

**WOMEN'S VOICE AND LEADERSHIP –SOUTH AFRICA  
PROJECT NUMBER: P002781**



*Take Back the March in Orange Farm during the 16 Days of Activism.*

*Photo: Colleen Lowe Morna*

**GL ANNUAL OPERATIONS REPORT YEAR THREE  
REPORTING PERIOD: 1 APRIL 2021 – 31 MARCH 2022**

Submitted by Gender Links  
May 2021



In partnership with  
**Canada**

<b>TOMBSTONE DATA</b>
Project: Women's Voice and Leadership Project – South Africa
Region: Southern Africa
Project number: P002781
Project budget: CAD 4 million
Reporting period: 01 April 2021 – 31 March 2022
Project year: Year Three
Organisation name: Gender Links
Initiative contact name: Colleen Lowe Morna
Position/Title: Special Advisor
Country: South Africa
Telephone number: 011 029 0008/ 082 651 6995
Email address: <a href="mailto:specialadvisor@genderlinks.org.za">specialadvisor@genderlinks.org.za</a>
Alternate email address: <a href="mailto:Grants.finance@genderlinks.org.za">Grants.finance@genderlinks.org.za</a>

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## ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CA	Contribution Agreement
CGE	Commission on Gender Equality
COVID-19	Coronavirus Disease
DD	Due Diligence
DMS	Document Management System
DSD	Department of Social Development
EU	European Union
EVDS	Electronic Vaccination Data System
FMS	Finance Management System
GAC	Global Affairs Canada
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
Gender Equality	GL
GMS	Grant Management System
GSC	Grants Selection Committee
IEC	Independent Electoral Commission
IT	Information Technology
IWD	International Women's Day
HIV	Human Immunodeficiency Virus
KZN	KwaZulu-Natal
KZNAW	KwaZulu-Natal Network on Violence Against Women
LGBTQI	Lesbian, gay, bisexual, transgender/transsexual, queer/ and intersex
MEL	Monitoring, Evaluation and Learning
MY Core	Multi-Year Core Grants
NCDP	National Council for and of Persons with Disabilities
NLC	National Lotteries Commission
NIDS	National Income Dynamics Study
NGO	Non-Governmental Organisation
NSP	National Strategic Planning
ODS	Organisation Development Scorecard
OECD	Economic Cooperation and Development
PIP	Project Implementation Plan
PSC	Project Steering Committee
QA	Quality Assurance
QWB	Queer Women in Business
RR	Rapid Response
SAWID	South African Women on Dialogue
SBC	Saartjie Baartman Centre
SETA	Skills Education Training Authorities
SRHR	Sexual Reproductive Health and Rights
SWEAT	Sex Worker Education and Advocacy Taskforce
TB	Tuberculosis
TGPSA	The Great People of South Africa
UN	United Nations
VAWG	Violence Against Women and Girls
WRO	Women's Rights Organisations
WVL – SA	Women's Voice and Leadership South Africa
WWSOSA	We Will Speak Out South Africa

## I. EXECUTIVE SUMMARY

"All things considered, South Africa stands out as one of the strongest WVL projects, speaking to the value of locally-based, feminist organisations as partners in supporting women and their organisations in all their diversity." – **WVL SA Desk Dive Summary, Evaluation Division, GAC**

This report covers Year three of the WVL-SA Project (01 April 2021 to 31 March 2022). It builds on the Year Three Semi Annual Outcomes Report (September 2021). Where relevant, Gender Links (GL) as Implementing Partner (IP) mentions events post the reporting period that have a bearing on the analysis. Attached at *Annex A* is a table of key indicators for the project showing progress to date.

### WVL SA at a glance

WVE SA at a glance

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

At the 75% milestone in the timeline, the fund is 70% spent but the overall burn rate of grants is 55%; 81% for Rapid Response (RR) Grants, 56% for Multi Year (MY) Core Grants and 46% for the three larger Networking Grants. Following a thorough assessment of which grantees are facing challenges and how they plan to address these (*Annex B*) GL remains confident grantees will deliver effectively in the remaining grant implementation period through to December 2022, leaving three months in 2023 for reporting and wrap up. Nevertheless, GL's main focus of this report is on **implementation**. In preparation for the final report in 2023, GL presents data in the report for the year past, as well as the full three years.

Following some adjustments to the RR Grants mechanism such as doubling the size to R100,000 per grant, GL has committed the last of these funds. GL pivoted funds from a grantee suspended for suspected fraud and another discontinued for non-performance to two NGOs specialising in Disability. In all, **GL has managed 69 grants through this fund**, and an additional 15 through the UKAID supplementary funds channelled through WVL-SA at the peak of the COVID-19 crisis in 2020 (**a total of 84 grants**).

In March 2022, Amplify Change announced that GL will become one of three organisations, out of 651 applications received to manage SRHR funds in Southern Africa. This vote of confidence in GL's grant management capabilities is a direct result of the investment made by GAC in GL. In 2022, sub-granting will constitute 44% of GL's budget, putting the organisation well on course to becoming a Southern intermediary for Northern donors.

The report references the findings of two important recent evaluations that affirm GL's growth. These are the *Results from the Women's Voice and Leadership in South Africa Grantee Organisation Mid-Term Monitoring and Evaluation survey v.2*, February 2022<sup>1</sup> and the *Women Voice and Leadership Formative Evaluation, Desk Dive Case Study of South Africa* (March, 2022) - one of twelve

"The relationship between Gender Links (as the grants distributor) and the "grantees" is very positive and constructive. The relationship continued to improve as implementation progressed. Approximately 90% of survey respondents assessed their overall relationship with Gender Links as positive, and 86% positively assessed the way in which Gender Links has managed/ is managing the WVL project and related processes." **Mid-term monitoring and evaluation survey v.2**

conducted remotely by the Evaluation Division of Global Affairs Canada (GAC). The Evaluation Division rated GL in the green zone on all ten principles of feminist funding (see *Annex C*), showing that our efforts to balance transparency and accountability with empathy and support for new and emerging Women's Rights Organisations (WRO) has paid off.

GL takes note of critical comments made in the evaluations, such as weak delivery of an RR partner, whether the partner should have awarded a second grant, and the thoroughness of the due diligence. GL also takes to heart comments on whether grantees view themselves as feminist or not. GL will build these observations into further training. The continued perception by grantees that GL rather than GAC is the funder is also one we will seek to correct.

The easing of lockdown restrictions following another COVID-19 surge earlier in the year made it possible for GL and GAC to conduct field visits in March for the first time in nearly two years. To date the programme has reached 29,955 beneficiaries: 14,307 (47%) in the last year. Women comprise 70% of the beneficiaries; men 29% and non- binary persons 1% of those reached: 54% of all these in rural areas.

Never before has the need for a strong women's movement been stronger. The pandemic- that is far from over- has once again exposed South Africa's deep-seated inequalities. Unlike other parts of the world where COVID-19 has infected a higher proportion of men than women in South Africa women constitute the highest percentage *both* of those infected and affected. Flooding in Kwa Zulu Natal (KZN) in the first quarter on 2022 served as a stark reminder of the other pandemic the globe is facing: climate change. GBV is the twin pandemic of both these scourges.

The joint Sixteen Days of Activism Campaign Against GBV held by grantees, including a new partnership with TikTok Africa, showed the power of collective action that is carrying through to the second presidential summit on GBV tentatively scheduled for August 2022. GL presented this case study at the second WVL Anglophone and Lusophone learning event in March. A key recommendation in this report is to use remaining interest on the project for a final learning and sharing summit in early 2023 that would show case the value add of networking. Attached at *Annex D* is a summary of communication products and at *Annex E* a work plan for the coming year and remaining grant period.

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<sup>1</sup>Dr. M. Weideman, Technical Advisor/Consultant Field Support Services Initiative Global Affairs Canada; This report is the first output (from a feminist empirical approach) of a larger "mid-term" monitoring and evaluation exercise focused on the Women's Voice and Leadership Program in SA.



## II. CHANGES TO CONTEXT

The ongoing COVID 19 pandemic, devastating riots and looting in July, rampant corruption and a divided ruling party, all of which have exacerbated rising unemployment, poverty and inequality made 2021 a tumultuous year in SA. Multiple interrelated crises threaten South Africa's hard earned democracy and challenge WVL SA to put its best foot forward.

### COVID 19



Coastal Resources team member conducting a survey on Vaccine Justice in rural Eastern Cape. Photo: Coastal Resources

Since SA identified the first case of COVID-19 on 5 March 2020 and a National State of Disaster declared, the country has been through various stages of lockdown. This ranged from hard lock down at the start to the lifting of the National State of Disaster on 5 April 2022 and new health regulations in place from 4 May 2022. South Africa entered its fifth COVID 19 wave on 27 April 2022. On 5 May 2022 the National Institute for Communicable Diseases (NICD) recorded 9,757 new Covid-19 cases and a 25.9% positivity rate.<sup>2</sup> The fifth wave is being

driven by the Omicron variant discovered in late 2021 in South Africa and Botswana, and now two omicron sub-variants, indicating that the pandemic is far from over.

### Key COVID-19 stats as of 11 May 2022<sup>3</sup>

	Women	Men	Other	Total	% Women	% Men	% Other
Total adult population (18 years and older)	20 719 946	19 078 255	unknown	39 798 201	52%	48%	
Confirmed cases	2 102 931	1 706 200	43 000	3 852 131	55%	44%	1%
Number of people vaccinated (18 years +)	11 112 617	8 618 131		19 730 748	56%	44%	
Vaccine roll out % of population (18 years +)				50%			

The table shows that in South Africa women constitute 52% of the population yet 55% of those infected by COVID-19. They also constitute a higher proportion (56%) of those vaccinated. Overall, 50% of South Africa's adult population has now been vaccinated.

Globally the infection rate for women and men is equal, however the mortality rate is higher for men: for every 10 female deaths there are 13 male deaths.<sup>4</sup> Sex disaggregated data on death rates in South Africa is not available. The higher infection rate for women reflects their greater social and economic vulnerabilities largely because of their burden of care and their

<sup>2</sup> <https://businesstech.co.za/news/trending/583724/south-africa-seeing-a-big-jump-in-covid-cases-as-a-fifth-wave-surges/>

<sup>3</sup> Sources: <https://sacoronavirus.co.za/covid-19-daily-cases/>; <https://sacoronavirus.co.za/latest-vaccine-statistics/>

<sup>4</sup> <https://globalhealth5050.org/the-sex-gender-and-covid-19-project/>

predominance in the informal sector and precarious work situations, as well as increased vulnerability to gender based violence.

### ***Violence against Women and Girls***

On 17 June 2020, President Cyril Ramaphosa dubbed Violence Against Women and Girls (VAWG) as the second pandemic in South Africa. COVID-19 restrictions meant that victims were locked-up in their households with perpetrators. South African Police Service (SAPS) crime statistics released in November 2021 reveal a 31.7% increase in child murders and an increase in the rape and murder of women.



*Marchers during the 16 Days Take Back the Night in Orange Farm. Photo: Colleen Lowe Morna*

Parliament adopted the National Strategic Plan (NSP) on Gender-Based Violence and Femicide (GBVF) that arose from the first presidential summit on this scourge in March 2020, just as the country went into lockdown. A key challenge is that the NSP on GBVF Collaborative is an interim or voluntary structure, with neither funding nor authority to hold anyone accountable.

On 4 February 2021, President Cyril Ramaphosa launched a private sector-led, multi-sectoral GBVF Response Fund aimed at supporting implementation of the National Strategic Plan (NSP), and the wider GBVF response in the country. In his 2021 State of the Nation Address the President reported that this fund already has R 128 million pledged to it, largely by the South African private sector and global philanthropies. The president committed R12 billion of government funds, over the next three years, to implement the NSP. However, it is not clear from the 2022 budget if and how these funds have been allocated.

A virtual planning meeting in May 2022 for the proposed Second GBVF Summit tentatively set for August reflected disappointment by WRO, including WVL grantees, with progress to date. Concerns raised by participants included the blanket approach to GBV; the need to increase the participation of young people; reneging on the decriminalisation of sex work; slow resolution of GBV cases, especially those affecting LGBTIQ persons; lack of funding for grassroots organisations working to end GBV; as well as the need to include reproductive violence such as obstetric fistula and access to safe abortion.

***Economic turmoil:*** South Africa's unemployment rose to unemployment rose to 35.3% in Q4 of 2021. The unemployment rate among women is nearly 37 per cent, compared to 32 per cent among men. Using the expanded definition of unemployed, which includes those who have stopped looking for work, the level of unemployment is now 46.6% and for youth this increases to a rate of 66.5%.<sup>5</sup> According to a report published by the World Bank in March 2022 on, *Inequality in Southern Africa*, South Africa still the most unequal nation in the world, with a Gini coefficient, of 63, with zero being perfect equality and 1 or 100% representing perfect inequality. The Zondo Commission's inquiry and damning findings on the former President Jacob Zuma sparked the worst violence in post-apartheid South Africa mostly

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<sup>5</sup> <https://www.dailymaverick.co.za/opinionista/2022-02-09-sona-2022-south-africa-needs-urgent-course-correction-to-reinvigorate-states-capacity-to-run-an-efficient-government/>

in his home province Kwa-Zulu Natal (KZN) in July 2021. This resulted in over 300 deaths, R50 billion in destruction and more than 100,000 people unemployed in KZN alone. <sup>6</sup>

**Women's Economic Empowerment and the Green Economy:** In October 2021 Private sector, businesswomen and civil society came together to form the Women Economic Assembly (WECONA) an initiative to facilitate the participation of women-owned businesses in core areas of the economy, with an emphasis on the participation of women-owned enterprises on the entire value chain to foster sustainable economic development. Launching the event President Cyril Ramaphosa announced that henceforth 40% of South Africa's procurement spend will be earmarked for women owned enterprises (up from 12%).

The energy crisis in South Africa, where 80% of electricity is fuelled by unrenewable energy is another key focus. Severe flooding in KZN in the first quarter of 2022 served as a stark reminder of the how the climate crisis disproportionately affects women and girls with regard to food security, water scarcity, energy poverty, health, GBV and climate induced displacement and migration as people become forcibly displaced due to climate extremes and events. South Africa broke new ground at COP26 in Glasgow in November 2021, when the United Kingdom, the United States, France, Germany and the European Union announced a partnership to support South Africa with an accelerated just energy transition to accelerate the decarbonisation of South Africa's economy. The potential role of women in the renewable energy sector is broad. Women are a key part of the value chain across the entire energy sector, from producing and distributing household energy to employment in the large-scale electrification workforce. Women's enterprises need to be ready to integrate into the renewable energy value chain.

#### **Local elections and Women's Political Participation:**

Voter turnout in South Africa's November 2021 local elections dropped to its lowest level since the advent of democracy in 1994. The ruling African National Congress (ANC) vote dropped below 50% for the first time.

Women's representation from 41% in the last elections to 37% in the November election: 46% through the PR seats and only 27% in the ward or First Past the

<b>Women's representation in the 2021 local elections<sup>7</sup></b>					
	<b>M</b>	<b>F</b>	<b>Total</b>	<b>% women 2021</b>	<b>% women 2016</b>
PR	2712	2294	5006	46%	45%
Ward	3263	1204	4467	27%	33%
Total	5975	3498	9473	37%	40%

Post seats (a six percent decline compared to the 2016 elections). Because ward elections involve voting both for a party and for an individual, they are a litmus test for women's political participation. The backsliding in this crucial tier of governance at the very moment when South Africa should be reaching parity is disappointing.

In June 2020 the Constitutional Court court gave parliament 24 months to amend the electoral system to allow for independent candidates in national elections that are run solely on a PR basis. Civil society is calling for a national referendum to choose an electoral system. A simple mixed system with a legislated 50% candidate quota for both PR and FPTP seats would be the best outcome for women.

<sup>6</sup> <https://www.dailymaverick.co.za/article/2022-02-07-presidential-panel-report-rips-into-states-unequivocal-failure-to-protect-its-people-during-looting-mayhem/>

<sup>7</sup> <https://www.elections.org.za/pw/News-And-Media/News-List/News/News-Article/Electoral-Commission-gazettes-the-final-allocation-of-seats-for-reconstituted-municipal-councils?a=AISDGvpz75ps1usOfX7oimZqAo1WmbSFDN46CatOBtE=>



## LOGIC MODEL: WOMEN'S VOICE AND LEADERSHIP SOUTH AFRICA PROJECT

Ultimate outcome	1000. Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa				
Intermediate outcomes	1100. Improved management and sustainability of local women's rights organisations. <sup>8</sup> 1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls. 1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social change in South Africa.				
Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120 Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability	1210 Strengthened ability of WROs to reach marginalised groups <sup>9</sup> with high quality services and support to claim rights	1220 Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work	1310 Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy.
Outputs	1111 Transparent grant-making process developed and executed	1121 Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Leadership and Diversity	1211 WROs received technical assistance to develop innovate programming and mobilise communities fulfilling women's and girls' rights	1221 WROs receive technical assistance to design and sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces	1311 Funding WROs networks and alliance is provided
Root causes	Patriarchal social norms (values, beliefs, attitudes, behaviours and practices) condone and perpetuate unequal power relations between women and men; undermining women's economic, social, legal and political rights; denying them voice, choice and control over their bodies; lives and livelihoods.				

### III. PROGRESS ON OURCOMES, OUTPUTS AND ACTIVITIES

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

"The baseline MEL report for WVL SA highlighted the capacity building and related support provided by the implementing partner (Gender Links) to WVL grantee organizations as an exceptional achievement on the part of the implementing partner, as well as a key strength of the WVL SA project (and contributor to sectoral growth and organizational sustainability).

A concern raised during discussions on the baseline report in 2019, was whether the implementing partner would be able to sustain this high level of achievement. The results from the mid-term WVL SA organizations' survey show that the implementing partner (Gender Links) has, in fact, improved the quality and reach of the capacity building and support it provided." ***Mid-term monitoring & Evaluation survey v.2***

"The WVL South Africa project also provides a useful example of remaining avowedly feminist, even in the face of resistance. In particular, WVL South Africa has been driven by a desire to see an inclusive feminist movement, and the proactive efforts made by Gender Links through the application phase and support to grantees has allowed them to reach organizations that have traditionally been excluded from the mainstream women's movement, like sex workers and gender diverse groups. ***WVL SA Desk Dive Summary, Evaluation Division, GAC***

## **1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies**

### **1111. Resource mobilisation initiatives**

In the semi-annual report, GL reported that it applied to become a sub-granting partner for Amplify Change (AC) for its regional SRHR funds. As a member country of SADC, South Africa-based WVL grantees will be eligible to apply for the funding. In March 2022 AC announced that GL is one of three organisations selected, along with Conseils et Appui pour l'Éducation à la Base (CAEB) in Mali, and UHAI EASHRI in Kenya, to be an intermediary for this global fund. The Voice and Choice Southern Africa Fund is GBP 1.5 million over three years to be disbursed through GL for movement building and strengthening community based organisations working on sexual and reproductive health and rights. The fund is roughly the same size per annum as WVL. However, it will be spread across the SADC region with a particular focus on South Africa, Lesotho and Zimbabwe where GL has strong bases. It will also focus specifically on SRHR, including GBV. During a visit in March 2022, a high level AC team met with GAC SA to discuss the innovative ways that GL has managed WVL-SA. AC underscored that GL's track record on WVL, and the letter of support received from the former head of development co-operation played a pivotal role in this highly competitive process.

GAC's investment in Gender Links through WVL has helped to elevate their profile and position them as an attractive partner for other funders. This is exemplified by the UK's decision to channel their own COVID-19 relief funds through the WVL project. Having gained this first experience as a granting organization, Gender Links are exploring further opportunities to expand their programming in the region, building on lessons learned through WVL. - **WVL SA Desk Dive Summary, Evaluation Division, GAC**

Most of the organisations (19 organisations or 67%) who chose to participate in the survey had achieved, or were confident that they could achieve, their project objectives with the WVL grant received, but more than half of organizations (16 organizations or 57%) also said that they would need additional funding to achieve their project objectives. **Mid-term monitoring & Evaluation survey v.2**

The funding offered by WVL, even for the larger grants, is limited. The intention is for these to be seed funds that attract additional funding. WVL-SA has contributed to organisations receiving more funding through writing referral letters, sharing fundraising tips, fund raising training, sharing opportunity applications and capacity building offered by other institutions such as the Seriti Institute. GL tracks through grantee reporting for the MY Core and Network grants what additional funds they have been able to raise. Multi-year core grantees reported raising an additional R 14 811 991 whilst Networking and Alliance building grantees have raised R 7 433 460, a total of R22 245 451, almost as much as what they have received in WVL funds.

This is a key indicator of leveraging, especially in South Africa where GAC is the only northern bilateral donor offering funding to WRO in a country that is regarded a middle income country. At least four WVL grantees have received funding through the President's GBVF Fund (the Solidarity Fund). Corporate donors include as Tshikululu, G Murray Trust, Rockwell Automation and Distell and MTN. Some have succeeded in raising funds through foundations such as the Foundation for Human Rights, the Other Foundation and Ford Foundation; Hlanganisa Institute for Development (an intermediary for INGOs). Government funding includes the Department for Social Development, municipalities and micro finance institutions.

### Additional funding raised by grantees

Name of organisation	How much have you raised?	From who or which organisation(s)?
Africa Women in Energy and Power	R 360 000	Rockwell
Agenda, Feminist Media	R 100 000	Wits University
Amanzimtoti Trauma Unit	R 67 500	Community Chest; Date Nigh Event
Eshowe Child and Family Welfare	R 160 000	Umlalazi Municipality.
Incema	R 500 000	GBVF response Fund Tshikululu
Justice and Women JAW	R 560 000	Private company donations GBVF response Fund Tshikululu
Mamadi Advice Center	R 750 000	Hlanganisa
Mutale Victim Empowerment	R 250 000	Solidarity Fund
One in Nine Campaign	R 59 300	Curriculum Development Project
Phola	R 4 157 832	DSD; D.G Murray Trust Lifelines International and Nelumbo GBVF Response Fund Tshikululu
Rise Up Against Gender Based Violence	R 4 495 749	Ford Foundation
Sasopsbiz Foundation	R 2 800 000	Small Enterprise Development Agency
South African Depression and Anxiety Group (SADAG)	R 120 000	Sanofi
The Great People of South Africa	R 700 000	Joint Gender Fund; Solidarity, GBVF Fund; Tshikululu Social investments
Sisonke National Sex Worker Movement	R 4 812 900	Aidsfonds
SAWID	R 1 353 000	MTN; UN WOMEN Gail Mc Clure
We Will Speak Out South Africa	R 999 170	Small Enterprise Development Agency
<b>Total funds raised</b>	<b>R 22 245 451</b>	



Figure 1 Brdgette Mamugubundi founder of Litshani Vha-de Foundation in Limpopo offers her home and yard for training. Photo Colleen Lowe Morna

Through partnerships and leveraging the grantees have raised an additional R 1 763 205 in in-kind support, these include the free use of venues, free and/or shared office space, catering sponsorships and transport. GL suspects that this is understated. Field visits have yielded anecdotal evidence of RR grantees raising considerable funding on the back of their modest grants. This raises the importance in the final report of tracking more accurately the extent to which WVL-SA has served to incubate new organisations. These community-based organisations also rely heavily on in-kind support. For example in a visit to Limpopo GL and GAC witnessed how the founder of a community organisation (a divorcee) offers half of her home as an office and training centre free of charge. Board members from many walks of life offer voluntary services.

### Recommendation:

- Design a survey for WVL 01, in consultation with GAC's evaluation unit, to determine 1) additional funds raised by all grant types, in cash and in kind; 2) the extent to which WVL has contributed to these additional resources, and 3) to viable new community based WRO.



