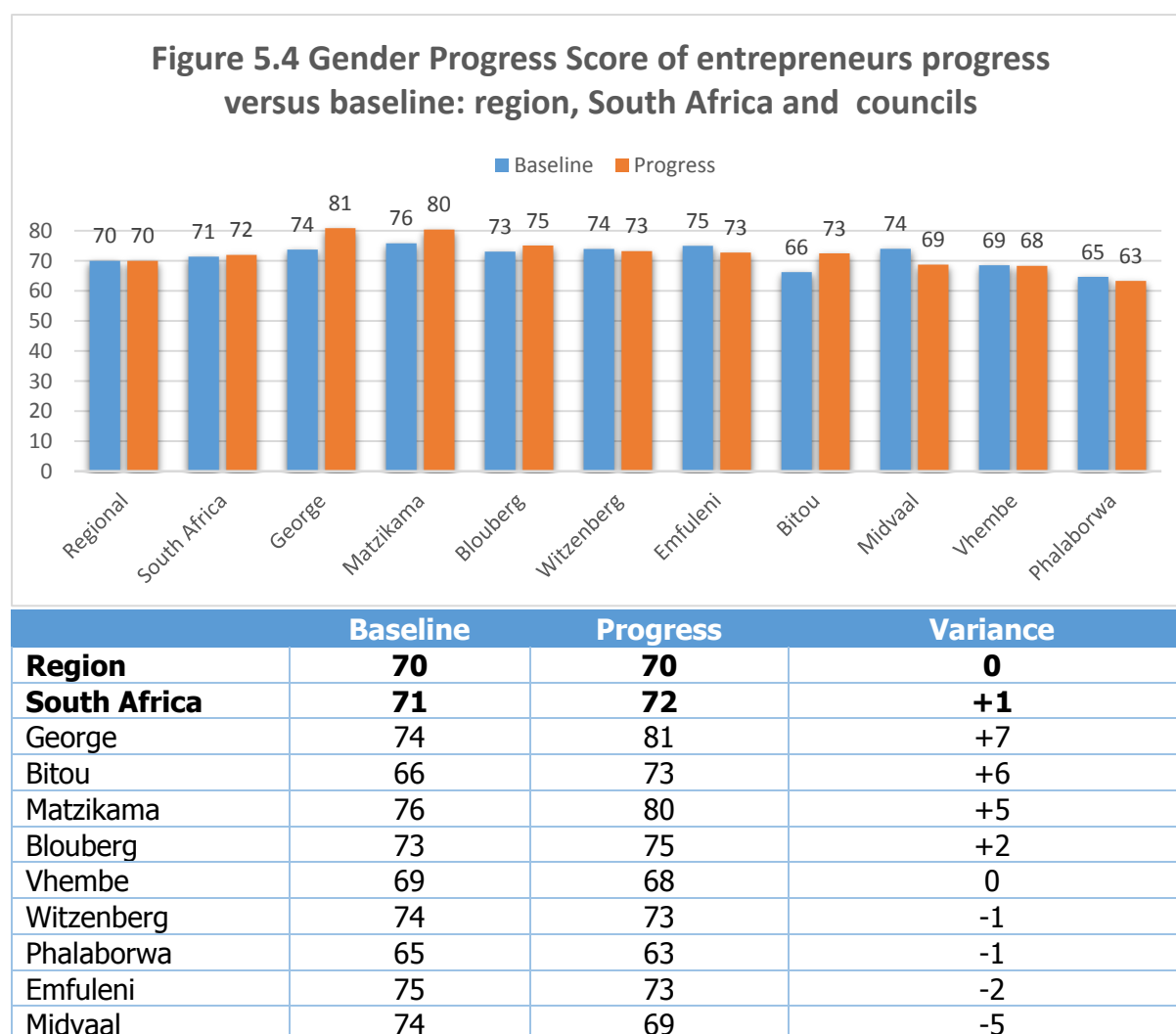


Figure 5.4 shows that overall in the region, participants had a GPS of 70% and this remained constant. In South Africa the figure increased by one percentage point from 71% to 72%. But councils show considerable variation, ranging from a positive increase of seven percentage points in George, to a drop of five percentage points in the Midvaal.

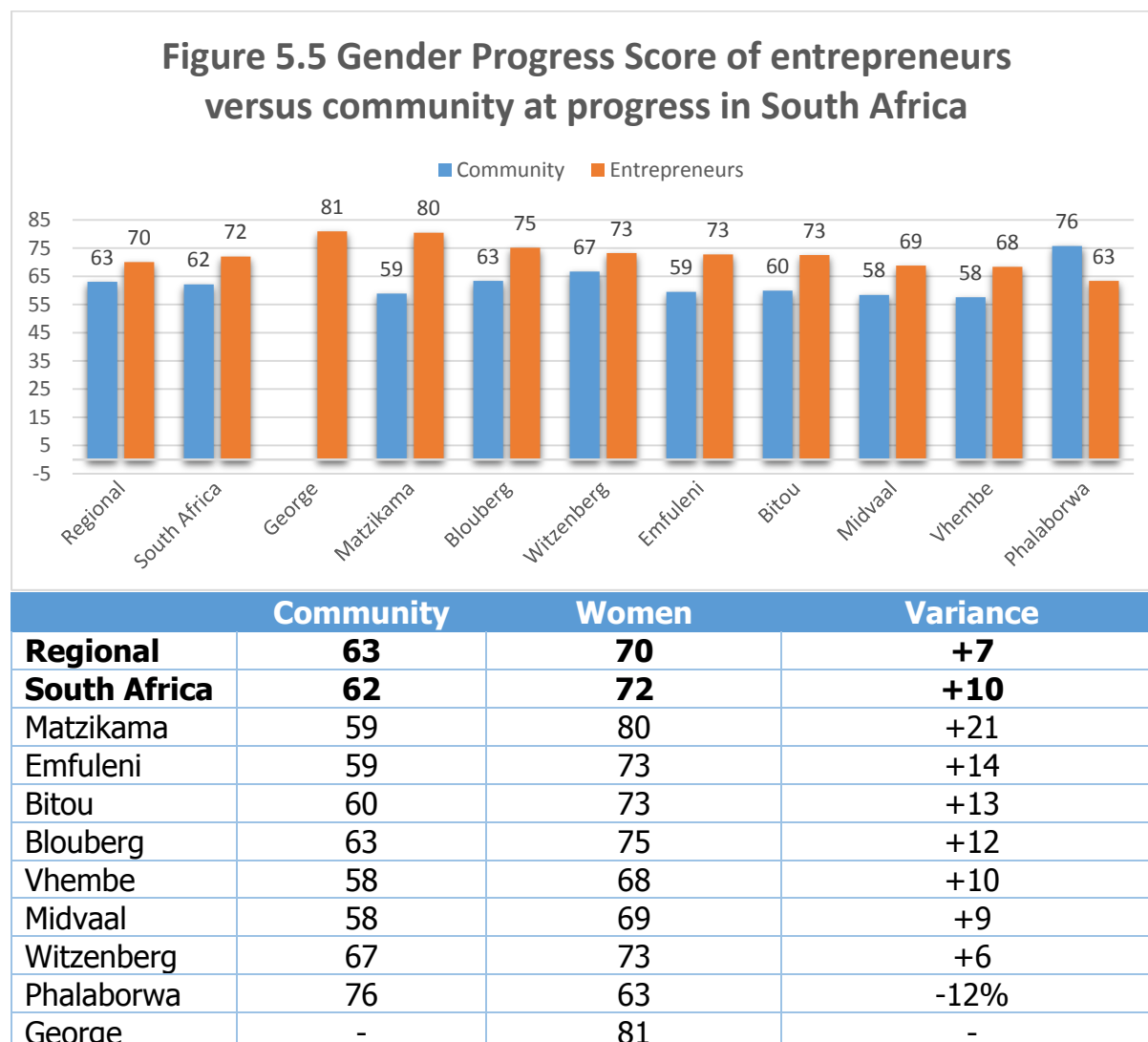
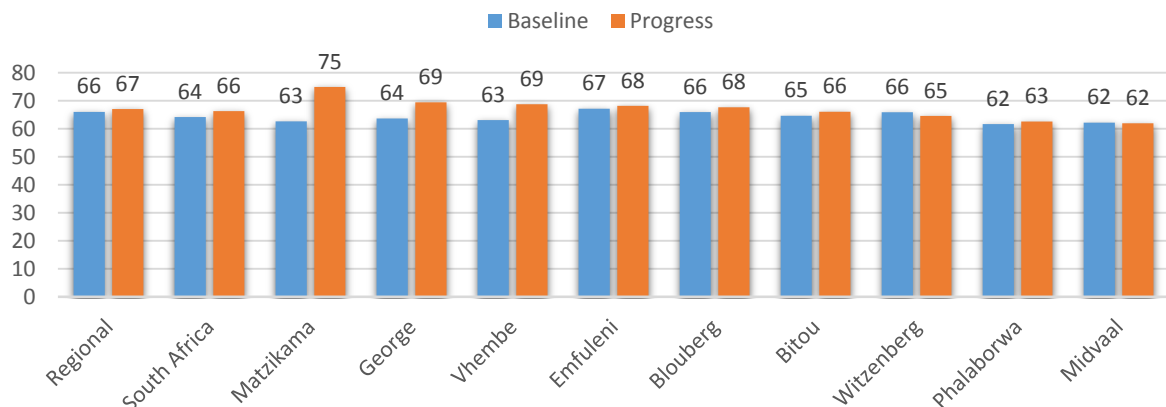


Figure 5.5 compares the GPS of the entrepreneurs with that of their community. It shows that overall in the region the GPS of the women is seven percentage points higher than that of the councils (ten percent in South Africa). In all South African councils except Phalaborwa, the GPS of the participants is higher than that of the councils, and in many instances (Matzikama, Emfuleni, Bitou, Blouberg and Vhembe) by significant margins. The fact that the women have more progressive views than their community is a measure of empowerment. It raises the challenge, however, that there is still a long way to go for community attitudes to be fully enabling of the changes taking place at individual level.

