

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



Kubi Rama, Debrah Mukuku, Portia Koboe, Thandeka Radebe South African Poet, Nombulelo Malinga and Thoko Mpumlwana at the GL Cottages after the announcement of the Young Women's Entrepreneurship Challenge hosted by Gender Links and UN Women Photo: Tarisai Nyamweda

**GENDER LINKS SEMI ANNUAL REPORT YEAR THREE
REPORTING PERIOD: 1 APRIL 2021 – 30 SEPTEMBER 2021**

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ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CA	Contribution Agreement
CGE	Commission on Gender Equality
COPE	Congress of the People
COE	Centres of Excellence for Gender in Local Government
COP	Community of Practise
COVID-19	Coronavirus Disease
CRAM	Coronavirus Rapid Mobile Survey
DD	Due Diligence
DMS	Document Management System
DSD	Department of Social Development
EU	European Union
EVDS	Electronic Vaccination Data System
FMS	Finance Management System
GAC	Global Affairs Canada
GBVF	Gender Based Violence and Femicide
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
GL	Gender Links
GMS	Grant Management System
GSC	Grants Selection Committee
IEC	Independent Electoral Commission
IT	Information Technology
IWD	International Women's Day
HIV	Human Immunodeficiency Virus
KZN	KwaZulu-Natal
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
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
SARAG	Salt Lake Residence Action Group
SAWID	South African Women on Dialogue
SETA	Skills Education Training Authorities
SRHR	Sexual Reproductive Health and Rights
TGPSA	The Great People of South Africa
UN	United Nations
VAWG	Violence Against Women and Girls
WRO	Women's Right Organisations
WVL – SA	Women's Voice and Leadership South Africa
WWSOSA	We Will Speak Out South Africa

EXECUTIVE SUMMARY

This report covers the first six months of Year Three of the WVL-SA Project (01 April 2021 to 30 September 2021). It builds on the Year Two Annual Outcomes Report. Where relevant, events post the reporting period that have a bearing on the analysis are mentioned.

WVL SA at a glance

Year one	Year two	Year three	Year four
April 2019 – March 2020	April 2020 – March 2021	April 2021 – March 2022	April 2022- March 2023
Preparatory activities		Grant Making and Reporting	
<ul style="list-style-type: none"> Governance structures Project Implementation Plan approval Grants Manual Systems, templates, reports 		July-Dec	Jan – June
		July – Dec	Jan – June
		July – Dec	WRAP UP
		First grants disbursed in June 2020; first reports received in January 2021. For the Networking and MY Core Grants there are five reporting periods as above. To date, 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.	

As illustrated in the table, the fund is 30 months into its four year or 48 month duration (63% or nearly two thirds of the timeframe has elapsed). However, actual grant disbursement only started in 2020, preceded by several preparatory activities. As such, the fund is presently 55% spent overall, although this varies by budget line. The COVID-19 pandemic imposed many challenges on the programme over the last 18 months. None-the-less, the fund is on course to fully deliver by March 2023 (see key indicators at **Annex A**). This report raises important policy and operational questions such as application of remaining interest earned, following the provision by GAC that part of the interest be spent on systems innovations, now in full swing.

GL is one of a handful of southern NGOs selected by Global Affairs Canada (GAC) to manage its ground-breaking Women's Voice and Leadership (WVL) Fund, a flagship of Canada's Feminist International Assistance Policy. During this reporting period, 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. GL also successfully hosted the Young Women's Entrepreneurship Challenge and Awards for South Africa, Kenya and Uganda. The challenge took place against the backdrop of the UN #GenerationEquality campaign that aims to close all gender gaps by 2030, the deadline for the Sustainable Development Goals.

Many of the case studies in this report are drawn from the Learning and Sharing Workshop that took place from 18-22 October, focusing on Results for Change; Communicating Results; Fund Raising and Human Resources Management. The training itself falls in the next reporting period and will be reflected upon more fully in the Year Three Report. During this period, GL also commenced the experiential learning programme agreed on with GAC. Preliminary outcomes are reflected in the report.

Key achievements

- Grant making:** GL awarded a further 17 Rapid Response (RR) grants in May 2021, 11 grantees focus on COVID-19 Vaccine Education and awareness. Eight of the 17 grantees awarded in this period are second time grant recipients.

- **Rapid Response grantees:** All Rapid Response (RR) Grantees submitted Progress Reports in July, after which they received the final project funds, they are currently busy with implementation. In October they will submit their close out report.
- **Supporting grantee funding applications:** The Love Alliance led by Coastal Resources and including a number of WVL-SA grantees approached GL to be their fiscal host in an application to AidsFonds in the Netherlands. The application did not succeed but partners learned many lessons in the process. GL has also been approached by New Heritage, an RR grantee in Cape Town that champions the Period Poverty Campaign, to assist in managing funds promised by the private sector for their work.
- **Capacity Building:** WVL grantees attended an online communications training workshop from 2 – 8 August to strategise around joint campaigns for all of the WVL grantees (#VaccineGenderJusticeCampaign, #GenerationEquality); Understanding blogs and vlogs and putting the knowledge into practice; Linking the WVL-SA to the SADC Gender Protocol Alliance and globally; Tag donors who make the work visible; Reinforcing each other's campaigns and making WVL-SA visible on all social media platforms.
- **#VaccineGenderJusticeCampaign:** WVL-SA grantees ran a campaign in August including a petition signed to the President's office calling for sex disaggregated data on vaccine roll out in South Africa. 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. The South African government is one of the few globally providing regular sex disaggregated data on the vaccine roll out. This shows that WVL made an impact and that gender is not only about women. During their October gathering, WVL partners discussed the need to target men in the vaccine roll out campaign. They also devised a co-ordinated plan for the Sixteen Days of Activism (see **Annex B**).
- **Young Women's Entrepreneurship Challenge and awards:** co-facilitated by Gender Links and the Generation Equality Forum garnered 30 entries from six provinces. The shortlist comprised ten small businesses and not for profit organisations introducing income generating activities to enhance sustainability. The second prize was awarded to Yolanda Dyantyi a former WVL-SA grantee while the joint third prize was awarded to a WVL-SA beneficiary, Lesley Anne Foster through the Rapid Response grantee MT Foundation. Two WVL Rapid Response grantees won awards: The Archive Amambali Wethu- Yolanda Dyantyi and MT Foundation beneficiary- Lesley Anne Foster
- **Reach:** WVL-SA has reached a total number of beneficiaries: 22 976 beneficiaries: 69% women; 29% men and 1% other.

Key challenges:

- **COVID-19 and lockdowns:** Implementation of activities by the grantees had to be postponed numerous times based on the varying levels of lockdown. Many faced health-related challenges.
- **Due Diligence:** The WVL team has had to rely heavily on doing due diligence online which is not as effective as visiting grantees.
- **Visibility and Profiling:** Before the communications training grantees were not using Global Affairs Canada, Gender Links and the WVL-SA logo in their branding material. This has significantly improved post the communications training.
- **Finance and performance:** Two grantees were disqualified (one for finance irregularities and another for non-performance. A third suspended activities to resolve HR matters are (see **Annex C**). Some disbursements have been delayed.

Structure of the report

The Report is organised around the approved Year Three Annual Work Plan. It builds on the Year Two Annual Outcomes Report submitted in June (**Annex D**). The Report includes sections on progress on outcomes, outputs and activities implemented by WVL-SA and the grantees. A section on project visibility, operations, risk analysis, financial report, a conclusion and way forward, all contributing to the immediate outcomes.

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

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

Changes to context

South Africa registered the first Corona Virus Disease (COVID-19) case on 5 March 2020. On 23 March 2020, President Cyril Ramaphosa announced a Stage Five three-week nationwide lockdown with severe restrictions on travel and movement. For the last 18 months South Africa has moved in and out of various states of lockdown. On 20 September as moved to Level 1 (the least restrictive of the lockdown measures) thanks for a substantial decrease in daily COVID-19 cases. South Africa is presently reporting an average of 286 new cases a day – 1% of the peak on July 8 2021³.

The World Bank estimates that the economy contracted by 7% in 2020, as the pandemic weighed heavily on both external demand and domestic activity as the government implemented containment measures.⁴ The economic and social impacts of COVID-19 especially on women and girls, is severe. UNDP – SA economy at least 5 years to recover from the impact of COVID-19

Key COVID-19 stats as at 26 October 2021

	Women	Men	Total	% Women	% Men
Confirmed cases	1,644,921	1,240,905	2, 885, 826	57%	43% ⁵
Confirmed deaths	48,607	44,868	93,475	52%	48% ⁶
Vaccine roll out	12,381, 457	9,340,397	21, 721, 854	57%	43% ⁷
Vaccine roll out % of population			25%		

Like many other pandemics before it, COVID-19 preys on inequality. GL was among the first to warn of the gendered impacts of the corona pandemic in SA.⁸ Globally the ratio of men to women being infected by corona is 70:30. In South Africa, the gender dynamics changed rapidly.⁹ As illustrated in the table, and contrary to global trends, women constitute the majority of those infected (57%) and those dying (52%). Women constitute 70% of health workers who are among those most exposed. They are in the majority of those with comorbidities closely associated with COVID-19 such as hypertension, obesity and diabetes. Women also outnumber men among those living with HIV and AIDS, though it is still not clear what effect this has on the spread of the virus.

Economic impact of COVID-19 on women: In addition to the higher level of *infection*, women are much more *affected* by this and other emergencies. Women constitute two thirds of the three million South Africans who lost their jobs between February and April as a result of the Covid-19 pandemic, according to the results of a new study. Women accounted

³ <https://graphics.reuters.com/world-coronavirus-tracker-and-maps/countries-and-territories/south-africa/>

⁴ <https://www.worldbank.org/en/country/southafrica/overview#1>

⁵ <https://globalhealth5050.org/the-sex-gender-and-covid-19-project/the-data-tracker/?explore=country&country=South+Africa#search>

⁶ Ibid

⁷ <https://sacoronavirus.co.za/latest-vaccine-statistics/>

⁸ <https://genderlinks.org.za/news/safeguarding-womens-rights-during-the-covid-19-shutdown/>

⁹ Latest sex disaggregated data released on 28 May showed 15693 women and 11487 men a ratio of 70:30

for two million jobs lost¹⁰ They are the majority of those employed in the care sectors of the economy that have taken the hardest knock – domestic work; personal care services (such as hairdressing) and the hospitality industry. Globally and in South Africa, women carry out on average more than three times the daily care work in the home than men. During lockdown, tasks normally shared in the public space — such as schooling, and care for the fragile —are largely transferred to women.

VAWGF: Records of gender-based violence, especially femicide, in South Africa have skyrocketed during the country's lockdown because of the novel corona virus pandemic. In his address to the nation on 17 June, 2020 President Cyril Ramaphosa dubbed GBV a second pandemic. He has since launched the Solidarity Fund that aims to raise R1 billion to fight Violence Against Women and Girls and Femicide (VAWGF).

VAWGF and Economic Empowerment: The private sector, civil society, women's organisations, businesswomen and government have partnered to form the Women Economic Assembly to empower women (WECONA) – an initiative to facilitate the participation of women-owned businesses in core areas of the economy. This initiative emphasises the participation of women-owned enterprises on the entire value chain to foster sustainable economic development.

Women Economic Assembly national convener and co-chairperson, Futhi Mtoba, says the Assembly will activate, coordinate and monitor government and private sector actions towards preferential procurement for women-owned businesses.¹¹

In his speech, President Cyril Ranpahosa said the government aims to increase women's share of procurement from 12% to 40%. He made this important link between economic empowerment and sustainable solutions to VAWGF:

The economic empowerment of women is one of the pillars of our National Strategic Plan of Gender-Based Violence and Femicide.

By improving the economic circumstances of women, we are reducing their vulnerability to abuse and violence.

By being less economically dependent on male partners, women have a better chance of leaving an abusive relationship.

That is why a significant portion of the R21 billion that national government departments have allocated to implementing the National Strategic Plan over the next few years is dedicated to economic empowerment programmes.

¹⁰ <https://www.news24.com/fin24/economy/covid-19-cuts-sa-employment-figures-by-three-million-women-worst-affected-study-20200715>

¹¹ <https://www.gov.za/speeches/presidency-women-economic-assembly-1-oct-2021-0000>

Progress on WVL-SA implementation

The following sections highlight the progress made during the first six months of year three across the three pathways towards the ultimate goal of 'increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa' through three **pathways** to the **intermediate outcomes of WVL-SA** project. These are:

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

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

IMPROVED MANAGEMENT AND SUSTAINABILITY OF WRO's

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

Progress made: 01 April 2021 – 30 September 2021

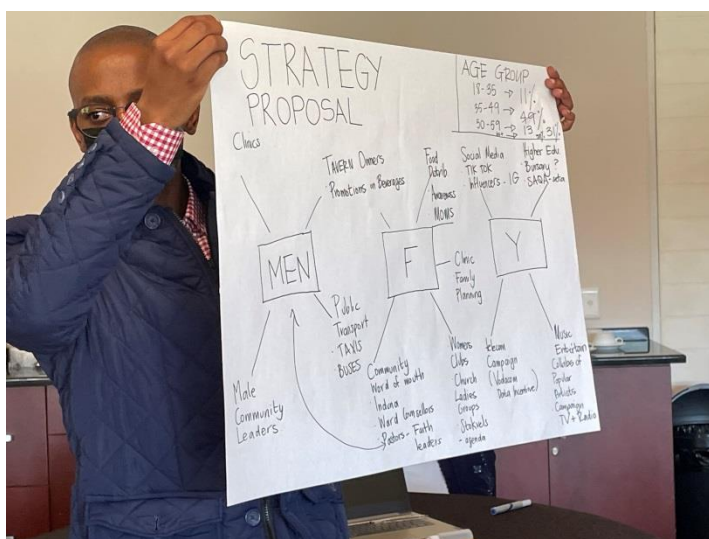
1100. Improved management and sustainability of local women's rights organisations

All grant agreements, especially the longer term MY Core and Networking grants, have conditions and time frames to ensure that statutory requirements and building blocks for better institutional practise are met. These are continuously monitored (see Annex A).

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual Sept 2021	Cumulative Sept 2021	Variance against target
A strategy for funding diversification	New	21	6	7	13	-8
Revised financial management practices	0	21	8	13	21	0
A communications plan	New	21	3	13	16	-5
Standard Operating Procedures for procurement	8	21	13		13	-8
An annual work plan	New	21	0	18	18	-3
VAT	2	21	4	2	6	-15
Bank Account	33	38	40	-2	38	0
Anti-Corruption Policy	12	21	3	14	17	-4
Safeguarding Policy	7	21	3	15	18	-3
Gender Policy	New	21	1		1	-20
HR Policy	13	21	8	14	22	1
Monitoring & Evaluation policy	9	21	4	15	19	-2
Has your organisation won any awards in 2020?*	7		10	8	18	18

The table above, extracted from the key indicators at Annex A, reflects the progress made in achieving these institutional targets. In summary:

- All the grantees have bank accounts, and all the longer term grantees have revised financial policies. 17 of the longer term grantees have anti-corruption policies; four still need to adopt these. Eight organisations still need to institute standard operating procedures for procurement.
- 13 organisations now have a strategy for diversifying their funding (seven more since the last reporting period). Eight organisations still need to develop a funding diversification strategy.