### **1112. Transparent grant-making process developed and executed.**

WVL South Africa is working with WROs of varying sizes, from grassroots community-led initiatives, to organisations working with professionals in specific industries, to national advocacy movements. The call for applications was widely distributed, and between multi-year and rapid response grants, WVL is active in seven of the nine provinces of South Africa. Informal organizations have been accommodated during the application, but WROs must work towards registration and have a bank account to receive WVL funding. **WVL SA Desk Dive Summary, Evaluation Division, GAC**

#### **WVL Grants at a Glance March 2022**

<b>Grant Type</b>	<b>No of grants</b>	<b>CAD Amount granted</b>	<b>CAD Amount disbursed</b>	<b>Amount spent 03/2022</b>	<b>% grant disbursed</b>	<b>% grant spent</b>
<b>Rapid Response</b>	46	238 500	192 594	192 594	81%	81%
<b>Multiyear</b>	20	1 272 975	802 502	707 520	63%	56%
<b>Networking</b>	3	701 600	394 099	325 689	56%	46%
<b>Total</b>	<b>69</b>	<b>2 213 075</b>	<b>1 389 195</b>	<b>1 225 803</b>	<b>63%</b>	<b>55%</b>

Source: Gender Links

During this period and in close consultation with GAC, GL terminated two Grants, Voice of Disability (non-performance) and Ebenezer (financial irregularities). Queer Women in Business requested that its grant be suspended until January 2022 to address HR capacity. GL channelled the remaining funds into a specific call on [Gender and Disability](#) and the latest [Rapid Response call](#). This brings the total portfolio to 69 grants worth CAD 2,213,075.

By the end of March 2022, grantees had spent CAD 1 225 803 or 55% of the grant amount. Not surprisingly, the RR grants have the highest burn rate (81%) as these are by definition once off small grants with a limited time span. The outstanding amounts are for the most recent RR grants. GL is closely monitoring these, the MY Core grants (56% spent) and three Networking Grants (46% spent).

This section of the report will cover the final new grants; grantee reporting; burn rate; grantee perceptions of GL's grants management; critical comments raised by evaluators on GL's oversight and recommendations for strengthening transparent grant making.

#### **Summary of Rapid Response applications received in fourth and final round**

Total number of applications received	33
Number of applications shortlisted for Due Diligence	15
Number of WRO who were successful at Due Diligence	13
Number of new first time WRO applicants	7
Number of WROs who have received previous WVL-SA project funding	6

WVL-SA announced a fourth and final Rapid Response (RR) Call for the remaining project implementation period in October 2021, for grants double the size of the first three calls (R100,0000 each) following the agreement with GAC to have fewer but larger RR grants. WVL-

SA has awarded the final round of RR grants worth R1 294 485 to 13 grantees: eight from the Western Cape, four from Gauteng and one from Kwa Zulu Natal. Of the 13 grantees, six are existing or previous grantees. An analysis and brief profiles follow.

Organisation name	What themes are covered	Province	Existing grantees
Mikhulu Child Development Trust	Challenging social norms, Other	Western Cape	No
The Saartjie Baartman Centre for Women	Challenging social norms, Women's rights	Western Cape	No
Traditional Healers Organisation -THO	Challenging social norms, Gender Based Violence, Sexual and Reproductive Health and Rights	Gauteng	
Incema	Gender Based Violence, Criminal Justice System	KwaZulu-Natal	Yes
Lesedi La Setjhaba Family and Community Centre	Gender Based Violence, Women's rights	Gauteng	Yes
Community Women Action	Gender Based Violence, Economic power	Western Cape	No
Kwanele - Bringing Justice to Women	Gender Based Violence, ICT	Western Cape	No
Dream Factory Foundation	Gender Based Violence, Cyber bullying	Western Cape	Yes
The Great People of South Africa	Gender Based Violence, Other	Western Cape	Yes
The Organisation for Young Women's Dignity (TOFYWD)	Gender Based Violence	Gauteng	No
SWEAT	Sexual and Reproductive Health and Rights, Women's rights	Western Cape	No
New Heritage Foundation	Sexual and Reproductive Health and Rights, Women's rights	Western Cape	Yes
Social Justice	Gender and Disability,	Gauteng	Yes

### ***Social norms***



**Mikhulu Child Development Trust** *develops children's wordless books to address gender equality.* The project aims to print and distribute 9000 books addressing issues on gender and violence for use by caregivers and their young children.. Research studies show three dramatic improvements in (i) level of sensitive parenting, (ii) child socio-emotional development and (iii) child cognitive development.

**The Saartjie Baartman Centre for Women and Children**, *Community after-care hubs* aims to challenge social norms that lead to GBVF. The SBC provides essential, cost-free services 365 days a year to abused women and children employing a comprehensive range of services for the effective treatment and prevention of GBVF and children.



*From boys to men: SBC raises a new generation. Photo: Colleen Lowe Morna*



2Members of Traditional Healers Organisation asking the ancestors for help in fighting GBV. Photo: Traditional Healers Organisation

**Traditional Healers Organisation** organises, trains and certifies traditional healers; advocates for traditional health, and fights for healers' rights. The project *Sizimisele Ukuceda Udlame Lobulili* (We intend to end GBV) aims to increase the safety and protection of women healers, their children and the elderly by working with the abusers who torch iziGodlo and homes of abelaphi (healers). The torching of older women accused of witchcraft is a serious human rights abuse in SA.

### **GBVF – the criminal justice system**

**Incema**, a multi-year core grantee received a grant for their *GBV hot spot intervention program*. The programme is different from the services they already offer as it aims to coordinate stakeholder participation in provision of support to Plessislaer police station to deal with operational challenges that lead to non-arrest dockets, withdrawal of SGBVF cases, and release of alleged offenders before trial.



### **GBV – access to justice**

**Lesedi La Setjhaba Family and Community Centre**, a third time Rapid response grant recipient aims to continue its work in empowering women victims of GBV and IPV to access justice through assessment, listening to their stories in a safe space, filling in the protection orders in English and in a way that will be admissible to court. The organisation provides psychosocial services to individuals through counselling and life skills.



A survivor being assisted with writing a protection order at the Palm Ridge Magistrates court. Photo: Lesedi La Setjhaba

### **GBV – Economic power to end violence**

**Community Women Action**, a new grantee plans to implement the *Bake for Profit Programme*. The project aims to revive their existing community bakery to empower survivors of violence women through entrepreneurship. The organisation rose in response to a 14-year-old girl was brutally raped and murdered in the community and it brought women together to create an initiative that would empower abused women. Community Women Action addresses the skills gaps of disadvantaged women and youth focusing on rights, accredited skills training, entrepreneurship and sustainable living.



The bake for profit project will be implemented by Community Women in Action for women and girls as part of their skills development programme. Photo: Nomthandazo Moko

### ***GBV Ap to prevent violence***

**Kwanele - Bringing Justice to Women** seeks to recruit and train up to 10,000 women to use the Kwanele App on their mobile device. The main goal of the App is to prevent GBVF before it happens by sending out a signal to first responders and assist victims to get the services required to support healing. The organisation will use the pilot to test the app and get feedback from the users for roll out in 2023. The app is dedicated to Siya, who, aged 19 and 9 months pregnant was raped, murdered, and dumped on the side of a major highway outside Cape Town.



### ***GBV – cyberbullying***

**Dream Factory Foundation**, a previous RR (UKAID) grantee aims to empower 30 teenage girls from a public school in the Cape Flats with knowledge on cyberbullying prevention and justice and online safety prevention for online sex trafficking. The 30 girls will graduate the programme as peer-educators,



*Nomfundo Dlangisa facilitating the skills development workshop in Cape Town.*

*Photo: Dream Factory*

### ***GBV – Mental Health***

**The Great People of South Africa**, a current MY Core grantee aims to implement a *Breaking mental health stigma* project.



*Participants from TGPSA after their mental health and GBV workshop. Photo: TGPSA*

The project provides an innovative platform to address mental health illness amongst victims of GBVF through art and creative solutions. It will encourage more women, young girls, and the LGBTQIA+ community to come forward and speak out against gender-based violence and mental health illness.

### ***GBV – Narrative therapy***



**The Organisation for Young Women's Dignity (TOFYWD)**, was established to uplift and restore the dignity of young women by providing community service to young women between the ages of 15 to 35 years, who are in and out of school. TOFYWD will use narrative therapy to create space between a person and their issue. Narrative therapy helps people externalize an issue and helps them develop greater self-compassion.



## ***SRHR - Menstrual poverty and education***



Figure 3 Belinda Groeneveldt, Principal of Cedar High School, is working with New Heritage on a new pilot project for ASRHR in schools. Photo: Colleen Lowe Morna

**New Heritage Foundation**, a four-time recipient of the RR grant,

The organisation was started to ensure that girls and women menstruate with dignity every month. To empower them to make their own sanitary pads without using toilet or newspaper which is harmful to their reproductive health and most importantly to have the girls not be absent from school due to lack of sanitary pads. In this phase, New Heritage will work with Cedar High School on the Cape Flats in an integrated programme of Adolescent Sexual and Reproductive Health including menstrual health with a view to replicating this programme in other schools.

## ***Sex work – children's rights***



**Sex Workers Education and Advocacy Taskforce (SWEAT)**, *Mothers for the Future (M4F)* programme aims to ensure that sex worker mothers are able to care for their children, that all parties involved understand their rights, their

responsibilities, and the children are able to receive the best possible care.

**M4F** is the program that began in 2013, which supports mothers who do sex work by providing a safe place to meet, organize, and access support as well as to build skills and share knowledge. **M4F** utilises a holistic approach to address the issues women sex workers face. **M4F** addresses a number of needs, which include health needs, legal issues, lack of social support and lack of emotional support. **M4F** seeks to ensure a mother and child's overall well-being by not focusing on the health issues a woman faces but the emotional problems that comes with being a woman, mother and sex worker. The programme has been completely conceptualised, coordinated and controlled by a group of mothers whose primary source of income is sex work.<sup>10</sup>

**Social Justice**, also a previous UKAID funded RR aims to make direct interventions that will improve the social and economic circumstances of women with disabilities and ultimately to give them opportunities, dignity, and self-esteem.



Participants during Social Justices Gender and disability workshop. Photo: Social Justice

<sup>10</sup> [Mothers For the Future - Sweat](#)

## Summary of Gender and Disability applications received

Total number of applications received	19
Number of new first time WRO applicants	15
Number of applications shortlisted for Due Diligence	4
Number of WRO who were successful at Due Diligence	2
Number of WROs who have received previous WVL-SA project funding	0

Following the suspension of the one disability grant in the WVL-SA bouquet due to non-performance, GL received 19 applications in response to the [Gender and Disability](#) call, 15 from first time applicants. GL short-listed four organisations and two received the one year grant; a hybrid between RR and MY Core grants due to the higher amounts and longer time period than RR but shorter time period and smaller amounts than MY Core. The selection committee juggled between well-established disability organisations and newer organisations to ensure grantees who could deliver within this time span. Brief profiles follow.

The project's ability to respond when things don't go according to plan is also evident in how Gender Links responded to performance issues with one of their grantees that supports women with disabilities... In the interests of maintaining a diverse and inclusive cadre of grantees, Gender Links are re-advertised the multi-year granting opportunity with the specific intention of funding an organization of women with disabilities. This speaks to the commitment within the project to support a diverse, representative group of WROs to advance gender equality and women's rights in South Africa. **WVL SA Desk Dive Summary, Evaluation Division, GAC**



*Girls received pad during a menstrual hygiene dignity drive by NCDP. Photo: NCDP*

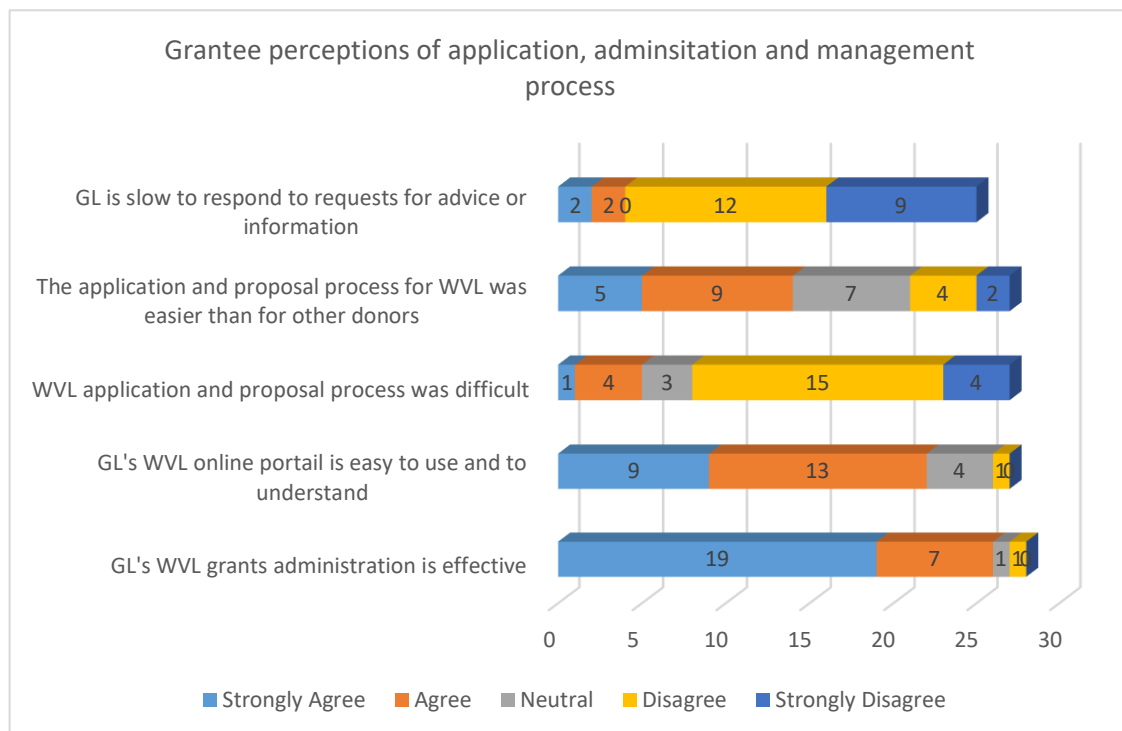
**National Council of and for Persons with Disabilities.** The aim of the project is to create pathways to reduce Gender Based Violence (GBV) as well as accessible GBV services for women with disabilities. The premise of the programme is that more disabled women lead economically independent lives, the less susceptible they are to GBVF.

**Foundation for Child Safety (t/a The Child Witness Institute)** The aim of the project is to develop guidelines for intermediaries, prosecutors, interpreters and presiding officers on support to women and girls with mental disabilities to ensure admissible evidence and successful prosecutions. The Child Witness conducts research, reviews legislation, reviews and compiles policies, and developing programmes. Over the years, this focus of the Institute's work has broadened to include child protection and prevention of violence against children and, as such, has involved working with education sectors on safeguarding and child protection.



## Grantee reporting and management

GL received 20 MY Core and Networking reports on 31 January 2022 for the six-month period June – December 2021. Ebenezer Multi-Integrated services and Voice of Disability did not submit reports as GL had terminated the grants. Queer Women in Business + Allies also did not report as GL had agreed to place their grant on hold as they strengthened their institutional and governance structure. The *Results from the Women's Voice and Leadership in South Africa Grantee Organisation Mid-Term Monitoring and Evaluation survey v.2* provided the following feedback on GL's overall management of the grants:



The implementing partner (i.e., Gender Links) remains effective, approachable, and responsive; and grantee organizations find Gender Links' systems user-friendly and efficient. A comparison between "baseline" and "mid-term" data shows sustained or increased satisfaction with GL's administration and management processes.

- 93% agreed that 'Gender Links' WVL grants' administration system is effective.
- 81% of respondents agreed that 'the Gender Links' Women's Voice and Leadership online portal is easy to use and to understand.
- Only 20% agreed that the 'WVL application and proposal process was difficult', while 73% disagreed.
- 52% thought that the "application and proposal process for the WVL program was easier than for other donors".
- Only 14% agreed that Gender Links "is slow to respond to requests for information or advice". Approximately 71% disagreed.

## Challenges

**Financial and institutional weaknesses:** GL details financial weaknesses more fully in Section VI – Finance. These range from the alleged case of fraud currently under investigation to grantees making use of WVLF funds for other donor activities as they wait for these funds to come. Altogether, the prejudice to GAC is significantly less than 1% of the overall grant amount. Nevertheless, GL is working to bring this figure to zero. We are encouraged that in the case of funds being “borrowed” for other donor activities, grantees have repaid all but a small amount owed by one grantee, who has agreed to a repayment plan (and the first month paid). A firm message has gone out to all grantees on this matter.

A few WROs recommended early and sustained intervention and support in those cases where implementation or financial management challenges are flagged in the first year of implementation (either by the grantee organization themselves, or by the project monitor, or both). They argued that a more proactive and consultative approach could lead to retention and prevent the termination of contracts. **Mid-term monitoring & Evaluation survey v.2**

GL believes that the approach taken is indeed, as recommended, proactive, timely and preventive. As a more systemic solution GL recommends (see finance section) that in future all grantees be required to have a separate WVLF account. The case of one grantee Queer Women in Business asking to pause a grant while addressing institutional and capacity constraints is interesting and in keeping with the feminist ethos of the fund. Under traditional funding mechanisms, the grant manager would most likely have terminated the grant. Instead, GL has assisted the grantee to get on track, and their case study is featured in the mid-term evaluation as a best practice.



GL is also encouraged by the fact that during this reporting period, SAWID, one of our networking grantees, hosted a webinar on **whistleblowing**, a critical component of early warning on finance matters, using WVLF funds. The webinar included high profile whistle blowers in the State Capture investigation. In closing comments, GL's Special Advisor shared the three cases of whistle blowing in WVLF and how these have been acted upon. We continue to publicise this mechanism and culture of collective responsibility for a transparent grant making system.

## Balancing burn rate and disbursements

GL has juggled between wishing to disburse funds as quickly as possible in light of the burn rate concerns, and ensuring judicious expenditure. GL notes the concerns around “getting the next tranche paid.” To the best of our knowledge, any delays have been for good reasons. All the “hoops” mentioned form part of contractual obligations, GL to GAC, grantees to GL. GL details measures to ensure full expenditure in Section V1 as well as Annex B1 and Annex B2.

A few organisations raised concerns about the “exceedingly difficult process to get a next tranche paid”. They mentioned having “to jump through too many hoops”, and the negative effects of delays in receiving a tranche that included cases where organizations “were unable to carry our planned work.” **Mid-term monitoring & Evaluation survey v.2**



### ***Selection of grantees and due diligence:***

The Mid-term monitoring & Evaluation survey v.2 includes a case study on Resoketswe Lebjane Foundation (April, 2022) The Foundation seeks to respond to a multiplicity of human rights violations and to promote improved access to justice among marginalized groups. Accordingly, the organization provides basic legal advice and paralegal services to adjacent communities. The Foundation is a registered member of the Community Advice Offices of South Africa.<sup>11</sup>

The Foundation serves the deep rural communities of the Ehlanzeni District of the Bushbuckridge municipality in Mpumalanga. The Resoketswe Lebjane Foundation succeeded in securing two Women's Voice and Leadership Rapid Response grants. The contract for the first grant, valued at R50 000,00 was signed on the 14<sup>th</sup> of August (valid for the period 14 August 2020 to 31 January 2021).<sup>12</sup> The second contract, also for R50 000,00 was signed on the 14<sup>th</sup> of May 2021 (valid for the period 14 May 2021 to 30 November 2021).<sup>13</sup>

The first grant concerned GBV - increased women's, children's and people living with disabilities' awareness of their legal rights; formation of a GBV support group; increasing the number of GBV cases reported. The second application covered a project originally titled "Eradicating Illegal<sup>14</sup> Abortions".<sup>15</sup> The overall aim of the project, as per the full application submitted was "to put an end to illegal abortions"<sup>16</sup> in Bushbuckridge; to restore the safety of women in the rural areas"; and to increase women's awareness of their sexual and reproductive health rights.<sup>17</sup>

Key concerns raised include:

- The lofty objectives of the first WVL-SA supported project, namely the *Gender-based violence intervention project*, were unrealistic and were not achievable within the parameters of the project. Gender-based violence cannot be eradicated with R50 000, in five months, by a small organization with very limited capacity and virtually no other resources.
- When the project pivoted from community workshops in favour of home visits during COVID-19 the project did not pay sufficient attention to ethical protocols, e.g. the possibility of secondary victimisation when visiting victims of GBV in their homes.
- The second progress report does not include enough information to determine the extent of project implementation, but the limited data that is provided also demonstrate insufficient achievement of project outcomes, despite the lifting of Covid-19 related restrictions. ***Mid-term monitoring & Evaluation survey v.2***

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<sup>11</sup> Community Advice Officers. 20 August 2020. Confirmation of Membership of Resoketswe Lebjane Foundation.

<sup>12</sup> Funding Contract Agreement: WVL Rapid Response Grant between Gender Links and Resoketswe Lebjane Foundation. 14 August 2020.

<sup>13</sup> Funding Contract Agreement: WVL Rapid Response Grant between Gender Links and Resoketswe Lebjane Foundation. 14 May 2021.

<sup>14</sup> Note that they are referring to unsafe abortions, or abortions performed by unregistered persons. Abortion is legal in South Africa in terms of the Termination of Pregnancy Act 2 of 1996.

<sup>15</sup> Resoketswe Lebjane Foundation. Application to the WVL Rapid Response Covid-19 Grant. 2021. Also see Edwin Accountants and Business Consultants.

<sup>16</sup> The Foundation defined "illegal abortions" as those provided by unregistered service providers.

<sup>17</sup> Resoketswe Lebjane Foundation. Application to the WVL Rapid Response Covid-19 Grant. 2021. Also see Edwin Accountants and Business Consultants.



Figure 4 GAC SA staff during a field visit to Limpopo Photo: Colleen Lowe Morna

The case study questions whether RLF should have received a second grant, if GL exercised sufficient due diligence in the choice of grantee and project implementation. GL is looking into the specific issues raised. In the immediate context, one of the effects of COVID-19 is the limitations it placed on field visits by the IP. RLF is the only grantee in Mpumalanga, and one we have not been able to visit. Such visits are very helpful in providing on-the-job guidance and advice. These visits will be stepped up in the last few months of the grant.

More fundamentally, the case underscores the concerns GL has raised regarding the management overhead of the RR grants. As noted the three full time staff of WVL have supported 69 grants – two thirds of these rapid response, even though these only constitute 10% of the total grant amount. Had GAC not agreed to double the size of RR grants and reduced the number to 13 in this round, GL would have managed another 13 grants – 82 in total. The management overhead of each RR grant is about the same as the larger grants even though they are a small fraction in amount.

The purpose of these grants also requires greater interrogation. Emergencies are by nature practical yet grantees are asked to demonstrate long-term impact. As noted by the monitor, R50,000 would not be sufficient to end GBV, even in a prescribed locality. COVID-19 proved the efficiency of the grant mechanism in getting emergency relief to families. But this raised questions about long term sustainability. When GL pivoted in the third round to focusing on vaccinations GAC raised concerns about GL being too prescriptive. This move sought to focus on a more systemic short-term intervention.

In the latest round, GL in consultation with GAC, included “incubation” as a criterion for the funds. The fact that one grantee (New Heritage) is now receiving a fourth RR grant is an indicator of incubation, but also a reminder that new organisations need to be sustained. The fact that the Grants Selection team awarded Incema (a MY Core grantee) an RR grant raises questions as to whether grantees in other categories should be eligible for RR grants.