**Figure 5.6 GEI Overall score progress versus baseline:
region, South Africa and councils**



	Baseline	Progress	Variance
Regional	66	67	+1
South Africa	64	66	+2
Matzikama	63	75	+12
Vhembe	63	69	+6
George	64	69	+5
Blouberg	66	68	+2
Emfuleni	67	68	+1
Bitou	65	66	+1
Phalaborwa	62	63	+1
Midvaal	62	62	0
Witzenberg	66	65	-1

The Gender Empower Index is a composite index bringing together relationship control; experience of gender based violence (GBV) in your life time; attitudes; agency and entrepreneurial flair. Overall, this rose from 66% to 67% in the region, and from 64% to 66% in South Africa. The positive trend shows that the programme is on the right course, but that these changes are not an overnight miracle. All except one council (Witzenberg) registered a gain, with Matzikama, Vhembe and George showing strong increases in the GEI. One of the most outstanding *Drivers of Change* stories comes from Matzikama:



http://gemcommunity.genderlinks.org.za/gallery/main.php?g_imageid=54907

Elizabeth Olyn, Matzikama Municipality Photo: Juliana Davis

Elizabeth Olyn starts all over again, ready to win!

I first encountered Gender Links in 2014. I was informed by the Municipality that there would be a workshop hosted by the council and facilitated by Gender Links (GL). I was very reluctant to attend this however I was informed that it would involve business management and skills development. I attended the first workshop which was the "I" stories workshop and it took place in May 2014. When I attended the workshop I was not sure what to expect, however I felt that I owed it to myself to see it through. That workshop was very hard and very painful; it forced me to deal with a lot of issues that I had been dealing with for a very long time around the abuse by my husband.

My husband was not always an abusive person. He used to be very supportive and also was good to my children and I. We have four kids together and we were very close. I am not even sure how the issue of the abuse started, but I think when we relocated to Matzikama. However when we got this side the firm that he had been working for started to retrench people and that is when I think he started drinking heavily. I am not originally from this part of town. My husband and I met a long time ago; he is a Tswana man from Botswana. He came to South Africa in the 70's and we met in Cape Town shortly after that, we were in love and it was all good for a while, but there were signs of his short temper even when I was pregnant with our first child. However I was also very quick to dismiss his behaviour and just thought that the stress of the unborn baby was adding to the issues.

I have always had a passion for business. I used to work in the factories in Cape Town as a seamstress, but I always loved the idea of having my own business and earning income on the side. I started baking and making take away food on weekends, I would sell my food to friends and neighbours but sometimes my husband would bully me and take the profits I made. This was very hard for me as I was also expecting another baby at this time but I never stopped my business and would still continue to make my food and takeaways. However the abuse continued and became more frequent. I continued to have this desire inside of me to grow my business despite all the issues I faced with my personal problems. I was determined to have my life in order and I also enrolled for ABET classes.

I was strongminded about finishing my matric and getting that certificate, unfortunately I never finished school as I had to go and work in the factories from an early age. I got my matric eventually even though it was hard. Last year when I finished the "I" story training with Juliana I went home and reflected on what has been happening in my life. The "I" stories session made me think about a few things in my life. I also realised that I had been running away from dealing with the truth for a very long time.

The abuse I had suffered all these years from my husband really came up and I had to deal with the pain. The abuse was never physical but it was always very emotional, I was called ugly names and also just made to feel like I was nothing. My self-esteem was also very low, and my husband made me stop working, he told me to stay home and look after the kids. I lost myself, and I started to depend on him for everything, he would get paid every fortnight but he would not give me money to buy food. I would always have to beg him to give me

money, and when he gave me money I would need to stay within the budget. If I went over the budget even by R1.00 he would be so upset and he would start shouting at me all the time. Things were bad and even at home I was always afraid of what would happen. There was one event that made me realise that I needed to do something about my life. I remember one year in December just before the festive season my husband got paid his bonus and he never gave me a dime. He drank all the money and went with his friends on a drinking spree, that Christmas there was nothing in the house it was empty. There was no food or new clothes for my children.

That is when I decided I would never allow this abuse to happen to me again, I started making food and then selling my baked and cooked food to my neighbours. The GL training happened in my life at a stage when I needed it the most, when I got home after the "I" stories workshop I started to think about the next steps in my life and my progress. The GL training commenced with the Phase 1 training.

This is when Juliana (David's, the facilitator) taught us how to develop our business plans and to think of formalising our businesses. I had never seen myself as a businesswoman even thinking of having a business plan. We also developed a personal development plan. This plan showed me that I have the potential to do so much more with my life. I had never even used a computer before in my whole life. When Juliana helped us with IT training I was nervous at first, but then I became fine after a while and grew confident. I am still far from perfect, but now I have a Facebook profile, I also have an email address. My kids were so shocked when they got a friend request from me, it was so nice. My kids told me how proud they are of me because I feel ok using a laptop. It was so good to hear them tell me that they are proud of me, as their mother.

The training that I have had with Gender Links has taught me a few things. I started to realise that I did not need to have the approval of my husband all the time, I have started to become more confident in myself. I also realised that my environment at home has changed and my children are proud of the person that I have become. This year I won the Best Existing Business Award at the South Africa national summit. I ended up attending the regional summit in Botswana.

When I attended the summit it was an experience that I will never forget. I think it was the platform that showed me how much I was capable of achieving. At the moment I know that my life has been transformed. I am able to stand up for myself even though my business is not at the level that I wanted it to be by now. I do have a desire to grow my business and also make sure that I make my business grow, I just need seed money and capital. I am also doing a few odd jobs picking grapes and fruit on the farms during the October to December season and this money often helps me to buy groceries for my family and to save money for the festive season. I did not think that something like this could ever happen to me.

Sometimes we think that we as women do not deserve good things. However I have realised that I too deserve to have the best, and also have good things in my life. I look forward to the next chapter of my life and certainly know that great prospects lie ahead for me. In 2030 I will be an old granny, hopefully by then my business would have grown, and be in good shape. However I am not that worried, I know that whatever the outcome I just want to be in a happy place and also feel better about my life.

One of the unintended but positive consequences of the training is that it led to several different forms of empowerment; not all related to business, as illustrated in the following example:

"When I started attending these sessions I was not working. I am now working in a community work programme and on the other side I have my own business. Yes, the guidance that I got from these workshops made me to stand up and look for a job. I am who I am today because of the guidance I received in these workshops. The council has helped me a lot for example; I can now talk to people and give them advice. They have also taught me to be independent because there is a lot I can achieve by myself. Before I was being victimised and I kept quiet about the whole thing because I was scared that people will judge my partner. Now things have changed because I can voice out my opinion and not be influenced to do things that I do not want to do. The main thing was to know about my rights and to exercise them. I am now in a position that I can talk to my family and my partner by giving them advice if we are experiencing any problems. To go around talk about child, woman and any other person who is experiencing abuse." *Andronicca Manabile, Blouberg.*

The training has also enhanced networking among the women. According to Wesern Cape facilitator Juliana Davis in Matzikama "The women share opportunities and resources with each other when they have an event, share the responsibilities, their families have also grown closer and are doing activities together in order to promote the business or making sales. When advice is sought at the council or the business centre they support each other and seek opportunities for development and share with others."

Participants have learned to dream big and vision a new future. As Busi Sithole from Bitou council put it: "I have learned to be strong woman and to say no if I don't like something. My future plan is to see my daughter's future bright and have a big business and a house of my dreams, a happy life. In 2030 I want to see myself very successful."

6. CHANGES AT HOUSEHOLD LEVEL

Enhancing power within relationships is a key indicator of success in a project that aims to empower women who have experienced GBV. The GEI included a relationship control index in which a higher score means that the survivor has more relationship control, as well as a measure of experience of violence derived from GL's VAW baseline study tool.

