

MONITORING AND EVALUATION

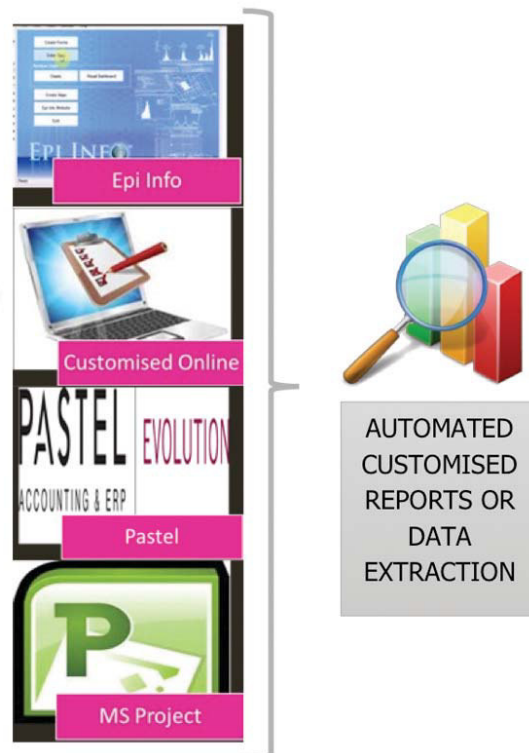
By Monica Bandeira, M&E Manager and Colleen Lowe Morna, CEO



Monica Bandeira

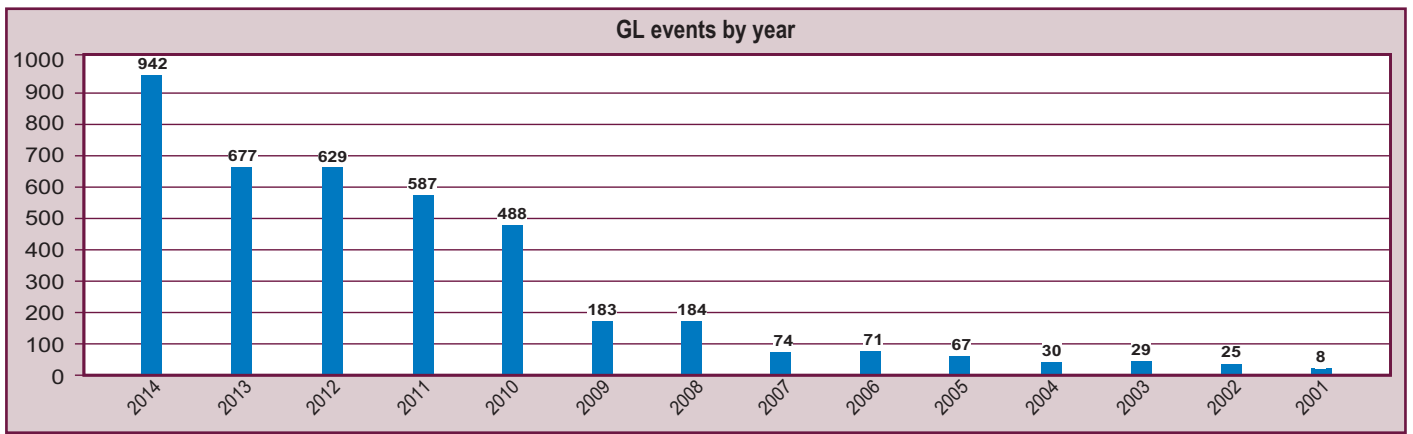
GL has placed a great deal of emphasis on the establishment of good Monitoring and Evaluation (M&E) tools and systems that enable it to monitor implementation and impact at different levels. Through this, GL is able to respond timeously and effectively to changes that occur in the environment. In 2014, GL invested further in this area through the employment of an M&E manager with experience in systems and tool development as well as analysis. This resulted in a thorough audit of M&E systems and tools and the development of an improvement plan for these. Although many of the changes will only come into effect in 2015, there was positive feedback from both staff and external partners about the process.

Revised GL M&E data process



With offices in 10 countries, it is important that GL finds contextually appropriate ways of collecting and analysing data about the work it does. GL continues to push itself to find innovative solutions to Monitoring

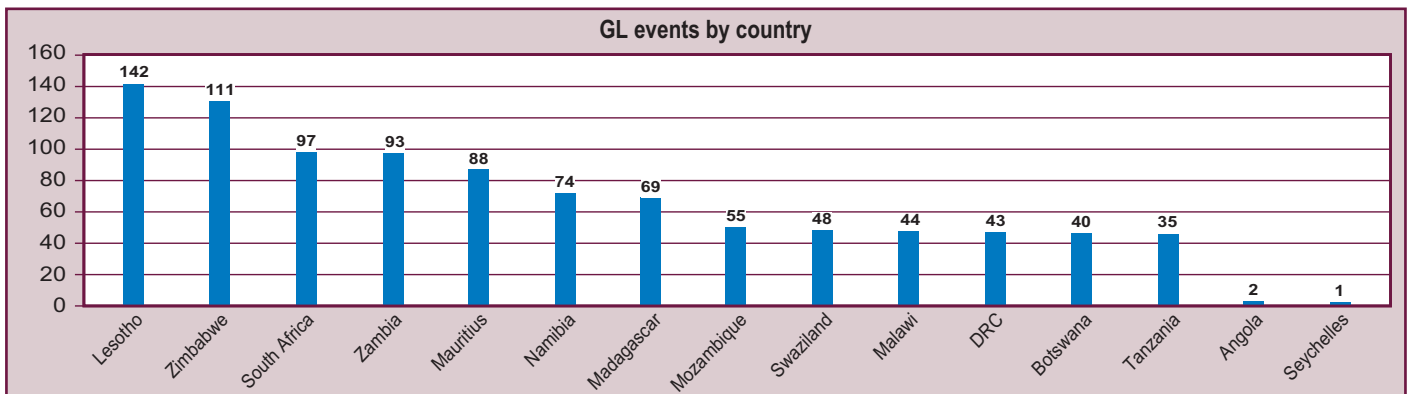
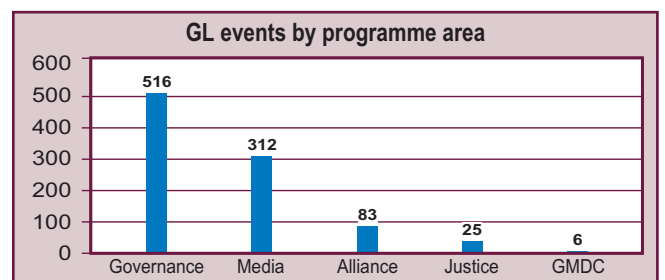
and Evaluation as this is seen as central to how it works. Without monitoring our interventions and impact we are unable to remain relevant and responsive to the needs of the beneficiaries we work with.