- There has been progress in registering for VAT, but 15 organisations still need to do so.
- During this period, 18 of the organisations developed an annual work plan with support from GL; three still need to do so.
- Very few organisations have a gender policy. This is a common shortcoming in WRO and requires attention in the up-coming period. This is also an opportunity to ensure such policies address sexual diversity, inclusion and inter sectionality, following on from the training in March.
- Nineteen organisations now have M and E policies (ten more than at baseline) and 16 have communication plans (13 developed during this reporting period, after the training in August).
- 18 Organisations have won awards; two during this reporting period.

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

1111. Resource mobilisation initiatives: GL continues to seek avenues for increasing funding for WRO. During this reporting period, GL received the good news that it had been short listed for a GBP 1.5 million Partnership Grant with Amplify Change, a UK-based consortium of funders that supports work on Sexual and Reproductive Health and Rights (SRHR). The final announcement is expected in November. GL is a long standing Amplify Change grantee. The new Partnership window seeks to share responsibility with partners in the global south for managing funds, i.e. they become intermediaries for AC funds. GL drew heavily on its experience with WVL to write this demanding proposal. Should we succeed this will be in no small measure due to the experience gained through this programme. The funds would be earmarked for SRHR in all of SADC. WVL grantees would be eligible to apply from South Africa as a SADC member country.

In addition to fund raising initiatives undertaken by GL on behalf of the sector WROs are encouraged to seek ways of leveraging their WVL-SA funding. WVL-SA has contributed to organisations being awarded more funding through writing referral letters, sharing fundraising tips, sharing opportunity applications and capacity building through other organisations such as the Seriti Institute. The amounts raised in cash and in kind are computed annually. In the year two report grantees reported raising an additional R4,8 million from various donors such as Lifeline International, Solidarity Fund, Hlanganisa Institute for Development in Southern Africa, UN Women, National Lotteries commission, Mama Cash and Foundation for Human Rights. They also raised R 1 534 900 in kind (for example venues; catering; free and shared transport and office space). The two examples that follow show how WVL grantees continue to seek innovative ways of enhancing sustainability.



Fundraising for WROs work



Incema fund raises by holding a jumble clothing sale outside their offices as their office is close to the social grant office and the municipality. Photo: Incema

Incema, KwaZulu-Natal is a non-profit organisation established to respond to the need for sexually abused children to access psycho-social services to prevent further perpetuation of sexual crimes, child on child sexual violence and break the cycle of SGBV likely to be committed by previously abused/ exposed children. Incema has raised an additional R715 735 from the government National Development Agency (NDA), the Solidarity Fund and a R735 donation from the TU Church in their local area. Incema has also initiated income generating projects. These include: sale of their skills and expertise to local stakeholders through consultations, placements and workshops; coordinating a weekly jumble sale from clothing donated to the organisation. The organisation has

received approximately R160 000 in in-kind contributions of venues, office space, radio slots, Human resource costs, water and lights. They have not costed the amount of transport in-kind contributions that they have received thus far.

The Great People of South Africa (TGPSA), Western Cape has raised an additional R1 050 101 for their organisation in the last six months from the Joint Gender Fund and the Solidarity GBVF Fund. TGPSA has developed a funding strategy targeting funders that avail funding for human rights defenders/work, GBVF and Gender Equality. They also do various types of fundraising such as online, telephonic, institutional, approaching Foundations and major donors whom are often referred by the board members and philanthropists or donations from individuals. Some of the challenges faced by TGPSA include 1) not having the relevant documents required for eligibility for that particular funding; 2) No audited Financial statements and 3) Missing application deadlines as the organisation is also helping smaller grassroots organisations to apply for funding.

During the October Learn and Share Meeting Incema and TGPSA shared the following tips for fundraising with the other grantees:

- Don't lose focus, know your project and believe that you can do it
- Research potential donors and funders on the internet
- Visit organisations who do similar work and look at their donors
- Create your profile on various funding sites by being a part of their mailing lists
- Assign a person to focus on funding and to search for the funding opportunities
- Be specific about the project you are applying for
- Respond to the need and not to everything

1112. Transparent grant-making process developed and executed.

In February 2021, WVL-SA announced a third Rapid Response Grant Call with a strong emphasis on access to public education and awareness on COVID-19 vaccines.

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

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

Applications covered the following areas:

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

1120. Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability**1121. Systems development to support grantees project implementation.**

GL continues to seek to improve systems and make them user friendly. Part of our mission is to Make IT work Gender Justice. GL has a long record of supporting WRO to become comfortable with IT and use it to improve efficiency and effectiveness. Key initiatives this period included:

- 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 biannual reports to GAC. It will also assist grantees to appreciate how their work feeds into the composite picture.
- Improving the GL Workshop and Event Form with more drop down menus to avoid errors and ensure credible data collection; training (experiential and during the October Learning and Sharing workshop) on the use of these tools.
- Continuous support in use of Sage Pastel for financial accounting and moving to Sage Intacct, which has many benefits for NGOs, in 2022. The ground work for this is being done now.

- Testing a new platform – Good Grants – with the third round of the RR. So far this has proved to be user friendly and well supported. We will reflect in greater depth on this in our Year Three Report.

1122. Institutional Capacity Building provided in Results for Changes (MEL) and Finance and Governance

During this period, GL continued to explore different methods and combination of methods for supporting grantees and enhancing their capacity.

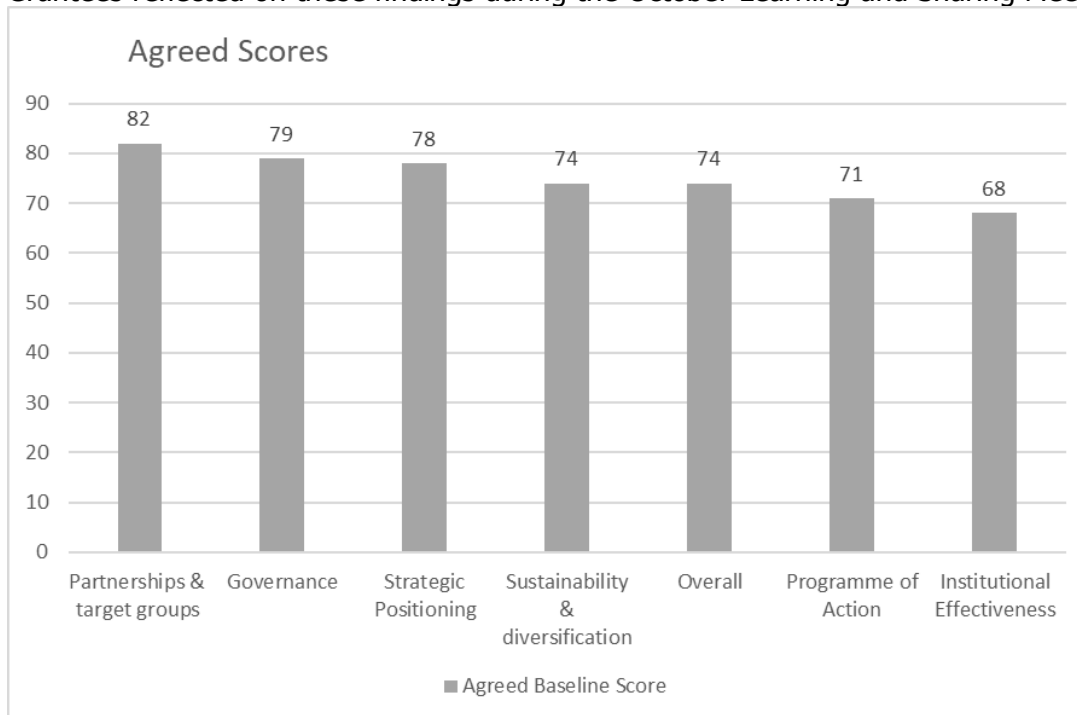
Online support: Grantees continue to receive online capacity building in finance, communications, monitoring, evaluation and learning, and through zoom meetings, phone calls, website queries and on WhatsApp.

Face to face training and facilitated discussions: In March My Core and Networking grantees participated in the Leadership and Diversity training workshop. They filled in a self-assessment Organisational Development Score Card (ODS). The WV team also scored the grantees, making use of information gathered during the Due Diligence. Where there were major differences in score Anna Harris the HR and Leadership coach facilitated a discussion between the grantees and GL. The two parties recorded an agreed score. MY Core and Networking Grantees reflected on these findings during the October Learning and Sharing Meetings.

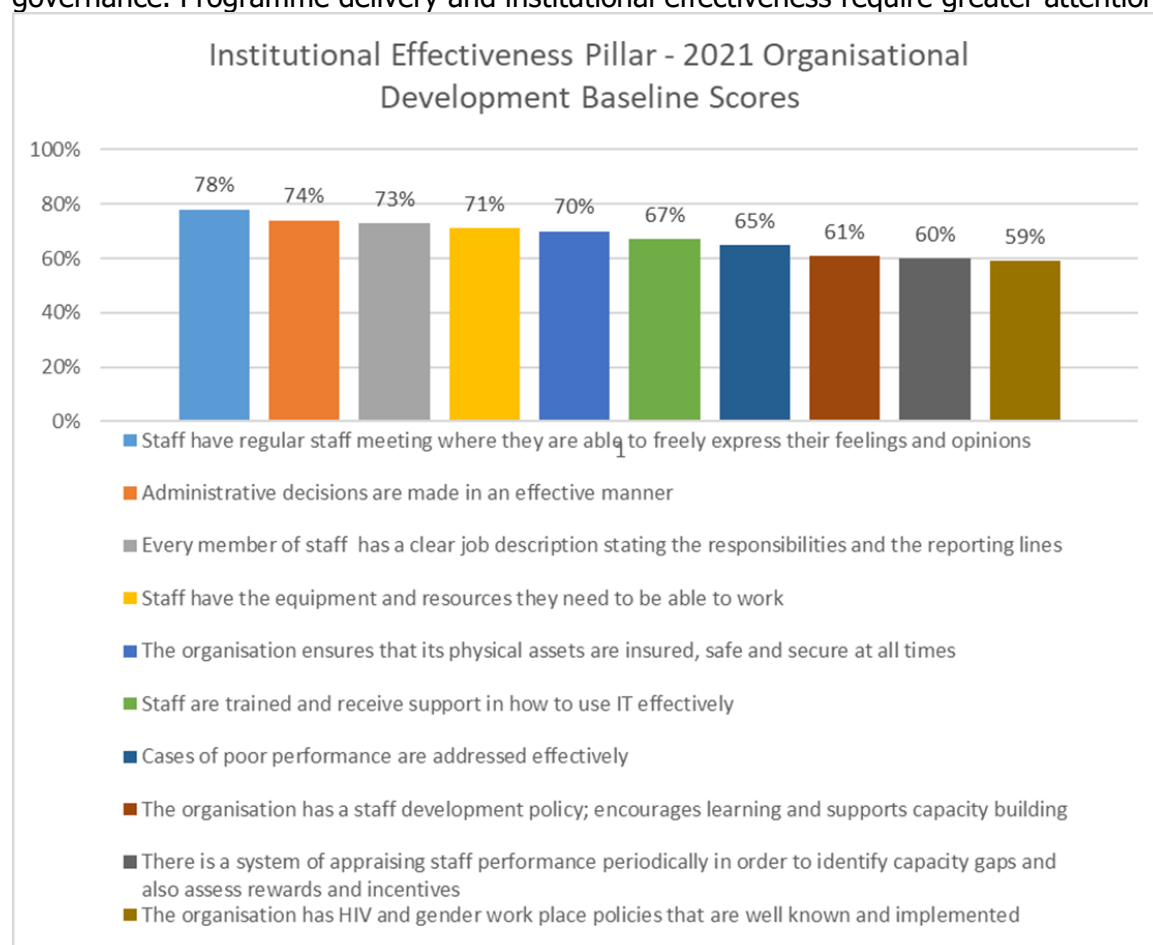


Sasopsbiz Foundation
 14h · 🌐

The organisational development session with Genderlinks last Friday was an eye opener. We normally run with projects, 10 hours a day, seven days a week and forget to pause and ask ourselves are we also building the organisation at the same time. Successful projects create legacy and one such legacy is leaving a strong well developed organisation after the project has been completed.



The results show that overall the strongest areas of performance are partnerships and governance. Programme delivery and institutional effectiveness require greater attention.



A further breakdown of the institutional effectiveness scores showed that the area posing the most challenges is Human Resource Management. Many of the WRO rely on volunteers. They experience high burn out and turn over. The Learning and Sharing meeting in October devoted a whole day for leaders of the organisations to focus on HR management facilitated by Anna Harris. She used the ODS exercise to add many relevant examples for the grantees.

Experiential Learning: Following our last report and memo to GAC proposing that instead of visits to the grantees they spend time with GL, the experiential learning took off in earnest during the last reporting period. As this involved small groups, this proved to be an effective way of delivering training during the harsher lock downs. It was also more time effective for WVL staff. The experimental learning aimed to:

- Provide grantees with experience under the supervision of WVL and GL staff.
- Make good use of time during COVI-19 lockdowns to advance learning in controlled small group settings that do not pose a health risk.
- Provide a financial learning environment on the Sage pastel system for better finance reporting.
- Improve WVL skills for communicating results and giving visibility to the programme.
- Assist WVL staff to catch up on systems backlogs – finance, M and E and communications.