Relationship control

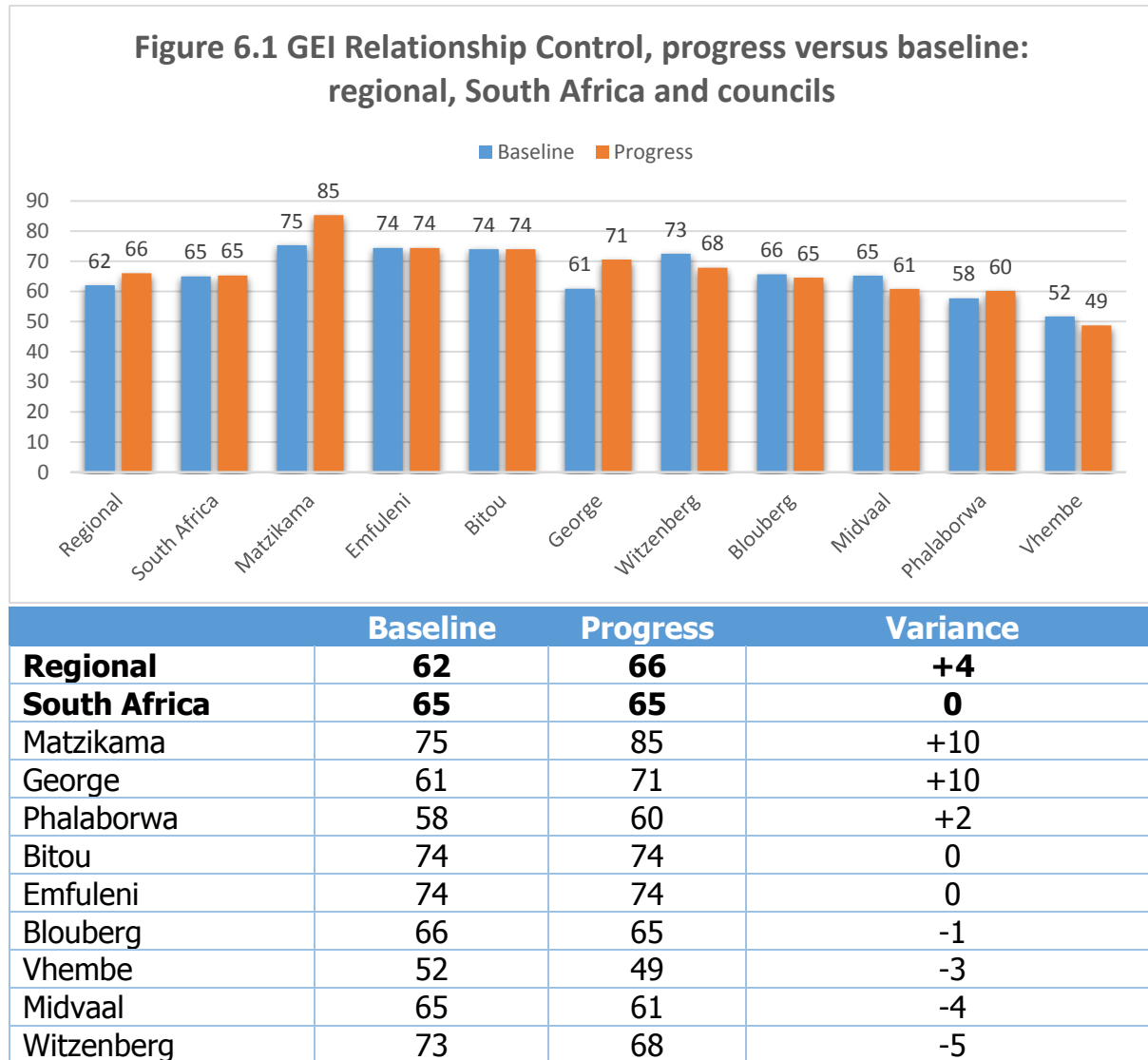


Figure 6.1 shows that while the relationship control score increased from 62% to 66% in the region, in South Africa the score remained the same at 65%. Four of the councils reflect a decrease in relationship control, with Vhembe the lowest, dropping from 52% to 49%. Vhembe is a rural municipal district in Limpopo province which may account for the low levels of relationship control as a result of deeply embedded patriarchal norms. Matzikama George both showed strong positive gains. Overall council scores also mask important progress at individual level, as illustrated in the examples below:

"I was abused by my husband but am not experiencing any violence at the moment because I can now stand up against it, stand up for myself and I know what is right for me. We now respect each other, he is also helping whenever it is necessary and we are now happy at home." *Choekoe Rejoyce Motlabaile, Blouberg*

"Before I was being victimised and I kept quiet about the whole thing because I was scared that people will judge my partner. Now things have changed because I can voice out my opinion and not be influenced to do things that I do not want to do. The main thing was to know about my rights and to exercise them. I am now in a position that I can talk to my family and my partner by giving them advice if we are experiencing any problems. To go around talk about child, woman and any other person who is experiencing abuse." *Andronicca Manabile, Blouberg.*

Juliana Davis, the Western Cape facilitator reported that in Witzenburg the programme had 'Improved the agency of the women as all three of them are now able to talk to and negotiate with their partners and have claimed their lives back. One of the women shared that she has walked away from her abusive husband in the last 4 months and is now making decisions for herself and her two sons.' Here is one example from the council:

"I never saw myself as someone who was in that kind (abusive) of relationship. But I realise now that I never wanted to see it as that kind of relationship. I was in a relationship for 12 years, five years into our relationship things systematically started to change. I was no longer happy in the relationship because of the way he treated me. He would in the middle of the night come home drunk and insist that I give him a place to sleep, and then he would say anything to start an argument. For example he would say my room is not clean or that I am a bad mother because I was unemployed and how could I provide for my child. At any time he would make remarks about my body like saying 'look how fat you are, I don't even want to touch you'. As soon as I would decide to leave the relationship who would threaten to hurt himself. It was also very difficult for him to support me when I wanted to apply for a new job or try to do something for myself. According to my thinking his way was 'normal' but I learned now that it is not okay for anyone to treat you like that. Sometimes he would also decide to not give me support (maintenance) money and would use the money on the weekend to get drunk with his friends and stay away days on end. Now that I have learned so much from the project I can make the decision to leave the relationship and not stay for the sake of the children." *Sylvia Volmeer, Witzenburg.*



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Witzenberg Municipality Entrepreneurship Impact assessment workshop. [Credit Gender Links.??](#)

