



Empowering Women  
Review of the SWAZILAND Project.



Nhlangano participants pose for a photo during the Entrepreneurship phase one training in Swaziland. Photo: ZS

[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=47556](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=47556)

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## **1. EXECUTIVE SUMMARY**

Gender Links (GL) set out in 2013 to implement a programme of life skills and entrepreneurship development training for survivors of gender based violence (GBV). The underlying premise was that economic dependence perpetuated GBV for women and therefore conversely economic independence could reduce the scourge of abuse. There was however very little research available which linked the two and most of the commentary was based on assumption of the link between economic dependence and GBV. What was globally recognised was that women were more likely to remain if they viewed themselves economically dependent.

The aim of programme was therefore twofold; provide survivors of GBV with life and entrepreneurship skills to provide them with alternative choices to economic dependence and to test the hypothesis that economic independence can reduce GBV.

Parallel was the need to more forcefully promote economic justice for women through the facilitation of economic mainstreaming at the level of Centres of Excellence in the Local Government (COE) programme run by GL. The project was initiated in 10 SADC countries, for 100 councils, as a pilot programme to train 1500 survivors of GBV, 150 per country. To this end GL extending the 10 stage COE programme to 16 stages and integrated economic justice into the COE project in 10 councils in Swaziland. In addition three manuals were produced and a robust monitoring and evaluation framework, known at GL as Results for Change, was conceived to ensure that baseline and follow up data would be collected and analysed. Women were selected through the COE councils and participated in the collection of research data and the training programme and workshops. The project was run in the 10 countries and trained 1350 women.

The programme was completed in the first half of 2015 and the follow up qualitative and quantitative research carried out in the second half of the year to give women time to consolidate their personal and economic agency after the training was completed.

In Swaziland the project was run in the following councils; Hlatsi, Lavumisa, Mankanyane, Manzini, Mbabane, Ngwenya, Nhlenagano, Pigg's Peak and Siteki. Some 214 women participated in the programme overall.

Key results from the pilot in Namibia include:

- 214 women started the programme and 140 completed phase three.
- 81% completed a business plan; 72% followed through on the plan.
- 67% grew their businesses and 65% added new products; 50% found new markets.
- 49% started a business and 27% opened a bank account.
- The average increase in income per month for the Swaziland participants rose from R206 to R350
- 76% indicated a positive change in their financial status after the programme.

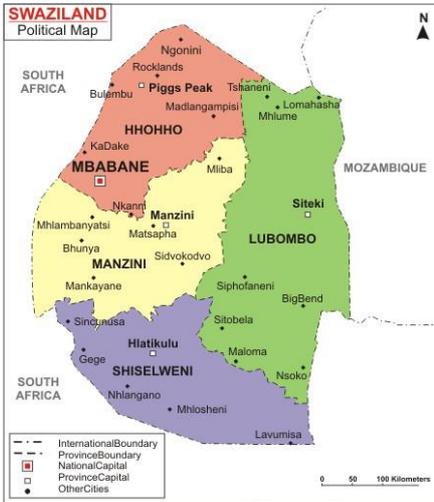
One of the most important factors in the determination of increased personal agency is the changes in perceptions of gender equality. Gender attitudes are measured by the Gender Progress Score (GPS); at 70% the participants GPS score in Swaziland is higher than the community GPS score (64%) after the project. This shows a higher level of gender awareness on the part of participants, but the need for more work within some councils. In Swaziland 86% of the women indicated that they had experienced less or much less violence since doing the programme.

The results show at a number of levels the integration of life skills and entrepreneurship development training has benefitted survivors at the individual and close relationship levels of agency and power through the building of personal and economic agency which has been demonstrated by increased levels of self-confidence, self-esteem, relationship control and reduction in GBV. The number of businesses owned and run by the women increased overall and the increased income improved in many cases the ability for women to negotiate better relationships with partners and to earn respect in their communities.

Key observations in Swaziland have highlighted the importance of assessing local conditions in the support of entrepreneurship development. Issues of population size to support new business, access to stock and market opportunities for example have been raised as barriers to entrepreneurship in some Swazi councils. Going forward there is a need to develop a selection model for councils which takes into account local economic conditions and resources both within and external to the councils to support the business aspirations of the GBV survivors. Entrepreneurship success is closely tied to market opportunity and the costs of doing business in any area.

The role of the councils in the programme has mixed results in terms of the aim for councils to embrace ongoing support of the women in their councils for long terms growth and economic empowerment which will need to be addressed further as a part of the cascading and sustainability of the COE programme through backstopping, peer learning and interactive support between councils to influence policy and integrate economic mainstreaming in local government and as part of the their GBV action planning going forward.

## 2. CONTEXT



The Kingdom of Swaziland is the smallest Southern African nation and is one of the world's few remaining absolute monarchies. The country measures about 200 kilometres north to south, and 130 kilometres east to west. It is landlocked and surrounded almost entirely by South Africa, with Mozambique along the eastern border. Swaziland has a population of just over one million people.

Here, political parties are not allowed to contest for power but individuals are elected to parliament from 55 constituencies known as "tinkhundla." The constituencies are sub-divided into about 385 chiefdoms and four districts nationwide. In the primary elections voters choose candidates from their chiefdoms who will then contest the secondary elections and compete against other candidates in their constituency for a seat in

parliament. The system of governance is tinkhundla-based, which emphasises devolution of state power from central government to tinkhundla areas. Swaziland's political parties do not contest for seats in parliament. Although most parties have quotas for women's representation set at 30% and one with 40%, most parties have not implemented the quota system. Out of five political party constitutions and manifestos accessed by researchers, not one listed gender as a criterion for the selection of candidates.

Achieving gender equality requires women's active participation and involvement in decision-making at all levels, starting in the home and extending to the highest levels of government. Elections present an opportunity to increase women's representation, raise issues of gender inequality and women's human rights, and to press for greater government accountability on gender sensitivity. The Protocol thus demands equal representation of women and men in all decision making positions by 2015. Swaziland missed an opportunity to increase women's representation in urban councils in November 2012 elections. This is in spite of a 50/50 campaign launch in the country.



Mbabane residents attentive during the 30% to 50/50 campaign for women's representation in 2013. Photo: Thandokuhle Dlamini.  
[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=43342](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=43342)

Swaziland continues to fall well short of targets for women's representation in public affairs. In 2013 elections, only 18% (55 of 309) of nominated candidates were women, and only one was

elected to Parliament. With the King appointing three additional women, four of the 65 members of the House of Assembly (6%) are women. This is a regression from the 2008 elections, in which 13% of candidates were women, nine women were elected to Parliament, and two were appointed by the King. In the upper house of Parliament, the Senate, 33% of members are women, still short of SADC protocol targets. Data compiled by the Inter-Parliamentary Union (IPU) as of April 2014 ranks Swaziland at 132 out of 189 countries with regard to women's representation in Parliament. The constitution of Swaziland provides that if after a general election the female membership will not meet the required 30% of Parliament, the house shall elect not more than four additional women by region. Despite this provision, Parliament did not form an electoral college to elect four additional women in 2008 or 2013. Even if these constitutional provisions were implemented, women's representation in Parliament would still be below 30%. With the next general election scheduled for 2018, Swaziland will not meet the goal for women's representation in public affairs by 2015. Swaziland remains predominantly a patriarchal society in which cultural norms and religious institutions significantly influence the moulding of gender identities.<sup>1</sup>

Gender based violence is one of the critical areas of concern in Swaziland, profoundly affecting women and children. During the lifetime of a woman, about a third experience some form of sexual violence. In Swaziland hardly a day passes without the media reporting a gross act of gender based violence perpetrated against women and girls. Annual police reports show an increase in reported domestic violence related crimes over the years. Recent surveillance report reflects abuse trends of 22% for men and 78% for women. The most prevalent forms of abuse are physical, emotional and sexual. According to Police Commissioner, as reported in Swazi Observer 14 May, 2012, there were a total of 673 rape cases countrywide. The Police commissioner observed that coercive sexual behaviour against the vulnerable was continuing and increasing.<sup>2</sup> To facilitate comprehensive data on GBV in Swaziland, GL is planning to do baseline violence against women research in Swaziland in 2016. Some of the personal accounts of women in the country show very starkly the impact

of patriarchy and cultural norms undermine the rights of women and allow for abuse to be perpetuated; often with the help of the husband's family.