WVL staff identified organisations that need further capacity in finance and programme related work. These participants were invited for the 5-day course using their practical

examples to complete the learning. The benefits of the experiential training include on-the-job training under GL supervision; this is more effective than once off training and more time efficient than field visits. Grantees can learn finance and MEL systems better while contributing to reducing their work load; strengthen relations between GL and the grantees; this is very important for institutional strengthening and young staff can use this opportunity to advance their own careers in the NGO sector. The experimental learning also gave new employees an opportunity to understand their projects and the expectations of WV against their work plan. Below are some reflections by participants:



"The training was very informative and it was a good learning opportunity. I was able to learn from the mistakes I had made and given the opportunity to rectify them by learning. The finance section on contracts was most interesting as we don't always go through each line of the contract until we are in trouble. The line by line explanation helped me understand my contract better" *Takalani Ndou, Mutale VEP, Limpopo- Finance Experimental Learning Session*

"I would like to thank GL for organising such an informative workshop held on the 20th-23rd of September 2021. For me the workshop helped us a lot, I now practising everything we learnt, the information and experience we shared. I would also like to thank Nomthi and Fikile for revising our contracts with us so that we will make sure that whatever we do in our organisations is in line with the contract. There are a lot more things I learnt from that workshop and for that as person I am very grateful. I would to thank Fikile for her time and patience with us grantees interms of finance. We had a very wonderful time with you guys and I would wish in future to participate in such training again." *Busisiwe Shezi, Incema, KwaZulu-Natal- Finance Experimental Learning Session*



"I would kindly like to say that I had a very great training experience at Gender links with Nomthi which was held from the 19th-23rd September 2021. I have greatly learned a lot on Monitoring and Evaluation and also Communications and Social Media, every session I have learned was very fruitful to apply back to the Organisation. It would be great to have trainings such as these to learn more and improve more on the reports. Thanks for the awesome facilitation to Nomthi."- *Mmalerato Rabotapi, Let us Grow Organisation, Gauteng- Programme Experimental Learning Session*

PROGRAMMING AND ADVOCACY FOR GENDER JUSTICE

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

Intermediate outcome	1200. Enhanced performance of women's right organisations' programming and advocacy to advance gender equality and empower women and girls.	
Immediate outcomes	1210. Strengthened ability of WROs to reach marginalised groups ¹² with high quality services and support to claim their rights.	1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work.
Outputs	1211. WROs received technical assistance to develop innovate programming and mobilise communities fulfilling women's and girls' rights.	1221. WROs receive technical assistance to design and sustain policy outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces.
Indicators	- Number of beneficiaries reached.	- #/total supported WROs who have met objectives and targets as stated in their annual work plans (or priorities)
	- Stories of change in the lives of beneficiaries.	- Number of policies/laws/regulations/practices change at local/provincial/national level.

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

Given the cross cutting nature of gender, gender related issues and 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. The RR grants focused on COVID-19 and the vaccine roll out in response to the needs of the moment. The applications were not restricted to this topic.

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

WV-SA has funded a total of 56 organisations since inception. Two grants have since been withdrawn due to mismanagement of funds and non- performance (**see Annex D**). Since the pandemic, a lot more grantees have shifted their projects to include COVID-19 awareness and education.

¹² Marginalised groups include the LGBTIAQ+ community, survivors of gender based violence, rural women and persons with disabilities.

Grantee areas of service delivery

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

A total of 15 organisations work on VAWGF; 11 on vaccine awareness and education; seven on sexual and reproductive health and rights (SRHR) six on economic empowerment and five on LGBTQI.

Violence Against Women and Girls and Femicide

Kwazulu Development & business information center (RR) –KwaZulu-Natal used their GBV Facilitators to teach the community about the importance of vaccines whilst assessing the state of domestic violence in the households through door to door campaigns. **Litshani**

Vhana Vha-De-Foundation(RR) – **Limpopo** uses creative arts and drama to bring an awareness of VAWG in the area of Thulamela. The organisation uses children who role and perform the drama on the local radio station and YouTube to bring awareness and advocacy on VAWG.



Litshani Vha-Vhenda Foundation during GBV awareness at a local school teaching children about GBV. Photo: Litshani

Voice for The Voiceless NPO(RR) – **Western Cape** held workshops with various stakeholders such as South African Police, representatives from the Department of Justice, Magistrates and social workers with the aim of improving service delivery to victims and survivors of Gender Based Violence and to capacitate Multi Sector Partners to ensure effective and efficient service delivery to victims and survivors of GBV.

Justice and Women(MyCore) – **KwaZulu-Natal** runs a project called Vulamehlo which translates to *Open your Eyes*. The project is called this because in rural areas women and men normalise SGBV and see it as part of culture. Vulamehlo gives women and men tools to open their eyes to the abuse of power in every part of their lives and to start questioning, supporting one another, to take action. The key activities include training volunteers, ten consultations with the traditional leaders and community gatekeepers about the project,

developing dramas for 27 community dialogues and facilitating community discussion groups in local homesteads.

Mankweng Community Law Advice Office(MyCore) -Limpopo aims to mitigate growing numbers of GBV, especially under covid-19 conditions, advocate against homophobia, transphobia and other intolerances and engage communities on the myths and facts around vaccination. The organisation has held four community awareness workshops on GBVF (1), Homophobia (1) and COVID-19 Vaccination awareness and education (2). Through the workshops the organisation has reached 112 beneficiaries.

Amanzimtoti trauma Unit (Turning Point Qhakaza) (MyCore) – KwaZulu-Natal attempts to prevent GBV and sexual crime by creating awareness and empowering individuals in rural areas through, unpacking several safety tips and skills to safeguard women, children and men who find themselves in vulnerable situations; provide in depth explanation of GBV related issues. The organization has managed to build a new relationship with the Department of Community Safety and Liaison to train 60 of their volunteers to assist victims of GBV and DV. The 60 volunteers will be placed at 40 different police station's victim friendly rooms (urban and rural areas) and some of the volunteers will be placed in the community to report on issues in those communities. **Mutale VEP(MyCore)-Limpopo** supported 179 beneficiaries through community outreach workshops in three different villages; during the reporting period 183 victims of gender based violence were accommodated in the shelter for a period of 3- 5 days.

"I came to Mutale Victim Empowerment by myself because I was tired of being abused physically and emotionally by my wife. Every time when we have a disagreement she would throw whatever she could find at me, it's either a pan, knife, stones and plates. And that was the start recently she would beat me and insult me in front of the kids. One day I called her parents and my relatives to discuss about this issue but she refuses to talk to them and throw a hot pan full of pap at me in front of them and she said they won't help me. She promised she would kill me so every time she does that I sleep on my car afraid of what she might do. I am a man and I am afraid that if I respond to her abuse by beating her I might get arrested and at 57 years old I won't be able to survive in jail. I came to their shelter to seek for help because I am tired of this toxic marriage. They helped me apply for a protection order against her and file for a divorce, we are now separated all thanks to Mutale VEP"-*Lufuno Mauda ,Mutale VEP beneficiary, Limpopo*

Eshowe Family and Child Welfare(MyCore) –KwaZulu-Natal has conducted four workshops to raise awareness on GBV and the effects of GBV; Collaborated with other civil society organizations that have been working on Victim Empowerment programs for years and gained their support during the implementation of workshops. Eshowe have been able to implement a reporting system for GBV where there was a need for coherence in reporting and follow-up of GBV cases as there was none before in the reporting of cases. The victim would be further victimized by being sent from pillar to post. The social workers now assist in all the reported cases, remedy the situation and refer accordingly to the correct person if needed, follow up calls are then done to ensure that the survivor received the right service.

COVID-19

Organisations that focus on COVID-19 Awareness and Education include **TransHope(RR)** – KwaZulu-Natal a second time grantee who work with the LGBTQI community and access to health, aimed at sensitising LGBTQI persons on the importance of vaccination despite being exposed to hate crime where their sexual identity is concerned and dispelling the myths around vaccines, educating the overall community on the rights LGBTQI people. **Coastal Resources Centre(RR)** -Eastern Cape aim to improve information related to COVID -19 vaccines among women in rural communities and mitigating the health consequences of a pandemic in South Africa among women and girls in rural communities.



Public awareness and education on COVID-19 conducted by Mankweng VEP. Photo: Mankweng VEP

Community Carers Agency(RR) -Western Cape created community surveys aimed at testing the community's understanding of Covid-19; attitudes towards vaccinations, reaction and knowledge of COVID-19 and to get an understanding of if the community knows COVID-19 health protocols where isolation is concerned. The organisation targeted 550 surveys. **Lesedi La Setjhaba Family and Community Centre (RR)** – Gauteng aimed to educate, create awareness about the Covid-19 vaccine through face to face, telephonic and public education at local radio station; and assist vulnerable women to register on the government portal.

Mara Victim Empowerment Programme(RR) – Limpopo used the grant to ensure that the community had equal access to vaccination and used the opportunity to canvass the work of the organisation in Buysdorp and Indermark as they are a new and emerging organisation. As a second time grantee **Singobile Kingdom Empowerment Centre NPO(RR)** - Mpumalanga used the StopGBVApp to roll out a campaign coined "*Vaccinate All Women and Girls(VAWAG)*" through their online forums to ensure that women are prioritized with equal rights in receiving access to Covid-19 Vaccination information and to eradicate the inequality that is prevalent by addressing gender inequality barriers that hamper and limit this access.

The Dorcas Page Foundation(RR) – KwaZulu-Natal started conversations about the impact of COVID-19 on women and girls and to address myths about vaccinations, provide truthful information about vaccination, hear the views of the community about vaccination for COVID-19 and to provide more information so that communities can make an informed decision about vaccination.

Sexual Reproductive Health and rights

New Heritage Foundation- Western Cape a second time RR grantee started its ending period poverty campaign by handing out of sanitary pads which was not sustainable. The organisation is now teaching girls how to make reusable sanitary pads and continues with the education around menstruation. **Resoketswe Lebjane Foundation(RR)-Mpumalanga** works to put an end to illegal abortions in Bushbuckridge and to restore the safety of young women's sexual rights in the rural areas. Their activities included door to door campaigns, community workshops and the removal of posters providing illegal abortions at hotspots such as the local secondary high schools. **Let us**

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



Resoketswe Lebjane Foundation works toward removing signs such as the above in the streets.
Photo: Resoketswe

Economic Empowerment



1Hugs Quarterly magazine produced by Sasopsbiz to keep their alumni updated on the progress of the HUGS

SasopsBiz Foundation has recently acquired a farm through a 9-year lease from the KwaZulu-Natal Christian Council. This will assist in strengthening their women economic development capacity within agriculture as it will serve as a business incubator. Some of the activities include Recruitment and On boarding, Training on Personal Development, Leadership, Business planning, Budgeting, productivity, business productivity, marketing, financial management, basic computer training, workshops on personal development, Gender Based Violence, Job readiness, HIV/AIDS, vaccination and Covid 19, Goal Setting. They hosted a Career Day at the Mgungundlovu TVET, assist in the Registration of Companies. They use social groups called Hand Up Girls Squads (HUGS) as a platform for development. The programme recruited 76 young women from rural, peri-urban and informal settlements and established 5 HUGS. They now produce a quarterly report.



Novuyo Bhengu is the founder of Zamokuhle Day Care and After Care Centre and a HUGS Peer Educator. She is 22-years-old from Sweerwaters, KwaNxaamalala, Pietermaritzburg. She is a self-starter, who is a passionate individual who could not find a job after acquiring a degree in Early Childhood Development and decided to start her own centre. Through programmes offered by Sasopsbiz Foundation, Vuyo has improved in business knowledge and leadership skills. She won the business pitching competition at Sasopsbiz and the money was invested in the crèche. She is now part of a learner-ship programme with FoodBev Seta through Asime Women. She is a Peer educator who is changing lives of the youth in her community. Sasopsbiz has assisted her with applications for tax compliance and funding. She has facilitated online conversations on rape, HIV, Abortion, Teen Pregnancy and Sexuality through creating a safe space for her Facebook followers and brought about a positive influence to youth.



Artefacts made for sale by women at MT Foundation to promote their economic empowerment. Photo: MT Foundation

MT Foundation(RR) – Free State worked to soften the blow of the economic impact of the pandemic through Advocacy programmes in the form of information sessions and Creative Arts to reinforce key messages of the pandemic and GBV. They participated in legislative provisions on women's access to land and land tenure so that women can establish food gardens to instil the love for land ownership, food security and productive use of land once it becomes available. **Asime**

Women(RR) – KwaZulu-Natal aimed to ensure fair, meaningful and inclusive participation of emerging, small scale and commercial farmers as well as SMMEs in the mainstream economy; To

bring significant change in rural communities and townships through working collaboratively with both private and public sectors developing practical systems that would lift them out of poverty, improve their livelihood and socio-economic conditions.

Food security



Women from the local community learn how to plant their own crops during training provided by Richmond day care centre. Photo: Richmond Day Care Centre

Sibanisezwe community development – KwaZulu Natal a second time grantee who used the first grant to provide food security through the distribution of food parcels which turned out not to be a sustainable solution innovated their services to include the starting of food gardens. They distributed food parcels and seeds for families to plant their own food. The organisation also distributed sanitary pads. The WVL-SA team introduced the organisation to New Heritage Foundation as their mentee so that they teach them how to make reusable pads.

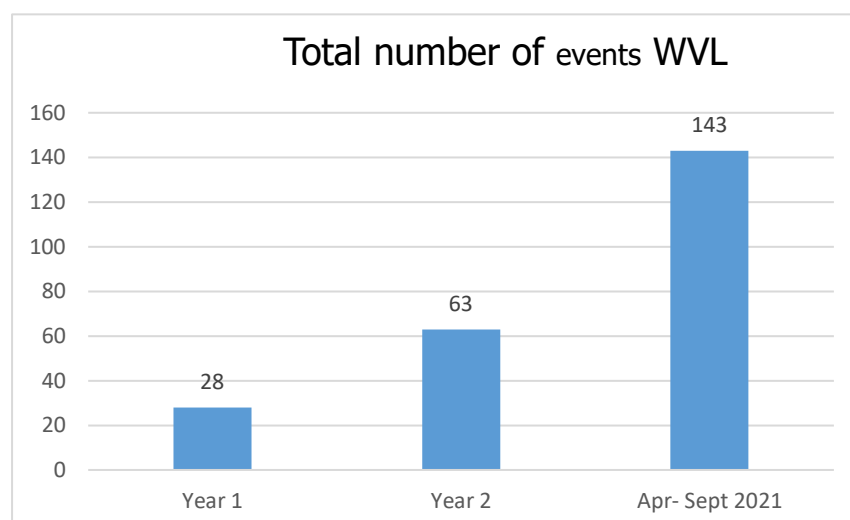
Richmond Day Care Centre – KwaZulu-Natal promoted food security by assisting the community in the establishment of food gardens.

