

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



*WVL-SA Grantees and GL Staff Members celebrating the summit and awards on International Women's Day, at the Residence of the High Commissioner to Canada. Photo: Thandokuhle Dlamini*

**GL ANNUAL OPERATIONS REPORT YEAR FOUR AND FINAL REPORT  
REPORTING PERIOD: 1 APRIL 2022 – 31 JULY 2023**

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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
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other
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
NSPGBVF	National Strategic Plan on Gender Based Violence and Femicide
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

## EXECUTIVE SUMMARY

This is the final report of the Women's Voice and Leadership South Africa (WVL SA) project funded by Global Affairs Canada from 2019 to 2023. The report also covers the last six months of Year Four of the WVL-SA Project (01 October 2022 to 31 March 2023). It builds on the Year Four semi Annual Report 1 April 2022- 30 September 2022 and consolidates the results, impact and learnings from the entire four year project.

### WVL SA at a glance

Year one	Year two	Year three	Year four
April 2019 – March 2020	April 2020 – March 2021	April 2021 – March 2022	April 2022- March 2023
<b>Preparatory activities</b>	<b>Grant Making and Reporting</b>		
<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	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 Women's Rights Organisations (WROs) in South Africa, including two rounds of rapid response funds linked to the COVID-19 pandemic. Gender Links (GL) as fund manager granted CAD\$ 2 194 386 to WROs working on a wide range of women's rights issues, including gender base Violence (GBV), economic empowerment; sexual reproductive health and rights (SRHR); Gender and disability, men and boys, LGBTIQA+, social norms and mental health, legal rights and the media.

"You have made a choice to be the voice."  
Canadian High Commissioner  
Christopher Cooter at the final WVL summit.

To achieve the ultimate goal of **'increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa'** GL followed three pathways toward success: improved management and sustainability of WRO's; programming and advocacy, networking and lobbying for gender justice.

Over the grant period, GL made significant progress in improving organisational management and sustainability. Throughout the period, GL hosted 36 training sessions and events on a range of themes using diverse approaches. All institutional parameters measured by the Organisational Score Card (ODS) at start and endline showed improvement. In particular, organisations now have results tracking systems, annual workplans, fund raising strategies and communications plans. The programme of action score rose from 73% to 84%. The strategic positioning score increased from 80% to 90%. Institutional effectiveness and sustainability and diversification scores rose by 8%. The governance score increased by 7% whilst the partnerships and target groups scores increased by 5%. These scores are evidence of the capacity building and support provided by Gender Links to grantees.

*Grantees from different organisations sharing a moment during an introductory exercise at the climate justice training. Photo: Mboy Maswabi*





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 the grant grantees reported raising an additional R 76 803 178 from various donors. **This is about CAD 6 678 537, or three times more the amount of money that grantees received.** At end line, GL conducted a survey to the Rapid Response Grantees who received small grants of R50,000 to R100,00. The 13 Rapid Response (RR) grantees who responded reported raising an additional R 3 062 000 over a three year period (approximately CAD 266 261). WVL's success in growing new organisations with these small funds is one of the most significant achievements.

WVL-SA grantees implemented a wide range of programmes and advocacy initiatives. Grantees influenced 16 laws, policies or mechanisms in relation to GBV traditional authorities; LGBTIQ rights; HIV and AIDS and decriminalisation of sex work. WVL grantees held a total of 191 campaigns throughout the project - Multi-Year Core and Alliance and Networking grantees held 163 and 28 respectively.

The WVL-SA project reached almost 90 000 people in seven provinces (KZN, Gauteng, Limpopo, Western Cape, Eastern Cape, Mpumalanga and the Free State, inclusive of the UKAID COVID-19 emergency funds administered through WVL. Sixty five percent of the beneficiaries were women and girls, 34% were men and boys; 1% persons with disability and 1% gender non-conforming.

WVL-SA has been in the news 46 times. Of the 46 news items curated GL produced 34, Development Aid published four articles, Funds for NGOs printed two grant announcements, SABC online had two articles and there were two radio interviews (see **Annex A** for details).



*Naledi Masipa judge at the summit poses with Thenjiwe Ngcobo winner in the leadership/Driver of change category with Carine Khwame GAC Head of Development and Debra Mukuku. GL sustainability hub manage. Photo: Thandokuhle Dlamini*

GAC authorised GL to apply exchange rate gains to a final WVL-SA [Learning and Sharing summit](#), which took place from 6-7 March 2023. Fifty four entrants showcased their work and shared learning in seven categories: organisational growth and development, leadership, GBV, Economic Empowerment, Social Media, SRHR and Youth Empowerment. The Learning and Sharing Summit affirmed the ground-breaking work of organisations and individuals from a broad cross section of South African women's rights organisations. Twenty-one grantees won [awards](#) (10 winners and 11 runner ups) at the awards ceremony on 8 March, International Women's Days, hosted at the Residence of the High Commissioner

Christopher Cooter. The High Commissioner reiterated Canada's commitment to "helping women leaders and feminist groups accompanying peace and protecting the rights of women, and that will include new global funding for the women's voice and leadership programme."

As part of knowledge management GL has produced a WVL project [video](#) which gives a brief overview of the project and its achievements.

Following the no-cost extension from December to March to 13 grantees, grant funds are now fully spent. GAC has approved GL's disposal of assets report (*Annex B*), and gifted GL the WVL car. Gender Links would like to express sincere appreciation for approving this request. GL will use the vehicle to support grant making to WRO. GAC also permitted GL to expand the

WVL website to a [site for GL's Grant Making Unit \(GMU\)](#) so that the WVL website can continue to be serviced, and linked to other grant-making activities.

**Indeed, other than supporting 71 WRO, GAC made a significant contribution to growing GL, from a grant implementer, to a grant maker.** GL is now an intermediary for the Amplify Change Voice and Choice Fund and FCDO support to WRO globally. By trusting a southern WRO to manage its grant funds, GAC paved the way for other funders to follow suit, a collective affirmation of a principle that GL has been at the forefront of advocating. Key finance facts in this close out report include:

- GL kept grant funds in a high interest earning account; gaining CAD\$92 317.00.
- The final expenditure for the project is CAD\$3,960,785 (99%).
- The final balance in favour of GL is CAD 18 468.
- GAC will realise CAD\$131 532 in savings on the project as a result of the interest earned and the slight under spend.

### 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. The report draws on stories of change and learning shared at the final summit.

## 1. CHANGES TO CONTEXT

South Africa is experiencing multiple, related crises - the power crisis, economic stagnation, rise in cost of living and unemployment and a bleak economic outlook, along with the increasing levels of organised crime and corruption. Each contributes to growing instability in the country, as evidenced by civil unrest witnessed in July 2022, which analysts suggest could re occur if these crises persist.

South Africa's **economic and social status is deteriorating**, gross domestic product (GDP) declined by 1,3% in the fourth quarter (October–December 2022 and the [short-term growth outlook](#) is that it is likely to get worse, with GDP projected to fall to 0.1 percent in 2023.

One of the biggest challenges South Africa faces is the **energy crisis**, which is largely to blame for South Africa's poor economic performance and outlook. Rolling blackouts (known as loadshedding in South Africa) of up to 12 hours or more a day have become the norm, affecting both businesses and individuals. The impact on business has been devastating - many businesses have had to close completely or have lost income because they are unable to conduct their business during the allotted loadshedding time.

[According to the Reserve Bank](#) the rolling blackouts are costing up to R 900 million or USD 50 million, in lost output each day. The government has acknowledged that the energy crisis needs to be addressed urgently, however there are no quick fix solutions and there is no clear plan on how to end the energy crisis. In



The energy crisis in South Africa has led to a lot of protest action. Photo: [Mail and Guardian Newspaper](#)



homes load shedding often happens at the times when families are cooking, bathing children, doing homework and other household tasks, much of which women are traditionally responsible for, making it more difficult to perform tasks. During load shedding whole neighbourhoods are in darkness posing a serious security risk, especially for women who walk or drive alone at night. Most households and small businesses are unable to afford investing in alternative energy sources, which means they can lose up to 12 hours of their productive time, with chances of more frequent power cuts in the coming winter. There is growing concern about the possibility of a total grid collapse, which would be catastrophic for the country.

The **unemployment rate** remains stubbornly high. According to the latest [Quarterly Labour Force Survey](#) (QLFS) South Africa's unemployment rate decreased, by just 0,2 of a percentage point, compared to Q3:2022, to 32,7%, one of the highest unemployment rates in the world. The survey shows that women remain the most vulnerable in the labour market. The incidence of long-term unemployment among women has consistently been higher than the national average. Compared to men, women are more likely to remain unemployed for longer periods, which eventually affects their chances of being employed in the future. In Q4:2022, 80,6% of women were in long-term unemployment compared 76,1% of their male [counterparts](#).



*Rising food prices are hitting the poor the most.*  
Photo: [Steve Buissinne / Pixabay](#)

**Increases in food prices, inflation and interest rates** are creating the cost of living crisis. While it affects everyone, women are particularly vulnerable to hikes in the cost of living as, in many households, the primary responsibility for the purchase and preparation of food and budget management lies with women, forcing them to make desperate decisions about going without food, heating, clothing and other basic necessities and pushing them further into poverty. Households are having to prioritise their immediate financial commitments – like mortgages, rent and utility

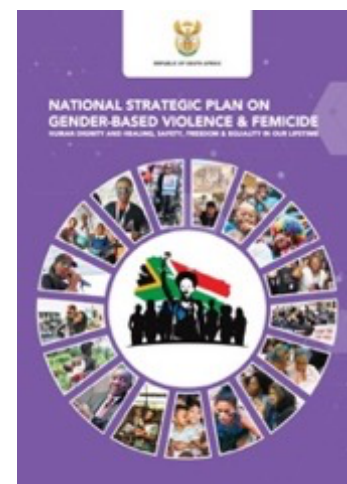
bills – over long-term goals like pension savings, which will lead to greater poverty in old age. Single parents, most of whom are women, are particularly badly hit, as are survivors of domestic violence who are not able to leave abusive relationships because of their restricted access to resources.

### **High levels of crime and corruption undermining the right to safety and security.**

South Africa has the third highest crime rate, (76.86 per 100,000 people) in the world according to [World Population review](#). The country is beleaguered by mafia-style organised crime like drugs and trafficking, high levels of extortion in the mining and construction industries, environmental crime and politically motivated killings. As the crime rate continues to soar the South African public is losing trust in government because of inaction and inability to address the crime and corruption crises. Crime has a devastating effect on the country and affects communities and women in many ways, in particular how it undermines the social fabric. Interpersonal relations deteriorate because people are afraid – community members stop trusting each other, stop working together, and stop investing in local businesses and ideas.

South Africa has a good legal framework to address **GBV and femicide (GBVF)**, and the President has repeatedly stated that eradicating GBVF is a priority for the government, yet rates of GBV remain intractably high. The most recent crime statistics for the period October to December 2022 show that 12,419 rapes were reported in the three-month period, up from 11,315 in the same period last year. This is 135 rapes per day. This figure has hovered around the 12,000 mark for the last five years. South Africa has a [Gender-based Violence and](#)

[Femicide National Strategic Plan \(GBVF-NSP\)](#), which was produced as an outcome to the inaugural President's Summit on GBVF in 2018, however implementation has been slow. In November 2022 Government held the second Summit on GBVF to assess progress in delivering on the commitments government made. 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. 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. A large proportion of WVL grantees work on issues of GBV and have aligned their programmes with the GBVF-SP. The GBV work that grantees do locally, provincially and nationally makes a direct contribution to achieving the goals set out in the plan.



There was a win for migrant women, **Free maternal health services regardless of nationality or documentation status.** In 2020 the Gauteng Department of Health (GDH) introduced regulations denying access to free maternal health services to women and children who are asylum seekers, undocumented or affected by statelessness. In [April 2023](#) The Gauteng High Court in Johannesburg upheld the right of all pregnant, lactating women and children under 6 years to access free health services at all public health establishments, regardless of nationality and documentation status. The court ordered the GDH to amend its policy by October 2023.



**South Africa's Electoral Act has been amended** to allow to allow for independent candidates to contest provincial and national elections. This change was mandated by the 2020 Constitutional Court ruling that the Electoral Act in its current form is unconstitutional. President Cyril Ramaphosa signed the Electoral Amendment Bill into law in April 2023, however the process and outcome have both been criticised by experts and civil society organisations, who say that the new law is possibly unconstitutional and contradicts the

Constitutional court ruling. The [main criticisms](#), is that new law does not apply to political parties and independent candidates equally and is heavily weighted against participation of independents. This will impact on women who would like to contest as independents, as they have access to fewer resources than men. The second main criticism of the amendment is the leftover votes will be distributed amongst other political parties, which compromises the democratic process. The Bill will almost certainly be challenged in court, casting doubts over the whether the new system will be in place for the 2024 elections. The Independent Electoral Commission (IEC) now have to arrange an election in just over a year (likely to take place towards the end of the first half of 2024) when it has said it needs two years to prepare for elections. There is still lack of clarity about how the balloting will work and a court challenge to the new electoral act will delay this process.

At the local government level, where delivery of basic services should be a priority, corruption, mismanagement and party politics have resulted in **dysfunctional local councils**. According to a [presentation by National Treasury to Parliament](#) in September 2022, 151 of South

Africa's 257 municipalities are on the brink of collapse, while another 43 have already collapsed and require urgent intervention. The Auditor General's 2020/2021 municipal audit outcomes report found that just 41 of 230 municipalities and 18 municipal entities in the country had received clean audits.

The 2021 November local government elections were highly contested and the ANC lost its absolute majority, with no other political party able to secure an outright majority. This, for the first time, resulted in 'hung councils' in the four municipal councils of the City of Johannesburg, Ekurhuleni, Nelson Mandela Bay and the City of Tshwane. The coalitions formed in these metro's have all broken down and turf wars have emerged, with political infighting about who holds executive power superseding service delivery. The City of Joburg and Ekurhuleni Metros had women elected as Executive Mayor at the start of the new term, however, both have been ousted in Votes of No Confidence orchestrated by opposition parties. Both were challenged, but as of writing neither have been reinstated and both Metro's now have male Executive Mayors. This means that no Metro in the country has a women in the highest position.

While politicians are fighting, service delivery suffers. Failing water infrastructure has resulted in many homes being without water for extended periods of time with no warning or explanation for the shutdowns. In parts of Johannesburg, for example, residents do not have water during the day; water is available during the late hours of the night or early in the morning forcing them to perform activities requiring water including for bathing, cooking and cleaning after midnight. Women are disproportionately affected as they are largely responsible for domestic tasks and collecting and managing water for households.

These crises have also affected WVL grantees. Inflation resulted in higher expenditures. Most of the grantees are small organisations without the resources to invest in alternative forms of clean energy, resulting in lost productivity and ability to deliver on planned activities. Lack of water in workplaces due to load shedding adds to the strain.

### **Climate justice**

The latest Climate Change Performance Index [CCPI 2023](#) evaluates and compares the climate protection performance of 59 countries, which collectively account for more than 92% of global greenhouse gas (GHG) emissions. South Africa ranks 44 out of 59 countries regarding its climate protection efforts and progress toward the countries' commitments under the Paris Agreement 2015. Despite several plans and agreements to reduce the country's dependence on coal-fired powerplants and commitments to investing in new, cheaper, cleaner alternative energy sources, the new Minister of Electricity recently announced his proposal to extend the lifespan of existing aging coal-fired power plants, that have been in operation since the '60s/'70s. This preference for extending the life of the plants could jeopardise the [R130-billion investment by international donors](#) that was factored into the Cabinet-approved [Just Energy Transition Investment Plan](#) (JET-IP) that envisages an investment programme of R1.5-trillion over the next five years.



*Climate justice activism, Photo: Gender Links*

## 2. OUTCOMES ACHIEVED

### 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 developed and executed	1121 Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Leadership and Diversity	1211 WROs received technical assistance to develop innovate programming and mobilise communities fulfilling women's and girls' rights	1221 WROs receive technical assistance to design and sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces	1311 Funding WROs networks and alliance is provided
Root causes	Patriarchal social norms (values, beliefs, attitudes, behaviours and practices) condone and perpetuate unequal power relations between women and men; undermining women's economic, social, legal and political rights; denying them voice, choice and control over their bodies; lives and livelihoods.				

Since inception WVL-SA has funded 71 projects including two rounds of rapid response grants on COVID-19. Grantees work on a range of different thematic women's rights issues, including GBV, SRHR, economic empowerment, LGBTQI Rights, disability rights. This report covers the 36 grantees remaining at the end of the project – 18 Multi-year Core, 3 Networking, 2 disability and 12 Rapid Response.

The following sections highlight the progress made during implementation of Year 4 of the WVL-SA project, over the four years, 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 pathway will be examined in detail below:



## 1100. Improved Management and Sustainability of WRO's

OUTCOME/ OUTPUTS	INDICATORS	BASE DATA	TARGETS	Year 1 Data	Actual Data Reporting Period yr 4	Actual Data Cumulati ve	Variance (from baseline)	Analysis of Progress/Variance
<b>1110. Increased funding for WRO through a transparent grant-making process &amp; additional fund raising</b>								
	% in kind support leveraged	0	CAD 400,000 (10% of grant)	0	\$130,000	\$263,000	\$263,000	CAD 263,000, 5% of grant
	% complementary funds raised	0	An additional 33% of funds granted	0	\$368,218	\$449,589	22%	GL raised \$449,589 which is 22% of funds granted
1111 Mapping of WRO and funding for WR.	No of organisations providing data for mapping report	New	Report in 2018	0	82	82	82	
1112 Grant calls; applications & selection.	No of grants awarded	New	10-15 multi-year grants; 3-5 rapid response grants annually ; 2 networking	0	13	71	71	See detail in narrative below
1113 Quarterly and annual reports, financial reports and audits.	No and quality of narrative reports	New	20 quarterly and 5 annual reports	1	2	8	8	Submitted 8 semester report to GAC including current report
	No and quality of finance audit reports	New	20 quarterly financial and 5 unqualified annual audits	1	3	4	4	4 annual financial audits since 2019 awaiting 2023 AFS
1114 Policy dialogues	No of dialogues	New	At least four per annum (20 over the five years)	0	5	35	35	See narrative below for details.
	No of laws, policies changed as a result of the dialogues and related advocacy	New	At least two per annum (8 in total)	0	3	16	16	Laws and policies can only be influenced in this time, not changed, <b>see outcome 1220 for detail and narrative</b>
1115 Documenting/ sharing best practices	No of case studies shared at the annual SADC Protocol@Work summit	New	At least 20 case studies annually (100 altogether)	0	54	98	98	Two Summits were held 98 case studies/ entries were received for both Summits combined
	Extent to which grantees improve programming as a result of peer learning and sharing (qualitative)	New	At least two grantees per annum work learn and share with each other	0	2	10	10	Qualitative examples can be found in narrative

### Resource mobilisation initiatives

Donor	Amount	Time frame
Foreign Commonwealth and Development Office (FCDO) former UKAID	81,372	Year 1-3
Amplify Change	368,218	Year 4
<b>Total CAD</b>	<b>449,590</b>	<b>Total</b>

As part of the resource mobilisation initiatives, GL has managed to raise an equivalent of CAD\$ 449 590 for women's rights organisations. In 2019, the Foreign Commonwealth and Development Office (FCDO)- former UKAID - channelled CAD 81,372 for COVID-19 relief through WVL. In 2022, 10 WVL grantees qualified for grants under the Amplify Change Partnership that GL manages. These extend to March 2025.