Another form of discrimination is practised against the LGBTI community. "Societal discrimination against the LGBT community was prevalent, and LGBT persons generally concealed their sexual orientation and gender identity. Colonial-era legislation against sodomy remains on the books; however, it has not been used to arrest gay men. Gay men and lesbians who were open about their sexual orientation and relationships faced censure and exclusion from the chieftom-based patronage system, which could result in eviction from one's home. Chiefs, pastors, and members of government criticized same-sex sexual conduct as neither Swazi nor Christian. Societal discrimination exists against gay men and lesbians, and LGBT advocacy organizations had trouble registering with the government. One such organization, House of Pride, was affiliated with another organization dealing with HIV/AIDS. It is difficult to know the extent of employment discrimination based on sexual orientation because victims are not likely to come forward, and most gay men and lesbians are not open about their sexual orientation" (United States Department of State (24 May 2012) Country Reports on Human Rights Practices for 2011, Section 6. Discrimination,

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<sup>1</sup> [http://dSPACE.africaportal.org/jspui/bitstream/123456789/34843/1/afrobriefno147%20\(1\).pdf?1](http://dSPACE.africaportal.org/jspui/bitstream/123456789/34843/1/afrobriefno147%20(1).pdf?1)

<sup>2</sup> <http://www.norad.no/globalassets/import-2162015-80434-am/www.norad.no-ny/filarkiv/ngo-evaluations/mid-term-project-evaluation-report-address-gender-based-violence-and-child-abuse-in-the-shiselweni-region.pdf>

Societal Abuses, and Trafficking in Persons/Societal Abuses, Discrimination, and Acts of Violence Based on Sexual Orientation and Gender Identity).<sup>3</sup>

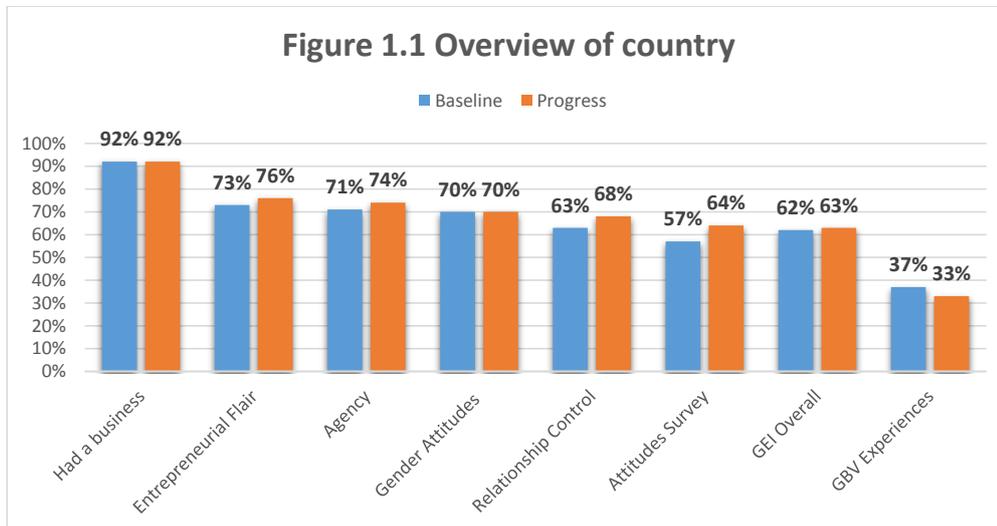
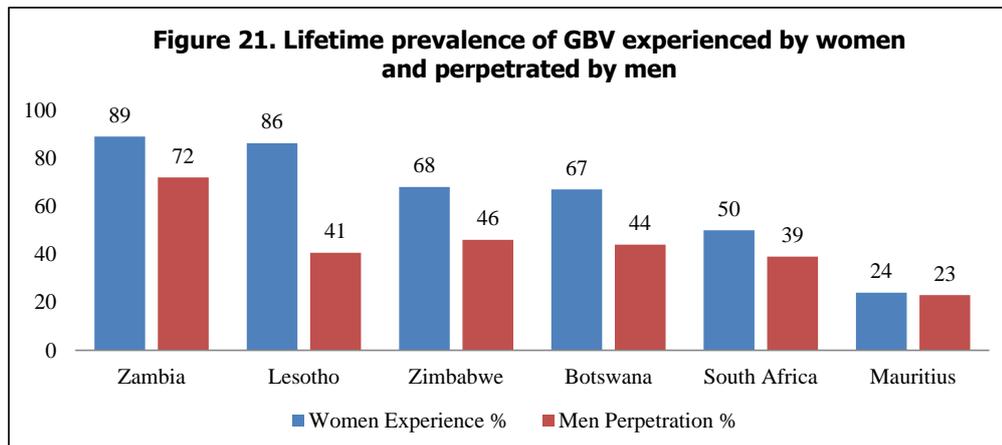


Figure 1.1 illustrates levels of survivor’s experiences in the country. The data reveals that 37% of the women who participated acknowledged GBV in their relationships. This dropped to 33% after the project. 73% indicated having high levels of entrepreneurial flair before the project. This however may be attributed to the way that the questions were asked. Gender attitudes did not change at 70% but gender agency increased from 71% to 74%. Relationship control rose from 63% to 68%.

From research done by GL in six SADC countries we know that there is a high prevalence of GBV in the region.



<sup>3</sup> <http://www.refworld.org/pdfid/50c064c92.pdf>

Figure 2.1 provides a summary of the findings of the GL baseline studies on Violence against women in six SADC countries. The study found high levels of GBV in all six countries; 89% of women in Zambia’s four districts of Kitwe, Mansa, Kasama and Mazabuka; 86% of women in Lesotho, 68% of women in Zimbabwe, 67% of women in Botswana; 50% of women in Namibia’s Gauteng, Western Cape; KwaZulu Natal and Limpopo provinces and 24% of women in Mauritius have experienced GBV. A higher proportion of women compared to men reported GBV experiences in all six countries.

In Swaziland the Co-ordinating Assembly of Non-Governmental Organisations (Cango) reports that “The National Violence Surveillance System shows a high prevalence of violence against women and children, indicating that the most violence is perpetrated by people known to the victim.

Levels of reporting violence are low, estimated at 7%.



A report on “The Situation Assessment of Children and Young Persons with Disabilities in Swaziland 2012” shows that violence against disabled women and children is on the rise.

National data on attitudes towards domestic violence shows some level of acceptance of violence among men and women, with 33% of men and 39% of women who believe that there are some circumstances when a man is justified in hitting his partner.”<sup>4</sup>

### Gender Links in Swaziland

Gender Links is a not for profit organisation incorporated under Section 21 of the South African Companies Act. Gender Links has spearheaded the SADC Protocol on Gender and Development which expired in 2015 and has been in the forefront of a post 2015 agenda. In line with this the vision and mission have been aligned to global post 2015 instruments and the review of the post 2015 Gender Links framework. The GL Swaziland office was opened in 2009 and is run as a branch of GL.

The Southern African Gender Protocol Alliance, led in Swaziland by the Coordinating Assembly of Non-Governmental Organisations (CANGO) works closely with the Deputy Prime Ministers Office (DPMs) and the Ministry in the department of gender and family affairs issues.

The Department of Gender and Family Affairs Issues and the Network Alliance collaborated with GL and embarked on nationwide community meetings to popularise the SADC Gender Protocol and to produce the annual SADC Gender Protocol Barometers.

<sup>4</sup> [tps://cangoswaziland.wordpress.com/2015/07/14/swaziland-hosts-regional-conference-on-gender-based-violence/](https://cangoswaziland.wordpress.com/2015/07/14/swaziland-hosts-regional-conference-on-gender-based-violence/)



These organisations have championed the initial 28 targets of the Protocol. The Alliance is now spearheading the campaign for the Post 2015 agenda that includes strengthening the targets of the protocol. Key target areas include women’s rights, economic justice and ending gender violence.

### COE programme summary

The Centres of excellence in local government programme (COE) is implemented at the level closest to the majority of people, local government. The programme is designed to enhance policy implementation, action planning and on-site training backed by evidence that informs programme design and implementation for gender mainstreaming in councils.

The COE programme focuses on the mainstreaming of gender in local government through a unique, UN-acclaimed<sup>5</sup> model in which councils go through a ten stage process to become COEs. Best practices between councils are shared at district, national and regional summits.

The structure of local government in Swaziland is unique; where the Westminster electoral model was replaced by the *tinkhundla* system to facilitate the practice of both traditional and western styles of government in 1978. This created a two-house parliament through a complex system of indirect election of parliamentary representatives from specific constituencies. The assembly is elected through the *tinkhundla* (constituency/local councils) electoral system, which involves nomination within a *tinkhundla* and primary and secondary elections by secret ballot.