Beneficiary reach

Year	Total events	Women	Men	Other	Total
Year 2 (cumulative)	91	11 164	4 117	314	15 595
Apr- Sept 2021	143	4 456	2 905	20	7 381
Total	234	15 620	7 022	334	22 976
% Total		68%	31%	1%	100%

WVL-SA has reached a total number of 22,976 beneficiaries: 68% women; 31% men and 1% "other". The figure for women and girls is slightly below the WVL-SA target of 75%. However the overall number of beneficiaries reached is about four times the number anticipated in the original proposal, despite the pandemic. This is due to 1) conservative estimates 2) the uptake in virtual events due to the pandemic that are also included in

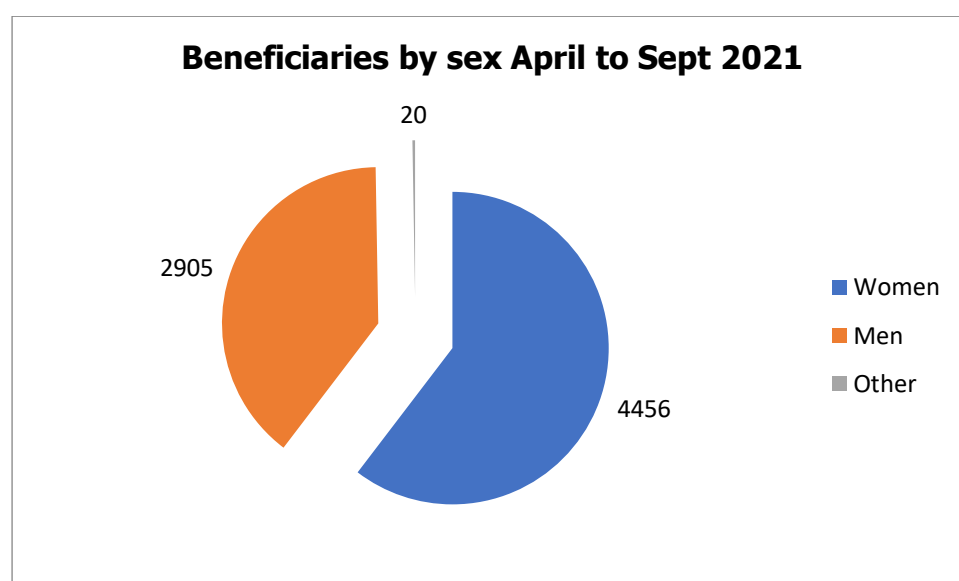
these figures 3) the energetic on the ground campaigns especially by RR grantees advocating vaccine justice.



Data for the current reporting period shows that there have been a total of 143 events held by the grantees in the current reporting period, an increase of 80 compared to the six months ending March 2021 despite the strict COVID-19 regulations that only eased in late September. Events included COVID-19 public awareness and

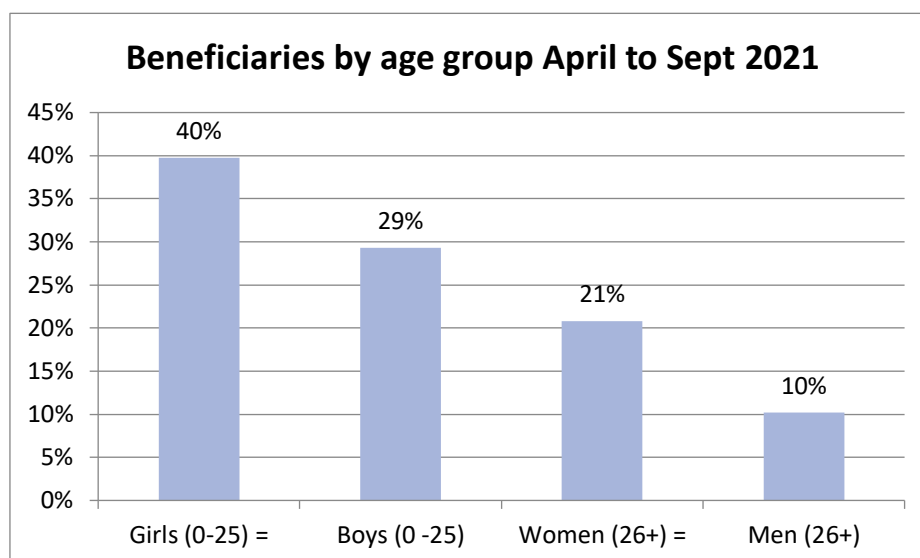
education drives, registration of older persons on the EVDS online portal, GBV training, campaigns, psychosocial support and healing workshops, webinars, economic development training, dialogues, Pride March, Launch of men and boys' programmes and dignitary pack distribution.

Beneficiaries for the current reporting period



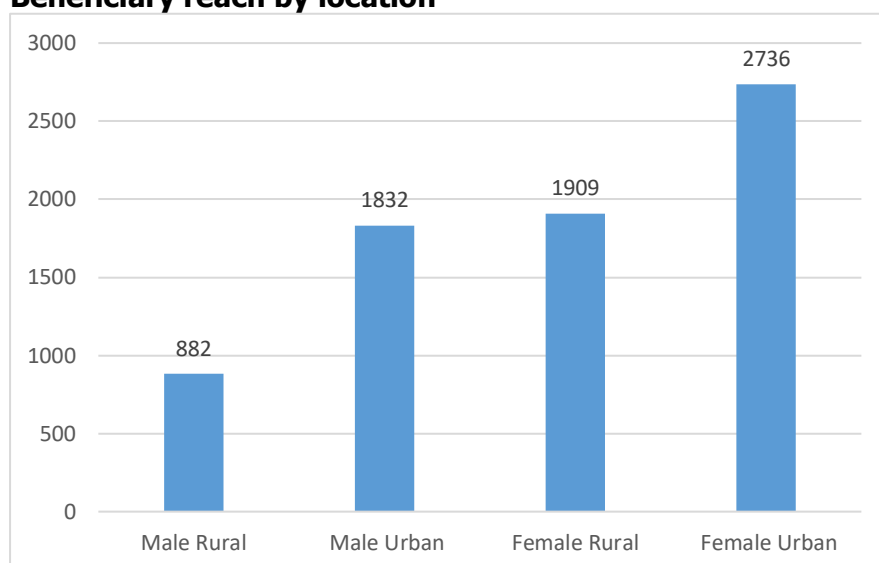
WVL-SA reached 7381 beneficiaries in the six-month period: 60% women; 40% men and 20 (less than 1%) other. The slightly higher proportion of men during this reporting period is accounted for by the vaccine campaign that pivoted to focus on men when it became apparent that this is where the greatest need rests.

Beneficiary Age group analysis



In keeping with the objectives of the fund, 69% of all those reached were under the age of 25 (40% girls and 29% boys). Women 26 and older (21%) constituted the next highest demographic. Men 26 and older constituted just 10% of those reached.

Beneficiary reach by location



WVL-SA Project also aims to reach grassroots organisations who ordinarily would struggle to access mainstream donor funding. Of the 7359 who indicated their location, 40% came from rural areas. Considering that the rate of urbanisation in South Africa is 67% this is well above average, and in

keeping with the objectives of the fund to reach far flung rural areas, in particular with the message on COVID-19 vaccines. Urban women (2736 or 37%) constituted the highest proportion of beneficiaries, with rural women (1909 or 26%) in second place.

Other marginalised groups

WVL provides a third category "other" (in addition to Male and Female) in its collection of data. To date 334 Gender Non- Conforming persons have benefitted from the programme. The absence of any persons living with disability in this reporting period is a concern. It reflects in part the weak performance of the disability grantee since terminated (see Annex D). With the specific call now out on Gender and Disability, more effort need to be made in the remaining period of the grant to reach persons with disability.

Reaching beneficiaries on the ground



Nonhlanhla Simelane is the Founder of Lebo Basadi Foundation. Her ability and willingness to learn new approaches to things makes her unique as a beneficiary of the One in Nine campaign. Simelane is the founder of Lebo Basadi Foundation based in the Vaal in Gauteng that offers temporary shelter to lesbian women who have been disowned, and those who come from abusive relationships.

She is a community builder (literally and figuratively) who is committed to building others. As a participant of the Feminist Political Education and Art for liberation programme, she has learned about feminism and power. She has shown that women can do anything they put their minds to and that passion is not gendered as she is a qualified Integrated Technician which is male dominated.

As a leader of her organisation, she has learned to treat her co – workers with respect and dignity which has earned her the respect of her male counterparts. She has been engaging with community leaders as she builds partnerships for getting LGBTQI issues acknowledged. Simelane is contributing to building a feminist movement in the Vaal area by mobilizing and organizing in her community and sharing what she has learned, she is also working with women to challenge dominant gender discourse around GBVF and hate crimes. Her vision is to grow her organisation by leading workshops on GBV and domestic violence amongst LGBTQI community. She wants her organisation to be a space that also creates employment for women above 36 years of age because many government and business opportunities only cater for the youth currently and to build a safe community for women and the LGBTIQ+ persons. (Source: *One in Nine Drivers of Change Case study, October 2021*)

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

WVL-SA grantees have undertaken various policy initiatives. In their work at the local level grantees have been involved in lobbying and advocacy for the Charter of Victims of Crime in South Africa; Domestic Violence Act, Criminal Law, Amendment (Sexual Offences and Related Matters) Act, Protection from Harassment Act, Charge of by-laws by the Tribal office and LGBTQIA+ Rights. At national and provincial level, the organisations have been involved advocacy for the Decriminalisation of Sex Work, Domestic Violence Amendment Bill Criminal Law (Sexual Offences and Related Matters) and the National Strategic Plan on Gender Based Violence and Femicide (NSPGBVF). African Women in Energy and Power has been instrumental in lobbying for change in the energy sector. Across the board, WVL grantees with support from GL have advocated for the roll out of the COVID-19 vaccine to all corners of the country; especially marginalised communities.

#VaccineGenderJusticeCampaign

South Africa rolled out the COVID-19 Vaccine phase one to essential workers in February 2021 with the remaining health care workers vaccinated in May 2021, followed by those above 60 in May 2021. In July people aged 50- 59 could get their vaccinations together with teachers, social workers, journalists and other media representatives, the police, prison wardens and inmates and the South African National Defence Force (SANDF). The age group 35-59 received their vaccination in July 2021. Phase three of the vaccination process opened in August 2021 for people 35-49. The graph below shows South Africa's rollout strategy up to phase 3 of the rollout; phase 4 and 5 have no date planned on when vaccination will take place.



Staff member of Mara VEP during their door to door campaign on vaccine awareness and education.

Photo: Mara VEP

National Vaccine Rollout Strategy

Phase	Priority group	Start date	People eligible ^[9]	Progress	People Vaccinated (2021-10-20) ^[10]
Phase 1					
1a	Front-line and health care workers (Sisonke Protocol) ^{[11][12]}	17 Feb 2021	^[10] 489 828	Complete	489 828
1b	Remaining health care workers ^[13]	17 May 2021	700 000	In progress	^{[a][14]} 320 066
Phase 2					
Age Based Prioritisation					
2ai	People over 60 ^[13]	17 May 2021	5 000 000	In progress	3 409 532
2aii	People 50-59 ^[15]	5 July 2021	4 800 000	In progress	2 624 974
2aiii	People 35-49 ^[16]	15 July 2021	11 000 000	In progress	4 699 935
Employment Based Prioritisation^[17]					
2bi	Teachers and support staff ^[18]	23 June 2021	582 000	Complete	TBA
2bii	Police Force, SANDF, inmates & prison staff ^[19]	5 July 2021	800 000	Complete	TBA
2biii	Frontline social workers ^[20]	19 July 2021	240 000	Complete	TBA
2biv	Media workers and journalists ^[21]	30 July 2021	TBA	Complete	TBA
Phase 3					
3	People 18-34 ^[22]	20 Aug 2021	17 900 000	In progress	3 694 629

Source: https://en.wikipedia.org/wiki/COVID-19_vaccination_in_South_Africa



Mankweng community worker assists a resident to fill in a hard copy of the Vaccination registration form as community residents do not have access to the IT needed to submit their registration. Photo: Mankweng VEP

Vaccine hesitancy is high in South Africa. The table above shows the number of people who are eligible for vaccines and the completed doses administered. The police, SANDF, prisoners and prison staff, social workers and journalists are fully vaccinated. The largest number of people who need to be vaccinated (20 800 000) have not been vaccinated. It is in light of these findings that the WVL Rapid response grant focused on public education and awareness.

This gave rise to the #VaccineGenderJusticeCampaign, an offshoot of the global Peoples Vaccine Justice Campaign. As part of the virtual communication training that took place in early August, 43 WVL grantees signed a petition handed over to the President's office.

It called on the president to "provide sex disaggregated data on vaccine roll out and all COVID-19 statistics in line with the national gender policy, global and regional commitments to understanding the gendered impact of all government endeavours." The petition further called on the President to extend vaccines to those under 35 as soon as possible; Ensure that vaccine roll out reaches marginalised groups including migrant women, people with living with disability, the LGBTIQ community, sex workers, the elderly as well as women living in rural areas and to prioritise those with serious co-morbidities.

On Sunday 12 September the President of South Africa mentioned sex disaggregated data in his national address on the state of the pandemic: "We are finding that more women than men are coming forward to be vaccinated against COVID-19. Although the numbers are improving, men are still slow in coming forward to be vaccinated." The South African government COVID-19 website now provides detailed sex disaggregated statistics on all aspects of the pandemic.

Province	% Vaccinated	Male	Female
Western Cape	44%	45%	55%
Free State	41%	42%	58%
Eastern Cape	41%	38%	62%
Limpopo	41%	39%	61%
Northern Cape	36%	47%	53%
Northwest	33%	47%	53%
Gauteng	33%	46%	54%
KwaZulu-Natal	31%	39%	61%
Mpumalanga	29%	44%	56%
South Africa	36%	43%	57%

The table shows the proportion of women and men vaccinated by province at the time of the October Learning and Sharing workshop. Overall 36% of South Africans had been vaccinated (43% men and 57% women.) Western Cape (44%) had the highest proportion of those vaccinated and Mpumalanga (29%) the lowest. More women than men have been vaccinated in all nine provinces. The lowest proportion of men vaccinated is Eastern Cape (38%) and highest Northwest and Northern Cape (47%). This pattern is similar to men's reluctance to go for Voluntary Testing and

Counselling for HIV and AIDS, and to avail themselves on Anti-Retroviral Drugs (ART). Generally men have much more poor health seeking behaviours than women.

Call to Action on VAWGF



Call to Action Members at the strategic planning meeting held in Limpopo. Photo:

WVL-SA is recently joined the Call to Action collective which includes three grantees: One in Nine Campaign and Rise Up Against Gender Based violence (MY Core) and Social Justice a former grantee.

The Call to Action (CtA) Collective emerged from the #TotalShutdown (#TTS) movement, which mobilised thousands of women, the LGBTQIA+ community and gender non-conforming (GNC)

people across the country to protest the increasing violence perpetrated against their bodies, and demand that government take concrete action in

the fight against ending the scourge of gendered-based violence and femicide (GBVF) in South Africa. The collective was therefore established in 2018 and is currently comprised of a coalition of civil society organisations (CSO), trade unions and individual members working on ending the increasing violence perpetrated against gendered bodies.

The Collective aims to formulate joint strategies and interventions between government and civil society building an autonomous feminist movement across the country.