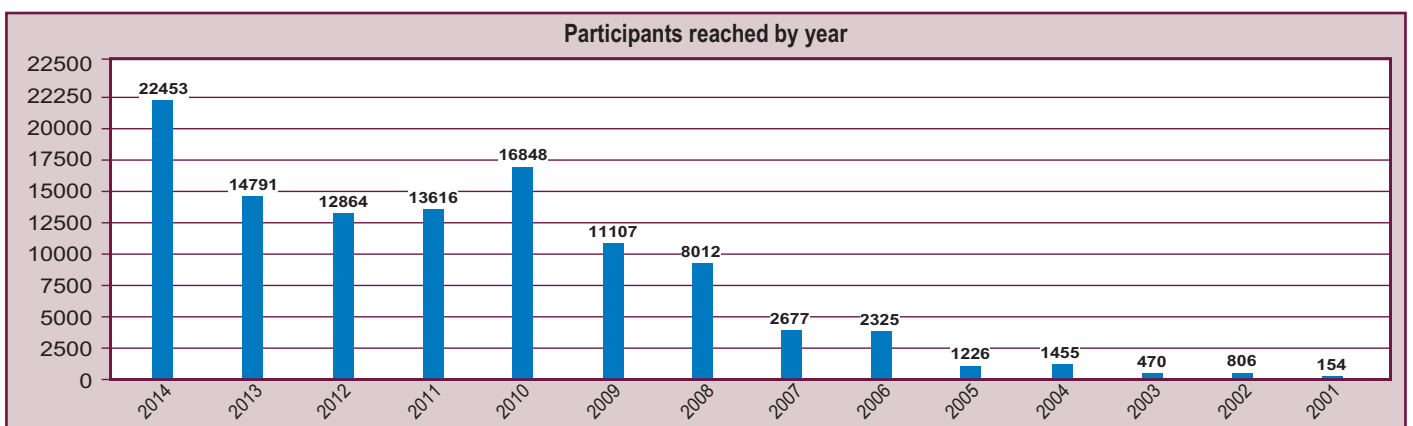
During 2014, through its five programme areas, GL ran 942 events, up from 677 in 2013, an increase of 39%. This demonstrates an increased focus on programmatic work. GL has consistently increased the number of events since its inception.

2013, a 47% increase. Alliance saw an increase of 25% in its number of events and the Justice programme more than doubled the number of events, growing from 15 in 2013 to 25 in 2014.

Working with local councils across ten countries continued to be the main focus of GL in 2014. This is evidenced in the Governance programme having held the highest number of events during 2014 (516). This programme grew from 469 events in 2013, representing a 9% increase. Media events have increased considerably to 312 in 2014 from 166 in



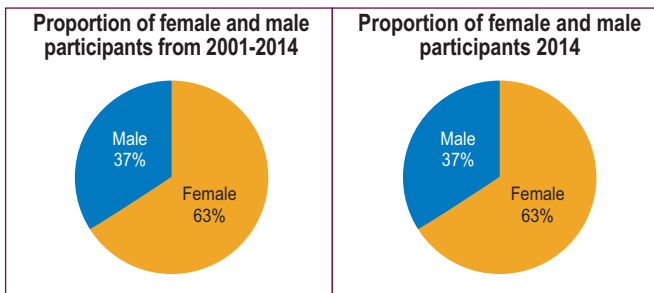
In 2014, GL Lesotho had the highest number of events (142) followed by Zimbabwe (111), South Africa (97) and Zambia (93). This is in line with the roll out of work with councils in these countries.



2014 saw GL reaching a total of 22453 people, its highest achievement to date. This represents an increase of 34% from the previous year. This increase is linked to increased funding which lead to GL rolling

out a new programme with women survivors of GBV, village level workshops on the SADC protocol, and large community-based initiatives during 16 days of activism across all countries.

Breakdown of participants reached by year				
Year	Female	Male	Total	Total
2001	103	51		154
2002	536	270		806
2003	301	169	118	588
2004	852	485	36	1373
2005	739	451	272	1462
2006	1276	777		2053
2007	1543	1134	3101	5778
2008	3111	1800	1203	6114
2009	6306	3598	10901	20805
2010	3488	2459		5947
2011	8526	5090		13616
2012	7675	5189		12864
2013	10332	4459		14791
2014	14072	8381		22453
Total	58860	34313	15631	108804



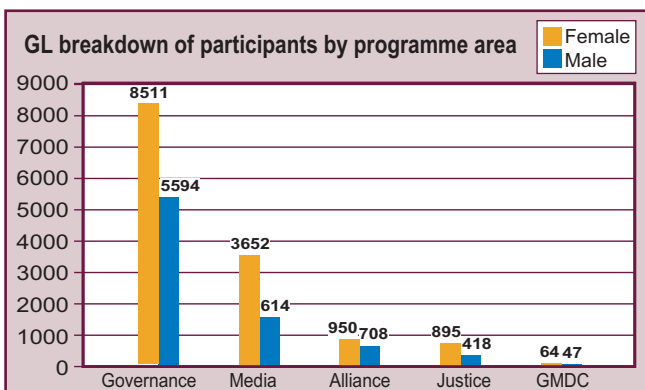
Since 2001, GL has reached 108,804 people through its programmes. The proportion of males and females has remained fairly stable over the years, with men representing 37%, more than one-third of those reached. In 2013, the proportion of men dipped to 30% as a result of GL's entrepreneurship programme that focuses exclusively on women. The proportion

of men picked up again in 2014 due to the increased numbers overall.



GL reaches thousands through it's programmes.

Photo: Ntolo Lekau



As in the past, the governance programme, that focuses on local government, reached the highest number of people (14,105). The GL Alliance programme reached 5266 people, almost double the number of people they reached in 2013 (2709). This can be attributed to the successful 16 Days of Activism events held across the countries. The proportion of females to males is relatively stable across programmes, although the proportion of males is over 40% for the Media, Justice, and GMDC programmes.

Breakdown of participants reached by country for 2014					
Country	Female	Male	Total	% Female	% Male
Mauritius	2682	1679	4361	61%	39%
Lesotho	2209	1558	3767	59%	41%
Madagascar	1529	1231	2760	55%	45%
South Africa	1609	440	2049	79%	21%
Zimbabwe	1164	815	1979	59%	41%
Zambia	748	951	1699	44%	56%
Namibia	1010	510	1520	66%	34%
Botswana	833	236	1069	78%	22%
Malawi	618	318	936	66%	34%
Mozambique	603	220	823	73%	27%
Tanzania	387	138	525	74%	26%
Swaziland	364	157	521	70%	30%
DRC	138	67	205	67%	33%
Angola	141	53	194	73%	27%
Seychelles	37	8	45	82%	18%
Total	14072	8381	22453	63%	37%

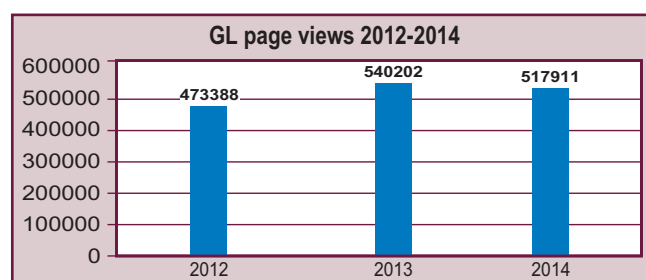
At 4361, Mauritius reached the highest number of people (61% female). Seychelles had the highest proportion of females with 82% attending GL events. At 56%, Zambia had the highest proportion of men participating in events. Madagascar also came close to an equal proportion of males and females, with 45% of their participants being male.

Outreach

GL employs a communication strategy that ensures that a high number of people are reached through various online platforms. One of the main avenues for this is the GL website and over the last few years, including the one under review, there has been an emphasis on using Facebook and Twitter to profile the organisation and its work. Lastly, information is regularly sent out to our mailing list through our contacts database.

GL Website

During 2014, GL had a total of 517,911 page views for its website. This is down slightly from 540,202 in 2013. This decrease is linked to the amount of downtime experienced with the website during 2014, which has prompted GL to begin the process of developing a new website. The total number of visitors to the GL website in 2014 was 207,557. This was made up of 161,703 new users (77.91%) and 45,854 (22.09%) returning visitors.



Most accessed pages on GL website for 2014			
Ranking	Page	Page views	% of total page views
1	Gender Links Survey Manager - Survey Centre	92,721	17.90%
2	Gender Links Survey - Manager Home	48,018	9.27%
3	Gender Links Gender Links for Equality and Justice	31,814	6.14%
4	"MBC reporter in porno stuff", "Malopa took Kachitsa's porn picture"	10,294	1.99%
5	16 Days of Activism	8,960	1.73%
6	Gender Summit	8,262	1.60%
7	GL Cottages	5,987	1.16%
8	SADC Gender Protocol	5,202	1.00%
9	About us	3,575	0.69%
10	Staff	3,370	0.65%

The table shows that the most visited pages during 2014 were those linked to the different online surveys that have been developed. This was followed by access to the Equality and Justice page and an article that contained “porn” in its title. In previous years, GL has found that articles containing such words garner a high number of hits, something which is of concern but also highlights what captures people's attention.

Origin of views of GL website for 2014			
Ranking	Country	Page views	% of total page views
1	South Africa	48,740	17.90%
2	United States	20,337	9.27%
3	Netherlands	11,826	6.14%
4	(not set)	9,623	1.99%
5	Mauritius	9,551	1.73%
6	United Kingdom	7,555	1.60%
7	Zimbabwe	7,486	1.16%
8	Kenya	6,116	1.00%
9	France	6,048	0.69%
10	India	5,403	0.65%

Most views come from people based in South Africa, accounting for almost 20% of the total page views for the website. This is not surprising given that the organisation is headquartered in South Africa. The fact that four African countries have made it onto the list of the top ten countries to access the GL website is excellent news, as the organisation emphasises its work in Africa. In fact 60,369 page visits or 29.09% of all page views originated in Southern Africa (the highest for all regions), demonstrating that GL outreach strategies are working.

When looking at the path people take to access the GL website, the majority or 63.96% do so through Google, followed by direct access to the website

Breakdown of GL Facebook statistics for 2014			
	Like	Female	Male
2012	1883	60%	40%
2013	2483	65%	35%
2014	3023	63%	35%

(20.82%) and through Bing (3.53%). This indicates that GL has increased online exposure and appears easily on online search engines.