This system does not favour the representation of women and even the provision stated above have not resulted in being followed as prescribed. Despite vigorous 50/50 campaigning, the status quo has not changed. The country has no legislated quotas in place to increase women’s representation and few parties have voluntary quotas. Moreover, there is no plan to review the electoral system despite advocacy in this area by civil society and some political parties.

Cascading the COEs in councils is an important role that Gender Links will continue to pursue in Swaziland. The COE programme runs in both urban councils (municipalities) and rural councils (*Tinkhundla centres*). Swaziland is divided into 4 regions, with 67 local authorities (12 urban and 55 rural). Tinkhundlas are situated as follows; 14 in Hhohho region, 11 in Lubombo region, 16 in Manzini region, and 14 in Shiselweni region. Swaziland GL is targeting to have achieved inclusion of 24 councils by 2016.

In 2013 Swaziland integrated the life skills and entrepreneurship programme into the COE programme to enhance the personal and economic agency of survivors of gender based violence in 10 COE councils.

### The COE methodology

The COE model is a ten stage process which is described in the table below:

Stage	Process	Principles
1	Meetings with	Political support: Getting buy-in at decision-making level.

<sup>5</sup> The COE model is one of seven best practices in mainstreaming gender in Africa featured in a compendium of good practice on gender mainstreaming by the UN Economic Commission for Africa.

	management and political teams and adoption of COE process.	
<b>2</b>	Undertaking a gender audit of the council.	An evidence-based approach: Conducting a situation analysis that is council-specific and will help to address the needs of that council.
<b>3</b>	Mobilising meeting with council representatives and popularising the SADC protocol on Gender and Development.	Community mobilisation through SADC Gender Protocol village level workshops that familiarise communities with the provisions of the sub-regional instrument and empower them to hold their council's accountable.
<b>4</b>	Inception workshop.	Action planning: Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.
<b>5</b>	Action planning workshop	
<b>6</b>	Adoption of the action plan.	Commitment: Getting councils to make a public statement about their intentions with regard to the action plan.
<b>7</b>	Media, campaigning skills.	Capacity building through on-the-job training with council officials and political leaders. Assisting councils and communities to apply these new skills through running major campaigns, e.g. 365 Days to End Gender Violence; the 50/50 campaign etc.
<b>8</b>	IT for advocacy.	
<b>9</b>	Monitoring and evaluation	Tracking: Administration of score cards and other monitoring and evaluation tools that can be used to measure change in the immediate, medium and long terms.
<b>10</b>	Summit	Knowledge creation and dissemination: Working to gather and disseminate best practises, case studies, etc. that can be presented at the annual gender justice and local government summit.

## Gender Links Theory of Change

### Context and theory of change

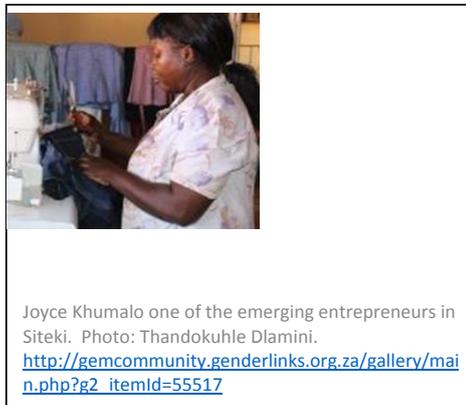
Gender violence remains one of the most telling indicators of gender inequality. Despite the several constitutional and legislative advances to gender equality in the SADC region, levels of gender violence remain exceptionally high in all countries.

The ecological model<sup>6</sup> is a theoretical framework that explains why some of the violence occurs, why some men are more violent than others and why some women are consistently the survivors of abuse. Understanding the reasons for and the factors associated with experience or perpetration of gender violence is a precursor in the design of gender violence prevention interventions. This model considers the complex interplay between individual, relationship, community, and societal factors.

This model shows how violence is rooted in women's lack of self-worth and self-esteem at the individual level; compounded by attitudes, traditions and customs at the close relationship and community level; and unresponsive systems and structures at the societal level.

While the model identifies the arenas and the factors that put people at risk for experiencing or perpetrating violence it also locates prevention strategies in a continuum of activities that address multiple levels of the model.

GL's Theory of Change (ToC) is premised on the ecological model which assumes that the vicious negative cycle of VAW can be turned into a virtuous positive cycle by working around different initiatives that target all levels of the model from individual to societal.



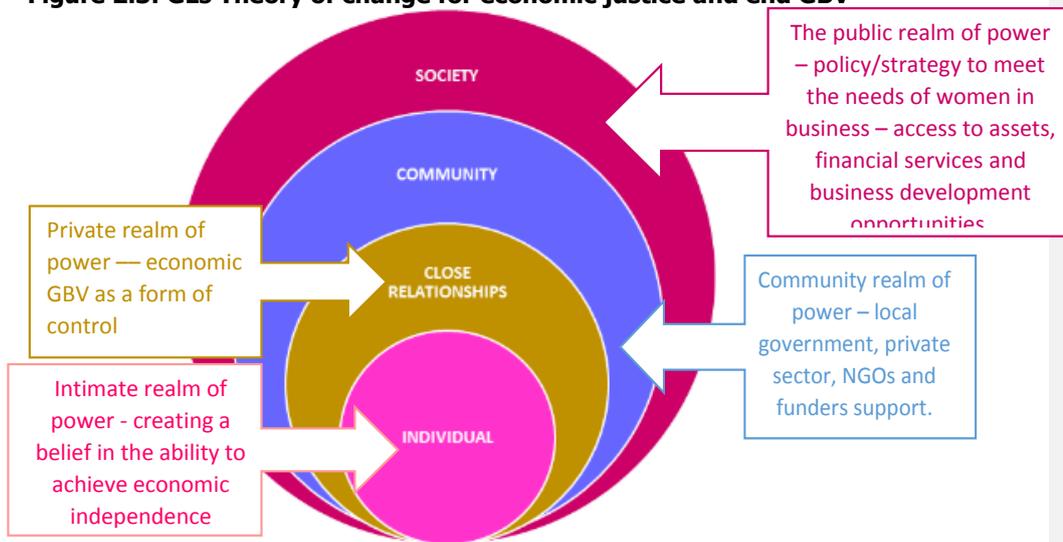
GL's work in the gender justice programme seeks to "turn around" the layers of attitudes, behaviours and practices at the level of family, community and society through a simple slogan that has been translated into dozens of local languages – "peace begins at home".

GL has integrated economic justice into the Theory of Change for gender mainstreaming in the (COE) programme for women who have survived GBV. This has become the tool for economic mainstreaming of women in the local economy through the integration of life skills and entrepreneurship training backed up with post training support and referrals to local resources for ongoing sustainability where possible.

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<sup>6</sup> Dahlberg LL, Krug EG. Violence-a global public health problem. In: Krug E, Dahlberg LL, Mercy JA, Zwi AB, Lozano R, eds. World Report on Violence and Health. Geneva, Switzerland: World Health Organization; 2002:1-56.

**Figure 2.3: GLs Theory of change for economic justice and end GBV**



**In terms of the entrepreneurship programme activity this means:**

- **Individual realm of power;** life skills training
- **Private realm of power;** taking back economic rights through entrepreneurship training and implementation
- **Community realm of power;** facilitating support from partnerships with the public and private sectors, service providers of skills and financial support and funding to support the programme; financial and non-financial services to participants
- **Societal realm of power;** advocacy for changes that create an enabling environment for women in entrepreneurship

**The role and aims of change at the individual realm of influence and change**

- To develop an understanding of GBV and its impact on the survivor and their relationship with an abuser
- To develop self-respect and understanding of victimization as a result of GBV
- To develop ways of building self-confidence and assertiveness
- To feel positive about planning for the future

**The role of the private realm of influence and change**

- To develop an understanding of financial abuse in a relationship as a form of control
- To develop skills that can provide an alternative source of income
- To develop confidence in the ability to support oneself and children
- Build the survivors confidence to make positive choices in terms of their relationships

**The role of community realm of influence and change;**

- Influence local economic development policies through GBV action plans which focus on the mainstreaming of women in local economic development (LED) and procurement opportunities
- Influence private sector attitudes towards the economic empowerment of women and reduction of GBV through funding and or in kind assistance
- Integrate NGOs into the programme especially where skills enhancement or business finance would be available
- Influence the availability of information for women in business
- Mentorship

- Community based training

#### **The role of societal transformation**

- Facilitate a framework which recognises the financial needs of women entrepreneurs beyond micro finance
- Address legalisation and enforcement of women's property rights
- Create local and regional task forces on access to finance for women
- Create platforms for consultation with women on the issues they face as entrepreneurs
- Encourage gender disaggregated data on women in business at all levels
- Encourage government-led SMME programed with a focus on breaking the stereotypes of women in business.
- Lobby for changes in economic policies to effect financial inclusion policies in countries.
- Enhance the gender appropriateness of financial services, especially for entrepreneurship, recognising the gender barriers faced by women
- Develop access to finance action plans with central banks, ministries, development finance institutions and credit granters and other relevant stakeholders.
- Effect women's rights to land and property and other productive resources
- Include provisions to achieve these in the post 2015 agenda

#### **Economic Justice and gender based violence**

Economic justice and reducing the prevalence of Gender Based Violence (GBV) in the SADC region as well as Swaziland are interlinked in a life skills and entrepreneurship programme.