### Recommendations:

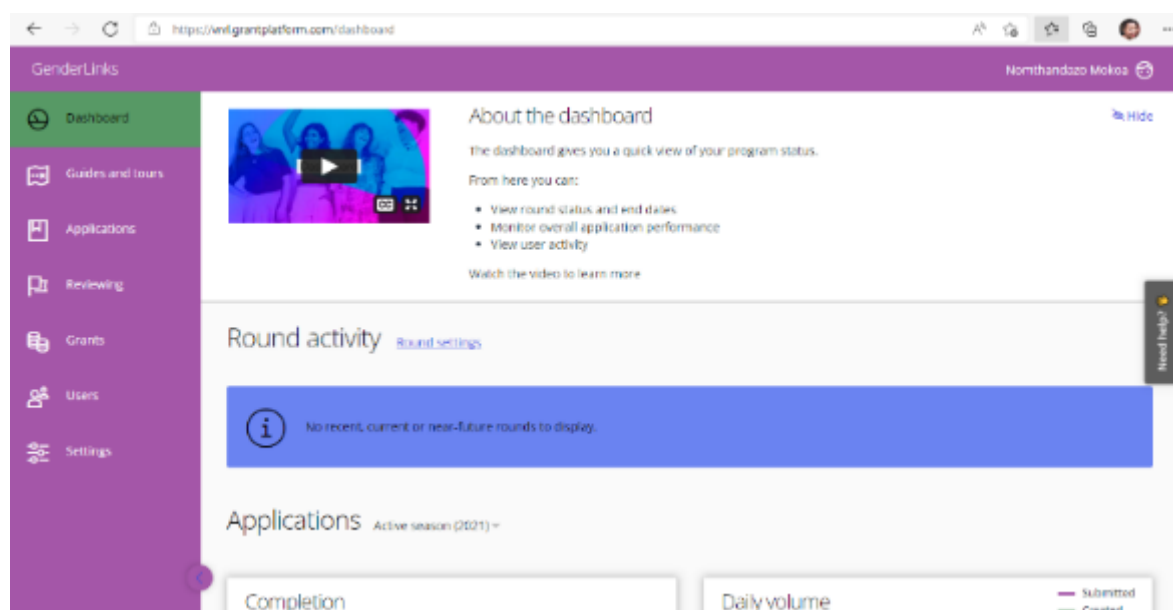
- Use the remaining period to focus on quality implementation through feedback on reports; targeted field visits and capacity building, with particular focus on the July and January reports.
- Monitor burn rate using the analysis at Annex B1 and B2, and pivot any unspent funds to impactful programmes in the remaining period.
- Revision the RR grants in the event of a WVL-02 and in the AC Partnership grant. The latter is using the lessons learned in WVL to create a small grants window to be called Opportunity and Strengthening Grants. These will be approximately R100,000 per year over three years, renewable on an annual basis contingent on delivery.

## **1120. Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability.**

### ***1121. Systems development to support grantees project implementation.***

Part of GL's Mission is making IT work for Gender Justice. WVL-SA continues to improve its systems and processes to ensure that WRO's are able to make IT work for them. WVL-SA strives to make the systems user friendly and easy to navigate by also ensuring that applications, monitoring and evaluation data is stored in a cloud-based system. GL invested in a new system during the reporting period and other initiatives, which include:

- A new platform – Good Grants. The [Good Grants](#) system is an all-inclusive grant-making platform, which allows WROs to check their eligibility, proceed to application stage where a team of reviews are allocated to the applications. A scoring system that averages the scores. Funds are allocated on the system. Grantees are able to see their full application and previous report when reporting in a new cycle as the form is cumulative.
- Revising the report template to ensure that it is fully aligned with the key indicators (*see Annex A*). This will ensure that grantee reporting feeds directly into the reports to GAC
- Continuous support in use of Sage Pastel for financial accounting and reporting for the My Core and networking grantees.
- Improving the GL Workshop and Event Form with more drop down menus to avoid errors and ensure credible data collection.
- Capacity building and training during face-to-face events such as the experiential learning and the Learning and Sharing workshop.



One of the great successes to emerge out of this grant for GL as a new IP is the successful transition onto Good Grants grant management platform. Although GL had developed an online system using its survey platform this had limitations in terms of grantees' ability to go into the system to access their grant-related information and reports. WVL-SA was able to leverage the existing knowledge and capacity to successfully transition to using Good Grants as the grant management system.

A comparison of the two systems is tabled below:

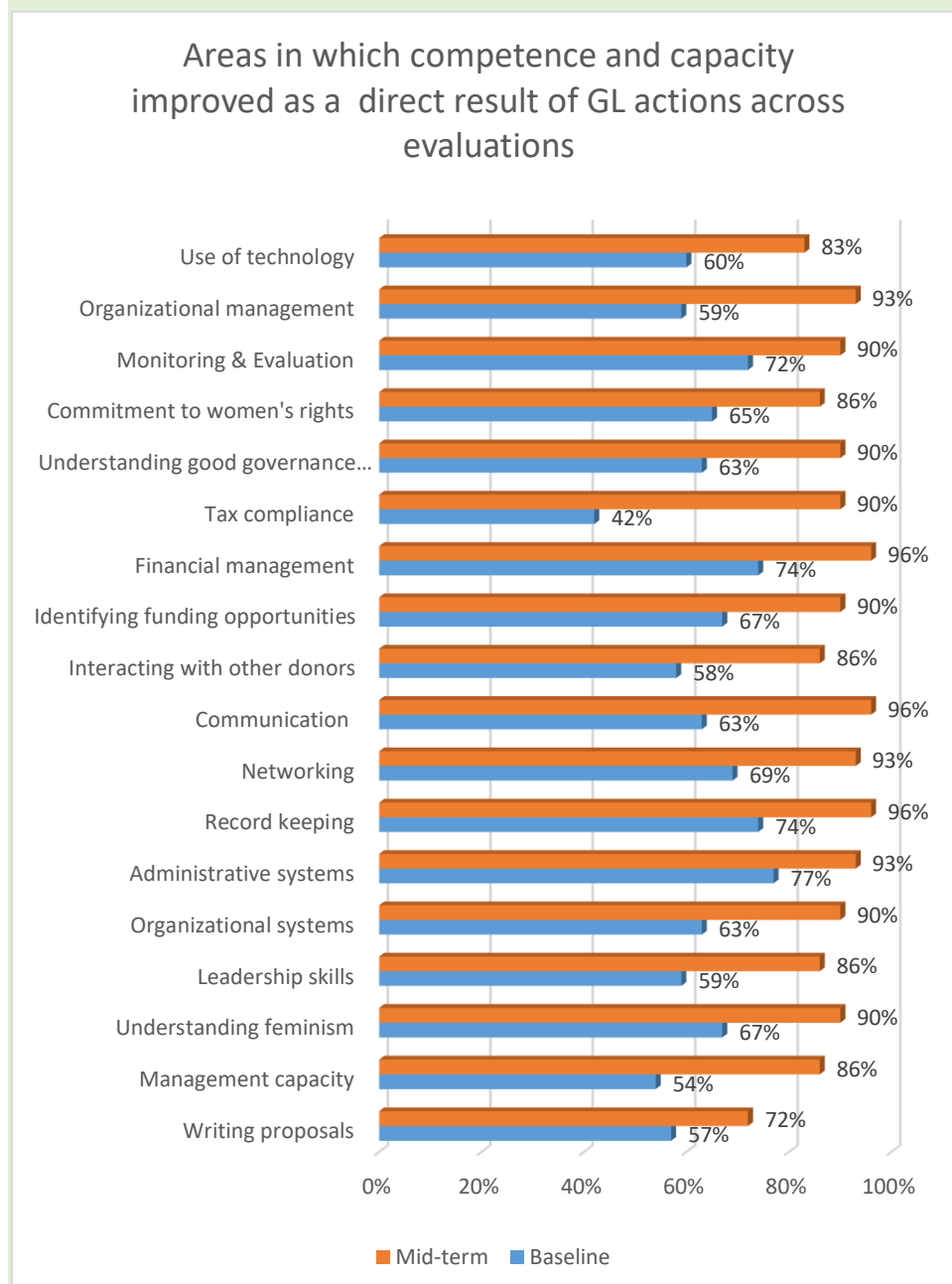
	<b>Survey Gizmo</b>	<b>Good grants</b>
Grant calls	Online survey with save and continue functionality but no login and limited number of users working on one application at a time. One continuous form without tabs dividing sections, so new section only visible once the previous is submitted.	Login functionality with verification process for security. Several people can login and work on application. Application divided into tabs which can be navigated while completing, enabling applicants to work on different parts at different times and making navigation easy.
Due diligence	Time intensive process of importing data from initial application into due diligence to avoid duplication. Limited functionality in terms of different reviewers assessing applications. No automated allocation of assessments to reviewers.	Easily linked to application. Put on the same place as the grantees application so all data for one applicant can be accessed there. Able to automatically allocate different or same grantees to different assessors through the system.
Bulk E Mail	Only able to send emails to grantees for reporting, but unable to use the system to send bulk emails regarding other matters.	Able to select grantees and send them bulk emails at any time regarding any issue. Also able to send SMS to grantees mobile phones.
Reports	Data from different online forms would need to be combined and merged against grantees to be able to report on them. Time intensive task to extract data.	Able to extract data in different formats, including different data as needed. Able to extract data for reports more easily. Grant managers are able to go in directly and extract data they need or track grantee information as needed.
Document storage	Data in system but across different forms so no centralised way for a grantee to access their project related information	Grantees and project managers able to find all their data in one place. Also has the functionality of uploading contracts to the platform making it an easy simple centralised place to store and access information.

## ***1122. Institutional Capacity Building***

**Types of capacity building:** GL emphasis on capacity building is evident in the Mid-term monitoring and evaluation survey v.2 quoted below:

A concern raised during discussions on the baseline report in 2019, was whether the implementing partner would be able to sustain this high level of achievement. The results from the mid-term WVLSA organisations' survey show that the implementing partner (Gender Link) has, in fact, improved the quality and reach of the capacity building and support it provided.

At mid-term, 75% (21 organizations) reported that they had received capacity-building support from GL that was specifically tailored to the needs of their organization. The respective figure at baseline was 45%.

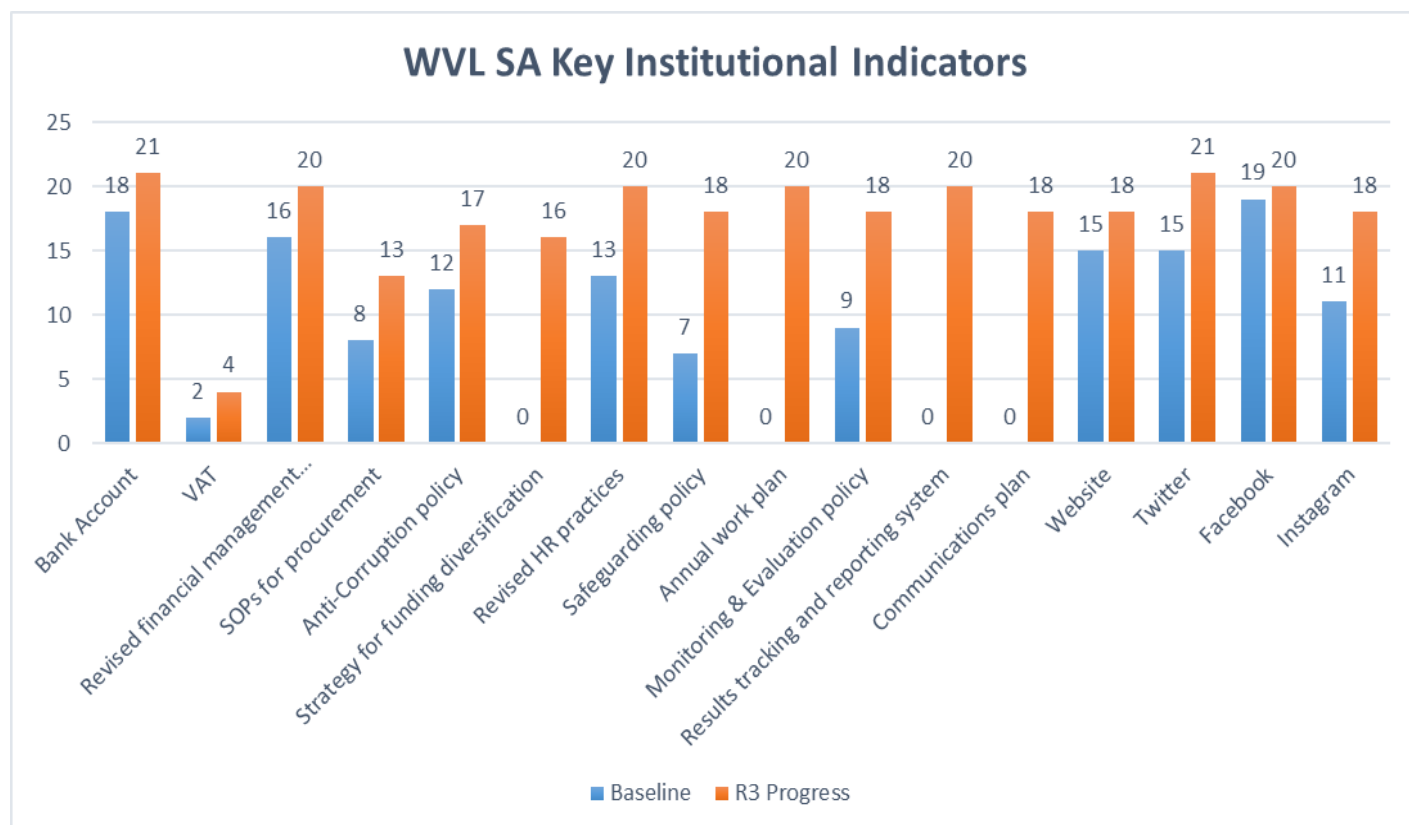


- At mid-term, 93% (25 organizations) reported that they had received capacity building support pertaining to the use of online systems (up from 85% at baseline).
- At mid-term, 79% (22 organizations) said that they had received capacity building support in using financial software from GL (up from 75% at baseline).
- Approximately 82% (23 organizations) said that they received capacity-building support to improve organizational management or management systems (almost twice as much as the 50% at baseline).
- At mid-term, 89% reported that they had received capacity building support to improve their monitoring and evaluation systems (up from 67% at baseline).
- Approximately 52% of respondents (15 organizations) said they received support to write proposals or the access other funding (up from 31% at baseline).



- Further, 86% (up from 78% at baseline) said that GL had provided them with information to access other/ additional funding.
- Fifteen organizations (54% of responding organizations) also received direct support or resources from GL (in addition to the grants and capacity building). This included office space, internet access and printing. (Up from 44% at baseline).
- At mid-term, 82% of organizations (23 organizations) had received tools, templates, or guidelines relevant to various organizational processes from GL (up from 67% in the first year of the project).

By November 2021, 93% (26 organizations) said that GL had provided them with networking opportunities or introduced them to other organizations in the women's rights sector. (Up from 90% in the first year of implementation). **Mid-term monitoring and evaluation survey v.2**



The graph above is extracted from the key indicators report (**see Annex A**). These indicators refer only to the 21 MYCore and Networking grantees. In summary:

- The greatest areas of impact have been 20 new annual work plans; 16 new strategies for funding diversification; 20 new results reports and tracking system; 18 new communication plans and many additional social media platforms.
- Key finance and HR indicators include all organisations now have bank accounts (up from 18); two more have registered for VAT (up from two); 20 organisations have revised financial management policies, up from 16; 17 have anti-corruption policies, up from 12; 20 have revised HR practices, up from 13; 18 have safeguarding policies, up from 7.

Although the indicators do not include RR grantees (and this should be considered for the final report), qualitative research shows that many RR grantees have also benefited from the institutional support and capacity building offered by GL, as illustrated in the case study that follows.

## Rural CBO in Limpopo a shining example of E governance<sup>18</sup>

Driven by a desire to create meaning out of personal losses and grief and a wish to “give poor and vulnerable children a better life”, Bridgette Mamugubudi quit her job, cashed out her small pension, and opened her home to orphans and vulnerable children in 2009.<sup>19</sup> **Litshani Vhana-Vha-De Foundation** (*Let the Children Come Foundation*) in Limpopo province, runs a community library; a literacy program; a community sewing project; an environmental education and awareness program, various human rights awareness campaigns; and a community outreach program aimed at reducing GBV, preventing HIV/AIDS transmission, and providing support to those already affected by these pandemics.<sup>20</sup>

The Foundation is registered with the South African Revenue Services, has a valid tax clearance certificate, financial statements (which found that the organization adheres to acceptable accounting standards)<sup>21</sup>, and has an organizational bank account with multiple (3) signatories. The LVVF Board of Directors (four women, five men) includes a lawyer, lecturer, social worker and other professionals



University of Venda volunteers perform a drama circulated on You Tune for LVVF Photo Colleen Lowe Morna

LVVF currently has 12 staff members (9 women, three men), mostly volunteers. The organisation has established a partnership with the University of Venda and other tertiary institutions for students to complete their practical training for their diplomas at LVVF. Some continue working at the organisation afterward, gaining experience, while they search for other employment.

Mamugubudi participated in the WVL virtual communications training in August. This prompted the idea of conducting board meetings via zoom saving on costs. The practise has continued post lockdown. LVVF is also putting out its education awareness programmes on social media channels.

LVVF representatives believe that being grantees of the WVL-SA program has contributed to their organisational sustainability because it enhanced their reputation and improved their professionalism, reporting, and ability to apply for funds. They also said “*since we’ve been using the reference from Gender Links, other funders respond faster*”. Gender Links has also forwarded information on funding opportunities to the organisation. In this way, having been a recipient of the WVL-SA grant, may have contributed to organizational sustainability.

<sup>18</sup> This case study is based on excerpts from Women’s Voice and Leadership South Africa monitoring and mid-term evaluation report: Case Study on Litshani Vhana-Vha-De Foundation May 2022 Dr. M. Weideman, as well as a field visit by GL and GAC in March 2022.

<sup>19</sup> Interview with Bridgette Mamugubudi

<sup>20</sup> [Bridgette Mamugubudi \(inyathelo.org.za\)](http://inyathelo.org.za)

<sup>21</sup> Tshithavane Accountants. Litshani Vhana-Vha-De Foundation Annual Financial Statements for the years ended 31 March 2020.

**How capacity building is delivered:** GL employs a variety of methods to deliver capacity building, from traditional Face to Face (FTF) group training to more customised on-the-job support. The COVID-19 pandemic necessitated some of these changes, such as the switch to more online training. The idea of experiential learning arose from the need to train in smaller groups due to the pandemic, but also the realisation that this is a more time and cost effective option for staff compared to site visits.

**Online support and training:** A strength of WVL-SA is the continued online support that grantees receive through zoom meetings, phone calls, website queries and on WhatsApp. These include capacity building in finance, communications, monitoring, evaluation and learning.



*After the long period of lockdown WVL grantees came together in October 2021 for MEL and Communications training linked to the Sixteen Days. Photo: WVL*

**F2F and virtual training:** In July 2021 Black Earth Communications conducted virtual training on communications applied during joint campaigns as part of Women's Month – August 2021. GL complemented this training with Face to Face (F2F) training in October 2021 focusing on a joint Sixteen Days of Activism campaign (see section on networking). This applied training included grantees presenting case studies from their work; a practical session on *Monitoring and Evaluation* (including the form used to gather beneficiary data); and a session on *communicating results*. Grantees then identified themes they wanted to collaborate on during the Sixteen Days of

Activism Against Gender Violence and drew up a programme for the event (see networking section). This contributed to **applied learning** as well as **peer learning** and ongoing partnerships that help WVL grantees to raise their collective voice on key policy issues.

On the final day, directors stayed on for a continuation of the *Leadership and Diversity* training reported on in the Year Two report. This training included the administration of the Organisational Development Score Card that provides a baseline to be monitored at the end of this year. GL HR consultant Anna Harris convened meetings with grantees and the WVL Grants Management Unit (GMU) to discuss divergent scores and help organisations craft action plans. In the F2F training in October, Harris delivered an information-packed training session on labour laws; absence management; performance management and other HR topics identified as a priority by grantees.



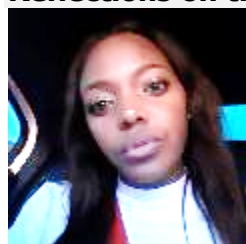
*Figure 5 Anna Harris delivers brass tacks training on HR  
Photo: Colleen Lowe Morna*

**Experiential Learning:** During this reporting period, GL conducted further experiential learning from 19 – 23 September 2021 with grantees requiring further capacity building in finance, reporting, and results for change, social media and visibility. The capacity building revolved around practical examples from the daily work of grantees. Experiential learning has many benefits. It contributes to resolving real grant management issues such as financial and M and E reporting, reducing the work load for the GMU staff. In the process, grantees acquire practical and applied skills that reduce errors in the future. Learning in small groups also fosters peer support, lasting friendships and partnerships.

### Organisations that attended the experimental learning capacity building

Organisation	Finance	M and E	Total
Let us Grow	1	1	2
Mutale VEP	1		1
Incema	1		1
SAWID		1	1
Rise Up Against GBV	1	1	2
Mamadi		1	1
Queer Women in Business	1		1
Total	5	4	9

### Reflections on the experiential learning workshops



"This training has really helped me a lot as a new employee in my organisation. This was the perfect way to induct me into the project that I coordinate for SAWID. The joint session on the contract made me better understand what my organisations obligations are and the importance of always checking our work-plan against the budget. The communication and MEL session were informative and I find that the systems are easy to use. We have had a Facebook account that was not working and no twitter account. I have since retrieved these details and created a twitter account. Being part of such a big organisation with no social media presence really made me uneasy. Nevertheless, I am glad that we are now not just on WhatsApp and word of mouth but on social media too. This has been a great learning opportunity." **Nombuso Makhathu, SAWID**

"Coming from an organisation with only three staff members, we have to ensure that we are all equipped in social media, finance and our programme work. This experiential learning session has really helped us to catch up on some WVL-SA finances and monitoring and evaluation. Lucky for us GL has office space we can use in future when we really need to focus and ensure timely reporting. It was also a welcomed opportunity for us to be able to meet other grantees with the similar issues and work on them together." **Vanita Daniels, Rise Up Against Gender Based Violence**



**Grantee verification visits:** After two years of lockdown, GAC and WVL-SA conducted site visits in Limpopo. The WVL-SA team continued to the Western and Eastern Cape provinces to visit various organisation in order to monitor them.



## GL/GAC Monitoring visits March 2022

Grantees visited	Type of grant	Province	Nature of concern	Priority (1,2,3)
Mamadi Advice Centre	MyCore	Limpopo	finances and beneficiaries	1
Mara Victim Empowerment	RR 2021	Limpopo	Grantee not been involved	1
Litshani Vhana Vha-De-Foundation	RR 2021	Limpopo	Monitoring visit and visibility	3
Kwanele -	RR 2022	W Cape	New grantee,	2
SAWID	Networking	W Cape	Monitoring of project activities & finances	1
Community Women Action	RR 2022	W Cape	New grantee	2
Mikhulu Child Development Trust	RR 2022	W Cape	New grantee, verification	2
SWEAT	RR 2022	W Cape	New grantee, verification	2
The Saartjie Baartman Centre for Women and Children	RR 2022	W Cape	New grantee, verification	2
New Heritage Foundation	RR 2020/2021/ 2022	W Cape	Visibility visit	3
The Great People of South Africa	RR 2022/My Core	W Cape	Visibility visit	3
Community Carers Agency	RR 2021/2022	W Cape	Programme & expenses	1
Voice for the Voiceless NPO	RR 2021	Eastern Cape	Monitoring visit and visibility	1
Foundation for child safety	Disability	Eastern Cape	New grantee verification	1

Source: Gender Links

GL visited 13 organisations in three provinces. To ensure time and cost efficiency GL categorised these geographically and in order of priority on a scale of 1-3 with one most urgent and priority three not so urgent. The verification visits included institutional reviews and meetings with beneficiaries wherever possible. The Great People of South Africa (MyCore) organised a workshop where beneficiaries and stakeholders shared their lived experiences.