Amongst its actions are the #SandtonShutdown in 2019, and the 12-week webinar series in 2020 that provided the public with information on various aspects of the National Strategic Plan on GBVF (NSPGBVF). WVL-SA grantees are actively working towards ending Gender Based Violence



Members of the #TotalShutDown during the GBV summit held by the presidency in 2018

Decriminalising sex work

In a significant departure from the past, the Department of Justice has partnered with Sisonke National Sex Workers' Movement to further the debate on the decriminalisation of sex work. Sisonke, in collaboration with the South African National AIDS Council (SANAC), government and development partners inclusive of the 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!' at a well-publicised event in November 2021. Through the theme, Sisonke and its partners continue to lobby for the decriminalisation of sex work.

Powering women in energy

African Women in Energy and Power (AWEaP), a MY Core grantee, works to create a supportive ecosystem for women entrepreneurs in energy, that avails access for women to skills development, finance and the market.

The private sector, civil society and women's organisations, businesswomen and government have partnered to form the Women Economic Assembly (WECONA) – an initiative to facilitate the participation of women-owned businesses in core areas of the economy. Due to the work that AWEaP is doing in the energy sector, they have been invited to sit on the Women Economy Assembly in the office of the President.

AWEaP 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.

AWEP put forward three recommendations were put forward to the President

1. To develop a sector charter to ensure that this growing sector also commits to real targets for women's participation in the independent power producer value chain.
2. Access to suitable land, finance, as well as skills development through a South African Energy Entrepreneur Incubator is critical.
3. Bid windows for women, youth and persons with disabilities should be put in place to ensure untethered participation by these designate groups.

One of the purposes of the Women Economy Assembly, which is not a once off event, is to track commitments made by government to increasing women's effective participation in the energy sector.¹³

NETWORKING AND LOBBYING FOR GENDER JUSTICE

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

The third pathway to change in the WVL-SA logical model is movement-building. A pivotal role played by the networking and alliance building movements to effect policy, legal and social change in SA. 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. The lobbying and advocacy will be effectively achieved through active advocacy and lobby initiatives.

¹³ Article on by Development Aid on the WVL project - <https://www.developmentaid.org/#!/news-stream/post/90879/gender-equity-and-sustainability>

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.

Progress made by the Networking grantees 01 April – 30 September

There are three networking and alliance building grants. Sisonke National Sex Workers' Movement and South African Women in Dialogue (SAWID) based in the Western Cape work nationally whilst Will Speak Out South Africa based in KwaZulu Natal works provincially. WVL-SA grantees are working together in the various provinces to advance their work and that of the WVL-SA objectives. During this period WVL grantees linked up with WRO in the Southern African Gender Protocol Alliance for the launch of the annual #VoiceandChoiceBarometer.



Kholi Buthelizi, Sisonke National Coordinator with the Minister of Health Dr. Joe Phaahla and Deputy Minister of Justice and Constitutional Development John Jeffrey at the launch of the South Africa's National Sex Worker HIV, TB and STI Plan.

Photo: Sisonke

Sisonke National Sex Workers Movement

hosted a sex work symposium with support of the KZN legislature and sex workers in Pietermaritzburg. The meeting is preparatory to the 2021 Sex Workers' Parliament to be held in KZN under the banner *"I am, we are human"*. The Sex Work Sector is now actively participating and functioning in other provinces such as Northwest, Gauteng, Kwa-Zulu Natal, Eastern Cape, Free state and Limpopo with structures put in place. Western Cape is slowly coming on board. Sisonke submitted written input and comments on the CEDAW Report. The report covers experience gained by Sisonke staff and Sisonke Members during the development of Sisonke National Movement in South Africa

CEDAW Shadow Report writing. Sisonke has been able to increase its network and alliance building efforts through their attendance and participation at national and international conferences on social activism, being a member of various coalitions and alliances, participation in monthly meetings' with other CSO's. These meetings ensure that sex workers voices are represented in technical working groups. Sisonke also engaged at high level national and international partner meetings where they presented on equitable and equal access to HIV prevention and treatment services for the youth.

We Will Speak Out South Africa working together with the KwaZulu-Natal Network on

Effects of COVID-19 on service delivery

"Further COVID Lockdowns have once again disrupted the GBV work because of the limits on face-to-face meetings. The courts and police stations were not allowing survivors to come in and lay charges, and even in severe cases, we heard reports of police stations refusing to pursue perpetrators because they did not want their prison cells to be too full due to COVID restrictions and fears. In some cases, SAPS officers refused to come with us to extract survivors in dangerous home context, putting ourselves at risk. Courts in some districts were only open a certain number of hours per day, and at one stage the courts were all closed during the first 3 months of 2021, and courts were not serving protection orders. The shelters also, did not take in new survivors until they were tested, and results took time, and we had to keep the survivors in our own homes until their test results came - putting our own staff and volunteers at risk. Until we made arrangements with the Provincial Shelter movement coordinator to keep new survivors in an isolated room until their test results came. The unrest in KZN during July has radically changed the context".
Extract from WWSOSA report

Violence Against women (KZNVAV) continue to have a strong networking focus. KZNVAV and WWSOSA leadership have developed increasingly strong relationships with government departments that are spearheading the GBV National Strategic Plan (NSP) response. Both have been asked during this period to either lead or offer critical support on developing strategies at national level for Pillars two and four - Prevention and rebuilding social cohesion; Response, Care, Support and Healing. WWSOSA continues to work with various stakeholders in government and civil society organisations with a special focus on how best to collaborate to support

survivors during the varying levels of lockdown.

South African Women in Dialogue been appointed as UN Women Implementation Partner for the Generation Equality Forum in South Africa, with the goal of mobilizing governments, women, feminist, youth-led and international organizations, including the private sector to catalyse collective action; to spark global and local conversations among generations; drive increased public and private investment and to deliver concrete, game-changing results across generations for girls and women. SAWID completed 9 provincial dialogues, as well as 2 peace dialogues related to the June 2021 unrest in the country. After the recent unrest, two members of the five-member Peace Commission visited KZN to address issues of food insecurity, peace, racial reconciliation and conflict resolution. Peace and healing has been prioritised and mainstreamed across all interventions, given the legacy of trans-generational trauma caused by the apartheid history in our country.

SAWID coordinates the SADC Gender Protocol Alliance in South Africa. SAWID played a central role in the welcome home for Dr Phumzile Mlambo-Ngcuka, former Executive Director of UN Women. SAWID and GL invited WVLgrantees to join the virtual launch of the Barometer in Malawi on 13 August 2021. WVL and Alliance partners had joint communications training ahead of this launch. This is one way in which GL and SAWID are networking WRO in South Africa with their SADC counter parts.

Other partnerships have been taking place organically between the grantees. These include SasaposBiz Foundation's partnership with Incema and Asime women; Phola and the One in Nine Campaign working together in the Vaal in Gauteng-Let Us Grow will be joining the partnership with the two organisations for the 16 Days of Activism March on 27 November.

Build up to 16 Days of Activism Campaign through networking



The grantees demonstrating whom they will work with. Photo: Nomthi Mankazana

The October Learning and Sharing meeting after several months of lockdown provided a rare opportunity for grantees to network and plan together for the 2021 Sixteen Days of Activism Campaign (see Annex B). The team first agreed on nine themes they wish to focus on during this period. GL disbursed additional funds from the dialogues budget to hold creative face to face events and then link up virtually from p.m. to 3pm on those days between 25 November (International Day of No Violence Against Women) and 10

December, Human Rights Day,

Let Us Grow, 1 in 9 and Phola all in Gauteng will be partaking in the Take Back the Night March on 27 November. MT Foundation (Free State), Asime Women (KwaZulu-Natal) and Amanzimtoti Trauma Unit (Qhakaza Turning Point) (KwaZulu-Natal) will host the entrepreneurship and economic justice to end GBV events and activities on 19 November. Resoketswe based in Mpumalanga will work with three KZN based organisations.

The Sixteen Days will foreground the South Africa Gender Progress Study, an attitude survey conducted by GL with substantial input by WVL grantees as part of their Monitoring and Evaluation, as well as communications training. Featuring the Attitude Survey is part of a broader strategy to underscore the underlying patriarchal attitudes that fuel gender violence and inequality in South Africa.

Johannesburg: 27 August: With an average score of 62%, gender attitudes in South Africa are gradually changing for the better, but evidence of deep-seated patriarchal attitudes is still strong. For example, while 52% of women and men agree or strongly agree that "women and men should be treated the same", 43% agree or strongly agree that "a woman should obey her husband."

These are among the key findings of the [South African Gender Progress Study \(GPS\)](#) administered to 8,387 women and men of all age groups in South Africa between January 2019 and May 2021

The GPS is administered by country focal networks of the Southern African Gender Protocol Alliance coordinated by [Gender Links](#) to better understand different perspectives on gender equality, so as to target efforts to change attitudes and behaviour in more effectively. The Alliance comprises women's rights networks across SADC that campaigned for the SADC Protocol on Gender and Development adopted in 2008 and produce an annual Barometer to track progress against its provisions.

In South Africa, the Alliance is led by [South African Women in Dialogue \(SAWID\)](#) which coordinated the research with input from 51 organisations across the country that form part of the Women Voice and Leadership (WVL) partnership. WVL is supported by Global Affairs Canada. The United Nations Trust Fund to End Violence Against Women (UNTF) also supported the research.

The GPS consists of 25 questions that respondents either strongly agree, agree, or disagree, strongly disagree with. The responses are rated on a scale of zero (least progressive) to 100 most progressive.

On a positive note, relatively low percentages agreed or strongly agreed that “disabled boys should have priority over disabled girls to special needs facilities and services” (14%); “if a man beats his wife, it shows that he loves her (14%); families should spend less money on the education of their daughters than of their sons (15%).

Worrying findings include low percentages of those who agreed or strongly agreed that “a woman can refuse to have sex with her husband” (49%) and “men should share the work around the house with women such as doing dishes, cleaning, and cooking” (46%). It is also worrying that only 34% of those surveyed agreed or strongly agreed with the statement that “a woman should be able to choose to terminate her pregnancy in the first three months of her pregnancy.” (*Excerpt from WVL Press Release wrapping up Women’s Month in August*).

PROJECT VISIBILITY AND SOCIAL MEDIA



WVL-SA Website

The WVL-SA website continues to hold a wealth of information for the grantees on the actual home page, the resources hub and the grantee portals. The website is used for profiling and showcasing the work of each grantee and the activities they have undertaken. The website has a new section of vlogs which were created at the start of the

#VaccineGenderJusticeCampaign. Following the announcement of the new grant call a new helpdesk was added as the queries kept the staff away from fulfilling their day to day routines. The online queries system also allows WVL members to review, discuss and consult where needed, enabling them to respond to queries in a holistic and efficient manner. The website is regularly updated with the latest information.

Website traffic report

Month	Unique visits	Number of visits	Page view	Hits
Total YR 2	23 421	28 554	209 399	1 275 182
Total YR 1	19 525	26 739	179 674	1 617 695
Apr-21	1 852	3 085	10 261	84 832
May-21	2 551	3 360	9 174	94 966
Jun-21	3 145	4 630	11 612	110 217
Jul-21	2 270	3 736	13 944	121 388
Aug-21	2 488	3 505	10 903	148 185
Sep-21	3 429	4 912	13 727	123 268
Total Apr- Sept 2021	15 735	23 228	69 621	682 856
Total to date	58 681	78 521	458 694	3 575 733

The WVL-SA website shows a significant increase in the number of unique visits¹⁴ since the Year 2 Annual Report in March 2021; an increase of 15 735. The total number of unique visits to date is 58 681. The number of overall visits for the reporting period is 23 228. This is almost the same for the whole of year two: a significant increase which can be attributed to the ongoing visibility efforts of WVL-SA. These increases are due to WVL grantees accessing their portals, information and resources from the Help Desk, as well dialogues convened using the website based Community of Practise. All these activities generate high traffic. WVL-SA website pages were viewed at least 69 621 during the reporting period, with total website hits¹⁵ of over 682 856.

Twitter: Since the March 2021 Report, WVL-SA Twitter page has grown steadily with a following of 418, up by 107 followers. WVL-SA twitter page can be accessed on [@WVLSouthAfrica](https://twitter.com/WVLSouthAfrica)

Twitter statistics for the period 1 April 2021 - 30 September 2021

Reporting period	Tweets	Tweet Impressions	Profile visits	Mentions	New Followers
Year 1	144	7572	483	56	127
Year 2	137	48605	2121	481	184
30-Apr-21	0	1322	92	19	14
31-May-21	7	3584	253	24	10
30-Jun-21	10	3414	649	56	7
31-Jul-21	6	3394	537	22	5
31-Aug-21	13	7667	804	87	48
30-Sep-21	13	5660	581	95	23
Sub-total Apr-Sep 2021	49	25041	2916	303	107
Total to date	330	81218	5520	840	418

¹⁴ Unique visits are the first time a person visits the page.

¹⁵ A hit refers to the number of files downloaded on the site, this could include photos, graphics, presentations, pamphlets etc

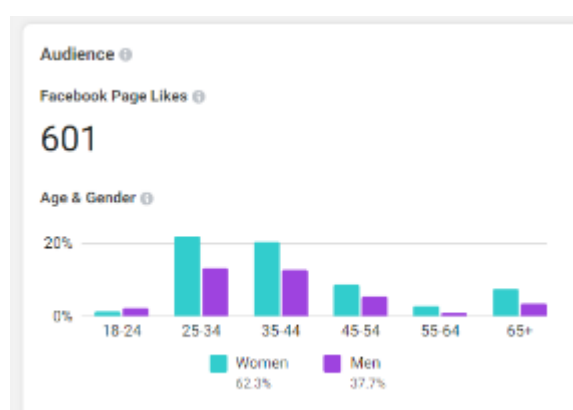
@WVLSouthAfrica is accessible via <https://twitter.com/WVLSouthAfrica>. Page followers have significantly increased by 107 since the last reporting period. There have been 303 mentions, 2 916 profile visits and 25 041 Tweet impressions in the six months reporting period. There has been a total of 49 tweets. The top tweet earned 2490 impressions which was WVL expressing its condolences to the family of the Deputy Minister in the Presidency for Women, Youth and Persons with Disabilities, Prof Hlengiwe Mkhize. The top mention with 402 engagements was the announcement of the second prize winner in the Young Women's Entrepreneurship Challenge.

Facebook WVL-SA is accessible on Facebook

on <https://facebook.com/GLSouthAfrica>. The page currently has 559 followers, up by 55 followers since the last report in March. The page has a total of 571 followers, a difference of -75 from the previous report. There has been a decline in the number (-79) of posts posted.



The post with the most reach in the reporting period is the one posted during the unrest in KZN and Gauteng. The post reached 190 people, received 10 reactions of which 6 were likes, 3 heart reactions and one share of the post and one share of the post.



The audience of the Facebook page is shown in the graph below- the main audience reached/ followers are women at 62,3% and men at 37,7%. More women between the ages 25-44 have like the page as is with the men. Interesting more men in the age group 18- 24 like the page.