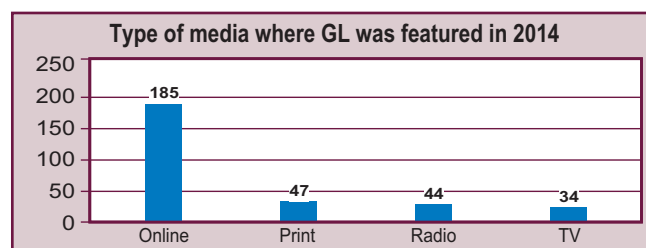
As at December 2014 the GL Facebook page had garnered a total of 3023 followers. Thus an approximate 540 new people started following the GL page in 2014 - an average of approximately 45 new followers each month. The Facebook insights indicate that there is a higher proportion of women accessing GL's Facebook page at 63% and men at 35%. The remaining 2% may account for people who do not identify as either men or women, as Facebook accommodates numerous gender identities for users. Since GL posts are primarily in English, Portuguese and French, the majority of followers speak English, followed by French and then Portuguese. Most followers are of Southern African origin, however GL has many international followers. From the USA, GL has 235 followers, 95 from the UK and 77 from Canada. South African followers make up the majority with 739, 263 from Zimbabwe, 258 from Mauritius, 135 from Botswana and 114 from Zambia. During 2014 twitter followers increased by 698, from 2350 in 2013 to 3048 in 2014. As at the end of 2014, GL had tweeted just over 2000 times.

Facebook posts reach and engagement varies depending not only on the content, but also the time at which GL posts. Different posts garner varying degrees of engagement - comments, likes and shares. The post above was on a story produced by the GL News Service on the nexus between gender violence and HIV in Mozambique. It was especially popular because it was posted on World Aids Day on 1 December, during the Sixteen Days of Activism Campaign. It is clear that this issue remains important to many followers, since it garnered a high level of engagement and reached over 600 followers.

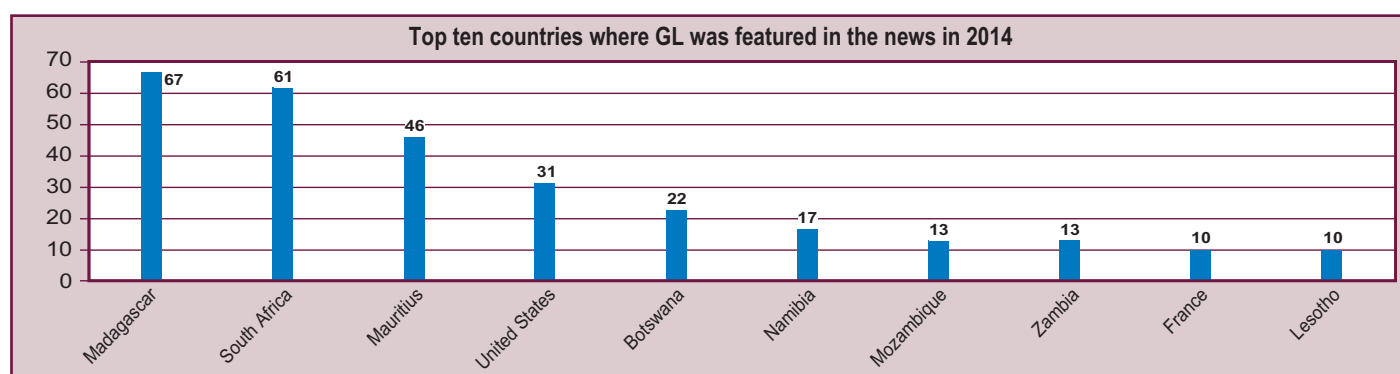
GL in the News

GL places a great deal of emphasis and effort on the use of the media to raise awareness on its work and gender related matters that are of importance. GL views the media as a major player in shaping gender

opinions and attitudes in societies. As such, it works actively through these channels to create impact.



In line with the move towards online access to news, GL used online avenues to highlight its work, appearing 185 times there. GL was also featured an additional 125 times through print, radio, and TV news channels. This means that GL was featured 310 times during 2014, just below once a day. This indicates that GL is able to attract media attention and is contacted in relation to various gender-related matters.



With 67 media features, Madagascar leads on the number of media appearances for GL followed by South Africa with 61. Again, the fact that most of the media appearances made by GL are in African countries means that GL is doing well in reaching its main target audience.

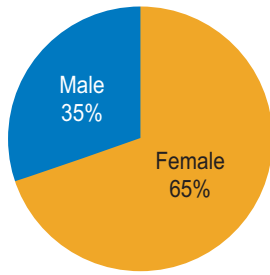
GL List Serve

Over the years, GL has developed a contacts database from people attending its events. This contacts database has continued to grow and is now standing at 17,377 contacts. This is composed of 65% females and 35% males, which is in line with the proportion of females reached through GL events.

Based on the contacts database, people who indicate they wish to receive communications from GL are extracted to form a List Serve. In 2014, a total of 5586 contacts formed part of the List Serve, which includes Lusophone, Francophone, and Donor-specific lists. During 2014 a total on 108 communications were sent to this list.

Number of new contacts per month for 2014	
Month	New uploads
Carry over from 2013	16355
January	65
February	27
March	21
April	193
May	115
June	25
July	14
August	36
September	148
October	279
November	55
December	44
Total	17377

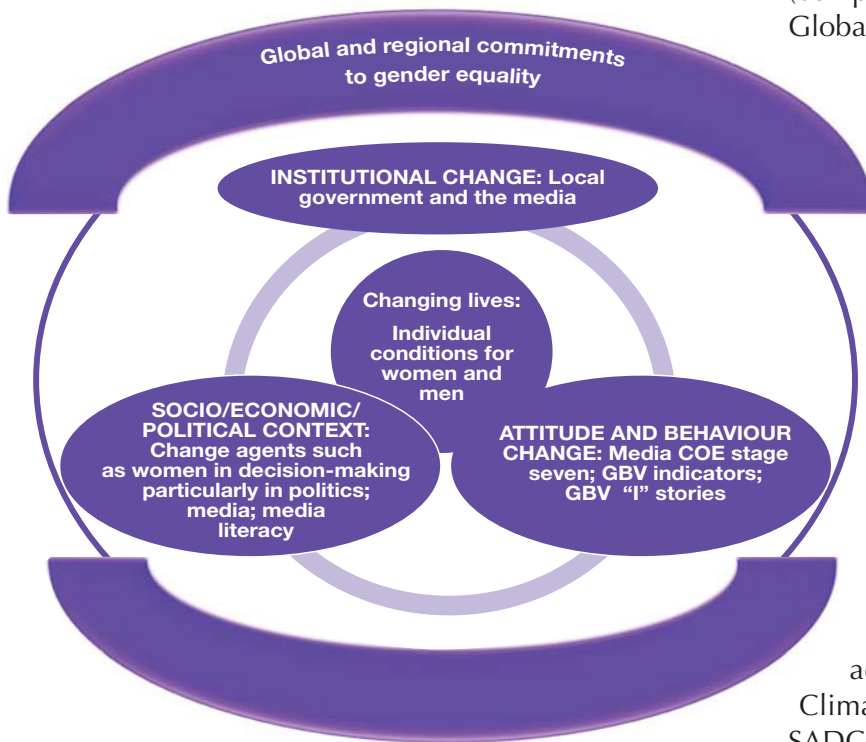
Proportion of female and male contacts



GL CEO Colleen Lowe Morna

Outcomes

Gender Link's Theory of Change begins from the premise that gender is the most cross-cutting source of social exclusion. Reinforced in formal and informal ways, gender inequality begins in the home; is perpetuated by the family; schools; work place; community, custom, culture, religion and tradition as well structures within society more broadly-the media, new media, popular culture, advertising, laws, law enforcement agencies, the judiciary, local and national structures.



Southern Africa, like many regions in the world, is confronting the chasm between progressive *rhetoric* of gender equality, and the *reality* of major social, political and economic gender gaps. On the one

hand, this is the only region in the world to have adopted a legally binding **Southern African Development Community (SADC) Protocol on Gender and Development** with 28 targets in ten sectors to be achieved by 2015, providing a regional roadmap for the attainment of MDG 3 - gender equality. However, women remain the majority of the poor, the dispossessed, the landless and the unemployed. HIV and AIDS has reversed many of the fragile gains: women constitute the majority of those infected and affected by the pandemic which has taken its largest toll in Southern Africa.

Customary practices undermine Constitutions and laws, sometimes condoning gender violence, one of the most telling indicators of gender inequality. Violence Against Women Baseline Studies conducted by GL in six of the fifteen countries in the region shows that between half and two thirds of women in Southern Africa have experienced some form of violence over their lifetime, up to 20% within the last year.¹ These studies, which include an attitude survey, show that while the majority of men say they believe women and men are equal, a shockingly high proportion believe that a man has a right to beat his wife. Research showing that women lack voice and choice is corroborated by GL's 2010 Gender and Media Progress Study showing that women in Southern Africa constituted a mere 19% of news sources (compared to the global figure of 25% in the 2010 Global Media Monitoring Project).

GL's vision is a region in which women and men are able to participate equally in all aspects of *public and private life* in accordance with the provisions of the SADC Gender Protocol (SGP). GL believes that the *vicious negative cycle of inequality* can be turned into a *virtuous positive cycle of equality*.

At the **state level** GL, as coordinator of the SADC Gender Protocol Alliance (SGPA), has mounted a high profile campaign for the review of laws and policies, and allocation of resources to achieve the SGP under the banner "*2015: Yes we must!*". This campaign, that includes advocating for an Addendum on Gender and Climate Change, is measured through the annual SADC Gender Protocol Barometer, a key evidence-based mobilising tool for civil society. GL's justice programme works with governments to provide baseline data on gender violence for multi-sector national action plans aimed at halving gender violence by 2015.

The number of governments that have ratified the SADC Gender Protocol (SGP) increased by one to 12 as Malawi ratified the protocol in August 2013. With the SGP now in full force, pressure is mounting on Madagascar (the only remaining signatory not to have ratified the Protocol) to do so.

The Alliance is putting pressure on Botswana and Mauritius to take a lead in the review of the Protocol post 2015 ahead of the August 2015 summit since the current Protocol targets expire in 2015.

SGDI by country 2013/2014			
Country	2013	2014	Variance
Angola	57	58	1
Botswana	69	66	-3
DRC	49	47	-2
Lesotho	75	73	-2
Madagascar	57	61	4
Malawi	62	58	-4
Mauritius	76	77	1
Mozambique	59	59	0
Namibia	75	76	1
Seychelles	82	82	0
South Africa	78	78	0
Swaziland	66	67	1
Tanzania	65	68	3
Zambia	62	61	-1
Zimbabwe	63	63	0

The SADC Gender and Development Index (SGDI), a measure of progress by the 15 countries against 23 indicators in six sectors (education, political participation, the economy, health, HIV and AIDS, and the media) remained unchanged at 66%ⁱⁱ (4% lower than the target) and dropped in five countries (Botswana, Lesotho, DRC, Malawi and Zambia).

SGDI by sector 2013/2014			
Theme	2013	2014	Variance
Governance	49	48	-1
Education	94	92	-2
Economy	72	74	2
Health	63	65	2
HIV and AIDS	55	53	-2
Media	67	67	0

With regard to the six sectors, the SGDI dropped by one percentage point in governance (as a result of the decline in women's political representation in Swaziland, Malawi and South Africaⁱⁱⁱ). Education, HIV and AIDS both experienced a two percentage point drop, while economy and health picked up by

two percentage points each. Major achievements during the period include the adoption of a quota for women in parliament in Zimbabwe using the SGP as a lobbying tool; the adoption of a Zebra electoral system by Namibia's SWAPO party; reduction in maternal mortality rate in most countries and improvements in the number of women in the labour force. With three more elections coming up in the region, hopes remain high for increased women leadership through 50/50 campaigns and media education.

Citizen action exceeded expectation, with 1859 SADC Protocol@Work case studies gathered, 359 more than target, thanks to the 2014 summits -15 district (for the first time), 13 national and a regional summit).

Overall, GL has achieved its target of building a strong coalition around the SADC Gender Protocol. The number of sector MOU's fell slightly short due to several regional NGOs scaling down. However, the Alliance has forged a strong relationship with SADC CNGO, the umbrella network for all NGOs in the region. The strengthening of country networks is creating multiplier effects as these take ownership. A good example is GL's partnership with South African Women in Dialogue (SAWID), a voluntary network that spans the country. GL calculates that it leveraged GBP 17,424 through the *Women Demand Change* campaign with SAWID that mobilised communities, provided venues and coordination support.^{iv} The climate change campaign demonstrates the importance of flexibility. In the long run it is more strategic for sustainable development to be embedded in the SGP, than to be an appendix.

The major challenge is that, in line with MDG 3 (gender equality), the deadline for the 28 targets of the SADC Gender Protocol is 2015. The Alliance has turned this threat into an opportunity through a dual strategy of mounting pressure for implementation in the count-down to 2015, as well as lobbying for a review of the unique sub-regional instrument that brings together all existing regional and international commitments on gender equality. The Alliance kicked off this campaign with a side event at the Commission on the Status of Women (CSW) meeting in February 2014 hosted by Malawi, current chair of SADC.

The major assumption going forward is that governments will be willing to reopen debate on the SGP, which took three years (from 2005 to 2008) to negotiate. Thanks to the Alliance campaign, there is widespread buy-in for stronger provisions on sustainable development. However, there is likely to

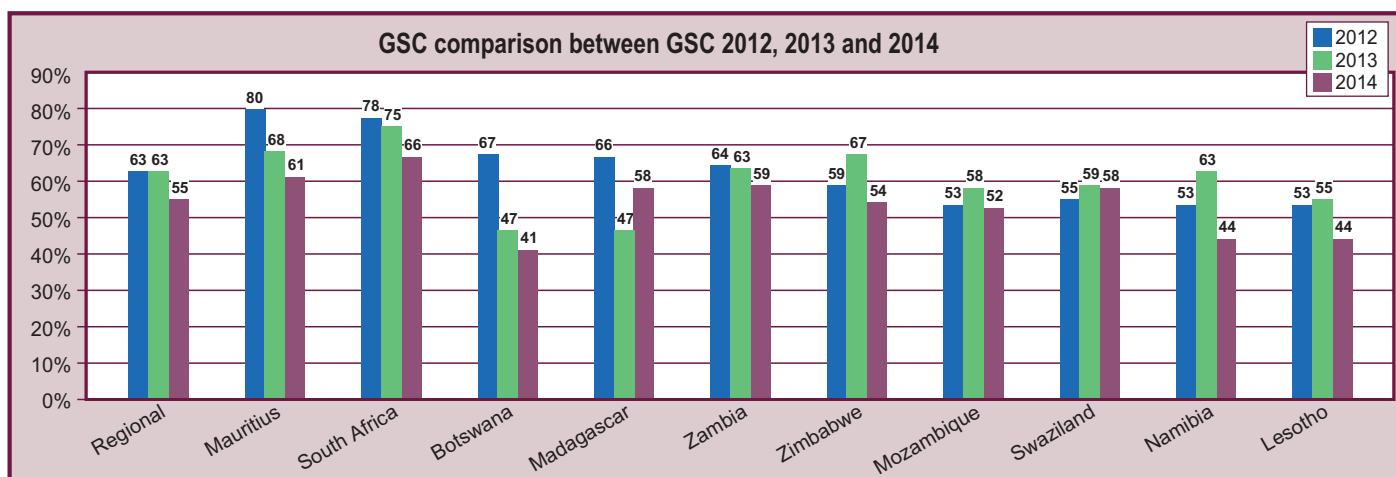
be resistance to a stronger women's rights agenda, including the rights of sexual minorities.

At the **institutional level**, GL integrates the targets of the SGP into 400 local government and media gender action plans that contribute to the attainment of gender parity and gender responsive governance in these sectors.

GL is working with 108 media houses (eight more than target) on a ten stage process that gets assessed each year. Two years ago, GL expanded the seventh stage (backstopping) to an additional ten steps on newsroom training. Overall, GL COE's have completed 54% of the ten stages, but have also covered 41% of Stage Seven. The Gender Score Card (GSC) comprises 20 questions used each year to measure the gender responsiveness of media COEs, with more stringent evidence requirements in 2014. At 71% the GSC was three percentage points higher than target. A key finding of the verification this year

is that media houses contributed R755 871 of their own resources to implementation of the gender policies they have developed, demonstrating the leveraging and VFM effects of this programme. During the year, the media programme revived the Gender and Media Diversity Centre that has extended the COE concept to media training institutions.

Through the 360 local councils in ten countries that have committed to becoming Centres of Excellence (COEs) for Gender in Local Government, GL reaches approximately 35 865 310 people in the SADC region, 26% of the population; a five percentage point increase from the previous year. GL uses a Gender Score Card (GSC) comprising 25 questions to measure gender responsiveness in the councils. In 2014 GL had 15 District Level Summits (DLS) in the run up to the National SADC Gender Protocol Summits. The DLSs provided a platform for 158 local councils that had gender action plans to present their evidence to a panel of judges.



Source: Gender Links 2012-2014.

At 63%, the GSC regional average is the same as last year and eight percentage points higher than in 2012. Mauritius had the highest average score (80%) while Botswana made the most progress (an increase of 20 percentage points). Namibia and Lesotho had the lowest average scores (53%). In six countries average scores decreased by two to ten percentage points.^v

The difference in scores is more likely to be a reflection of greater rigour than lack of progress. In 2013, GL verified the work in councils through site visits by GL staff, self-assessment and judge's scores at the

national summits. In 2014, in an effort to build capacity and decentralise M and E to local level, the COEs gathered their own evidence and presented this at district, national and regional summits. Following GL's engagement with the Bond Principles of Credible Evidence through the Southern African Learning Partnership (SALP), GL tightened up on evidence requirements. GL provided three days training on documenting evidence ahead of the District Summits. Qualitative evidence shows the real changes that are taking place within these institutions.



“We look at gender issues and community development as “soft issues”. The council looks at infrastructural development and municipal services as its main mandate. I was determined to make sure that the council and the Executive Mayoral Committee would buy in and adopt the COE concept within our council. I felt that it was necessary to make sure that change would take place within the organisation.” *Cllr Tinyiko Mogondi, Vhembe District Municipality, Limpopo, South Africa*

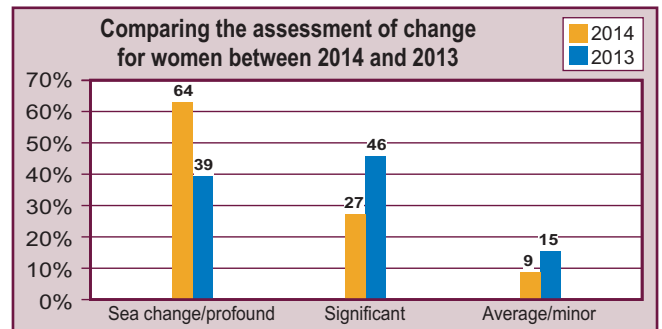
At the **individual level**, GL builds the capacity of Gender Champions and Focal Persons - *Drivers of Change* - to demand accountability through learning-by-doing. GL has also recently launched a programme to link survivors of GBV to local entrepreneurial opportunities, testing a nested ToC on the link between economic empowerment and the reduction of GBV.

	2013	2014	Total
Women	258	76	334
Men	70	31	101
			435

By 2014, GL had gathered 435 stories of change. GL analysed the stories based on a set of indicators that covered specific areas and the degree of overall change. Overall change included:

- Sea change or profound change indicates a change in direction, convictions, vocation, work.

- Significant change refers to concrete and tangible difference.
- Average change: A few cosmetic changes.



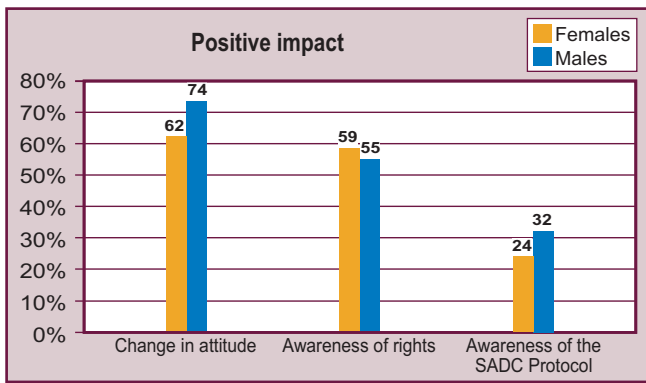
The chart shows that in 2014, 64% of the women and men in this series reported a “profound change” compared to 39% the previous year. Only 9% reported an “average” change, compared to 15% the previous year.



Alefa Lyson, a young Malawian journalist credits GL with profoundly changing her life. "My mother was abused and forced to go to the village because she did not go to school and she depended on my father for everything. I deliberately chose to study and work in the media because I have always wanted to share my story and inspire other girls who might be going through tough situations like the one I went through. I believe the media has the power to inform and inspire people and I wanted to use it in this regard."

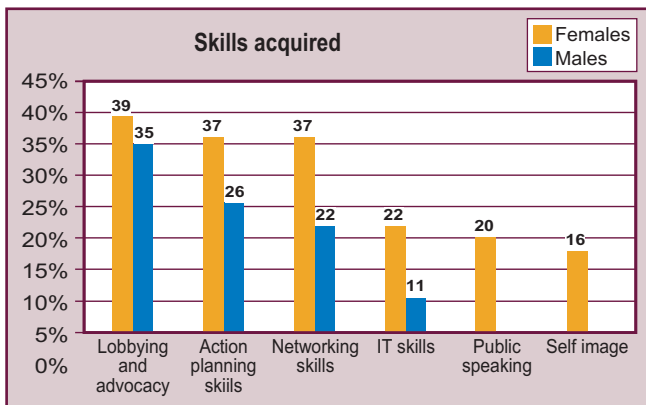
Lyson says working with Gender Links has equipped her with gender skills that are impacting positively on her career goals of empowering a needy girl child. Lyson says there are many girls out there who are failing to realise their potential because of a lack of information and inspiration. This, she says, is what made her start a programme, Mlatho. The programme which started in July 2012 features prominent female experts and models who discuss how needy girls can overcome many things that could stop them from succeeding.

“Through my training from GL I can now explain to my audience the difference between gender and sex and through my programmes and news reporting, I am able to articulate gender issues to avoid confusing people. I feel that the media is partly to blame for creating a gender resistant society because of poorly crafted gender messages," says Lyson. She says the media should desist from presenting gender issues as a fight between men and women. “Gender is about creating equal opportunities between men and women."