*Meeting with TGPSA beneficiaries in Khayalitsha, Cape Town. Photo: Colleen Lowe Morna*





## Grantee assessment of support received

The capacity building and support provided by the implementing partner remains an exceptional achievement and key strength of the WVLA SA project.

- 75% received capacity building support from Gender Links that was specifically tailored to the needs of their organization (up from 45% at baseline).
- 93% received capacity building support pertaining to the use of online systems (up from 85% at baseline).
- 79% received capacity building support in using financial software (up from 75%).
- 82% received capacity building support to improve organizational management or management systems (up from 50% at baseline).
- 89% received capacity building support to improve their monitoring and evaluation systems (up from 67% at baseline).
- 82% received tools, templates, or guidelines relevant to various organizational processes from Gender Links (up from 67% at baseline).
- 93% said that Gender Links had provided them with networking opportunities or introduced them to other organizations in the women's rights sector (up from 90%).

"GL staff are just amazing in the support we have received and still do. They are always available to guide and assist. They make sure we understand, and they do not mind repeating themselves to make sure we understand clearly. They are polite and they treat us like we belong. Most importantly, they are helping us to help others. The WVLA grant is more than just a grant. It has helped our structures and development to be better and to keep being better, and to grow in our spaces. They are the change we want to see tomorrow". **Mid-term monitoring & Evaluation survey v.2**

The capacity building support, training, and networking facilitation provided by Gender Links has been very effective.

- 86% said management capacity had improved.
- 90% reported improved understanding of the concept 'feminism'.
- 86% reported improved leadership skills
- 93% said that their organizational systems had improved.
- 93% said that their administrative systems had improved.
- 96% said that their record keeping systems had improved
- 93% said that their ability to network had improved.
- 96% said that their organizational communication strategies had improved.
- 90% reported that use of social media had improved.
- 96% reported improved financial management.
- 90% said that their organizations had achieved improved compliance to tax laws.
- 90% have an improved understanding of good governance requirements.
- 90% reported improved monitoring and evaluation capacity.
- 93% reported improved organizational management.
- 83% have improved capacity to use technology.

**Mid-term Monitoring & Evaluation Survey v.2**

**Recommendations:**

- Include RR grantees in assessment of capacity building and institutional indicators.
- Provide feedback on reports and tailor the next F2F training around writing reports at an outcome level in preparation for the final report
- Include assistance in applying for the rights to issue Section 18 A certificates for donations received. This could encourage private and corporate philanthropy, as these actors would then derive tax benefits from their philanthropic contributions. For an organization like LVVF individual contributions (to for example support one child) would make a huge difference. *Mid-term Monitoring & Evaluation Survey v.2*
- Devise a programme of field visits linked to the plan to ensure effective implementation of all activities by the end of December (see *Annex B*).
- Propose to GAC a final Learning and Sharing event.
- Design, together with the independent monitor, a set of knowledge products in multi-media formats for the final year of the grant.

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

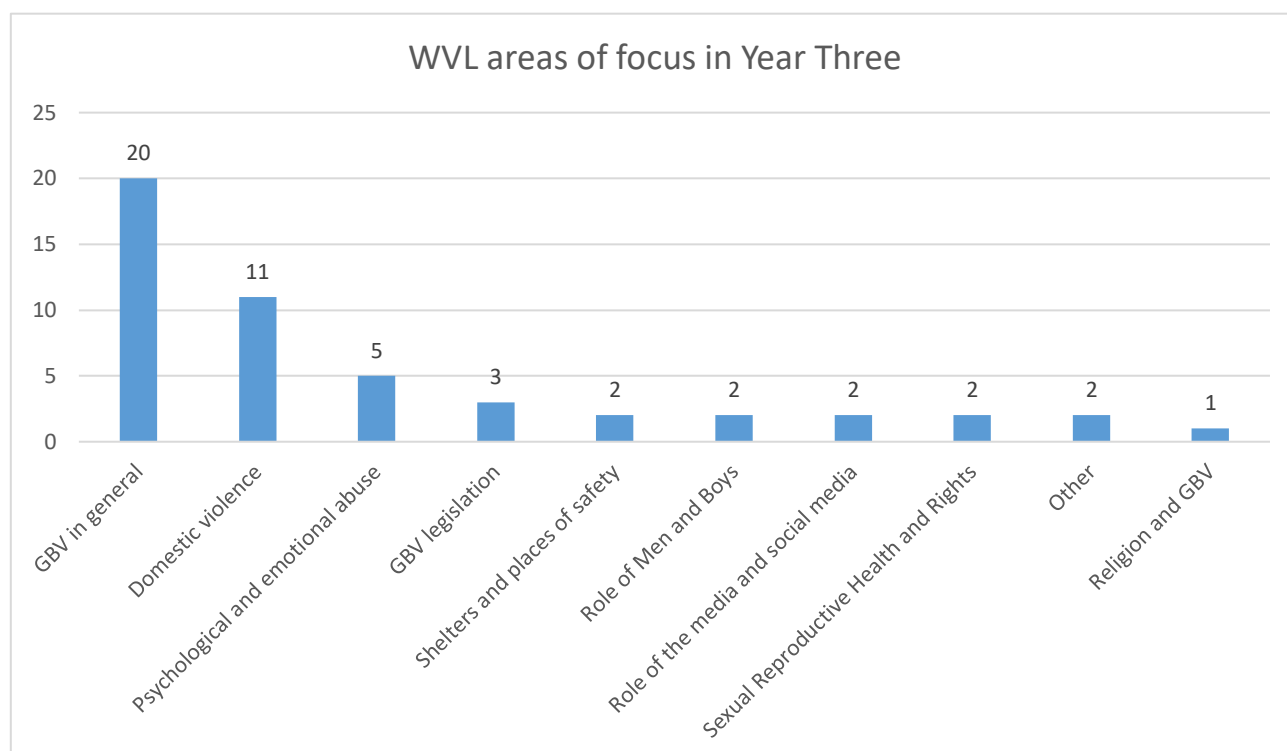
**Outcome 1210: Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim their rights.**

Gender is a cross cutting issue that affects all types of WROs. As part of the flexible approach to feminist funding the grant, calls did not prescribe the areas of work for the Multi-year core and the Network and Alliance building grant.

**1211. WROs received technical assistance to develop innovate programming and mobilise communities fulfilling women and girls’ rights.**

In addition to building WROs’ managerial capacity, GL has supported WROs to employ new and improved approaches to delivering their core programming. According to the project monitor, Gender Links...*was providing ongoing and effective technical assistance to WROs to (1) design and sustain policy, outreach, awareness, and advocacy campaigns to enable women and girls to access a range of gender-responsive services in four provinces, and (2) develop innovative programming and community mobilization towards the actualization of women’s rights. Monitoring data demonstrates that the abilities of WROs to reach marginalized groups with high-quality services, and to undertake policy and advocacy activities has increased.*

Stakeholders saw the WVL South Africa model itself as being innovative. Working with a local organisation as an implementing partner, and combining grants with ongoing capacity building, was seen as a unique approach within the context of South Africa. The approach to accompaniment and capacity building that GL has taken is also innovative and reflects good practices in feminist programming. **WVL SA Desk Dive Summary, Evaluation Division, GAC**



During the reporting period 1 April 2021 – 31 March 2022 20 organisations worked on GBV in general. Eleven worked on domestic violence; five on psychological and emotional abuse; three on GBV legislation including the National Strategic Plan on Gender Based Violence and Femicide; two each on men and boys; role of the media and social media; sexual reproductive health and rights (SRHR) and one on religion and GBV.. Grantees reported the following innovations in their projects:

### ***Information, Communication Technology and GBVF***

**Bellona Female Network (MY Core)** seeks to use technology to solve the problem of limited reach, giving women access to women they otherwise would not have had the opportunity to reach. The Bellona Female Network APP matches potential mentees to their mentors by inputting into the system areas of interest such as entrepreneurship, law and access to justice, artificial intelligence and other profession fields. The APP uses a swipe left for no match and a swipe right for a match. Information about the mentee and mentor is shared and communication and mentorship on the APP begins. The APP is currently in its testing phase.

### ***GBV Documenting lived experiences***

**Agenda Feminist Media (MY Core)** held journal launches combined with feminist dialogues based on the themes of the journals via u-tube, zoom and teams. Guest Editors and Agenda's Board Members and Editorial Members invited the public and their respective institute departments and students to participate and attend.

### ***Speaking out***

**Mutale Victim Empowerment Programme (MY Core)** educated, informed and empowered women and girls on Gender Based Violence and Femicide through the break the silence campaign. By educating and reiterating the importance of survivors speaking out by reporting crimes.

### ***Agency and self-defence***

**One in Nine Campaign (MY Core)** have begun giving women self-defence classes so that they can help protect themselves in a situation by creating noise, drawing attention and distracting the perpetrator.



*Dineo Tsoabi, a beneficiary from the One in Nine project self-defence classes. Photo: One in Nine*

### ***Coming out of my shell and taking the lead***

"I have gained from the self-defence class because now I no longer panic .. I make sure I do not put myself into a compromising situation. I am emotionally and physically stable thanks to One in Nine for all the good you have done for me and my life is different. Since I have worked with you, I see progress, good future and hope going forward."

Dineo Tsoabi has been part of the campaign's programmes for the past two years. She has attended workshops, protests, art as advocacy sessions and other partner organisation's events. When she first joined our programmes, she was shy and would keep to herself and not engage in plenary unless selected. In these two years, she has come out of her shell, leading group presentations and really engaging with all the processes fully. "I have improved in working groups without depending on others' views. Since I have been attending sessions in Pol Ed I have more confidence and hope in myself, also I have learnt that I am my own person not to depend on other people's wings, I am a very shy and sensitive person but I am able to manage the two."

She is one of two sisters. Her sister is comfortable speaking in public. Now Tsoabi is coming out of her sister's shadow. "I have learnt that if I cannot stand up for myself no one else will. I need to be a leader from within first. I have learnt about GBV campaigns and arranging community workshops. I am able to present in front of others. I have learnt that I need to always be aware of my surroundings especially the community around me and their needs,

and what to do if I notice something. I have also learnt how to balance work, my project, myself and my community."



*One in Nine offers feminist political education. Photo: Colleen Lowe Morna*

She highlights how the feminist political education (Pol Ed) has given her more knowledge about the LGBTQI+ community and helped her understand more about them and herself. She has also learned how to use the art tools from our art for liberation sessions to express herself, make better posters and banners. "One in Nine has helped me know who I really am, my strengths, stretching from my comfort zone, I am now confident and can bravely face my fears. As for my family it has made huge difference. I can now face my fears and be able to attend things on my own without hiding behind others."

Tsoabi says a lot has changed in her community because women are starting to stand up for themselves and creating collectives to fight for what is best for them. They are asking more questions about things they do not understand and have requested for more workshops and trainings and are eager to participate in community activities. Through Serapeng sa Basadi/Ditlhare, she has been able to

contribute to the skills development of the women in her area. They have managed to source funds to conduct training in their community, a marginalised peri-urban area. Their community also falls under the Emfuleni municipality, shut down in 2021 due to corruption and mismanagement of funds. Due to her activism and her organisation, many community members look up to them for guidance when it comes to issues they face including service delivery issues.

Tsoabi says that feminist political education is a powerful: "The world will be a better place with its existence. The words used to describe feminist political education do not even come close to expressing how important it is and the changes it brings."

### ***Drug abuse***

**Bellona Female Network (MyCore)** collaborated with the Grind Foundation and Hope Givers Foundation to run a workshop on Drug Abuse and Gender Stereotypes at Kwa-Bhekilanga Secondary in Alexandra. The workshop focused on drugs used by students as well as help to beat addiction. It also taught them on the different types of abuse. Students received numbers to call for reporting purposes.

### ***Engagement with men and boys***



*A student from the boyservation programme held by Incema. Photo: Incema*

**Incema (MyCore)** started a "boyservation" platform through traditional and social media using the social unrest and looting in KZN in July 2021. Incema had a men's round table session on men's role on the Sixteen days of Activism programme. Men actively participated in the programme making a firm stand against GBVF. **Rise Up Against Gender Based Violence (MyCore)** held various behavioural change dialogues and ongoing support in the form of social media engagements with men mostly via whatsapp. **Turning Point Qhakaza(MyCore)** hosted the Man Cave event for men where they discussed GBV, their personal issues and the impact of absent fathers. They provide counselling for traumatised



young men and boys. WVL-SA projects are attracting more men in their programme work.

### ***Behavioural change programmes***

**Incema (MY Core)** held a behavioural change programme in Ingqwangele High School during August 2021 to address gender inequality and reduce the chances of children growing up to become perpetrators of crime. The programme aims to build a generation that is gender sensitive through changing mindsets and attitudes.

### ***Economic empowerment, skills and entrepreneurship:***

**Incema (MY Core)** offers programmes to encourage young women's participation, economic power and independence. Through the programme beneficiaries are given opportunities to learn skills in entrepreneurship. **Let Us Grow (MY Core)** have trained 15 women in entrepreneurship; some have already started their businesses. The training complements GL's Sunrise Campaign, Empower Women, End Violence programme. **Eshowe Child and Family Welfare Society(MyCore)** enrolled young women and girls into short skills development courses where they do sewing and computer skills. Upon completion of the classes, the students will graduate and receive certificates.



A young women being shown how to sew beads into the traditional Zulu skirt. Photo: Eshowe

**Queer Women in Business+ Allies'** aim, as per their Vision for 2030 statement, is to incubate at least 1000 businesses owned by queer women, and by extension creating at least 20 000 sustainable jobs. QWB+A also provides a network for queer women in business (and allies). The purposes of the network include facilitating access to markets and funding opportunities for queer women-owned businesses.

The Start-Ups Pitch Challenge is highly relevant and responsive to "intended beneficiary" needs. In 2021 Queer Women in Business expanded this into a six-week virtual business incubator program. In terms of reporting, this program falls under broad objective "ignite action", and outcome two of the logic model 'drive business sustainability for entrepreneurs by providing mentorship and business development skills each year'.

Entrepreneurs apply to be part of the programme; 30 businesses are then chosen to participate. The participating businesses are taken through a six-week business incubation and development program. This includes business registration and branding. Participating entrepreneurs inter alia receive mentors, ongoing support, and access to networking platforms. Pitch-winners also receive business development related prizes.

The Start-Ups Pitch Challenge is probably the organization's greatest achievement, and it is relatively easy to demonstrate the impact of this WVL-funded program. ***Women's Voice and Leadership South Africa monitoring and mid-term evaluation report: Case Study on Queer Women in Business+ Allies NPC***

## Gender and migration

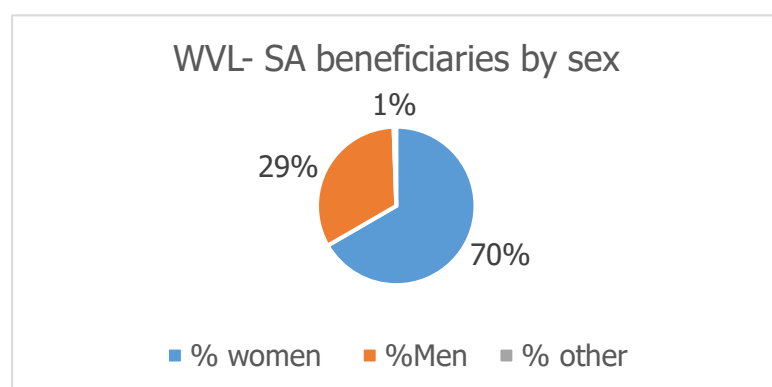
**Turning Point Qhakaza (MY Core)** hosted a GBVF and human rights awareness programme on migrants and the law. The organisation provides accommodation, counselling and psycho-social support to women and girls through their shelters. The organisation hosted a sustainability garden workshop as part of their economic empowerment project; as well as a period poverty and GBV prevention project in Felekize.

**Sasopsbiz Foundation (MY Core)** held the Rise above your pain March /Walk from Sasopsbiz to The Haven Shelter in Pietermaritz Street with partners, followed by an event with speakers; plays, poetry, hampers, Dignity packs, Toys for the children, preloved clothes, and cosmetics. Sasopbiz also hosted a Cyber dialogue on Gender and Migration. The panel had a migrant who shared her experience, a lawyer spoke on the rights of rights and a gender/human right specialist from Aids Foundation.

### Beneficiary reach

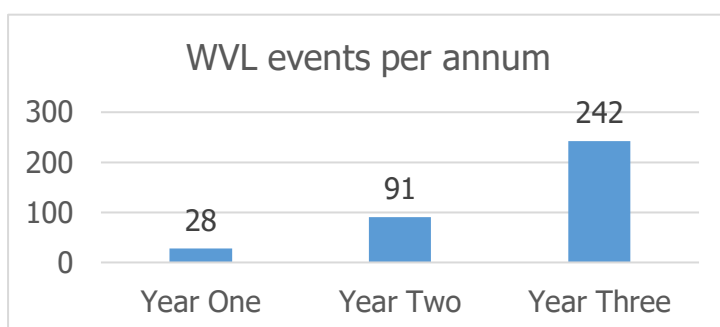
WVL SA grantee organizations continue (as at baseline) to assess the projects they are implementing/ or have implemented with the respective WVL grants as 'somewhat to completely' relevant to the needs of both their "intended beneficiaries" (26 organizations or 93%) and to the needs of "women and girls" (26 organizations or 93%). **Mid-Term monitoring and evaluation survey v.2**

	Women	Men	Other	Total	Disabled	% women	%Men	% other	Disabled
Year one	714	60	2	776		92%	8%	0%	
Year two	10 513	4 059	300	14 872		71%	27%	2%	
Year three	9 536	4 693	78	14 307	426	67%	33%	1%	3%
<b>Total</b>	<b>20 763</b>	<b>8 812</b>	<b>380</b>	<b>29 955</b>	<b>426</b>	<b>70%</b>	<b>29%</b>	<b>1%</b>	



WVL-SA has reached 29,955 beneficiaries over the three years; 14,307 or 47% in the last year, the main year of implementation. Overall, women comprise 70% of the beneficiaries; men 29% and non-binary persons 1%. The proportion of women is slightly below the WVL-SA target of 75%. However, programming

with men and boys is an important component of the programme. It is heartening to see a growing number of beneficiaries comfortable to identify as non-binary. In year three GL added the category persons living with disability that constitutes 3% of the total. This is below the national average of 7.5% but shows effort being made to reach this group. GL expects this figure to grow with the addition of two organisations that focus specifically on disability in the current round.



Altogether, WVL-SA has hosted 361 events, 242 (68%) in the year past. This includes virtual events (which will be disaggregated in the final report); meetings/ dialogues, pop up campaigns, the Sixteen Days of Activism, and Take back the Night Marches, and the Period Poverty Campaign; community outreach, food parcel distribution, and cyber

dialogues. The last year is both one in which lockdown restrictions eased and implementation picked up momentum.

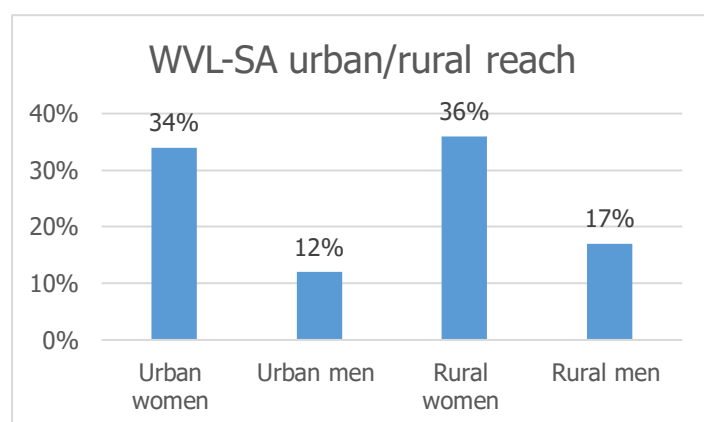
### Age analysis 1 April 2021 - 31 March 2022

	Women (18-25)	Men (18-25)	Women (26 +)	Men (26 +)	Other	Total
Year one	9	2	705	58	2	<b>776</b>
Year two	5 346	2 471	5 167	1 588	300	<b>14 872</b>
Year three	4 931	3 406	4 605	1 287	78	<b>14 307</b>
<b>Total</b>	<b>10 286</b>	<b>5 879</b>	<b>10 477</b>	<b>2 933</b>	<b>380</b>	<b>29 955</b>
<b>%</b>	<b>34%</b>	<b>20%</b>	<b>35%</b>	<b>10%</b>		
	<b>54%</b>		<b>45%</b>		<b>1%</b>	

Altogether, the WVL-SA programme reached 54% youth (below age 25) 45% persons over the age of 25 and 1% other<sup>22</sup> At 35% women over the age of 25 constituted the highest proportion of beneficiaries, with men in this age group (10%) the lowest. Youth constitute 60% of South Africa's population with young women outnumbering young men. WVL-SA will work to increase participation by young women in the final year.

### Beneficiary reach by location

"A critique of women's work is that it is focused in urban centres and doesn't reach rural communities. Two thirds of grantees are rural, which often isn't the case with women's rights work."



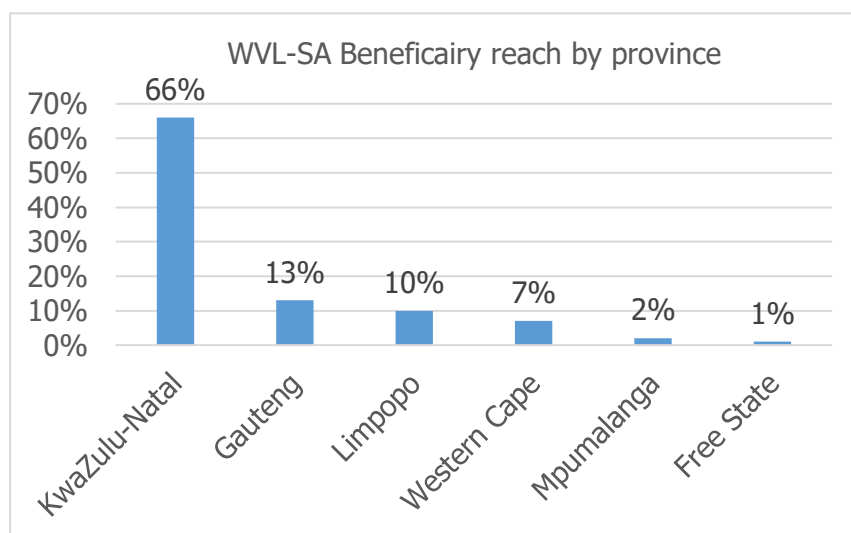
WVL-SA grantees have made a concerted effort to reach grassroots organisations who ordinarily would struggle to access mainstream donor funding. Rural beneficiaries account for 53% of the beneficiaries – substantially higher than the 33% of the population who live in rural areas. Rural women (36%) and rural men (17%) comprise the highest proportion of beneficiaries reached. Urban women comprise 34% and

urban men 12% of the total.

<sup>22</sup> To be disaggregated by age in the final report.