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

Type of grant	No of grants	CAD Amount granted
Rapid response	46	238 500
Multi-Year core	20	1 160 936
Disability	2	93,350
Networking	3	701 600
<b>Total</b>	<b>71</b>	<b>2 194 386</b>

WVL-SA has awarded 71 grants to WROs in South Africa, amounting to CAD\$ 2 194 386. The grant calls were not prescriptive as part of the flexible approach to feminist funding for the Multi-year core and Networking and Alliance Building grants. Two disability specific grants were awarded to the *National Council for and of persons with Disability* and the *Child Witness Institute*, after the only disability grant in the portfolio was terminated. GL did not award new grants in the final year. As the RR grants are fully spent, the average spend for MY Core, Networking & Disability grants is 97%. A detailed analysis and plan on spending the remaining funds can be found at **Annex B**.

Grantees have been using the Good Grants (GG) System which GL invested in after using Alchemer at the start of the project. Investing in GG has been a strategic move for GL as the system is user-friendly and accessible to those within the organisation who have access rights. The information is stored in the cloud, enhancing the security of data and document management. The system is also easy to use for grantees as they can go in and out of the system to retrieve information they need at any stage of implementation.

In the semi-annual report GL reported six organisations required a no cost extension, however four more organisations wrote to the grants manager requesting no cost extensions ending in March 2023. All grantees with no cost extensions have reported on their project implementation. The table below shows the type and number of grants managed, including amounts granted and amounts disbursed.

In the semi-annual report GL reported six organisations required a no cost extension, however four more organisations wrote to the grants manager requesting no cost extensions ending in March 2023. All grantees with no cost extensions have reported on their project implementation. The table below shows the type and number of grants managed, including amounts granted and amounts disbursed.

### Policy Dialogues

As illustrated in the table below, WVL held a total of 35 Organisations organised policy dialogues on a range of issues including period poverty, elimination of GBV, decriminalisation of sex work, COVID-19, women's political participation and climate justice. GL's WhatsApp grantee groups, workshops, joint campaigns gave our partners the opportunity to network, collaborate in advocacy initiatives. Please see below the themes and dates for the WVL-SA dialogues.

Theme	2021	2022
VAWG	25 November 2021	29 November 2022
	30 November 2021	
Economic Empowerment	19 November 2021	18 November 2022
SRHR	02 December 2021	
LGBTI	07 December 2021	12 October 2022
Legal Rights		09 December 2022
Disability	03 December 2021	14 October 2022
		05 December 2022
Media	2-6 August 2021	June
	08 December 2021	26-28 July 2022
		29 November 2023

Safe abortion		28 September 2022
Climate change		12-13 October
HIV/AIDS	01 December 2021	01 December 2022
Sex work	09 December 2021	
	17 December 2021	
Feminism		04 August 2022
		16 August 2022
		30 August 2022
Covid-19	23 June 2021	

**SAWID connected the New Heritage Foundation and the Department of Basic Education** to do campaigns on ending period poverty in schools. SAWID and New Heritage Foundation partnered during the 16 Days of Activism to host a policy dialogue to bring awareness on period poverty in South Africa. This



Chantelle Goliath from New heritage foundation

policy dialogue brought together the Department of Education, Department of Social Development, local Cape Town municipal offices, mayor's office, premier's office, corporate and private sector including community organizations working on Sexual Reproductive Health Rights. The presentations done by SAWID and New Heritage Foundation interested the Department of Education representatives that attended the policy dialogue building and they requested an opportunity to collaborate with the WROs. New Heritage Foundation has now been given the opportunity for its SRHR training material to be added to the curriculum of the Department of Education will be approving soon for it to be rolled out. They also have a slot facilitate workshop with learners in the schools on menstrual health and making reusable pads.

**Sisonke** influenced policy and legislation through participation in provincial AIDS Council meetings, dialogues and SANAC Civil Society Forums. Sisonke developed guidelines for the establishment of these forums; submitting a resolution on decriminalization to the KwaZulu-Natal provincial legislature; having their submission incorporated into South Africa's CEDAW Elimination of Discrimination Against Women shadow report and contributing at a sex work sector dialogue hosted by the Ministry of Social Development; and engaging the Minister of Justice.

**SAWID** has consistently advocated for a psycho-social, family-based poverty eradication model since its exposure to the successful Chilean Program Puente in 2006 and spent nine years developing and piloting such an action-learning model. We have just fielded 10 participants, including 3 social workers whom we have worked with for more than 15 years, in a UN WOMEN led discussion on Care work. The 3-day dialogue which took place in March 2023, led to a shared understanding of unpaid care work and the economic empowerment of women. SAWID showcased a model the organisation considers a **best practice in family development**. In this model the unpaid care work of women is professionalised and remunerated, with young men and women being recruited, trained and employed as family development workers over 3 to 5 years, entering identified indigent families with a basket of services, in partnership with their local municipalities.

The Deputy Minister, Hendrietta Bogopane-Zulu in conjunction with **Sisonke** to document the lived experiences of sex workers across the country. The dialogues have been a result of the DM's following of our Twitter posts which sparked vested interest in her following sex work in the country.

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

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

During the COVID pandemic **Gender Links hosted a Vaccine Justice dialogue** and embarked on a campaign which culminated in a call to the SADC Heads of State to ensure that vaccine take-up data be disaggregated by sex. This resulted in South Africa being one of the few countries globally to provide sex disaggregated data on vaccines .



**WVL-SA in partnership with the SAWID, Independent Electoral Commission (IEC), and Commission on Gender Equality (CGE)**

convened a dialogue on the Women's Political Participation and the Constitutional Court ruling on the Electoral System.

### ***Documenting and sharing best practices***

WVL-SA hosted two Learning and Sharing Summits in 2021 and 2023. In total 98 grantees showcased their work and shared learning in seven categories: organisational growth and development, leadership, GBV, Economic Empowerment, Social Media, SRHR and Youth Empowerment. The Learning and Sharing Summit affirmed the ground-breaking work of organisations and individuals from a broad cross section of South African women's rights organisations. ***Case studies from the Summits can be found throughout this report and on the [website](#).***

## 1120 Sustainable WRO able to raise complementary funding through improved institutional effectiveness

OUTCOME/ OUTPUTS	INDICATORS	BASE DATA	TARGETS	Year 1 Data	Actual Data Reporting Period yr 4	Actual Data Cumulative	Variance (from baseline)	Analysis of Progress/Variance
<b>1120 Sustainable WRO able to raise complementary funding through improved institutional effectiveness</b>								
	Additional funding raised as a result of WWL- SA	0	30% by the second year; 100% by the fifth year	0	CAD 6 444 343	CAD 6 857 426	CAD 6 857 426	Grantees multiplied the amount received by 170%
	Improvement in institutional effectiveness score	77%	All grantees achieve at least 80% by the end of the programme	0	77%	85%	8%	See detailed analysis in narrative below
1121 Finance & governance training	No of grantee staff trained	New	15-20 staff of grantees (at least 75% of whom are women) trained or receive backstopping each year	0		209	209	WWL trained of 159 women and 50 men (24% men and 76% women). See detail on capacity building in narrative below.
1122 Results for Change Training								
1123 Communications for Social Change Training								
1124 Climate Change training	Extent to which capacity building contributes to sustainability (qualitative)	New	15-20 Learning journeys annually; one longitudinal study at the end of the programme					



### ***Additional funding raised by grantees as a result of WVL- SA***

WVL-SA has contributed to organisations receiving more funding through sharing funding opportunities, writing referral letters, capacity building and fundraising advice. Grantees reported raising an additional **R 76 803 178** (CAD 6 444 343) from various donors including Google.org, GBV response Fund, African Women's Development Fund, Hlanganisa Institute for Development in South Africa, Ford Foundation, Solidarity Fund and The National Development Agency. GL has tracked the additional funds raised for the MyCore and Networking grants and not for the rapid response which has proven to be a gap in the reporting of the additional funds raised collectively in the project.

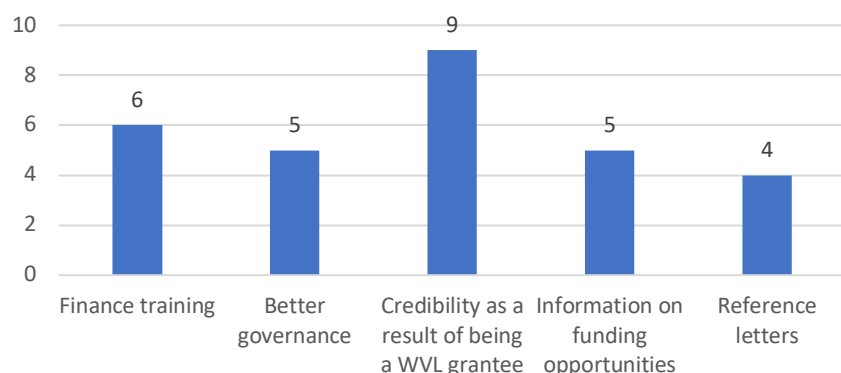
In 2023, GL administered an additional fundraising survey to Rapid Response grantees as the information did not form part of their reporting on these small grants. Of the 31 RR grantees, 13 (or about one third) responded. The responses reflect the extent to which WVL funding served as incubation funds to grow these small but feisty young organisations.

<b>Name of organisation</b>	<b>Amount</b>	<b>Period</b>	<b>Donor</b>
Asime Women	R 10 000.00	1 year	Municipality
Kwanele App	R 350 000.00	1 year	Zen desk, urgent action fund and private trusts
The Organisation For Young Women	R 18 000.00	1 year	Digital Lift, Remax One Hundred
Lesedi La Setjhaba	R 1 500 000.00	1 year	Grand Challenge Canada and National Development Agency
Life Savers Foundation	R 300 000.00	2 years	National Development Agency
Incema	R 500 000.00	2 years	The solidarity Fund
New Heritage Foundation	R 289 000.00	3 years	Private sector
The Great People of South Africa	R 75 000.00	1 year	HiDSA, Solidarity Fund and GBVF Response Fund1
Community Women in Action	R 20 000.00	1 year	University of the Western Cape Co-Lab
<b>Total raised</b>	<b>R 3 062 000.00</b>		

The table shows that of the RR grantees who responded nine raised an additional R 3 062 000 over a three year period – approximately as much as they received. Four grantees did not raise additional funding.

Grantees were asked in what ways Women's Voice and Leadership helped in raising additional funds. Nine grantees said their credibility as a WVL grantee, six attributed the additional funds raised to the finance training they received. Five grantees said they have better governance and the information on funding opportunities shared with them by WVL. Four of the grantees said they raised additional funding due to reference letters written by the WVL team.

In what way did WVL help you to raise additional funds



At the WVL learning and sharing summit 11 grantees presented in the organisational development category. For several grantees, the WVL grant was their first funding opportunity. The capacity building and institutional growth resulted in grantees raising double the funding they received from GL. They mentioned how the fundraising training helped them write better proposals and do well during donor due diligence because they can now produce Annual Financial Statements and well-structured policies. Grantees shared how they have raised in kind donations and funds directed to targeted causes

through online fundraising. In addition to the donor funds grantees have raised some have begun to offer consultancy services, hire out their premises and register profit making entities in order to become more sustainable.

Through this project **Sisonke** has developed governance and human resource policies to strengthen the growth of the movement. We have also moved towards independence as we are now officially our own bank account; we can manage our finances independently. We have also developed an organisational strategic plan that will inform our future priorities. We have improved our resource mobilisation as we have used this project as evidence of our work when we apply for other funding opportunities. Our work through this project is recognised and sustainable. As leaders of the National Sex Work Sector, we are part of decision-making structures, monitoring the implementation of sex work program. (End of project report)

**Incema** are now able to write proposals for funding opportunities and create their own policies and monitoring and evaluation forms, to capture and file financial documents on financial system like pastel, able to write good reports, able to network and partner with other organisations to organize and conduct community campaigns, marches and online campaigns. (End of project report)

For the **Q Network**, being part of the Google Impact Challenge has changed the trajectory of the organisation forever. The Google.org team works with Vital Voices and were selected as part of their Vital Voices Leadership programme which helped the founders with access to Leadership tools, monthly mentorship sessions and weekly Founder events. All of this could not have been achieved without the kickstart funding we received from The WVL core grant. Our team have been able to consistently deliver quality work through the addition of a full time team member who believe in our mission to advance African queer entrepreneurs through access. The THINK TANK that the BOWIE team invited us to join in 2022 was a big accomplishment for us as this will give us the opportunity to be in the rooms where research and policy changes are addressed for the LGBTQI+ community. (End of project report)

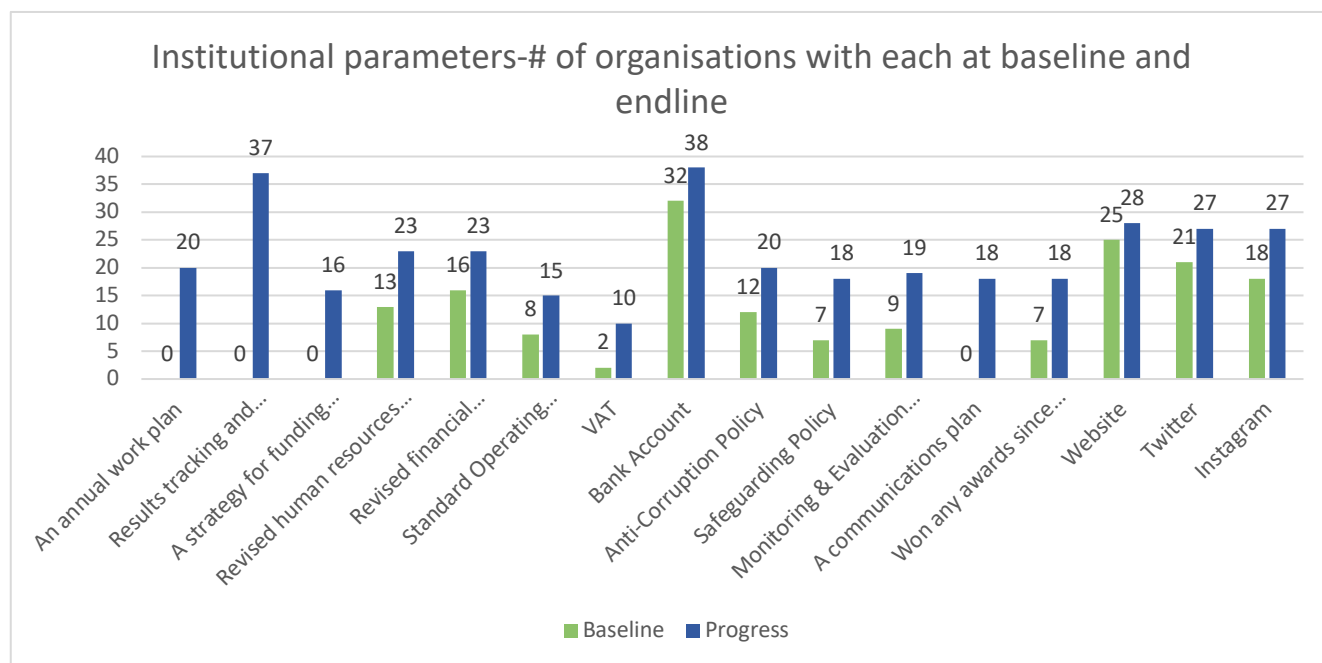
Gender Links also sought to develop some of the specific skills necessary for increased economic independence and sustainability. The following endline survey results show that these efforts were successful:

- 72% of the grantees who participated in the survey said that their ability to write proposals had improved.
- 72% reported improved capacity to self-generate income.
- 86% received information on how to access additional funding.
- 90% said they were now more capable of identifying funding opportunities, and
- 86% reported improved relationships with other donors.

*WVL-SA mid-term monitoring and evaluation report draft 3, October 2022*

## Improvement in Institutional Effectiveness

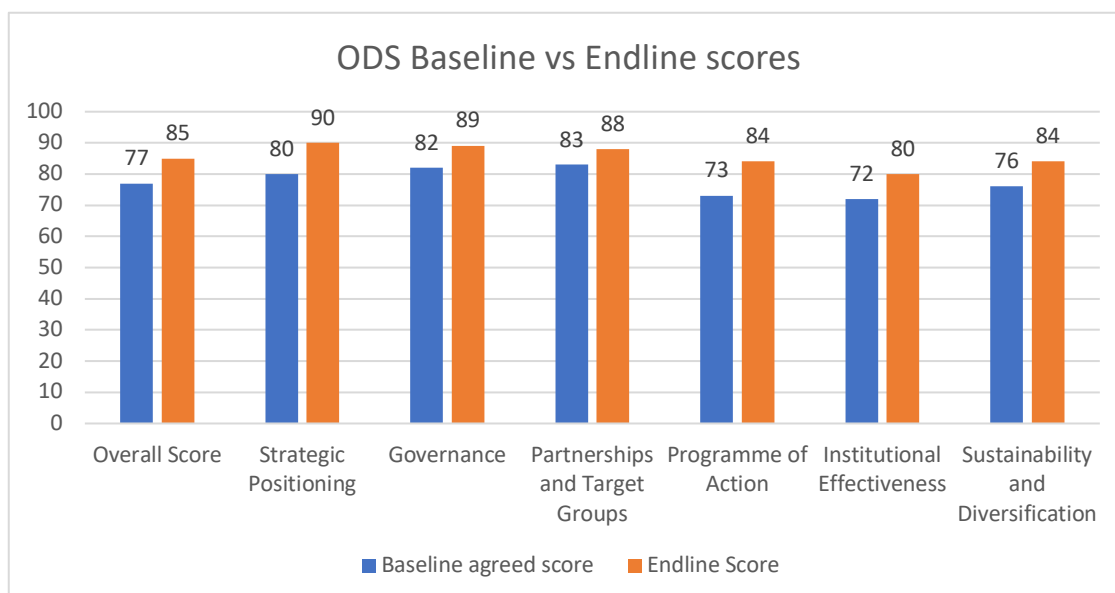
In order to improve management and sustainability of local women's rights organisations, institutional capacity building for grantees was central to the project. To measure organisation growth and development WVL-SA collected baseline and endline in two different ways – through collecting data on 16 institutional parameters and the organisational development survey (ODS). Endline data for both measures show improvement in organisational process, systems and sustainability.