Changes in GBV experience

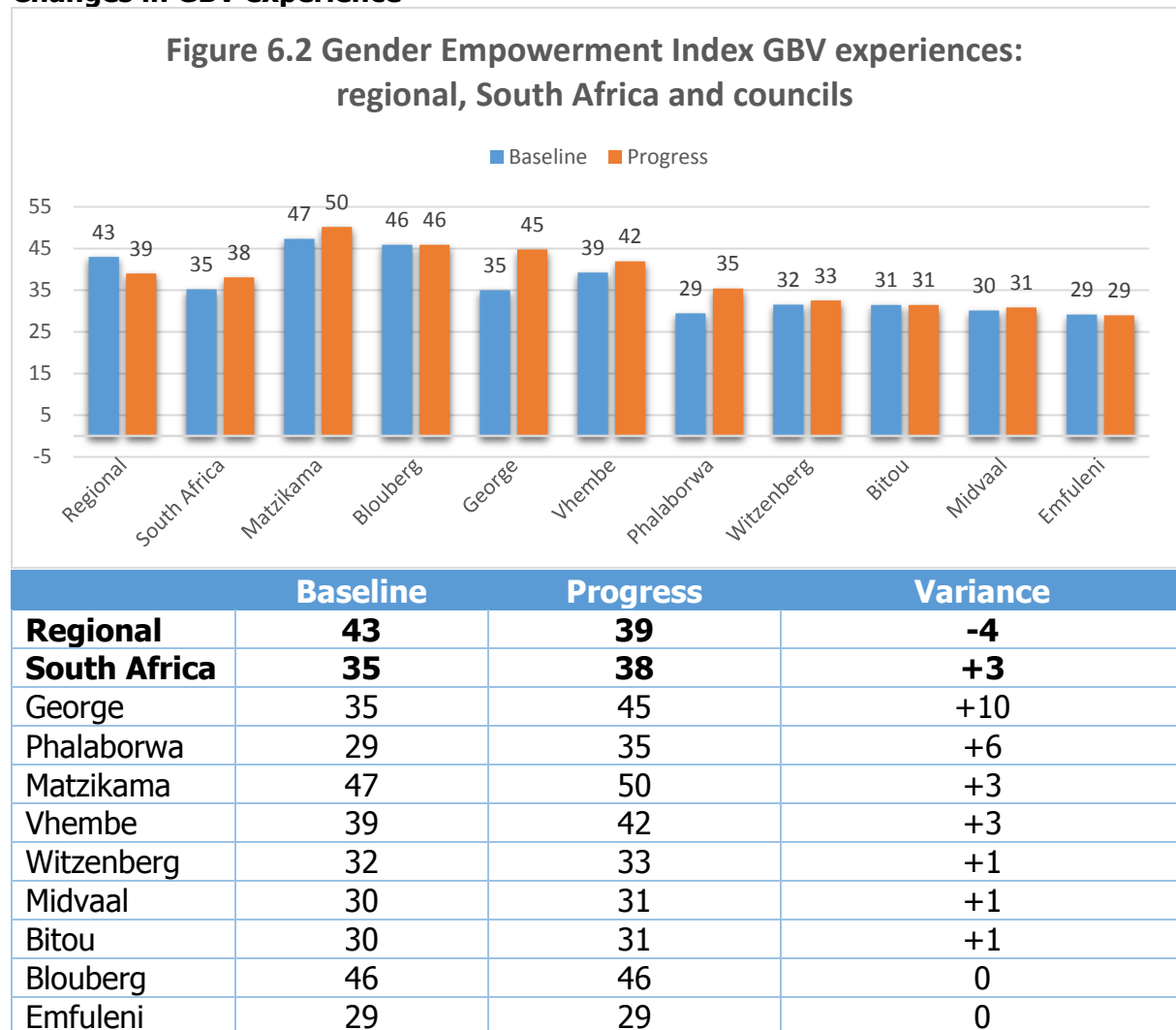
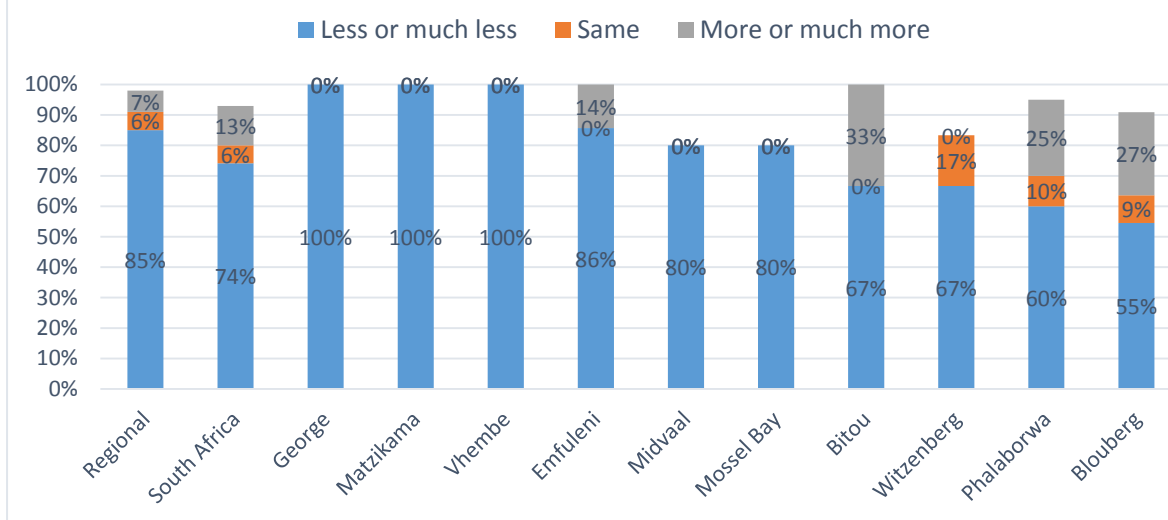


Figure 6.2 shows that overall in the region experience of violence in the lives of women decreased by four percentage points, from 43% to 39%. However, in South Africa the experience of violence using this prevalence indicator increased by three percentage points, from 35% to 38%.

Figure 6.3 Change in reported experiences of GBV: regional, South africa and councils



The supplementary GEI administered after the project asked participants how they *perceived* the experience of GBV in their lives. Across the region, 85% of women said that the level of GBV is now less or much less. In keeping with Figure 6.2, in South Africa a lower percentage (74%) said that violence is now less or much less, and higher percentage (13%, compared to 7% at regional level) said violence is now much higher. However 100% of participants in George, Matzikama and Vembe reported that levels of violence in their lives in now less or much less. What these figures illustrate is that social change, especially at household level, is seldom linear, nor is it dramatic or overnight. What is important is that within the lives of some participants, there is a noticeable change beginning to take place, as reflected in the examples below:

"I now know where I am today. I have learned to be strong and stand up for myself as a woman. I have experienced violence from my husband. We fought a lot about money. He likes to have fun all the time and does not think/buy anything for the house hold and the debts we have. These days we can talk about our problems as adults and mostly I am the one who has to initiate the talking as he is quiet and shy but he drinks a lot and I don't want to fight in front of the kids as it will affect them at school. I want my kids to live a happy life." *Thembakazi Ngemntu, Bitou.*

"I was abused by my husband and that is why I sought support from VEP and Khuseleka (A women's shelter run by the council). They also referred me to Gender Links for the workshops. My husband was reported and reprimanded by the authorities. Since doing the Gender Links training I can now sit down with him, talk about any issue and he does not get angry like he used to. The family are happy that I persevered through difficulties and they have learned from my ways of defeating problems, to talk to people and not bottle problems inside. Even though I am not working, I am managing to raise my children with my small business and also I am proud of the person I have become. My training has also given me the confidence to help others and I am able to send victims to appropriate organisations where they can get assisted. I created of a support group where woman share their problems and give each other advice of how to get out of their problems." *Mphuti Lydia Tloubatla from Blouberg.*

"My husband was abusing me, now it is better and there are a lot of changes. What I was going through before was too much but now it is better and others are seeing that am getting help, because before I used to have to call the police. Even if he left and left me with no money I do not care because I can afford to buy food for myself and my kids, without saying anything to him. Now I can sit down with my husband and talk about our problems, even if he wronged me I tell him that I am not happy with what he did to me and he said 'sorry'. Even if I wrong him myself I ask for forgiveness. There is peace in my house. It's good to have money, people

don't take you for granted and they respect you. You also become independent, even your husband respects you because you are no longer dependant on him for money. In terms agency, three out of the 10 councils showed an increased score for agency. The high score for Emfuleni is also indicative of the group of women, many of whom were on council committees and other structures such as the Treatment Action Group. They are a particular strong group of women despite their experiences with GBV and this is also because of their involvement in a Gender Forum in the area. *Victoria Mulaudzi, Vhembe*



Victoria Mulaudzi and Julia Ramathavha working on their business plans. Source: Gender Links

<http://gemcommunity.genderlinks.org.za/gallery/main.p>

7. CHANGES AT A COMMUNITY LEVEL

The perceptions of council support are gained through the inputs of facilitators, participants, focus groups and council's case studies. This is a significant account of the levels of support perceived to be available to the women on the programme. The significance lies in the aim of the project to engage the COE councils to take over responsibility for supporting the women to get further access to support and opportunities at a local level once GL had completed the project.

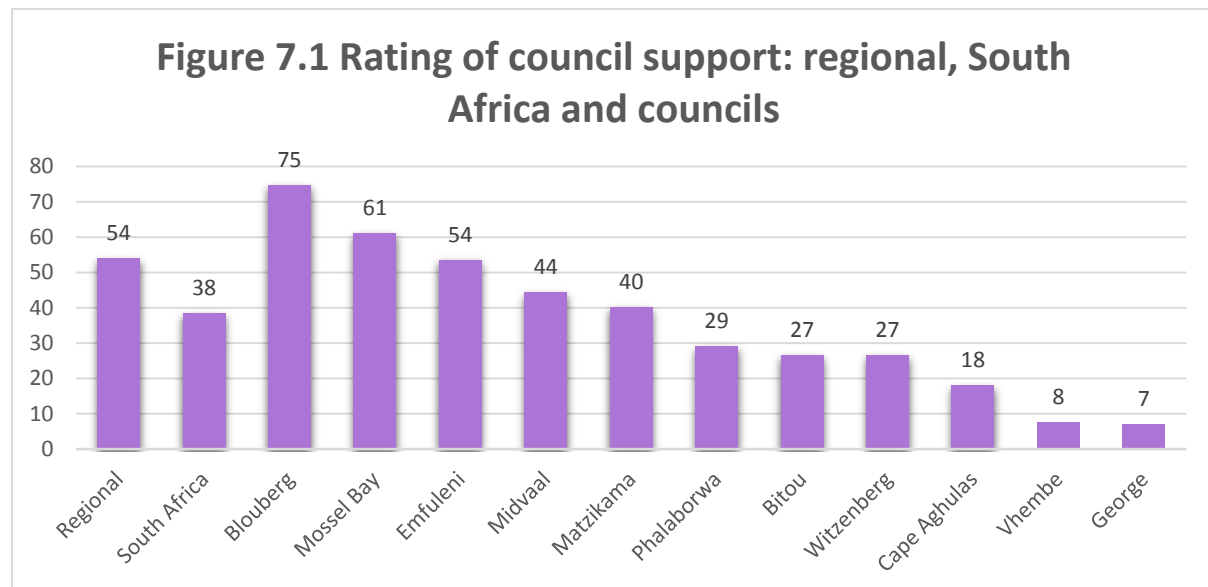


Figure 7.1 shows that at 54% the regional average for council support is higher than the South African average of 38%. However, this varied considerably by council. The Blouberg council received the highest score at 75%. This Council is very active in the pursuit of reducing GBV and has a very successful shelter for abused women and children called Khusaleka. This may account for the high score.