## Beneficiary reach by province

There is good variability in the sizes of the organisations funded. Of the 28 organizations who responded to the question, 2 organizations operate internationally (or at least in more than one country); 4 operate nationally; 3 operate in more than one South African province; 4 operate in only one South African province; 11 operate only in surrounding communities; and 4 operate in only one community. **Mid-term monitoring & Evaluation survey v.2**



In the past year the largest proportion of beneficiaries reached are from KwaZulu-Natal (66%) followed by Gauteng 13%, Limpopo 10% and the W Cape (7%). The MY Core grants targeted these four provinces. Mpumalanga (2%) and the Free State (1%) recorded the lowest percentage of beneficiaries – all these

through the RR grants. On the one hand, it is positive that WVL has a presence in seven out of South Africa's nine provinces. On the other hand the skew distribution between provinces (partly due to the funding windows) raises important questions for the future on whether to focus grants calls on specific provinces, and the nature of the grants' windows. These questions will be added to GL's close out survey.

## Multiplier effects

Behind each beneficiary is a human face. Each beneficiary has the potential to create multiplier effects. GL has been working with grantees to collect stories of change. Farnaaz Hamid is an example of a beneficiary who wanted to start her own initiative in giving women and girls mental health support. She attended workshops at the South African Depression and Anxiety Group (SADAG), which ultimately led her to having her own support group. This demonstrates the power of each beneficiary to reach more beneficiaries on the ground.

The grant has enabled us to do innovative work, such as working with participants with lived experience of mental illness or gender based violence, and to find accessible and meaningful ways to share stories and break down stigma-  
**SADAG**

### **Farnaaz Hamid, Support group facilitator - Empowerment through the Narrative**



*"I've developed confidence as women to speak out because I've come to realise that despite being a woman, what I have to say matters, I can and I will speak my truth!"*

I first contacted SADAG when I wanted to start up my own support group for people with depression and anxiety and I attended one of their support group leader workshops in 2019. Initially, being on the spot and talking about my journey with mental health seemed overwhelming but the participants, the SADAG team were incredibly supportive, and that helped eradicate any apprehension and fear.

I learnt about the initiative in 2021 to provide women with a platform to share their struggles and empower others by sharing their stories. It was a one-of-a-kind project. Being involved with SADAG and WVL, I have learnt a lot and grown as a person. I have become more confident and stronger through working with such amazing people on this project.

Being a part of this project has opened a world of possibilities. I have become stronger and more confident in promoting mental health awareness. I am able to create awareness and enlighten others to help de-stigmatize mental health in my community.

Because of the project, my community is starting to become more aware about mental health and the need to speak about it because so many people suffer in silence and are ashamed to reach out. This needs to change, as we need to become more open and educated about it.

### **Recommendations**

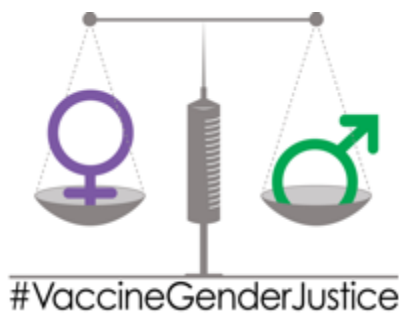
- Disaggregate disability and "other" data by sex, age and location in the GL workshop and Partner form.
- Redouble efforts to gather data on how WVL-SA is reaching marginalised groups.
- Host online dialogues by the two new disability grantees on mainstreaming disability into work on gender and inclusion.
- Host online dialogues on innovative methodologies being used by grantees – for example self-defence.
- Use last reports of grantees to build capacity on reporting innovation and outcomes for the final report.

### ***1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work.***

MY Core and Networking grantees report changes to 108 policies/ laws/ regulations/ practices at local, provincial and national level in the three years of the grant (see key indicators at Annex A). During this reporting period WVL-SA, grantees undertook various policy and advocacy initiatives relating to COVID-19 vaccination; decriminalisation of sex work, violence against women; women and economic development.



## #VaccineGenderJustice



vaccinated 70% of the population by the end of the year.

South Africa launched its COVID 19 vaccination campaign in February 2021 and after a sluggish start, has ramped up vaccination roll out considerably since mid-2021. In response to rising COVID-19 cases in the wake of the Omicron variant in late 2021, President Ramaphosa announced that South Africa would not go from lockdown level one to any of the harsher levels (there are five levels in all). Instead, he said that SA would redouble its efforts to reach herd immunity by ensuring that the government

GL and WVL-SA grantees amplified the vaccine campaign during August 2021 through a petition to the President on Women's Day demanding sex-disaggregated data, which resulted in the data being made available for the first time. South Africa has become one of the few countries providing sex disaggregated data on vaccine roll out. On 12 September 2021, the President referred to sex disaggregated data on vaccines showing that vaccine uptake is much higher among women than men in his national address.

As of 11 May 2022 half of the population aged 18 years and older has been vaccinated, double what it was in October, 2021 when just 25% of the population had been fully vaccinated. The data shows a higher vaccination uptake among women (54%) compared to men (46%). Men, who generally have poorer health-seeking behaviours, have previously targeted for Anti-Retroviral drugs, Voluntary Counselling and Testing (VCT) in HIV and AIDS campaigns. WVL-SA grantees continue to mainstream COVID-19 vaccinations in their campaigns, with a stronger focus on men, in light of what the data revealed.

## Decriminalising sex work



Launch of the National Sex Worker HIV, TB and STI plan.  
Photo: Sisonke

In November 2021 **Sisonke**, in collaboration with the South African National AIDS Council (SANAC), UN Fund for Population Activities (UNFPA) and Centre for Disease Control (CDC), launched the new National Sex Worker HIV, TB and STI Plan under the theme 'Decriminalise Sex Work – Advance Health and Human Rights NOW!' The Department of Justice and Correctional Services (DOJ&CS) supported the event despite the fact that sex work in South Africa is illegal.

National Sex Offenders Register. Sisonke and partners sent written submissions to parliamentarians highlighting these concerns. Sisonke has been involved in consultations on a Decriminalisation of Sex Work Bill and will present the bill to parliamentarians and organisations at national and regional level.

In 2020 the DOJ&CS proposed amendments to the current Sexual Offenders Bill. Sisonke is concerned that this continues to criminalise sex workers who, if convicted under the Act, will be added to the

In March 2022 the Deputy-Minister of the DOJ&CS agreed to hold consultative meetings on the decriminalisation of sex-work in South Africa. This step marks a significant progress

towards the decriminalization of sex work and sex workers in South Africa. At the international level, Sisonke presented a paper to the Convention for Elimination of all Forms of Discrimination Against Women (CEDAW) committee, well received at the informal virtual public meeting.

### **Gender based violence (GBV)**

**South African Women in Dialogue** and **The Great People of the South Africa (TGPSA)** provided comments on three GBV Amendment Bills - Domestic Violence Amendment Bill, Criminal Law (Sexual Offences and Related Matters) Amendment Act Amendment Bill and Criminal and Related Matters Amendment Bill. **Amanzimtoti Trauma Unit t/a Turning Point Amanzimtoti** made an input into the Charter of Victims of Crime in South Africa. **Incema** campaigned for social workers to be placed in court for immediate access to service for victims support to reduce withdrawals while increasing conviction rate and the healing process for the victims.

**We Will Speak Out South Africa (WWSOSA)** works in KZN to strengthening the GBV CSO Sector in KZN for continuity of care and holistic prevention towards violence free zones in communities. The organisation uses a range of strategies to achieve its goal including engaging with government at all levels on GBV. WWSOSA has advocated for the implementation strategies for the National Strategic Plan on Gender Based Violence and Femicide (NSP-GBVF) to include the faith sector.

In October, 2021 the Director of Governance, Transformation, Justice and Security from the Department of Women, Youth and Persons with Disabilities (DWYPD), Nomsa Nabo, met with KZN Network and WWSOSA regarding the establishment of the Rapid Response Teams, Women's Safety Audits and Violence Free Zones (see Networking section). Calling KZN's work in establishing the RRTs "trailblazing" she spent a whole day learning about the work with RRTs and what support is needed to establish more.

In March 2020, the DoJ&CD initiated the Justice 100 Days Rapid Results Challenge as a pilot project at 7 courts in 5 Provinces, to introduce innovations to address challenges that often reduce the impact of domestic violence protection orders, and to improve support services offered by courts to survivors of domestic violence.<sup>23</sup>



*Daniela Glenrich during a presentation on the Rapid Response Teams in KZN.  
Photo: WWSOSA*

An observation from these engagements is that governments is more willing to collaborate with civil society actors and value their contribution to addressing GBV. Partner CSOs, for their part, are more informed about the NSP and provincial implementation plans and have appreciated being exposed to joint meetings with Government and being able to voice their ground-level concerns and inputs input broader multi-stakeholder processes. The KZN Network and WWSOSA participate in the GBV Technical Working Group with various key stakeholders in the province and have periodically reported cases where high-level intervention was needed where service providers were failing a survivor.

<sup>23</sup> Overview of National Strategic Plan on Gender-Based Violence and Femicide Roll-Out Year 11 May 2020 – 30 April 2021

## Women working to influence policy in the energy and power sector

**African Women in Energy and Power (AWEaP)**, advances participation by women, youth



"The truth is, there is an emergence of women and young people who are taking STEM (science, technology, engineering and mathematics) related courses, who are graduating from engineering schools and who can participate in sophisticated systems and solutions across the value chains of energy generation, transmission and distribution." **Bertha Dlamini, African Women in Energy and Power President.**

and people living with disabilities across the power sector value chain. AWEaP argues that in order to eradicate energy poverty on the African continent, the region needs commercially viable, multi-stakeholder-driven initiatives that will ensure the meaningful economic participation of women and that the renewable energy sector offers a unique opportunity for sustainable (and disruptive) economic empowerment of women in Africa.<sup>24</sup>

There is an increasingly enabling environment for women entrepreneurs in the energy sector. Two pronouncements by President Cyril Ramaphosa have opened the door a little wider for women entrepreneurs in the energy sector. These are the new regulation that exempts embedded generation projects up to 100 megawatts from having to apply for licenses from the National Energy Regulator of South Africa and the announcement that that 40% of public procurement spend in South Africa shall be designated to women-owned businesses. But there is still a long way to go to achieve a more equal playing field in the energy sector.

AWEaP have been invited to sit on the Women Economy Assembly (WECONA) in the office of the President. WECONA have they have submitted 10 key requests for the President to consider for women in the energy sector:

1. A Renewable Energy Sector Charter is required for the sector to commit to the country's socio economic development strategy and targets;
2. Strengthen the powers of the Gender Ministerial Council for the Energy Sector to spearhead the establishment of a sectoral Charter
3. An appropriately structured and sufficiently financed institution, with the relevant constitutional authority for gender mainstreaming across economy.
4. President led multi-stakeholder campaign to promote supportive attitudes, values, behaviours and culture to support a barrier free sector for women owned businesses, youth and people living with disabilities;
5. Pervasive Finance sector transformation task team to avail liquidity pots for women project developers;
6. (Renewable Energy Independent Power Producer Procurement (REIPPPP) Bid Windows for Women, Youth and people living with disabilities;
7. Multi-stakeholder committee to fast track access to suitable land for energy projects to be developed by women;
8. South African Energy Incubator for women owned businesses without track record;
9. Review of Procurement Policies to give effect to 40% procurement designation for women owned companies;
10. Create mandatory audits for women, youth and people living with disabilities' participation across value chains.

<sup>24</sup> <https://www.developmentaid.org/news-stream/post/90879/gender-equity-and-sustainability>

## 1221. WROs receive technical assistance to design and sustain policy outreach, awareness and advocacy campaigns

WVL-SA grantees held 116 campaigns in Year Three: 15 conducted by Networking and 101 by MY Core grantees. They covered Economic Empowerment, Mental health, SRHR, VAWG/GBV. Examples include: empowerment. Examples of campaigns held by grantees

- **Queer Women in Business (MY Core):** Supporting start-up companies run by the LGBTQI+ and hosting various themed dialogues.
- **South African Anxiety and Depression Group(MY Core):** Spreading knowledge and helping to break down the stigma around mental health, including highlighting access to the support that is available.
- **Incema(MY Core):** Educating young boys and girls on Social Crime prevention and what its consequences are and Gender Based Violence and Femicide so that they do not become perpetrators. Changes in gender attitudes, reporting of inappropriate sexual behaviour which leads to access to treatment.
- **Let Us Grow (MY Core):** Community engagement in decisions that affect their lives: economic, social, environmental, political, psychological, and other associated courses of action.
- **Bellona Female Network (MY Core):** Raising awareness on online forms of gender violence. How it is the responsibility of the social media to protect users and at the same time, the responsibility of the community to identify and report cyber bullying.



Community action led to a child-friendly park in Orange Farm. Photo: Colleen Lowe Morna

### WVL 16 Days of Activism campaign



The 16 Days of Activism on Gender Violence provided WVL-SA grantees the opportunity to work collaboratively on a campaign dear to all grantees as well as apply learning from the communications training in August/ October. GL shared this case study at the 2022 Anglophone and Lusophone Learning Event as an example of the power of networking and strategic approaches to communication.

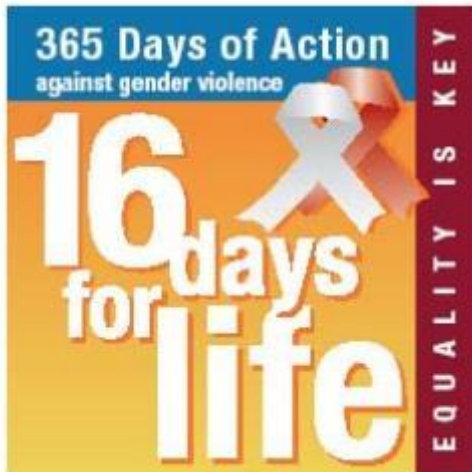
The Learning and Sharing meeting held in October 2021 after several months of lockdown provided a rare opportunity for grantees to network and plan together. The team agreed on nine themes that they wished to focus on during the period. GL disbursed additional funds from the dialogues budget to hold creative face-to-face events and then link up virtually from 2pm to 3pm on those days between 25 November (International Day of No Gender Based Violence and Femicide) and 10 December (Human Rights Day).



Date	Theme	Organisers
Friday, 19 November	Women's Entrepreneurship Day: Economic power to end GBV	MT Foundation (RR)
		Amanzimtoti (MY Core)
		Asime Women(RR)
Thursday, 25 November	International Day for the Elimination of Gender Based Violence and Femicide : From lockdown to action	Phola (MY Core)
		Lesedi La Setjhaba (RR)
Friday, 26 November	Generation Equality and GBV	Justice and Women(MY Core)
		Sibanisezwe (RR)
		Epic Youth Matters (MY Core)
		Resoketswe Foundation (RR)
Monday, 29 November	International Women Human Rights Defenders Day	
Tuesday, 30 November	Sexual harassment	Gender Links
Wednesday, 1 December	World AIDS Day	Gender Links
Thursday, 2 December	End Period Poverty	New Heritage Foundation (MyCore)
		SAWID(Networking)
Friday, 3 December	International Day of People with Disabilities	Gender Links
		We Will Speak Out South Africa(Networking)
		Richmond Day Care(RR)
Monday, 6 December	Anniversary of the Montreal Massacre: The role of Men	Dorcas Page Foundation(RR)
		Mutale Victim Empowerment (MY Core)
Tuesday 7 December	Sexual Diversity and GBV in Southern Africa	Gender Links
Wednesday, 8 December	Gender violence, the media and social media	Gender Links
		Bellona Women's Network(co-host) (MY Core)
Thursday, 9 December	Sex work and GBV	Sisonke National sex workers movement(Networking)
		Mutale VEP(MY Core)
		Incema NPO(MY Core)
		Sasopsbiz Foundation(MY Core)
Friday, 10 December	Human Rights Day	Gender Links
		Coastal Resources Centre(RR)
	Take Back the Night	Let Us Grow(MY Core)
		1 in 9(MY Core)

The nine dialogues included themes on World AIDS Day, Ending Period Poverty; International Day of People with Disabilities; The role of Men; Sexual Diversity and GBV in Southern Africa; Gender violence; the media and social media; Sex work and GBV.





In a deliberate twist to the Sixteen Days campaign WVL-SA started the 16 Days of Activism on World Entrepreneurship day to emphasise the link between economic empowerment and sustainable solutions to GBV. **MT Foundation** (RR grantee in Free State), **Asime Women** (RR grantee in KZN) and **Amamzintoti Trauma Centre** (MY Core grantee) hosted the event - a F2F meeting in KZN as well as a virtual dialogue.

During the 16 Days campaign grantees shared findings of the Gender Progress Score (GPS) of gender attitude survey in South Africa. The GPS is a survey with 25 questions, which includes questions on contentious areas such as polygamy; choice of termination of

pregnancy; sex work and sexual orientation.

An example of how the Sixteen Day campaign got WVL partners working together on a contentious issue is two grantees **Incema NPO** (MY Core grantee in Kwa-ZuluNatal) and Mutale VEP (MY Core grantee in Limpopo) partnering with **Sisonke National Sex Workers Movement** (Networking grantee, Western Cape) in a dialogue on sex work and GBV.

**Bellona Female Network** and Gender Links led a dialogue on the role of media and social media including cyber bullying. Hackers broke into the dialogue that had to temporarily shut down, showing that cyber bullying is real.

**The Great People of South Africa** (TGPSA – MY Core Cape Town) successfully hosted a conversation on Gender Based Violence on TikTok moderated by SA influencer Perseverance Maremeni (@[madam\\_speaker](#)).



**One in Nine Campaign** (national) partnered with a Community Based Organisation, **Lets Us Grow**, in Orange Farm in a march to the local police station to make the point that the night belongs to all – women and men!

### Recommendations:

- Work with grantees on honing policy initiatives and strategic communications campaigns especially the NSP on GBVF in the build up to the second presidential summit, for example #ShowUsTheMoney – a campaign to demand government resources and accountability for the strategy.
- Use the coming August (Women's Month) and the Sixteen Days of Activism 2022 to raise the collective WVL-SA voice on key issues for greater impact and skills development.



## NETWORKING AND LOBBYING FOR GENDER JUSTICE

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

The movement-building pillar of WVL South Africa consists of a specific multi-year granting category, as well as activities led by Gender Links. Activities have included regular symposiums for grantees (virtual and in-person) to share experiences and learn from one another, as well as efforts to build linkages between grantees. For example, there is a WhatsApp group for all grantees to share news. ***WVL SA Desk Dive Summary, Evaluation Division, GAC***

The third pathway to change in the WVL-SA logical model is movement-building, a pivotal role played by the networking and alliance building movements to effect policy, legal and social change in South Africa. WVL-SA includes three networking grantees. The RR and MY Core grantees have also been growing their networking with each other. WVL-SA as a collective has also raised its voice on key topics.

### **Outcome 1310: Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy**

WVL-SA works with various stakeholders and partners as well as the grantees to influence policy affecting women's rights.

WVL South Africa has been extremely successful in building connections among grantees and strengthening the South African women's movement. Gender Links has been able to foster an inclusive and mutually encouraging community where grantees are able to share, learn and build on each other's work. Gender Links being embedded in the South African feminist movement has undoubtedly been a factor for success.

In addition to these summits, the project has created a WhatsApp group with all grantees, so they can share information, news and events. Rapid response interventions by grantees also helped create partnerships between state and non-state actors. This has led to some concrete examples of various grantees connecting with each other on shared initiatives. One focus group participant working on economic empowerment described how "There is a sister organization here in Pietermaritzburg and we often exchange with them. They deal with the social side of things, so we often refer them if they need support. They refer back to us if they have people who want to get involved in business." ***WVL SA Desk Dive Summary, Evaluation Division, GAC***

## Progress made by the Networking grantees

**We will Speak Out South Africa (WWSOSA)** – works in Kwa-Zulu Natal to address gender based violence (GBV) by strengthening the CSO Sector in KZN for continuity of care and holistic prevention towards violence free zones in communities. The organisation uses a range of strategies to achieve its goal including developing an integrated database of stakeholders, services and providers, establishing rapid response teams (RRTs); information distribution, creating violence free zones and engaging with government at all levels on GBV.



Community members during a March hosted by We Will Speak Out South Africa. Photo: WWSOSA

*Rapid Response Teams* have been established in the four pilot areas - Umlazi, Newlands, Durban South Basin and Inanda – to provide strong referral networks at district level. These create safety nets for survivors of GBV and minimise the number of cases falling through the cracks by offering a proper continuity of care. The idea of rooting the multi-stakeholder forums at local level for proper continuity of care is a key aspect of the National Strategic Plan on Gender Based Violence and Femicide (NSP). The organisation has established regional networks that contribute to regional active rapid response teams (RRTs), for continuity of care through referral systems that

include diverse actors, including the faith sector.

*Buy in from national and provincial government.* In October, 2021 the Director on Governance, Transformation, Justice and Security from the Department of Women, Youth and Persons with Disabilities (DWYPD), Nomsa Nabo, requested to meet the KZN Network and WWSOSA regarding the establishment of the Rapid Response Teams, Women's Safety Audits and Violence Free Zones (see previous section on policy impact). She stated that both the National and Provincial departments would like to work with KZN stakeholders to replicate this model. WWSOSA is developing a *cloud –based information management system* that integrates the GBV case management system and the capacity support network and are working with the Premier's Office, towards piloting this system in at least two of the districts where RRTs are already in place.

### **Nadia Bloy – Rapid Response Team Leader in Newlands East**

In 2002, I joined the KZNVAV Network where I got most of my experience and training on different projects that they collaborated on. Cookie Edwards, the Executive Director has been my inspiration, leader, mentor and boss who has shared best practises and expertise in her area of work as an activist and legend to all survivors and the GBVF sector over 30+ years and she is still advocating and campaigning to date.



Two years ago, I had a huge opportunity. I was recruited as a Rapid Response Team Leader for Newlands East. This partnership project gave me resources to strengthen the work that I



was trying to do on a small scale, which has now escalated into forming a Rapid Response Team: an opportunity to change the way we think about gender-based violence.

Change happens to us, but positive change is something we create by what we think, say and do. Over the years, I have had the privilege of working with Faith Based and civil society organisations that have created positive change in our Newlands East community where there is lack of resources.

**Sisonke National Sex Workers Movement** recorded 150 new members in eight provinces through outreach and creative spaces despite lockdown and COVID-19 restrictions. The pandemic had a severe bearing on the work of Sisonke as members are often not technologically savvy and rely on face to face interaction. The organisation continues to align itself with organisations that offer stigma and judgement free services to sex workers. The decriminalisation of sex work has been brought back on the agenda of the ANC led government through the Department of Justice (see previous policy section). Sisonke is lobbying and advocating that the ANC fulfils its electoral promise to decriminalise sex work.

### **South African Women in Dialogue (SAWID)**



One of the few national women's networks, SAWID has shown remarkable progress in this reporting period in response to concerns raised in the first monitoring and evaluation report on internal coherence, capacity, project clarity and implementation. GAC and GL held meetings with SAWID to chart a way forward.

Key steps taken include:

**Finance, Audit and Risk:** When GL and SAWID signed the WVL-SA agreement SAWID did not have audited financial statements. SAWID instituted an audit as part of the grant conditions. SAWID Trustees approved and signed the 2021 Annual Financial Statements (AFS) in October 2021. SAWID is working with the South African Revenue Service (SARS) on an outstanding SARS liability referenced in the AFS.