The graph above shows that there has been progress in achieving institutional targets for the MyCore and Networking grant conditions through the implementation of the project. All the institutional parameters measured showed improvement from baseline to endline. Of note is that none of the grantees had annual workplans, results tracking mechanisms, fundraising strategy and communications plan at the start of the project. At the end of the project 20 grantees have annual workplans, 37 have a results tracking mechanisms, 16 now have fundraising strategies and 18 have a communications plan.

In March 2021, Gender Links administered the baseline **organisational development scorecard (ODS)** with grantees to assess the organisational capacity and performance of the grantees. The ODS measures organisational performance across six parameters (strategic positioning, governance, partnerships and target groups, programme of action, institutional effectiveness, sustainability and diversification).

Grantees and GL conducted independent assessments and at baseline the scores between the grantees and those by GL staff varied substantially in terms of organisational performance. In March 2023, GL re-administered the ODS to grantees, and results from the showed a noticeable improvement and the scores between grantees and GL staff were almost the same in most cases.



Source: ODS

The graph above shows the agreed baseline scores compared to the agreed end-line scores between 2021 and 2023. It shows that there has been improvement in all six parameters. The overall ODS score increased from 77% at baseline to 85% at end-line. The most noticeable change has been an increase of 11% on the programme of action score from 73%; 10% increase on the strategic positioning score, 90%, up from 80% at baseline. There is an 8% increase on the institutional effectiveness and sustainability and diversification scores. The governance score increased by 7% whilst the partnerships and target groups scores increased by 5%.

"Even now, after the project is finished, we still have all these templates, and we still have contact with Gender Links, and they still invite us to attend training sessions and meetings, and this helps us a lot. It gives us ideas on how to deal with GBV and on how to manage our processes". *Interview with staff member at LVVF, Mid-term M and E Draft 3, October 2022*

The **Organisational Development category at the WVL Learning and Sharing Summit** had 11 grantee organisations presenting. Grantees gave an account of how their institutions have developed throughout the duration of the grant.

Below are the names of the organisations that participated in this category:

Organisation	Grant type
1. Sasopsbiz Foundation	Multi – year core
2. South African Women in Dialogue	Networking
3. The Great People of South Africa	Multi-year core
4. Mamadi Advice Centre	Multi-year core
5. Mutale VEP	Multi-year core
6. Incema	Multi-year core
7. Transhope	Rapid Response
8. New Heritage Foundation	Rapid Response
9. Kwanele Bringing Justice to Women	Rapid Response
10. The Organisation for Young Women's Dignity	Rapid Response
11. Richmond Day Care	Rapid Response



*Sasopsbiz organisation growth and development*

## Finance policy and practice

Grantees presenting under the networking and multi-year core category testified how they have benefited from the Sage Pastel finance reporting system. They mentioned how they are able to do their monthly bookkeeping to trial balance and efficiently track their budgets using the business intelligence report housed in the finance system. **Transhope** stated how they had no filing system but due the online SharePoint document management they are now able to systematically file all their financial source documents in the cloud. Filing documents in the cloud has also helped organisations go green as they now have paperless offices and reliable back up of all important documents. Some organisations had never been audited before, they are

reporting now that they have their first set of Annual Financial Statements thanks to the gender links finance capacity building and access to finance forms, they were able to present accurate support documents.

## Anti – corruption and fraud

This was a very big growth area, none of 11 grantees presenting at the summit had anti – corruption and fraud policies before the WVL grant. They all reported that they now have an approved anti-corruption policy which is being implemented within their organisations. GL is pleased that grantees now have this policy over above the one we have included in their contracts. We will now be able to hold any organisation accountable for fraud using our policy and they can also discipline their staff internally using their own policy.

## Fundraising and sustainability

The WVL grant was their first funding opportunity for several of the grantees. The capacity building and institutional growth resulted in grantees raising double the funding they received from WVL. They mentioned how the fundraising training helped them write better proposals and do well during donor due diligence because they can now produce Annual Financial Statements and well-structured policies. Grantees shared how they have raised in kind donations and funds directed to targeted causes through online fundraising. In addition to the donor funds grantees have raised some have begun to offer consultancy services, hire out their premises and register profit making entities in order to become more sustainable.

## Board and Governance

While most the grantees had boards before WVL many of them were not active. Regular board meetings were not held and the members where not contributing value to the organisations. Several the grantees restructured their boards and appointed new members that would help them grow, understood the vision of the organisation and would be able to hold the staff accountable when necessary. Lastly some increased the number of women on their boards and gave the opportunity to lead in key decision making roles. GL can also report a visible improvement in the involvement of board member in the work our grantees work.



## Legal compliance & registrations

All 11 organisations that presented are now registered with the South African Revenue Service (SARS). The **SAWID** Trust reported how before the WVL grant they had a SARS liability but, now that has been cleared and they have a tax clearance certificate. A few mentioned how they have now registered as Public Benefit Organisations (PBO) that can issue sponsors 18A certificates for their donations to the organisation. It was noted that many of our partners still had not registered for Value Added Tax (VAT) and most did not understand the benefit. The GL Team after the learning and sharing summit hosted online webinars explaining the economic benefit of registering for VAT.



*Sasopsbiz Foundation winner of the Institutional multi-year category. Photo: Thandokuhle Dlamini*

## Human Resources and practice

Many organisations reported having had human resources policies but they had not been actively implementing them.

Grantees reported having reviewed their policies, trained their staff on the policy, started doing performance evaluations and criminal checks when hiring new staff. Several mentioned how their staff compliment has grown though some still rely heavily on volunteers and interns. One of our partners **Kwanele Bringing Justice** to Women share with other participants how they have benefited from using skilled virtual interns to their communication and programme work.

## Sexual harassment and safeguarding

This was another area of growth for all grantees. The 11 organisations in this category stated how they did not have a safeguarding policy but now they have developed one. They mentioned how developing this policy has helped them have a clear understanding of measures they need to put in place to protect their staff and beneficiaries.

## Monitoring and Evaluation

Most of the grantees mentioned that they did not have monitoring and evaluation policies, but since the WVL grant they now have one. Grantees appraised the M & E tools that they received from the GL help desk. These tools have assisted them to analyse data and measure the results and impact of their work. **Kwanele Bringing Justice to Women** shared how they managed to acquire a system called Salesforce for free to do data analytics, legal case management, donor management, track time spent by their legal teams and monthly financial reporting.

## Partnerships

The grantees celebrated the strategic partnerships that they have gained through the WVL communities. They mention how they have partnered together during the sixteen day of activities and support each other at provincial level fellow WVL grantees. These partnerships have assisted them to be more visible in the communities they work, amplified their message and advocacy. Grantees have now partnered with government departments, sponsors in the corporate sector, traditional leaders, community leaders and religious leaders.

As part of their final reports grantees were asked to share three main achievements from the project, many organisations spoke about the ways in which their **organisations have grown and developed because of the fund**. Below are a few excerpts from the reports.

**Bellona** as an organisation has grown in through realising the importance of communication and letting each other know when staff is overwhelmed with responsibilities since all the staff members have full time jobs. Bellona is a volunteer role, which at times is demanding on the volunteers. By being honest and communicating their abilities, they were able to reallocate roles effectively and give teammates the space they require to recharge and get back to contributing to Bellona.



A participant from The Great People of South Africa expresses herself during a workshop. Photo: TGPSA

**The Great People of South Africa** developed policies such as the Human Resource, Safeguarding, sexual harassment, anti-corruption, finance, social media and governance. The organisations social media presence also grew, follows, interactions and impressions went up. Through the social media activity, the organisation has attracted traditional media to their work, resulting in more visibility for TGPSA. **Sasopsbiz** success can be categorised into three main parts, Organisational development and growth, Impact on the target community (Hugs) and Impact on communities overall. Under Organisational Development and Growth, The organisation has sound financial management environment where they are vat registered, have financial management policies, a financial

management system (Pastel and Manager Accounting), audited financial statements, sound control environment, risk management, tax compliance, two signatories, separate bank accounts for different funders, fundraising and sound budgeting. There is an effective and efficient human resource policy and a gendered board structure with multiple skills pool that meets regularly, registered as NPO (initially NPC).

**Mutale Victim Empowerment Programme** are now able to write proposals for funding opportunities and create their own policies, monitoring and evaluation forms, capture and file financial documents on financial system like pastel, and report writing. Because of the writing workshop the programme manager attended, she was able to network with partner and other organisation, organize and conduct community campaigns, marches and online campaigns. **Rise Up Against Gender Based Violence** has been able to grow in areas around planning and implementation. Issues around HR also improved, Rise Up hired a full time employee and second administrative assistant for the duration of the programme. The organisation has improved on reporting and financial skills have improved as a direct result of the programme. The biggest success was to gain the trust and the buy-in of the participants. **WWSOSA** has also grown in its capacity to meet highly professional due diligence requirements, which has stood it in good stead when applying for further funding.

### ***Institutional Capacity Building***

From the inception of the project GL ensured that potential and successful grantees received a wide range of capacity building using a range of formats, including: on-the-job field visits, helpdesks, virtual support, experiential learning through internships, face-to-face workshops, online dialogues and training and peer learning and sharing through joint project, exchange visits and the Learning and Sharing Summit.

In total GL hosted 36 training sessions and events with grantees. The majority (18) were held in 2020 when grantees required technical assistance to start implementation of their grants. Although fewer training sessions took place from 2021/2022 these sessions took place over longer periods of time. Details of training undertaken are in the table below.

Date	Training	How delivered
28 May 2019	Launch of WVL	Physical
30 July 2019	Cape Town Information session and mapping	Physical
30 July 2019	Simons Town Information session and mapping	Physical
31 July 2019	Mosselbay Information session and mapping	Physical
01 August 2019	George Information session and mapping	Physical
02 August 2019	Bitou Information session and mapping	Physical
07 August 2019	Vhembe Information session and mapping	Physical
08 August 2019	Polokwane Information session and mapping	Physical
15 October 2019	Durban Information session and mapping	Physical
24 October 2019	Gauteng Information session and mapping	Physical
27 January 2020	Gauteng Technical Assistance Meetings	Physical
29 January 2020	Midvaal Municipality Gauteng Technical Assistance Meetings	Physical

Date	Training	How delivered
30 January 2020	Emfuleni Municipality Gauteng Technical Assistance Meetings	Physical
31 January 2020	Mogale City Gauteng Technical Assistance Meetings	Physical
4 February 2020	Vhembe Limpopo Technical Assistance Meetings	Physical
5 February 2020	Blouberg Limpopo Technical Assistance Meetings	Physical
6 February 2020	Phalaborwa Technical Assistance Meetings	Physical
6 February 2020	Capricorn Technical Assistance Meetings	Physical
7 February 2020	Polokwane Municipality Technical Assistance Meetings	Physical
10 February 2020	Newcastle KZN	Physical
12 February 2020	Eshowe KZN Technical Assistance Meetings	Physical
14 February 2020	Richards Bay KZN Technical Assistance Meetings	Physical
17 February 2020	Pietermaritzburg KZN Technical Assistance Meetings	Physical
18 February 2020	Durban Technical Assistance Meetings	Physical
19 February 2020	Cape Town Technical assistance Meeting	Physical
19 February 2020	Durban Technical Assistance Meetings	Physical
20 February 2020	George Western Cape Technical Assistance Meetings	Physical
21 February 2020	Bitou Western Cape Technical Assistance Meetings	Physical
2 – 6 August 2021	Communications training	Virtual
10 – 23 September 2021	Experiential learning	Physical
19 – 21 October 2021	Joint 16 Days planning, M and E, Leadership training	Physical
June 2022	Report writing workshop	Virtual
26 – 28 July 2022	Communications refresher training	Virtual
August 2022	Feminism Dialogues	Virtual
11-14 October 2022	Climate Change, Gender and Disability training	Physical
6 – 8 March 2023	WVL Learning and Sharing Summit	Physical

## 2022-2023 training sessions

**Report writing workshop:** The results from the report writing training are evident in the quality of reports that have been submitted by the grantees post the training which shows great improvement. The purpose of the training session was to show grantees how to write reports that demonstrate meaning, impact and that are clear to the external reader.

In August 2023, South Africa's Women's Month on the topics: [Demystifying Feminism](#), [African Feminism](#) and [Feminist Leadership](#), which led to a policy brief that was open to grantees and the public for comment



Participants from one of the training sessions held by NCPD on International Disability Day. Photo: NCPD

**Gender and disability training:** In October the National Council for and of Persons with Disability facilitated a disability sensitisation session as part of GL's capacity building initiative. The Council challenged 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.

**Climate justice:** In mid-October 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. GL provided Grantees with [Green Office guidelines and checklist](#) to help facilitate their journey to a Green Office.

After the training organisations such as Agenda Feminist media held a gender and climate change dialogue. Epic Youth Matters has included workshops and education on climate change in their work with people living in the informal settlements with young people in schools. SAWID we invited Dorah Marema from SALGA to present on the "Impact of Climate Change and other stressors on food security During their Food Security Webinar." Marema pointed out that South African women who are semi-skilled and forced to work outdoors in the near future will find themselves poorer than their male counterparts and 11% less productive.

WVL created a [help desk](#) to house all the training material and resources as part of its knowledge management and for grantees to refer to after the training.

**Gender Links has been very successful at building the capacity of WVL-SA grantees** in a broad range of important areas that will contribute to organizational strength and sustainability. The baseline report referred to this as an exceptional achievement, while the mid-term grantee survey shows that the implementing partner has further improved the quality and reach of the capacity building and support it provided. In brief:

- 75% (21 organizations) reported that they received capacity building support from Gender Links that was specifically tailored to the needs of their organization.
- 93% (25 organizations) reported that they received capacity building support pertaining to the *use of online systems*.
- 79% (22 organizations) said that they received capacity building support in *using financial software* from Gender Links.
- Approximately 82% (23 organizations) said that they received capacity building support to improve *organizational management or management systems*.
- 89% reported that they received capacity building support to improve their *monitoring and evaluation* systems.
- Approximately 52% of respondents (15 organizations) said they received support to *write proposals* or to access other funding.
- Further, 86% (up from 78% at baseline) said that GL provided them with information *to access other/ additional funding*.
- Fifteen organizations (54% of responding organizations) also received *direct support or resources* from Gender Links (in addition to the grants and capacity building). This included office space, internet access and printing.
- 82% of organizations (23 organizations) received *tools, templates, or guidelines* relevant to various organizational processes from Gender Links.
- 93% (26 organizations) said that Gender Links provided them with *networking opportunities* or introduced them to other organizations in the women's rights sector.

*WVL-SA Mid-term monitoring and evaluation draft 3, October 2022*

## 1200. Programming and Advocacy for Gender Justice

OUTCOME/ OUTPUTS	INDICATORS	BASE DATA	TARGETS	Year 1 Data	Actual Data Reporting Period yr 4	Actual Data Cumula tive	Variance (from baseline)	Analysis of Progress/Variance
<b>1210 A range of gender responsive services is accessible to women and girls in 4 provinces</b>								
1211 Service delivery on SRHR	No of beneficiaries	New	At least 1000 direct, 10 000 indirect beneficiaries per annum, 75% women and girls	776	18788	49466		65% of beneficiaries reached were women, 34% men and 1% Others – <b>beneficiary data is discussed in detail under the section on Reach</b>
1212 Service delivery on GBV								
1213 Service delivery on economic empowerment	Change in the lives of beneficiaries	New	At least a 20% improvement in the Gender Empowerment Index (GEI) backed by anecdotal accounts of what is changing	0	0	0	0	GEI were not collected for this group  <b>See narrative</b> for examples of how programmes were delivered
1214 Service delivery on gender and climate change	Changes in community attitudes	To be determined at the start for each community	At least a five percentage point improvement in Gender Progress Score	53%	62%		9%	In 2017 the SA GPS score was 53%, In 2021 it was 62%  <b>See narrative</b> for examples of how programmes were delivered and the impact of them

Grantees work in different thematic areas. Since inception WVL-SA has funded 71 projects including two rounds of rapid response on COVID-19. At the end of the project 36 grants are still active.



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

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 LGBTIQA+, social norms and mental health respectively and one each focusing on legal rights and media

### ***WROs received technical assistance to develop and deliver innovate programming***

Several grantees have been able to develop innovative programming that has been recognised by government and state departments as exemplary models, tool or resources that can be rolled out and used locally, provincially and nationally. In particular grantees have innovated in the areas of GBV prevention and response mechanisms, disability and mental health.

### **GBV prevention and response**

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

The eThekweni District Municipality Gender Office committed in the KZN Post-Summit Debriefing Conference in Dec 2023 to including the RRT model in its District Development Plan and to supporting the RRTs.

The KZN Premier, Ms Nomusa Dube-Ncube, has committed her office and related provincial departments to continue to support and scale-up the RRTs and VFZs, outlining very specific concrete steps they will take. The Office of the Premier awarded certificates to RRTs in recognition of their ground-breaking contribution towards ending GBVF in the province in December 2022.



*Violence free zone in Umlazi, Photo: WWSOSA*

KZN has been recognised as leading the way when it comes to moving policy into action. The PiA model and the RRTs in particular, have been acknowledged publicly on various platforms as the first visible and action-orientated prevention model in South Africa. Recognition has come from the Presidential Summit on GBVF2, the End GBVF Collective and the faith sector as well as National, Provincial and Local Government.

The Parliamentary Portfolio Oversight Committee on Women, Youth, and Persons with Disabilities visited KZN and invited the project team to report on the Prevention-in-Action model. The Parliamentary Portfolio Committee Chairperson not only heralded this as the most successful model in South Africa, but also instructed the Department of Women, Youth and Persons with Disabilities (DWYPD) to work towards adopting this model across the country. She also urged the

Department of Social Development and the Office on the Status of Women and Children in the KZN Premier's Office to support the project going forward.

DWYPD has adopted the Prevention in Action (PIA) model. This government plans to roll the model out across the country.

The RRT concept has been included in the National Strategic Plan (NSP) on Gender Based Violence and Femicide (GBVF) as a vital tool for implementing improved GBV response. This project offers the first model that works, and its strength is that it is integrated into a framework that includes both prevention (Pillar 2) and response (Pillar 4) - as well as improving Coordination and leadership (Pillar 1).

WWSOSA also prepared joint submissions regarding the Amendments to the relevant GBV-related legislation in 2022. The amendments to the Domestic Violence Act include some of WWSOSA's recommendations regarding Protection Orders.

"I don't know what I would have done if this Rapid Response Team didn't exist. I wouldn't have known where to go. I was just going to go to the police station, accept whatever information they would have given me, whether it would have helped me or not. But your assistance and walking with me in those tough times helped me be strong and made me know which doors I needed to knock on. Really not knowing is a problem. And thinking that certain things only happen to certain people is even more problematic. I want to know more about what you guys do so that I can also help someone along the way."- A survivor in Umlazi, wishing to remain anonymous.

### ***Literary works to enhance primary prevention and inclusive response to GBV***

Research shows that parents can help their child's development, by becoming more sensitive and reciprocal in their parenting which reduces their child's risk factors for adopting violent behaviour later in life. Work by



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

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

Some prominent beneficial changes include the development of new social forms that modify relationships and behaviour at a young age, as well as changes in children's lives through education in the book-sharing scheme. Access to WWL funds enabled the printing of 9000 wordless books, which were delivered to community-based organisations and government service providers to conduct family book-sharing. Mikhulu Trust's work proves the effective use of research to help create a stronger response to GBVF in South Africa. Mikhulu works with the University of Cape Town, University of Stellenbosch, Western Cape Department of Health (WCDOH) and the various provincial and municipal libraries in the book sharing research and distribution.

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



Incema GBV hotspot outreach, Photo: Incema

**Phola** doubled the targeted reach of the programme to women and girls, from a target of 144 to 381 and the organisation was able to analyse 311 files. The remaining 70 files were not analysed as there was not enough information in them for analysis. The COURAGE+ intervention decreased symptoms of clinical depression among women and girls who participated in the project. Fifty eight percent of women targeted whose pre and post-scores were analysed showed reduced symptoms of clinical depression. Phola has grown to be known and appreciated in several communities as we were mainly focusing on the northern side of Johannesburg. with this project, we were able to expand to other geographical areas such as Orange farm, Boksburg, Mamelodi, etc. we built over 20 new partners that we now work with and participate in community forums and we now belong in a recognized structure in communities. our funding has grown because of our social media and we moved from a budget of 2 million to 7 million as people continue to appreciate our visible and evidence-based work.



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

## GBV and disability

**The National Council of and for Persons with Disabilities** is the first organization to conduct **Disability Equality Training (DET) to the National Prosecuting Authority (NPA) Sexual offence and Community Affairs (SOCA) at National Level**. This resulted in 276 NPA Officials receiving training, changing attitudes and improving NPA's service offering to become disability inclusive We are confident to say DET to Shelters, SAPS and NPA at National Level has improved accessibility and inclusion of the CJS and GBV services, over 500 officials in total received DET training which exceeds our original target. We developed the **first Disability GBV Resource** which was translated to accessible formats to educate disabled women and girls including women with intellectual disabilities, we made GBV knowledge and education accessible to disabled women and girls including those with intellectual disabilities, over 200 disabled women were reached through our pay it forward model. Cases of abuse that mainstream GBV education failed to detect were unearthed showing the impact of targeted disability GBV education. The council "empowered disabled women to rise above and against GBV, we bridged the gap between mainstream GBV education and Disability and the organisation developed an e- hub, which is set to grow as a platform for disabled entrepreneurs. We empowered disabled entrepreneurs and we provided them access to information critical to the survival of their enterprises, we removed barriers to their economic participation."



Access to WV funding for the development of a Benchbook for judicial officers has facilitated the creation of a second literary work with an impact on the inclusive response to GBV. The **Child Witness Institute** led an initiative to develop guidelines for judicial officers to ensure that all people with disabilities who require access to justice are supported in court, with a particular emphasis on women and children. The guidelines serve as a Benchbook for judicial officers presiding over cases that



require the testimony of people with disabilities, particularly women and children who have experienced Sexual and Gender-Based Violence (SGBV). The Benchbook provides presiding officers with information on how to accommodate various disabilities in their courtrooms.

"The Benchbook is a *brilliant, simple, easy to follow, focuses on changing attitudes and is cost effective to implement*" the Department of Justice

Benchbook's draft set of guidelines on accommodating women and children with disabilities in the criminal justice system led to of an online meeting with strategic government partners including an invitation to present the Benchbook at a symposium for Southern African Development Community (SADC) Judges. WV has been a pillar

of financial support for the Institute's operations aimed at achieving global goals to eliminate violence against women and children, by ensuring that disabled victims of GBV have access to justice systems that are victim-centred and sensitive.



*"The Benchbook is an excellent resource for prosecutors, court preparation officers and staff at the Thuthuzela One-stop centres for victims of sexual violence". National Prosecuting Authority (NPA)*

## GBV and mental health



Around the world many women survivors of GBV face financial difficulties and poverty, with the majority financially dependent on their spouses, leaving them vulnerable to abuse and exploitation.

COURRAGE+ is a 13-session collective narrative therapy story group intervention run by PHOLA, one of the WVL multi-year core grantees. PHOLA seeks to support vulnerable women and girls to reclaim their lives from the effects of trauma and

emerge as agents of social change in their personal lives and families and communities. The sessions seek to address the structural drivers of women's distress and to empower them to be independent in living their lives. This is in line with WVL's aim of strengthening WROs to reach marginalised groups with high-quality services and support to claim their rights.

Positive results from the innovative mental health intervention that has psychosocial benefits for women survivors with clinical depression, show rich stories of positive changes that have happened to beneficiaries of this intervention at the local level.

According to Phola, all women and girls who completed the 13 sessions had significantly reduced symptoms of clinical depression. Some women dropped from having scores as high as 20 (severe depression) to a lower score of nine (which is moderate depression).

The key takeaways from this intervention include that the WVL funding ensured that vulnerable women and girls in the COURRAGE+ programme had an opportunity to come together to share stories without judgement and allowed them to support each other, learn from each other and act collectively in addressing the challenges that they face, giving them huge psychosocial benefits to them.

That Phola went further to include 80 elderly women (who often experience GBV, are called witches, raped, and have their money or grants taken from them by family members) showed that COURRAGE+ is applicable, relevant, and effective across all age groups of women. Yet another beneficiary said, "COURRAGE should be introduced to schools worldwide and NPOs should use this methodology to help the society to become a better place."

Indeed, COURRAGE+ is an effective methodology for responding to GBV-related trauma and hardships. Integrating a mental health program with an intervention for tackling the drivers of women's distress is an effective strategy for helping women and girls to reclaim their lives from the effects of GBV-related trauma.

## Economic empowerment for girls and young women

**Phakamisa – Young women rise up:** Sasopsbiz Girls Empowerment Programme (PGEEP) programme is aimed at empowering unemployed vulnerable young women to acquire assets to assist them to become economically independent. *Phakamisa* is a Zulu word meaning helping one another to rise. The programme is a holistic approach to economic empowerment of girls and young women in KZN. It aims to address social and economic social risks that are causing vulnerability of women and youth. This is done through education, access to employment and entrepreneurship learning and practise. Use social groups called Hand Up Girls Squads (HUGS) as a platform for development. Participants of the programme are encouraged to explore options to start their own business. The entrepreneurship development component includes -

*"I have been part of a few programmes within my community, but none of them offers what Sasopsbiz PGEEP. The economic empowerment aspect is usually neglected. How can you guys replicate this programme throughout the Province especially in rural areas." HUGS programme beneficiary*

Business Training and Development, Mentorship, Business Competitions; Seed capital, Business Cafes and workshops, Vocational Training, Business Formalisation (Registration).

If HUGS (as they are called) do not want to start their own business they are empowered with skills and resources to assist them to look for employment and to grow in their positions through – Learnerships and internships, Training on CV Writing and job interviews, Workplace simulations, Career Days, Computer training and access to office space and printing facilities.

The Social empowerment is a key driver of this programme. Sasopsbiz Foundation works with communities to deal with social ills facing us including Gender Based Violence, HIV/AIDS etc. HUGS are particularly empowered to be drivers of change within their communities through, leadership training personal development training, advocacy on GBV, workshops on HIV/AIDS, workshops on health issues.

The PGEEP programme is anchored on the pay it forward principle which encourages the HUGS to start peer groups in their communities in order to pass the knowledge learnt in the programmes.

The story of Nomvuyo Bhengu is a qualified teacher who was unemployed and joined the programme at the start. "I was a high school dropout with a very bleak future and Sasopsbiz shone a light and I am now a working Peer Educator leading more than

10 other young women in my community", she says. Bhengu won on business pitching competition and was placed in a learnership. She started a very successful peer educator group and used her stipend from the programme to build a creche. She is now employed full time.



Nomvuyo's creche, Photo: Sasopsbiz

There have been several achievements from this programme. Of the 50 Active HUGS that graduated, 10 were placed with Food Bev Seta Learnership, 8 businesses established, 2 NPOs established, 15 Jobs created, 2 enrolled for university education, 6 companies assisted with registration, 6 Peer educator groups, 1 Hugs nominated for Councillor Award, 1 Hugs became part of the furniture incubator and received 2 qualifications. In addition to opening up employment and entrepreneurship also build the confidence of the HUGS to be speak in public and become active in their communities.

*"Before joining Sasopsbiz, I used to sit at home and think that I was not going to amount to anything. This was my reality in my neighbourhood and I was at peace with that. Nobody even took me seriously as I was a quiet person minding my own business. Now you cannot hide me. I am changing the world. I thought I was ordinary, but I am extraordinary". Nomfundo Buthelezi, beneficiary of the HUGS programme*

**Rise up against GBV** - I think our biggest success was to gain the trust and the buy-in of the participants. This ensured that our engagements were fruitful and we could actually track success across various topics discussed. One of the highlights was getting men to realise that stealthing is rape. Many of our participants were shocked that this was the case. And it will remain a highlight for the team that we were able to move the needle on important issues. A lot more work needs to be done though, and the programme should be allowed to continue as we streamline our monitoring and evaluation processes in line with the research approach we want to follow in the future.



Rise Up's Tavern dialogues are popular amongst men. Photo: Adri Noble

OUTCOME/ OUTPUTS	INDICATORS	BASE DATA	TARGETS	Year 1 Data	Actual Data Reporting Period yr 4	Actual Data Cumula tive	Variance (from baseline)	Analysis of Progress/Variance
<b>1220 Policies at local and provincial level become more gender responsive as a result of local action</b>								
1221 Advocacy on SRHR	No of policies/ laws/ regulations/ practices changed at local, provincial and national level	New	At least 8 policies/ laws/ regulations/ practices changed at local, provincial and national level by the end of the project period, resulting in long term changes	0	3	16	16	WVL has influenced 16 policies and laws; double the original target – see note one
1222 Advocacy on GBV								
1223 Advocacy on economic empowerment								
1224 Advocacy on gender and climate change	Extent to which these changes remove systemic barriers to GEWE (qualitative)	New						

**NOTE ONE:** WVL-SA grantees work with various stakeholders and partners to influence policy affecting women's rights. The table below summarises the policy initiatives undertaken by grantees and impact made.

Name of Organisation	Level of intervention	Name of Policy/Law / Regulation initiative	Impact
Amanzimtoti Trauma	Local	1. The Charter of Victims of crime in South Africa 2. Domestic Violence Act 3. Sexual Offences and Other related matters Act 4. Victims Charter	In the past so many victims of crime were not supported or assisted efficiently. They are now implementing a victim support program (in the urban and rural areas) that is in line with the regulations of the Victim Charter.
Incema	Local	5. Court support systems	In the Pietermaritzburg Magistrate court, all courts were instructed not to enrol or withdraw any case without the victim being seen by the social worker. Every GBV related docket must have a social worker's entry.
Mamadi Advice Canter	Provincial	6. Charge of by-laws by the Tribal office 7. Education system	- Women are now permitted to participate in Kgoro (tribal gatherings), before only men were allowed to participate. - Acceptance of undocumented children at school
Phola	Local	8. Children's Act, 9. Gender-based violence Act, 10. Domestic violence Act.	Changing the attitudes of our beneficiaries and helping them build worm households that are violence-free and educating boys and girls to behave in harmless ways and always support each other.



Name of Organisation	Level of intervention	Name of Policy/Law / Regulation initiative	Impact
			-
Queer Women in Business + Allies NPC	Local	11. LGBTQIA+ Rights	They are lobbying for the LGBTQIA+ groups to be included in economic development opportunities.
The Great people of South Africa		12. The NSP Policy on GBVF.	Worked together with the Faith in Action collective group by disseminating the information contained in the NSP document, particularly the six pillars we must all use as guidelines to curbing the scourge of GBVF. The discussions focused on marrying the Pillars to the work that various organizations who are members of the collective are doing in their communities, particularly targeting the influence of the religious sector.
Sisonke National Sex Worker Movement	Local, Provincial, National	13. Decriminalisation of Sex Work	The Decriminalisation of Sex Work was published in 2022
South African Women in Dialogue	National	14. Domestic Violence Amendment Bill 15. Criminal Law (Sexual Offences and Related Matters)	Revamp of policy and the legislative frameworks, as well as addressing cultural, social and economic factors which perpetuate violence against women.
We Will Speak Out South Africa	Provincial, National	16. National Strategic Plan (NSP) on HIV, Gender and Social Cohesion	Developing the model for implementation of the NSP Pillar 4 (Response, Care, Support and Healing). and Pillar 2 (Prevention and Rebuilding Social Cohesion). Supporting the Office of the KZN Premier in the policy development.

## ***Advocacy on SRHR, GBV, economic empowerment and climate change***

Lobbying and advocacy for policy and legislative changes centred on 16 laws, policies and mechanisms concerning domestic violence; traditional authorities; LGBTIQ rights; HIV and AIDS and decriminalisation of sex work. A major success for sex workers and the movement, after years of advocacy, is the publication of the Decriminalisation of Sex Work Bill in December 2022. Sisonke National Sex Worker movement played a key role in advocacy for the bill.

### **Sisonke shares lessons learned in advocating for the decriminalisation of sex work**

The publication of the Decriminalisation of Sex Work Bill in December 2022 was the culmination of a lot of work, both during last year and for two decades before that. There was a real fear that the Department of Justice would back out of a commitment to full Decriminalisation and instead publish a bill that was a less controversial option, some variant on the Nordic model, which opposition stakeholders preferred, but which was rejected by the sex worker movement. Sisonke used the following strategies to achieve this success:

"Our advocacy for law reform has strengthened and is more visible through the development of the Decrim Bill. Through our consultations, training and steering committees, sex workers are more equipped to use their voices to advocate for decriminalisation of sex work, address stigma and discrimination and support another in solidarity. (Final report) "

#### ***Push back against opposition***

A key strategy used was to push back against opposition to the Bill, and to. A huge effort was made to

keep the Department of Justice on track through media work, mass actions lobbying meetings etc and misinformation from opposition parties was debunked.

#### ***Strengthened partnerships***

Working with the South African Department of Social Development (DSD), Sisonke mobilised 100 Sex Workers to convene in Kimberley, Northern Cape, following a pre-meeting workshop with 50 Sex Workers

to engage and prepare for the Deputy Minister of DSD. The event is an indication that the Department of Social Development is willing to continue engagement with Sisonke and the Sex Work Sector as a whole.

#### ***Written submissions***

Workshops that were conducted in nine provinces: to inform sex workers and stakeholders on the proposed Bill, what it means and how to do a written submission and send to the Department of Justice. Local, regional and international stakeholders who are in support of our call for decriminalisation were invited. The purpose was to empower sex workers with information about the Bill, using accessible language for them to fully understand the legal process and what the Bill aims to do.

The Department of Justice accepted written submissions via email and post, which posed a challenge because many sex workers do not have email addresses. Sisonke used the workshops to assist them in opening their own email addresses – this was also a form of empowerment because it was an introduction to the digital space. In Gauteng, Sisonke went to the Department of Justice offices in Pretoria to deliver the letters in person, creating public visibility for the issue.

The written submissions from sex workers were crucial because it provided a personal voice to our advocacy for law reform. The personal stories from sex workers are crucial because the Department of Justice can learn how



*Decriminalisation of sex work bill written submission workshop,  
Photo: Sisonke*

criminalisation brings about violence, stigma and

discrimination and how it impacts sex workers' lives. In addition, the personal stories show how decriminalisation can bring positive change to sex workers' daily lives; sex workers are empowered to tell their stories to government departments and decision-makers directly. This speaks to one of our core missions to give sex workers a voice to express themselves.

The development of the Bill is a huge success in advocating for law reform because when it passes in Parliament, sex work will be officially decriminalized.

The law reform process continues, and the Bill will then be introduced to the National Assembly. Next Steps for us include keeping track of government committees that will discuss the Bill, preparing for written and oral submissions, strengthening our awareness-raising through community dialogues, media engagement and campaigns.

**We Will Speak Out South Africa** has aligned its project to the National Strategic Plan on Gender Based Violence and Femicide Pillars 1, 2 and 4 - but touches on all the pillars in some way. The organisation established the Rapid Response Teams model which is designed to promote sustainability through

**encouraging collaboration across diverse sectors.** The RRTs in all four pilot communities have grown in GBVF competence as well as community mobilisation and teamwork, and communities have recognised their leadership.

Increasing numbers of survivors are approaching the RRTs, and their leaders, which indicates that they are trusted as a supportive safety net for survivors. WWSOSA achieved this through two to three years of consistent mentoring. In



We Will Speak Out SA Violence Free Zones March. Photo: We will Speak Out SA

partnership with the Network on Violence Against Women KZN, WWSOSA has established active and functioning civil society networks in the four pilot areas as well as provincially in KZN. This has significantly improved collaboration and decreased fragmentation of civil society by sharing information in WhatsApp groups.

### Outreach, awareness and advocacy campaigns

The table below represents the number of campaigns that WROs have undertaken since the inception of the project. WVL grantees reported having held a total of 191 campaigns throughout the project. Multi-Year Core and Alliance and Networking grantees held 163 and 28 respectively.

Grant type	Report 1	Report 2	Report 3	Total
Multi-year core grant	53	56	54	<b>163</b>
Networking	10	14	4	<b>28</b>
<b>Total</b>	<b>63</b>	<b>70</b>	<b>58</b>	<b>191</b>

These campaigns were on different themes throughout the project implementation. The campaigns achieved the following:

**Economic empowerment:** Increased awareness on entrepreneurial opportunities available to women and contributed to women becoming financially aware. Grantees working in the area also introduced ways of saving linked beneficiaries to relevant stakeholders to assist them further with their finances.

**Gender Based Violence:** Created spaces for conversations around gender-based violence, violence against women and Femicide, structural violence, and how communities can begin to work towards ending violence in society; targeted and challenged law reform and the end to violence against sex workers, further heightening the call for the recognition of sex workers' rights as human rights. 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. Educating young

boys and girls on social crime prevention and the consequences of GBV so that they do not become perpetrators. Enhanced knowledge on support available to victims of crime and survivors of GBV within communities.

**#VaccineGenderJusticeCampaign:** WVL-SA grantees ran campaigns on Covid-19 where petition signed by all grantees was sent to the President's office calling for Sex disaggregated data on vaccine roll out in South Africa by age. On 12 September 2021, the President referred to sex disaggregated data on vaccines in his national address. This shows that WVL made an impact.

**Mental Health:** Enhanced knowledge on mental health topics that contribute to removing stigma and myths around mental health. Grantees also put in places activities and events that directly responded to improved mental health of participants through working with Legends Barber shop who offered free haircuts to survivors, self-defence and dance lessons were also offered as well as narrative therapy.

**Gender and disability awareness:** Grantee's partnered with organisations that work with persons living with disabilities. Mutale VEP collected and distributed wheelchairs to persons living with disabilities. Established a network of NPOs in the space of persons with Disabilities.

### ***Decriminalisation of sex work:***



*International Sex Workers' Pride Day March, 14 September, Photo: Sisonke*

**Sisonke** has been among the pioneers of advocating for the decriminalisation of sex work campaign. The campaign is directly linked to the four sex work calendar days: International Sex Workers Rights Day, 3 March; International Sex Workers' Day, 2 June; International Sex Workers' Pride Day, 14 September and International Day of No Violence Against Sex Workers, 17 December. These days are the days most used to highlight the decriminalisation campaign, which is the cornerstone of the Sex Work Movement, Sisonke. The campaign has been amplified in-person and online (social media) reaching hundreds of participants and supporters. The campaign has targeted and challenged law reform and the end to violence against sex workers, further heightening the call for the recognition of sex workers' rights as human rights.

Part of the campaign's success has been the announcement by the Justice Minister, Hon. Ronald Lamola to take the decriminalisation of sex work for public comment.



*Sibanisezwe participated in the #VaccineGenderJusticeCampagin. Photo: Sibanisezwe*



## 1300. Networking and lobbying for gender justice

OUTCOME/ OUTPUTS	INDICATORS	BASE DATA	TARGETS	Year 1 Data	Actual Data Reporting Period yr 4	Actual Data Cumula tive	Variance (from baseline)	Analysis of Progress/Variance
1310 Stronger coalitions result in targeted advocacy campaigns that lead to legislative and policy changes								
1311 Membership drives and network building	Growth in reach of network/s	To be determined after grant/s awarded	At least one strong nationwide WRO network with a young women’s network and inter-generational dialogue.	4	0	4	0	WVL-SA has contributed to growing four Networks helping other grantees to network and create partnerships.
	Extent to which strong network/s contributes to strengthening of the women’s movement (qualitative)	(2001 research report on the WNC)						
1312 Gender Audit of the 2019 elections and follow up actions	% women who stand for and win elections, by party and province	40% women in parliament; 42% in cabinet	50% women at all levels of decision making	Women in parliament increased by 6% (46% and in cabinet to 50% - highest proportion for both				
	% women sources in the media		Women comprise at least 30% sources in the news	Women comprised only 20% or about one fifth of those whose views and voices were heard in the elections. Gender equality received much less than one percent of media coverage. Citizens comprised a mere 14% of sources in media coverage.				
	Gender awareness in manifestos and campaigns	GL 2014 report – by party (average 40%)	All political parties score at least 60%	Scored on seven indicators for gender equality, no party scored 50%; with the EFF (44%) highest; followed by DA (30%) and ANC (29%).				
1313 Submissions to policy makers	No of rapid response grants	New	2-3 grants per annum x 5 years	0	0	46	46	46 RR grants were disbursed
1314 Research, monitoring and pilot project reports	Extent to which grants lead to changes/innovation	New	10-15 policy submissions; innovations	0	3	16	16	20 grantees indicated the grant has led to changes/innovation.  <b>See outcome 1210 and 1220</b> for detail and narrative on policy submissions and innovation.

## Membership and network building

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.

**South African Women In Dialogue** went from two part-time staff members to eight full-time staff members, strengthened its partnerships and was able to secure both significant funding for their 20 year anniversary events from the WDB Trust and governance and they received Financial Management support from the Ford Foundation. They worked closely with women on the National Action Plan on Women, Peace and Security, and were able to identify women's priorities, including mental wellness training, food security and resilience training, economic empowerment and productive self-reliance, women's political power. Partnership consolidation of a feminist eco-system, including feminist funding. The focus on training as a gateway to transformation.



One in Nine Hate Crimes campaign

**One in Nine Campaign** conceptualized, developed, and implemented the first leg of the anti-hate crimes campaign (Sakha Umphakathi/Reaha Setjhaba Campaign). The campaign forms part of the work of partner/participating organizations, giving ownership, responsibility, and accountability to the collective and not just the One in Nine Campaign. The organisation has mentored partner organizations to help them strengthen their advocacy work, institutional development, and fundraising/financial support. The work that One in Nine has done with the groups and organizations has sparked interest in other community-based organizations and individuals to become part of One in Nine's feminist movement-building programme. This means that the organisation will reach more areas, spread the Sakha Umphakathi campaign further, and bring about change in more communities, while strengthening and increasing the number of active feminists in the movement."



**Bellona Female Network** added additional mentors on their platform and opportunity to partner with various private institutions on expanding their mentorship programmes. Grantees working in the tech space also encouraged young girls to consider taking careers that were previously considered as male's careers, encouraged economic freedom and participation for women and girls as a tool to fight against gender-based violence, focused on inclusivity, human rights and respect of one another.

Grantees such as **Mamadi Advice Centre** notes its main success as being invited to be participants in the Limpopo provincial strategic planning. The organisation has learned how to properly document their work and have influenced the local Traditional office to change their bylaws to accommodate all members of the community. Whilst **Amanzimtoti Trauma Centre/Qhakaza Turning Point** has managed to increase their network and reached outer rural areas where they have not worked before. The organisation has sourced and secured additional funding and has had recognition by the NPO local forum as

one of the active GBV service providers. The WVL funding has enabled **SADAG KZN** to significantly expand its reach. This has been achieved through the development and sustaining of diverse stakeholder relationships and building social capital for mental health in KZN. For example, the formation of a Mental Health and Gender Task Team in KZN is a first in the province. Building partnerships with stakeholders and NGOs has been integral to the project. The projects have been evidence-based since the start, with research components enabled by the collaboration with UKZN. Both **WWSOSA** and **KZNVAV** have become much



better-known and have become recognised leaders in their respective fields. This is through the intentional networking at both provincial and national levels, and through the publicity we have had for this project, and the national Faith Action to End GBV Collective, which is the only sector-based NSP-related collective to date.

#### a) Changes Theory of Change, Logic Model and Performance Measurement Framework

There were no changes to the Theory of change, logic model and performance measurement framework.

#### b) Reach

The WVL project reached close to 90 000 beneficiaries, including those reached through complementary UKAID Funds.

	<b>Women</b>	<b>Men</b>	<b>Other</b>	<b>Total</b>	<b>Disabled</b>	<b>% women</b>	<b>% men</b>	<b>% Other</b>
Year one	714	60	2	776		92%	8%	0%
Year two	11164	4117	314	15595		72%	26%	2%
Year three	9536	4693	78	14307	426	67%	33%	1%
Year four	10579	8020	189	18788		56%	43%	1%
*UKAID beneficiaries <sup>3</sup>	23759	12161	240	36160	2571	66%	34%	1%
<b>Grant Total</b>	<b>55752</b>	<b>29051</b>	<b>823</b>	<b>85626</b>	<b>2997</b>	<b>65%</b>	<b>34%</b>	<b>1%</b>

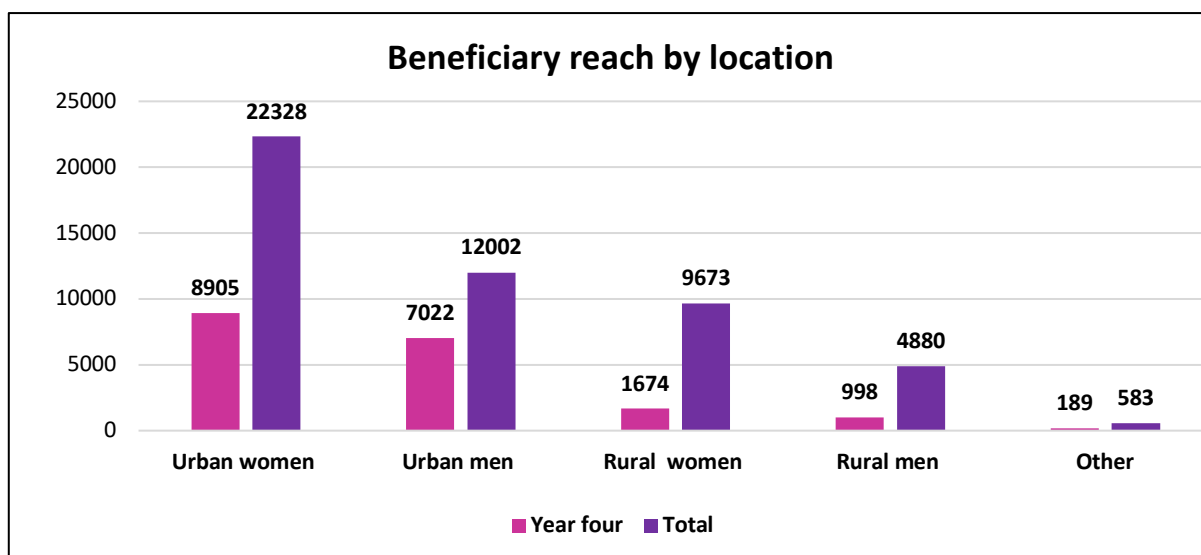
The table above shows that in this reporting period (Year four), WVL-SA reached a total of 18 788 beneficiaries directly. We reached this high number of beneficiaries because of the 154 campaigns and activities conducted by grantees. Grantees reached 56% women, 43% men and 1% people identifying as LGBTQI+ and persons with disabilities. As the project progressed, we learnt and adapted our data collection. For example, the LGBTQI community objected to the use of the category "other." This may have led to some beneficiaries not ticking this category although it does have a free text field to explain given the complexities of this categorisation. GL is engaging internally on how best to address this issue.

The number of beneficiaries increased year on year, and cumulatively, the programme has reached a total of 85 626 inclusive of the UKAID complementary funding for the COVID-19 response, and 49 466 for GAC funding only. Overall and for GAC funded activities only, beneficiaries comprised 65% women and girls, 34% men and boys; and 1% LGBTQI persons.

People with disabilities have been included in all programming especially since WVL included two disability grantees in the mix, however the low number of beneficiaries is because the disability grantees did not necessarily work with beneficiaries with disabilities but developed material that would be used in courts.

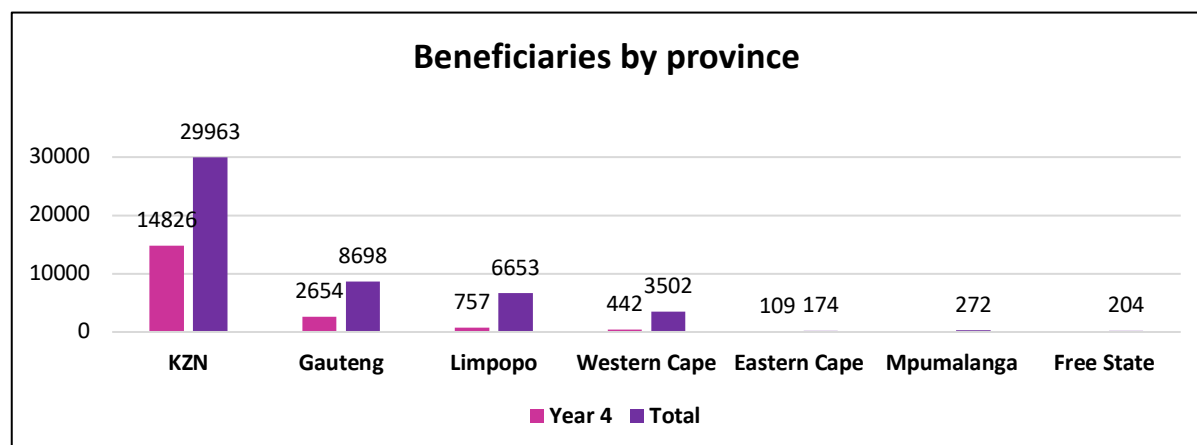
<sup>3</sup> UK AID grantee Omega Centre contributed to the high number of beneficiaries just over 20 000. This is a high number because Omega Centre was responsible for distributing COVID-19 information pamphlets, testing students' temperatures at schools in the Western Cape.

## Beneficiary reach by location

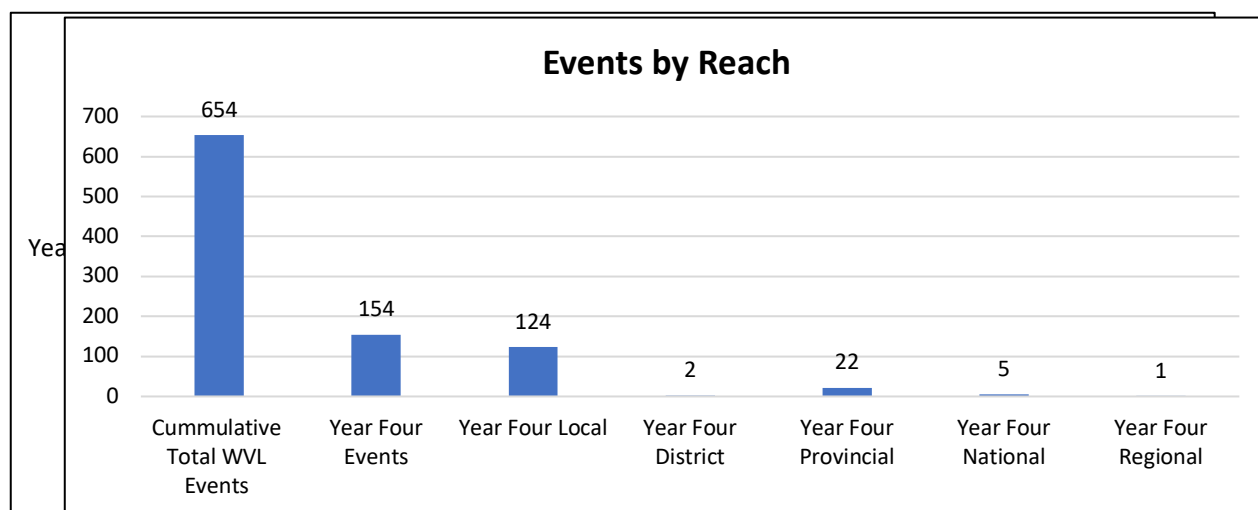


At the end of the project, the majority of beneficiaries (22 328), were urban women, mainly in KwaZulu Natal and Limpopo provinces. The highest number of direct beneficiaries were recorded in this reporting period (Year four), comprising 38% of the total WVL beneficiaries. During the reporting period, (year four) WVL reached 8 905 (47%) women in urban areas compared to 37% men. Nine per cent (1 674) of the beneficiaries are women in rural areas, and 5% (998) are men in rural areas. Approximately 1% (189) of the beneficiaries reached are people who identify as LGBTQI and persons with disabilities.

## Beneficiaries by province



The figure above shows that during the reporting period (year four), beneficiaries reached were in five provinces of South Africa. The most beneficiaries (79%) were reached in KwaZulu-Natal, which could result from the organisations' increased outreach in the province, mainly a new focus on working in schools. In Gauteng, organisations reached 2,654 (14%) beneficiaries. Beneficiaries in Limpopo account for 4%, whilst Western Cape reached 2% and Eastern Cape 1% of the total beneficiaries.



During this period, WVL recorded 154 events of the cumulative 654 events held over the grant period. WVLSA grantees held 124 at the local level, 22 at the provincial level, five at the national level, one at the regional level, and two at the district level. This reflects the grassroots nature of the work done by the EVL grantees. 24% of events were done during this reporting period.

### Types of events

Of the 154 WVL events and activities held this period, 130 (84%) were face-to-face through dialogues, meetings or workshops, while 20 (13%) of the meetings were held virtually. Two hybrid events, with 2 (1%) Marches during the reporting period.

### Beneficiary breakdown by age and sex for period 1 April 2022 – 31 March 2023

Age group	No women	No men	Other	Total	% all (women, men and Other)
-18	6 269	7 027	3	13 299	71%
18 - 25	730	267	3	1 000	5%
26 – 40	1 981	465	29	2 475	13%
41-50	880	273	36	1 189	6%
51-60	384	119	2	505	3%
60 +	266	53	1	320	2%
<b>Total</b>	<b>10 510</b>	<b>8 204</b>	<b>74</b>	<b>18 788</b>	<b>100%</b>
<b>%</b>	<b>55.9%</b>	<b>43.7%</b>	<b>0.4%</b>	<b>100%</b>	

The table above shows that in year four, the most significant proportion (71%) of the beneficiaries reached is in the under-18 age group, reflecting the increasing work done in schools. Thirteen per cent of the beneficiaries reached are in the age group 26-40, 6% in the age group of 51-50 and 5% in the age group 18-25. Just 2% of the beneficiaries reached were in the age group of 60 and above.

### Cumulative beneficiary age analysis

Age group	Total Year One	Total Year Two	Total Year Three	Total Year Four	Grand Total	Percentage per Age group
-18	0	5416	6592	13299	25307	51%
18 - 25	11	2548	1761	1000	5320	11%
26 – 40	531	3982	3221	2475	10209	21%
41-50	163	2141	1543	1189	5036	10%
51-60	61	878	803	505	2247	5%
60 +	10	630	387	320	1347	3%
<b>Total</b>	<b>776</b>	<b>15595</b>	<b>14307</b>	<b>18788</b>	<b>49466</b>	

Over the duration of the project more than half (51%) of the beneficiaries were under in the -18 age group. The second highest age group to be reached through the project is 26-40, with 21%. Those above 60 years, constituted the smallest number with just 3% in this age group being reached. Below is the report four age analysis that focuses exclusively on this reporting period.

### c) Visibility

WVL-SA's visibility has grown since its first year of implementation to date. Subsequently so has grantees social media. GL took the initiative to conduct communications training sessions with the grantees, held joint campaigns during women's month and 16 Days of Activism in South Africa. Many of the WVL-SA grantees have also partnered together on other campaigns.

The main impact of the training sessions that GL has provided to the grantees is the growth in visibility for the grantees. This has helped the grantees to be recognised by other donors, increased their credibility as women's rights organisations, assisted in raising awareness about social justice issues, providing a platform for collective action and amplifying marginalized voices.

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Total</b>	<b>M (current i.e. cumulative)</b>	<b>F (current, i.e. cumulative)</b>
<b>Website</b>							
Hits	1 617 695	1 275 182	2 012 431	1 810 667	6 715 975	Data does not have the sex-disaggregated breakdown from the source	Data does not have the sex-disaggregated breakdown from the source
Unique hits	19 525	23 421	22 859	12 498	78 303		
Page visits	179 674	209 399	217 688	174 758	781 519		
Page views	26 739	47 282	47 282	70 035	191 338		
<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	200	826		
Mentions	56	481	762	262	1561		
Likes	33	45	54	0	132		
Profile visits	483	2121	6440	3182	12226		
Tweet impressions	7572	48605	35028	7094	98299		
<b>Face book</b>							
Followers	285	189	163	246	883	Data is only available in percentages as per Facebook insights	Data is only available in percentages as per Facebook insights
Mentions	40				40		
Facebook page likes	276	546	633	164	1619		
<b>Instagram</b>							
Posts		15	20	4	39	Data is only available in percentages as per insights	Data is only available in percentages as per insights
Followers		161	7	84	252		
Mentions		76	135	157	368		

WVL-SA has been in the news 46 times. Of the 46 news items curated GL produced 34, Development Aid published four articles, Funds for NGOs printed two grant announcements, SABC online had two articles and there were two radio interviews. See **Annex B** for detail on media outreach and coverage throughout the project.

## Website



The [WVL-SA website](#) created in April 2019 has grown from 1 617 695 hits in Year 1 to a cumulative total of 6 715 975 over the grant period by Year 4. The website received 191 338 page views and 781 519 page visits. With unique visits reaching 78 303.

The website increases the visibility of WVL-SA not only in South Africa but in other countries such as Lesotho, Zimbabwe, Eswatini and Kenya showing regional relevance and reach of the project. The website is also a repository of information for grantees, with information and videos from the various trainings available through the [WVL Helpdesk](#) and [YouTube](#) for grantees to be able to refer back to training reference material and resources.

## 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 annual reporting period at 12 Tweets from 73. WVL has tweeted a total of 366 times during the four year period. November figures show that there was significant engagement on the WVL-SA twitter page reaching impressions of 2 022. The page has a total of 200 new followers, and 812 followers over the four year period.

Mar 2023 • 31 days

### TWEET HIGHLIGHTS

#### Top Tweet earned 733 impressions

South African women from 31 organizations across 6 provinces walked away with awards in seven categories "You made the choice to be a voice," said Canadian High Commissioner Christopher Cooter, Read more [wvlsa.org.za/voiceandchoice...](https://wvlsa.org.za/voiceandchoice...) [pic.twitter.com/RDWlmIDBdu](https://pic.twitter.com/RDWlmIDBdu)



1 3 10

[View Tweet activity](#)

[View all Tweet activity](#)

#### Top mention earned 50 engagements



[@TheGreatPeople2](#) · Mar 6  
Zintle, our Founder making a presentation on GBVF, with a particular focus on the Community Based Paralegal Training Program funded by [@WVLSouthAfrica](#) [@CanHCZA](#) this has been a successful project and we're excited to have shared our experience and lessons learned. [#EndGBVF](#) [pic.twitter.com/t0IJhhlLyo](https://pic.twitter.com/t0IJhhlLyo)



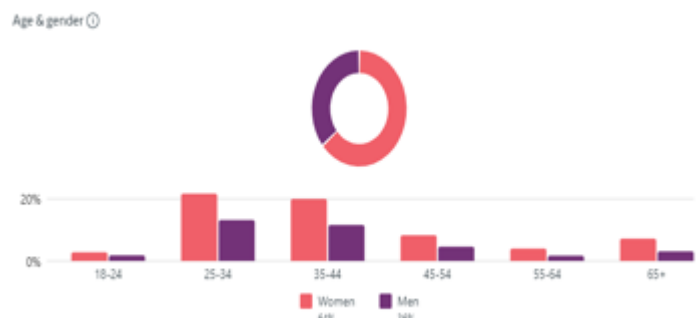
2 9

March 2023 has the top tweet earning 733 tweet impressions. The tweet was about the WVL-SA learning and Sharing Summit Awards held at the Residence of the High Commissioner, Christopher Cooter, on International Women's day. The tweet with the most mention was posted by The Great People of South Africa. This post had 50 engagements.



## Facebook

WVL-SA is accessible on Facebook on <https://www.facebook.com/GLSouthAfrica/>. The page has a reach of 883 followers, 80 more from the previous bi-annual reporting period and 1619 page likes over the four year project period. More women (64%) than men (36%) 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.



## Instagram

@WVL-SA on Instagram has 253 followers, 35 more followers than the previous reporting period (218). The post with the most likes is from 17 March's press release on the Learning and Sharing summit and awards. The post was liked 18 times.



## Grantee engagement on social media

During the WVL-SA Learning and Sharing Summit in March 2023, five organisations submitted entries to the summit, namely, The Great People of South Africa, Kwanele-Bringing Justice to Women, Amanzimtoti Trauma Unit, Litshani and Sisonke National Sex Workers Movement. Bellona Female Network won the overall award in the social media category, the judges said the presentation demonstrated "A targeted and impactful use of social media to partner young women with experienced mentors. It took a while to test and launch the app for a good reason – to make sure it all works! Congratulations on an amazing outcome".

Consistency is our evidence of good practice because starting and managing a social media account is not easy, however we always do our best to remain relevant in the space, by being active and consistently making use of social media to inspire change and Ubuntu", Zintle Khobeni, The Great People of South Africa

**METROFM SABC**  
@METROFMSA  
Founder of @TheGreatPeople2 Zintle Khobeni chats about her women-led non profit organisation, that operates as a Paralegal Advice Centre, advocating for gender equality, women & girl's rights, the rights of the LGBTQI+ community & people living with disabilities. #HustlerFix



TGPSA was invited by Metro FM. A South African National Radio station

The runner up prize was awarded to The Great People of South Africa. Judges said that "This Community Based organisation in one of Cape Town's poorest neighbourhoods punches above its weight, using social media to draw attention to violations of women's rights where the mainstream media fears to tread. A powerful example of making IT work for gender justice".

Grantees who presented in this stream shared creative and innovative ways in which they have used technology and social media to deliver their programmes and to make planning in their institutions easier. Participants in the room expressed interest in the technologies used. As a follow up GL organised a webinar on 5 April. Leonora Tema, the director of Kwanele-Bringing Justice to Women presented on salesforce a cloud-based technology that ensures that all customer data can be accessed anytime, anywhere. She also gave insight into online fundraising, social entrepreneurship and scouting for interns

online- virtual internships. Tabetha Malinga, the director at The Organisation for Young Women's Dignity presented on an application called Monday.com which is an all-in-one work management platform that helps



teams streamline their workflow, collaborate seamlessly, and manage complex projects effectively. This cloud-based platform was developed to simplify work by creating helpful tools and applications for managing work.

## The Great People of South Africa has increased their media reach

 Liked by royaltzee and 66 others  
thegreatpeopleof\_sa This morning, we were tagged on a FB post about a community that turned against one of their neighbors and destroyed their home because they reported the rape of their daughter to the Police.

The family is distraught to say the least and their informal structure is now non existent 💔 the trauma alone cannot be measured as they are also forced to move to another place for their safety.

Our organization immediately deployed our capable team which included our Forensic investigator, our Paralegal and our Social Worker to attend to this urgent matter. They met with the family at the Lower crossroad SAPS and we are grateful to the Police for stepping up when they were needed the most.

We are aware that the perpetrator appeared at the Wynberg magistrate court today on charges of rape and the TGPSA Team was also able to assist the family to register a case of malicious damage to property. Two detectives have been assigned to the different cases.

We are absolutely horrified at the community's barbaric behavior and we call for justice for the victim and the family. The law must take its cause and arrest those who participated in the destruction of the family's home. What kind of society are we living in?

TGPSA is providing trauma counseling, Paralegal Advice and the family will also receive court support. We will assist this family to navigate through the criminal justice system and ensure that JUSTICE IS SERVED!

A supporter of TGPSA's work tagged them on a Facebook post, about a horrific incident that happened in the community of Phillipi. TGPSA urgently organized a team of Community Base Paralegals and Social Worker to respond to the scene. The team started at SAPS station and requested an escort to the volatile situation. They used Social Media to keep everyone updated with the case and this increased engagements. After the Instagram post, Cape Argus followed up with TGPSA and wrote an article on the case. The Facebook and Instagram post and the article on the paper increased their following and the number of interactions on the posts.

TGPSA has increased their following on the various social media platform. The table below shows how followers have increased on the various platforms.

Followers	Before WVL-SA	During WVL-SA
Facebook	42	888
Twitter	68	910
Tik-Tok	0	45
YouTube	0	5
Instagram	36	430

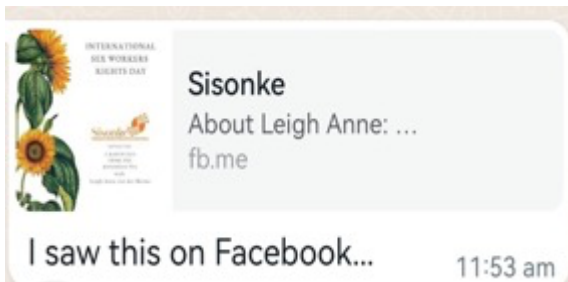
The main challenges during growing social media visibility have been to find the right and dedicated person to handle the social media platforms and the lack of funds is a hindrance to hiring qualified and fully dedicated persons such as a Social Media Manager. TGPSA has overcome these challenges by Tweeting more, posting on Facebook and Instagram and established a routine where they post content at certain hours of the day, and release at least a tweet per day.

**Amanzimtoti Trauma Unit's** biggest highlight from expanding their social media visibility is that they have been able to reach more clients because social media does not restrict who can access the organisation. **Kwanele's** success has been the ability to reach 70 likes on TikTok which a new social media platform. They have 2000 followers on LinkedIn. **The Great People of South Africa's** growth is in their increased number of followers, interactions, and impressions. TGPSA has also attracted traditional media to their work. They have attracted public figures & Media houses to the profile including Gomotso Matsunyane, Patrice Motsepe, Tebogo Ditshego, Saalam Media, Metro FM, CPT TV, Zibonele FM and one of their tweets on the Hillary Gardee Murder was read live on Newzroom Africa.

"Social media has definitely given us a good network of great people amount of people reached always there to help when we need it, Always a phone call away",  
Nokwanda, Amanzimtoti Trauma Unit

## Impact

Grantees reported that they have had an impact on Advocacy efforts and funding. A lot of the beneficiaries reach out to the grantees for services through the social media pages. For example, a previous beneficiary of **TGPSA** work tagged the organisation on a Facebook post, about an incident that happened in the community of Phillipi. TGPSA urgently organized a team of Community Base Paralegals and Social Worker to respond to the scene. The team started at SAPS station and requested an escort to the volatile situation. Social Media was used to keep everyone updated with the case and this increased engagements. After the post, Cape Argus followed up with TGPSA and released and wrote an article on the case.



## Challenges

Grantees shared the same sentiments on the challenges. One of the major challenges is finding the time to post every day, having the necessary capacity and funding to hire someone to manage the communications and social media.

## Lessons learned

Lessons learnt include the importance of posting to social media at least three times a week, including social media in the communications strategy, knowing the content that the audience will engage with best with, boosting posts to grow specific audiences, running targeted campaigns and hosting live streams events.

Consistency is our evidence of good practice because starting and managing a social media account is not easy, however we always do our best to remain relevant in the space, by being active and consistently making use of social media to inspire change and Ubuntu”, Zintle Khobeni, The Great People of South Africa

## d) Crosscutting themes



### Gender equality – Feminist Movement Building

The mid-term monitoring and evaluation survey of WVLSA found that just four of 28 (14%) identified themselves as a feminist organisations. The four options were women’s rights organization, feminist organization, organization that promotes gender equality, and human rights organization. They were not given an option of other/ don’t know/ not

applicable. Even within these restrictive parameters, only 3 organizations chose the option “we are a women’s rights organization”, while only 4 chose the option “we are a feminist organization”. The majority (17 organizations) chose the option “we are an organization that also promotes gender equality”. These results raised concern over the shared understanding of the term feminism amongst women’s rights organisations in general and WVL grantees in particular. To address this gap GL organized a series of three dialogues on Feminism in August 2023, South Africa’s Women’s Month on the topics: [Demystifying Feminism](#), [African Feminism](#) and [Feminist Leadership](#).

This led to a policy brief open to grantees and the public for comment. Marinda Weideman, the technical advisor (Field Support Services Initiative) at Global Affairs Canada administered an evaluation from October 2021 to February 2022, following approximately 2.5 years of project implementation. The evaluation showed that 91% of respondents thought their understanding of feminism had improved as a direct result of their involvement in the WVL Programme or their interaction with Gender Links.

## Gender and Disability



*National Council of and for Persons with Disabilities plant trees*

In addition to funding two organisations working with people with disabilities, WVL sought to mainstream disability in all projects. In October 2022, The National Council of and for Persons with Disabilities conducted training for WVL-SA grantees during the Leadership and Diversity training at the Observatory Golf Club called Disability Equality Training (DET) which covered all disabilities and promotes disability as a matter of equal opportunity, investigate the barriers faced by persons with disabilities in society, question stereotypes, myths and misconceptions about disability and promoting positive change in both policy and practice. The anticipated outcomes of the training included understanding the legislative requirements, different types of disability, building a safe and inclusive culture in the workplace, The correct methods of engaging with persons with

disabilities, for example: addressing deaf people directly and not their sign language interpreter. Addressing narrow perceptions in the workplace of the range of capabilities that persons with disabilities possess, and the promotion of the inclusion of disability into policy.

Post the training more WVL-SA grantees have been working the NCPD and other organisations that work with persons with disabilities. For example the Great People of South Africa worked with the Qhakaza Disability rights group to help promote and protects the basic human rights that people living with disability have a right to enjoy, facilitated disability rights community education programs to increase the information access to communities and in schools. We Will Speak Out South Africa now ensures that the Disability status of GBV case survivors is tracked in their case tracking system.

## Gender and climate justice

In mid-October 2023 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. As part of the training grantees developed their own ideas for their 'Going Green' Policies. Below are some highlights:

### ***Going Green - Organisational policy and practice***

- Developing a policy that considers climate change in every aspect of the organizations operations, ensure that is accessible and easily understood, include training on how to reduce waste.
- Develop policies to measure and manage each waste stream – paper, plastic, glass, metal, organic, electronic. Establish a recycling system that is easily accessible and sourcing local recycling companies.
- Develop a policy on energy saving, including unnecessary boiling of water, installing energy saving lights and motion light sensors.
- Implementation of incremental solar technology
- Develop a policy for water saving, including implementing technology to reuse grey water and rainwater harvesting.
- Encourage working remotely and hybrid working to reduce energy and water waste at the office.
- Do a 'switch off' campaign encouraging people to switch off lights and computers when not in use.
- Ensure that all new appliances are water and energy efficient.
- All furniture that the office buys is recyclable and made from renewable materials.
- Donate what you can no longer use.



### **Going Green - Programmes**

- Gender Based Violence: Encourage our beneficiaries to plant fruit trees e.g., Avocado trees as an income generating activity (Food security) and converting dumpsites to promote food gardens for sustainable income generations.
- Feminist Movement Building: Using Eco friendly materials; food security programs (Home food gardens) and Recycling initiatives (waste management).
- Skills Development: Using alternative energy to provide training interventions e.g., solar, wind, etc.; teaching and promoting organic products; training beneficiaries on organic farming.
- Procurement: Use value chains that promote climate change (suppliers)

### **Going Green - Awareness and knowledge building**

- Using creative safe spaces to bringing key populations for dialogue and to share experiences and information.
- Connecting daily experience [lived experience] to climate change – making it real by making it personal and close to home.
- Speaking the people's language by understanding who you are speaking to, avoid using too much jargon and statistics versus speaking to the heart for certain populations.
- Approach – the way we approach sharing of information from a top-down approach to a co-sharing to avoid intimidating or silencing people's own perspectives because the focus is dialogue and not imposition of knowledge in a hierarchical sense.
- Identify intersecting issues that will drive the point that you are making.
- Storytelling and drawing as a way to raise awareness – Voices of women.
- Using art as a tool for expression and knowledge sharing. Music as a universal language. Singing about these important issues have a lasting impact on consciousness.
- Pop-up performances to drive conversation and a reaction to demonstrate societal norms.



*The effects of climate change women the most.  
Photo: 1 in 9 Campaign*

## **3. LESSONS LEARNED AND RECOMMENDATIONS**

Over the four years, the WVL team has learned many lessons. These lessons have seen the project evolving in its daily operations including changes to systems, interaction with grantees and the donor, support given to the grantees. This section summarises lessons learned and recommendations arising.

### **Grant making**

*Credibility as a grant maker:* GL has grown the WVL portfolio into a credible grant-making unit with a transparent grants assessment process involving independent technical experts who were part of the Grant Selection Committee. Some of these now serve on the Voice and Choice Fund Grants Selection Committee. Maintaining arms-length in grant making is vital to fairness.

*Due diligence:* During due diligence the team has learnt the importance of calling all references, reviewing organisation's Annual Financial Statements, verifying registrations documents with the Companies and Intellectual Property Commission (CIPC), checking Curriculum Vitae and certificates of staff as a way to mitigating risk. The team has been using learnings from each grantee reports received to constantly improve our online reporting system, monitoring and evaluation tools.



*Vigilance during due diligence:* The team has learned to be more vigilant in its due diligence and contracting processes. Through experiences with grantees failing to meet project commitments, the team now takes greater efforts with checking grantees track records by verifying with the references provided, as well checking in with partners who have previously worked with the grantees. As a result of this vigilance, the team disqualified an organisation called Altruism Group. GL found out that the bank account details and financial statements provided were for a profit making entity. When the WVL-SA project team requested the NPO/NPC registration document, the organisation failed to produce these. Furthermore, whilst running reference checks, the GL team noticed that the contact details and email address under referee were in fact for the organisation's own internal contact persons. The budget submitted covered non-project activities - office furniture and human resources costs.



*Tsisti Fungarani from Global Affairs Canada actively participated in capacity building initiatives with grantees. Photo: Mboy Maswabi*

*Resilience through a pandemic:* The COVID -19 pandemic came with restrictions at different levels that placed severe constraints on all organisations. GL GMU came up with innovative ideas to continue to meet project timeframes. The GMU used the hard lock down to assess grantee applications, develop the grantee contracts, build grants information system and grants finance system. When the restrictions were lowered the team applied for essential services

certificates to use to go into the field to conduct due diligence. In high risk zones like the Western Cape province the GMU conducted due diligence virtually. The GMU conducted all the smaller Rapid Response due diligence interviews virtually. The GMU issued contracts and disbursements during the height of COVID-19. With the easing of restrictions in June 2020 the GMU moved quickly to provide hybrid training – Face to Face and virtual.

### **Recommendations**

- *Increase RR grants:* Revision the RR grants in the event of a WVL-02 and in the AC Partnership grant. GL is using the lessons learned in WVL to create a small grants window called Opportunity and Strengthening Grants. These will be approximately R100 000 per year renewable annually based on performance over three years.
- *Tax exemption:* Include assistance in applying for the rights to issue Section 18 A certificates for donations received. This could encourage private and corporate philanthropy, as these actors would then derive tax benefits from their philanthropic contributions.
- *Institutional growth:* Include RR grantees in assessment of capacity building and institutional indicators by administering the ODS at the start and end of the RR grant period.

### **Strengthening institutions**

The WVL project has been a good opportunity to see grantees develop institutionally especially for those that started the project with no structures in place. The Organisational Development Scored Card that GL has administered at baseline, and end line was helpful in measuring the progress of our grantees. During the learning and sharing summits grantees testified of how they did not have policies, finance systems, communications strategies and monitoring and evaluation tools. Strengthening our grantees through on going capacity building has helped then improve their financial reporting, visibility, governance, data analytics and sustainability. Grantees are now better positioned institutionally to receive donor funding as result they have reported having raised double the funds received from the WVL project. It is evident the importance of strengthening grantees over and above the giving them financial resources. The wealth of knowledge they have gained most will now be able to remain sustainable after the WVL project with the additional funding they have raised and better institutional structures.

### **Recommendations**

- *Visibility efforts:* Convene virtual communications training at the start of the granting period to familiarise grantees with the donor and the implementing partner and provide a strong emphasis on pairing, mentorship, peer learning and sharing.
- *Report writing:* Provide feedback on reports and use reports of grantees to build capacity on reporting innovation and outcomes.

- *Use of online platforms:* Host online dialogues on innovative methodologies being used by grantees.
- *Advocating on policy work:* Work with grantees on honing policy initiatives and strategic communications campaigns especially the NSPGBVF
- *Networking post WVW 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 WVW Alumni grantees.
- *Training on Results Frameworks and logic models:* 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.

### **Systems:**

*Grants Management System development:* The shift between being a grantee and now a fund manager has been interesting and challenging. GL has experience with multiple donors' systems, some very good and others very difficult to use. Informed by this knowledge based on first-hand experience, GL worked towards simplifying grant application processes for the target WROs and made all efforts to develop systems and processes that are user friendly and not intimidating to applicants. This process was time consuming, interaction with technical experts was key. This was supported by rigorous testing by WVW Team internally before cascading the system to the target WROs.

*Power of systematic document management:* During the GAC audit the GL finance team learnt the importance of systematic filing, use of online platforms like SharePoint document management and always seeking written approvals for budget movements.

### **Staff skills**

*Patience and perseverance:* GL learned to develop patience and to trust the process during engagements with GAC on developing the Project Implementation Plan (PIP) that took almost one year to be approved.

*Proactive open and transparent communication:* At the close of the Grants Application Call, GL through its partners, was warned about the disappointment and disgruntlement by organisations that had not succeed. Immediately GL erred on the side of sharing detailed feedback from the GSC that was available online through the online assessment form. Some grantees welcomed this; others began to speculate (on WhatsApp) on the differences between scores of the assessors. To manage the backlash, on 2 March 2020 GL quickly responded with a press release on the grant making process, explaining the huge demand compared to available funds.

*Problem solving and showing empathy.* GL learned the benefits of engagement with key partnership and the ability to improvise and show empathy. This was evidenced in the case of MY Core applications who had made it through to Full Application stage and were shortlisted for due diligence. But unfortunately, had fallen short during due diligence. In these cases, the GSC proposed that worthy MY Core applicants who had not succeeded at Due Diligence stage be considered for RR grants. This is an example of how GL was able to resolve a potential problem that would have led to negative publicity, in a way that was empathetic and responsive, while insisting on minimum standards necessary for accounting and reporting to GAC.

*Supporting grantees:* The Team had to learn to be flexible in its approach to project implementation and accommodate project changes by grantees in ways that did not compromise implementation of the project. Another key lesson learned was patience and high levels of professionalism with Grantees as they repeatedly call on the team for on-going support in Monitoring and Evaluation and Sage Pastel Finance training, despite several training opportunities already given.

*Accessibility:* Grantees benefited from the GL Team being accessible and easy going for them to communicate with them via WhatsApp and email for them receive project guidance and technical support.



## Finance

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

*Whistleblowing:* Due to the incidences of whistleblowing, sometimes after project close-out, the team has no Contracts. This allows for more time after project close-out for verification of finance documents and other monitoring and evaluation documentation submitted by grantees; as well placing grantees under obligation to support the team in the event of investigations.

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

*Grantee burn rate:* Grantees in the Networking and Multi – Year Core grantee category had a low or average burn rate during various reporting periods. This was due to some grantees like the QNetworq 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 grantee burn rate on a monthly basis 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.

*Monthly reporting:* The finance team also learnt the importance of reviewing grantee finances monthly and doing onsite visits to reduce fraud and unallowable expenditure. Monitoring grantee burn rate monthly has also proven to be a crucial strategy in order to help measure the progress of our grantees and quickly find way to support them improve when they're lagging behind.

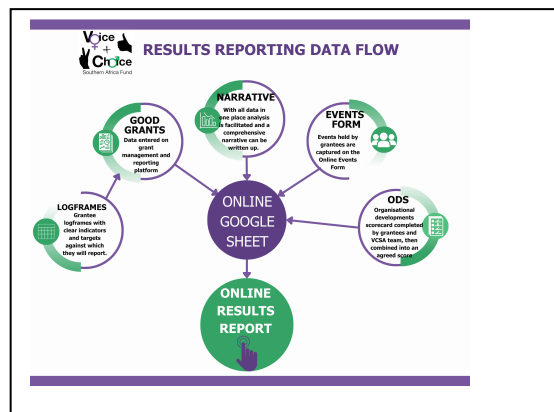
*Supporting grantees:* In efforts to curb fraudulent expenses receipts and other supporting documentation by grantees, the team has put in place mechanisms for monthly routine checks on all supporting documents. : In response to the challenges some grantees face with financial reporting, the project team is in the process of identifying bookkeeping service providers to support grantees as needed. The team is also preparing to roll out programmes on-the-job support that will open opportunity for grantees to work from Gender Links offices under the guidance and support of the finance team as part of training and capacity building.

## Recommendations

- *Fraud:* Guard against any misuse of funds and take immediate corrective action by making it mandatory for grantees to open separate accounts for grant funds.
- *Monthly tracking:* Ensure that there is a strong emphasis on monthly finance tracking for the grantees in order to track the burn rate faster and to avoid no cost extensions.
- *Increase of HR budgets for grantees:* Most of our grantees had challenges with staff retentions due low HR budgets. We had to constantly train new staff during the projects because of employees leaving seeking higher salary wages.
- *Increasing project timeframes:* GL realized that despite giving grantees No cost extensions there are a few that are still finalizing their reporting. In the future without the negative impacts of COVID-19 it would be helpful to do 3 year contracts for the multi – year core and Networking and alliance building grantees.

## Monitoring and visibility Learning

- *Continuous systems innovation:* Initially GL used a survey tool called Alchemer for grants management but realised that this had limitations for grant making. GL moved to Good Grants and has used this platform to innovate several changes to improve grantee reporting.
- We have also interlinked our forms for data collection and reporting. This integration of tools has been necessitated by the need by grantees to have a few comprehensive forms rather than many different forms sitting on different platforms. Basically, it is less confusing and at the same time helps with reporting. We have one interactive Google Reports that are linked to a google sheet that have the log frame, application data, Events form and Organisational development scorecard.
- Linked reports quality is compromised when one person in the chain does not deliver (cumulative reporting). We have learnt the importance of strong data collection and analysis systems at all levels i.e., process, output or outcome level. Regular reporting and verification of data help improve data integrity.
- M&E training and supporting officers improves the quality of data that we eventually gather. GL has conducted several refresher trainings on our M&E tools to staff. These has been via direct workshops, virtual meetings and peer group support.
- Constant on going monitoring of partners - The GL team learnt the importance of being visible and doing on site visits to grantees to monitor their progress on project implementation and finances. When grantees are monitored consistently, we always saw a rise in their burn rate and improvement meeting project implementation timelines.
- Giving ownership of our M&E processes to WVL partners saves GL resources and releases the burden of doing everything for grantees.



## Recommendations

- Gather evidence that assists in making and communicating decisions about where and how best to intervene using our common tools.
- Analysis of the qualitative evidence – Changing Lives, I Stories, Women in Politics profiles. Gathering of personal accounts and testimonies of beneficiaries in follow up research is important.
- Set aside budget and time to allow staff training so that maximum use of the M&E reports can be achieved.
- Digitisation of M&E tools to paperless online surveys.
- Analysis of data collected from various sources and surveys. GL will do further disaggregation of data to include aspects like poverty, indigenous communities, migrants and possibly people living with HIV/AIDS.
- Longitudinal tracking to establish baselines.

## Learning and Sharing

Gender Links facilitated a number of learning and sharing sessions, in several formats which provided learning on the benefits and disadvantages of the different formats.

Type of capacity building	How applied (examples)	Advantages	Disadvantages
Virtual	Finance, M & E, Communications and report briefing held virtually on zoom	This was helpful during COVID - 19 when we could not meet physically. Very beneficial for on-going support grantee can log a quick meeting to be assisted when their finance system is giving them trouble.	On a virtual platform it may be difficult to clearly see if your students are grasping all the lessons especially if its working on a finance system.
In person/On the job – visits to grantees	GL Grants Team visited grantees in the four provinces we work in. The visits were targeted to assist partners they were lagging behind in their finance reporting and implementation.	Grantees had the opportunity to get one on one attention and be assisted in operating the finance system and M & E on line forms. Grants Assistant was able to test understanding of grantees.	We can spend money travelling for on the job support but find grantees cannot be assisted because they do not have the physical finance support documents to aid them in capturing transactions on the system
Experiential – grantees at GL	Grantees that were performing poorly in term of low burn rate and not filing support documents attended the experiential learning. Most of the grantees were from Limpopo and KZN.	This was more like an internship experience where grantees were learning how to their monthly bookkeeping under the supervision of the Grants Assistant. They had the opportunity to ask questions learn from their peers and recap on the finance trainings	Grantees travelling using public taxis not comfortable in carrying hard copy financial support documents to GL as there is a risk of them getting lost.
Peer learning and sharing – summits	Held two summits in 2021 and 2023	The learning and sharing summit gives grantees an opportunity to come together and share their work on the ground, the challenges they faced during COVID-19 when the first summit took place and how they have worked beyond the pandemic. The summit allows for participants to network and foster new partnerships.	Not all the grantees attend the learning and sharing summits, meaning that they miss out on opportunities to network with the other grantees. Most often times it is easy to pick up from the WhatsApp group those grantees that have not attended these summits, their interaction with the overall group is different.
Peer learning and sharing – webinars	Held Feminist dialogue series as a result of the WVWL mid-term evaluation report.	The feminist dialogues assisted the grantees in being able to identify the kind of organisations they work for and how they themselves identify.  This webinar was a follow-up of the social media presentations from the Learning and Sharing summit.	Some grantees seemed a little bit confused on what feminism is and these dialogues may have potentially caused a bit of confusion for the grantees.  Technically there are no disadvantages to introducing grantees to new ways of working that make their work easy.

Type of capacity building	How applied (examples)	Advantages	Disadvantages
	Held a webinar on Innovation and new ways of working		

The learning and sharing events that have taken place during the project have proven to be a good peer learning platform for the grantees. These events have led to follow up event in the form of additional training sessions, cyber dialogues, webinars and further partnership building efforts amongst the grantees. The summits have also been a good learning experience for grantees and GL as a sub –granting partner. Follow up from the summits has included webinars on online fundraising, using free systems like Sales Force for monitoring and evaluation and Monday.com for planning and finance reporting.



During the learning and sharing sessions, GL ensures that grantees take time out to celebrate. Photo: Mboy Maswabi

*Experiential learning:* GL invited grantees that were struggling with understanding the finance systems, monitoring and evaluation as well as setting up social media accounts to experiential learning sessions. Grantees experienced one-on-one capacity building sessions with the GMU team. Grantees that had these sessions showed the most improvement in their reporting, capturing of finances and visibility efforts.

### **Recommendations**

- Reinforce learning through joint campaigns, monitoring and evaluation of communication statistics linked to Women's Month and the Sixteen Days of Activism.

### **Networking and partnerships:**

*Power of partnerships:* We have learnt the importance to constantly encourage grantees to partner with other WVL grantees. 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.



### **Recommendations**

- Grantee WhatsApp groups continue to operate giving our grantees a community in which they can continue to share their events and opportunities.
- GL continues to use grantee mailing list to share grant funding opportunities with partners.
- Give grantees more opportunities to do joint campaigns as a way to amplify their voices in the communities they work in.
- GL to work harder strengthening collaborations with key stakeholders in government and UN agencies so that grantees get opportunities influence policy and build network with local governments.

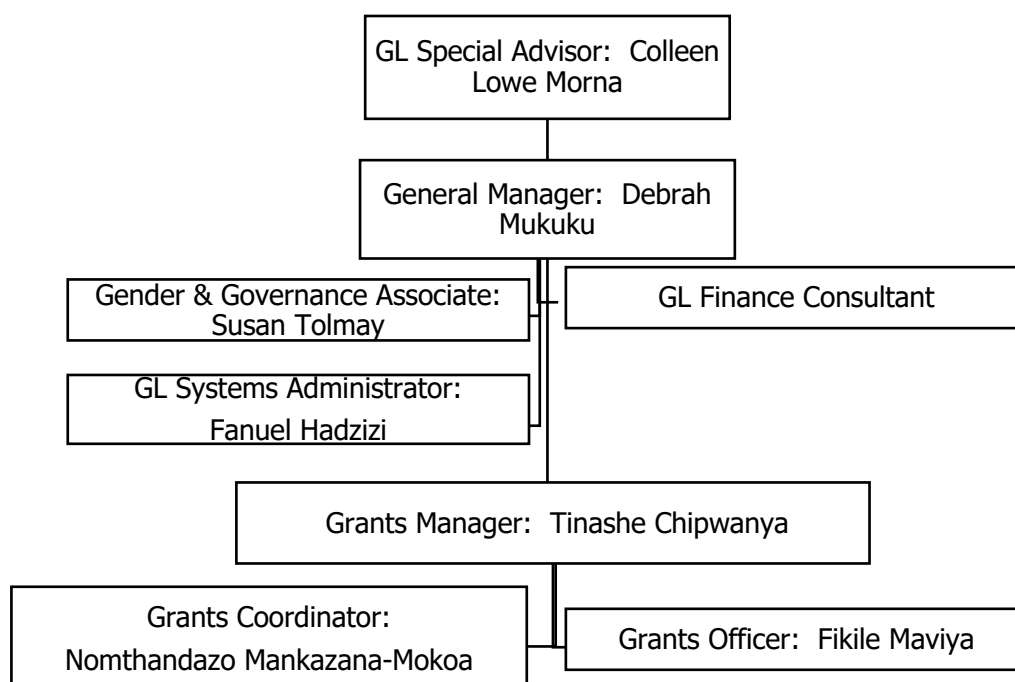
### **Sustainability**

As the WVL grant comes to an end GL and the grantees need to find ways to continue being sustainable. GL has received two new sub – granting funds from Amplify Change and Foreign Commonwealth and Development Office (FCDO). Eight existing and former WVL grantees were awarded funding under the opportunity strengthening grants category.

**Recommendations:** In all future grant making GL will seek to leverage donor funds as well as strengthen the capacity of grantees to raise their own funds.

## 4. PROJECT GOVERNANCE

### Human resources



The year 2023 marks the final phase of the WVL –SA Fund. The GL Grant Making Unit (GMU) maintained its existing team to close out on all project activities. The GMU continues to be spear headed by GL Special Advisor Colleen Lowe Morna. Debrah Mukuku manages the day to day operations of the GL Sustainability Hub. The core team includes the Grant Manager, Grant Co-ordinator and Grants Assistant.

The latter joined to provide grantees with finance support, auditing their support documents and managing all project logistics. GL has at various times used hired interns to support with sorting our media content, updating our grants portals and collecting content for our closing knowledge products. The GL Systems Administrator, supported by a senior consultant has played a crucial role in innovating grant management systems, moving to the Good Grants portal in the latter half of WVL. The Grant Management Unit as a whole now uses this system – another example of the IP that WVL has helped GL to build. The GMU continues to push the boundaries of these systems to ensure better user experience.

### Bi-Weekly Meetings and engagements with GAC

Briefing sessions have continued fortnightly with the GL Team and Tsitsi Fungurani GAC’s Senior Development Officer. The meetings have been a good platform for GL to share real time updates on the WVL –SA project with GAC and seek guidance and receive approval on budget matters. Jennifer, Carrine, Susanne and Tsitsi all from the GAC team have been very responsive and supportive to the GL staff which made it easy for us to implement the WVL project with a clear mandate. Key agenda items for the meetings have mostly been grantee matters, monitoring, capacity building, partnerships and announcements from the High Commission of Canada.

### Grants Selection Committee

The Grant Selection Committee (GSC) comprised five independent experts who assessed shortlisted grantees and recommended them for due diligence and contracting. Members of this committee provided valuable inputs on how grantees can strengthen their proposed projects and future proposals. During Year 1 of the WVL-SA Project, the GSC served as the gender technical experts who reviewed and evaluated WVL Grants Applications for the Rapid Response and COVID-19 Rapid Response Grants Applications, Multi Year Core



Support (MY Core) Grant Applications and the Networking and Alliance Building Grant Applications. In Year 2 the GSC continued to support the GMU in finalising grants selection for the main grants. In year 3 of the project the GSC assisted with assessment of disability and rapid response open calls. The GSC also participated in the 2021 and 2023 learning and sharing summit as judges. Grantees have benefited from the mentorship from the GSC throughout the WVL project at different stages of their implementation.

### Project Steering Committee

The Project Steering Committee (PSC) comprising GAC, GL the Ministry of Women, Youth and Persons with Disability, Commission on Gender Equality and UNWomen provided strategic oversight and guidance. The meetings took place annually to review progress and approve the work plan for the following year. The women's ministry and CGE sent different representatives to the meetings, which resulted in some disconnect in information. UN Women provided number of suggestions and opportunities for collaboration. An example is the Women's Empowerment Principles Challenge hosted by GL in 2021 for young women entrepreneurs from Uganda, Kenya and South Africa. GL extended the SA challenge to WVL grantees, one of whom won an award.