Instagram

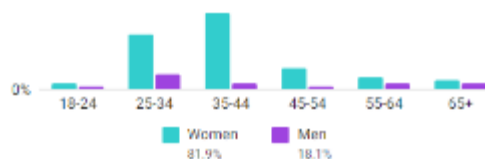
Reporting Period	30 September 2020	31 March 2021	30 September 2021
Number of Posts	5	10	8
No of people following WVL-SA	52	96	128
No WVL-SA is following	0	71	114
No of mentions by other organisations	0	43	33

The instagram page has seen an increase with 33 new followers. WVL-SA followed 43 accounts with 33 new mentions/tags by other organisations. During the communications workshop grantees were given an opportunity to like and follow each other on all social media.

Instagram Followers ⓘ

128

Age & Gender ⓘ



In the reporting period Instagram reach went up by 43.9%. The page has 128 followers with most followers being women in the age group 35-44 followed by the age group 25-34 and 45-54. This page is followed by 81.9% women and 18.1% men.

Tik Tok: In September Tik Tok 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. This training will take place ahead of the Sixteen Days of Activism.

OPERATIONS

Project Steering Committee

On 24 June 2021 the Project Steering Committee held its annual meeting for Year 3 virtually via zoom. In attendance were representatives from Global Affairs Canada (GAC), UN Women, Department of International Relations and Cooperation, National Treasury and Gender Links (GL) WVL-SA Project Team, as well as two South Africa based GL Board Members who serve as Observers. PSC members representing the Department of Women Youth and Persons with Disabilities and Commission for Gender Equality unfortunately did not manage to attend. The GL WVL –SA Team presented the Year 2 annual report and proposed Year 3 annual work plan. This meeting included a farewell and served as the last meeting for Jennifer Cooper as Head of Cooperation for the High Commission of Canada. Partner engagement and possible areas of collaboration to strengthen the WVL – SA project were as follows:

UN Women: proposed 3 possible opportunities for engagement with WVL –SA grantees listed below:

Women's Economic Empowerment:

- Upload WVL-SA grantees on the Buy from women platform;
- Enrol relevant grantees on the #SheMeansBusiness training programme hosted by UN Women and Facebook Africa;
- GL and grantees were invited to join the Generation Equality virtual online booth hosted by Womanomics for WVL-SA and grantees to showcase their work;
- Share with GL E-learning module on how to sustain one's business post COVID-19;

Policy campaigns and briefs:

- Collaborate with GL and grantees in the publishing of policy briefs that speak to issues women on the ground are facing. The briefs to be shared with government and other stakeholders as a way of amplifying the voices of women;

Ending Violence Against Women and girls:

- Invite grantees that work with men and boys at community level in the [Heforshe campaign](#) to champion to end GBV.

The GL WVL SA team committed to partner with UN Women on the [Heforshe campaign](#), Facebook Africa training, E-learning module and the Generation equality virtual booth. GL

has also been following up the Department of Women and Commission for Gender Equality on possible areas of collaboration for the WVL –SA project.

As immediate follow up to the meeting, GL and WVL collaborated with UN Women on the [Young Women's Entrepreneurship Challenges and Awards](#), and the [welcome home for Dr Phumzile Mlambo- Nguka, former Executive Director of UN Women](#).

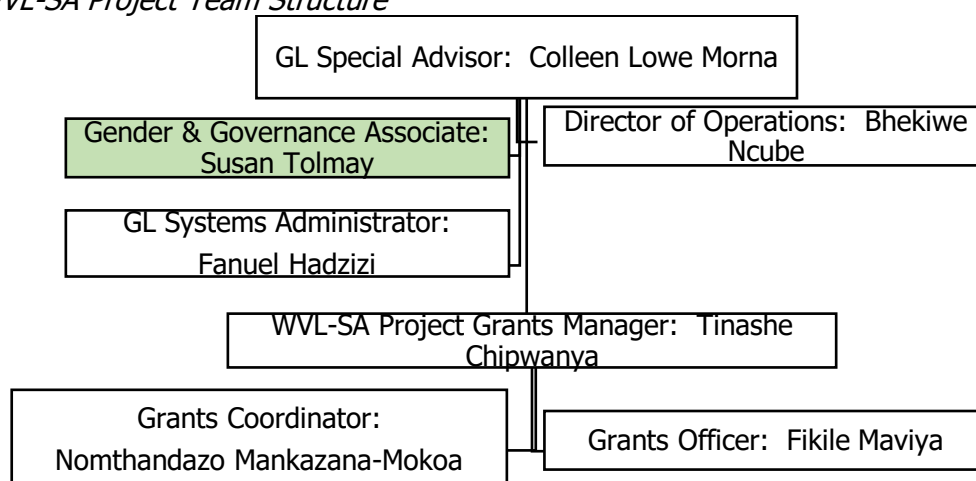
Project management

GL WVL-SA Project Team Changes

During this reporting period Susan Tolmay GL's Gender & Governance Associate joined the team following the resignation of GL Associate Mukayi Makaya August 2021.

Human resources

WVL-SA Project Team Structure



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.

Defaulting grantees: 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 temporarily suspended until January while it sorts out HR capacity. Please see details – **Annex C**. GL has since channelled the remaining funds – approximately R1.6 million into a specific call on [Gender and Disability](#) and the latest [Rapid Response call](#).

Grant Management Systems Upgrade

Following GAC's approval for Gender Links to utilise interest accumulated in implementing a more efficient grant management and financial systems, GL set up the Good Grants Grant management system on a pilot basis for the remaining RR and Disability Grant and is setting up Sage Intacct for financial management. GL has started the implementation of the Sage Intacct ERP system which is planned to be commissioned in January 2022. GL WVL-SA team will be working with external consultants to train users on Sage Intacct and WVL – SA grantees will start reporting on the new financial system from January 2022.

Risk and Analysis

No	Description	Risk severity	Mitigation
EXTERNAL RISK FACTORS			
1	Fraud or unethical practices by grantees.	High risk	<ul style="list-style-type: none"> Report such cases to the South African Police Services. Share these consequences with grantees as this is an effective deterrent .
2	Grantee with terminated contract intimidating WVL Grants Manager by sending police to arrest her for harassment.	Medium risk	<ul style="list-style-type: none"> GL has sent out a notification to all staff to make sure unauthorised persons are not allowed onto organisations premises.
3	Delay in project implementation in the KZN province due to the civil un – rest and burning buildings by individual requesting the release of former President Jacob Zuma from prison	Medium risk	<ul style="list-style-type: none"> Grantees resorted to working from home and using virtual platforms to avoid putting project staff at risk travelling to offices. The unrest was short lived. Jacob Zuma was released from jail on grounds of ill health.
4	Spread of COVID – 19 infections	Medium risk	<ul style="list-style-type: none"> GL WVL SA Team all fully vaccinated. GL WVL SA hosted a vaccine justice campaign to encourage grantees and people in the communities they work in to get vaccinated. All grantee personnel attending GL WVL-SA physical events requested to vaccinate or take COVID-19 test prior.
5	COVID – 19 restrictions for partners hosting physical workshops	Medium risk	<ul style="list-style-type: none"> Partners made use of online platforms.
INTERNAL RISK FACTORS			
1	Non- financial reporting by grantees. Failure to report to donors on time	Medium risk	<ul style="list-style-type: none"> Face to face experiential learning hosted Gender Links premises by Grant Assistant to support grantees struggling with financial reporting. Monthly reminders on 7th of each month for grantees to submit financial reports and upload supporting document on SharePoint.

Risk factors, both external and internal remain the same. Mitigation strategies employed have been updated in the Table above.

FINANCIAL REPORT

The current financial report covers the period 1 April 2021 to 30 September 2021. An analysis of variances on period forecast against actual expenditure for the period and overall grant period budget against the overall grant period expenditure is presented in the table below;

		Forecast and Expenditure 01/04/2021 - 30/09/2021			Total Budget and Expenditure To-date - 30/09/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
1	Remuneration - Organization's Employees								
1.2	Remuneration – Local Employees	133 241	131 960	1 281	1 045 997	632 831	413 166	61%	Remuneration for local employees is at 61% as expected because the project is 63% into its timeline.
1.4	Grants Management Systems and Other Sub- contracted Services	0	40 116	(40 116)	122 032	109 790	12 242	90%	Grants management is 90% spent due to the new systems Sage Intacct and Good Grants system purchased between August and September 2021 in addition to the existing systems set up at the beginning of the project. This was financed from the interest as approved by GAC for application. The interest is not factored into the budget as it would alter the principal budget amount of CAD\$ 4,000,000. The actual % execution with interest factored in is 68% which approximately consistent with where we are in our time line.
	Local Subcontractors	0	10 624	(10 624)	20 592	20 604	(12)	100%	The budget line fully spent. Any additional sub-contracted services is

		Forecast and Expenditure 01/04/2021 - 30/09/2021			Total Budget and Expenditure To-date - 30/09/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
									now factored into the Grants Management System and Other Contracted Services line which is in the same category of 1.4.
1.6	Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate								
1.6.1	Travel Costs	35 960	7 562	28 398	140 765	80 487	60 278	57%	Execution for travel is at 57% due to the capacity building trainings done for the grantees since 2020. CAD\$46 686 from travel green savings was re-allocated to the Grants Management Systems.
1.6.4	Other Training Costs	1 163	2 017	(854)	17 800	16 493	1 307	93%	The Other Training cost budget line is at 93% execution resulting from the training materials purchased to cater for all the grantee capacity building trainings hosted since contracting in July 2020 to date.
1.6.6	Good, Assets & Supplies – Motor Vehicle	2 736	0	2 736	27 183	27 183	0	100%	Goods, Assets & Supplies – Motor Vehicles is on 100% execution because this was a once off purchase. The residual balance was part used to cover accessories, licences and the balance was transferred to Grants Management Systems and other Local – Subcontractors.

		Forecast and Expenditure 01/04/2021 - 30/09/2021			Total Budget and Expenditure To-date - 30/09/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
1.6.9	Other Direct Costs – grants								
a	Multi-Year	374 885	189 605	185 280	1 272 975	644 439	628 536	51%	The multi – year grants are at 51% expenditure because grantees received their tranche 3 disbursements between September and October based on fulfilment of all reporting requirements. Execution is at this level taking into account that 2 grantee contracts under the multi-year grant category where terminated due to non –performance and unauthorised expenditure before the second and third tranche had been disbursed but, had been forecasted for in the current reporting period. Fast responsive funds are at 55% expenditure which is the right level as the forecast included the new RR rolling calls for 2022/2023. Networking and alliance building grants are at 45% expenditure because only 1 grantee received their tranche 3 disbursement and the other 2 funds were withheld due to a low burn rate. <i>Refer below for expanded explanation of the underspending.</i>
b	Fast, responsive funds	85 307	62 691	22 616	238 500	130 577	107 923	55%	
d	Network and alliance building	154 212	91 089	63 123	701 600	313 883	387 717	45%	

		Forecast and Expenditure 01/04/2021 - 30/09/2021			Total Budget and Expenditure To-date - 30/09/2021				
Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution	Notes
c	Conferencing summit	3 000	0	3 000	0	0	0	0%	Conferencing savings of CAD\$3 000 re-allocated to Grants Management Systems and other Sub-Contracted Services.
1.9	Overhead Compensation								
1.9.1	Fixed or Negotiated rate on 1.1 through 1.6	90 908	61 601	29 307	412 556	227 273	185 283	55%	The overall project is on 55% execution which is 5% less than the expected implementation timelines of the project.
Total		881 412	597 265	284 417	4 000 000	2 203 560	1 796 440	55%	

1.6.9 Other Direct Costs – grants

In view of the delayed start of implementation exacerbated by the COVID-19 restrictions grants have lagged behind the project timeframe. It is expected that with the lifting of the COVID- 19 restrictions in the last month of this period implementation will see an acceleration of the application of spending of the grants.

Utilisation of interest

To-date the fund has accumulated CAD\$ 57 772 in interest. GAC approved CAD\$ 39,283 for the Grants Management Systems upgrade. It is anticipated that total interest that will be earned by the end of the grant period will be CAD 75 449 which would leave a balance of CAD\$37,746

Details	Amount in ZAR	Amount in CAD\$
Total Interest in CAD\$ earned to-date	662,640.06	57,771.58
Total Interest Approved for GMS in CAD\$	450,576.01	39,283.00
Balance		18,488.58
Projected Additional Interest 10 months	220,880.02	19,257.19
Total Interest to be applied to RR Grants		37,745.78

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." Gender Links requests to use remaining interest (CAD 18,488.58) plus any other that might be realised before the end of the project in March 2023 as additional funds for Rapid Response grants or supplementary funds to existing grantees. With 18 months remaining for grant implementation, we consider that it is the right time to submit our request for authorization so that the funds can be meaningfully deployed and utilised before the close of the grant.

ANNEX A: KEY INDICATORS

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
Ultimate Outcome 1000: Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa							
SA SADC Gender and Development Index	New	75%	68%		68%	-7%	Update delayed due to COVID-19 pandemic, will be analysed in Year Three Report
SA Citizen Score Card	New	75%	65% Women		65% Women	-10%	
			67% Men		67% Men	-8%	
Intermediate outcome 1100. Improved management and sustainability of local women's rights organisations							
#/total of supported women's rights organisations who are now using best-practice governance and management practices such as;							
A results tracking and reporting system	New	38	38	0	38	0	Results and reporting systems in place. Two grantees have been disqualified due to fraud and non-performance
A strategy for funding diversification	New	21	6	7	13	-8	13 orgs that now report to have a funding diversification strategy in place.Orgs without are funding strategy are Epic Youth Matters, Eshowe Child Welfare and Family Centre, Justice and Women, Mamadi VEP, Mutale VEP, One in Nine Campaign, Sisonke and We Will Speak Out South Africa

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
Revised financial management practices	0	21	8	13	21	0	13 grantees revised financial management practices; 6 grantees were supported to do so through the experiential learning workshops (Mamadi Advice centre, Queer Women in Business +Allies, Rise Up Against Gender Based Violence, Let Us Grow, Mutale VEP and Incema)
Revised human resources practices	New	21	13	6	19	-2	All grantees have a human resources policy except two: African Women in Energy and Power and Bellona Female Network
A communications plan	New	21	3	13	16	-5	Epic Youth Matters now has a communications plan. Amanzimtoti Trauma Unit, Eshowe, Justice and Women, Mamadi and One in Nine Campaign do not have a communications plan
Standard Operating Procedures for procurement	8	21	13		13	-8	This is updated annually, update will be available in the March 2022 report
An annual work plan	New	21	0	18	18	-3	GL developed a standard work plan template that all grantee use- at report grantees are able to ask for adjustments.