**Building SAWID's Institutional Capacity:** SAWID has a strong and active board, but until recently only had a Chief Operating Officer. With funds from cell phone company MTN, SAWID has now appointed an Acting Chief Executive Officer, Project Officer and accountant. Priorities include building SAWID's human capital beyond simple volunteerism. SAWID strengthened the Trust, National Council and Secretariat through three national and nine provincial strategy sessions, and an Annual General Meeting (AGM) in May. These meetings reflected on operational successes and gaps between objectives and expectations in executing the SAWID mandate. SAWID has conducted a SWOT analysis to ensure that planning takes into consideration prevailing internal and external factors.

**Networking and impact:** SAWID is putting together a database of women in South Africa from all demographics. SAWID is exploring how to use zoom and other online technology much more effectively for its networking.

Key achievements in the reporting period include: acting as implementation partner for the UN Women Generation Equality Forum; deploying peace monitors following the July unrest in KZN; as well as partnering with the Institute of Justice and Reconciliation in training 75 women as peace builders during the local government elections. As reported earlier, SAWID has broken new ground in the women's movement by championing whistleblowing, casting the spotlight on national corruption, and making the case for "walking the talk" within WVL-SA.

SAWID also hosted Sixteen Day activities in nine provinces, reaching more than 700 people. Through WVL-SA SAWID partnered with New Heritage Foundation in the Period Poverty campaign. The testimonial by the director of the New Heritage Foundation that follows underscores the value for WVL grantees of partnering with well-established national networks such as SAWID.

### ***The Journey of Collaboration, By Chantelle Goliath, New Heritage Foundation***

I have been working on issues of menstruation and women's dignity for the past five years, in a community not often open to a discussion of these issues. The lack of dignified sanitary solutions affects thousands of young girls in my community, causing them shame and distress, low self-esteem, the loss of school days, and it causes them not to fulfil their potential as human beings.

Our collaboration with GL and SAWID has helped me to leverage my leadership and plan for future impact in collaboration with others. I met SAWID Chairperson, Thoko Mpumlwana at the SADC Protocol@Work Summit in March 2021. She served as judge in the category that we presented in. Mam Thoko was very impactful in the way she applauded the work we were doing with both girls and boys within schools. SAWID added me to the Extended WhatsApp Group of around 257 people, to engage in and receive support from other women. This allowed me to learn from other women leaders and share my insights and experiences.

New Heritage went on to collaborate with SAWID in the WVL-SA Sixteen Days Period Poverty Dialogue in Cape Town in December 2021. I worked closely with Nombuso Makhathu (SAWID project officer) and Marthe Muller (COO). We planned collaboratively. Nombuso provided guidance and support, as well as insights into our focus areas, and meaningful recommendations on our website. She spent a few days with us in Cape Town to support our work.



*Nombuso Makhathu, Marthe Muller and Chantelle Goliath had a strong partnership during the 16 Days of Activism. Photo: New Heritage Foundation*

In my engagements with SAWID, I have learned the value of collaborative teamwork, good governance, and to be aligned with an organisation with a bigger vision, with great and ethical leadership. Working with SAWID we were able to have a very insightful and impactful conversation regarding menstruation, and gain a deeper understanding of menstruation.

### **Recommendations:**

- Use the remaining grant period to build deeper peer partnerships, especially but not only during Women's Month and the Sixteen Days of Activism.
- Link these to specific campaigns – eg funding for GBV, decriminalisation of sex work.



## SOCIAL MEDIA

One area that was highlighted by many focus group participants is their increased use of the media to enhance the reach of their programming. This includes traditional media, like television and radio, which have been important platforms for advocacy. **WVL SA Desk Dive Summary, Evaluation Division, GAC**

As reported in previous sections, WVL-SA conducted a comprehensive communication and visibility workshop in August 2021 applied during Womens' Month, and reinforced this during F2F training linked to the Sixteen Days of Activism campaign. Attached at Annex D is a sampling of the communications products this period. WVL-SA also hosted two high profile events in partnership with UN Women, and in response to suggestions made by the Project Steering Committee (PSC).



### Welcome back event for Dr Phumzile Mlambo-Ngcuka

Gender Links, The Southern African Gender Protocol Alliance and WVL-SA hosted the welcome back celebration of SADC for the former Executive Director of UN Women, Dr Phumzile Mlambo-Ngcuka as proposed at the bi-annual Project Steering Committee meeting. Several WVL-SA grantees posted welcome home messages on the

kudoboard created for this joyous occasion. Many are now using this app for honouring special contributors to their work.

**Young Women's Entrepreneurship Challenge and awards:** co-facilitated by GL and the Generation Equality Forum garnered 30 entries from three countries – South Africa, Kenya and Uganda. Two WVL-SA Rapid Response grantees won awards: The Archive Amambali Wethu- Yolanda Dyantyi and MT Foundation beneficiary- Lesley Anne Foster.

## Media



TVVD an RR Limpopo Grantee has an impressive array of local media coverage displayed in its offices. Photo: Colleen Lowe Morna

The WVL-SA project has gained visibility in the media through the work that the grantees are doing; the nine press releases issued as well as the petition submitted to the President of South Africa on 8 August 2021 petitioning for sex disaggregated data on COVID-19 vaccine uptake (see *Annex D*). Media interviews included the news on SABC, The Citizen newspaper, Alex and Mohodi FM. During the reporting period Amanzimtoti, Incema, Justice and Women as well as The Great People of South Africa reported having had TV and radio interviews on local radio stations and national news channels including Newzroom Afrika, ENCA, SABC and Umhlobo Wenene FM.

Rise Up Against Gender-Based Violence, described how  
*...we were featured in our local news, we were featured on International Women's Day. We have good relationships with media. We have been in this space for 3 years now. We have been able to establish a nice footprint. Funding from GL has elevated us. We have been contacted by news agencies in South Africa and internationally. We are grateful for GL and Canada in terms of being able to fund this. Because we have been able to elevate through media, we are getting a lot of requests...* **WVL SA Desk Dive Summary, Evaluation Division, GAC**

## Social media

Through a dedicated website and social media accounts, GL has sought to give WVL-SA a unique identity and presence, while also inspiring grantees to use these platforms to maximum effect.

	Year 1	Year 2	Year 3	Variance Year 3- Year 1
<b>Website</b>				
Hits	1 617 695	1 275 182	2 012 431	394 736
Unique hits etc	19 525	23 421	22 859	3 334
Page visits	179 674	209 399	217 688	38 014
Page views	26 739	47 282	47 282	20 543
<b>Face book</b>				
Followers	285	646	633	-348
Mentions	40			-40
Facebook page likes	276	546	633	357
<b>Twitter</b>				
Followers	127	184	315	188
Tweets	144	137	73	-71
Mentions	56	481	762	706
Likes	33	45	54	21
Profile visits	483	2121	6440	5957
Tweet impressions	7572	48605	35028	27456
<b>Instagram</b>				
Posts		15	20	5
Followers		175	168	-7
Mentions		76	135	59

The table above shows that WVL-SA Social media has grown in the three year period from zero to a presence on the various platforms, with room for improvement in the final year. The [WVL-SA website](#) remains a repository of information for the grantees as well as the grants portals created for the grantees to keep track of their project implementation. GL created a new section on [vlogs](#) and videos during the reporting cycle following the communications capacity building and training in August 2021. Seven organisations contributed to the [vlogs](#) on the #VaccineGenderJustice campaign; these are available on the website. The website has increasing unique visits. This gives WVL-SA a global presence with funding queries often received from other countries.

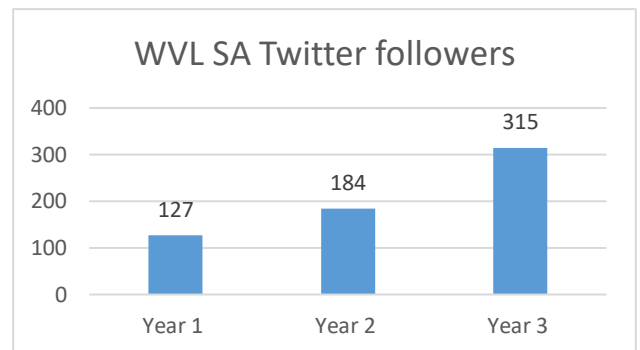
WVL-SA's largest social media footprint is on **Facebook** <https://facebook.com/GLSouthAfrica>. Page likes have increased from 601 in the semi-annual report to 631 page likes: 62% women and 38% men. There are more women in the age groups 25-44 who like the page followed by women in the age groups 45-54 and 65+. The page has had a reach of 5015.



The Facebook post with the most reach is the post recently posted during the verification and site visits in March 2022 to The Great People of South Africa. The post reached 1 709 people, had 41 reactions and shared four times.

*The GL site visit to The Great People of SA had the greatest traction on face book in the last year. Photo: Colleen Lowe Morna*

WVL-SA is accessible on **Twitter** @WVLSouthAfrica. Twitter has grown to a following of 315 followers with WVL-SA following 436 accounts. There have been 73 tweets in the current reporting period, 71 tweets less than the previous reporting period. This in part reflects the need for dedicated capacity to manage WVL-SA social media, presently handled entirely by the Grants Co-ordinator. Twitter impressions have increased in the reporting period with the account having 27 456 more impressions. Profile visits have increased significantly, almost double the previous reporting period. The 16 Days of Activism and #VaccineGenderJustice campaigns generated the most mentions. The top tweet remains the 2490 impressions after WVL-SA expressed its condolences to the family of the Deputy Minister in the Presidency for Women, Youth and Persons with Disabilities, Prof Hlengiwe Mkhize.



WVL-SA is accessible on **Instagram** @WVL SA. The page has 20 posts to date, as Instagram is a more photo-based platform. There are 168 people following the page, WVL\_SA follows 121 organisations and influential people who mentioned the page 135 times in the reporting period 1 April 2021 – 31 March 2022 an increase of 51 mentions. Instagram reaches more women (82,7%). The highest percentage of women reached is in the age group 35-44 followed by the age group 25-34.

**TikTok:** In September, TikTok approached GL regarding a potential partnership during the Sixteen Days that includes featuring WVL activities and offering training on this social media platform that specialises in video. The Great People of South Africa hosted the live chat with a well-known South African Influencer Madam Speaker reached over 15000 viewers.

The project has also had a strong push towards social media. Gender Links provides a model in is regard, having set up a website and a Twitter feed for the project which promotes project activities and amplifies posts from grantees. Many WROs have made their first forays into social media, setting up organizational profiles for the very first time. This has had a tangible impact; for example, one focus group participant described how *"most of our fundraising happens on social media. We are growing. Gender Links has helped us and has helped me – because we are a smaller org, at some stage in this work, I became the driver, organizer, everything. But now I am able to delegate more."* – **WVL SA Desk Dive Summary, Evaluation Division, GAC**

**The Great People of South Africa** is one example of a MY Core grantee has ramped up its social media pages through the communications training held in August 2021.

### Look who just followed us on Instagram! By Zintle Khobeni, Director of the TGPSA

There is no doubt that the WVLSA media training sessions have contributed to our success on engaging with both the social and traditional media platform. We were already using social media prior to the funding we received, however being a WVLSA grantee elevated our opportunity to interact more with the traditional media.

Growth in the social media footprint of TGPSA after training								
	Twitter		Facebook		Instagram			Tik tok
	Before training	After training	Before training	After training	Before training	After training	Before training	After training
<b>Followers</b>	158	776	235	841	98	375	0	31
<b>Page likes</b>			268	1076			0	17
<b>Mentions</b>	7	382	38	185	27	163	0	3
<b>Posts/Tweets</b>	163	501	40	501	109	501	0	50

The grant from WVLSA enabled us co-organise and participate in a successful GBVF march to parliament in August 2021. The relationships we formed with the media on this day is the relationships we have maintained. With WVLSA training, we improved our Twitter and Facebook interactions. These sessions encouraged us to be active on platforms such as Tik-Tok and to post more videos on YouTube.

We have been interviewed by the Cape Argus, Cape Times, Newzroom Afrika, ENCA, Radio RSG, Bush Radio, Zibonele FM, Umhlobo Wenene FM, Forbes Africa. We recently asked mainstream media why they prefer working with us and they replied, "Because you always make time for us and give content and context on time" - Thuthuzeli Ntseku- Cape Argus Newspaper.



Every action of TGPSA is captured on social media. Photo: Colleen Lowe Morna

We participated on Twitter spaces that have covered topics that align with our organizational vision. We also had the privilege to collaborate up with TikTok Africa and Madam\_Speaker (Social Media influencer) on the 16 days of activism against women and children abuse.

All our social media platforms have grown, made easier by the triangulation of the social media platforms. When we post on Instagram automatically, our posts go onto Facebook and Twitter. We had Forbes Africa and TikTok interviews made possible by our partnership with WVLSA. Patrice Motsepe (South Africa's

richest man) has recently started following TGPSA on Instagram! Zintle Ngobeni, Director, TGPSA The best indicator of a good teacher is when the students perform better than the teacher! Many WVLSA grantees have far exceeded WVLSA in their media footprint. WVLSA needs to engage a cadre of interns to assist in the remaining period; explore new platforms such as Tik Tok and You Tube, as well as track its What's Ap platforms, that remain by far the most popular communication tool.



Despite concerted efforts on the part of the implementing partner to raise awareness of the role of Global Affairs Canada in the Women's Voice and Leadership project (which includes making visibility a contractual requirement and ensuring that the Women's Voice and Leadership and Canadian logos are included on all documentation and promotional material of the implementing partner and all grantees). As well as high levels of participation by Global Affairs Canada representatives in processes and events, most grantee organizations (18 organizations/ 64%) still think GL provide the funding. **Mid-term monitoring & Evaluation survey v.2**

Through the communications training, WVL-SA emphasised the need for grantees to feature GAC on their visibility material as the donor. The grants coordinator reminded the grantees of the clause in the contract that states that the Grantees shall:

1. Include the WVL – SA, GAC and GL logos in any publications or productions relating to this project (high resolution logos can be found in the help desk).
2. Be featured on the WVL website and create reciprocal web links (if the grantee has a website).
3. Connect with WVL and fellow WVL grantees via social media using the information provided in the communications section of the help desk.
4. Participate in joint campaigns, learning and sharing initiatives with WVL partners aimed at amplifying women's rights, voice and leadership.



While grantees are using the correct logos in all their branding, they still do not understand that GAC is the back donor.

### Recommendations

- Ensure that grantees know that GAC is the funder through constant reminders including in high profile events.
- Convene a virtual communications refresher course with grantees to give feedback on their current media and social media interactions, with a strong emphasis on pairing, mentorship, peer learning and sharing.
- Reinforce learning through joint campaigns, monitoring and evaluation of communication statistics linked to Women's Month and the Sixteen Days of Activism.
- Work with the independent project monitor in packaging case studies and other materials in multi-media formats.
- Gear up WVL-SA media capacity through internships and smarter ways of working on social media, e.g. distributing content on multiple platforms.
- Improve the audio-visual curation and dissemination of materials through new avenues such as Tik Tok and You Tube.
- Add What's App to social media tracking – quantitative and qualitative.

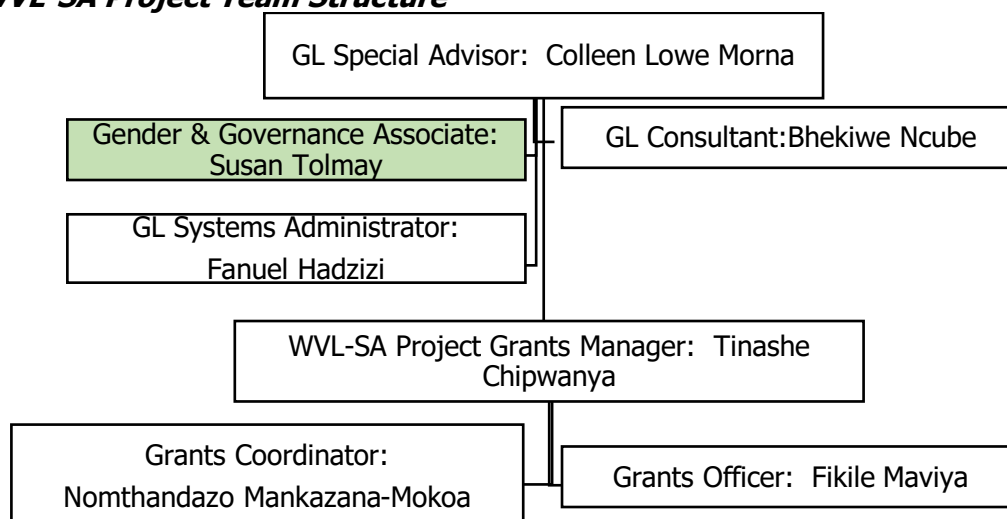


## V. OPERATIONAL CHANGES

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

### Human resources

#### ***WVL-SA Project Team Structure***



GL's project management has been effective. Minutes of various meetings and email correspondence provide evidence of responsiveness, flexibility, accommodation, adaptation, and the provision of support when required. ***Mid-term monitoring & Evaluation survey v.2***

The Grants Management Unit falls forms part of GL's Sustainability Hub, under the strategic guidance of the Special Advisor and GL's founding CEO Colleen Lowe Morna. Grants Manager Tinashe Chipwanya provides daily oversight. On 1 March 2022 Chipwanya went on three months maternity leave. Nomthandazo Mankazana-Mokoa and Fikile Maviya jointly served as acting WVL-SA Grants Manager.

GL Associate Susan Tolmay, and Fanuel Hadzizi, Systems Administrator support the projects' core team on a part

time basis. Former Director of Operations Bhekiwe Ncube is now the GL Consultant. He continues to provide technical oversight of WVL finances.

#### **Bi-Weekly Meetings with GAC Representative**

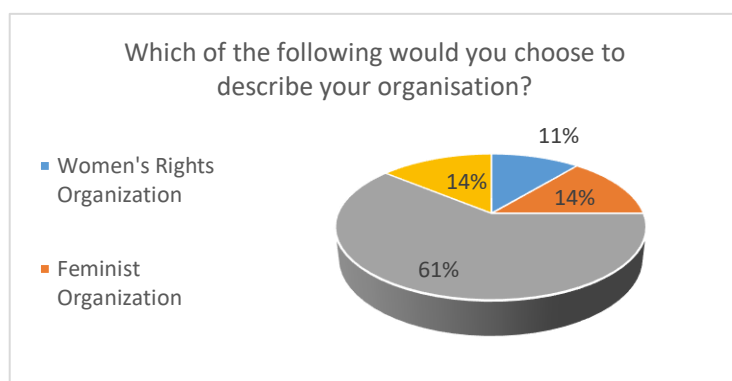
The GL WVL Team has fortnightly briefings with Tsitsi Fungurani, GAC Senior Development Officer. In the meetings, the GL WVL Team gives GAC an update on management issues and status of project implementation. GAC also takes this opportunity to provide advice on any grantee matters arising or share any announcements from the High Commission of Canada that may have an impact on the project.

## Operations challenges faced by grantees

GL details operations challenges faced by grantees in Section III (programme output and outcomes) and Section VI (finance report). Lifting of the COVID-19 restrictions reported in the semi-annual report has enabled grantees to ramp up implementation. But at 55% burn rate on grants is behind the overall 70% spend which is a little below the 75% mark of the grant. As IP GL has to balance disbursing funds with ensuring that they are effectively spent. Some grantees expressed frustration at the “loops” they have to pass through before funds can be disbursed. GL has worked organization by organization on identifying how grantees can overcome the challenges to ensure timely delivery (*Annex B*).

## Gender equality and human rights

External evaluations affirm the credentials of GL and those of WVL grantees, as organisations promoting human and women’s rights. However, the latest evaluation expresses concern over the shared understanding of the term feminism. This is a concern because WVL-SA is part of Canada’s feminist foreign policy. In the survey, 62% of the organisations referred to themselves as “organisations that promote gender equality”; 11% as Women’s Rights Organisations; 14% as human rights organisations and 14% as feminist organisations.



This suggests that uptake of the term feminism remains low among WVL grantee organizations. The concern is somewhat mitigated by the fact that 90% of survey participants (26 organizations) said they have an enhanced understand of the concept “feminism” as a direct result of their involvement in the WVL SA Project. A further 86%

said that their commitment to women’s rights actualization has increased as a result of the capacity building and support provided by Gender Links.

The low level of identification as WROs also suggests that the grantee selection procedure utilized by the implementing partner may not be optimally aligned to the objectives of the Women’s Voice and Leadership Program, which are primarily to fund and capacitate Women’s Rights Organizations. (It should be noted that GAC currently contests this interpretation. Follow-up research and engagement is therefore recommended to determine the likely meaning of non-identification as WROs.) **Mid-term monitoring & Evaluation survey v.2**

The WVL SA Desk Dive Summary by the Evaluation Division of GAC notes that: “The definition of feminism is contested in South Africa, even within the women’s movement; for example, the inclusion of sex workers is sometimes questioned by more conservative elements.” The evaluators noted that: “WVL-SA benefits from the strong feminist credentials of the implementing partner, Gender Links, who are themselves a WRO with a long track record working within the country’s feminist movement... WVL South Africa draws from a clear feminist approach, rather than a more traditional gender equality approach. This is evident in the project’s position that gender equality does not mean men and women are treated equally, but rather should be treated according to differing needs and diverse experiences of marginalisation.”

While GL and WVL-SA grantees may differ, the WVL-SA portfolio includes organisations with strong feminist credentials such as the One in Nine campaign and the Agenda journal. There is scope for peer learning, sharing and growth on this critical topic. GL is in the process of updating its African Feminism policy brief. GL has much to learn as well as share.

## Environmental sustainability



GAC Senior Officer Tsitsi Fungurani and Head of Development Co-operation Carine Khawamam at the WVL-SA International Women's Day event on sustainable development Photo: Colleen Lowe Morna

The environment and climate justice is a cross cutting theme that all grantees consider in their work. GL, GAC and WVL-SA grantees joined hands on International Women's Day for a teach-in on this year's global theme: ***Gender equality today for a sustainable tomorrow.***

Bertha Dlamini, President of WVL grantee **AWEaP** that focuses on the participation of women in the just energy transition made the key note address. The project makes the connections between climate justice and women's economic empowerment. As a member of the Women Economy Assembly (WECONA) in the office of the President,

AWEaP advocates for women in the renewable energy sector, by boosting the capacity of energy utilities to design just energy strategies and to stimulate micro-economies.

Access to finance is one of the biggest barriers to women's participating in the renewable energy sector. AWEaP works to address this in a number of ways including holding webinars bringing together electricity utilities from across Africa to develop catalytic products to support women. The webinars involve finance institutions as well as first-hand accounts from entrepreneurs that have managed to navigate the energy sector. AWEaP has also developed a digital platform to assist women to access finance, a complex and specialised skill often requiring costly consultants.

During this period, **South African Women in Dialogue (SAWID)** drafted a submission in its environmental group in preparation for a meeting with the Minister of the Environment. Women have identified Permaculture, Bee keeping, Spekboom propagation and waste management as priorities although food security to the most needy, seeds and food gardens is now overtaking the focus on permaculture.

**Agenda Feminist Media** publishes relevant articles on climate justice as part of 2021/2022 campaign. The floods in KZN have highlighted the need for this campaign even more.

**Incema** introduced online access to GBV services and partnered with DSD local service offices and other organisations to support clients and provide service.

**The Great People of the South** conducted Provincial/National dialogue on Climate change raise awareness and exchange ideas. They have a planned provocative campaign to push government and the private sector to respond rapidly to this global and national crisis.





**Gender Links' Green Office Policy** states that the following items shall be recycled; aluminium cans; white copy paper; newsprint – newspapers; glass products and cardboard. GL staff must put glass and plastic waste products into the corresponding bins provided. GL empties these bins once a week at the local recycling plant. GL does not provide plastic straws, water in plastic bottles or plastic cutlery. GL staff and WVL grantees have been encouraged to use reusable masks to mitigate using single use products that cannot be recycled.

### Recommendations

- Invite WVL grantees that identify as feminist to lead a dialogue on this topic and link it to the updating of GLs' policy brief on African feminism to show that this topic is a dynamic, exciting space for WRO.
- Continue the discussion in a moderated online discussion.
- In collaboration with the independent monitor, measure changes in attitude towards "feminism" at the close of the project.
- Engage with grantees on more effective mainstreaming of climate justice in their work, especially in KZN where WVL has a sizeable portfolio of grants and the realities of climate change are stark.



*FYouth in Orange Farm look forward to a better future. Photo: Colleen Lowe Morna*

## VI. FINANCIAL REPORT

The financial report covers the period 1 April 2021 to 31 March 2022. An analysis of performance against budget follows the table.

Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution
1.1	<b>Remuneration - Organization's Employees</b>							
1.2	<b>Remuneration - Local Employees</b>	\$133 241	\$150 021	-\$16 780	\$1 045 997	\$782 852	\$263 145	75%
1.4	<b>Fees - Subcontractors with an Arm's Length Relationship with the Organization</b>							
	Grants Management System and Other Subcontracted Services	\$0	\$15 623	-\$15 623	\$122 032	\$125 413	-\$3 381	103%
	Canadian / International Subcontractors							
	Local Subcontractors				\$20 592	\$20 604	-\$12	100%
1.6	<b>Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate</b>							
1.6.1	Travel Costs	\$35 960	\$45 830	-\$9 870	\$140 765	\$126 317	\$14 448	90%
1.6.4	Other Training Costs	\$1 163	\$0	\$1 163	\$17 800	\$16 493	\$1 307	93%
1.6.6	Goods, Assets and Supplies - Motor Vehicle	\$2 736	\$0	\$2 736	\$27 183	\$27 183	\$0	100%
1.6.9	Other Direct Costs							
a	Multi-Year	\$374 885	\$158 063	\$216 822	\$1 272 975	\$802 502	\$470 473	63%
b	Fast, responsive funds	\$85 307	\$62 016	\$23 291	\$238 500	\$192 594	\$45 906	81%



Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution
d	Network and alliance building	\$154 212	\$80 217	\$73 995	\$701 600	\$394 099	\$307 501	56%
c	Conferencing summit	\$3 000		\$3 000	\$0	\$0	\$0	0%
<b>1.9</b>	<b>Overhead Compensation</b>							
1.9.1	Fixed or Negotiated rate on 1.1 through 1.6	\$90 908	\$87 658	\$3 250	\$412 556	\$314 984	\$97 572	76%
<b>Total</b>		<b>\$881412</b>	<b>\$ 599 428</b>	<b>\$281 984</b>	<b>\$4 000 000</b>	<b>\$2 803 041</b>	<b>\$1 196 959</b>	<b>70%</b>

## 1.2. Remuneration - Local Employees

At 75%, this concurs exactly with the project timeline.

## 1.4. Grants Management System and Other Subcontracted Services

This line is fully spent on the original budget. Paragraph 2.2.6 of the Cooperation Agreement states that: *"The organisation shall use the accumulated interest exclusively for the purpose of the Project, subject to Prior written approval from the Department."* On 19 August 2021 GAC approved \$39,283 out of the \$45 407 interest earned at that point for the Grants Management and Finance Systems.

System innovation	Costs CAD	Notes Grant
Grant Management System	8,920	Includes on boarding and one-year license; if not on boarding this would be used to pay GL developer to customize the platform. Grant seeker module not included – would be for GL cost but would get this at 20% discount.
Sage Intacct	30,363	This is based on 50% of the fee for GL to move to Sage Intacct R694 659 = CAD 60, 727/ 2 = CAD 30,363
Total	<b>39,283</b>	

### Good Grants System



One of the great successes to emerge out of this grant in terms of systems has been our successful transition onto a grant management platform. Although GL was already using an online system for grant applications and reporting, the system was a survey platform that had limitations in terms of grantees' ability to go into the system to access their grant-related information and reports. GL leveraged its existing knowledge and capacity to successfully transition to using Good Grants as its grant management system. Through the Good Grants platform, grantees are able to make an application, be reviewed and selected for due diligence (by internal and external reviewers), complete a due diligence process, be selected for grants, submit reports. In addition, grantees are easily able to update any contact information and progress on targets as they progress through the grant process. Data on applicants and their progress can also be extracted from the system easily for comparison and analysis.

The new system also makes communicating with grantees much easier with its broadcast feature that enables us to send bulk emails to all in a systematic way. Although GL only got the system in 2021, GL made the decision to import the previous, existing grantees onto the new system and as such information on all grantees is centralised in one place. GL successfully managed the new call for proposals entirely through the new system. The Good Grants platform is also accessible by project managers, who can now go directly into the system to access information per grantee or overall. The new system has made the grant-making and management process more efficient as less time is required on setting up the ongoing reports, for grantees to access their information, and for grant managers to extract information on progress.

GL will now have a much better platform going forward for similar endeavours: a very tangible contribution by GAC to growing the capacity of southern funding intermediaries. GL will also be able to access other modules at reduced costs for fund raising, management and tracking of its donors.

### ***Sage Intacct***

GL began discussions with Sage Consultants early in 2021 on migrating to Sage Intacct: a non-profit oriented ERP system, which is cloud-based and said to be more user friendly than Sage Pastel that was being used by Multiyear and Networking grantees at a cost of R60, 000 per annum per grantee. The Sage Foundation had also promised to give the WVL grantees access to Sage 1 licenses at a cost of R1, 600 per annum, a reasonable cost for the grantees. This would have been a great way of closing the WVL project (stronger institutions at close out).

In the last report GL detailed the plans for upgrading of the financial system to Sage Intacct started in September 2021 to be completed by January 2022. At the beginning of 2022 the Sage Consultants advised that they could only finalise the setting up of the system by April 2022. This did not make sense for a project ending (for grantees) in December 2022. GL is looking at a modified Evolution Online solution for its forthcoming AC Partnership grant-making portfolio. For WVL GL is pursuing the offer from the Sage Foundation for the Sage 1 Accounting system to offer grantees at close out.

## **1.6. Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate**

### **1.6.1. Travel Costs (90%)**

Travel costs during the final year of implementation relate to site visits as part of oversight and ensuring implementation. GL deems the remaining amount to be adequate.

### **1.6.4 Other Training Costs (93%)**

GL has delivered most of the F2F training anticipated. GL will host remaining capacity building virtually and on the job through site visits. GL is however proposing one final learning and sharing event with the balance of interest earned in the last quarter of 2022. This will shortly be motivated with GAC (see below).

### **1.6.5. Goods, Assets and Supplies - Motor Vehicle (100%)**

GL incurred capital costs on the motor vehicle at the beginning of the project.

### **1.6.9 Other Direct Costs – Grants and Burn Rate**

As reported in Section III, at the end on March 2022, GL had disbursed 63% of grant funds but grantees had only spent 56% of the funds committed. GL has attached a detailed analysis of burn rate per grantee at Annex B1 (MY Core) and B2 (Networking).

	<b>Multi-year core</b>	<b>Networking</b>	<b>Total</b>
Less than 50%	5		5
50%- 70%	9	3	12
Over 70%	4		4
New	2		2
Discontinued	2		2
Total	22	3	25

In summary, of the 25 organisations, almost half (12) are in the yellow zone of 50-70% spend. One fifth (5) are the red zone of less than 50% spent. Two grants (disability) are new and GL discontinued two grants. Four grants are in the green zone (over 70% spent). All three networking grants (the largest grants) fall in the yellow zone.

In addition to COVID-19 restrictions, some of the grantees are working with very few staff members. Because of the limited HR budget they cannot afford to hire more workers. Other contributory factors to slow uptake include delays in the disbursements of tranches because of insufficient or no support documentation, incorrect capturing on pastel and not reporting on time. As detailed in

Section III of the report, implementation is a major focus this period. Annex B1 and B2 detail how each organization plans to ensure timely delivery.

Most organizations (75%) are confident that they will achieve (or claimed that they have achieved) all their project objectives **on time**. The high level of confidence was sustained over the approximately three years of project implementation.

However, more than half (57%) also said that they need additional funding to achieve their project objectives. These results closely mirror baseline findings, suggesting that funding or financial challenges remain unchanged. **Mid-term monitoring & Evaluation survey v.2**

### **Misuse of funds**

In November 2021, GL reported the termination of two contracts, one for non-performance and the other suspected fraud. The latter resulted in a police report, arrest and bail. The case will come before court in June 2022.

Further to the semi-annual report, GL found that some of the grantees are using WVL grant funds to address cash flow constraints as they await funds from other donors. This is a violation of the contract clause: *"The Grantee shall only incur expenses for the activities approved in the budget and work plan in ANNEX 1. Any changes in the budget shall be requested from GL by means of a written motivation prior to such changes being effected on the approved budget"*.

GL addressed this concern by issuing warning letters requesting that the grantees pay back the funds immediately. In one instance, GL agreed on a monthly repayment plan. To date, the total prejudice to GAC is R123 268; 3% of the six actual grant amounts and substantially less than 1% of the grants disbursed. However, GL views any and all misallocation of funds, even with the best intentions, in grave light.

Going forward GL will put a condition in all new contracts that grantees must open a separate account is opened for grant funds. GL will also include a clause on the contract to hold back a certain percentage of the awarded grant and only release it after the grant closure.



Grantee	Total Grant Amount (R )	Funds Disbursed (R)	Funds remaining (R)	Unaccounted funds (R)	Concerns	How resolved
<b>Cash flow</b>						
The Great People of South Africa	R700 101	R424 616	R275 485	R37 079	Use of WVL funds for other donor activities because they were not budget tracking.	Grantee will reimburse WVL as agreed on a settlement letter and addendum.
One in Nine Campaign	R700 136	R434 592	R265 544	R0	Grantee used WVL funds for other donors' activities without approval. resulting in the grantee failing to balance the bank recon.	Refunded following letter of warning
Incema	R700 136	R395 663	R304 473	R0	Used R7500 of WVL funds for other donor activities. Grantee was not budget tracking.	Grantee reimbursed WVL.
<b>Capacity</b>						
Queer Women in Business + Allies (QWB)- MY Core grantee	R700 041	R293 654	R406 386	R0	Staff capacity challenges Delays in meeting financial reporting requirements	Temporary grant suspension until new staff is hired. Resumed in January
Voice of Disability- MY core grantee	R700 135	R171 025	R529 109	R0	Non performance -	Contract Termination
<b>Alleged fraud</b>						
Ebenezer Multi – Purpose Integrated Social Service MY Core grantee	R821 918	R162 598	R659 319	R86 549	Unauthorised expenditure	Contract Termination Matter reported to South African Police Services. Court case set for June 2022.
<b>TOTAL – R</b>	<b>4 322 467</b>	<b>1 882 148</b>	<b>2 440 316</b>	<b>123 268</b>	3%	

### Utilisation of interest

To date the grant has accumulated CAD 71 840 in interest. GAC permitted GL to use CAD\$ 39,283 on the "Grants Management System and Other Subcontracted Services" for the remainder of the Grant period. Per the table that follows, GL anticipates a further CAD 52 614 by the close of the grant.

	ZAR	CAD	Exchange rate used
Interest generated to date – A	826 155	71 840	11.50
Interest applied to systems development – B	450 576	39 283	11.47
Balance – A-B= C	375 579	32 659	11.50
Interest anticipated D	229 487	20 008	11.47
Total remaining interest = C+D	605 066	52 614	11.50



Collective strength of WVL-SA. Photo: Gender Links

Originally GL motivated that the balance of the interest be used for further RR Grants. This poses several challenges, not least the capacity constraints alluded to earlier, and need to focus on quality delivery in the remaining period. Grantees have also expressed the desire for one final learning, sharing and networking event before the close of the grant. GL proposes that this be in October 2022, ahead of the Sixteen Days of Activism on Gender Violence, to facilitate even stronger applied learning, networking, lobbying and advocacy.

### Recommendations

- Link interested grantees with the Sage Foundation for discounted access to Sage 101.
- Guard against any misuse of funds and take immediate corrective action.
- In future, make it mandatory for grantees to open separate accounts for grant funds.
- Apply to GAC to use remaining interest for a Learning and Sharing linked to the Sixteen Days of Activism in the last quarter of the year.

## VII. RISK ANALYSIS

GL has updated the WVL-SA risk analysis in line with recent developments. For example, in March the South African government lifted most of the restrictions on the Covid-19 pandemic. This has shifted from high to medium risk. Other risks identified and mitigating strategies summarise observations made in various sections of the report.

	Minimal	Maintain Existing Measures
	Low	Review Control Measures
	Medium	Improve Control Measures
	High	Improve Control Measures immediately and consider stopping work activity until risk reduced

<b>RISK CATEGORY</b>	<b>IDENTIFIED RISK</b>	<b>RISK RATING</b>	<b>RISK IMPACT</b>	<b>MITIGATION</b>
<b>EXTERNAL</b>				
Operational Risk	Project implementation: Natural disasters and lootings, local factors affect uptake	High	Failure to complete the project on time.	Close monitoring (see Annex B) and constant communication with GAC. Application for a no cost extension if needed.
Operational Risk	COVID -19 pandemic	Medium	Slow down in programme delivery	Continue to encourage staff of all partners and beneficiaries to vaccinate
Financial Risk	Sub-granting: Fraud	Medium	Donor loses confidence and withdraws funds	Monthly reconciliations and checking of grantee finances. Acting on early warning signs.
Financial Risk	Sub-granting: Unauthorised use of WVL funds for short term cash flow on other donor projects	Medium	Funds not paid back which would then constitute fraud. Adverse effect on WVL implementation.	Rapid action where this has been detected and proactive training of grantees.
Security Risk	Intimidation or harassment by grantees especially those terminated	Medium	Staff performance impacted on negatively.	Report any such cases to SAPS. Ensure security of the premises.
Financial Risk	Exchange rate losses	Medium	Affects budget projections	Communicate proactively with GAC.
<b>INTERNAL</b>				
Management Risk	Human resources -staff contracts ending in March 2023.	Low	Loss of skilled staff	Staff will be retained through the ACP grant.
Strategic Risk	COVID-19 pandemic	Minimal	Reduction in staff productivity and performance.	GL WVL-SA staff were among the first to be vaccinated. They have worked optimally throughout the pandemic using virtual communication when necessary.

## VIII. LESSONS LEARNED

**Targeting specific marginalized groups:** Through the experience with Voice of Disability, it is clear that WVL-SA should have had a window specifically targeting people living with disabilities. There is also a need to target more youth-led organisations as well as organisations that represent the LGBTQI+ sector in the bigger grants.

**Safeguarding against grantees mismanagement of funds:** The GL GMU has learned that in future it would be advisable for grantees to have separate sub-accounts for grant funds to facilitate monitoring and enhance accountability. GL has also learned that regular monthly monitoring of financial documentation is critical, as a preventive measure and early warning sign. GL believes that proactive and timely warnings have pre-empted many potential threats.

**Vigilance in the choice of grantees:** In its third year of operation the team has learned to be more vigilant in its due diligence and contracting processes. Through experiences with grantees failing to meet project commitments, the team now takes greater efforts with checking grantees track records through verifying with the references provided, as well checking in with partners who have previously worked with the grantees. GL has taken to heart the observations made by the GAC monitor on Resoketswe Lebjane Foundation. Some of these issues are structural. In the future GL recommends fewer grants with more resources for the high level of management required in this kind of funding.

**Monitoring and visibility:** Now that the COVID-19 pandemic restrictions have eased, and with the pressures on burn rate, the WVL-SA and GAC teams needs to be more visible on the ground. The appointment of a field worker whose role and responsible would be to attend grantee events and activities as a monitoring process.

**Supporting grantees:** The Team had to learn to be flexible in its approach to project implementation and accommodate project changes by grantees in ways that did not compromise implementation of the project. Another key lesson learned was patience and high levels of professionalism with Grantees as they repeatedly call on the team for on-going support in Monitoring and Evaluation and Sage Pastel Finance training, despite several training opportunities already given. In this reporting period GL had to invoke the Safeguarding Policy for the first time after a grantee frustrated by technical glitches with the new grant reporting platform hurled abuse over the phone to our systems developer. The case ended with an apology and resolution to the issues. Conflict resolution is emerging as a critical skill for the GMU.

**Ownership:** A critical lesson in this period is learning to let go – trusting partners to run their own events, network and build strong partnerships as happened during the Sixteen Days of Activism. On 21 January 2022, WVL-SA held a debriefing meeting with the grantees. The purpose of the debrief was to interrogate the 16 Days campaign by looking at what worked and what didn't work, looking at the impact of the communications training on media, the strength and weaknesses of partnerships and the use of ICT. Grantees documented key lessons learned on running of virtual events, use of ICTs and building strong partnerships. For example:

- Time management is very crucial.
- Familiarise yourself with the virtual platform prior to the event to avoid technically glitches or rather to avoid wasting time during the event.
- Rather have a Zoom event with access given to panellists and moderators, attendees can engage via a YouTube Live Session.



## **IX. RECOMMENDATIONS**

Recommendations appear throughout the report in relevant sections. In this final section, GL groups the recommendations by theme, with an indication of who is responsible for taking the recommendations forward.

### **Grant management**

- Use the remaining period to focus on quality implementation through feedback on reports; targeted field visits and capacity building, with particular focus on the July and January reports (GL/ GAC monitor)
- Monitor burn rate using the analysis at *Annex B1 and B2*, and pivot any unspent funds to impactful programmes in the remaining period (GL)
- Devise a programme of field visits linked to the plan to ensure effective implementation of all activities by the end of December (see *Annex B*) – GL/ GAC
- Revision the RR grants in the event of a WVL-02 and in the AC Partnership grant. GL is using the lessons learned in WVL to create a small grants window called Opportunity and Strengthening Grants. These will be approximately R100,000 per year renewable annually based on performance over three years,
- Include assistance in applying for the rights to issue Section 18 A certificates for donations received. This could encourage private and corporate philanthropy, as these actors would then derive tax benefits from their philanthropic contributions. For an organization like LVVF individual contributions (to for example support one child) would make a huge difference. *Mid-term Monitoring & Evaluation Survey v.2 – GL*

### **Finance**

- Link interested grantees with the Sage Foundation for discounted access to Sage 101.(GL)
- Guard against any misuse of funds and take immediate corrective action. (GL)
- In future, make it mandatory for grantees to open separate accounts for grant funds. (GL/GAC)

### **Monitoring, evaluation and learning**

- Disaggregate disability and “other” data by sex, age and location in the GL workshop and Partner form (GL)
- Redouble efforts to gather data on how WVL-SA is reaching marginalised groups (GL)
- Design a survey for WVL 01, in consultation with GAC’s evaluation unit, to determine 1) additional funds raised by all grant types, in cash and in kind; 2) the extent to which WVL has contributed to these additional resources, and 3) to viable new community based WRO (GL/GAC)
- Include RR grantees in assessment of capacity building and institutional indicators. (GL/GAC)
- Design, together with the independent monitor, a set of knowledge products in multi-media formats for the final year of the grant, (GL/ GAC Monitor)

### **Capacity building**

- Convene a virtual communications refresher course with grantees to give feedback on their current media and social media interactions, with a strong emphasis on pairing, mentorship, peer learning and sharing. (GL)
- Reinforce learning through joint campaigns, monitoring and evaluation of communication statistics linked to Women’s Month and the Sixteen Days of Activism. (GL)
- Provide feedback on reports and use last reports of grantees to build capacity on reporting innovation and outcomes for the final report. (GL)
- Apply to GAC to use remaining interest for a Learning and Sharing linked to the Sixteen Days of Activism in the last quarter of the year. (GL)

**Inclusion and innovation**

- Host online dialogues by the two new disability grantees on mainstreaming disability into work on gender and inclusion (GL)
- Host online dialogues on innovative methodologies being used by grantees – for example self-defence (GL)

**Feminism, climate justice**

- Invite WVL grantees that identify as feminist to lead a dialogue on this topic and link it to the updating of GLs' policy brief on African feminism to show that this topic is a dynamic, exciting space for WRO. (GL)
- Continue the discussion in a moderated online discussion. (GL)
- In collaboration with the independent monitor, measure changes in attitude towards "feminism" at the close of the project. (GL)
- Engage with grantees on more effective mainstreaming of climate justice in their work, especially in KZN where WVL has a sizeable portfolio of grants and the realities of climate change are stark. (GL)

**Communications for Social Change**

- Work with grantees on honing policy initiatives and strategic communications campaigns especially the NSP on GBVF in the build up to the second presidential summit, for example #ShowUsTheMoney – a campaign to demand government resources and accountability for the strategy. (GL)
- Use the coming August (Women's Month) and the Sixteen Days of Activism 2022 to raise the collective WVL-SA voice on key issues for greater impact and skills development.
- Ensure that grantees know that GAC is the funder through constant reminders including in high profile events. (GL)
- Gear up WVL-SA media capacity through internships and smarter ways of working on social media, e.g. distributing content on multiple platforms. (GL)
- Improve the audio-visual curation and dissemination of materials through new avenues such as Tik Tok and You Tube. (GL)
- Add What's App to social media tracking – quantitative and qualitative. (GL)

**Networking, peer- to- peer learning**

- Use the remaining grant period to build deeper peer partnerships, especially but not only during Women's Month and the Sixteen Days of Activism. (GL)
- Link these to strengthen specific campaigns – eg funding for GBV, decriminalisation of sex work.

## ANNEX A: KEY INDICATORS FOR WVL SA 2019-2023

Indicators	MYCORE				Networking				RR GAC				Total		Variance - (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
Ultimate Outcome 1000: Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa															
SA SADC Gender and Development Index															
SA Citizen Score Card															
Intermediate outcome 1100. Improved management and sustainability of local women’s rights organisations															
#/total of supported women’s rights organisations who are now using best-practice governance and management practices such as:	18	18	18	18	3	3	3	3	14	17		17	35	38	3
A results tracking and reporting system	0	18	18	18	0	1	2	2	0	17		17	0	37	37
A strategy for funding diversification	0	12	14	14	0	1	2	2				0	0	16	16
Revised human resources practices	13	16	17	17	0	3	3	3	0	3		3	13	23	10
Revised financial management practices	16	17	17	17	0	3	3	3	0	3		3	16	23	7
An annual work plan		15	17	17		3	3	3				0	0	20	20
A communications plan		13	15	15	0	3	3	3				0	0	18	18
Standard Operating Procedures for procurement	8	10	11	11	0	2	2	2	0	1		1	8	14	6
VAT	2	3	3	3	0	1	1	1	0	2		2	2	6	4
Bank Account	18	18	18	18	0	3	3	3	14	17		17	32	38	6
Anti-Corruption Policy	12	16	16	16	0	1	1	1	0	1		1	12	18	6
Safeguarding Policy	7	15	15	15	0	3	3	3	0	0		0	7	18	11
Monitoring & Evaluation policy	9	15	15	15	0	3	3	3	0	1		1	9	19	10

Indicators	MYCORE				Networking				RR GAC				Total		Variance (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
Won any awards since start of grant	7	12	0	12	0	2	1	2	0	4		4	7	18	11
Website	12	14	15	15	3	3	3	3	10	10		10	25	28	3
Twitter	12	15	18	18	3	3	3	3	6	6		6	21	27	6
Instagram	9	14	15	15	2	2	3	3	7	9		9	18	27	9
Facebook	17	17	17	17	2	3	3	3	12	13		13	31	33	2
Increase over time in the results of the Institutional Effectiveness scores per WRO	New	74%		74%	New	74%		74%					New	74%	0
Strategic positioning score	New	78%		78%	New	78%		78%					New	78%	0
Governance score	New	79%		79%	New	79%		79%					New	79%	0
Partnership and target groups score	New	82%		82%	New	82%		82%					New	82%	0
Programme of action score	New	71%		71%	New	71%		71%					New	71%	0
Institutional effectiveness score	New	68%		68%	New	68%		68%					New	68%	0
Sustainability and diversification score	New	74%		74%	New	74%		74%					New	74%	0
<b>Immediate outcome 1110. Increased funding for WRO through a transparent grant-making process &amp; additional fund raising</b>															
R of in kind support leverage through the ground		R836 900	R200 305	R1 037 205		R698 000	R28 000	R726 000				R-	0	R1 763 205	
% of in kind support leverage through the ground		6%	1%	4%		9%	0%	5%					0	4%	
% of complementary funds raised		21%	85%	53%		21%	75%	48%					0	51%	
<b>Immediate outcome 1120. Sustainable WRO able to raise complementary funding through improved institutional effectiveness</b>															
#/total of supported women's rights organizations reporting increased ability to manage and/or govern	20	20	20	20	3	3	3	3	16	16		16	39	39	0



Indicators	MYCORE				Networking				RR GAC				Total		Variance (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
#/total supported women's rights organizations reporting increased ability to deliver quality programming	0	20	20	20	0	3	3	3					0	23	23
% improvement rating		69%	69%	69%		73%	73%	73%						71%	71%
#/total supported women's rights organizations reporting increased ability to engage in networks/alliances/platforms/movements	0	15	15	15	0	3	3	3					0	18	18
Additional funding raised as a result of WVL- SA	0	R2 977 359	R11 834 632	R14 811 991	0	R1 649 170	R5 784 290	R7 433 460					0	R22 245 451	R 22 45 451
<b>Intermediate Outcome 1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.</b>															
#/total supported of women's rights organizations who have met objectives and targets as stated in their annual work plans (or priorities)	0	56%	65%	66%	0	54%	52%	60%	0	76%				63%	63%
What progress have you made on Outcome 1, Output 1.1, Activities 1.1.1 - 1.1.5 e.g Not started, partially done, completely done	0	71%	76%	76%	0	79%	64%	79%	0					78%	78%
What progress have you made on Outcome 1, Output 1.2, Activities 1.2.1 - 1.2.5 e.g Not started, partially done, completely done	0	67%	74%	74%	0	79%	54%	79%	0					77%	77%
What progress have you made on Outcome 1, Output 1.3, Activities 1.3.1 - 1.3.5 e.g Not started, partially done, completely done	0	60%	65%	65%	0	58%	54%	58%	0					62%	62%

Indicators	MYCORE				Networking				RR GAC				Total		Variance (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
What progress have you made on Outcome 2, Output 2.1, Activities 2.1.1 - 2.1.5 e.g Not started, partially done, completely done	0	61%	70%	70%	0	50%	52%	52%	0					61%	61%
What progress have you made on Outcome 2, Output 2.2, Activities 2.2.1 - 2.2.5 e.g Not started, partially done, completely done	0	50%	71%	71%	0	83%	46%	83%	0					77%	77%
What progress have you made on Outcome , Output 2.3, Activities 2.3.1 - 2.3.5 e.g Not started, partially done, completely done	0	61%	51%	61%	0	50%	75%	75%	0					68%	68%
What progress have you made on Outcome 3, Output 3.1, Activities 3.1.1 - 3.1.5 e.g Not started, partially done, completely done	0	52%	62%	62%	0	50%	57%	57%	0					60%	60%
What progress have you made on Outcome 3, Output 3.2, Activities 3.2.1 - 3.2.5 e.g Not started, partially done, completely done	0	39%	49%	49%	0	33%	33%	33%	0					41%	41%
What progress have you made on Outcome 3, Output 3.3, Activities 3.3.1 - 3.3.5 e.g Not started, partially done, completely done	0	48%	50%	50%	0	5%	39%	39%	0					45%	45%
What progress have you made on Outcome 4, Output 4.1, Activities 4.1.1 - 4.1.5 e.g Not started, partially done, completely done	0	53%	64%	64%	0	67%	60%	67%	0					66%	66%

Indicators	MYCORE				Networking				RR GAC				Total		Variance (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
What progress have you made on Outcome 4, Output 4.2, Activities 4.2.1 - 4.2.5 e.g Not started, partially done, completely done	0	46%	66%	66%	0	47%	49%	49%	0					58%	58%
What progress have you made on Outcome 4, Output 4.3, Activities 4.3.1 - 4.3.5 e.g Not started, partially done, completely done	0	69%	78%	78%	0	50%	43%	50%	0					64%	64%
<b>Immediate outcome 1210. Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim rights</b>															
No of beneficiaries:	0	11 016	9 276	20 292	0	39	984	10 23	0	3 817	4 047	7 864	0	29 955	29 955
Women (26+) =	0	3430	2591	6021	0	25	638	663	0	1712	1376	3088	0	10477	10477
Girls (0-25) =	0	4477	3414	7891	0	5	232	237	0	864	1285	2149	0	10286	10286
Non-Conforming Gender Groups=	0	211	7	218	0	9	8	17	0	80	63	143	0	380	380
Men (26+) =	0	858	722	1580	0	0	77	77	0	730	488	1218	0	2933	
Boys (0-25) =	0	2040	2542	4582	0	0	29	29	0	431	835	1266	0	5879	
Persons with disabilities =	0			0		0		0				0	0	300	300
<b>Immediate outcome 1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work</b>															
No of policies/ laws/ regulations/ practices changed at local, provincial and national level	0	39	56	95	0	7	6	13					0	108	108
<b>Intermediate outcome 1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliance to effect policy, legal and social change in South Africa.</b>															
# of campaigns held	0	53	56	109	0	10	14	24					0	133	133
<b>Immediate outcome 1310. Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy</b>															
Growth in reach of network/s	0	15	15	30	0	3	3	6					0	36	36

Indicators	MYCORE				Networking				RR GAC				Total		Variance (Baseline - Progress)
	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	R1 Progress	R2 Progress	Cumulative	Baseline	Progress	
No of rapid response grants									0	17	30	47	0	47	47
# of grantees indicating the grant has led to changes/ innovation		17	17	17		3	3	3					0	20	20
Extent to which grants lead to changes/innovation	0	68%	68%	68%	0	60%	60%	60%					0	64%	64%



### Annex B1: Detailed Analysis of Burn Rate for Multi Year Core Grantees

Grantee	Grant	Expenditure by Mar 2022	Burn rate %	Comments	Proposed actions
Eshowe Child and Family Welfare Society	700 136	275 703	39%	Eshowe received their 3rd tranche in February this year because of delays in capturing and filing their finances were not reviewed in time. In May they should be able to catch up and receive the 4th tranche.	They will continue capacitating beneficiaries with sewing skills.
Rise up for GBV	700 132	278 060	40%	Rise up started implementing their project late due to COVID restrictions and late submissions of finances. We still need to disburse the 3rd tranche and they have promised to implement and submit documentation in time so that they get the 4th tranche by July.	They plan to have dialogues every weekend once they get their 3rd and 4th tranche as a way of catching up.
South African Depression and Anxiety Group	700 136	294 605	42%	SADAG received the 4th tranche in April and should be able to get the last tranche by September since getting help from a new finance consultant. Finances are up to December. Currently have all computers in the office not working and thinks its because of floods and electricity power surge. Finances for January to March were not captured on pastel	We are installing pastel on the finance person personal laptop so that they can catch up with their finances.
Mamadi Advice Centre	821 919	357 754	44%	We disbursed the 4th tranche but the burn rate is not good they had problems in their area but have promised to catchup in the next few months.	Mamadi is changing their strategy and will be reaching out to schools since Covid restrictions have been lifted. They plan to have 2 trainings per week depending on the schools accepting.

Grantee	Grant	Expenditure by Mar 2022	Burn rate %	Comments	Proposed actions
Queer Women in Business	700 041	314 507	45%	They are yet to receive the 4th and 5th tranches. Programme was suspended for about 3 months in 2021 and only continued in January 2022. The 3rd tranche was only disbursed in February 2022.	QWB will be doubling events in order to catchup. In May they will do a roadshow in Joburg, The Vaal and Cape Town. For June they will do a startup pitch challenge 1st round will be a physical meeting for 30 entrepreneurs then 2nd round will be online. For all these planned events their burn rate will improve and they should be back on track.
Epic Youth Matters	700 136	377 889	54%	The 4th tranche was disbursed in April and they should be ready by September for the last tranche	Implementation slowed down because of illness they have plans to double the efforts with weekly plans.
INCEMA	700 136	387 426	55%	The 4th tranche was disbursed early April and they should be ready to receive their last tranche by September.	INCEMA plans to hold training on hotspot education awareness, Boyservation & SheCan planning, Youth & behavioural change dialogues, have a Child Protection Week program for schools, Ongoing Community Awareness campaigns, Men and Boys Behavioural Change Programme and the Father and Son programme - all these workshops are planned till end of July 2022.
The Great People of South Africa	700 101	387 536	55%	The 4th tranche has been suspended temporarily while working on a settlement agreement regarding use of WVL funds for other donors. Expenditure up to December no finances for January and March 2022.	TGPSA will do more trainings on paralegal training as it is more in demand. The interviews for recruitment will be in May and start the trainings in June. They are looking at training 12 people for a period of 3 months. TPSA plans to do community outreach programmes two to three times a week in addition to the paralegal training.

Grantee	Grant	Expenditure by Mar 2022	Burn rate %	Comments	Proposed actions
1 in 9 Campaign	700 136	407 034	58%	The 4th tranche was disbursed in April - their finances had a lot of issues as grantee was making payments for WVL transactions from two different bank accounts and they could not balance their bank recon.	In order to make sure that the project ends in time there are plans to do weekly workshops on Art and Political Education workshops.
Mutale Victim Empowerment	821 919	494 101	60%	Mutale Victim Empowerment have done well in implementation and had their 4th tranche disbursed April. They should be ready for their 5th tranche by September.	Plan to intensify their outreach program and host 5 campaigns before July including a training workshop for men and women. The campaign will be taken to new villages.
Agenda Feminist Media	600 000	365 366	61%	Agenda Feminist Media are on track having received their 4th tranche in February this year.	
Phola	700 132	456 408	65%	Phola is on track and should be able to receive their last tranche by September.	They plan to continue with the old partnerships and to create new ones where they offer psychosocial support and mental wellness workshops.

Grantee	Grant	Expenditure by Mar 2022	Burn rate %	Comments	Proposed actions
Amanzimtoti Trauma Unit	700 136	457 520	65%	They received their 4th tranche beginning of April and should be able to be ready for their last tranche by September	Amanzimtoti Trauma Unit have done workshops on Protective Behaviour and will having a final workshop before compiling a report on this theme. They had done several GBV awareness and prevention workshops in urban and rural areas and will compile information gathered from the feedback forms. For the remaining months they plan to have several talks (in person or virtually) to be posted on Youtube, or other social media platforms on different topics such as LGBTI, Mental Health, Escaping abusive relationships, Men's health, Cyber security and communication, Entrepreneurship, Hydroponics workshop, Time management, Basic financial skills, Family relationships, and Substance abuse for victims of GBV.
Sasospbiz	700 136	459 804	66%	We have not disbursed the 4th tranche because of delays in responding to queries and attending to them. The 4th tranche should be paid early May as they were left with a few missing support documents.	After implementing successfully the Peer Education Programme (which will continue till the end of the programme) they see the need to support the beneficiaries with interest in business by boosting them with a capital injection for a startup. The grantee is very conscious of the fact that they are approaching the end of the project and would like to leave a legacy by requesting from WVU to further adjust their workplan and shift funds to this new initiative.

Grantee	Grant	Expenditure by Mar 2022	Burn rate %	Comments	Proposed actions
Bellona Female Network	635 060	485 792	76%	The 4th tranche was disbursed in April and they should be ready by September for the last tranche	
Let us Grow	700 136	559 677	80%	Let us Grow have received their 4th tranche and should be ready by September for the last tranche.	
Justice and Women	500 000	402 025	80%	They received their last tranche in March.	
African Women in Energy and Power	700 136	670 822	96%	African Women in energy and Power are on track in implementing their project as they only have tranche 5	
Natioanal Child Protection Disability	599 302	-	0%	New Disability Grantees who expected to finish their projects by end of 2022.	
Foundation for Child Safety Disability	392 980	-	0%	New Disability Grantees who expected to finish their projects by end of 2022.	
Voice of disability	171 025	170 997	100%	Contract cancelled in 2021.	
Ebenenezzer	70 599	70 599	100%	Contract cancelled in 2021.	Court appearance pending for 12 May 2022 for recovery of funds.
<b>Totals</b>	<b>13 643 836</b>	<b>7 603 027</b>	<b>56%</b>		








## Annex B2: Detailed Analysis of the Burn rate of Networking Grantees






GRANTEE	Grant amt	Expenditure Mar 2022	Burn rate %	Comments	Proposed actions
Sisonke National Movement	2 495 950	1 038 871	42%	Delays in implementation because of Covid the grantee received the 3rd tranche in April.	The contract for Sisonke National Movement is ending December 2022. They had challenges with the implementation because of the Covid restrictions. The sex workers that they work with are not equipped to do meetings online so it has not been easy for them to implement their project. With the restrictions cancelled they plan in the next 3 months to hold physical Rights Training workshops in the 9 provinces with 30 participants per workshop. A membership drive and high level meeting will also be part of their action plan.
We Will Speak Out	2 645 089	1 242 764	47%	We Will Speak Out is due for tranche 4 but we are waiting for them to have a better burn rate before disbursing	The main focus for the rest of the year as they near the end of the project is 1) Consolidating the 4 pilot Rapid Response Teams, building their capacity and strengthening their operating mechanisms to help them work towards sustainability. 2) pilot Violence-Free zones. 3) Hold a stakeholder conference in August follow-up GBV summit under the President' office. 4) Working with a cloud based data management service provider to see how they can merge their systems.

<b>GRANTEE</b>	<b>Grant amt</b>	<b>Expenditure Mar 2022</b>	<b>Burn rate %</b>	<b>Comments</b>	<b>Proposed actions</b>
SAWID	2 572 500	1 299 062	50%	SAWID have greatly improved especially after getting the 3rd tranche in February they have managed to quickly use the funds and will be getting their 4th tranche by end of May after we have reviewed their finances.	SAWID plans to 1) hold an AGM; bringing women from all 9 provinces, and then plan to have 9 provincial dialogues on needs analysis from provinces, training on the district development model, and working with provinces on their priorities. 2) Host zooms and a larger meeting on models of participative democracy 3) meeting with partners on defining and implementing a women's agenda post COVID-19.
<b>Total</b>	<b>7 713 539</b>	<b>3 580 697</b>	<b>46%</b>		

## Annex C: Evaluation of GL Against the Ten Feminist Funding Principles<sup>25</sup>

Feminist principles	Programming	Degree of alignment	Comments
1. Transform unequal power relations embedded in funding practices by ensuring feminist leadership and grassroots involvement in project design and implementation.			As a function of their partnership model, whereby multi-year grantees were selected after the project was designed, there were no opportunities for grassroots WROs to shape the overall design of the project. That said, Gender Links are, themselves, an Africa WRO that has taken on the role of implementing partner. This in itself is a positive step by GAC to address unequal power relations. Within the project, Gender Links maintains collaborative, peer to peer relationships with its grantees that go beyond traditional funder-grantee relations.
2. Consider risk management and crisis response strategies to protect feminist activities in contexts of violence and insecurity.			The project has supported WROs through challenging circumstances, including localized conflict and politicisation. There are explicit strategies and policies for health and safety, sexual violence, M&E, financial management, and Gender Links provides ongoing support to grantees to navigate challenging circumstances.
3. Adapt funding priorities and practices to the needs of WROs and feminist activists.			WVL South Africa has been highly responsive to the need and priorities of a diverse range of WROs. WROs have a significant flexibility to define their priorities and focus programming on important issues for their constituencies.
4. IP's commitment to feminist process and practices, context-knowledge, and ability to represent the diversity of feminist movements.			Gender Links is a proudly feminist organisation with a strong commitment to feminist advocacy and programming. They have sought to foster an inclusive women's movement representative of the diversity of women's identities.
5. Provide core, long term funding as well as capacity building supports to WROs and feminist movements, including grassroots and nascent organizations.			WVL South Africa provides multi-year funding grants to a diversity of different WROs, including smaller nascent organizations with limited capacity. Grants can be used to fund programming and core expenses.

<sup>25</sup> Women Voice and Leadership Formative Evaluation, Desk Dive Case Study of South Africa (March, 2022)

Feminist principles	Programming	Degree of alignment	Comments
6. Provide medium to long-term support to WROs and feminist movements, and focus on strategic-level outcomes that aim at a larger societal change.			WVL South Africa is actively involved in movement building and collective action towards social change. The project provides support to individual WROs and to networks.
7. Adapt process to reach small/grassroots organization(reporting, accountability, MEL)			Gender Links built their granting system from the ground up in order to implement the WVL project. The grant application process was designed to ensure reach a diverse and representative cadre of WRO grantees.
8. Promote engagement from other donors, particularly through multi-stakeholder initiatives.			Gender Links was able to leverage funding from UK-FCDO to support their COVID-29 relief activities. These funds were channelled through the WVL rapid response granting mechanism.
9. Build on the expertise of activists and CS actors involved in the feminist funding ecosystem			Gender Links is a feminist organization with a footprint throughout Southern Africa. They have also been active in the Anglophone Africa learning cluster for WVL
10. Promote movement building and dialogue across regions and issues			WVL South Africa has invested significant energy in building connections among grantees. Gender Links also has a presence in other Southern Africa countries and has expanded its networking activities throughout the region

#### Annex D: Communication products, events and WVL-SA in the news

Organisations	Publication Title	Description	Project support provided	Release / Follow Up
	<b>23 June 2021</b> <a href="#">Cyber Dialogues: COVID-19 Feminist Perspectives on Vaccine Justice – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Dialogue on the Feminist perspectives on Vaccine Justice	Technical assistance, and/or promotion and hosting event	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	<b>14 July 2021</b> <a href="#">South Africa: Women call for end to violence, resumption of vaccine roll out – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Call for the resumption of the vaccine roll out	WVL expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	29 July 2021 <a href="#">SA: Urgent call for sex disaggregated data on vaccine roll out – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Call for sex disaggregated data on the vaccine roll-out	WVL expertise	News interview
SABC news	9 August 2021 <a href="#">Link to news piece</a>	Women's Day call for #VaccineGenderJustice	N/A	News interview
SABC News Online	9 August 2021 <a href="#">COVID-19 vaccine roll out for under 35s should start immediately: Gender Links - SABC News - Breaking news, special reports, world, business, sport coverage of all South African current events. Africa's news leader.</a>	Women's Day call for #VaccineGenderJustice	N/A	N/A
Connectradio.co.za	9 August 2021 <a href="#">COVID-19 vaccine roll out for under 35s should start immediately: Gender Links (connectradio.co.za)</a>	Women's Day call for #VaccineGenderJustice	N/A	N/A



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Twitter	9 August 2021 <a href="#">(20) Your favourite brown girl on Twitter: "RT @SABCNews: Gender activists have called on President Cyril Ramaphosa to urgently extend the vaccine roll-out programme to the under 35-y..." / Twitter</a>	Tweet on petition sent to the President	N/A	retweet
Mohodi FM	10 August 2021 <a href="#">Link to article</a>	COVID-19 vaccine roll out for under 35s should start immediately: Gender Links	N/A	Online article
The Citizen Newspaper	10 August 2021 <a href="#">Link to article</a>	Some women can not get vaccinated due to GBV: A petition signed by 43 Women's Voice and Leadership partners as part of the #Vaccine Gender Justice campaign has been sent to President Cyril Ramaphosa	N/A	Online article
WVL-SA website and Gender Links website, Facebook & Twitter	27 August 2021 <a href="#">South Africa: Gender attitudes still leave a lot to be desired – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release on the results of the attitudes survey	WVL expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	5 September 2021 <a href="#">Tues 8 Sep 2020, 11-13h: Cyber dialogues Maternal and menstrual health – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to attend the dialogue on maternal and menstrual health	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	7 September 2021 <a href="#">Gender &amp; COVID-19: Voices from the ground discussion – Women's</a>	Press release on the discussion on Gender and COVID 19 and the next steps the grantees and	WVL grantee presentations/content	Press release

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	<a href="http://wvlsa.org.za">Voice and Leadership SA (wvlsa.org.za)</a>	various stakeholders are committed to take forward		
WVL-SA website and Gender Links website, Facebook & Twitter	10 September 2021 <a href="http://wvlsa.org.za">NGOs call on government to intensify gender responses to COVID-19 – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release from organisations working to promote women's rights amid COVID-19 have called on the government to intensify gender-responsive solutions to the pandemic, especially gender based violence.	Feedback on the Gender and COVID dialogue	Press release
	16 September 2021 <a href="http://wvlsa.org.za">Young Women's Entrepreneurship Challenge Awards – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to Young Women's Entrepreneurship challenge awards.	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	22 September 2021 <a href="http://wvlsa.org.za">AFRICA: YOUNG WOMEN LEAD TECH REVOLUTION IN LOCKDOWN! – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of winners of the Young Women's Entrepreneurship challenge	Technical support, hosting the event on the Community of Practice, WVL expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	29 September 2021 <a href="http://wvlsa.org.za">SADC: WELCOME HOME PHUMZILE MLAMBO NGCUKA – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Hosting welcome back of Former Executive Director at the UN Dr Phumzile Mlambo-Ngcuka with SADC countries	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	18 October 2021 <a href="http://wvlsa.org.za">Call for Women Voice and Leadership Gender and Disability Applications – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of Gender and Disability grant calls	Technical support, hosting the event on the Community of Practice	Announcement

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WVL-SA website and Gender Links website, Facebook & Twitter	18 October 2021 <a href="#">Call for Women Voice and Leadership Rapid Response Applications – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of Rapid response grant call	Technical support, hosting the event on the Community of Practice	Announcement
WVL-SA website and Gender Links website, Facebook & Twitter	19 November 2021 <a href="#">Women's Entrepreneurship Day: Economic power to end GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	24 November 2021 <a href="#">South Africa: Needed – new approaches to ending GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release announcing the 16 Days of Activism	WVL Team expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	25 November 2021 <a href="#">Elimination of Violence against Women: From lockdown to action – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release on the elimination of violence against women and girls at the start of the 16 Days of Activism campaign	WVL Team expertise	Press release
WVL-SA website and Gender Links website, Facebook & Twitter	26 November 2021 <a href="#">Generation Equality and GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	2 December 2021 <a href="#">End period poverty – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	3 December 2021 <a href="#">International Day of People with Disabilities – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation

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WVL-SA website and Gender Links website, Facebook & Twitter	6 December 2021 <a href="#">Anniversary of the Montreal Massacre: The role of Men – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	8 December 2021 <a href="#">Gender violence, the media and social media – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	9 December 2021 <a href="#">Sex work and GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	10 December 2021 <a href="#">Human Rights Day/ Take back the night – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	8 March 2022 <a href="#">International Women's Day: Gender &amp; Climate Change, 8 March 2022 – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	31 March 2022 <a href="#">Voice &amp; Choice: Taking stock, 31 March – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and Gender Links website, Facebook & Twitter	31 March 2022 <a href="http://www.wvlsa.org.za/gl-partners-with-amplify-change-to-boost-womens-rights/">http://www.wvlsa.org.za/gl-partners-with-amplify-change-to-boost-womens-rights/</a>	Announcement of the partnership with Amplify Change	Technical support, hosting the event on the Community of Practice	Press release