Through this programme GL also aims to test the **hypothesis** that economic independence can reduce a GBV survivor's vulnerability to further abuse through the integration of positive personal agency and sustainable economic opportunities, which can offer extended financial confidence and therefore affirmative personal choices. To date there has been a lack of research into this aspect of GBV and this programme also aims to contribute to the body of knowledge to inform the debate.

"Economic dependence traps many women in abusive relationships. Many battered women who do not hold a paying job perceive themselves as incapable of living independently. Often in violent marriages, the husband controls all the finances and secures the family property in his name only."<sup>7</sup>

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<sup>7</sup> <http://www.alternativestodv.org/aboutdv/whyvictimsstay.html>

### 3. KEY COMPENEMNTS OF THE PROGRAMMED

#### The GL GBV and economic justice programme



Gender Links has identified economic independence as a critical component of breaking the cycle of abuse. "The Council of Europe defines violence against women as 'all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.'" Council of Europe, Ad Hoc Committee on preventing and combating violence against women and domestic violence (CAHVIO), two0oneone."<sup>8</sup>

This GL project provides a framework for the development of potentially sustainable entrepreneurship opportunities for survivors of gender based violence (GBV) through an integrated model of life skills preparation, business development skills training, mentorship opportunities and access to finance. The aim is to mainstream women in economic development in their own communities and beyond. The intention is to link them to local economic opportunities through relationship building with local governments and agencies, the private sector, other NGOs, financial services and enterprise support opportunities. In recognition of the experiences of the survivors and the impact this has likely had on their self-confidence and self-esteem; the project provides a unique combination of life skills and entrepreneurship training to address both personal and economic confidence and self-reliance.



Emerging entrepreneur Sbongile Phiri selling socks to GL's CEO Colleen Lowe Morna. Phot: Thandokuhle Dlamini.  
[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=54748](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=54748)

The first stage of the training provides a combination of life skills training and an introduction to entrepreneurship. This phase is aptly called "Taking charge" and is aimed at building confidence, self-esteem and a belief in a future with the prospect of economic independence.

The second workshop then reintroduces and reinforces concepts and provides further and more in-depth knowledge of business management principles and skills. Topics covered include starting up a business, start-up costing market research, the importance of location, diversity, basic financial skills such as cash flow, record keeping, stock control and funding.

The importance of key issues which act as barriers for women in business are also emphasised, such as the prevalence of saturated markets and access to finance.

#### Enterprise development for women

To affect sustainable entrepreneurship the programme recognises the need to address the range of issues faced by women in their pursuit of economic independence through enterprise development;

- Lack of access to training, information and or experience

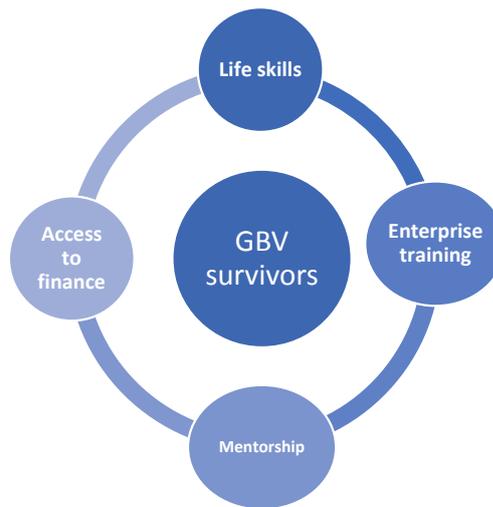
<sup>8</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

- Tendency to trade in saturated markets or copy other business ideas
- Tend to develop businesses based on so-called traditional women's skills
- Lack of access to finance
- Lack of access to business development services or knowledge of these

All of this in recognition of the vulnerability of the groups of women that participate in the project who have likely been the recipients of physical, emotional and financial abuse; undermining their self-respect, confidence and belief in their own ability to earn income and support themselves and their families.

### Objectives

- To increase women's agency and independence, socially, emotionally and economically
- To empower them to participate fully in all aspects of their private and public lives
- To provide them with the tools to realise their economic potential as entrepreneurs
- To provide women to alternatives to persevering in situations where they experience GBV
- Break the stereotypes of women in business in emerging markets
- Connect women with information, services and resources in their own countries to enhance their ability to succeed



### Target group

The target group is women 18 years and older, who have experienced GBV, are unemployed or in their own micro enterprises, from both rural and urban environments, in their countries. The participants represent a socially and economically vulnerable group of women who have faced the consequences of abuse and whose lives have likely been challenged by these experiences socially, physically, emotionally, mentally and economically. This project integrates and addresses key elements likely needed to rebuild the lives of these women, taking into account economic dispossession as the fourth element of GBV in the private and public domain.

### The programme focuses on a combination of:

- Life skills training including confidence building; writing; public speaking and decision making and understanding gender as a social construct.
- Business skills development such as IT; marketing, market research, record keeping, financial management, development of business plans, applying for tenders and accessing finance.
- Networking has been introduced as a means of identifying potential support arrangements such as mentorship, for sourcing business opportunities, developing

relationships with other businesses in their areas or working in collective to access tenders from local government with local partners.

The importance of key issues which act as barriers for women in business are also emphasised, such as the prevalence of saturated markets and access to finance.

### Monitoring and evaluation

GL is a learning organisation strongly committed to measuring the impact of the programmes implemented. This includes both qualitative and quantitative research carried out as both baseline and follow up investigations of change. GL employs a set of monitoring and evaluation processes for all its programmes including the COEs. The instruments used are primarily developed in house and freely available on our website. The investigations include the collection of personal accounts of GBV; I Stories and the Gender Empowerment Index (GEI) which asks a range of questions on gender, relationships, attitudes, agency, income and entrepreneurship flair. Called Results for Change at GL, the tools for the COE and entrepreneurship programmes are described in the table below:

**Table 3.1 Qualitative and quantitative tools**

<b>ACTION</b>	<b>What is involved</b>	<b>When</b>
<b>Drivers of change profiles; Changing Lives Analysis</b>	Qualitative evidence of impact at individual level through interviews with survivors and council representatives.	Ongoing and as follow up research.
<b>Gender Empowerment Index</b>	Administration of the GEI measures impact and change in the lives of the survivors of GBV participants in the entrepreneurship programme	Beginning and end of the programme
<b>I Stories</b>	These are personal accounts of the GBV experience told by the survivors as baseline and follow up research to measure change.	Beginning and end of the programme
<b>Gathering and disseminating best practices</b>	Annual district, country and regional summit	March/April every year
<b>Additional qualitative research</b>	Focus groups at council level, council case studies and facilitators briefings.	Follow up research.

GL has trained 1350 GBV survivors on life and entrepreneurship skills in 10 councils in in Swaziland to date. The following table describes participation in workshops by country in the region.

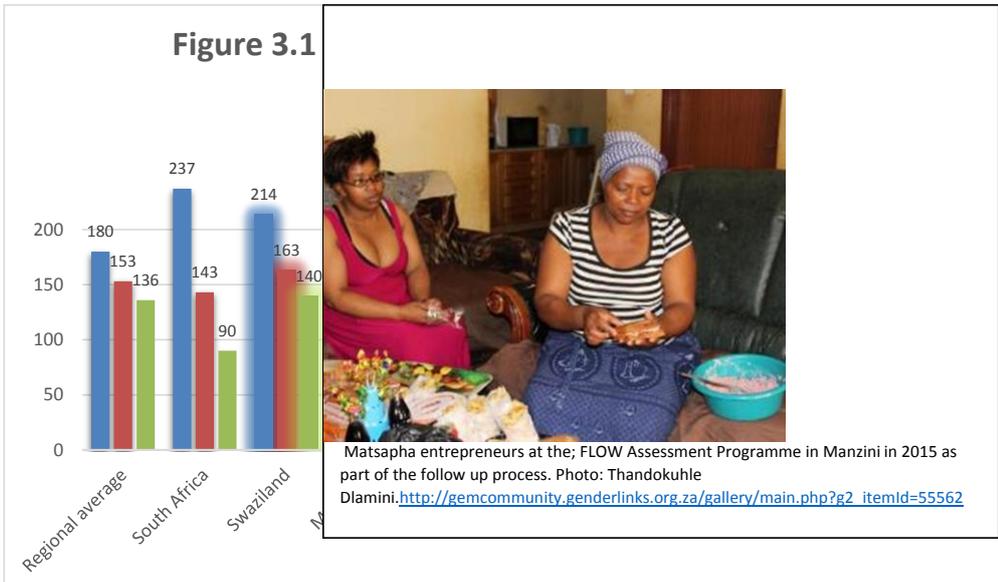


Table 3.1 shows that Swaziland exceeded to regional average (180) for starting the programme (214) and for the other two phases of the programme; well within the expectations of participation. Some 140 women completed the programme.

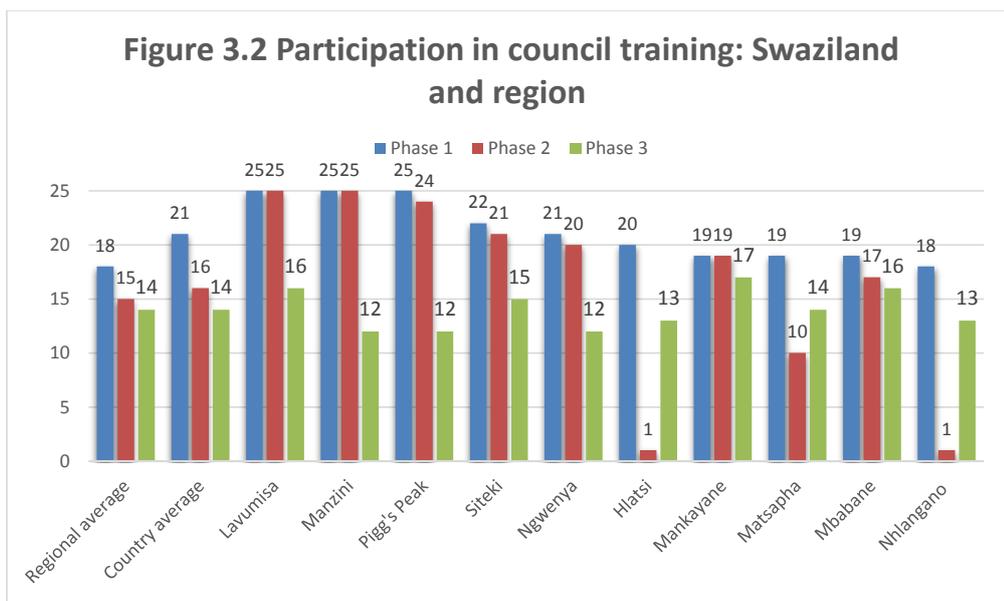


Figure 3.2 shows variations in attendance from council to council. The target for each workshop was 15 to 20 women and this has been exceeded by Lavumisa, Manzinei and Piggs peak where 25 participants started the programme. Participation dropped in subsequent workshops in f the councils. Decreases in attendance can be related to a number of factors such as women finding jobs, partners interfering in the participation of the women and household commitments that leave women with time constraints. There has also been a certain amount of "gate crashing" when women hear of the programme

from other women and have joined in. Mbabane and Mankanyane have shown the best level of participant consistency in terms of numbers.

### The programme outline

Pre training	Outcomes
"I" stories and Gender Empowerment Index (GEI) surveys are carried out with survivors of GBV before the training starts.	These combined instruments provide a baseline on which to measure change over time. Both are repeated.
The GEI measures attitudes towards gender relations before.	
<b>Phase one training (Five days)</b>	
Personal development action plans are completed during this training. A five day course comprises life skills training and an introduction to entrepreneurship and introduces women to computer training. At the end women complete two exercises in developing a business idea. These worked on through the period of the programme.	Goals are set to increase self-confidence and awareness and short term goals
	Women develop insights and skills for personal and enterprise agency
<b>Phase two training (Five days)</b>	
A further five day course, provides more in depth training on business management skills such as financial planning, stock management and record keeping. The women continue to work on their business plans over the course of the training	Applied knowledge is learnt to start and/or run a business
	Business ideas are further developed
<b>Phase three (2.5 days)</b>	
<b>Introduces:</b> <ul style="list-style-type: none"> <li>• Further review of business planning and recommendations for mentorship</li> <li>• Networking opportunities to identify potential support and opportunities for the women who have completed Phase two.</li> <li>• Identifying potential sources of funding in country</li> </ul>	Business plans are assessed for maturity and plans laid to enhance sustainability Groundwork laid for networking, identifying business opportunities and possible sources of funding
<ul style="list-style-type: none"> <li>• Monitoring and evaluation (M&amp;E) is repeated with "I" stories and GEI surveys to measure change</li> </ul>	Changes in personal and economic progress is measured

Having completed Phase one and two the participants have a chance to decide what their entrepreneurship goals are based on what they have learnt. This may include:

- **Start a business** – this may not be the choice for all the women
- **Business Acceleration:** Grow an existing business through mentorship
- **Business Evolve:** Stay at a micro level to create until they feel more confident. Continue to support as a group.
- **Social entrepreneurship:** Pursue sustainable projects that will benefit the community such a recycling cooperative. This will have access to mentorship and provide an opportunity for cooperative projects such as recycling.

The programme therefore takes into account different levels of readiness and the aspirations of these women who have experienced GBV and continues to support them in different ways.

## Recognition of the efforts of the women

The business ideas produced by the participants at local level are assessed and are sent for judging based on a standardised questionnaire and a winner and runner up is selected from each COE to represent their councils at the Gender Links National Summit in Swaziland.

The participation of women at these Summits provides an opportunity for them to share their stories and journeys with Gender Links and partners. Inspiring stories demonstrate some of the successes to date. At the 2014 Swaziland Summit the winner for the emerging entrepreneurship award was Nomcebo Dlamini. Her business idea was to make fashionable clothes for oversized women to feel good about themselves. She said women need to make a statement with what you wear. Her business plan focused on designing and sewing and retailing designer wear for large ladies to wear and feel fashionable. Her story follows.

**"Even with a disability, I just want to show the world that despite my size and my limitations, I can make something of myself using my hands. Sewing is something that I like and making a living out of it is my dream."**

Nomcebo Dlamini describes herself as a business woman who dresses plus-sized women for a living and has recently ventured into making household embroidered items. In 2014 Dlamini had the opportunity to present her business plan at the Swaziland Gender Protocol Summit and later at the Regional Summit in April and May 2014. When she joined Gender Links entrepreneurship programme in 2013, Dlamini had started the plus-size clothing tailoring business and she has since partnered with other women in working on household embroidered items such as table cloths and place mats.

The training she received from Gender Links (GL) taught her how to develop business plans and how to manage the business. It moved from doing the work for fun to now having a vision and making a profit. With the training from GL she works and sells and makes an income from the business. At the time of the interview, Dlamini was showcasing her products at the Swaziland International Fair through the Ministry of Commerce and Trade. The Ministry gave them free stands at the pavilion to showcase with other disabled business women. The trade fair was positive, there were many customers that came through and showed interest in the products, and Dlamini can now see a way forward.

"Personal empowerment and the ability to be self-reliant and financially independent have provided me with business satisfaction. It has done wonders in boosting my self-esteem and confidence. I am able to generate income that supports my family and also make a difference in other people's lives as I pay them for services rendered."



**Nomcebo Dlamini** receives her award from Dumile Magongo at the SADC gender protocol summit and awards in 2014.  
<http://gemcommunity.genderlinks.org.za/gallery/maj>

The training was helpful in assisting me to look outside the conventional and move towards extending the business into a more lucrative enterprise. The experience at the international summit in Johannesburg in 2014 was really a great eye opener. The councils have also provided transport and other NGOs such as Microfinance have sponsored her business and the women in the team with whom she works. There are challenges. As a disabled person there is not much option but to be dependent on people for

transport and finance here and there that can boost the growth of the business. Currently working with the disabled ladies, the centre has provided a place to work with women as a cooperative and living out the 2022 King's vision.

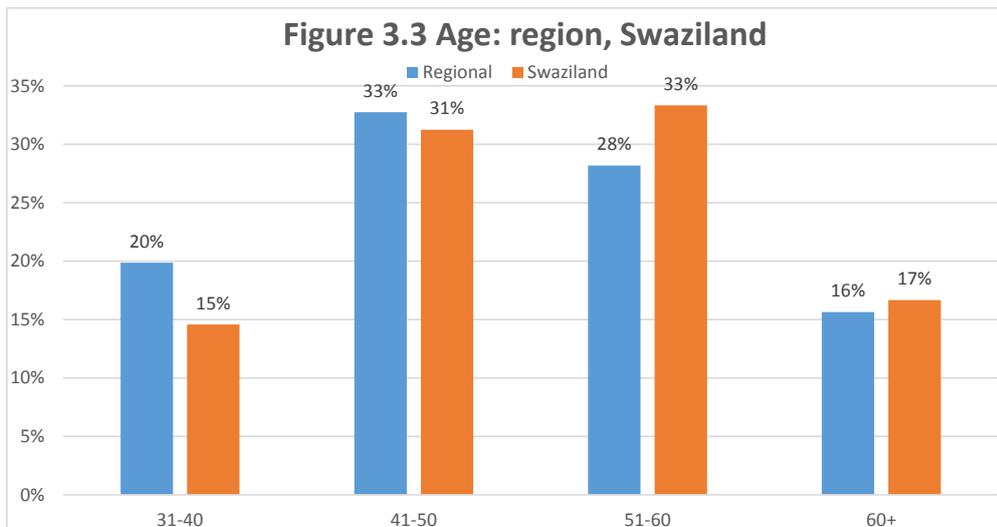
Everyone should live a good life without any difficulties. During the opening of the international trade fair there was the opportunity to meet the King and speak to him face to face. The excitement involved the King's recognition of the disabled, not as a burden, but as contributors to the Swati economy. It was really encouraging to get that recognition. We managed to also speak to Dlamini's friend Brenda, who makes cleaning detergents. She is a blind woman. Brenda and Nomcebo Dlamini have begun working together due to the linkages made by the council and the NGO that started to provide microfinance for disabled business women. The network of women works together and meets every Wednesday and they exchange skills and experiences.

Dlamini is thankful for the follow up assessment as it has provided her with an opportunity to look back introspectively at what has worked and what can still be improved. It was really encouraging during the international trade fair to also take the time out and attend the Gender Links follow up assessment, to meet other women and see their achievements and also the challenges that have been faced along the way.

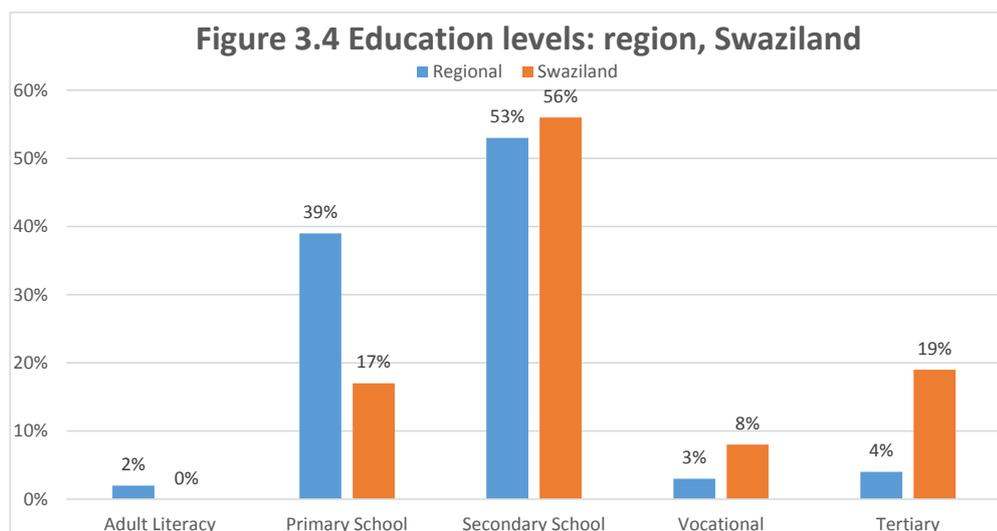
#### **Age and educational levels of the participants**

The selection criteria set a limit of 18 years and over for participation. This did not impact on the upper limit of age for women eligible to attend. It is acknowledged that in micro enterprise a number of business practices may not be followed due to a lack of experience or knowledge. The never too late to learn principle applies in this case. Very few of the women knew anything about how to mark up and price a product, keep records or manage their cash flow. In follow up I stories women referred to pricing their goods or services and their ability to save as a result.

**Figure 3.3. Breakdown of survivor's age groups:** The age groupings of the survivors in Swaziland are interesting for the fact that the majority of women are over 40 years at 48%; 19% of which are between 51 and 60 years. This implies that GBV can affect women at any age and can persist over many years. In Swaziland in excess of 80% are over the age of 41.



At 81% of women over the age of 40, this is slightly above the regional average of 80%. Swaziland had 17% of participants over 60 years compared with 16% regionally.



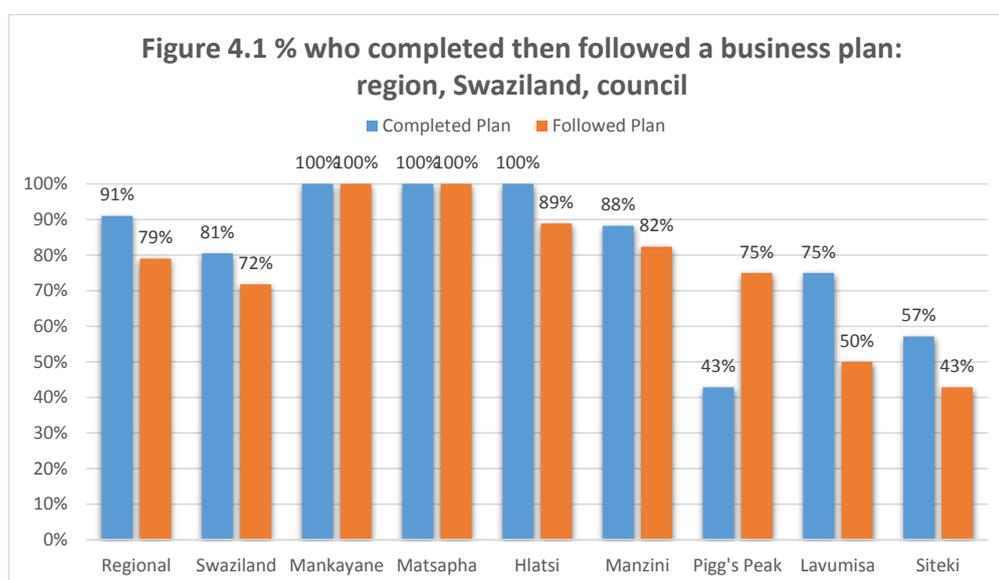
The educational levels are not unexpected with only 56% of the women with secondary education, 17% with primary and very low levels of access to adult literacy, vocational or tertiary educational opportunities. Swaziland is a society with deeply entrenched patriarchal and cultural norms which exacerbate discrimination against women. Only 19% had any form of tertiary (post-secondary formal studies) education. The low levels of adult literacy exposure is concerning given that for many of the women, levels of literacy and numeracy were impediments to their participation, particularly in rural areas.

The regional average for primary education is 22 percentage points higher than in Swaziland but the country registers higher levels of tertiary education at 19% compared to the region at 4%. The provision of adult literacy also appears to be 5% higher than the region.

#### 4. CHANGE AT AN INDIVIDUAL LEVEL FOR FINANCIAL AND BUSINESS ACUMEN

At an individual level the qualitative and quantitative research was undertaken through qualitative and quantitative baseline and follow up I stories and GEIs. These tools measure attitudes and experiences of GBV, personal agency and provide insight into the income experiences of the survivors, both as financial dependents and income earners, before and after the programme.

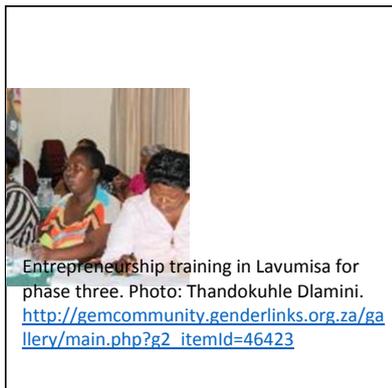
The most significant changes measured and observed were those at the individual and close relationship levels. The majority of GBV experiences reported by women in South Africa was from their intimate partners, but a number also reported sexual violence by family members and partners of family members. This is consistent with our understanding of GBV as predominantly perpetrated by people known to the survivor. A key aim of the programme was to increase the financial and business opportunities for women who have experienced GBV. This as a tool for increasing their ability to be self-reliant and therefore better able to support themselves, or negotiate positive relationships.



The overall average for completing and following through on a business plan in Swaziland is at 72%; 7 percentage points lower than the regional average. Four councils achieved in excess of the regional average however; Makanyane and Matsapha scoring 100%; Hlatsi 89% and Manzini 82%. The lowest completion and follow up of business plans was at Lavumisa and Siteki at 50% and 43% respectively.

In the council case studies and focus groups, a number of councils were mentioned as not having the population figures, infrastructure or economic standards to support businesses in their area. Where obstacles such as small population numbers, completion form bigger business and high costs of doing business are some of the reasons given by the Swazi participants as deterrents for getting into or staying in business.

In the **Lavumisa** follow up focus group the following information describes some of the conditions and experiences of the women. "One of the major challenges that have been faced in setting up the new enterprises has been the lack of infrastructure in Lavumisa and participants complained that they have to travel long distances to buy stock and as a result transport costs at times are higher than the product cost. One of the ways that the women have tried to increase sales has been to approach the council for permission to extend their trading hours because of the trade they would get from the nearby border post. There are individuals who need support to improve their literacy as for many literacy and numeracy." Source Dr Khanyasile Dlamini.



In **Nhlangano** the focus groups described that "The challenge for the business environment of this town is that a majority of the clients are day visitors of the town from the rural areas and their disposable income is relatively low. Such that they have to depend on tourists who are passing by as the town is next to the border." Source Dr Khanyasile Dlamini.

**Figure 4.2 Reasons for not following the plan**

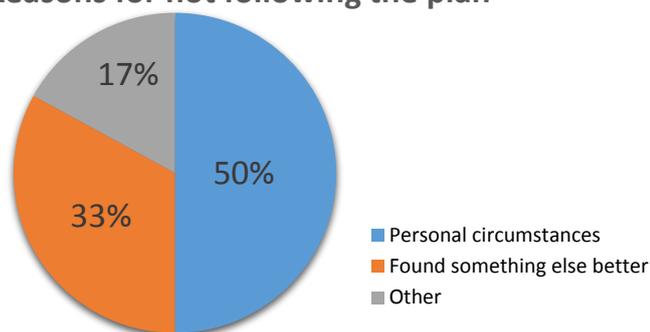


Figure 4.2 gives the reasons women gave for not following the business plan. These were indicative of personal, innovative or funding challenges that they faced. The average regional score for personal circumstances is 52%, 2% higher than Swaziland. This implies lower personal agency or time to pursue the business plan for half of the women. Some (33%) noted that they had found something better to pursue.

### Use of IT

One of the favourite sections of the first workshop was the computer training. Most of the women had never used a computer before. On the first day many would be perplexed but with the help of more experienced members of the group and the GL facilitator, progress was always obvious on the second day. Women would for example be able to type for the first time. A few are emailing and using Facebook for their businesses. The use of cell phones in Swaziland is extensive as shown by the following graph.

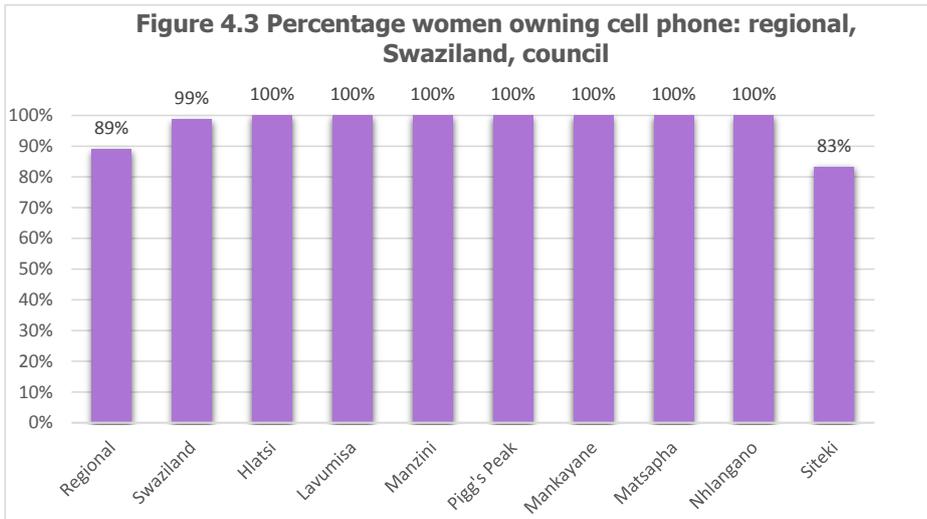
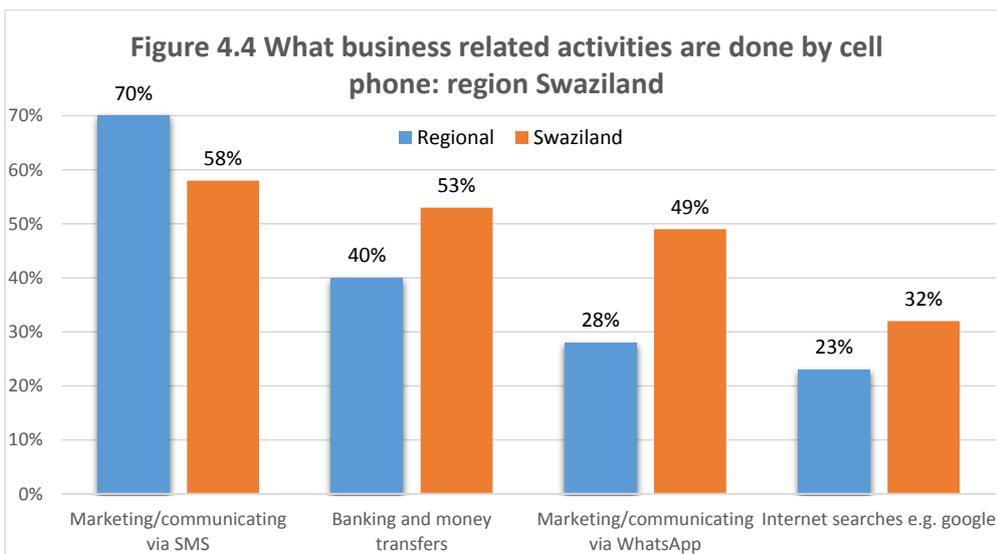


Figure 4.3 shows that many of the women had cell phone. Swaziland at 99% is higher than the regional average of 89%. What is interesting is the way these women have adapted the technology for their businesses.



**Figure 4.4**  
 In the region the highest usage of cell phones at 70% was for marketing and communicating via SMS; less at 58% in Swaziland. In the region 23% used the internet to search for business related information; lower than in Swaziland at 32%. Regionally women use banking and money transfers 40% of the time; this is higher at 53% in Swaziland. The use of Whatsapp is also higher locally.

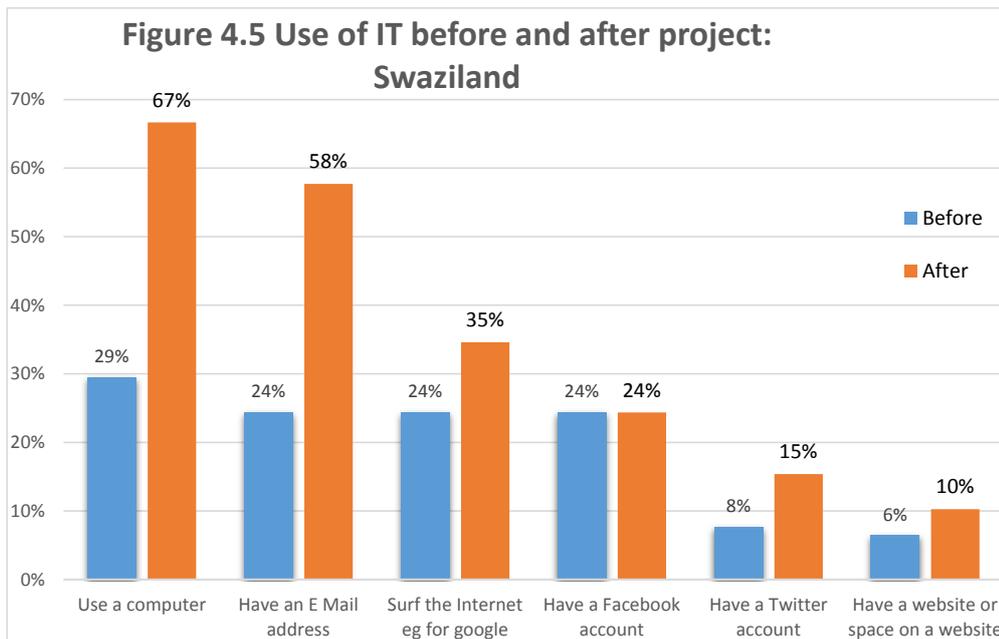


Figure 5.4 gives a view of the extent of computer usage before and after the project.

Women increased their use of computers (from 29% to 67%) and access to email address from 24% to 58%. Surfing the internet use increased by 11 percentage points. Having a twitter account or website access also increased.

### Entrepreneurial flair

One of the key aims of the programme is to transfer constructive and applicable knowledge and tools which the survivors can use to improve their lives emotionally, physically and economically. Part of the GEI survey focussed on the women's perceptions of their entrepreneurial flair.



Computer training during the Entrepreneurship phase one workshop, with Khanyesile Dlamini as facilitator; in Nhlngano.

[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=47559](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=47559)

The baseline scores were quite high which showed a high level of confidence in their understanding and ability to be entrepreneurs before the training.

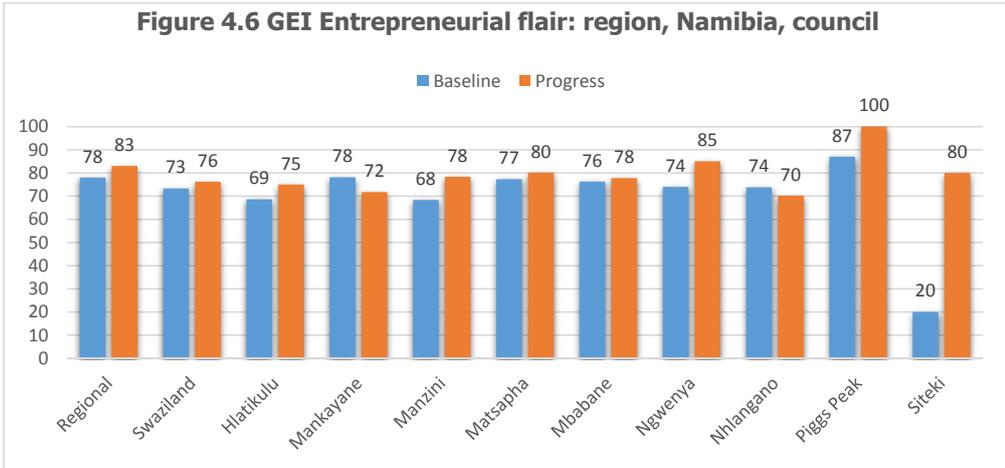
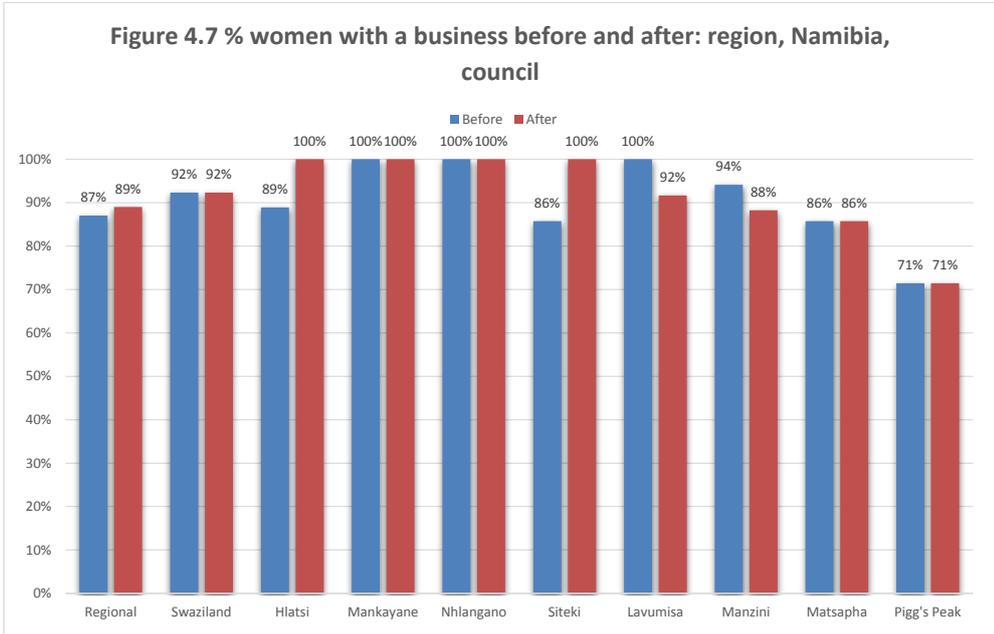


Figure 4.6 shows the country average at 73% before and 76% at follow up. There was an expectation that scores would be higher post training; giving the technical nature of the enterprise training. Overall the Swaziland average of 76% was lower than the regional at 83%. Questions included subjective matters such as; I have a desire to succeed in whatever I do, if at first I do not succeed I am prepared to try again. Some questions were more technical such I can forecast my income and expenditure. These high marks may have been attributed to lack of understanding with some of the questions.

**Business activity before and after the programme**



**Figure 4.7** The overall increase in business activity in Swaziland stayed at 92%. The regional average at 87% is lower than the Swaziland average at 92%. Two councils increased the number of business after the training; Siteki and Hlatsi.

**Table 4.1 Challenges encountered after the training**

Area Assessed	Not Challenging	Challenging	Very challenging
Keep records of your income and expenditure	33%	24%	42%
Apply the information you learned	64%	18%	18%
Find markets	38%	38%	23%
Access infrastructure like buildings	37%	29%	33%
Access finance	8%	40%	53%

**Table 4.1** shows some of the challenges women encountered in their business aspirations after the training. Keeping records and access to finance were the greatest challenges in the country at 42 and 53%. More than half the women found the application of the knowledge not challenging; which is a good outcome for the project.

Ways in which women perceived the programme had enhanced their business acumen was also measured. These changes are significant and show positive change at the individual level of power.

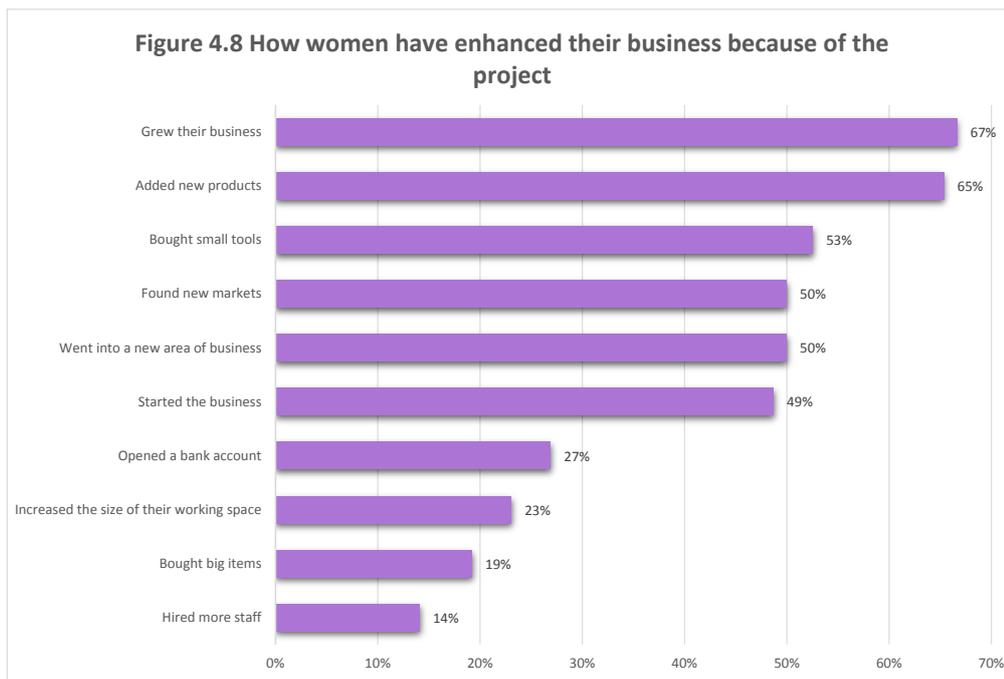


Figure 4.8: Some of these results are very encouraging; 67% grew their businesses and 65% added new products. The latter shows the application of learning as the need for a range of products to attract more customers was discussed in the programme. