

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



*GBV Warriors Collective outside Parliament in protest with The Great People of South Africa against Gender Based Violence.  
Photo: The Great People of South Africa*

**GL SEMI-ANNUAL OPERATIONS REPORT YEAR FOUR  
REPORTING PERIOD: 1 APRIL 2022 – 30 SEPTEMBER 2022**

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## ABBREVIATIONS

ACMS	African centre for Migration and Society
AGYW	Adolescent girls and young women
AIDS	Acquired Immunodeficiency Syndrome
CA	Contribution Agreement
CGE	Commission on Gender Equality
CHW	Community health workers
CJS	Criminal Justice System
COVID-19	Coronavirus Disease
DD	Due Diligence
DMS	Document Management System
DoJ&CD	Department of Justice and Constitutional Development
DSD	Department of Social Development
EU	European Union
EVDS	Electronic Vaccination Data System
FMS	Finance Management System
GAC	Global Affairs Canada
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
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
NSFAS	National Student Financial Aid Scheme
NCDP	National Council for and of Persons with Disabilities
NLC	National Lotteries Commission
NIDS	National Income Dynamics Study
NGO	Non-Governmental Organisation
NPA	National Prosecuting Authority
NSP	National Strategic Plan/ning
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
SASA	the Start Awareness Support Action
SABC	South African Broadcasting Corporation
SAPS	South African Police Service
SAWID	South African Women on Dialogue
SBC	Saartjie Baartman Centre

SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Funding Agency
SETA	Skills Education Training Authorities
SMME	Small, Medium and Micro Enterprise
SRHR	Sexual Reproductive Health and Rights
SWEAT	Sex Worker Education and Advocacy Taskforce
TB	Tuberculosis
THO	Traditional Healers Organisation
TGPSA	The Great People of South Africa
TOFYWD	The Organisation for Young Women's Dignity
TVET	Technical Vocational Education and Training College
UN	United Nations
UNW	United Nations Women
VAWG	Violence Against Women and Girls
WECONA	Women Economic Assembly
WRO	Women's Rights Organisations
WVL – SA	Women's Voice and Leadership South Africa
WWSOSA	We Will Speak Out South Africa

## I. EXECUTIVE SUMMARY

This report covers the first six months of Year Four of the WVL-SA Project (01 April 2022 to 30 September 2022). It builds on the Year Three Annual Report (1 April 2021 – 31 March 2022). Where relevant, Gender Links (GL) as Implementing Partner (IP) mentions events post the reporting period that have a bearing on the analysis. Attached at *Annex A* is a table of key indicators for the project showing progress to date.

### WVL SA at a glance

WVE SA at a glance

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

Since inception, WVL-SA has awarded 71 grants to WROs in South Africa and this is the penultimate report for the project which ends in March 2023. Progress in organisational development, measured through the organisational development scorecard shows an overall increase from 73% at baseline to 88% in the follow up scorecard. The most significant change has been an increase of 10% in the governance score followed by the programme of action score at follow up at 82% where the baseline was 71%. The sustainability and diversity score has increased from 72% to 81%, the institutional effectiveness score has increased from 65% to 70%, whilst the target and partnerships score has increased from 81% to 85%. This is evidence of the support provided by Gender Links to grantees. A detailed breakdown of the scores can be found at *Annex B*.

While the Rapid Response grant budget is 100% spent, the burn rate for the Networking and Alliance building grants, is low, with an overall burn rate of 77%, and 88% for the Multiyear grants. Nine grantees will need a no cost extension based on their burn rate versus their expenditure and rate of implementation, due to the COVID-19 pandemic, floods in KwaZulu-Natal and looting, this is discussed in depth in the finance section of the report. See *Annex C* for Detailed analysis of burn rate for MY Core Grants and Networking Grants

This report answers important policy and operational questions on grantees understanding of Feminism as noted by the Global Affairs Monitor. The report illustrates the connections of the work undertaken by the grantees and the National Strategic Framework on Gender Based Violence and Femicide (NSP GBVF).

As part of its capacity building mandate Gender Links conducted sessions on communications and report writing, as well as a series of dialogues on Feminism in the month of August which were well attended and resulted in Gender Links' policy brief on African Feminisms.

Gender Links and WVL-SA grantees have continued to grow the visibility of the projects through using all social media platforms and traditional media, see *Annexes D and E* for communications and media products.

WVL-SA has contributed to organisations receiving more funding through sharing funding opportunities, writing referral letters, sharing capacity building and fundraising advice. At the end of year three grantees reported having raised an additional R 8 761 649.00 from various donors. In the last report GL reported that it will become one of three organisations to manage is SRHR funds in Southern Africa funded by Amplify Change. After a rigorous application process ten WVL-SA grantees have been awarded funding under the ACP grant to the value of CAD 217 043.40.

### Key achievements:

- **Call to Action Collective:** GL attended two planning sessions on the National Strategic Plan on Gender Based Violence and Femicide(NSPGBVF) where civil society organisations came together to plan for the Presidential summit on GBV.
- **Presidential summit:** WVL-SA and GL attended the Presidential summit hosted on 1-2 November 2022. WVL-SA was approved to have an exhibition stand and GL facilitated the media clinic.
- **Communications training:** WVL-SA conducted a communication's refresher course virtually for all grantees who have received funding. The training has assisted organisations to use new social media platforms, particularly Tik-Tok.
- **Capacity building:** Through the communications course grantees were asked to moderate and facilitate the Women in Dialogue series, Bellona, The Great People of South Africa and Kwanele have facilitated these sessions with some being facilitated by GL and WVL-SA.
- **Women in dialogue:** GL has conducted dialogues on Feminism, Safe abortion and gender and diversity as part of a series of dialogues that started in August and will end on International Human Rights Day.
- **Climate change training:** WVL-SA, GL together with the Southern Africa Gender Protocol Alliance successfully conducted face-to-face training on climate change and its effects on the work done on the ground, promoting green offices and the Just Energy Transition.
- **Gender and disability training:** The National Council of and for Persons with Disability a WVL-SA grantee conducted disability training for the grantees where they highlighted the importance of the use of terminology, the dos and don'ts for persons with disability when working with them in the work that grantees and GL does.
- **Policy and advocacy:** WVL- SA grantees conducted 112 campaigns. We Will Speak Out South Africa, Rise Up Against Gender Based Violence and the One in Nine Campaign sit in the *Call to Action Collective* responsible for the lobbying and advocacy of the National Strategic Plan on Gender Based Violence and Femicide (NSPGBVF).
- **Reach:** WVL-SA has reached a total of 16 545 beneficiaries, 52% of the beneficiaries reached were women, 46% men and 1% people who identify as LGBTQI+ and just under 1% persons with disability.
- **Visibility and profiling:** has improved with more organisations using WVL-SA, GAC and GL logos in their visibility materials.

### Key Challenges


- **Burn rate:** The burn rate remains a concern for GL, Network and Alliance building grantees are 77% spent, My Core grants are 88% spent, with only the rapid respond funds being fully spent at 100%.
- **No cost extension:** Nine grantees may require a no cost extension to their contracts due to implementation challenges.
- **Implementation:** The Saartjie Baartman Centre for Women and Children that faced internal challenges and could not implement their project. They returned their tranche of R51,625.00 which had been disbursed to them. Their grant was a total of R100 000.00 WVL-SA will use this money to award small grants to conduct activities during the 16 Days of Activism.
- **Data integrity:** The GL grants team continues to monitor beneficiary data very closely following irregularities in beneficiary data. For example, one grantee has been recording high numbers of beneficiaries per single event.

## Structure of the report

The report outlines changes in context and summarises progress on outcomes, outputs and activities implemented by WVL-SA and the grantees using the WVL-SA project logic model. It includes sections on project visibility, operational changes, risk analysis, financial reporting, lessons learned and recommendations.

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

Ultimate outcome	1000. Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa				
Intermediate outcomes	1100. Improved management and sustainability of local women's rights organisations. <sup>1</sup>		1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.		1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social change in South Africa.
Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120 Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability	1210 Strengthened ability of WROs to reach marginalised groups <sup>2</sup> with high quality services and support to claim rights	1220 Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work	1310 Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy.
Outputs	1111 Transparent grant-making process	1121 Institutional Capacity Building provided in areas	1211 WROs received technical assistance to develop innovate	1221 WROs receive technical assistance to design and	1311 Funding WROs networks and alliance is provided

	developed and executed	such as: Finance and governance, Results for Changes, Communications for Social Change, Leadership and Diversity	programming and mobilise communities fulfilling women's and girls' rights	sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces	
 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.				

## II. CHANGES TO CONTEXT

COVID 19 has become normalised in South Africa with the last remaining regulations, including the mask mandate, limitations on gatherings and checks on travellers coming into the country, being lifted in June 2022. As of 26 October 2022, there had been over four million cases of COVID-19 in South Africa, and just over 100,000 deaths or 97,3% recovery rate. However, the social and economic impacts of the pandemic are still being felt by communities and businesses.

The ongoing and prolonged war in Ukraine, in the wake of the COVID-19 pandemic has harmed the global economy, food and energy systems, and is giving rise to unprecedented levels of inflation across the globe, and steep rises in cost of living driven by spikes in fuels and food prices. In South Africa a litre of 95 petrol cost motorists R17.13 in June 2021, this increased by 34% to R24.17 in June 2022.

The conflict has already had a direct impact on food prices on the African continent, which are 34% higher now than mid 2021. As the cost of cereals and oilseeds increases, this also affects the cost of animal protein and feed, for example there has been a 17% increase in the price of chicken in South Africa since 2021. The cost of fertilisers has more than doubled over the last year on the continent.<sup>3</sup> This will exacerbate the already dire situation in the South Africa where 43% of population are moderate or severe food insecure. As those largely responsible for sourcing food women are likely to be severely impact by the increasing food crisis.

All these factors are further exacerbated by the persistently high rate of unemployment in South Africa. The unemployment rate fell by just 0,6% from 34,5% in Q1 to 33,9% in the second quarter of 2022. This rate, however, increases to 44,1% when the expanded definition of unemployment is used, which includes discouraged job seekers. Even more concerning is that 47% of women are economically inactive in the formal sense, exacerbating poverty and gender-based inequalities.<sup>4</sup>

<sup>3</sup> <https://southafrica.accessbankplc.com/knowledge-and-networks/the-ukraine-russia-conflict-how-is-south-africa-affected/>

<sup>4</sup> <https://www.dailymaverick.co.za/article/2022-08-23-jobless-rate-dips-slightly-in-q2-survey-finds-47-of-women-are-economically-inactive/>

Inflation and the rise in food and fuel prices along with extremely high levels of unemployment and poverty could lead to the type of social unrest experienced in South Africa in July 2021.

## Gender-based violence and femicide (GBVF)

It is widely recognised that GBVF is a crisis in the country.



*The Great People of South Africa (TGPSA) organised a march against GBV in Cape Town. Photo: TGPSA*

The most recent quarterly crime statistics for reported crimes committed in the period 1 April to 30 June 2022 show a decrease in all crimes, except murder, attempted murder and robbery with aggravating circumstances since the same period in 2021. The number of these crimes, however, remains worryingly high, with 6,424 murders taking place in the three month period.

While sexual offences decreased by 6,7% from 12,702 in 2021 to 11,855 in the 2022 reporting period, murders, attempted murders, and assault with intent to commit grievous bodily harm against women and children increased substantially compared to the same reporting period last year. Murders of women increased by 297 cases (53,2%) to 855 compared to the same period last year, while

murders of children increased by 77 cases (46,4%) to 243 cases. The horrific gang rape of in June of eight women at an abandoned Krugersdorp mine are a stark reminder that women are not safe in South Africa.

These statistics show far more needs to be done in implementing the **National Strategic Plan (NSP) on Gender-Based Violence and Femicide (GBVF)**, which was launched in April 2020. Four years after the inaugural National Gender Summit, the Ministry of Women, youth, and people with disabilities (MWYPD) along with civil society organized a second Presidential Summit on GBVF to reflect on progress since 2018.

At a virtual planning meeting for the proposed 2<sup>nd</sup> Summit convened in May, gender activists lamented the bureaucratization of the summit, and the exclusion people from the grassroots and communities. To address these concerns and in preparation for the Summit civil society organised themselves into the *Call to Action Collective*. The Collective met 29-31 July 2022 in Mpumalanga to consolidate their position and approach for the 2<sup>nd</sup> National Summit on GBVF. They formulated joint strategies and interventions to end the scourge of GBVF



*Members of the Call To Action Collective during their strategy workshop in Mpumalanga. Photo Call To Action Collective*

in the country and to strengthen the building of an autonomous feminist movement in the country. Gender Links and three WVL grantees – We Will Speak Out South Africa, One in Nine Campaign, Rise Up Against Gender Based Violence – are members of the Collective.

The Summit took place 1-2 November despite initial criticism from civil society that what is needed is implementation not another talk shop. Though they welcomed the opportunity for open and honest reflection of the success and challenges in implementing the NSP. While this is a show of Indeed it is commendable that the President called for the second Summit for where government representatives would report on progress made in ending the scourge of GBVF. The conference has four objectives: 1) to demonstrate the government's high-level commitment and accountability to the national response, 2) to accelerate key actions and accountability by government departments and other stakeholders, 3) to share progress and 4) to provide a space for wider collaboration. The governments account of their progress in implementing the NSP since it was adopted is found in the *Reflective Report On The Implementation Of The South African National Strategic Plan On Gender-Based Violence And Femicide, May 2020 – September 2022*, which was shared with delegates at the Summit.

While there is no official outcome document as yet, the Special Summit Edition Newsletters provided a brief report on each day's events and discussions. According to the One Voice Summit Retrospective edition "The Presidential Summit on GBVF 2022 has left most delegates with mixed emotions. Despite the best efforts of those working within the sector, the levels of extreme and abhorrent violence meted out against womxn, children and LGBTQIA+ persons on a daily basis remains unacceptable"



Accountability was front and centre of discussions and initiated robust engagement. The overwhelming majority of delegates report that the NSP on GBVF is not sufficiently known and understood by those tasked with implementing it and the lack of conceptual clarity surrounding the structural drivers remains a barrier. The Accountability Panel, included Ministers responsible for the various portfolios included in implementing NSP who reported on progress made since 2018. And while there has been some progress, the general sentiment of civil society is that government departments responsible for key NSP GBVF indicators have fallen short on implementation and need to do better if GBVF is to be reduced and finally eliminated. There is a sense of mistrust between civil society and government which limits the extent of effective collaboration. Though the End GBVF Collective has shown that collaboration is indeed possible when we engage as equals united behind a common goal to end GBVF.

The reports captured during the various summit engagements are being consolidated. There will be a final One Voice Summit Edition which will include reports on the content of the Accountability Panels, Pillar Commissions, Action Caucuses, and Clinics. This will be reported on in the Year 4 report, including how WVL-SA grantees have been involved in these processes.

### Change in electoral system

South Africa has been undergoing an electoral reform process following the Constitutional Court ruling in June 2022 that the Electoral Act 73 of 1998 is unconstitutional because it does

not allow individuals to be elected to the national and provincial legislatures as independent candidates. The court gave parliament 24 months to rectify the unconstitutionality by amending the Act to make it possible for 'independents' to stand for election.

The deadline of June 2022 has been missed, though several processes have taken place including the appointment of a Ministerial Advisory Committee on the Electoral System, which presented its report to government in June 2021, with 'majority' and 'minority' options. The majority option favoured a significant change to the electoral system, essentially introducing a hybrid of single-member constituencies together with a proportional outcome secured via a second vote – similar to the municipal elections. The minority favoured only a minor change to the current position, allowing independents to compete directly with political parties on the provincial ballots; effectively, each province would be a multi-member constituency, and if an independent candidate won enough votes to earn a national seat, he or she could decide whether to sit in the National Assembly or in the relevant provincial legislature. In November 2021, Cabinet approved the report and selected the minority option.

The Electoral Amendment Bill was finally introduced in the National Assembly in January 2022, and public hearings were held in March. It was immediately clear that, in the view of most civil society groups that the Bill did not go far enough and, especially, that it would do nothing to enhance the accountability of Members of Parliament (MPs).

In October 2022 the Home Affairs Portfolio Committee adopted the Bill and referred it to the National Assembly for debate. A coalition of civil society organisations has called on MPs not to pass the Bill and has warned that it will consider litigation if they do as some argue, the Constitutional Court is unlikely to view the amendments as sufficient to remedy the unconstitutionality that it identified in the New Nation Movement case.<sup>5</sup>

Women's rights organisations and activists will be following this process closely over the next six months to ensure that the new electoral system, advances democracy, representation and accountability and that the resulting system does not disadvantage aspiring women candidates.

## Climate crisis

South Africa is highly vulnerable to climate variability and change due to the country's high dependence on rain-fed agriculture and natural resources, high levels of poverty, particularly in rural areas, and a low adaptive capacity. The three most significant drivers of climate-related disasters in South Africa are drought, floods, and wildfires. All of these have become key features in South Africa.



*Devastation of the KZN flood in April 2022. Photo: [190 People Displaced In Umlazi Amid KZN Disastrous Floods \(surgezirc.co.za\)](#)*

In early April 2022 floods ravaged KwaZulu Natal killing an estimated 435 people, destroying thousands of homes and displacing approximately 40,000 people. This was one of the worst natural disasters in South Africa's history. This is a stark reminder of the changing climate which threatens to displace many more people in South Africa and worldwide. In Nelson Mandela bay no significant dam-filling rain has fallen in six years, resulting in prolonged drought. The

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<sup>5</sup> South African Catholic Bishops Office, Democracy Digest

Metro may become the first to run out of water affecting 1,5 million residents. As of the end of August there was only 11% of water left in the municipality's storage dams, spelling disaster for households and communities.<sup>6</sup>

These are just two examples of how the climate crisis is affecting cities in South Africa where the impacts, including food insecurity, water scarcity, energy poverty, adverse health outcomes and increases in GBV, are disproportionately felt by women and girls as those largely responsible for providing food and water to households, and who bear the brunt of domestic and care work.

South Africa is also facing an acute energy crisis, which is affecting households, businesses, schools and hospitals. In September South Africa had already had 100 days of load-shedding since the beginning of 2022. In August Eskom provided a dismal outlook for its anticipated power system performance in the coming 12 months, with its worst-case scenario requiring 326 days of load-shedding. Loadshedding has had a devastating impact on small businesses, including grantees

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

The following sections highlight the progress made during the first six months of year four, 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'** 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

<b>Intermediate outcome</b>	1100. Improved management and sustainability of local women's rights organisations.	
<b>Immediate outcomes</b>	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.
<b>Outputs</b>	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.
<b>Indicators</b>	- Amount of the additional funding secured to augment WVL funding.	- Number of additional systems developed to support project implementation.

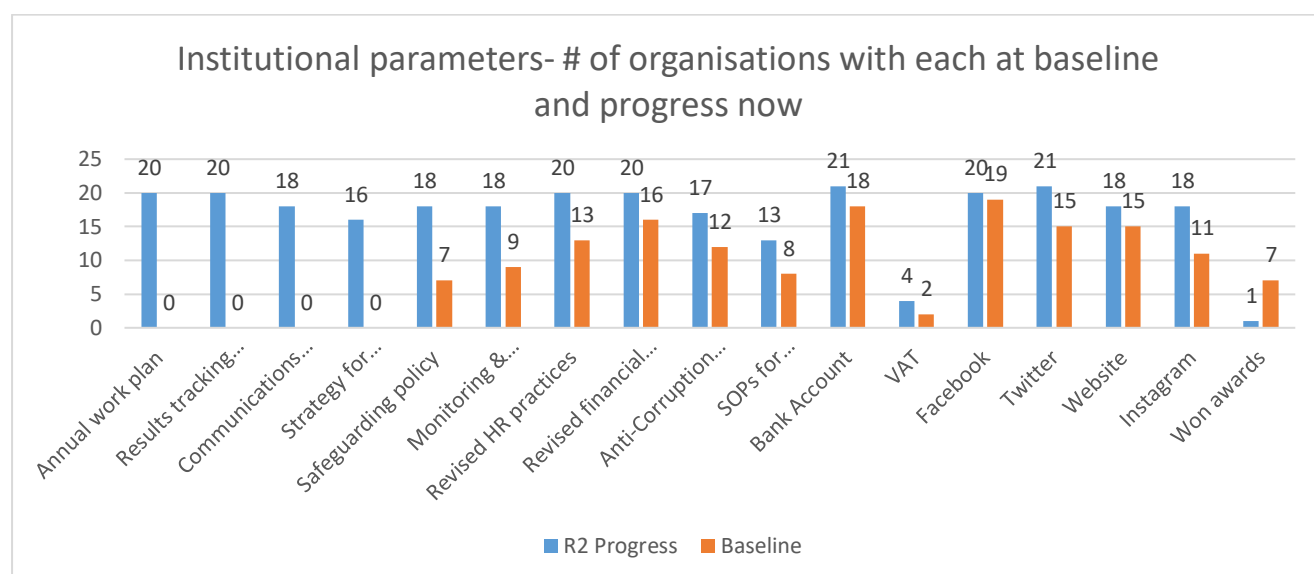
<sup>6</sup> <https://www.news24.com/news24/southafrica/news/day-zero-combined-11-left-in-nelson-mandela-bay-storage-dams-but-water-consumption-remains-high-20220831>

<b>Intermediate outcome</b>	1100. Improved management and sustainability of local women's rights organisations.	
	- Number of grants awarded.	- Number of grantee organisations staff trained per topic

"Gender Links staff are just amazing in the support we have received and still do. They are always available to guide and assist. They make sure we understand, and they don't mind repeating themselves to make sure we understand clearly. They are polite and they treat us like we belong. Most importantly, they are helping us to help others. The WVL grant is more than just a grant. It has helped our structures and development to be better and to keep being better, and to grow in our spaces. They are the change we want to see tomorrow".  
*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

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

WVL-SA continues to monitor the conditions in the contractual agreements with the grantees through institutional capacity building, management and sustainability of WROs underpinned by access to financial resources that is supported by efficient management systems and good governance.



The graph above is extracted from the key indicators (*see Annex A*). In summary, there has been progress in achieving institutional targets for the MyCore and Networking grant conditions:

- Twenty organisations now have annual workplans, a results tracking framework, revised HR practice and financial policies.
- Eighteen organisations have a safeguarding policy (11 more since the annual report) and nine more grantees have a monitoring and evaluation policy.
- Four more grantees have anti-corruption policies.
- More grantees are present on all social media platforms(Twitter, websites and Instagram) compared to Year Three report.

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

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

WVL-SA has contributed to organisations receiving more funding through sharing funding opportunities, writing referral letters, sharing capacity building and fundraising advice. In the previous year grantees reported having raised an additional R 8 761 649.00 from various donors including the African Women's Development Fund, Hlanganisa Institute for Development in South Africa and the Ford Foundation. No new additional funding has been raised in the current reporting period.

In the year three annual report GL reported that they were granted the Amplify Change Partnership(ACP) grant. Of the 20 Opportunity grants awarded in South Africa, a total of ten are previous/current WVL-SA grantees. One WVL grantee, Sisonke National Sex Workers Movement received one of ten movement building grants.

The table below shows the WVL-SA grantees who have been awarded the ACP grant. WVL-SA grantees will receive an equivalent of CAD 217 043.40.

<b>Opportunity Grants</b>		
<b>South Africa</b>	<b>GBP</b>	<b>CAD\$</b>
Kwanele - Bringing Justice to Women	10 000.00	15 503.10
LET US GROW ORGANIZATION	10 000.00	15 503.10
The Organisation for Young Women's Dignity (TOFYWD)	10 000.00	15 503.10
Resoketswe Lebjane Foundation	10 000.00	15 503.10
LIFE SAVERS FOUNDATION	10 000.00	15 503.10
New Heritage Foundation	10 000.00	15 503.10
Incema	10 000.00	15 503.10
Phola	10 000.00	15 503.10
Justice and women	10 000.00	15 503.10
<b>Total opportunity grants</b>	<b>90 000.00</b>	<b>139 527.90</b>
<b>Movement Building grant</b>		
SISONKE	50 000.00	77515.50
<b>Total movement building grant</b>	<b>50 000.00</b>	<b>77515.50</b>
<b>Total for both grants</b>	<b>140 000.00</b>	<b>217 043.40</b>

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

Since inception, WVL has awarded 71 grants to WROs in South Africa. Two grants have been withdrawn due to non-performance and mismanagement of funds. Saartjie Baartman Centre for Women and Girls returned their rapid response grant as they were unable to implement their project. One organisation's contract was at risk of being terminated due to non-compliance in their finance reporting. However, the WVL Team worked with the organisation to comply with the reporting requirements. More information is in the operations section of the report. Six organisations require no cost extensions with one contract ending in March 2023. In the Year 3 Report WVL-SA noted that they had awarded 13 Rapid Response (RR) grants. At the time of reporting, the grants were new and no implementation had taken place. This section highlights the work that the RR grants are implementing.

## Gender Based Violence

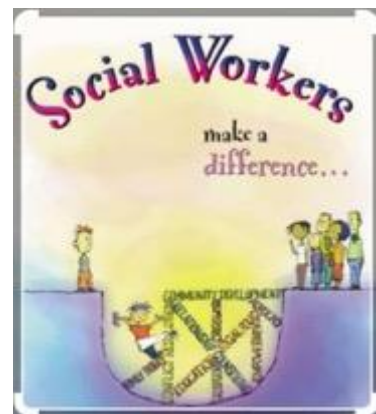


**Traditional Healers Organisation (THO)** trained 634 traditional health practitioners, on Sexual Gender Based Violence and Femicide (SGBVF) in Limpopo, Mpumalanga and Gauteng provinces. The organisation also selected interim district structures to

monitor cases perpetrated by traditional health practitioners or against them by the community or clients. THO works with Mpumalanga Provincial Commissioner on a joint program of Traditional Policing Forum, aimed at bringing law and order in the traditional communities led by chiefs and/or the tribal authorities. The impact of the work of the organisation is evident and the Acting Deputy National Co-ordinator, had various radio interviews with the South African Broadcasting Corporation (SABC) talking about SGBVF and traditional health practitioners.

We are very much grateful for the opportunity given to us by the organization that we too as traditional healers today we are being taught of this animal called GBV, we have been suffering immense abuse singazi that we are actually being abused. Today I'm empowered as I now know what to do should I feel that my rights are being violated".- Tryphina Mkhonza, Traditional Healer

**Lesedi La Setjhaba** provides on call emergency access to protection orders. Lesedi works in Palm Ridge, Alexandra and Booyens Courts in Gauteng province. They hosted a 5-day Train the Trainer workshop with Faith-Based Communities, traditional leaders, Traditional Healers, Community Police Forum and Ward Councillors and Committees. The workshop addressed patriarchal norms, religious and traditional beliefs that contribute to gender inequality. Trainees also gained knowledge on the psycho-social impact GBV.



Poster from Lesedi La Setjhaba Facebook page



Cover of one of the books produced by Mikhulu Trust

**Mikhulu Trust** develops children's wordless books that address issues of gender equality, abuse and neglect. The Trust donated 2000 books to NPO partners of the Western Cape Department of Health based in Beaufort West. The Trust supports 50 Community Health Workers (CHWs) who conduct regular home visits to hundreds of mothers and babies each month, where they introduce book-sharing and explain how to use the wordless books to the mother.

**Incema** places social workers in courts to give support to the GBV survivors as they go through the criminal justice process. The social workers assist survivors before and after court to do immediate assessment, trauma containment, risk assessment, debriefing and other necessary arrangements. Eighty-four survivors have received access to this service. As a key contributor to GBVF in communities, Incema also campaigned for drug free zones in their district area by making drug treatment services available to 12 beneficiaries. They received a donation from Hyper Supermarket of a halfway house, a "Park home" where they will learn and acquire skills to prevent them from relapsing keep them off drugs that are one of the main contributors to GBVF.

**The Great People of South Africa (TGPSA)** make the link between GBV and its effect on mental health aiming to achieve a mental health-aware society that enables and encourages victims of GBV to express their emotions from the trauma of violence and abuse they have experienced. They use a number of forms of expression including martial arts training, music and painting.

As a rape survivor, I never spoke about my experience because I was afraid of the stigma and I knew that my family was going to judge me as I was raped at the local tavern. When I started attending the mental health and GBV Programs I became so relieved when I heard the stories of others. I became free to speak out too and I feel like a heavy load has been lifted off my shoulders"- *Rape Survivor, TGPSA*

### ***Gender and disability***

**Social Justice** conducted community outreach, awareness campaigns and distributed pamphlets to highlight the challenges women with disabilities face, including prejudice and discrimination against them both because they are women and they have a disability. This prejudice has a direct impact not only on their dignity but quite crucially on the quality of their lives and opportunities. Social Justice reached 4 000 beneficiaries through the door-to-door distribution, whilst the project reached 30 direct beneficiaries.

### ***Sexual Reproductive Health and Rights***

**New Heritage Foundation** is a third time recipient of the rapid response grant and focuses on ending period poverty, enabling women and girls to menstruate in dignity and to address the needs of women and girls who stay away from school or places of employment due to a lack of sanitary wear. The organisation does this by providing a holistic education on sexual reproductive health and rights. Boy children are educated to end shame, stigma and abuse that the girl child faces each month. Women, girls and boys have received training to make reusable sanitary pads.

### ***Sex Work***

**Sweat Mothers** 4 Future interventions include educating sex workers. There is a practise where sex workers who take in other sex workers children without following the correct adoption or guardianship procedure. Support groups in Johannesburg, Cape Town and Durban have been formed to support the sex workers and the children. Sex worker mothers are educated on their rights and responsibilities regarding children.



*Sisonke protest in Western Cape, where sex work activists were demanding for an investigation into the violations against sex workers. Photo Sisonke*

### ***Economic Empowerment***

**Community Women in Action** training interventions included, digital literacy, assistant chef training (short course), bake for profit and GBV workshops. Fifteen beneficiaries, two of who are persons with disabilities, completed the bake for profit course. Sixty beneficiaries completed the University of Western Cape accredited course in digital literacy, whilst 25 Youth completed a Cloud Technology Course. One hundred and two youth participated in the Youth Expo on economic empowerment. Small Enterprise Development Agency (SEDA), National Youth Development Agency, Old Mutual, Small Enterprise Funding Agency (SEFA), University of the Western Cape Co-Lab and some successful youth owned businesses were amongst the stakeholders. The participants had the opportunity to engage with Government support

services for Small, Medium and Micro Enterprise (SMME) development programs and financial assistance. As part of linking GBV and economic empowerment, Community Women in Action held a GBV workshops with persons who identify as LGBTQI+, neighbourhood watch, religious leaders, elderly persons, persons with disability and youth.



*Ladies from the Bake For Profit community programme. Photo: Community Women in Action*

### **“Physical disability didn’t stop me from becoming the best at baking” Moukie Machelm**

Machelm a 55-year-old resident of Eerste River in the Western Cape, a baker by trade, facilitated the bakery workshop at Community Women in Action. Despite her disability and circumstances, she trained young women and youth at the centre for two years. She faced various abuses as a disabled woman, but she found the courage and strength to transfer her skills to disadvantaged individuals and abused women within her community. Machelm was passionate about training disabled persons and empowering them to be strong individuals who can sustain themselves through their challenging situations.

The Rapid Response funding provided her the opportunity to do what she loves best, which is to empower and create future entrepreneurs within the community. She trained them understand the baking industry and what is required from new bakers; as well as skills on how to present quality products to

customers. The students who received the training and support were encouraged to start small bakeries in their community and not be afraid of their competitors “as the quality you provide would create a market for yourself”.

*Source: Driver of Change*

## ***Innovation and technology***

**The Organisation for Young Women’s Dignity (TOFYWD)** developed the Eyerus App to protect victim of violence using an alert system - the green (safe and sound), amber (audio recording of the act) and red (live video streaming) alert levels. They have 1 070 survivors, 50 women who may have applied for protection orders or are currently still in danger of being abused or attacked by intimate partners or close family members, received the fully paid Eyerus package which includes the blue alert level. The blue alert level notifies armed emergency personnel to be dispatched to the victim’s location within five to eight minutes of activation

**Kwanele App** aims to assist victims of GBV to access help fast and to ensure the collection of admissible evidence. It intends to prevent GBVF before it escalates by sending out a signal to first responders and assist victims to get the services required to support healing. The App includes the following functionalities: Panic button; Locational services for cases of emergency; Notify a friend when a victim needs help, Video and audio streaming to a cloud-based system to save information on how the abuse has taken place. A step-by-step guide of how to access help and live chat service with GBV trained staff. The App is unique in that it is an application that is data free and is



accessible to anyone with a smart phone. The organisation partnered and trained civil society organisations, schools and faith-based institutions that serve over 10,000 benefices in Khayelitsha.

### ***Cyber Bullying***

**Dream Factory Foundation:** Thirty girls took part in the weekly training sessions on cyberbullying and GBV awareness, prevention, support and sexual reproductive health rights, sexual harassment in the workplace, criminal justice workshops as well as self-defence training. Dream Factory Foundation initiated a 24-hour telephonic counselling line through collaborating with Rape Crisis. The Foundation is drafting a paper aimed at influencing IT companies on gender sensitivity and structural implementation of zero-tolerance for online abuse of women and girls. The paper will be published in October 2022 through websites, online publication platforms and social media platforms.

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

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

GL invested in a new grant making system Good Grants that was used for the first time by the RR grantees during their application process. The system is user-friendly, accessible to those within the organisation who have access rights. The information is stored in the cloud, thus reducing the risk of information being "lost".

Gender Links' grants management and administration system remains one of the organization's key achievements. Ninety percent of grantee organizations positively assessed their overall relationship with GL, while 86% positively assessed the way in which GL managed the WVL-SA grants process. These perceptions improved from baseline (when the approval rate was already high). The implementing partner remains effective, approachable, and responsive; and most grantee organizations find Gender Links' systems user friendly and efficient.

- Twenty-six organizations (93% of respondents) agreed that 'Gender Links' WVL grants' administration system is effective.
- Twenty-two organizations (81% of respondents) agreed that 'the Gender Links' Women's Voice and Leadership online portal is easy to use and to understand.
- 73% of organizations (19) disagreed with the statement 'the WVL application and proposal process was difficult'.
- Approximately half (14) organizations (52% of respondents) thought that the 'application and proposal process for the WVL program was easier than for other donors.
- Only four organizations (14% of respondents) agreed that Gender Links 'is slow to respond to requests for information or advice'.

*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

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

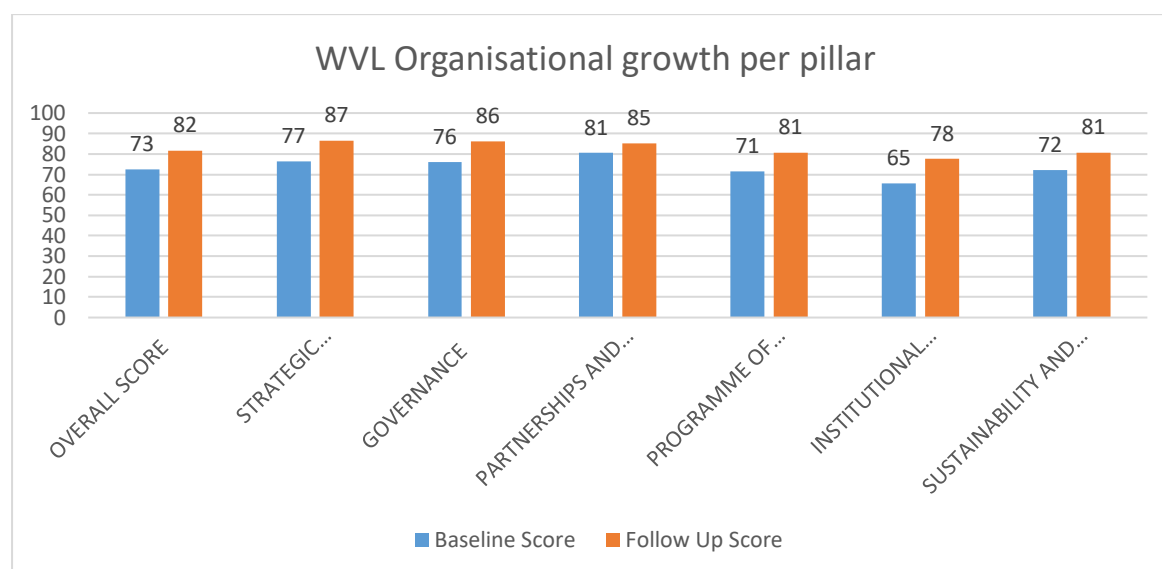
WVL-SA continues to support and explore different methods of delivering institutional capacity building. The team is always available to guide the organisations in drafting their policies and providing continuous finance and monitoring and evaluation training.

In March 2021, Gender Links administered the baseline organisational development scorecard (ODS) with grantees where the scores varied vastly. Results from the follow up ODS show a visible improvement.

The programming has improved because thanks to GL and WVL grant we could increase our resources and our team. Also, a huge improvement thanks to GL is our financial processes, corruption policy and other policies. Through the GL network we have grown who we work with and the services we can offer survivors", *Leonora Tema, Director, Kwanele App*

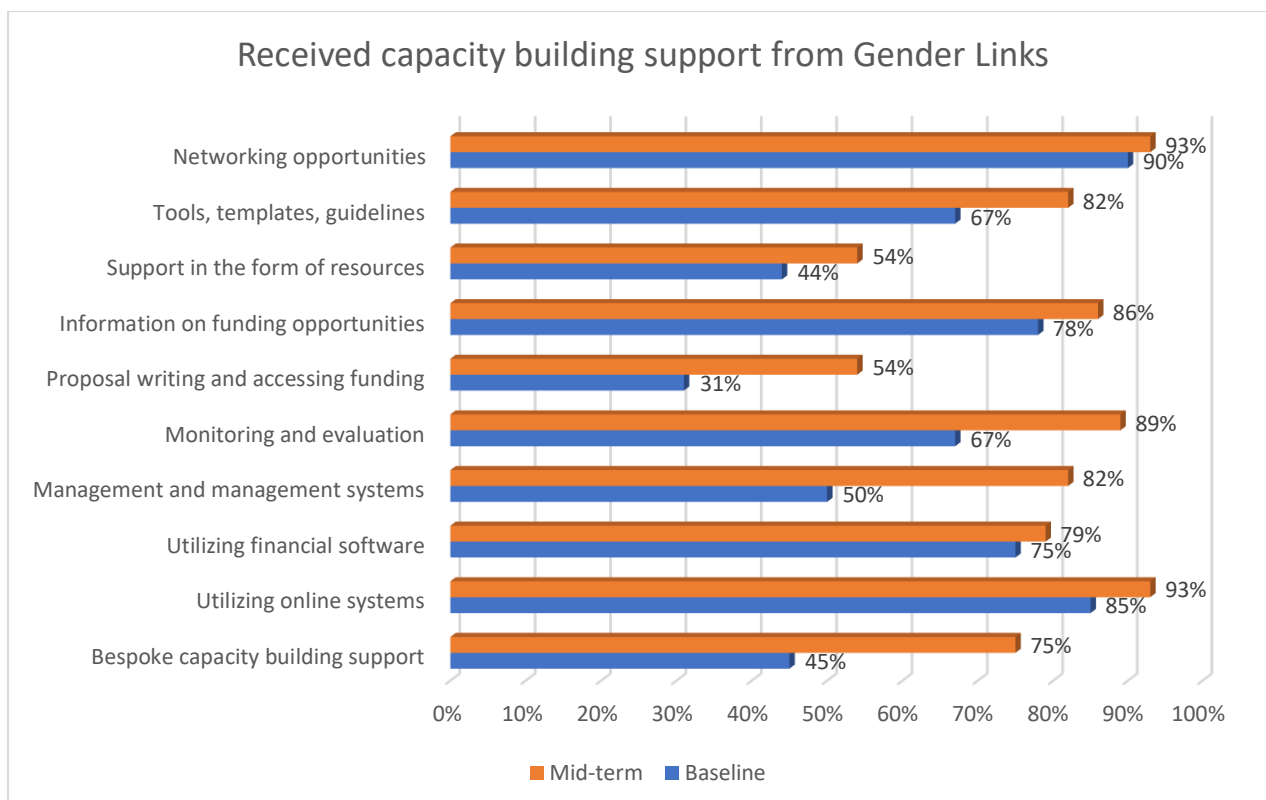
The ODS measures organisational performance across six parameters (strategic positioning, governance, partnerships and target groups, programme of action, institutional effectiveness, sustainability and diversification). The grantee organisations complete the scorecard as a self-assessment and WVL-SA staff complete it based on their assessment. Where there is a discrepancy between the scores GL and the grantee will work together with an HR consultant to come to an agreed score.

Overall, the ODS score has increased from 73% at baseline to 88% in the follow up scorecard. The most significant change has been an increase of 10% in the governance score followed by the programme of action score up at progress at 82% where the baseline was 71%. The sustainability and diversity score has increased from 72% to 81%, the institutional effectiveness score has increased from 65% to 78%, whilst the target and partnerships score has increased from 81% to 85%. A detailed breakdown of the scores can be found at **Annex B**.



Source: ODS

GL also continues to discover diverse approaches of delivering institutional capacity through various platforms and face to face meetings. This is evident in the mid- term evaluation report as summarised in the graph below.



*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

The figure shows that the capacity building WVL grantees have received, in ten areas, has increased since the baseline report. The biggest increases in capacity building that grantees have received is on proposal writing and accessing funding, management and management systems and bespoke capacity building support.

The capacity building has yielded good results. Grantees responded positively to the institutional capacity building questions during the mid-term evaluation further reinforcing that the methods used by GL work:

To the question 'To what extent (if at all) has each of the following skills or competencies improved in your organization *as a direct result* of the WVL program and your engagement with Gender Links? The following percentage/ number of organizations reported improvement:

- 72% (22 organizations) said their ability to write proposals improved.
- 86% (25 organizations) said management capacity had improved.
- 93% (26 organizations) said that their organizational systems had improved.
- Similarly, 93% said that their administrative systems had improved.
- Almost all (96% or 28 organizations) said that their record keeping systems had improved as a direct result of their engagement with Gender Links.
- 86% said that interactions between the organization and other donor organizations had improved.
- 90% said they were now more capable of identifying funding opportunities.
- 96% reported improved financial management as a direct result of the capacity building support received from Gender Links.
- 90% said that their organizations had achieved improved compliance to tax laws.
- 90% (26 organizations) reportedly have an improved understanding of good governance requirements.

*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

**Online communications training:** WVL-SA hosted two-hour refresher sessions over three days in July in a follow up to the communications training that was provided during Year Three. Various WROs were invited to present case studies of their communications improvements or challenges since the previous training.

The main objective of the training was to

- Take stock of the progress made since the WVL training in August 2021 – how skills have been used; successes and challenges.
- Add depth to, and share, new skills.
- Plan for upcoming dialogues and knowledge management as part of the WVL close out.

Day 1 of the training focused on social media and its impact through reflections and taking stock of tools discussed in the prior training; WVL-SA social media and the #VaccineGenderJusticeCampaign. Incema (MYCore), Resoketswe Lebjane Foundation (RR) and SAWID (Networking) presented on how their social media has grown. In breakaway groups grantees discussed how their organisations have been using social media to amplify their work including new platforms such as Tik Tok.

Day 2 focused on working with WhatsApp as a means of communication. The session had grantees interrogate how they are using social media analytical tools and discover ways of representing the data as well as understanding the impact of social media on the work done by the organisations.

“Gender Links has helped us to understand the value of social media as a tool to spread information about what we do, the issues faced by women. The recent social media training by Gender Links made us realise that we need to integrate social media fully into our programme and we plan to raise funds to this end in future proposal”. *Justice and Women*

On Day 3 grantees were taken through the curation and knowledge management of the WVL-SA fund. The focus was on knowledge management and what makes a good or acceptable video including content elements for highlighting WVL-SA work, ongoing joint campaigns between grantees and planning for

the rest of the year through dialogues and joint campaigns.

While WROs are best placed address the impact of gender inequalities at local and national levels many of these organisations face real challenges in clearly and successfully articulating impact and sufficiently highlighting best practices in compelling and engaging ways. Many WROs grapple with communicating impact to attract donor interest, and often smaller groups are often unaware of the link between impact, donor engagement and resource mobilisation.

GL conducted a **Report writing training** in two-hour sessions over two days in July to address this gap. Gender Links developed a WVL Report Writing Manual as a step-by-step guide for grantees to use as they compile their reports, using actual examples from previous grantee reports to illustrate strong and weak reporting. The sessions included - reporting against logical frameworks, writing for impact, photo tips and the editorial checklist.

**Online dialogues:** During the reporting period, WVL-SA in partnership with the SADC Gender Protocol Alliance and Amplify Change hosted a series of dialogues under the banner *Women in Dialogue*. The dialogues are part of a series that started in August 2022 and will end on 10 December, International Human Rights Day, and final day of the Sixteen Days for ending GBV

campaign. WVL-SA grantees took the lead in moderating the dialogues as well as being on the panel of speakers. The table shows the dialogue series from August to December 2022.

Day	Month	Topic
Thursday	4 August 2022	Feminism(1) Demystifying Feminism
Tuesday	16 August 2022	Feminism(2) African Feminism
Tuesday	30 August 2022	Feminism(3) Feminist Leadership
Wednesday	28 September 2022	International safe abortion day
Monday	10 October 2022	Mental Health and GBV
Wednesday	12 October 2022	Gender and diversity
Friday	18 November 2022	Women's Entrepreneurship Day: Economic power to end GBV
Friday	25 November 2022	International Day for the Elimination of Violence against Women
		Take Back the Night
Tuesday	29 November 2022	International Women Human Rights Defenders Day
Thursday	1 December 2022	World AIDS Day
Friday	2 December 2022	International Day of People with Disabilities
Tuesday	6 December 2022	Anniversary of the Montreal Massacre: The role of Men
Friday	9 December 2022	Human Rights Day

## Next steps

- **Fundraising and resource mobilization:** The WVL-SA Team will continue to disseminate funding opportunities to current and previous grantees through our emailing lists and WhatsApp groups, even beyond the project.
- **WROs organizational development:** GL will engage with grantees on their ODS score. In the case of where they do not agree the HR consultant will facilitate a discussion with the grantees and the WVL-SA team to agree the score.
- **Progress survey:** WVL-SA will administer a survey through the monitoring and evaluation consultant to measure the progress that has been made by the RR grantees.
- **No cost extensions:** WVL-SA will allow a no-cost extension, to March 2023, for those grantees who require the additional time to finish implementing their projects. This aligns with the timelines in the contracting agreement between GL and GAC.

## PROGRAMMING AND ADVOCACY FOR GENDER JUSTICE

<b>Intermediate outcome</b>	1200. Enhanced performance of women's right organisations' programming and advocacy to advance gender equality and empower women and girls.	
<b>Immediate outcomes</b>	1210. Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim their rights.	1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work.
<b>Outputs</b>	1211. WROs received technical assistance to develop innovate programming and mobilise	1221. WROs receive technical assistance to design and sustain policy outreach, awareness and advocacy campaigns to enable women and girls

<b>Intermediate outcome</b>	1200. Enhanced performance of women's right organisations' programming and advocacy to advance gender equality and empower women and girls.	
	communities fulfilling women's and girls' rights.	to access a range of gender responsive services in 4 provinces.
<b>Indicators</b>	- Number of beneficiaries reached.	- #/total supported WROs who have met objectives and targets as stated in their annual work plans (or priorities)
	- Stories of change in the lives of beneficiaries.	- Number of policies/laws/regulations/practices change at local/provincial/national level.

### **1210. Strengthened ability of WROs to reach marginalised groups<sup>7</sup> with high quality services and support to claim their rights.**

As part of its flexible approach to feminist funding the grant calls did not prescribe the areas of work for the Multi-year core and Network and Alliance Building grant. However, after Gender Links terminated the only Disability grant in the portfolio, they put out a call specifically for organisations working with people with disabilities. Two grants were awarded in the targeted call - *National Council for and of persons with Disability* and the *Child Witness Institute*.

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

Grantees work in different thematic areas. Since inception WVL-SA has funded 71 projects including two rounds of rapid response on COVID-19. In this report only 36 grants are still active. The table shows that 17 of the grantees, a majority work in the area of Violence Against Women and Girls, followed by economic empowerment(8); sexual reproductive health and rights(5); Gender and disability(5). Three organisations work with men and boys, whilst two work with LGBTIQ+, social norms and mental health respectively and one each focusing on legal rights and media.

Grant Category	VAWG	Men and boys	Economic Empowerment	SRHR	LGBTIQ+	Social norms	Legal Rights	Disability	Media	Mental health
<b>Rapid Response</b>	4		2	1		1		1		1
<b>My Core</b>	1s	3	5	3	2	1	1	3	1	1
<b>Networking</b>	1		1	1						
<b>TOTAL</b>	17	3	8	5	2	2	1	4	1	2

The grantees reported on a number of innovations that have taken place in their projects as a result of the WVL grant.

- The communications workshops have empowered grantees to do more work online and including digital marketing and finding more innovative ways to create awareness on GBV.
- The ability to develop an application that is purely about access and empowerment.

<sup>7</sup> Marginalised groups include the LGBTIQ+ community, survivors of gender based violence, rural women and persons with disabilities.

- Grantees have adapted their projects based on the needs of the communities for example family focused projects on prevention and support.
- Grantees have listened to and take advice from the beneficiaries to ensure programmes meet their needs.
- Grantees are now conducting virtual campaigns, which many had never done before.
- Grantees are using all forms of arts as a form of expression and healing for survivors of GBV including starting a GBVF Choir, poetry and dance.

Gender Links and several WVL grantees work on issues of GBVF, which are strategically aligned to the **National Strategic Framework on Gender Based Violence and Femicide (NSPGBVF)**, which was adopted in 2020 as the roadmap for ending GBV in the country. Below are examples of how WVL-SA grantees are contributing to addressing issues laid out in the NSPGBVF.

***Pillar 1: Accountability, Coordination and Leadership*** through putting mechanisms and processes in place to hold state and societal leadership accountable for taking a firm stand against GBV.



*Daniela Glenrich during an interview with the SABC speaking about the violence free zones they have started in KZN.  
Photo: Call To Action Collective*

One of the key indicators of the NSP is to have Rapid Response Structures at community level / local platforms in place and harnessed to readily respond to the GBVF crisis. **We Will Speak Out South Africa** working in close partnership with the **KwaZulu-Natal Network on Violence Against Women (KZNVAW)** established four Violence Free Zones in two communities. The City of eThekweni and the African centre for Migration and Society (ACMS) invited the network to present on issues pertaining to Governing for Urban Inclusion and they shared their experience in implementing Violence Prevention in

Women's Safety Audits and Violence Free Zones. The KZNVAW Network presented on environmental designs in cities and communities and how these affects women's safety and security.

***Pillar 2: Prevention and Restoration of Social Fabric*** through communication and advocacy campaigns; Training and supporting community capacity to deliver GBVF prevention interventions. Implement evidence-based behaviour change interventions with targeted communities and integrate GBV prevention into SOGI programming and vice versa. Make public spaces and violent free for women and children.

**JAW** sourced and translated the Start Awareness Support Action (SASA) manual into IsiZulu which has proved to be an invaluable resource for staff and volunteers, providing information and skills to raise awareness of abuse of power and how it is linked to GBV. By translating, the material into a local language JAW has been able to reach a wider audience. JAW staff developed a number of stories from their and volunteers lived experiences, which they used to illustrate knowledge and skills in the SASA manual.

**Incema** works with sexually reactive children who have experienced abuse and are at risk of becoming perpetrators. Incema has conducted 35 programs and reached more than 12 000 beneficiaries, excluding those reached through media such as radio, TV and newspapers. The #boyservation online program was conducted in parallel to physical programs to give boys

the opportunity for peer-to-peer discussions on behaviour change. Some boys received one-on-one therapeutic sessions and psychological counselling for the trauma they have experienced .

**Rise Up Against Gender Based Violence** conducts Tavern Dialogues with men, where they talk about their experiences as perpetrators of GBV. The main success has been the changes in behaviour that Rise Up is seeing in the men since they started working with them in March 2021. There have been positive changes with issues particularly around stealthing and ongoing consent. In addition, the organisation has been able to build its reputation particularly around the work their work on behavioural change. The organisation has been approached by reputable donors such as the EU to discuss the work in preventing GBV generally, but more specifically their tavern dialogues.



*Mandisa Khanyile reacts to utterances by men during the Tavern Dialogue in Orange Farm.  
Photo Nobuhle Virgie*

### **Tavern dialogues are changing one man at a time**

***"I learned that most men go through a lot and they don't open up about what they are going through." Mbuso Makhathini\*<sup>8</sup>***

"My encounter with WVL-SA was for the first time this year meeting the Rise Up Team and it is a movement I can advise men to attend the events. I learned that most men go through a lot and they do not open up about what they are going through. I told myself that violence towards the other gender does not solve problems. I want to know what people are going through in their relationships more especially men, so that they can start to open up even if it is not with me. So that we can avoid Gender Based Violence at all costs. I am starting to put my ears on the ground, to follow up in the media on what people are going through in regards with GBV. After all, attending the sessions is designed to make men understand that they can still solve problems without violence and to overcome this challenge I need to be an example."

***"I am responsible for my own actions and I need to talk more and not resort to violence." Sibusiso Vilakazi\*<sup>9</sup>***

"It was my first time attending the dialogue and it gave me a better understanding and awareness of violence, how we can stop and report it to assist victims. I learned how to react and respond to certain situations with my partner. I choose to rather walk away than be abusive and at a later stage we can discuss the matter. I used to be abusive toward my partner but the dialogues taught me alternatives. If these dialogues can be conducted on a weekly basis, they can contribute positively to the community and they will also become more aware of Gender Based Violence."

*Source: Drivers of Change*

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<sup>8</sup> Not his real name

<sup>9</sup> Not his real name



*Men in Orange Farm during the Men Calabash Dialogues. Photo: Thabo Thamae*

**Let Us Grow** conducted door to door campaigns, to arise awareness of GBV within the new informal settlements. They conducted Men Talk dialogue on 16 June 2022, providing a space for men to talk about the issues they face on daily basis. Through the man calabash programme Let Us Grow has managed to work in partnership with PHOLA (MyCore grantee) to heal the broken hearts of men who have experience GBV. They have established three men support groups and plan to create more in other wards in Orange Farm. The support groups are facilitated by professional social workers, who help the men to share their anger issues. All the men attending the men support group will receive CHAMPIONS certificates, to recognise them as Gender based Violence champions.

***Pillar 3: Protection, Safety and Justice*** through GBV Service Delivery Training and support provided to all service providers within the CJS dealing with GBVF matters (including police, prosecutors, magistrates, intermediaries, court preparation officers, court clerks, health care providers and policy makers).

To strengthen victim-centric survivor-focused services and prevent secondary victimisation **The Child witness Institute** have developed guidelines on access to justice for persons with disabilities with a special focus on women and children. The project aims to support women and children with disabilities who have experienced to SGBV, by providing improved criminal justice services. Their practical tool will inform judicial officers about the rights of people with disabilities to ensure their access to justice will be more effectively realised.

The bench-book is general enough for it to be used by other criminal justice role-players, including prosecutors and intermediaries. The bench book is "brilliant, simple, easy to follow, focuses on changing attitudes and is cost effective to implement." *Advocate Praise Kambula*

**National Council of and for Persons with Disabilities (NCPD)** works with women and girls with disabilities to empower them to understand GBV and to seek services if they become victims of GBV. NCPD has filled the gap in resources and material on women with disabilities by developing versatile, accessible GBV resources for facilitators and the trainees. NCPD is now adapting parts of material into formats to be used to train women with intellectual disabilities at the Kopano protective workshops.



*Town 2 community members protest against homophobia and other forms of violence against LGBTQIA+ people in their community. Photo: TGPSA*

***Pillar 4: : Response, Care Support and Healing through*** Strengthen existing response, care and support services by the state and civil society in ways that are victim-cantered, and survivor focused and trauma informed to facilitate recovery and healing.

**The Great People of South Africa** continue to advocate for police visibility and efficiency in eight identified GBVF hot spots within the City of Cape Town. TGPSA has been working closely with Khayelitsha based NGOs to put pressure on the national and provincial governments to implement the recommendations made by the Khayelitsha inquiry into policing. TGPSA have achieved this by continuing to closely monitor the National Strategic Plan on GBVF which provides clear recommendations on how all the

stakeholders can play an active role to ensure the safety and security of vulnerable groups from GBVF.

**Phola** works using narrative therapy for women, girls and boys and 103 participants have graduated from their COURAGE sessions. The organisation was previously only working with disadvantaged communities but have extended the programme into schools, which has been a huge success. Phola has found that many students from homes where there is GBV lack support, which over the long term affects their school performance. Providing COURAGE for learners has enabled Phola to provide this ongoing support.

**One in Nine** has contributed to feminist knowledge production by documenting and telling survivor stories. A group of 25 LGBTQ women created artwork that has been used to design the anti-hate crimes campaign which they developed together. The group conceptualised and designed the art installation for International Women's Day event at GL in March 2022. The group is working on pamphlets and factsheets for the art campaign event during the 16 days of Activism of No Violence Against women and Girls.

**Mutale VEP- Shelter** has accommodated 120 victims of GBV in the shelter - 88 women and girls and 32 boys and men. Residents were provided with counselling from professional social workers and they were given psychosocial support. Mutale works with the Department of Social Development, South African Police Service and the Mesina Legal Advice Office to assist survivors of GBV. Through their partnerships Mutale has been able to assist 46 women to open cases of domestic violence and 145 protection orders were opened and served, six cases of sexual assault were also opened.

**Turning Point Qhakaza (Amanzimtoti Trauma Unit)** hosted a GBV awareness conference for their stakeholders and covered different topics including legal aspects of GBV, parental alienation, mental health, children with learning disabilities, autism, child protection, bullying, suicide and substance abuse. Turning Point started a new sustainability and economic empowerment project and completed setting up their hydroponics system.



Information resources displayed at SADAG on the different types of mental illnesses and where to seek help.

**South African Depression and Anxiety Group (SADAG)**, aims to advance equitable mental health care for women and girls in KZN and has set up community support groups in every district in KZN. The project is run in collaboration with the Directorate for Mental Health and Substance Abuse within the Department of Health, and the University of KwaZulu-Natal (UKZN) Psychology Department. SADAG conducted two online Support Group Leader



I am a 32-year-old woman who works at a local tavern as a sales lady. One day after my work during the feminist knowledge production dialogue. Photo: Mpumi Mathabela

three times and left me there. I went to the police and they opened a case and referred me to Mutale VEP and they gave me counselling and then escorted me to the hospital for medical attention. The officers at Mutale VEP would call me twice a week just to check on me and they encouraged me to attend regular sessions with the social worker. I would like to thank the Mutale VEP for walking me through the recovery process." Rhoda Mundalamo, a Mutale VEP beneficiary

Trainings and one in-person training with participants from each of the 11 geographic districts in KZN. A District Support Group Leader training was hosted with the Psychology Masters' students from UKZN in conjunction Support Group Leaders from each district.

***Pillar 5: Economic Empowerment*** through establishing survivor-focused cooperatives /groups to build entrepreneurship, healing and economic resilience. Support and encourage the role of women, persons with disabilities and LGBTQIA+ persons as leaders in all sectors of society.

**Queer Women in Business + Allies** now called [The QNetwork](#) have become the resource and business hub for the queer community. Through strengthening their partnerships, the organisation has been able to give entrepreneurs access and resources to build and create networks with queer owned businesses. The QNetwork has capacitated start-ups by offering services such as mentorship, access to funding opportunities, business coaching and etiquette, comprehensive and business training programs, linking them to strategic partnerships within the queer community. *Club Access*, a new platform created by the organisation has a membership of 144 users who can access resources via the Bootcamp series hosted by the organisation. Participants are able to download toolkits and business learning modules to assist them in building their businesses.

**SasopsBiz Foundation** HUGS programme continues training young women and equipping them with the skills they need to find employment. Twenty-five young women were trained on CV writing, interviewing, presentation, and basic computer literacy. More than ten young women have been employed through the HUGS. Employment agencies and the Department of Public Works ran on-line workshops on career planning and job applications. WhatsApp platforms are used to share jobs adverts. SasopsBiz has helped the young women with National Student Financial Aid Scheme (NSFAS) and access to higher education. The local Technical Vocational Education and Training College (TVET) has also assisted.

**Eshowe Child and Family Welfare Society** upskilled 20 women with sewing skills. The sewing skills have helped women generate their own income, becoming independent and able to leave abusive relationships. The women are currently learning more about opening cooperatives to access funding to establish a viable business.

***Pillar 6: Research and Information Systems*** through developing and institutionalising coordinated and Integrated Data Management, Information and Collection systems and Establishing partnerships between research institutions, government, academia, NGOs, activists and communities that facilitate and enhance complementarities in their roles and responsibilities within research processes.

**Bellona Women's Network** aims to create an African sorority of women who are empowered and support each other. Bellona used the months in the reporting period to build awareness of the brand and distribution list that can be used for the product launch. They held a public relations (PR) workshop where they strengthened their PR strategy. Bellona admits that building awareness organically has been difficult, which is why they reached to Gender Links and WVL-SA grantees to leverage their networks and increase reach for their launch. Two sponsors for the physical launch have been secured.



## Beneficiary reach

Survey participants were asked to estimate how many people had directly benefitted from the WVL supported intervention their organization implemented. The estimate for the 28 organizations that responded to this question is 44 971 direct beneficiaries or 1 606 per organization (noting that the average misrepresents the variability across the organizations). An estimated 35 174 of these were women and girls and the remainder (approximately 9 797) were men and boys. Only 22 organizations collected data on non-binary gender or sexual identities, but those 22 organizations directly benefitted an estimated 549 members of the LGBTQIA+ community.

*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

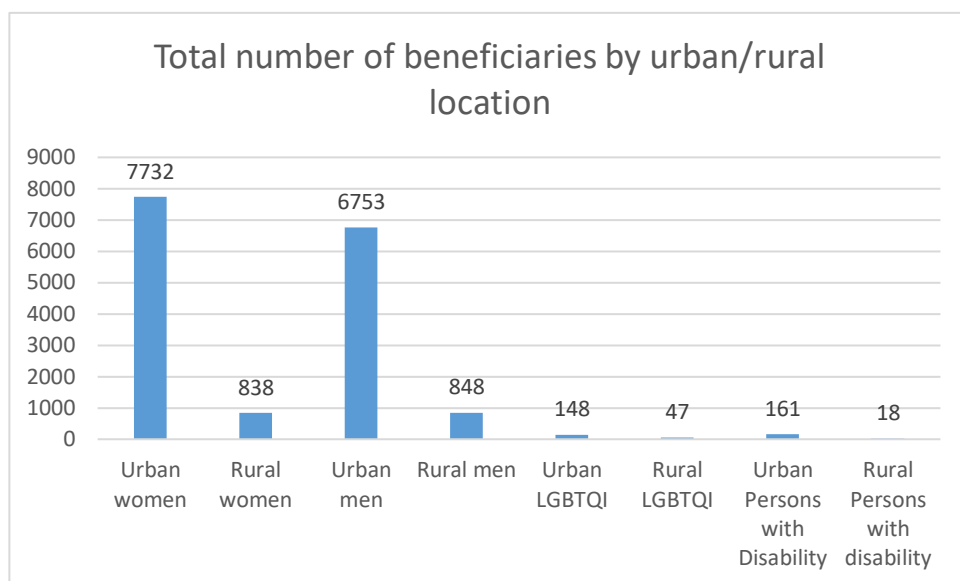
WVL-SA has cumulatively reached a total of 46 500 people of which 63%(29 333) are women and girls 35 % (16 413) men and 1% persons with disability and 1% LGBTQI persons. In the six-month reporting period, WVL-SA has reached a total of 16 545 beneficiaries through the 112 campaigns and activities. Fifty two percent of the beneficiaries reached were women, 46% men and 1% people who identify as LGBTQI+ and just under 1% persons with disability.

There was a sharp increase in male beneficiaries during the reporting period from 33% in Year 3 to 46% in the first half of Year 4.

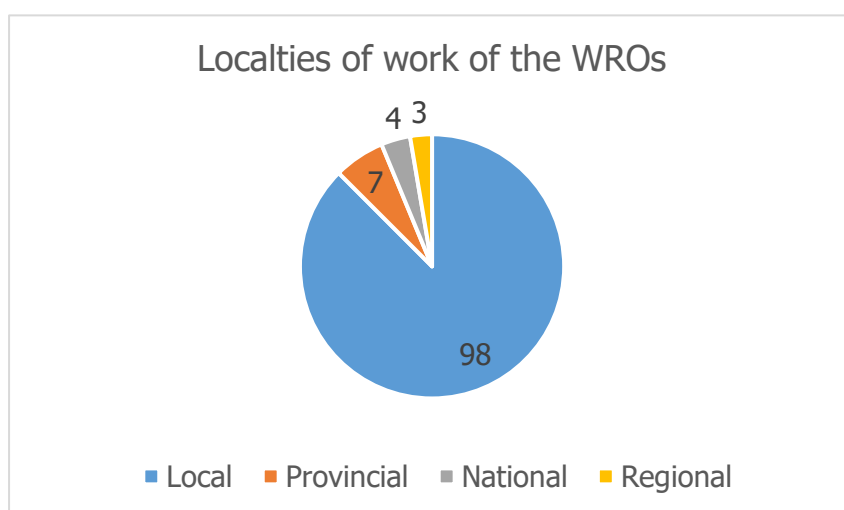
	Women	Men	LGBTQI +	Total	Disabl ed	% women	% Men	% LGBTQI+	% Disabled
Year one	714	60	2	776		92%	8%	0%	
Year two	10 513	4 059	300	14 872		71%	27%	2%	
Year three	9 536	4 693	78	14 307	426	67%	33%	1%	3%
Semi-annual report	8 570	7 601	195	16 545	179	52%	46%	1%	1%
<b>Total</b>	<b>29 333</b>	<b>16 413</b>	<b>575</b>	<b>46 500</b>	<b>605</b>	<b>63%</b>	<b>35%</b>	<b>1%</b>	<b>1%</b>

## Beneficiary reach by location

During the reporting period WVLA reached 14 794 beneficiaries in urban of which 47% are urban women and 41% men. Reach is lower in rural areas where WVLA SA reached 1 751 women and men. Approximately 1% of the beneficiaries reached are people who identify as LGBTQI and persons with disabilities.

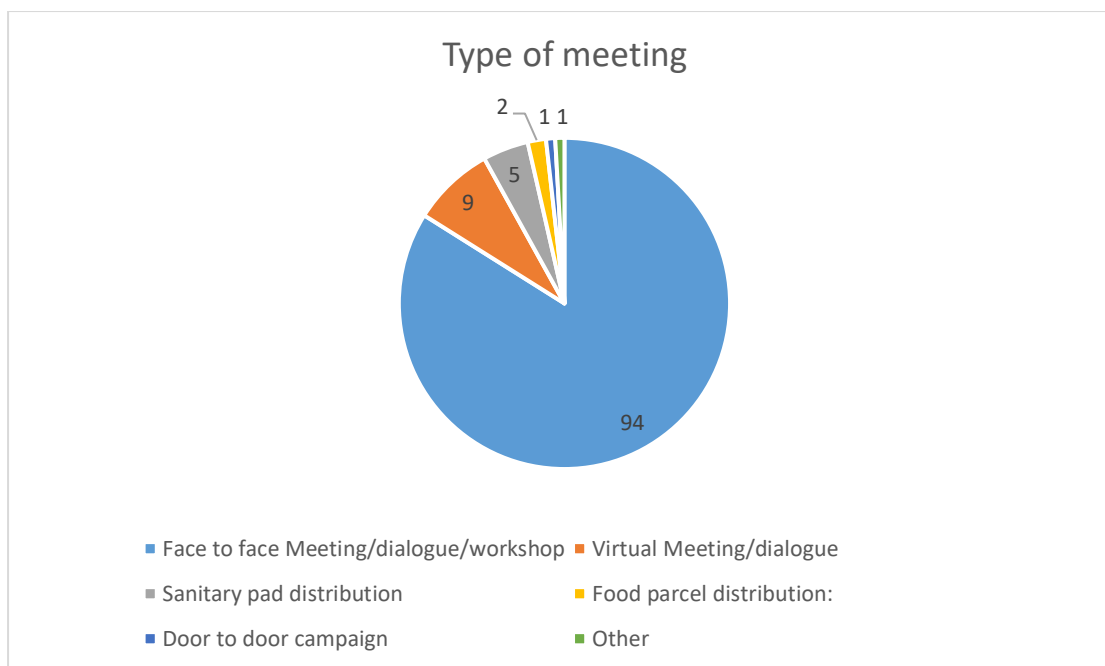


Of the 112 events held, 98 were held at the local level, seven at provincial level, four at provincial level, four at national level and three at regional level. This reflects the grassroots nature of the work being done by the WVLA grantees.



### Types of events

Of the events and activities held, 84% (94) were face to face through dialogues or workshops, while 8% of the meetings were held virtually. Five sanitary pad (4%) and two food parcel distribution (2%) events were held and one to door-to-door campaign. One campaign was not categorised in the GL Partner and events form.



### Beneficiary age analysis 1 April 2022 – 30 September 2022

Age group	No women	No men	LGBTQI & disability	Total	%all (women, men and other)
-18	6271	6789	3	13063	79%
18-25	473	207	8	688	4%
26-40	1251	315	21	1587	10%
41-50	521	166	0	687	4%
51-60	232	91	7	330	2%
60+	135	54	1	190	1%
<b>Total</b>	<b>8883</b>	<b>7622</b>	<b>40</b>	<b>16545</b>	

In the six-month reporting period, the project reached 52% women, 46% men and 2% people who identified as LGBTQI and/or persons with disabilities. The largest proportion (79%) of the beneficiaries reached are in the under 18 age group, which reflects the increasing work being done in schools. Ten percent of the beneficiaries reached are in the age group 26-40 and 4% in the age groups 18-25 and 41-50 respectively. Just 2% of the beneficiaries reached were in the age group of 60 and above.

### **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 work with various stakeholders and partners to influence policy affecting women's rights. In particular, the two newly granted disability organisations have been advancing policy on GBV and persons with disabilities.

The **National Council of and for Persons with Disabilities (NCDP)**, was established to enable support and enhance the quality of life for persons with disabilities, specifically to address the denial justice for women and girls with disabilities because of a criminal justice system (CJS) that stigmatise disabled sexuality and discredits disabled victims of GBV. The organisation has been working closely with the South African Police Services (SAPS) and the

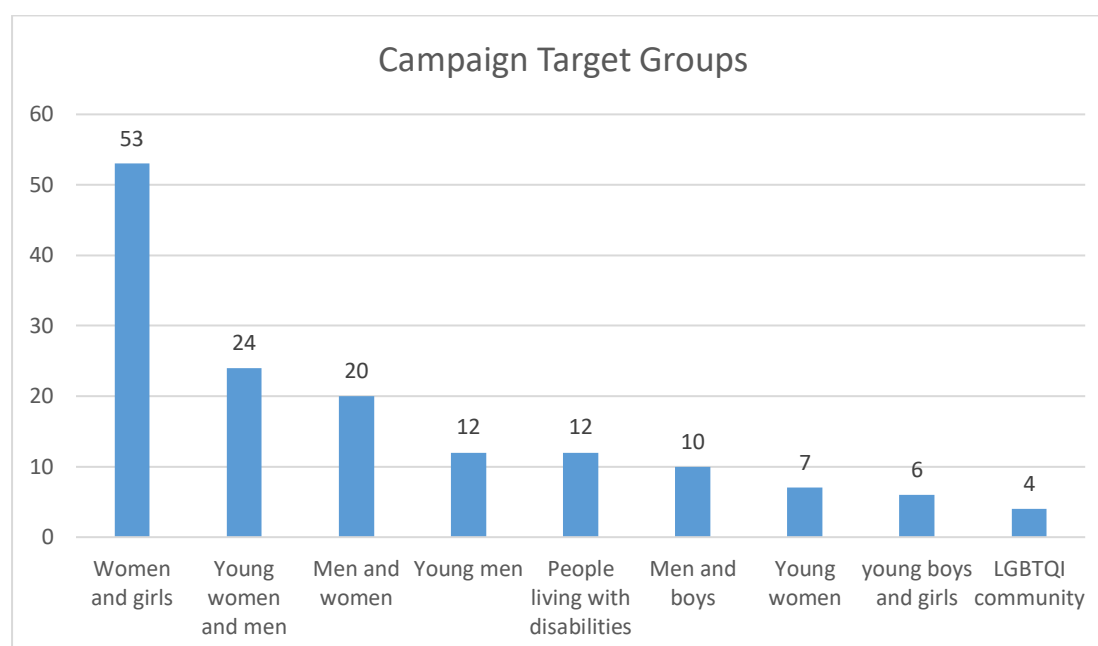
National Prosecuting Authority (NPA) to roll out guidelines on the policing of persons with disabilities and sourcing of intermediaries for persons with disabilities going through Court processes. The NPA has gained knowledge from the Disability Equity training which includes training on the White Paper on the Rights of Persons with Disabilities and its implementation matrix.

The **Child Witness Institute's (CWI)** project is to develop of guidelines for intermediaries, prosecutors, interpreters and presiding officers (The Benchbook) in the criminal justice system (CJS) on support to women and girls with mental disabilities. CWI was involved in extensive consultations with a range of stakeholders in the development of The Benchbook, including Department of Justice and Constitutional Development (DOJ&CD) to ensure that the final guidelines that were developed will be accepted, adopted and implemented by the CJS in South Africa. A representative from the NPA described The Benchbook as an excellent resource for prosecutors, court preparation officers and staff at the Thuthuzela One-Stop Centres. The DOJ&CD have noted that The Benchbook is "brilliant, simple, easy to follow, focuses on changing attitudes and is cost effective to implement". The Benchbook will be circulated to all relevant government departments, including SAPS and the Department of Social Development (DSD). The DOJ&CD would also like to introduce The Benchbook into the courts. CSI was also invited to present The Benchbook at a symposium for SADC judicial officers, hosted by the UN Office on Drugs and Crime (UNDOC) in July 2022, where it was well received.

**Mamadi** advocated to change the bylaws of the Tribal Office for women to granted equal opportunity to lead like man. In the previous bylaw only men were allowed to participate in Tribal gathering (kgoro).

***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.***

**Outreach, awareness and advocacy campaigns**



The table represents the number of campaigns that WROs have undertaken since the inception of the project. A total of 148 campaigns were held in the reporting period. Fifty-

three of the campaigns targeted women and girls, whilst 24 targeted both young men and women. Twelve campaigns targeted young men and persons with disability respectively. Ten campaigns conducted targeted both men and boys, with seven focusing on young men, six on young boys and girls and only four of the campaigns conducted in the reporting period focused on the LGBTQI+ community.

The campaigns achieved the following:

- Raising awareness on online forms of gender violence, and the role and the responsibility of social media platforms to protect users, and at the same time, the responsibility of the community to identify and report cyber bullying.
- Spreading knowledge and helping to break down the stigma around mental health, including highlighting access to the support that is available.
- Educating young boys and girls on social crime prevention and the consequences of GBV so that they do not become perpetrators.
- Promoting active and representative participation towards enabling all community members to meaningfully influence the decisions that affect their lives; engage community members in learning and understanding community issues, and the economic, social, environmental, political, psychological, and other associated courses of action.
- Changes in gender attitudes, reporting of inappropriate sexual behaviour which leads to access to treatment.

## Next Steps

- Continue to work with grantees on strengthening their knowledge on the NSPGBVF so that they can align it to their work
- Interrogate the balance between young women and men beneficiaries under 18 years as in this reporting period more boys and young men were reached compared to girls and young women.

## NETWORKING AND LOBBYING FOR GENDER JUSTICE

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

The third pathway to change in the WVL-SA logical model is movement-building, aimed at galvanising WROs to participate in policy, legal and social reform initiatives. The RR and MY Core grantees have also been growing their networking with each other. WVL-SA includes three networking grantees.

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

**SAWID's** work is policy driven, as it is their reason d'être is to listen to women in order to represent those voices in the places where decisions affecting their lives are made. Through the reach and networking that WVL grant SAWID was able to gather the voices of grassroots women on the following issues aimed at three influencing policy issues

There were five key recommendations from ***The Whistle-blowing seminar***, in April 2022:

1. Law reform to expand the definition of a whistle blower.
2. Protection that transcends employment. People who blow the whistle are currently being maligned, and even killed. People therefore need to be protected through laws, and there is a need to link the Protected Disclosures Act with the Witness Protection Act.
3. A compensation element. As early as 2012 lawyers were asking government to look at the American Bounty laws, that allow a whistle blower to be awarded up to 25% of the misappropriated funds that have been recovered.
4. Transforming social norms and creating a social compact so that corruption is not tolerated. It is unfortunate that people and some languages do not yet honour those who speak out on wrongdoing. The word "*impimpi*" or collaborator, is still used for those who speak out. Can one have a "fair trade/fair pay" equivalent in terms of whistleblowing?
5. The last element of a way forward was the fact that it is whistle blowers themselves who have an eco-system advantage. While we therefore get society to transform to the ethical standards of whistle blowers, whistle blowers should focus on healing themselves.

At ***SAWID's Annual Dialogue*** in August 2022 they highlighted the topical issues of gender budgeting and the need to create policy that supports access to mental health modalities for all communities. The following strategic issues emerged and SAWID is in the process of collaborating with others to take this to policy level:

1. Ensuring radical self-care, healing and mental health interventions to address the intergenerational trauma people carry, including addressing apartheid and colonialism and its discontents, and absent fatherhood, as well as women's anger
2. Strengthening Families, supporting the LGBTIQ+ community and unlearning toxic behaviour, in alignment with NSP Pillars, and the Presidential Summit on GBV.
3. Creating an inclusive economic space for women, in collaboration with the Women Economic Assembly (WECONA), and the need for a structured social and economic justice models and Gender Based Budgeting.

***Parliamentary Orientation Session on The South African National Action Plan on Women Peace and Security***, (September 2022) is an ongoing policy process around the dissemination and implementation of the National Action Plan on Women, Peace and Security, and a collaborative dialogue took place to engage with policy makers in Parliament.

**KZN network on Violence against women (KZNVAW)** is involved in the team developing the model for implementation of NSP Pillar 4 (Response, Care, Support and Healing) and **WWSOSA** is part of the NSP Pillar 2 Team developing the model for Pillar 2 (Prevention and Rebuilding Social Cohesion). Both partners are engaged in supporting the Office of the KZN Premier in the development of the NSP. These processes are still in progress.

## **IV: PROJECT VISIBILITY AND SOCIAL MEDIA**

Despite efforts on the part of the implementing partner to raise awareness of the role of Global Affairs Canada as the funder of the Women's Voice and Leadership project, and despite high levels of participation by Global Affairs Canada representatives in events and field visits, most grantee organizations (18 organizations/ 64%) still think the funding is provided by Gender Links. Only 10 respondents said that Global Affairs Canada was the funder for the Women's Voice and Leadership Program.

*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

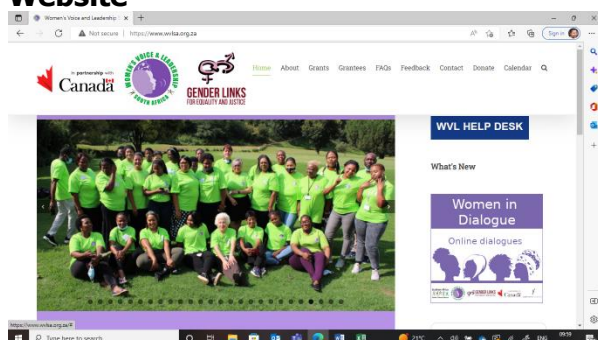
WVL-SA's visibility and media attention continues to grow through the work that the grantees are doing. Gender Links has made concerted efforts to ensure that grantees are aware that GAC is the donor, through making it a contractual requirement that WVL and Canadian logos are included on all documentation and promotional material of the implementing partner and all grantees.

**Mum Rose Thamae**, founder of Let us Grow Organisation is well known to the media. She will now feature in a SABC 2 documentary series to be broadcast during the 2022 16 Days of Activism against violence against women. The *Diary of Mum Rose* documents her own experience of GBV and her journey to healing herself and others. The crew spent a week with her learning about her experiences and the amazing work she does to support survivors of GBV.



	Year 1	Year 2	Year 3	Year 4 Semi-annual report	Total	M (current ie cumulative)	F (current, ie cumulative)
<b>Website</b>							
Hits	1 617 695	1 275 182	2 012 431	1 013 302	5 918 610	Data does not have the sex-disaggregated breakdown from the source	Data does not have the sex-disaggregated breakdown from the source
Unique hits etc	19 525	23 421	22 859	21 171	86 976		
Page visits	179 674	209 399	217 688	201 990	808 751		
Page views	26 739	47 282	47 282	36 100	157 403		
<b>Twitter</b>							
Tweets	144	137	73	12	366	Data is not available from the source	Data is not available from the source
Followers	127	184	315	92	718		
Mentions	56	481	762	262	1561		
Likes	33	45	54	54	186		
Profile visits	483	2121	6440	3182	12226		
Tweet impressions	7572	48605	35028	2990	94195		
<b>Face book</b>							
Followers	285	646	633			Data is only available in percentages as per Facebook insights	Data is only available in percentages as per Facebook insights
Mentions	40						
Facebook page likes	276	546	633	164			
<b>Instagram</b>							
Posts		15	20	14	49	Data is only available in percentages as per insights	Data is only available in percentages as per insights
Followers		175	168	54	397		
Mentions		76	135		211		

## Website



The [WVL-SA website](https://www.wvl-sa.org.za) was created in April 2019 when the project started and has grown exponentially over the duration of the programme. From 1 617 695 in Year 1 to a cumulative total of 5 918 610 over the grant period so far. The website received 1 013 302 hits during the reporting period and 21 171 new visitors.

The website increases the visibility of WVL-SA not only in South Africa but in other countries such as Lesotho, Zimbabwe, Eswatini and Kenya showing regional relevance and reach of the project.

The website is also a repository of information for grantees, with information and videos from the various trainings available through the [WVL Helpdesk](#) and [YouTube](#) for grantees to be able to refer back to training reference material and resources.



- Home
- Explore
- Notifications
- Messages
- Bookmarks
- Lists
- Profile
- More

Tweet



## Twitter

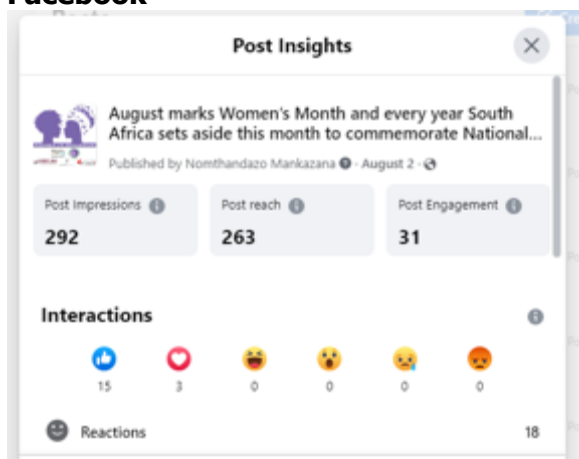
[@WVLSouthAfrica](#) is active on Twitter. There has been an increase in the number of tweet impressions and profile visit since the last reporting period even though the number of tweets has decreased significantly compared to the previous bi-annual reporting period at 24 Tweets. August figures show that there was significant engagement on the WVL-SA twitter page with the top tweet on the Women in Dialogue

series having 206 impressions. The dialogue series runs from August to December 2022. The page has a total of 92 new followers.

The Great People of South Africa are very active on Twitter and have increased their profile to a following of 1 263. The founder of Great People of South Africa, Zintle Khobeni de Lange was featured on a radio show to talk about the 2022 Youth 2 Youth International Summit for young changemakers, social entrepreneurs and activists. The topic for this year Summit was social entrepreneurship as a tool to decrease youth unemployment for a better world.



## Facebook



WVL-SA is accessible on Facebook on <https://www.facebook.com/GLSouthAfrica/>.

The page has a reach of 803 followers and 670 page likes, up from 631 likes in the previous reporting period. The post with the most interaction in this reporting period is the announcement of the Women in Dialogue series. The post reached 263 people, 292 impressions and 31 post engagements. There was a total of 18 interactions on the post, 15 like and three love reactions.

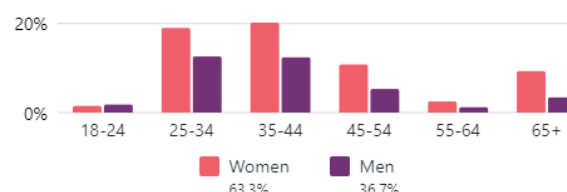
More women (63,3%) than men (36,7%) in all ages, except the 18-24 age group, follow WVL-SA on facebook. Women between the ages of 25 and 44 make up the largest number of followers. Women and men in the age group 18-24 are the least interactive with the page. WVL-SA continues to ensure that the visibility of Global Affairs Canada is emphasized to the grantees and the need acknowledge them as the donor.

#### Audience ⓘ

Facebook Page followers ⓘ

803

#### Age & gender ⓘ

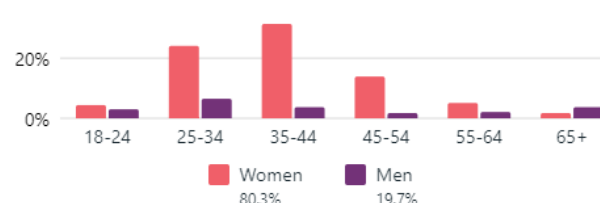


## Instagram

#### Instagram followers ⓘ

218

#### Age & gender ⓘ



[@WVL-SA](#) on Instagram now has 218 followers, 48 more followers than the previous reporting period (168). Instagram reaches 80,3% women compared to 19,7% men. The grants coordinator posted twelve posts/stories since the previous report. The page. WVL-SA has been tagged 18 times by the grantees.

## Growing *The Organisation for Young Women's Dignity* Social media pages

The Organisation for Young Women's Dignity  
*Helping young women find their wings*



The Organisation for Young Women's Dignity - 'TOFYWD'  
@TOFYWD · Nonprofit organization

WhatsApp

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[The Organisation for Young Women's Dignity](#) has been steadily growing their social media presence since the inception of their WVL programme. They attest to the value of the communication capacity building conducted by Gender Links.

"The media training helped us to learn about low hanging fruit for gaining followers and page likes. Since the workshop, we have engaged someone who will be our communications officer to specifically focus on our social media pages. The communications officer recently attended a training workshop organised by Phambano Technology Development Centre who were training Non-Profit Organisations on how to use Meta products to grow their NPOs. We are hoping that the training will assist the communications officer to craft a strategy to improve our social media engagement.

Social media	Facebook		Instagram		Twitter	
	Before WVL	After WVL	Before WVL	After WVL	Before WVL	After WVL
Followers	299	432	98	147	8	87
Reach	165	338	50	179	0	20
Likes	180	399			0	20

We are also planning on crafting a communication plan and we will do this with the help of The Great People of South Africa NPO who presented on their communication strategy at the communication workshop. We have since engaged with Zintle and plan to have a series of meetings with them so that we can learn from their successes. From January 2023, we should be implementing the new strategy." *Tabetha Malinga, Director , The Organisation for Young Women's Dignity*

A large proportion of WVL-SA grantees attest to having improved their ability to profile their organisations.

- 93% (27 organizations) said that their ability to network had improved.
- 96% said that their organizational communication strategies had improved.
- 90% reported that use of social media had improved.
- 83% (24 organizations) have improved capacity to use technology.

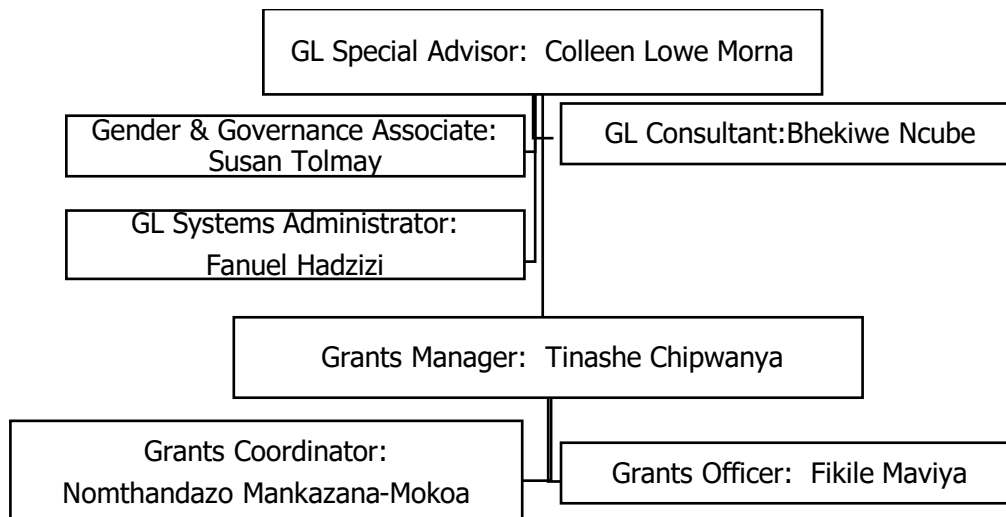
*Source: Women's Voice and Leadership in South Africa Mid-term Monitoring and Evaluation Report*

## V. OPERATIONAL CHANGES

This segment of the report speaks to the changes made during the reporting period under review. It explains operations and technical resources, including risk responses within the context of WVL-SA Project.

### Human resources

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



Gender Links Grants Management Unit is an arm of the Sustainability Hub which is led by the Special Advisor Colleen Lowe Morna. The Grants Manager Tinashe Chipwanya provides daily management of the project, in her team she works with Nomthandazo Mankazana as Grants Coordinator and Fikile Maviya Grants officer. The Grants Coordinator supports grantees in all their programming and the Grants Officer audits grantees financials and does 100% document verification of all finance support documents. During April to May 2022 Nomthandazo and Fikile jointly served as acting Grants Manager whilst Tinashe was away on maternity leave, she only resumed her duties in June 2022. In the time when the Grants Manager was on maternity leave the Grants Coordinator and Grants Assistant received and acting allowance for the Grants Manager position. The acting allowance is provisioned for in Gender Links' Human Resources policy. As of August 2022, the Grants Manager and Grant Coordinator started work on the Amplify Change Partnership (ACP) project as a result there is now a donor time share between GAC and ACP.

GL Associate Susan Tolmay, Systems Administrator Fanuel Hadzizi and GL Finance Consultant continue to support the projects' core team on a part time basis. In the months of July to September 2022 GL hired an intern Mboy Maswabi to assist with putting together knowledge management products for the project by extracting and retrieving audio visual materials (photos and videos) from WVL Grantee Application Forms and Reports

## Donor Time Share

	ACTUAL							PROJECTED								
	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Grants manager GAC	100%	100%	100%	100%	83%	17%	19%	25%	50%	50%	50%	50%	50%	50%	50%	50%
Grants manager APC	0%	0%	0%	0%	17%	83%	81%	75%	50%	50%	50%	50%	50%	50%	50%	50%
Grants coordinator GAC	100%	100%	100%	100%	63%	95%	51%	85%	100%	100%	100%	100%	100%	100%	100%	100%
Grants coordinator APC	0%	0%	0%	0%	37%	5%	49%	15%	0%	0%	0%	0%	0%	0%	0%	0%
Grants assistant GAC	100%	100%	100%	100%	100%	100%	100%	50%	70%	70%	70%	70%	50%	50%	50%	50%
Grants assistant APC	0%	0%	0%	0%	0%	0%	0%	50%	30%	30%	30%	30%	50%	50%	50%	50%

- As of August 2022 the Grants Manager and Grants Coordinator transitioned to Amplify Change Partnership Voice and Choice Fund roles.
- Level of effort on both projects are informed by the expertise the projects need at each stage.
- In August and September, ACP was putting out grants calls and shortlisting. The Grants Manager and Grants Coordinator offered support to applicants and took part in the shortlisting process.
- Blending of donor time between the two projects has enabled GL to retain staff on the WVL project longer whilst closing out projects of all grantees that will receive No Cost Extensions to their contracts.
- The months of October 2022 to July 2023 GAC time for staff will be allocated to supporting grantees finalise implementation, closing summit and collating final GAC report.
- Similarly, ACP time for staff will be allocated to inception training, contracting of new grantees and funds disbursements.

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

On a fortnightly basis the GL WVL Team has briefing session with Tsitsi Fungurani, GAC Senior Development Officer. These meeting are an opportunity for GL to provide GAC with a project status update. Key areas of discussion are grantee matters, monitoring, capacity building, partnerships and announcements from the High Commission of Canada. **WVL-SA Project 02:** The Head of Development and Cooperation shared with GL that there is a possibility of a new cycle of funding for the WVL – SA project from GAC. The project would likely start after the existing project comes to an end in 2023.

### **Project Steering Committee Meeting**

The Project Steering Committee meeting for was held virtually on 30 June 2022. GL as the secretariat coordinated the meeting arrangements and present at the meeting was the Commission for Gender Equality, UN Women, High Commission of Canada and Gender Links. In this meeting GL presented the WVL-SA Year 3 annual report and Year 4 Annual Work Plan. Invited to the meeting were beneficiaries of the WVL-SA project namely New Heritage Foundation, The Great People of South Africa and Sisonke National Sex Workers Movement representing all three grant categories of the project. The grantees shared objectives, impact, new networks gained and sustainability plans of their WVL funded projects. The UN Women presented their possible opportunities for collaboration with WVL-Sa like the She Means Business training on digital marketing being implemented by Facebook Africa and Pink Cords ICT training for young women with matric to explore data science and software development.

### **GAC Financial Audit of the WVL-SA project**

As of August 2022, GAC instituted a financial audit on the GL WVL-SA project which started with a kick off meeting to discuss required documents and deadlines of submission. The meeting included all GL WVL –SA staff, Tsitsi Fungurani and Karen Dickinson from Welch LLP Chartered Professional Accountants. To date the audit is still ongoing GL has submitted required documents and had meeting with the auditors we await further guidance on next steps. One of the questions asked by the auditor was on the GL bonuses payments with reference to Finance Capacity Building Activity report compiled by Andrew from PWC, “The Organization does provide a 13th month payment to its employees based on their personnel policies. This benefit is not required by local law and therefore is not eligible. PWC recommends not claiming those salary costs to GAC unless they receive prior written approval from the Department around such costs. The approval should be maintained on file for supporting documentation.” GL provided the auditors with the memo to GAC motivating for staff bonuses submitted 1 July 2019 and approved 2 August 2019 by GAC.

### **WROs challenges**

The WVL project has entered its final year and grantees are faced with the challenge of how they will continue to sustain their organisations after the grant ends. An organisation that has been doing exceptional work in Kwa Zulu Natal, We Will Speak Out South Africa, may face funding challenges at the end of the WVL project. This was an observation made by the GAC Monitor for the WVL –SA project in her mid – term evaluation report below are quotes from one of the organisations.

**WWSOSA:** Rapid Response Team members, external stakeholders, government officials and senior members of staff at WWSOSA and KZNVAV all expressed concern about the future of the project. It would indeed be a loss to the province and ultimately the country, should the project not continue beyond the WVL-SA grant.

"We are grateful for the funders. We have been doing this work for 20 years and we were never paid. Now we are and this has given as new meaning in our work and the zeal to do more. This funding has enabled us to go the extra mile. With the extra resources we have strengthened our networks and relationships and we have more capacity. We will be very sad if we must drop it all again because there is no more money. Now we have all this momentum that we will not be able to sustain without funding".<sup>10</sup>

"It will be difficult to sustain the Rapid Response Teams when the funding ends. It would be a shame too, because we have improved so much, and we are working so well. We just need another two years of funding and work, then this will work well enough for government to take it over".<sup>11</sup>

"If the funding stops, and the project has to stop, then that can cause more trauma for the victims. That is something that really worries me. What happens to them when the project ends? Even the WhatsApp group will shut down without money."<sup>12</sup>

*Source: Women's Voice and Leadership Project Mid Term Evaluation Report*

Grantees working in the GBV space highlighted that they are challenged by the norms and power structures in the communities and they at times experience backlash do not feel safe. When they extract victims of GBV they stand the risk of being attacked by their partners. Below is an example from the WVL-SA mid – term evaluation report.

"We find it challenging when doing the door-to-door visit. When the husband is in the house women do not engage in the conversation as they are afraid of their husbands".<sup>13</sup>

"We were chased away from two houses. At the first house a man told us that young women are not supposed to go around talking about GBV. It is for grown-ups or must be attended to by the family".<sup>14</sup>

*Source: Women's Voice and Leadership Project Mid Term Evaluation Report*

## Technical resources

In this reporting period GL maintained existing grants management systems. Grantees continue to submit their narrative reports on the Good Grants platform and Sage Pastel Evolution for financial reporting for the Multi – Year Core and Networking grantees. The GL WVL SA Team is happy to report that as we in the final year of our project we have seen tremendous growth in our grantees financial reporting. The bulk of our grantees are now proficient in reporting using Sage Pastel Evolution as we are now receiving very minimal queries for assistance and support.

## Crosscutting themes

### Strengthening knowledge and understanding of Feminism

In fact, the implementing partner's information dissemination had been highly effective, with 90% of survey participants (26 organizations) reporting enhanced understanding of the concept "feminism" as a direct result of their involvement in the WVL-SA Project. A further

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<sup>10</sup> Rapid Response Teams Focus Group participant

<sup>11</sup> Rapid Response Teams Focus Group participant

<sup>12</sup> Rapid Response Teams Focus Group participant

<sup>13</sup> RLF. WVL RR Grant Report 1 Gender-based violence intervention project. Submitted to GL. 2020.

<sup>14</sup> RLF. WVL Rapid Response Grant Report 1 GBV intervention project. Submitted to Gender Links. 2020

86% said that their commitment to women's rights actualization had increased because of the capacity building and support provided by Gender Links.

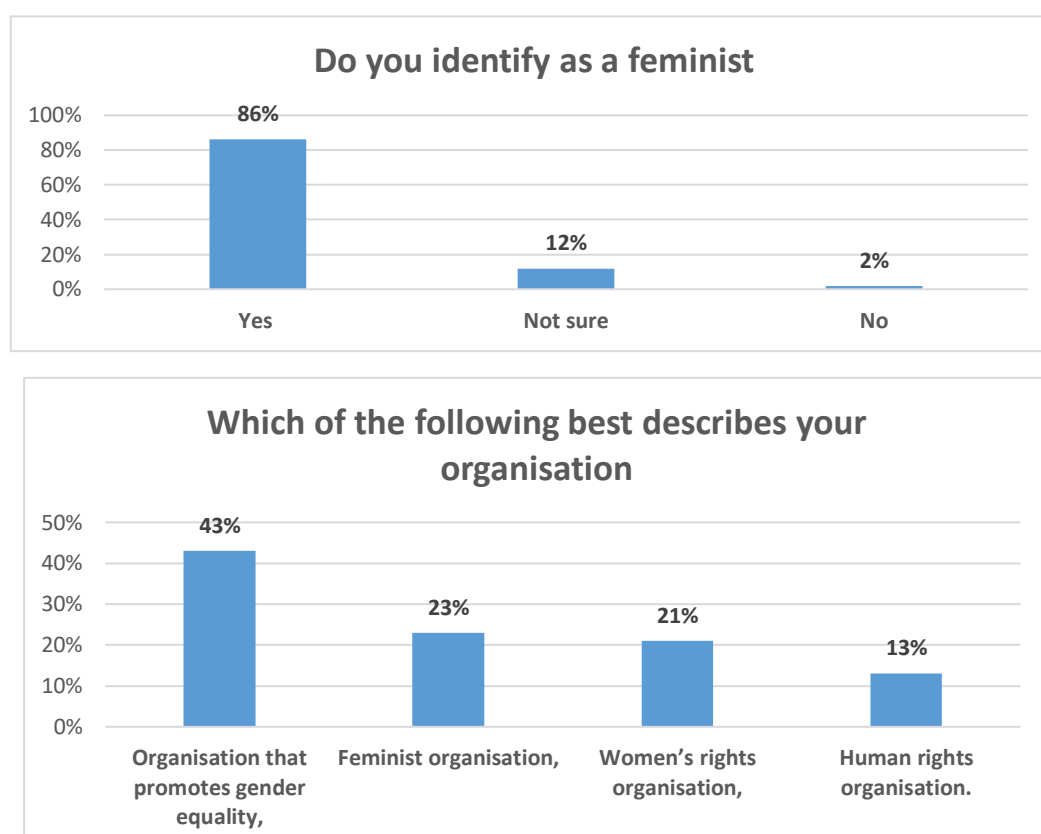
*Source: WVL mid-term monitoring and evaluation report.*

The mid-term monitoring and evaluation survey of the Canadian Government funded Women Voice and Leadership (WVL) Programme in which grantees were asked how they described their organisation, found that just four of 28 (14%) identified themselves as a feminist organisation. These results have raised concern over the shared understanding of the term feminism amongst women's rights organisations in general and WVL grantees in particular, and has pointed to the need for building a common understanding of the often polarizing term.

In August, South Africa's Women's Month, Gender Links hosted a series of three dialogues on Feminism on the topics: [Demystifying Feminism](#), [African Feminism](#) and [Feminist Leadership](#). A policy brief that Gender Links developed was used as the basis for the discussions and was open to grantees and the public for comment.

The dialogues employed an interactive approach with presentations, panels and sharing personal experiences. Gender Links made use of the Zoom poll question function and the IdeazBoard platform to pose questions and encourage dialogue and debate.

### Poll question responses



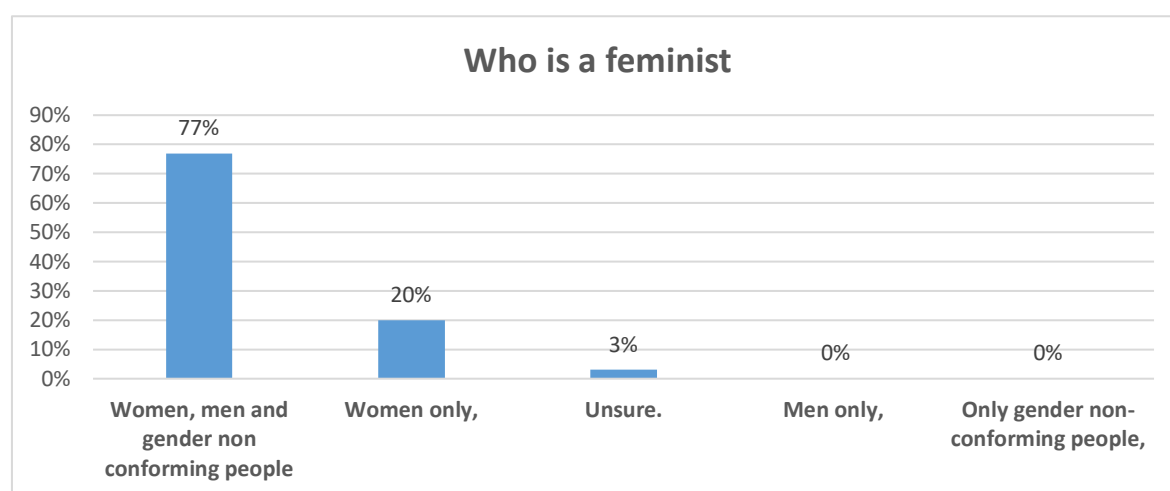
The two figures above show that while most participants identified as feminists only 23% describe their organisations as a 'Feminist organisation'. This points to the contention of the term Feminism, because of the negative connotations it has in the African context in which

grantees work and which can impede their work in communities where there is resistance to the term.

"I struggle with the insistence on using the term feminist. It means something else to everyone. The word means nothing to my mother, grandmother, or aunt. It means nothing to most of the women we are supporting and sometimes it is an alienating word. It would be better to use words that people understand."

*Source: Comment by grantee in Results from the Women's Voice and Leadership grantee organisation survey report*

There was also a strong belief that feminism should be inclusive and that men can be feminists, though this was also contested in the dialogue.



Participants were posed with the question: **What does African feminism mean to you?**

"It means agency over identity"

"Feminism taking into account the unique struggles of African women."

"Fighting patriarchy from an African perspective. African women's experiences and environment is different from our Western counterparts."

"It means challenging misogyny, patriarchy"

"African Feminism is standing up for African Women's rights."

"Solidarity to women for women in Africa"

"African Feminism is a mixed pot of modernisation and adaption while embracing the best of our traditions and culture to realise an authentic society."

"It means to embrace the spirit of Ubuntu"

"Feminism is dealing with the elephant in the room: patriarchy and ensuring that women are recognised"

"African feminism is a movement and a philosophy a way of life rooted in so much of African culture."

"It means African women coming together and recognising each other's differences and the power in those differences."

*Source: Comments directly from IdeazBoard contributions from the series of Feminism dialogues held in August 2022*

The dialogues opened up much needed debate on what it means to identify as an African Feminist. From the rich discussion and comments through the IdeazBoard we started articulating the kind of African Feminism we want for the future.

### **The African Feminism we want**

First and foremost, African feminism understands the unique struggles and realities of African women and fight patriarchy from an African perspective, as African women's experiences and environment differ from our Western counterparts. It should be a feminism that combines theory with practice based on the lived experiences of African women. African Feminism is a mixed pot of modernisation and adaption while embracing the best of our traditions and culture to realise an authentic African society.

It is a feminism that transcends that multi-generation tensions, rising and connecting that we can co-create an equal, kind and giving world. It respects and values older feminists' experiences but gives space to, support, listen and learn from young feminists. An African feminism that is going to remove the them and us divide, and a feminism that is going to recognize all the intersectionalities and embeddedness of many identities. It recognises our differences and the power in those differences.

An African feminism of activism, volunteerism, support, solidarity and finding each other and common grounds.

We need a feminism the embraces the spirit of Ubuntu, a feminism that as Charlotte Maxeke said "...kill that spirit of self and if you can rise bring someone with you, ...rise because you can bring others".

*Source: Extracted from inputs, comments and IdeazBoard contributions from the series of Feminism dialogues held in August 2022*

### **Building green organisations**

GL continues to promote a green environment culture among grantees. While this is a cross cutting theme grantees continue to grapple with what this means for their organisation and the work they do. Gender Links has continued to raise awareness about the importance of organisations to develop Green/Environmentally friendly Office policies. To this end, GL conducted in person capacity building on gender and climate justice broadly and what this means for organisations in particular. There was strong agreement that having green office policies is important and a commitment from organisations to develop these policies.

Through the workshop style session, grantees brainstormed ideas as to how they could ensure that their offices and programmes have climate justice as a cross cutting issue. Grantees were provided with [Green Office guidelines and checklist](#) to help facilitate their journey to a Green Office.

### **Growing disability aware organisations**

Becoming disability aware and responsive is central to the objectives of the WVL-SA programme, which recognises disability as a cross cutting issue. After the only grantee contract awarded to an organisation representing the rights of people with disabilities was terminated GL put out a targeted call to fill this gap. Two organisations were awarded grants

- National Council for and of persons with Disability (NCPD) and the Child Witness Institute (CWI).

In October the National Council for and of persons with Disability facilitated a disability sensitisation session as part of GL's capacity building initiative. Grantees were taken through a process to challenge some of the common myths and false distinctions that relegate persons with disabilities to the status of a discriminated against minority and to equip participants with a working knowledge of disability which will enable them to recognize the discriminatory language and the visual images that help to perpetuate the inequality of disabled people.

## VI: FINANCIAL REPORT

The financial report covers the period 1 April 2022 to 30 September 2022. Below is a table with an analysis of performance against budget.

Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution
1.1	<b>Remuneration - Organization's Employees</b>							
	Canadian / International Employees							
	Employees on long-term assignment in the field							
1.2	<b>Remuneration - Local Employees</b>	\$133,241	\$125,141	\$8,100	\$1,045,997	\$907,993	\$138,004	87%
1.4	<b>Fees - Subcontractors with an Arm's Length Relationship with the Organization</b>							
	Grants Management System and Other Subcontracted Services	\$0	\$12,944	-\$12,944	\$122,032	\$138,357	-\$16,325	113%
	Canadian / International Subcontractors							
	Local Subcontractors				\$20,592	\$20,604	-\$12	100%
1.6	<b>Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate</b>							
1.6.1	Travel Costs	\$7,562	\$5,876	\$1,686	\$140,765	\$132,193	\$8,572	94%
1.6.3	Students and Trainees Training Costs							
1.6.4	Other Training Costs	\$857	\$0	\$857	\$17,800	\$16,493	\$1,307	93%
1.6.5	Recipient Country Government Employees							

Line Item Breakdown		Total Forecast for the period	Total Actual for the period	Variance	Original Full DFATD budgeted contribution	Total Actual Costs to date	Budget Remaining as of Last Period	Execution
1.6.6	Goods, Assets and Supplies - Motor Vehicle	\$0	\$0	\$0	\$27,183	\$27,183	\$0	100%
1.6.9	Other Direct Costs							
a	Multi-Year	\$470,473	\$313,200	\$157,273	\$1,272,975	\$1,115,702	\$157,273	88%
b	Fast, responsive funds	\$45,906	\$45,821	\$85	\$238,500	\$238,415	\$85	100%
c	Institutional Capacity Building - Support							
d	Network and alliance building	\$154,212	\$62,016	\$92,196	\$701,600	\$539,376	\$162,224	77%
c	Conferencing summit	\$0		\$0	\$0	\$0	\$0	0%
<b>1.9</b>	<b>Overhead Compensation</b>							
1.9.1	Fixed or Negotiated rate on 1.1 through 1.6	\$92,110	\$74,550	\$17,560	\$412,556	\$389,534	\$23,022	94%
<b>Total</b>		<b>\$ 904,361</b>	<b>\$ 639,548</b>	<b>\$ 264,813</b>	<b>\$4,000,000</b>	<b>\$3,525,850</b>	<b>\$474,150</b>	<b>88%</b>

## 1.2. Remuneration - Local Employees (87%)

Remuneration is currently at 87% utilisation which is in line with our project timeline. The project staff and implementing partners are wrapping up all activities.

## 1.4. Grants Management System and Other Subcontracted Services

The GAC approved budget amount for this budget line has been fully spent. Additional funds to cover expenditure for systems and subcontracted services were approved by GAC on 19 August 2021. GAC authorised \$39,283 from interest earned and \$56 686 movements from other budget lines to be used as a buffer for this budget line till the end of the project.

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

Budget line	Budget	Expenditure	Negative Balance	Positive balance	Requested shift	% budget
Grants Management System (Budget includes allowable 20% over expenditure)	65 280	69 674	(4 394)	-	4 394	-7%
Local sub-contractors	9 000	20 592	(11 592)	-	11 592	-129%
Additional required		40 700	(40 700)	-	40 700	
<b>Total shortfall</b>			<b>(56 686)</b>		<b>56 686</b>	
<b>Sources of Additional Budgets</b>						
Travel	209 725	72 925	-	136 800	(46 686)	22%
Summit conferencing (not utilized)	3 000	-	-	3 000	(3 000)	100%
Motor vehicles; assets	34 447	27 183	-	7 264	(7 000)	20%
<b>Total requested shifts</b>					<b>(56 686)</b>	

## 1.3. Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate

### 1.3.1. Travel Costs (94%)

Travel expenses during this reporting period resulted from grantee monitoring and on the job support visits. One of the main focuses of the project team as we close the project has been to support grantees so that they do not lag behind in implementation and financial reporting.

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

There were no costs incurred under this budget line.

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

Capital costs were incurred at the commencement of the project when GL purchased a motor vehicle for travel during the project.

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

##### **1.6.9a. Multi-Year (88%)**

As at 30 September 2022 GL was in the process of disbursing final tranches to the Multi – Year Core grantees after they submitted reports end of July 2022. Grantees that received their final tranches during this period had met all their finance and narrative reporting requirements.

##### **1.6.9b. Fast, responsive funds (100%)**

This budget is 100% spent because we have now disbursed funds to the final cohort of Rapid response grantees for this project. These grantees have all submitted their close out reports. The Saartjie Baartman Centre for Women and Children that faced internal challenges and could not implement their intended project. Their grant was R100 000 and only one tranche amounting to R51,625.00 had been disbursed to them but, they refunded it back GL on the 30<sup>th</sup> of September.

##### **1.6.9d. Network and alliance building (77%)**

The Networking grantees' burn rate is low and some of the organisations contracted in this category may require a no cost extension to their contracts. In the below section we provide a detailed analysis of the burn rate of all grantees and recommendations for no cost extension (NCE).

#	Organisation Name	Recommended for NCE
1	Amanzimtoti Trauma Unit	Yes
2	Rise up for GBV	Yes
3	South African Depression and Anxiety Group	Yes
4	QNetwork (Queer Women in Business & Allies)	Yes
5	Epic Youth Matters	Yes
6	One in Nine	Yes
7	South African Women in Dialogue	Yes
8	Sisonke National Movement	Yes
9	We Will Speak Out South Africa	Yes

	Multi-year core	Networking	Disability	Total
Less than 60%	0	1	1	2
60%- 75%	8	2		10
Over 75%	10	0	1	11

Total	18	3	2	23
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Grantee	Amt Granted - A	Amt Disbursed - B	Amt Spent - C	Execution C/A %
<b>Multi – Year Core</b>				
Foundation for child safety	392,980	392,980	392,980	100
Let us Grow	700,136	700,136	628,678	90
Justice and Women	499,975	499,975	440,252	88
African Women in Energy and Power	700,136	700,136	612,008	87
Sasospbiz	700,136	700,136	606,199	87
Bellona Female Network	635,060	635,061	521,444	82
Queer Women in Business	700,041	570,520	566,096	81
Phola	700,133	700,133	565,883	81
Mutale Victim Empowerment	821,919	821,919	654,336	80
Agenda Feminist Media	600,000	600,001	473,239	79
INCEMA	700,136	700,136	551,665	79
1 in 9 Campaign	700,136	700,136	493,409	70
Mamadi Advice Centre	821,919	821,919	576,755	70
Eshowe Child and Family Welfare Society	700,136	559,902	488,678	70
The Great People of South Africa	700,101	524,977	478,846	68
Epic Youth Matters	700,136	560,102	467,060	67
Amanzimtoti Trauma Unit	700,136	559,985	456,961	65
South African Depression and Anxiety Group	700,136	700,037	443,134	63
Rise up for GBV	700,000	560,800	432,102	62
National Council For Peoples With Disability	599,302	599,302	325,199	54
<b>Average %</b>				<b>76</b>
<b>Networking</b>				
We Will Speak Out	2,645,090	2,101,159	1,869,106	71

<b>Grantee</b>	<b>Amt Granted - A</b>	<b>Amt Disbursed - B</b>	<b>Amt Spent - C</b>	<b>Execution C/A %</b>
Sisonke National Movement	2,495,950	2,088,980	1,589,663	64
SAWID	2,572,500	2,062,080	1,485,269	58
<b>Average %</b>				<b>64</b>

**GRANT RECON**

	<b>Original Full DFATD budgeted contribution</b>	<b>Spent ZAR</b>	<b>Spent CAD</b>	<b>Balance CAD</b>	<b>Grants Outstanding ZAR</b>	<b>Grants Outstanding CAD</b>	<b>Balance Overall CAD</b>	<b>Balance Overall ZAR</b>
<b>MY CORE</b>	1,272,975.00	13,628,950.30	1,181,018.22	91,956.78	140,151.67	12,144.86	79,811.92	921,029.53
<b>NETWORKING</b>	701,600.00	6,788,871.00	588,290.38	113,309.62	917,390.00	79,496.53	33,813.08	390,203.00
	1,974,575.00	20,417,821.30	1,769,308.60	205,266.40	1,057,541.67	91,641.39	113,625.00	1,311,232.53

## VII: RISK ANALYSIS

GL has updated the WVL-SA risk analysis. Other risks identified and mitigating strategies summarise observations made in various sections of the report.

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

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

## VIII: LESSONS LEARNED

**Writing and Communications workshop:** The report writing workshop held virtually with the grantees hosted by GL in July 2022 had a great impact on the grantees. We received good quality reports from grantees in all grant categories when they reported. Their reports were very detailed and clearly captured their work. As a result, there was minimal back and forth with the grantees to request additional information. In the future the GL WVL Team will be sure to host a writing workshop with grantees in the early stages of the project in order collect quality data from the beginning and save on time following up grantee project information. Similarly, having hosted the communications training at the beginning of the project would have equipped grantees to be more visible and understand the importance of using media to communicate the work they do to beneficiaries and potential funders.

**Grantee burn rate:** Grantees in the Networking and Multi – Year Core grantee category had a low or average burn rate at the beginning of the reporting period. This was due to some grantees like the QNetwork requesting to suspend their projects and competing priorities as some grantees have secured more funds and have more projects they are implementing. We have learnt the importance of tracking our grantees burn rate on a monthly so we can pace any grantees that may be lagging behind on project expenditure and implementation. On occasions where there are serious issues on the burn rate, we have sent out warning letters and reminded partners of project timelines.

**Power of partnerships:** We have learnt the importance to constantly encourage grantees to partner with other WVL grantees within the same province. The relationships need to be fostered and leveraged on more because as a collective voice they can do more with less, make their work more visible and impactful.

## IX: RECOMMENDATIONS

**Networking post WVL grant:** Grantees WhatsApp group do not need to be closed once the grant comes to an end. These can be used for further networking, sharing events and funding opportunities for all WVL Alumni grantees.

**Improved understanding of challenges faced by Women with disabilities:** Gender Links to arrange a gender and disability sensitization workshop as a way to help the GL WVL Team and grantees gain a better understanding of the challenges faces by person living with disabilities.

**Training on Results Framework:** As GL grows as a Grant Management Unit the GAC Monitor in the Mid-term report recommended that we make sure grantees are supported to put together a logic model with a coherent theory of change, implementable and achievable activities before contracting.

**Fund organisations with capacity:** GL should make sure they do not sign contracts with grantees that have capacity implementing to avoid having to terminate contracts due to non-performance as per GAC Monitor recommendations.

**No Cost Extension:** Grantees that have a low burn rate and are behind on implementation GL should offer contract extensions up to March 2023.

## Annex A: Key indicators for WV SA 2019-2023

Indicators	MYCORE			Networking			RR GAC			Total		
	Baseline	R3 Progr ess	Cumul ative	Baseline	R3 Progr ess	Cumul ative	Baseline	R3 Progress	Cumul ative	Baseline	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												
SA Citizen Score Card												
Intermediate outcome 1100. Improved management and sustainability of local women’s rights organisations												
#/total of supported women’s rights organisations who are now using best-practice governance and management practices such as:	18	18	18	3	3	3	14	17	17	35	38	3
A results tracking and reporting system	0	17	18	0	2	2	0	5	17	0	37	37
A strategy for funding diversification	0	14	14	0	2	2		7	7	0	23	23
Revised human resources practices	13	17	17	0	3	3	0	13	13	13	33	20
Revised financial management practices	16	17	17	0	3	3	0	12	12	16	32	16
An annual work plan		17	17		3	3		9	9	0	29	29
A communications plan		15	15	0	3	3		7	7	0	25	25
Standard Operating Procedures for procurement	8	11	11	0	2	2	0	5	5	8	18	10
VAT	2	6	6	0	2	2	0	5	5	2	13	11
Bank Account	18	18	18	0	3	3	14	13	17	32	38	6
Anti-Corruption Policy	12	16	16	0	1	1	0	8	8	12	25	13
Safeguarding Policy	7	15	15	0	2	3	0	8	8	7	26	19
Monitoring & Evaluation policy	9	15	15	0	2	3	0	5	5	9	23	14
Won any awards since start of grant	7	6	12	0	1	2	0	2	4	7	18	11
Website	12	15	15	3	3	3	10	13	13	25	31	6
Twitter	12	18	18	3	3	3	6	10	10	21	31	10
Instagram	9	16	16	2	3	3	7	12	12	18	31	13

Indicators	MYCORE			Networking			RR GAC			Total		
	Baseline	R3 Progr ess	Cumul ative	Baseline	R3 Progr ess	Cumul ative	Baseline	R3 Progress	Cumul ative	Baseline	Progress	Variance
Facebook	17	17	17	2	3	3	12	13	13	31	33	2
Increase over time in the results of the Institutional Effectiveness scores per WRO												0
Strategic positioning score												0
Governance score												0
Partnership and target groups score												0
Programme of action score												0
Institutional effectiveness score												0
Sustainability and diversification score												0
<b>Immediate outcome 1110. Increased funding for WRO through a transparent grant-making process &amp; additional fund raising</b>												
R of in kind support leverage through the ground			R 1 037 205			R 726 000		801920	801920	0	R 2 565 125,00	
% of in kind support leverage through the ground		0%	2%		0%	3%		4%	4%	0	3%	
% of complementary funds raised		0%	35%		0%	32%		12%	12%	0	26%	
<b>Immediate outcome 1120. Sustainable WRO able to raise complementary funding through improved institutional effectiveness</b>												
#/total of supported women's rights organizations reporting increased ability to manage and/or govern	20	20	20	3	3	3	16	16	16	39	39	0
#/total supported women's rights organizations reporting increased ability to deliver quality programming	0	20	20	0	3	3			0	0	23	23
% improvement rating		80%	75%		90%	82%		70%	70%		75%	75%
#/total supported women's rights organizations reporting increased ability to engage in networks/alliances/platforms/movements	0	15	15	0	3	3			0	0	18	18

Indicators	MYCORE			Networking			RR GAC			Total		
	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	Progress	Variance
Additional funding raised as a result of WV- SA	0		R 14 811 991	0		R 7 433 460		R 257818 0,4	2578180	0	R 24 823 631,35	2482363 1,35
<b>Intermediate Outcome 1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.</b>												
#/total supported of women's rights organizations who have met objectives and targets as stated in their annual work plans (or priorities)	0	68 %	70%	0	54 %	62%	0	46%	61%		64%	64%
What progress have you made on Outcome 1, Output 1.1, Activities 1.1.1 - 1.1.5 e.g Not started, partially done, completely done	0	82%	82%	0	68%	79%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 1, Output 1.2, Activities 1.2.1 - 1.2.5 e.g Not started, partially done, completely done	0	79%	79%	0	50%	79%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 1, Output 1.3, Activities 1.3.1 - 1.3.5 e.g Not started, partially done, completely done	0	56%	65%	0	54%	58%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 2, Output 2.1, Activities 2.1.1 - 2.1.5 e.g Not started, partially done, completely done	0	76%	76%	0	60%	60%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 2, Output 2.2, Activities 2.2.1 - 2.2.5 e.g Not started, partially done, completely done	0	79%	79%	0	52%	83%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome , Output 2.3, Activities 2.3.1	0	59%	61%	0	75%	75%	0		#DIV/0!		#DIV/0!	#DIV/0!

Indicators	MYCORE			Networking			RR GAC			Total		
	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	Progress	Variance
- 2.3.5 e.g Not started, partially done, completely done												
What progress have you made on Outcome 3, Output 3.1, Activities 3.1.1 - 3.1.5 e.g Not started, partially done, completely done	0	71%	71%	0	63%	63%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 3, Output 3.2, Activities 3.2.1 - 3.2.5 e.g Not started, partially done, completely done	0	50%	50%	0	33%	33%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 3, Output 3.3, Activities 3.3.1 - 3.3.5 e.g Not started, partially done, completely done	0	49%	50%	0	44%	44%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 4, Output 4.1, Activities 4.1.1 - 4.1.5 e.g Not started, partially done, completely done	0	72%	72%	0	63%	67%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 4, Output 4.2, Activities 4.2.1 - 4.2.5 e.g Not started, partially done, completely done	0	71%	71%	0	47%	49%	0		#DIV/0!		#DIV/0!	#DIV/0!
What progress have you made on Outcome 4, Output 4.3, Activities 4.3.1 - 4.3.5 e.g Not started, partially done, completely done	0	74%	78%	0	52%	52%	0		#DIV/0!		#DIV/0!	#DIV/0!
Increase over time in the number of beneficiaries benefiting from interventions undertaken :SURVEY GIZMO DATA	0		4607	0		20	0		1085	0	5712	5712
<b>Immediate outcome 1210. Strengthened ability of WROs to reach marginalised groups with high quality services and support to claim rights</b>												
No of beneficiaries:	0		20292	0		1023	0		7864	29955	15346	-14609

Indicators	MYCORE			Networking			RR GAC			Total		
	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	R3 Progress	Cumulative	Baseline	Progress	Variance
Women (26+) =	0		6021	0		663	0		3088	10477	1251	-9226
Girls (0-25) =	0		7891	0		237	0		2149	10286	6744	-3542
Non-Conforming Gender Groups=	0		218	0		17	0		143	380	40	-340
Men (26+) =	0		1580	0		77	0		1218	2933	315	
Boys (0-25) =	0		4582	0		29	0		1266	5879	6996	
Persons with disabilities =	0		0			0			0	300		-300
<b>Immediate outcome 1220. Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work</b>												
No of policies/ laws/ regulations/ practices changed at local, provincial and national level	0	9	104	0	16	29			0	0	133	133
<b>Intermediate outcome 1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliance to effect policy, legal and social change in South Africa.</b>												
#/total targeted policies/laws/frameworks/mechanisms/procedures/plans etc. that were influenced by interventions (e.g. advocacy/consultation/collaborative drafting) from women's rights organizations, networks and alliances		104	104		29	29				0	133	
# of campaigns held	0	65	174	0	17	41		41	41	0	256	256
<b>Immediate outcome 1310. Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy</b>												
Growth in reach of network/s	0	15	45	0	3	9			0	0	54	54
No of rapid response grants					13		0			0	13	13
# of grantees indicating the grant has led to changes/ innovation		18	18		3	3			0	0	21	21
Extent to which grants lead to changes/innovation	0	80%	72%	0	80%	67%			#DIV/0!	0	#DIV/0!	#DIV/0!
Amount awarded	R 14 002 424			R 7 713 540			R 631 918			R 22 347 882	R 22 347 882	

## Annex B: Organisational Development Scorecard grantee scores

\*BL – Baseline

\*FU – Follow up

	Strategic Positioning		Governance		Partnerships and Target Groups		Programme of Action		Institutional Effectiveness		Sustainability and Diversification		Overall	
	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU
<b>Disability</b>		<b>95</b>		<b>89</b>		<b>92</b>		<b>83</b>		<b>84</b>		<b>83</b>		<b>87</b>
Foundation for Child Safety		95		83		94		86		82		78		85
National Council for Person`s with Disability		94		95		90		80		87		88		88
<b>My Core</b>	<b>75</b>	<b>86</b>	<b>74</b>	<b>85</b>	<b>79</b>	<b>85</b>	<b>70</b>	<b>82</b>	<b>65</b>	<b>78</b>	<b>72</b>	<b>80</b>	<b>72</b>	<b>82</b>
Africa Women In Energy And Power NPC	82	88	75	72	78	96	71	89	59	70	62	84	68	83
Agenda, Feminist Media	87	98	93	97	95	94	82	96	79	97	80	96	83	96
Bellona Female Network	77	84	73	78	82	79	79	81	75	74	85	90	80	82
Epic Youth Matters	73	93	78	92	78	85	67	79	61	77	76	80	71	82
Eshowe Child And Family Welfare Society	68	85	68	92	60	78	62	81	55	79	76	77	65	80
INCEMA	84	100	85	100	88	93	71	92	67	85	75	87	76	91
Justice And Women Jaw	67	76	70	78	89	73	73	69	72	74	80	77	76	74
Let Us Grow Organization	80	63	63	67	82	81	66	63	60	70	61	69	67	69
Mamadi Advice Center	54	84	74	88	66	81	54	84	60	72	67	68	62	76
Mutale Victim Empowerment Programme	63	86	72	93	81	88	63	86	65	87	68	87	68	87
One In Nine Campaign	75	88	69	87	82	86	73	82	76	75	76	81	76	82
PHOLA	76	93	79	95	87	85	71	87	60	76	67	71	71	81
Queer Women In Business + Allies Npc	74	83	67	72	73	83	74	77	73	83	67	80	71	80

	Strategic Positioning		Governance		Partnerships and Target Groups		Programme of Action		Institutional Effectiveness		Sustainability and Diversification		Overall	
	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU	BL	FU
Rise Up Against Gender Based Violence	82	72	77	73	86	79	75	78	66	70	77	74	76	74
Sasopsbiz Foundation	80	88	87	97	68	92	78	89	72	92	74	92	75	91
The Great People Of South Africa	83	94	83	83	95	91	74	86	59	78	82	73	77	82
Ebenezer Multi Purpose Integrated Social Services	77		73		76		71		61		71		70	
Amanzimtoti Trauma Unit T/A Turning Point Amanzimtoti	70		70		66		55		69		61		64	
Voice Of Disability Npc	58		43		66		61		54		55		57	
South African Depression And Anxiety Group (Sadag)	86		73		79		59		58		70		69	
<b>Networking</b>	<b>88</b>	<b>91</b>	<b>91</b>	<b>93</b>	<b>89</b>	<b>88</b>	<b>84</b>	<b>78</b>	<b>66</b>	<b>71</b>	<b>73</b>	<b>87</b>	<b>79</b>	<b>83</b>
Sisonke National Sex Worker Movement	86	88	87	90	88	83	81	73	62	70	80	86	78	80
South African Women In Dialogue	93	96	97	93	93	86	83	71	62	71	63	88	76	82
We Will Speak Out South Africa	86	90	90	95	88	96	88	89	74	72	77	88	81	86
<b>Rapid Response</b>		<b>78</b>		<b>81</b>		<b>73</b>		<b>71</b>		<b>77</b>		<b>71</b>		<b>74</b>
Kwanele - Bringing Justice to Women		84		90		72		72		80		72		76
Lesedi La Setjhaba Family and Community Centre		73		72		73		70		73		70		72
<b>Grand Total</b>	<b>77</b>	<b>87</b>	<b>76</b>	<b>86</b>	<b>81</b>	<b>85</b>	<b>71</b>	<b>81</b>	<b>65</b>	<b>78</b>	<b>72</b>	<b>81</b>	<b>73</b>	<b>82</b>

### Annex C: Detailed analysis of burn rate for MY Core Grants and Networking Grants

Grantee	Amt Granted - A	Amt Disbursed - B	Amt Spent - C	Execution C/A %
<b>Multi – Year Core</b>				
Foundation for child safety	392,980	392,980	392,980	100
Let us Grow	700,136	700,136	628,678	90
Justice and Women	499,975	499,975	440,252	88
African Women in Energy and Power	700,136	700,136	612,008	87
Sasospbiz	700,136	700,136	606,199	87
Bellona Female Network	635,060	635,061	521,444	82
Queer Women in Business	700,041	570,520	566,096	81
Phola	700,133	700,133	565,883	81
Mutale Victim Empowerment	821,919	821,919	654,336	80
Agenda Feminist Media	600,000	600,001	473,239	79
INCEMA	700,136	700,136	551,665	79
1 in 9 Campaign	700,136	700,136	493,409	70
Mamadi Advice Centre	821,919	821,919	576,755	70
Eshowe Child and Family Welfare Society	700,136	559,902	488,678	70
The Great People of South Africa	700,101	524,977	478,846	68
Epic Youth Matters	700,136	560,102	467,060	67
Amanzimtoti Trauma Unit	700,136	559,985	456,961	65
South African Depression and Anxiety Group	700,136	700,037	443,134	63
Rise up for GBV	700,000	560,800	432,102	62
National Council For Peoples With Disability	599,302	599,302	325,199	54
<b>Average %</b>				<b>76</b>
<b>Networking</b>				
We Will Speak Out	2,645,090	2,101,159	1,869,106	71
Sisonke National Movement	2,495,950	2,088,980	1,589,663	64
SAWID	2,572,500	2,062,080	1,485,269	58
<b>Average %</b>				<b>64</b>

#### Annex D: Communication products and events produced by the project

Organisations	Date	Publication Title	Description	Project support provided	Release/Follow up
WVL-SA and Gender Links website, Facebook and Twitter	August 2022	<a href="#">African feminism discussion paper st 080322.docx (wvlsa.org.za)</a>	Discussion paper on feminism	GL Associate expertise	Article in the Mail and Guardian  Three dialogues on feminism
WVL-SA and Gender Links website, Facebook and Twitter	August 2022	<a href="#">Women in Dialogue – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of the Women in Dialogue series	WVL-SA team expertise	Dialogues held

## Annex E: WVL in the news-some examples

News media	Date	Publication Title	Title
Development Aid	July 2022	<a href="https://www.wvlsa.org.za/">Ensuring donor funding reaches and capacitates women's rights organisations – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Ensuring donor funding reaches and capacitates women's rights organisations
Development Aid	July 2022	<a href="https://www.wvlsa.org.za/">Bringing gender equity through transformation of the African energy sector – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Bringing gender equity through transformation of the African energy sector
Development Aid	July 2022	<a href="https://www.wvlsa.org.za/">WVL changes organisational trajectories for the better – Women's Voice and Leadership SA (wvlsa.org.za)</a>	WVL changes organisational trajectories for the better
Development Aid	July 2022	<a href="https://www.wvlsa.org.za/">JAW's model of individual empowerment – Women's Voice and Leadership SA (wvlsa.org.za)</a>	JAW's model of individual empowerment
Devex	No publication date	<a href="https://www.devex.com/organizations/women-voice-and-leadership-south-africa-wvl-sa-programme-142518">https://www.devex.com/organizations/women-voice-and-leadership-south-africa-wvl-sa-programme-142518</a>	women-voice-and-leadership-south-africa-wvl-sa-programme