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
VAT	2	21	4	2	6	-15	Incema, Sisonke National Movement, SasopsBiz and Mutale VEP are VAT registered.
Bank Account	33	38	40	-2	38	0	All grantees have bank accounts. 2 Grantees disqualified.
Anti-Corruption Policy	12	21	3	14	17	-4	Rise Up Against Gender Based Violence assisted; African Women in Energy and Power, Justice and Women, Sisonke and South African Women in Dialogue (SAWID) do not have an anti-corruption policy
Safeguarding Policy	7	21	3	15	18	-3	3 WROs still need to develop safeguarding policies. This section will be updated in the 2022 March report
Gender Policy	New	21	1		1	-20	Data for the Gender Policy will be collected in 2022 as this is data that is collected on a yearly basis
HR Policy	13	21	8	14	22	1	Several adopted HR policies this period. Examples are Epic Youth Matters, Rise Up Against Gender Based Violence; We will speak out; VOD; Resoketswe Lebthane Foundation;

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
							Tipfixeni Community Counselling
Do you have a Monitoring & Evaluation policy?	9	21	4	15	19	-2	4 new WROs have developed M&E Policies. Two org disqualified.
Has your organisation won any awards in 2020?*	7		10	8	18	18	WVL-SA summit winners, AWIEP award
Website	25	38	1	26	27	-11	1 WRO has a new website
Twitter	21	38	1	23	24	-14	SAWID,Mutale, Mamadi,Let Us Grow now on twitter.
Instagram	18	38	4	21	25	-13	Africa Women in Energy and Power;Agenda Feminist Media have Instagram pages. Epic Youth Matters, Eshowe,SAWID,Mamadi and Let Us Grow do not have instagram pages-Follow up on RR grantees will be updated in March 2022
Facebook	31	38	3	30	33	-5	5 MyCore Orgs do not have Facebook. This will be updated in March 2022 report
Increase over time in the results of the Institutional Effectiveness scores per WRO	New	75%+	74%		74%	-1%	Organizational Development Score-card is administered annually. Figures will be updated in the next report March

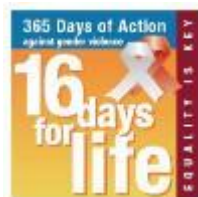
Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
							2022.
Strategic positioning score	New	75%+	78%		78%	3%	Grantees have exceeded the 75% target in the areas of strategic positioning; governance and partnerships.
Governance score	New	75%+	79%		79%	4%	
Partnership and target groups score	New	75%+	82%		82%	7%	
Programme of action score	New	75%+	71%		71%	-4%	Areas that need more attention are programmes; institutional effectiveness (including HR, M and E and communications; as well as Sustainability and Diversification). These scores guided the October 2022 Learning and Sharing Workshop that focused on Results for Change; Communicating Results; HR and Fund Raising.
Institutional effectiveness score	New	75%+	68%		68%	-7%	
Sustainability and diversification score	New	75%+	74%		74%	-1%	
Immediate outcome 1110. Increased funding for WRO through a transparent grant-making process & additional fund raising							
Funding raised as a result of WVL-SA	0		R4 626 529.00		R4 626 529.00		Survey administed annually
% of in kind support leverage through the ground	New		15%		15%		Survey administed annually
R of in kind support leverage through the ground	New		R 1 534 900		1 534 900		
Immediate outcome 1120. Sustainable WRO able to raise complementary funding through improved institutional effectiveness							

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
#/total of supported women's rights organisations reporting increased ability to manage and/or govern	New	21	23		21	0	My Core and Networking organisations have all reported on increased ability to govern following the Governance and Leadership Training- survey administered once a year, update will be in March 2022 report
#/total supported women's rights organizations reporting increased ability to deliver quality programming	0	21	23		21	0	Survey administered annually
#/total supported women's rights organizations reporting increased ability to engage in networks/alliances/platforms/movements	0	21	18		18	-3	Survey administered annually
Additional funding raised as a result of WVL- SA	0	21	15		15	-6	Survey administered annually
Intermediate Outcome 1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.							
%/total of grantees reporting greater reach[1] of programs	New	21	22	21	21	0	21 WROs reported greater reach. 2 WROs were disqualified from the grant

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
#/total supported of women's rights organizations who have met objectives and targets as stated in their annual work plans (or priorities)	New	100%	51%	11%	62%	-38%	Self-assessment in the narrative report for the grantees and averaged out per activity and outcome. Progress is more or less as expected 60% through the grant.
Increase over time in the number of beneficiaries benefiting from interventions undertaken	0	4 399	595 15	7 381	22 976	18 577	The number of direct beneficiaries has far exceeded the original estimates despite the pandemic. This is in large measure because of the organisations selected - several community based and networking organisations, very active in advocacy, including in virtual spaces.
Immediate outcome 1210. Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim rights							
Women (26+) =	0		209 5	1 530	6 739		Women, girls and GNC constitute 70% of all WWL grantees. This is just short of the 75% target in the original proposal.
Girls (0-25) =	0		955 5	2 926	8 881		
Non-Conforming Gender Groups=	0		314	20	334		
Persons with disabilities =	0		-	-	-		
Men (26+)	0		438 1	748	2 186		
Boys (0 -25)	0		2				

Indicators	Baseline	Targets	Previous reporting period (March 2021)	Actual data to Sept 2021	Cumulative Sept 2021	Variance target	Analysis of Progress/Variance
			484	2 157	4 641		
Change in the lives of beneficiaries (Women, Girls, Non-binary)	0		73	0	73		
Immediate outcome 1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work							
%/total targeted policies/laws/frameworks/mechanisms/procedures/plans influenced (e.g. advocacy/consultation/collaborative drafting) from women's rights organizations, networks and alliances)	0	9	9		9	0	Updated information will be in the Year 3 March 2022 report as the information is collated on an annual basis
# of campaigns held	0		63		63		Survey administered once a year- will be available in the Year 3 report
Immediate outcome 1310. Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy							
Growth in reach of network/s	0	2	18		18		Reported annually
No of rapid response grants	0	51	17	17	34	-17	Total number of RR grants awarded in Year 2. The RR call has been reopened and further awards will be made in the final year.
# of grantees indicating the grant has led to changes/ innovation	New	21	21	21	21	0	21 Grantees have been implementing projects for 18 months. Change is best measured at the end of the project

Annex C



ANNEX B SIXTEEN DAYS OF ACTIVISM: 30TH ANNIVERSARY #365Days #EndGBV #AwarenessActionAccountability

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
Friday, 19 November: Women’s Entrepreneurship Day: Economic power to end GBV										
MT Foundation (Free State)	White T shirt painting	Anchor partners: National Development Agency, National Lotteries Commission, Banks, NYDA,SEDA, National Consumer Commission	Partners will listen to the pitches of all women entreprene urs & make recommend ations	Sunrise campaign concept	Sunrise campaign video	#EndViolenc eEmpowerW omen	If a woman works she should give her money to her husband.	2	Entreprene ur first- hand accounts	
Asime Women (KwaZulu- Natal)	Physical exhibition in KZN					#Entreprene urship	A woman needs her husband’s permission to do paid work.	5	One blog from WVL grantees- Lesley Ann	
Amanzimto ti (KwaZulu- Natal)	Business pitching				Economic Justice radio spot	#WomenInB usiness			-	
Thursday, 25 November: International Day for the Elimination of Violence against Women : From lockdown to action										

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
Phola (Gauteng)	T shirt painting campaign	WVL partners	Duty bearers	16 Days of Activism Fact sheet	2021 Barometer video	#SixteenDay s #EndViolenc eEmpowerW omen #PeaceBegin sAtHome #VoiceandCh oice	If a man beats a woman it shows that he loves her.	10	First-hand account- Family in Vaal whose sister was murdered by her boyfriend	
Lesedi La Setjhaba (Gauteng)	Open venue painting of messages by 20 women and girls with lived experiences	SAPS	NGOs	GBV Barometer chapter		#OrangeThe World	If a wife does something wrong her husband has the right to punish her	9		
We Will Speak Out South Africa (KwaZulu- Natal)	Display or match and share their experiences	CBOs\NGOs	Community forums	16 Days of Activism Concept paper 2021	What is GBV video	#16Days #16DaysofAc tivism	There is nothing a woman can do if her husband wants to have girlfriends.			
	Petitions to duty bearers	Department of Justice	Cooperative s	Speaking out can set you free Fact sheet		#FreeFromVi olence				

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
	Media interviews	DSD		Barometer Introduction		#VaccineGe nderJusticeC ampaign		8		
Friday 26 Nov: Generation Equality and GBV										
Justice and Women (KwaZulu- Natal)	Dialogue Feedback from panellists	WVL/Epic Youth Matters SAPS Civil Society Organisations Traditional Leaders, Tertiary leaders Commission for Gender Equality	Specialists form different department s	Generation Equality commitments ASRRH Barometer chapter	I support Generation Equality video Teenage pregnancy radio spot	#Generation Equality #GBVFreeGe neration #VoiceandCh oice #ActForEqual #Generation EqualityAfrica #EndTeenag ePregnancies #CSEmatters #LetsTalkEU P #BalancePow er #EndGBV #KhulisaKahl e	A woman should obey her husband	1	Fist hand accounts of Youth and Women	
Sibanisezw e (KwaZulu- Natal)									Twitter Live	
Epic Youth Matters (KwaZulu- Natal)									Facebook Live	
Resoketsw e Foundation (Mpumalan ga)									Instagram Live	

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
							If a wife does something wrong her husband has the right to punish her.	9		
Saturday, 27 November: Take Back the Night										
1 in 9 (Gauteng)	Press conference & Live radio interviews	Rise Up Against GBV	Rise Up Against GBV: Mandisa	Take back the night fact sheet	Take Back the Night Marches	#TakeBackTheNight	If a woman wears a short skirt she is asking to be raped.	16	Mmalerato Rabotapi	The March will take place in Orange Farm
	WhatsApp Group	Let Us Grow	Let Us Grow: Mum Rose	-	-	#1978				
	Zoom Meetings	1 in 9	Checkpoint: Nkepile Mabuse	-	-	#ViolenceAgainstWomen				
	Distribution of pamphlets	Brothers for Life-Sonke Gender Justice	Rosie Motene	-	-	#BuyiselaUbusuku				
Monday, 29 November: International Women Human Rights Defenders Day										
Tuesday, 30 November : Sexual harassment										
Gender Links				GBV Barometer chapter		#EndSexualHarassment	If a woman wears a short skirt she is asking to be raped.	16		
						#NoMeansNo				

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
Wednesday, 1 December: World AIDS Day										
Gender Links		SAFAIDS		16 Days of Activism Fact sheet	HIV and AIDS radio spot	#WorldAIDS Day	A woman has the right to insist on a man using a condom.	15		
						#EndAIDS20 30				
				HIV and AIDS Barometer chapter		#HIVFreeGe neration				
Thursday, 2 December: End Period Poverty										
New Heritage Foundation (Western Cape)	Face to Face Event in Western Cape	Government	Hyasintha Ntuyeko founder of Glory Pads Governmen t	ASRHR Barometer chapter	Teenage pregnancy radio spot -	#Bleed #SheBleeds			Chantelle Goliath	New Heritage Dignity Packs
								Girls from schools		
SAWID (Western Cape)		Health Professionals Schools NGOs working with women, children and youth Media	Health Professional s Schools NGOs working with women,chil dren and youth Media		-	#JustForHer #UsforHer #Menstuation #End PeriodPovert y #AllGirls			Boys from schools	
					-				Women in communitie s	
					-					

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
Friday, 3 December: <u>International Day of People with Disabilities</u>										
Gender Links				GBV Barometer chapter		#DisabilityDa y	Disabled boys should have priority over disabled girls to special needs facilities and services.	25		
						#IDPD				
Monday, 6 December Anniversary of the Montreal Massacre: <u>The role of Men</u>										
Rise Up Against GBV (Gauteng)	Possible Tarven Dialogue		Dept of Justice	GBV Barometer chapter	GBV Community March in South Africa	#StopGBVF	People should be treated the same whether they are male or female	11	Men from the tarvern Dialogues	Videos of once abusive men with their partners
Dorcas Page Foundation (Kwa-Zulu Natal)	Joint Dialogue		Traditional Leaders	-	-	#MenAgainst Abuse			GBV Survivors	
Mutale Victim Empowerm ent (Limpopo)	Webinar		Community Leaders	-	-					
			GBV	-	-					

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
			Survivors							
Tuesday 7 December: Sexual Diversity and GBV in Southern Africa										
Gender Links			-	Sexual Diversity Fact sheet	Fighting Homophobia, Transphobia and GBV	#LGBTIEqual ity	Homosexuality is a psychological disease.	18		
				Sexual Diversity Barometer chapter			It bothers me when a girl acts like a boy.	19		
Wednesday, 8 December: Gender violence, the media and social media										
Gender Links (Gauteng)	Webinar	Namtshuwe(Di gital)	Jan Moolman, APC	Media Barometer chapter	GMPS video	#WhoseNew sWhoseViews	Sexy images of women in the media gets me to read or watch more.	21	Female Journalist	Understand ing GBV in the media: Cyber misogyny covers - Online harassment , image sharing without permission, body- shaming, manipulation of images, doxxing, lack of policy
Bellona Women's Network(co -host) (Gauteng)		The Film and Publications Board(Gov)	Farai Marobane, Facebook,	GBV and the Internet Factsheet	Media radio spot	#TakeBackT heTech			Individual Personal accounts using ITCs	
Namtshuw e			Nashilongo Gervasius, Namtshuwe Digital	Media Part of the solution or the problem Factsheet	Women and ICTs are here to stay video	#EndCyberMi sogyny	The media interviews more men than women for stories?		Outsourced articles	
			Glenda Daniels, Wits Univeristy				#GBVandMe dia			

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
										coverage, pornograph y on 'family- friendly' platforms, stalking, Identity theft, cyber bullying and threats. etc.
Thursday, 9 December : Sex work and GBV										
Sisonke National sex workers movement (Western Cape)	Virtual zoom meetings	Sisonke National sex workers movement	Social worker (Incema NPO)	Sex work fact sheet from Sisonke		#SexWorkIs RealWork #Decriminali seSexWork	People should be treated the same whether they are male or female	11		Sex worker
				GBV Barometer chapter		#SexWorkeR rightsAreHu manRights				Rape survivors(M utale VEP)
										GBV/DV survivor
Mutale VEP (Limpopo)	Social Media Campaign	Mutale VEP (Limpopo)	Legal Advisor (Mutale/Sisonke)	-		#SayHerName				Sex work fact sheet from Sisonke
Incema NPO (KwaZulu- Natal)	Streamlive on Facebook	Incema NPO (KwaZulu- Natal)	Radio personality (Sisonke)	-		#EndGBV				

Organisat ion anchoring the day	Activities planned	Cyber dialogue anchor/part ners	Panellists	Fact sheet/ Barometer Chapter	Audio visual resources	Hashtags	Poll question from GPS (Twitter, Facebook & Instagram)	GPS Q #	First Hand accounts/ Vlogs/ Blogs by organisati on	Other
Friday, 10 December: <u>Human Rights Day</u>										
Gender Links				Barometer Introductory chapter	Child marriages video Mozambique	#WomensRi ghtsAreHuma nRights	People should be treated the same whether they are male or female	11		
						#EqualRights ForWomen				
				Harmful practices Barometer chapter	Child Marriages Radio Spot	#GirlNotBrid es	Families should spend less money on the education of daughters as on the education of sons.	23		
						#PeaceBegin sAtHome				

Annex C: Grantee Contract Management – Defaulting Grantees

Synopsis

This annex summarises grantee contract management challenges Gender Links (GL) as the grant manager for the Women Voice and Leadership Project South Africa Fund faced during the reporting period 1 April - 30 September 2021.