Mossel Bay at 61% has a very dedicated gender focal person and has made great strides in mainstreaming gender and giving support for both the women and GL. The facilitators report from phase three in Mossel Bay noted "The local economic development (LED) committed itself to assist with linking business for marketing materials, mentorship and training. The council will help create and enabling environment and link the women to the supplier data base of the municipality." The Mossel Bay case study illustrates the difference that a committed council can make.

Mossel Bay walks the talk

Mossel Bay is one of GL's oldest and most committed partners in the Centres of Excellence for Gender in Local Government programme. An example of the extent to which the council has taken ownership of the COE process is the fact that it now runs its own summit, and hosted a study visit by regional participants that led to the first district-level summits around the region. In 2014 the council won the award for the overall Best Performing COE Urban Council.



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The Executive Mayor Marie Ferreira, who is the Gender Champion for the council, welcomed the entrepreneurship project: "This training for the entrepreneurship project has been very crucial for the organisation, I remember when our council was informed about this new project. I know there was no hesitation from our side to buy into this process, as I have always stated that women need to be empowered economically in order for them to be able to support their families. As the Mosselbay Municipality we have always been behind advocating for women initiatives, especially those that assist women that are disempowered and poverty stricken."

Gender Focal Person Alma Kritzinger has participated in the programme from inception, helping to ensure continuity. She regularly reports to the council on the process. Local shelters and the South African Police (SAPS) helped to identify participants through the strong and solid working relationship between the council and SAPS. The council has also been very instrumental in assisting GL to set up training and workshop venues for the women, and have often availed their own council venues free of charge to GL to utilise. The organisation and planning of the workshops, was also taken and adopted by the council the GFP asked GL to task her with this responsibility and have also utilised their own resources including contacting the participants via telephones to attend the workshops

Director of Corporate Services Edward Jantjies provides strategic oversight of social development programmes including the women's entrepreneurship project, linking them with projects that the councils is implemented in the community.

One project is the Mosselbay Greening Project, which focuses on cleaning local communities, and also planting trees and growing vegetable gardens.

Women have been encouraged to apply for economic opportunities within the council. This includes having access to market stalls and also being able to access, trading space in the council. Currently one of the women in the entrepreneurship programme has a space there where she sells children's wear.

There is also support through the SMME development project which offers services in financial assessment, access to finance, monitoring of business progress and capacity building training. The Council has provided financial skills training in collaboration



Edward Jantjies of Mossel Bay.
http://gemcommunity.genderlinks.org.za/gallery/main.php?q2_itemId=22540

with Standard Bank for the women. this included hosting a breakfast with private companies and local businesses to assist with the mentorship programme.

The council has also been assisting women to understand the process of registering their businesses, by inviting representatives from the South African Revenue Services (SARS) to be part of the entrepreneurship workshops. The main challenge has been access to direct finance opportunities. The council has, however, started a discussion with larger private business and also the banking sector to establish what funding opportunities can be given to women.

Despite a low score of 27%, the Witzenburg focus group said it had become clear to the women that council has a lot of opportunities that they can share as illustrated in the example that follows:



Leticia Jacobs a Self-made farmer in Witzenburg Municipality. By Juliana Davis
http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=55072

"I finalised my business plan with Juliana Davis (the facilitator) and then we shared it with the LED Manager at Witzenburg Municipality. He then referred me to an agency founded by the Department of Agriculture that specialised in assisting small farmers with grants. The process has been very hard; because one of the requirements to get a small grant is that the business needs to be registered. So Juliana has assisted me with that process as well, as has the LED office from Witzenburg.

Although this journey has been full of challenges, one of them being that I am semi-literate, I have dealt with my fears of not being able to read properly and I have also started using the computer. Even though it does not happen often I am now not scared to go and ask for information. I feel that there are people who will be able to help me along the way. I am really grateful that I attended the first meeting with Gender Links, otherwise I would not have made some of the decisions that I have made. I would not have known about the small grants loan from the Department of Agriculture and I would have been afraid to think about the future.

Right now I feel that things are looking better and there is a definite hope for the future. My life has been difficult and there have been challenges, but now I know my season of plenty has arrived."

Figure 7.2 Breakdown of rating for council support.

Area Assessed	Country Average Score	Regional Average score
Council provision of venues at no or reduced cost	73%	75%
Helping to identify the target group	51%	76%
Contribution to organising participants for workshops	50%	68%
Helping to ensure participation of the same participants at each stage	46%	59%
Input by council staff during the workshops	45%	62%
More supportive attitude towards ending GBV in their locality as a result of the project	45%	70%
More supportive attitudes towards women's economic empowerment as a result of the project	45%	67%
Participation of GFP and GC in the workshops i.e. attended, gave input etc.	44%	68%
Support for the project at top leadership level e.g. CEO, Town Clerk, Mayor	41%	66%
Willingness to support the women in between and after the workshops	41%	64%
Profiling of the project	40%	55%
Strengthening of the council's gender action plan as a result of the project	40%	68%
Ownership of the project	38%	59%
Assistance by the Council in identifying government services and support available locally	38%	48%
Assistance by the council in identifying CBOs and NGOs to participate	38%	50%
Additional training or mentorship	36%	44%
Access to council procurement/ sub-contracting possibilities	34%	36%
Access to council jobs	34%	34%
Assistance by the Council in identifying private sector companies to attend workshops/offer support	34%	42%
Access to computers/IT	33%	36%
Assistance by the Council in identifying financial services or funds	29%	41%
Access to land	25%	41%
Access to market stands	25%	56%
Access to start-up finance	21%	30%
Support for opening bank accounts	18%	33%

Figure 7.2 gives a breakdown of council scores for the region and South Africa. At 75% (regional) and 73% (South Africa) provision of free venues scores highest. South Africa scores lower at some very key areas such as support to end GBV and enhance access to economic mainstreaming. Access to financial services and start-up capital is not surprisingly low as this is one of the biggest challenges women in this target market. Places to trade in organised markets is very low in South Africa but a higher in the region at 56%.

Of some concern is the role played by councils in the selection and participation of women for the project. The role of councils was to identify survivors of GB V through the local social services departments. A rating of 50 and 51% for this function indicates a need to review the selection process and for firmer guidelines to be provided in this regard.

Despite the participation of some gender focal persons and other council staff, the participation of both scored low. Participation at leadership such as mayors and town clerks only came in at 41% showing a low interest in gender mainstreaming at this level. Another important expectation of councils is that they would support the women in between workshops. This too seems to have been an unfulfilled expectation in most cases, scoring only 41% as well.

Councils scored a disappointing 38% on the expectation that councils would identify and introduce to women local government and other services that could support the women in their businesses. An extension of this would be that the councils offered additional training and or mentorship directly or indirectly through local government programmes. At 36% this clearly has not materialised in most cases. The involvement of the local private sector, through the councils, as potential resources for the women, is also low at 34%. The identification of potential funding institutions scored 29%: not entirely surprising given that South Africa is still behind on micro finance.

Community attitudes

One of the objectives of the programme is to ensure that community attitudes change, providing a more supportive environment. These are measured through the Gender Progress Score (GPS) administered in each council at the beginning and end of the programme.

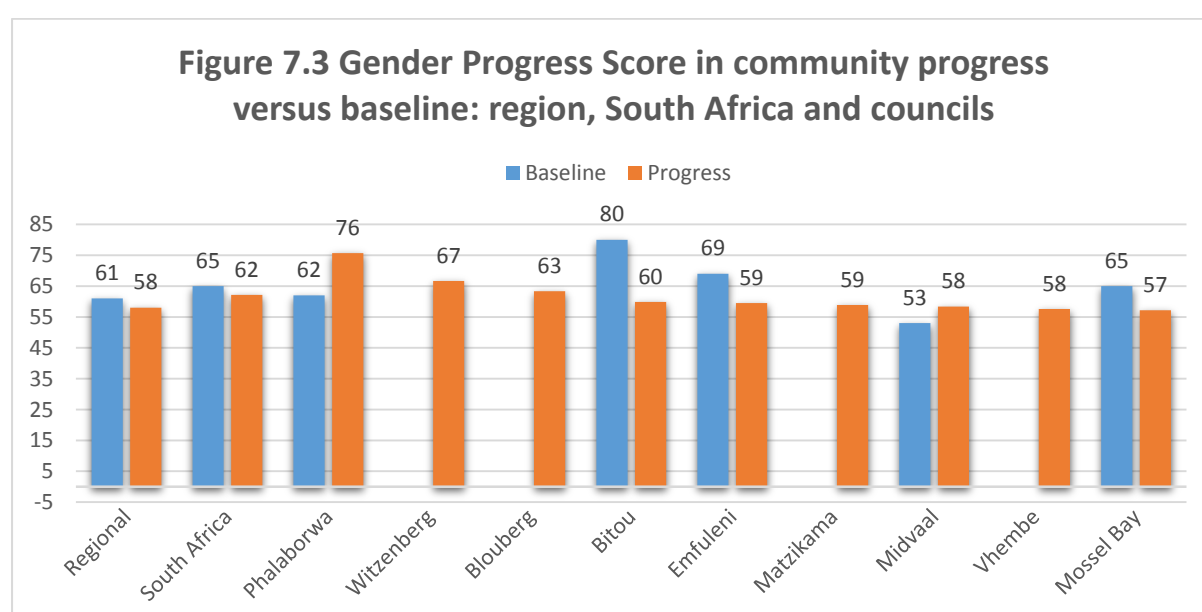


Figure 7.3 shows that overall the GPS increased from 61% to 63% in the 101 councils that GL worked in. The overall average for SA dropped from 65% to 62%, slightly below the regional average. Phalaborwa experienced the highest positive variance from 62 to 76%. Bitou, Emfuleni, and Mossel Bay experienced a regression. The results point to the need to strengthen council advocacy, gender and GBV action plans. These are long term objectives, but they can and should be strengthened in the programme design.