## 5. RISK MANAGEMENT TOOL AND ANALYSIS

As this is our final report, we focus in this section on how we mitigated the risks identified in the project, rather than current or future risks,

	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	HOW MITIGATED
<b>EXTERNAL</b>				
Management Risk	WRO resistance to GL as the grant manager	High	Failure to sub-grant to WROs	GL was transparent, collaborated and communicated regularly with grantees and partners
Compliance risk	Potential grantees not meeting minimum institutional governance requirements	High	Grantees failing to manage grant due to poor governance structures	Mapping exercise done at the beginning of the project helped GL identify gaps in potential partner organisations. GL developed capacity building training programmes to address these gaps and put conditions in grantee contracts
Operational risk	Grantees sending grievance letters against WVL Project Staff when they fail to meet finance reporting expectations	High	Grantees evading meeting financial reporting requirements and discourages GL Staff	Convened a recorded Mediation meeting for which the official reports are filed and grantees given obligations to meet within set timeframes
Operational Risk	Project implementation: staffing issues, capacity	High	Failure to complete projects on time	On site closures and support from Grants Assistant.
Financial Risk	Grantees submitting insufficient finance support documents	High	GL not able to account for grantee expenditure without invoices	GL withheld grant funds until grantees met all reporting requirements

<b>RISK CATEGORY</b>	<b>IDENTIFIED RISK</b>	<b>RISK RATING</b>	<b>RISK IMPACT</b>	<b>HOW MITIGATED</b>
Monitoring & evaluation risk	Grantees not reporting finances and M & E on time	High	GL not able to monitor grantee burn rate and implementation without reports	GL targeted on the job training and capacity building for grantees who were experiencing challenges in reporting.
Monitoring & evaluation risk	Data integrity – grantees inflating monitoring and evaluation risks	High	Incorrect statistics and inaccurate information on grantee beneficiary reach and impact	Monthly data clean up and verification by WVL-SA team; verification with grantees.
Climate change	Floods in KZN	Medium	Delayed programme delivery	GL grantees to shifted activities on their work plans so that they could do activities that could be done virtually or working from home for those in areas with offices in areas affected by the flood.
Unexpected emergencies	COVID-19 Pandemic	Medium	Delayed programme delivery	GL and grantee came up with innovative ideas to continue implementing despite lock down restrictions for example virtual meetings/trainings, use of essential skills permits to travel and restructuring of work plans to start with activities that did not require field work.
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.
Financial Risk	Grantee organisations closing due to lack of funding after WVL 01	Low	Affects the goal of WVL of assisting grantees to be sustainable	Share funding opportunities with grantees. Possibly funding deserving grantees in WVL 02
<b>INTERNAL</b>				
Human Resources Risk	GL Fails to identify a suitable Grants Manager	High	Challenges in daily operations management of the granting process	GL did talent spotting and managed to hire a Grants Manager who has been working efficiently throughout the project.
Management Risk	Human resources - staff contracts ending in March 2023.	Low	Loss of skilled staff	Staff will be retained through the Amplify Change Partnership grant.

## 6. FINANCIAL REPORT

The financial report covers the period 1 April to July 2023. 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>	\$26,120	\$26,120	\$0	\$1,045,997	\$1,045,997	\$0	100%
1.4	<b>Fees - Subcontractors with an Arm's Length Relationship with the Organization</b>							
	Grants Management System and Other Subcontracted Services	\$0	\$1,264	-\$1,264	\$122,032	\$169,511	-\$47,479	139%
	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	\$0	\$0	\$0	\$140,765	\$140,985	-\$220	100%
1.6.3	Students and Trainees Training Costs							
1.6.4	Other Training Costs	\$2,760	\$934	\$1,826	\$17,800	\$15,974	\$1,826	90%
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	\$21,299	\$5,884	78%
1.6.9	Other Direct Costs							
a	Multi-Year	\$0	\$0	\$0	\$1,272,975	\$1,256,315	\$16,660	99%
b	Fast, responsive funds	\$0	\$0	\$0	\$238,500	\$242,683	-\$4,183	102%
c	Institutional Capacity Building - Support							
d	Network and alliance building	\$0	\$0	\$0	\$701,600	\$598,552	\$103,048	85%
c	Conferencing summit	\$0		\$0	\$0	\$29,856	-\$29,856	100%
<b>1.9</b>	<b>Overhead Compensation</b>							
1.9.1	Fixed or Negotiated rate on 1.1 through 1.6	\$2,333	\$4,464	-\$1,973	\$412,556	\$408,351	\$4,205	99%
<b>Total</b>		<b>\$ 31,213</b>	<b>\$ 43,282</b>	<b>-\$ 12,069</b>	<b>\$4,000,000</b>	<b>\$3,960,785</b>	<b>\$39,215</b>	<b>99%</b>

**Remuneration - Local Employees (100%)**

GL's expenditure on salaries is at 100% as all project tasks have been completed.

**Grants Management System and Other Subcontracted Services (139%)**

The "Fees Subcontractors" budget line from the original budget was combined into Grants Management System and Other Subcontracted Services in order to accommodate the systems development and maintenance. GAC gave prior written approval for the line to be adjusted with reallocations and to apply part of the interest earned to offset these costs. This accounts for the 39% overspend.

**Reimbursable Expenses Eligible for the Fixed Overhead Compensation Rate****Travel Costs (100%)**

All capacity building and training for grantees ended in March 2023 therefore we had no travel expenditure in the close out period, April to July 2023. The budget was fully utilised at 100% for the grant period. Capacity building played a crucial role in the success of the project.

**Other training Costs (90%)**

During the close-out period, we incurred costs for onsite visits to ensure Grants compliance. The 10% savings is accounted for by some of the training pivoting to virtual explored other costs savings training approaches during the COVID-19.

**Goods, assets and supplies - Motor Vehicle (78%)**

GL purchased a motor vehicle for travel at the start of the project. The budget line was underspent due to expenditure adjustments in the mid-term grant audit.

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

GL disbursed CAD\$2 097 550 of the CAD\$2 213 075 grant budget (95%). All funds disbursed were fully spent and accounted for. But there were different rates of uptake within the various grant windows. The small rapid response grants (102%) achieved the highest uptake; followed by Multi-Year core (99%) and the Networking and Alliance building grants (85%). Looking ahead, this slower uptake on the networking grants raises concerns about the capacity to implement such grants. A better strategy going forward may be to merge the multi-year core and networking grants, and make networking a criteria of all grants. The staggered closure of the different grants allowed for strong oversight by the the grants compliance team.

The table below provides a summary of the cash position, inclusive of the interest, which GAC permitted GL to use to reduce the burden of forward spend.

	<b>CAD</b>
Funds received to date	3 850 00.00
Interest	92 317.00
Total funds in hand	3 942 312.00
Total final expenditure	3 960 785.00
Final request	<b>18 468.00</b>
Savings for GAC	150 000 – 18 468 = 131 532



In summary:

- GL received a total of CAD\$3 850 000 from Global Affairs for the implementation of the WVL project.
- GL kept grant funds in a high interest earning account; gaining CAD\$92 317.00.
- GAC approved CAD\$39 283 of the interest money for purchasing grants management systems and CAD\$52 962 to fund forward spending until project closure.
- The final expenditure for the project is CAD\$3,960,785 (99%).
- The final balance in favour of GL is CAD 18 468.
- GAC will realise CAD\$131 532 in savings on the project as a result of the interest earned and the slight under spend.



## Annex A: Communication products, events and WVL-SA in the news produced by the project

Organisations	Publication Title	Description	Project support provided	Type of document
Funds for NGOs	<a href="https://www2.fundsforngos.org/latest-funds-for-ngos/women-voice-and-leadership-fund-to-strengthen-womens-rights-organizations-in-south-africa/">No date of publication https://www2.fundsforngos.org/latest-funds-for-ngos/women-voice-and-leadership-fund-to-strengthen-womens-rights-organizations-in-south-africa/</a>	Fund announcement	Funds for NGOs	Article
Grant Forward	<a href="https://www.grantforward.com/sponsor/detail/women-voice-and-leadership-south-africa-32150">May 20,2020 https://www.grantforward.com/sponsor/detail/women-voice-and-leadership-south-africa-32150</a>	Fund announcement	Grant Forward	Article
Development Aid	September,23 2020	<a href="https://www.developmentaid.org/#!/news-stream/post/74600/womens-voice-and-leadership-how-to-ensure-that-donor-funding-reaches-and-simultaneously-capacitates-marginalized-community-based-womens-rights-organisations">https://www.developmentaid.org/#!/news-stream/post/74600/womens-voice-and-leadership-how-to-ensure-that-donor-funding-reaches-and-simultaneously-capacitates-marginalized-community-based-womens-rights-organisations</a>	Development Aid	Online article
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/2021/06/23/cyber-dialogues-covid-19-feminist-perspectives-on-vaccine-justice-womens-voice-and-leadership-sa/">23 June 2021 Cyber Dialogues: COVID-19 Feminist Perspectives on Vaccine Justice – Women's Voice and Leadership SA (wvlisa.org.za)</a>	Dialogue on the Feminist perspectives on Vaccine Justice	Technical assistance, and/or promotion and hosting event	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/2021/07/14/south-africa-women-call-for-end-to-violence-resumption-of-vaccine-roll-out-womens-voice-and-leadership-sa/">14 July 2021 South Africa: Women call for end to violence, resumption of vaccine roll out – Women's Voice and Leadership SA (wvlisa.org.za)</a>	Call for the resumption of the vaccine roll out	WVL expertise	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/2021/07/29/sa-urgent-call-for-sex-disaggregated-data-on-vaccine-roll-out-womens-voice-and-leadership-sa/">29 July 2021 SA: Urgent call for sex disaggregated data on vaccine roll out – Women's Voice and Leadership SA (wvlisa.org.za)</a>	Call for sex disaggregated data on the vaccine roll-out	WVL expertise	News interview

Organisations	Publication Title	Description	Project support provided	Type of document
SABC News Online	<a href="#">9 August 2021 COVID-19 vaccine roll out for under 35s should start immediately: Gender Links - SABC News - Breaking news, special reports, world, business, sport coverage of all South African current events. Africa's news leader.</a>	Women's Day call for #VaccineGenderJustice	N/A	Article
Connectradio.co.za	<a href="#">9 August 2021 COVID-19 vaccine roll out for under 35s should start immediately: Gender Links (connectradio.co.za)</a>	Women's Day call for #VaccineGenderJustice	N/A	Article
SABC news	<a href="#">9 August 2021 Link to news piece</a>	Women's Day call for #VaccineGenderJustice	N/A	News interview
Mohodi FM	<a href="#">10 August 2021 Link to article</a>	COVID-19 vaccine roll out for under 35s should start immediately: Gender Links	N/A	Article
The Citizen Newspaper	<a href="#">10 August 2021 Link to article</a>	Some women cannot get vaccinated due to GBV: A petition signed by 43 Women's Voice and Leadership partners as part of the #Vaccine Gender Justice campaign has been sent to President Cyril Ramaphosa	N/A	Article
WVL-SA website and GL website, Facebook & Twitter	<a href="#">27 August 2021 South Africa: Gender attitudes still leave a lot to be desired – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release on the results of the attitudes survey	WVL expertise	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">16 September 2021 Young Women's Entrepreneurship Challenge Awards – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to Young Women's Entrepreneurship challenge awards.	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="#">29 September 2021 SADC: WELCOME HOME PHUMZILE MLAMBO NGCUKA – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Hosting welcome back of Former Executive Director at the UN Dr Phumzile Mlambo-Ngcuka with SADC countries	Technical support, hosting the event on the Community of Practice	Invitation

Organisations	Publication Title	Description	Project support provided	Type of document
WVL-SA website and GL website, Facebook & Twitter	<a href="#">5 September 2021 Tues 8 Sep 2020, 11-13h: Cyber dialogues Maternal and menstrual health – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to attend the dialogue on maternal and menstrual health	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">7 September 2021 Gender &amp; COVID-19: Voices from the ground discussion – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release on the discussion on Gender and COVID 19 and the next steps the grantees and various stakeholders are committed to take forward	WVL grantee presentations/content	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">10 September 2021 NGOs call on government to intensify gender responses to COVID-19 – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release from organisations working to promote women's rights amid COVID-19 have called on the government to intensify gender-responsive solutions to the pandemic, especially gender based violence.	Feedback on the Gender and COVID dialogue	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">22 September 2021 AFRICA: YOUNG WOMEN LEAD TECH REVOLUTION IN LOCKDOWN! – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of winners of the Young Women's Entrepreneurship challenge	Technical support, hosting the event on the Community of Practice, WVL expertise	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">24 November 2021 South Africa: Needed – new approaches to ending GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release announcing the 16 Days of Activism	WVL Team expertise	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="#">25 November 2021 Elimination of Violence against Women: From lockdown to action – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Press release on the elimination of violence against women and girls at the start of the 16 Days of Activism campaign	WVL Team expertise	Press release



Organisations	Publication Title	Description	Project support provided	Type of document
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/18-october-2021-call-for-women-voice-and-leadership-rapid-response-applications-women-s-voice-and-leadership-sa">18 October 2021 Call for Women Voice and Leadership Rapid Response Applications – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of Rapid response grant call	Technical support, hosting the event on the Community of Practice	Announcement
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/18-october-2021-call-for-women-voice-and-leadership-gender-and-disability-applications-women-s-voice-and-leadership-sa">18 October 2021 Call for Women Voice and Leadership Gender and Disability Applications – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Announcement of Gender and Disability grant calls	Technical support, hosting the event on the Community of Practice	Announcement
Funds for NGOs	<a href="https://www2.fundsforngos.org/latest-funds-for-ngos/call-for-applications-women-voice-and-leadership-gender-and-disability-south-africa/">19 November 2021 https://www2.fundsforngos.org/latest-funds-for-ngos/call-for-applications-women-voice-and-leadership-gender-and-disability-south-africa/</a>	Announcement of grant call	Technical support, hosting the event on the Community of Practice	Announcement
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/19-november-2021-women-s-entrepreneurship-day-economic-power-to-end-gbv-women-s-voice-and-leadership-sa">19 November 2021 Women's Entrepreneurship Day: Economic power to end GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/26-november-2021-generation-equality-and-gbv-women-s-voice-and-leadership-sa">26 November 2021 Generation Equality and GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/2-december-2021-end-period-poverty-women-s-voice-and-leadership-sa">2 December 2021 End period poverty – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation

Organisations	Publication Title	Description	Project support provided	Type of document
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">3 December 2021 International Day of People with Disabilities – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">6 December 2021 Anniversary of the Montreal Massacre: The role of Men – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">8 December 2021 Gender violence, the media and social media – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">9 December 2021 Sex work and GBV – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">10 December 2021 Human Rights Day/ Take back the night – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za">8 March 2022 International Women's Day: Gender &amp; Climate Change, 8 March 2022 – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="http://www.wvlsa.org.za/gl-partners-with-amplify-change-to-boost-womens-rights/">31 March 2022 http://www.wvlsa.org.za/gl-partners-with-amplify-change-to-boost-womens-rights/</a>	Announcement of the partnership with Amplify Change	Technical support, hosting the event on the Community of Practice	Press release

Organisations	Publication Title	Description	Project support provided	Type of document
WVL-SA website and GL website, Facebook & Twitter	<a href="#">31 March 2022 Voice &amp; Choice: Taking stock, 31 March – Women's Voice and Leadership SA (wvlsa.org.za)</a>	Invitation to cyber dialogue	Technical support, hosting the event on the Community of Practice	Invitation
Development AID, Website	<a href="https://www.wvlsa.org.za/wvl-changes-organisational-trajectories-for-the-better/">15 July 2022 https://www.wvlsa.org.za/wvl-changes-organisational-trajectories-for-the-better/</a>	WVL Changes organisational trajectories for the better	Documents for article	Article
Development AID, Website	<a href="https://www.wvlsa.org.za/lvlf-overcomes-socio-economic-challenges-and-gbv-using-performance-art/">15 July 2022https://www.wvlsa.org.za/lvlf-overcomes-socio-economic-challenges-and-gbv-using-performance-art/</a>	LVVF overcomes socio-economic challenges and GBV using performance art	Documents for article	Article
Development AID, Website	<a href="https://www.wvlsa.org.za/jaws-model-of-individual-empowerment/">1 August 2022 https://www.wvlsa.org.za/jaws-model-of-individual-empowerment/</a>	JAW's model of individual empowerment	Documents for article	Article
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/women-in-dialogue/">2 August 2022 https://www.wvlsa.org.za/women-in-dialogue/</a>	Women in Dialogue	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/gl-amplify-change-launch-voice-choice-fund/">2 August 2022 https://www.wvlsa.org.za/gl-amplify-change-launch-voice-choice-fund/</a>	GL and Amplify change launch Voice and Choice Fund	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/introduction/">3 August 2022 https://www.wvlsa.org.za/introduction/</a>	Africa Feminism Discussion Paper” Comment on chapters	Technical support, hosting the event on the Community of Practice	Press release
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlsa.org.za/combating-online-gbv/">22 November 2022 https://www.wvlsa.org.za/combating-online-gbv/</a>	Combating Gender Based Violence	Technical support, hosting the event on the Community of Practice	Invitation

Organisations	Publication Title	Description	Project support provided	Type of document
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/world-aids-day/">22 November 2022 https://www.wvlisa.org.za/world-aids-day/</a>	World Aids Day	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/human-rights-day/">22 November 2022 https://www.wvlisa.org.za/human-rights-day/</a>	Human Rights Day	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/economic-empowerment/">28 November 2022 https://www.wvlisa.org.za/economic-empowerment/</a>	Economic Empowerment	Technical support, hosting the event on the Community of Practice	Invitation
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za/rapid-response-additional-funding-survey/">26 January 2023 https://www.wvlisa.org.za/rapid-response-additional-funding-survey/</a>	Rapid Response Additional Funding Survey	Technical support, hosting the event on the Community of Practice	Survey
WVL-SA website and GL website, Facebook & Twitter	<a href="https://www.wvlisa.org.za">14 March 2023 Celebrating Women, Voice and Leadership – Women's Voice and Leadership SA (wvlisa.org.za)</a>	Celebrating Women, Voice and Leadership	Technical support, hosting the event on the Community of Practice	Press release

## Annex B: Asset Disposal Plan

#	ITEM	DESCRIPTION	DATE ACQUIRED	NET VALUE CAN\$	CONDITION	METHOD OF DISPOSAL
1	Motor vehicle	Toyota Avanza 1.5	31/08/2019	5,890.99	GOOD	Gender Links proposed to keep the WVH vehicle. This request comes in the understanding that Gender Links being also a WRO, will continue to support all the WVH grantees as part of the overall GL mission. Selecting one organisation to give the car to would be very difficult for Gender Links as there would be no criteria that justifies one organisation over the other. The car could serve so many other WRO in many ways if it centrally remains with Gender Links
2	Computer	Lenovo Laptop s/n MP1NTZAB	30/04/2020	1.00	GOOD	Full useful life exhausted in GL books
3	Office Equipment	Cell phone Samsung Galaxy A30s	10/05/2020	1.00	GOOD	Full useful life exhausted in GL books
4	Office Equipment	JBL Portable BT Speaker Black	12/03/2021	1.00	GOOD	Full useful life exhausted in GL books
5	Office Equipment	JBL Xtreme3 BT Speaker Black	01/03/2021	1.00	GOOD	Full useful life exhausted in GL books
6	Office Equipment	Trino HD Webcam	01/03/2021	1.00	GOOD	Full useful life exhausted in GL books