Grantee	Total Grant Amount- R	Funds Disbursed- R	Funds remaining- R	Unaccounted funds- R	Concerns	How resolved
Queer Women in Business + Allies (QWB)- Multi – year 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 and financial reporting requirements are met.
Voice of Disability- Multi – year core grantee	R700 135	R171 025	R529 109	R0	Non performance	Contract Termination
Ebenezer Multi – Purpose Integrated Social Service Multi – year core grantee	R821 918	R162 598	R659 319	R86 549	Unauthorised expenditure	Contract Termination Grantee to refund WVL-SA fund R86 549.00 Fraud case opened with South African Police Services
TOTAL	2,222,094	627, 777	1 594 814	86 549		
		29%	71%	4%		

On 31 July 2020 Gender Links entered into grant contractual agreements with Queer Women in Business + Allies, Voice of Disability and Ebenezer Multi – Purpose Integrated Social Services under the Multi- year core grant category among all other sub-granted organisations. GL on 23 September 2021 terminated the contract of Voice of Disability due to non-performance; Ebenezer Multi – Purpose Integrated Social Services for unauthorised and unaccounted for expenditure. Queer Women in Business + Allies sent GL a letter requesting a temporary suspension of project due to internal capacity challenges. The sections below detail GL's concerns with each grantee, how each have been resolved and further financial risk to the WVL-SA Fund was mitigated.

Background

WVL- SA Multi – year core funding aims to build the capacity of Community Based WROs, support core administrative functions, strengthen on going and new programmes focusing on feminist research, awareness raising, advocacy, policy dialogues including governments, networking and mobilising. Financial support grantees in this funding category receive has been complemented by substantial institutional support and capacity building in finance, monitoring & evaluation, advocacy & communications and gender and diversity. All

successful Multi-year core grantees received funding contractual agreements clearly outlining responsibilities, reporting deadlines, requirements and terms of termination. The GL WVU – SA Team since contracting in July 2020 has been reviewing monthly financial reports, semi – annual narrative and finance report submitted by grantees. During the process of reviewing reports and document verification that the non – performance and unauthorized expenditure of Voice of Disability and Ebenezer Multi – Purpose Integrated Social Services was detected.

Queer Women in Business + Allies (QWB)

Challenges

QWB did not meet semi - annual financial reporting requirements due 30 July 2021 and no financial supporting documents were submitted to the grants management team through and agreed process of uploading on SharePoint. Their Operations lead staff member who was key in managing project implementation resigned in September 2021. The Director of Partnerships & Operations responsible for financial reporting is currently employed full time by another organisation and is only available to QWB on a part time basis. This resulted in her being unable to attend the finance experiential learning in September 2021. QWB on 27 October sent WVU Grants Manager a letter requesting suspension of implementation of project activities that were scheduled for the period June – December 2021 and resume work in January 2022. The suspension request was due to cited staff capacity challenges.

Resolutions

QWB has committed to using November and December 2021 to strategically align themselves for 2022 programmes. To address staffing and capacity challenges they will interview and bring on-board a Program Coordinator and Operations Lead by 1 December 2021. They have secured funding from two other donors to supplement operations and human resources costs.

GL WVU –SA withheld tranche 3 disbursement until all reporting requirements, staffing and capacity challenges have been resolved. QWB has sent an updated work plan showing project activities completed between August 2020 – June 2021. The work plan includes new catch up dates showing when project activities for the July 2021 – December 2022 will be completed before contract expires on 30 December 2022. GL agreed to the plan that sounded solid and with full commitment from the Directors. GL WVU-SA team will provide new staff with face to face experiential learning for finance, communications, monitoring & evaluation.

Voice of Disability (VOD)

Challenges

GL WVU – SA terminated VOD contract due to non –performance. Voice of Disability also referred to as “grantee” breached funding contractual agreement by not meeting the following obligations as per below:

- 1. The Grantee shall only incur expenses for the activities approved in the budget and work plan. 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.***

Grantee paid for cell phone contracts and rentals to staff for accommodation not on company premises. All these expenses were not provided for in the agreed budget and no approval was requested from the grant manager.

- 2. The Grantee shall only incur expenses for the activities approved in the budget and work plan. 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.**

Grantee paid for cell phone contracts and rentals to staff for accommodation not on company premises. All these expenses were not provided for in the agreed budget and no approval was requested from the grant manager.

- 3. Payments and reporting – Narrative and Financial report due on 30 January 2021**

Narrative report had no programme activities implemented at the time of report submission.

- 4. All financials should be captured on Sage Pastel Evolution by the partner's finance personnel and scanned documents filed on SharePoint by the seventh of each month.**

Grantee had not filed on SharePoint or posted on pastel monthly as agreed on the contract. This made it difficult for WVL-SA grants team to track spending and review expenditure documents. Grantee had not filed documentation on SharePoint by 30 January 2021. Documents were only uploaded after many requests around May/June 2021. Grantee did not engage with the budget for implementation of project.

- 5. Special Conditions were not met on the stipulated date**

Special Condition	Agreed deadline	Date Fulfilled
Register tax (VAT)	15 January 2021	Not fulfilled
Create Finance Policy with anticorruption section	15 January 2021	26 May 2021
Create HR policy with safeguarding section	15 January 2021	Not Fulfilled
Create M & E policy	15 January 2021	Not Fulfilled

Resolutions

GL WVL-SA granted VOD several opportunities for corrective action before taking the decision to terminate funding contract on 23 September 2021 see below:

- Sage Pastel Evolution online training – 25 August 2020.
- On the job training – 23 September 2020.
- Finance Pastel reporting reminders sent to grantee by WVL Grants manager – 3 November 2020.
- Generic reminders sent to all grantees to update financials on Pastel and upload support documents on SharePoint -10 November 2021.
- Generic reminders sent to all grantees to update financials on Pastel and upload support documents on SharePoint – 7 December 2021.
- Further face to face and virtual finance training of organisation's finance personnel from February - April 2021.

After termination of contract GL – WVL SA gave the grantee and opportunity to make further presentations. Grantee was given a chance to submit reworked budget and future plan but, after careful consideration GL WVL-SA Team took the decision to uphold termination due to the following reasons:

- Between the time that the budget was agreed to in August and December 2020 grantee had not engaged with their budget, but were incurring expenses, which weren't

uploaded into Pastel nor supporting documents in SharePoint. By their own admission, grantee did not review the budget before accepting it. Grantee has no experienced book keeper dedicated to finance. This function is being performed by the trainer/facilitator for a R700,135.15 project.

- Grantee failed to substantiate expenditure with evidence of work undertaken.
- Grantee was given a number of opportunities for corrective action but, still did not manage to satisfy the terms of their contract.
- Grantee failed to offer concrete proposals on how they will rectify non – performance moving forward.

Next steps

GL WVL SA will channel funds remaining from its contract with Voice of Disability to support a grant call targeted towards WROs focusing on Gender Advocacy and Disability Rights.

Ebenezer Multi – Purpose Integrated Social Services

Challenges

GL WVL – SA terminated grantee contract due to unauthorized and unaccounted expenditure worth R86 549.00. Ebenezer Multi – Purpose Integrated Social Services also referred to as “grantee” breached contract as follows:

1. Failure to obtain written approval to deviate from agreed budget lines

Grantee did not send the WVL Grants Manager a budget movement request letter seeking authorisation in writing to deviate from the approved budget lines.

2. Narrative and Financial report due on 30 January 2021

The Grantee had not filed financial documentation on SharePoint, neither had they posted on pastel by 31 January 2021. The Grantee contract states that the grantee should scan and upload all expenditure documents on Share Point in the grantee folder by the 7th of each month. The financial support documents were only filed after many requests in May/June 2021. The grantee submitted an incomplete narrative report on the 30 January 2021, either missing outcomes and outputs that made it difficult to assess progress.

3. Gender Links Anti-Corruption Policy

Grantee had unauthorised expenditure totalling R89 949.53 on 13 July 2021. GL – WVL SA gave the grantee until 19 July 2021 with legitimate support documents. Grantee was only able to provide support documents enough to clear R1400.53.

WVL Grants Manager on 11 May 2021 received anonymous mobile message from a whistleblower reporting misuse of grant funds by grantee’s director Marry Makhubele. Whistle – blower reported fraudulent signatures attendance registers for awareness campaigns, catering invoices to a non-existent company called Sachiel

Resolutions

GL WVL-SA after several opportunities for corrective action took the decision to terminate funding contract on 23 September 2021. The opportunities for corrective action are listed as per below:

- Virtual Sage Pastel training – 27 August 2020.
- On the job training – 22 September 2020.
- Generic reminders to update financial reports – 7 November and 10 December 2020.

- WVL Summit face to face training: 2 – 5 March 2021
- Meeting with grantee to discuss budget and unauthorized expenditure – 28 April 2021

The WVL Grants Assistant did a monitoring visit to verify schools' grantee reported they had done awareness campaigns. She also verified catering supplier who confirmed to not having issued grantee an invoices. On the 12 August 2021 GL WVL SA sent grantee a demand letter requesting a refund of R86 549. Grantee was given a deadline of 31 August 2021 with an option to discuss payment plan. Grantee on 13 August 2021 responded that timeframe for payment was too short and would be contacting pro bono lawyers. GL on the 17th of August 2021 sent grantee email reminding grantee of demand letter and in turn on 18 August Grantee confirmed receipt of email stating that GL's investigations had not been transparent. On 23 September GL sent grantee a termination letter demanding payment of R86 549 by 30 September 2021. Grantee failed to meet deadline and GL opened a fraud case against grantee on 13 October 2021 at Cleveland Police Station with the reference number CAS 111/10/2021.

Next steps

GL WVL SA will channel funds remaining from its contract with Ebenezer Multi –Purpose Integrated Social Services to support a grant call targeted towards WROs focusing on Gender Advocacy, Disability Rights or Rapid Response grants.

Annex D: Gantt Chart of Activities for Year 3 of the Project: High level Gantt Chart of WVL-SA activities throughout Year 3.

No	Core Activity	Cross Reference Document	2021										2022		
			Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
Governance															
1	Annual meeting of the Project Steering Committee	Project Implementation Plan (PIP)													
2	Fortnightly Briefing Sessions with GAC Team	Year 3 Work Plan (AWP)													
Resource Mobilisation – Briefings															
3	Donor Funding Application Briefing on WVL-SA	AWP													
Planning & Reporting															
4	WVL Weekly Planning Meetings	AWP													
5	Develop and submit Year 3 Work Plan	Contribution Agreement (CA)													
6	Develop and submit Year 2 Annual Report	CA													
7	Budget forecast and requisition	CA													
8	Grants Management System: Maintenance & On – going support of Grantee finance system	AWP													
9	Grants Management System: Maintenance & On – going support of Grantee Reports platform	AWP													
Project Implementation															
Rapid Response															
10	RR 2022 Grant Call (rolling call)														
11	Rapid Response Grant Applications – assessments, due diligence and selection	AWP													
12	Contracts	AWP													
13	Payments to Grantees - Tranche 1	AWP													
14	Share Point – Grantee Folders set up and monthly maintenances	AWP													
15	Reporting: Mid Term Reports 1 of 2	AWP													
16	Payments to Grantees Trench 2	AWP													
17	Reporting: Close Out Project Reports 2 of 2	AWP													
18	Project Accounts Recons	AWP													

No	Core Activity	Cross Reference Document	2021										2022		
			Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	
Multi Year Core Support Grants															
19	Monthly finance, M & E reports & SharePoint Filing	AWP													
20	Reporting: Semester Reports 2 of 5	AWP													
21	Payments to MY Core Grantees - Tranche 3	AWP													
22	Reporting: Semester Reports 3 of 5	AWP													
23	Payments to MY Core Grantees - Tranche 4	AWP													
24	Project Accounts Recons	AWP													
Networking and Alliance Building Grants															
25	Monthly finance, M & E reports & SharePoint Filing	AWP													
26	Reporting: Semester Reports 2 of 5	AWP													
27	Payments to MY Core Grantees - Tranche 3	AWP													
28	Reporting: Semester Reports 3 of 5	AWP													
29	Payments to MY Core Grantees - Tranche 4	AWP													
30	Project Accounts Recons	AWP													
Capacity Building and Training															
31	RR Grantees Briefing on SharePoint	AWP													
32	RR Grantees Briefing on SG Reports platform	AWP													
33	MY Core and Networking Training and On – Going Support on Finance Systems and M&E	AWP													
34	MY Core and Networking Training on Communications for Social Change	AWP													
35	MY Core and Networking Training/Support on HR, Leadership and Organisational Development	AWP													
36	16 Days of Activism Campaign – Policy Dialogues														
37	MY Core and Networking On – the job training site visits (as necessary)														
38	MY Core & Networking provincial bookkeeping and accounting fundamentals support training (external service provider)														
Visibility and Social Media Profiling (ongoing)															
39	Website: WVL-SA website presence	AWP													
40	Twitter: Tweets by WVL Team on project development and activities	AWP													
41	Instagram: WVL Grantee photos & videos	AWP													

No	Core Activity	Cross Reference Document	2021									2022		
			Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
42	Facebook WVL Grantee photos & videos	AWP												
43	SharePoint: WVL document storage and management, Grantees key documents storage and management	AWP												
Communications Strategy : COVID-19 & Gender Dialogues														
44	Gender and COVID – 19 The Status of Women: Vaccines, Education, Awareness, dispelling the myths	AWP												
Monitoring, Evaluation & Learning														
45	Monthly M&E Reports	AWP												
46	Monitoring Grantee activities and reporting	AWP												
47	Rapid Response Grantee Reports													
48	MY Core Grantee Reports (Mid Term Reports)													
49	Networking and Alliance Building Grantee Report (Mid Term Reports)													
50	Programmatic Reporting: WVL-SA Mid Term Report	AWP												
51	Financial Reporting: WVL-SA Mid Term Report	AWP												