8. CHANGE AT SOCIETAL LEVEL

A key question is what the desired changes at this level are and how do we get there? What are the desired goals in the longer term for the achievement of real change in society to end GBV and liberate women economically?

The programme has provided some evidence to suggest that there is a link between economic independence and a reduction in GBV at the individual and close relationship level. The project has generated interest and provided skills and knowledge to enhance understanding at the local government and community level. The bigger challenge for the long term is the public realm of power which ultimately defines national policy and strategy that impact on the lives of citizens.

It is essential that in the post 2015 agenda that urgent attention is paid to the scourge of GBV and the economic status of women in South Africa; one of the countries in the world with unacceptable levels of GBV. The 2015 Gender Protocol Barometer calls for: the strengthening of legal and policy frameworks to address all forms of violence against women at country level, the adoption and reforms of laws; increased efforts to implement and enforce laws and improve women's access to justice and continued efforts to adopt and improve national action plans.

To be effective such changes need to be followed through, monitored and well resourced. There is also a need to improve the availability of evidence and data in different forms of GBV, prevalence, attitudes and consequences. Overall this requires committed leadership, coordinated efforts amongst stakeholders and greater visibility of the issues presented by the GBV epidemic. At the heart of GBV is patriarchy. Far more attention needs to be given to the cultural and traditional practises that undermine the rights and status of women in line with the provisions of the constitution.

For women to be empowered economically, the country needs reliable gender disaggregated data on the economic status of women and their participation in business at all levels in the economy.

Women need greater access to the ownership of land and property to leverage their access to finance for business. Policies and strategies for more inclusive and gender aware financial services are needed to fulfil the aspirations of women in the economy. To date there has been very little attempt by financial services to acknowledge or address the barriers faced by women in the gender mainstreaming of financial services.

Business development services need to be more readily available to women and the quality and types of the services are concomitant with the needs of women; rural and urban, big or small. There is a need to break the stereotypes of women in business. Factors that undermine women in the workplace are far from addressed and more women need to be in key leadership positions in the economy in the public and private sectors to advance gender mainstreaming and equality.

Having laid some of the groundwork at a local level, it is essential that GL continues to reinforce the COE work at a local level and to work towards cascading these achievements to provincial and national government structures and ministries. To achieve change at the societal level GL needs to work with partners and the Alliance in strengthening the war against GBV and economic injustice.

Key to achieving reinforcement of the goals are the annual SADC Gender Protocol Summits and Awards which aim to achieve the following at local, country and regional level:

- Take stock of the progress made through the gathering of SADC Gender Protocol@Work case studies at the local/municipal level, in government, civil society, Faith Based Organisations and the media, as well as across the key theme areas of the SADC Gender Protocol.
- Turn up the pressure for the review of the SADC Protocol on Gender and Development which expires in 2015.
- Make use of the upcoming elections in the SADC region to demand women's equality.
- Build linkages between civil society and government work on the ground as part of the broader objective of gender responsive governance and accountability.
- Developing a critical citizenry around the SADC Gender Protocol and the Sustainable Development Goals.
- Develop strategic partnerships and networking opportunities across different sectors.
- Strengthen the gender movement from local to national to regional to international level.

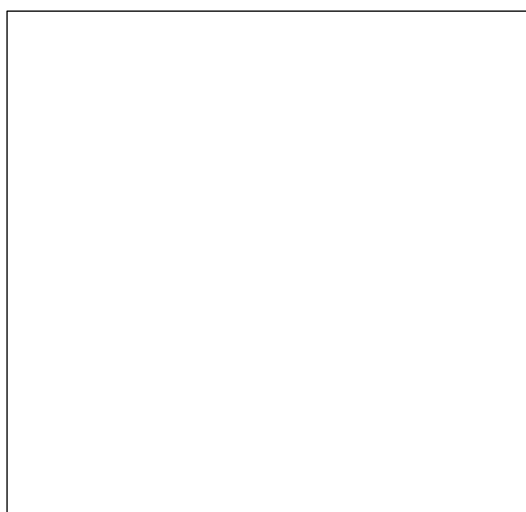
The Summits bring together best practices in the thematic areas of GL work including the COE in media and local government initiatives, HIV/Aids, GBV reduction and economic justice. In South Africa in 2015, the National Summit brought together over 90 guests and participants at the Kopanong Hotel and Conference Centre in Benoni east of Johannesburg on 23-24 June 2015. The summit brought together partners from Local government, media and the Alliance partners under the banner "Now and Post 2015". This summit marked the approaching of the deadline for the MDGs and the 28 targets of the SADC Gender Protocol.

The Summit lasted two days and brought together key partners such as the Deputy Chairperson of the Commission of Gender Equality, Thoko Mpumlwana, Miriam Lehlokoa Executive director of SALGA, Euphodia Tlhabanye from SAWID, Susan Kimati of UN women and Fazia Abrahams-Smith of the Institute for the Advancement of Journalism. Mpumlwana emphasised the need to accelerate the participation of women in the 2016 local government elections in South Africa next year. The meeting called for an intensification of the 5050 campaign to ensure women's representational increase after the 2016 Local Government elections, since there are currently only 38% women in local structures.

During the comments and discussion session, a participant from Western Cape, who was presenting in the emerging entrepreneurship category, said she had been in an abusive relationship for ten years. She hopes to take what she learns from the summit back to her community and create awareness about gender violence. This intervention locally can Create a groundswell of activists against GBV.

Whilst the programme has not as yet changed policy or legislation at this level the model has received very positive attention for the integration of life skills and entrepreneurship in the reduction of GBV as a potentially powerful framework for change. In South Africa this has been recognised by the Department of Small Business which invited GL to partner with the department to implement the project in the mining areas where women face high levels of GBV. Several breakfasts were held to create visibility and interest in the programme during the 16 days campaign in 2014. This attracted participation from a wide range of institutions, private and public. In South Africa the event was attended by the organisations such as the Department of Small Business Development, survivors of GBV, the Banai faith based organisation, women's empowerment NGOs and the Commission for Gender Equality.

These are important organisations that have the capacity to facilitate change. In addition GL has also met with the Cherie Blair Foundation and made application for mentorship support for the women on the programme.



GL also co-hosted a breakfast with Geraldine Fraser Moleketi; head of gender transformation at the African Development Bank to create links between the aims of the bank and the aims of the GL programme to support the reduction of GBV and the enhancement of economic justice for women in Africa. The ongoing engagement with these organisations provides GL with a platform of engagement and influence to take forward the quest for economic justice and an end to GBV.

Examples include the opportunity for engagement in policy and strategy discussions, lobbying, creating visibility through the media and enabling a robust and integrated post 2015 agenda and

Protocol which acknowledges more strongly the need to achieve and end to GBV and the economic subordination of women; aligned with other post 2015 instruments. This has included GLs engagement with UN women in the pursuit of a global post 2015 agenda for gender equality. The engagement maintains the visibility of GL and opens up referrals for opportunities.

Key policy changes should include;

- Relevant government departments need to recognise that a one size fits all approach to small business development for women is reductionist and more effort needs to be made to address different levels and types of businesses to effect appropriate responses
- Far more attention needs to be made to provide entrepreneurship development skills and opportunities in rural areas
- Financing institutions should gender disaggregate their portfolios and targets and put in place strategies to better understand and take advantage of opportunities in the women's market.
- Financial institutions should have loan staff that understand the opportunities in the emerging markets and who can communicate with customers in gender sensitive ways and in languages they understand.
- Access to finance for women needs to be broadened and the focus should be on gender appropriate inclusive services
- Women need to have more access to business development services; such services should be more gender focused and also include more female mentors and advisors.
- Financial and non-financial support should be better integrated in terms of purpose and application so that business development support can provide the risk mitigation required by financiers.
- Business development support should be facilitated for micro entrepreneurs as part of micro enterprise specific business development.
- Credit referencing mechanisms should be demystified so that the public can be made more aware of how to positively manage their records.
- Gender-specific targets for preferential procurement and enterprise development should be included in new and revised industry charters and codes as preferential procurement processes are often perceived as male-biased and lacking in transparency.

9. VALUE FOR MONEY



As a small organisation with large footprints that leave lasting imprints, concerted effort is required to achieve numerous goals and objectives, especially within a tight budget. Council's increasing cash and in-kind contributions demonstrate that they are taking ownership, driving the gender agenda and enabling GL to cascade its work within a tight budget and limited human resources.

Whilst modest compared to councils in some of the other countries, the South African councils contributed R1 218 750 to the COE process as a whole which included in kind support. All of the councils provided free venues for the running of

entrepreneurship workshops and participated in programmes wherever possible to support the women e.g. judging at summits or evaluating business plans. The table shows that this amounted to R 37,643 for this project.

COUNCIL	Event or contribution (describe)	Total in SA rands
SOUTH AFRICA		
Bitou		
	Facilitation fees for the consultant GL Staff facilitated the workshop	10500
	Venue hire for the workshop	1800
Blouberg		
Other	Venue for the workshop	2250
Council facilities	Council offered GL and venue	1164
George		
Other	Facilitation fees for the consultant GL Staff facilitated the workshop	10500
	Combination of councils Witzenberg, Mosselbay, George and Bitou	4797
Matzikama		
Other	Council offered a venue	1000
Other	Facilitation fees for the consultant GL Staff facilitated the workshop	4500
Other	Council offered a venue	1132
Witzenberg		
	TOTAL	R 37,643

A critical aspect of the measuring of change in the lives of the participants is the need to understand the increases in income leveraged from the activities of the women in businesses.

Table 9.1: Increased earnings as a result of the project

	Monthly net income before project	Annual net income before Project	Monthly net income after project	Annual net income after project	Increase from before to after project	% Increase
Regional	R 304 823,	R 3 657 883	R 899 130,33	R 10 789 56	R7 131 679	66%
South Africa	-R 10 542	-R 126 504	R 45 241	R 542 892	R 669 396	123%
Phalaborwa	-R 25 700	-R 308 400	R 5 750,00	R 69 000,00	R 377 400,00	547%
Mossel Bay	-R 2 500	-R 30 000	R 6 050,00	R 72 600,00	R 102 600,00	141%
Matzikama	R -	R -	R 600,00	R 7 200,00	R 7 200,00	100%
George	R 600,00	R 7 200,00	R 8 450,00	R 101 400,00	R 94 200,00	93%
Blouberg	R 350,00	R 4 200,00	R 4 630,00	R 55 560,00	R 51 360,00	92%
Emfuleni	R 1 500,00	R 18 000,00	R 4 480,00	R 53 760,00	R 35 760,00	67%
Bitou	R 7 000,00	R 84 000,00	R 8 000,00	R 96 000,00	R 12 000,00	13%
Midvaal	R 5 320,00	R 63 840,00	R 5 200,00	R 62 400,00	-R 1 440,00	-2%
Vhembe	R 2 888,00	R 34 656,00	R 2 081,00	R 24 972,00	-R 9 684,00	-39%

Table 9.1 provides information on monthly and annual increases in income as a result of the project. It shows that overall in 2015, the average income of the women increased by 669,396 – a 123% increase. While women in two councils (Midvaal and Vhembe) regressed, the others experienced a substantial increase in income, from 13% in Bitou to 547% in Phalaborwa. Overall, the project leveraged R7 million in increased income for women in the SADC region in 2015 through this investment in human capital.

10.CONCLUSIONS AND RECOMMENDATIONS

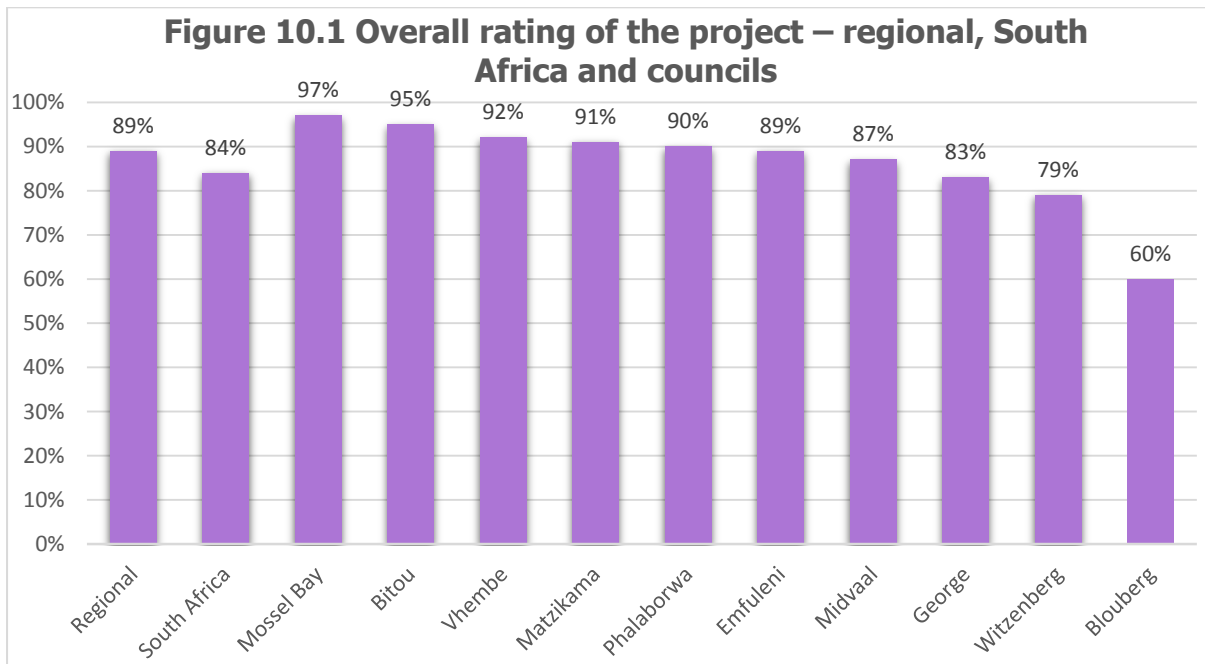


Figure 10.1 shows an overall average rating of the programme in South Africa of 84% compared to the regional score of 89%. Mossel Bay, with 97%, achieved the highest score. George, Witzenberg and Blouberg scored below average. Blouberg is disappointing because of the level of enthusiasms with which this group of women participated. Several of the women in Blouberg did start new businesses and were proud to bring examples to the workshops and explain their businesses to the group.

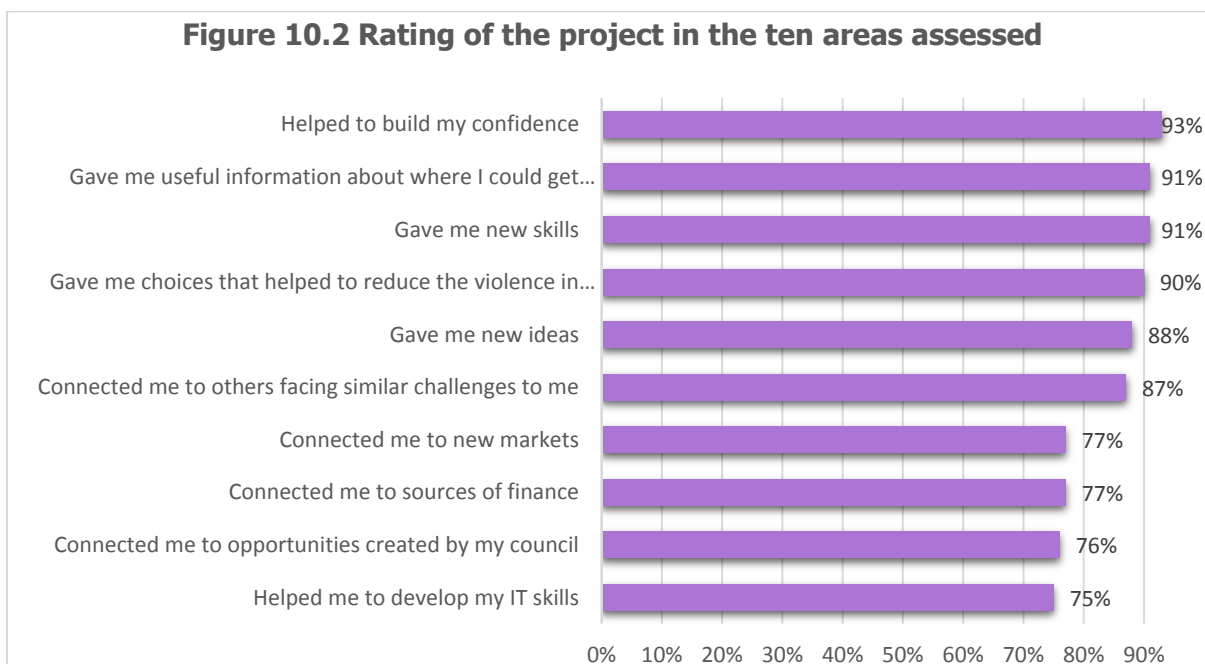


Figure 10.2 breaks down the ratings for 20 areas of impact in South Africa. The building of confidence through participation scored highest at 93%. The provision of useful information and skills came second. Women also scored high for gaining choices to reduce GBV and access to new ideas. Having access to others with similar experiences comes in at 87%. All of these also reflect in "I" stories. Connecting women to opportunities in the councils scored lowest at 76%. **Annex A** provides GL's SWOT analysis of the project and next steps.

Internal strengths

Gender Links has piloted a unique model for ending GBV by the economic empowerment of survivors of GBV through entrepreneurship and local government GBV action planning. The programme has been piloted, tested and assessed with M&E tools developed in house based on best practise. Baseline and follow up research was done to measure change. Women survivors participated voluntarily through an introduction by local government agencies involved in the support of abused women. The project aimed to enhance agency through economic independence.

Internal challenges

Entrepreneurships was a new area of activity for Gender Links and the literature provided little to guide the development of the model, as substantial research on economic empowerment and the reduction of GBV has not been widely done. In addition staff had largely not done entrepreneurship work before and this meant requiring new skills to run the project. Councils were selected which were often very far apart or far from the office and this presented logistical challenges in terms of staff time, costs and arrangements. Planning of workshop timetables were not always optimally planned for impact and support not provided between workshops to support the women. Many councils did offer to assist. Funding for the project ended at the end of 2015.

Internal opportunities

The project is adding to the body of knowledge on the relationship between economic independence and GBV and based on an analysis of the pilot; can provide a workable model for reducing GBV. The manuals can be revised and accredited by training authorities when model is fine tuned. The model can be extended to more councils once the backstopping of the pilot phase is completed in 2016. There is an opportunity to strengthen good councils and link them with weaker councils. Selection criteria for councils will be modified to formally identify the resources and willingness of the council to take on the project; to improve the support provided by councils. This will be done as a focussed approach for each individual council. A revised and more focussed model will likely be more attractive to donors and other sources of funding such as the private sector. The private sector needs to be targeted for funding. Once consolidated and revised the project can prepare new councils for a roll out in 2017.

External strengths

The willingness of survivors of GBV to share their stories and build their confidence and life skills was a major strength of the programme. The ability for this to translate into better relationship control and a decrease in experiences of GBV for many was a positive outcome. Gender and GBV action plans have been revised to include economic mainstreaming at council level. In kind support and free venues from councils for training and managing the programme resulted in cost savings and value for money. Survivors in some councils have set up committees to support other women and this can be integrated into the programme going forward.

Challenges

Drop-out rates of participants was an issue in some councils. Some participants were walk in's and not survivors. They had been referred to the workshops by word of mouth. Funding was only secured until the end of 2015. Given the role envisaged for councils the lack of commitment and poor post training support from many councils was very disappointing.

Opportunities

The model can be revised to maximise impact. The funding base can be diversified to include the private sector. The selection of the best performing councils for backstopping will provide more insight into the best programme design and give better value for money. Selecting the best business ideas for mentorship for a restricted number of women will be more manageable and likely achieve better results.

Next steps

The South African programme has not achieved the level of impact that was hoped for in several areas; perceptions of local government participation at 38% and dropout rates were high. Council support varied, but in general could have been higher. Some of the outcomes can be attributed to long delays between workshops and the long distances between councils which made logistical arrangements a challenge for facilitators and staff interacting with councils. Valuable lessons have been learnt and give an opportunity to consolidate and revise aspects of the pilot project.

- ***Honing the model, workshop materials and accreditation:*** The original manuals will be revised by head office in consultation with South African facilitators and the SETA will be approached for exploring the potential to accredit these manuals as an entry level life skills and entrepreneurship course on the basis of the importance of building confidence and self-esteem in running of an enterprise.
- ***Selection of existing participants for mentorship in 2016:*** Some 10 to 20% of the women with the best business plans in the participating backstopping councils will be eligible for selection for mentorship. This should not exceed four women per council.
- ***Broadening partnerships to include national and regional agencies:*** The same process will apply to approaching business support organisations such as SEDA (national) and Gauteng Enterprise Propeller. GL SA will also follow up with WDB and the Ministry of Small Business.
- ***Selection of councils for 2017:*** COEs should be selected that have the resources, capacity and willingness to provide support to women in the longer term. This will be verified through a pre-determined evaluation process to be developed in the second half of 2016 based on the experiences so far. The geographic proximity of councils will need to be taken into account so that councils can be linked where feasible into a clustered into a hub and spoke type arrangement for peer support, learning and cost effectiveness and sustainability. The assessment of potential councils will begin in September 2016 for roll out in February 2017.
- ***Training of council staff for sustaining the programme:*** Relevant staff in the backstopped councils in 2016 will receive training on programme content, logistics

and management to facilitate the ongoing running of the project. New councils for 2017 will receive this training as well.

- ***Training of community peer trainers:*** Two to three women from each council/community who have the training but have not started a business will be trained as trainers and peer workshop facilitators in their community as an income opportunity. A pilot will be designed and run parallel between SA and Mauritius to compare the experiences and outcomes based on the Mauritius and SA rollouts. This will then be rolled out into the other eight countries in the second half of 2016.
- ***Selection of candidates for 2017:*** During the first half of 2016 the selection criteria for participating in the programme will be revised to reduce the number of dropouts and to provide councils with comprehensive selection criteria. Part of the selection criteria will involve the completion of a questionnaire as a face to face interview with potential survivors to determine their appetite for being an entrepreneur for example.
- ***Financing:*** Potential funding sources will be identified upfront. This will include microfinance, banks, the Motsepe Foundation and any possible sources of seed capital which may be available to South Africans.
- ***Programmatic funding:*** The funding model needs to be revised to include more diversified potential for funding. A concerted effort will be made to identify and approach the private sector to become partners in the development of the programme and the entrepreneurs. Other NGOs and programmes with the capacity to provide mentorship and training will also be identified and approached at a local level where the backstopping is taking place.

Annex A: Project strengths, challenges, opportunities and way forward.

	Strengths	Challenges	Opportunities	Next stages
Internal	Methodology <ul style="list-style-type: none"> • Unique approach to ending GBV • Manuals developed in house • M&E tools developed in house\ • The programme has been piloted, tested and assessed and is ready to be cascaded with a few revisions 	<ul style="list-style-type: none"> • Little available to guide • New area of activity • New area of activity • Funding not available for translating into local languages 	<ul style="list-style-type: none"> • Add to body of knowledge • offer the training more broadly and for a fee • The programme can be cascaded to other provinces and councils • Twin strong councils with weak councils 	<ul style="list-style-type: none"> • Write book and do DVD • Revise manuals and tools in line with learnings • Raise funds • Link councils in a “hub and spoke” arrangement to cut down on costs and logistics and enhance sustainability
	Participation 154 women participated exceeding the target of 150	<ul style="list-style-type: none"> • Levels of literacy and numeracy were low in some councils • Drop outs from programme • Selection criteria were broad and therefore workshops groups were often at different levels of literacy and understanding 	<ul style="list-style-type: none"> • Review Selection criteria and literacy levels 	<ul style="list-style-type: none"> • Revise selection criteria • Clarity on target population
	Logistics Trained in 11 councils in three provinces	<ul style="list-style-type: none"> • Distances to be travelled to councils and between councils was long and logistically challenging • Planning of workshop timetables were not always optimally planned for impact 	<ul style="list-style-type: none"> • Can be extended to many more councils and provinces • Create relationships between councils for support and peer learning • Revise timetable to suit needs of the participants 	<ul style="list-style-type: none"> • Review selection process to cut down on distances • Twin councils for peer learning and support
External	Impact on GBV <ul style="list-style-type: none"> • Willingness of survivors of GBV to share their stories • Increased the confidence and life skills • Decrease in experiences of GBV • Gender and GBV action plans have been revised to include economic mainstreaming at 	<ul style="list-style-type: none"> • Dropout rates for training • A few participants were “walk ins” and not survivors 	<ul style="list-style-type: none"> • Survivors have set up committees to support other women and this can be integrated into the programme going forward • Review model and selection of councils to maximise impact 	<ul style="list-style-type: none"> • Select COEs with the resources and willingness to provide support to women in the longer term • Link councils • Extend the programme to other institutions that support GBV survivors

	Strengths	Challenges	Opportunities	Next stages
	council level			
	Funding <ul style="list-style-type: none"> • Funding for the pilot • In kind support and free venues from councils for training and managing the programme • Recognition from donors, Ministry of Small business, African 	<ul style="list-style-type: none"> • Ongoing funding • Support from private sector 	<ul style="list-style-type: none"> • Diversify funding based • Approach private sector 	Review funding strategy and approach diversified funding base
I	<ul style="list-style-type: none"> • Existing framework of COE councils to work with 	<ul style="list-style-type: none"> • Lack of commitment from some councils • Poor post training support from some councils • Lack of funding availability to support fee for service support to women such as mentorship • Funding to expand the programme 	<ul style="list-style-type: none"> • Backstopping of weak councils • Twinning of strong and weak councils 	<ul style="list-style-type: none"> • Raise funding for expansion of the project to 10 more councils in each country • Twin weak and strong councils for peer learning and support • Training of council staff • Backstopping with existing councils