The most significant change experienced by both men and women was a change in attitude. However, women (59%) and men (55%) also mentioned heightened awareness of rights. The story from a disabled participant at the Namibia summit illustrates how this happens:

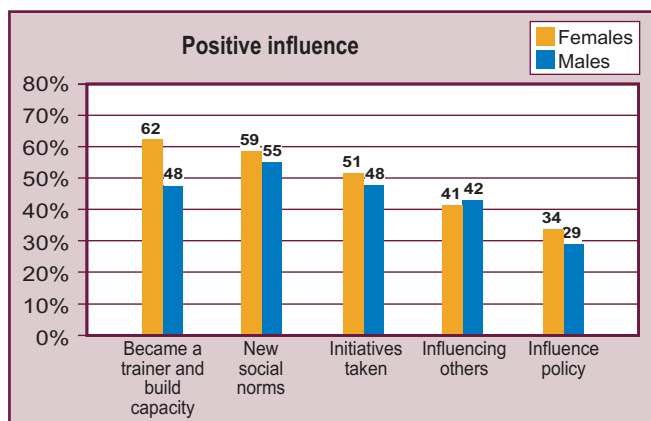
“It is not an ordinary experience with Gender Links. I sent a case study to Gender Links Namibia for the Summit. I realised that GL is very concerned with gender balance, and is also a disability friendly organisation. I thought they would not allow me to come to Windhoek, let alone go to South Africa for the regional Summit. My fears were proven to be false. I am a different person now after the two summits. I was treated like any other entrant. Had it not been for GL, I would have never have flown out of the borders of Namibia. Meeting new people and visiting new countries was a great thing. I only knew other countries by reading about them in books. I did not win a prize myself but I was a victor. People of disability were not widely represented at either Summit. Adding our voices to the bigger picture will help Gender Links achieve its goals.” *Sebastian Soabeb from the Outjo Municipality in Namibia.*



Both men and women are building skills working with Gender Links. Over a third of all women and men said they developed their lobbying and advocacy skills, as illustrated in this case study from Lesotho:

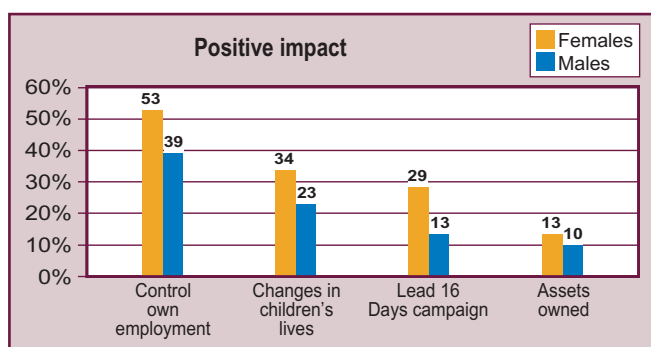


“Attending COE workshops helped me improve my skills in understanding and articulating gender issues. I sharpened my communications skills. Regular follow-ups by GL staff has yielded positive results for me to help me work with my community, transforming lives and helping people live a better life. I gained skills in conflict resolution, helping stop violence against women and climate change and its effects on local communities. Men still control family decisions and they refuse to engage in protected sex. Husbands argue that as men they can have multiple sex partners. HIV prevalence rates are higher amongst women, and it is not fair that they suffer from their husband's choices without having a say in the matter. I have learned to work hard to engage men in gender issues. I ask them to join the support group as this involves care work. If men see the face of HIV and AIDS, hopefully they will understand the consequences of their actions. Gender equality is widely debated within my community, yet people are still confused and fail to understand why gender equality is important. When confusion remains, women lose out. It is my role to make a difference in other people's lives.” - *Councillor Mamorobane Ngakane, Tsoelikana Council, Lesotho*



The graph demonstrates that the Drivers of Change in 2014 men and women making waves in their communities. The fact that over half of all women driving change in Gender Links have become trainers and are themselves working to build the capacity of others demonstrates that the people Gender Links is working with are truly agents of change. Furthermore, the fact that more than half of both men and women are experiencing new social norms demonstrates that change is moving from the individual level to that of the community, as illustrated in this case study from Madagascar:

“For three years now, I have been the deputy mayor of the rural council of Antanamitarana in Madagascar. I am an active member of the gender and GBV committee. I am also president of an association called "Kilonga," which means children. We work for the protection of children's rights. My first contact with Gender Links was in 2008. We learned about the SADC Protocol on Gender and Development. I am very enthusiastic about the training and capacity building provided by Gender Links. Since my first contact with Gender Links, I have become strongly convinced that minds can change. People are ready to accept that GBV should be punished. I can also say that thanks to Gender Links, I learned a lot about gender, and I now share my knowledge with my friends and family. I have gained skills in conflict resolution, this has been particularly important to me.” *Herilala Tsimba Razakaina*



an important element of their experience with Gender Links. This has seemed to have a particularly important knock-on effect on children's lives. We received many stories of mothers who were able to pay their children's school fees, for example. Another rising star in Gender Link's programmatic work is the Gender Based Violence Agenda. Nearly a third of all women in 2014 were driving activities on Gender Based Violence around the 16 Days of Activism. This is demonstrating the integration of different programmes within the organisation, as experienced by people realising their rights. In 2013, GL started the Taking charge! Project which works with GBV survivors in ten COE councils in ten countries on a life and applied entrepreneurship training programme. To date the project has trained nearly 1500 women in ten COE countries.

Perhaps the biggest story from the drivers of change analysis in 2014 is around the integration of economic rights, and the changes that seem to have emanated from this. The indicator around 'controlling own employment' was insignificant in 2013, while in 2014 over half of all women mentioned this as being



In her story Emildah Chamboko from Zimbabwe talks about how she is 'empowered now'. "In 2013 I participated in the "I" story workshop for GBV survivors to experience healing through writing their life stories. The workshop lifted a heavy burden off my shoulders and made me see things in a differently."

“At the first workshop GL gave me \$75 for transport. I saved that money and started a business which has grown. I am happy. I can afford to take care of my children. I pay their fees, medical bills and I am renting a flea-market stall. I get \$100 as maintenance from my husband which is not enough. Through the entrepreneurship programme, I am able to make my own decisions and will never take abuse from anyone!”

i Violence Against Women Baseline studies in South Africa, Mauritius, Botswana, Zambia, Zimbabwe and Lesotho. Pamphlet.
 ii 2014 SADC Gender Protocol Key Indicators
 iii Gender in the South African 2014 Elections, an analysis by Gender Links of the recent SA elections.
 iv SAWID/GL VFM case study
 v Local government COE tracking sheet, Overview 3 - Outcomes, Excel spread sheet.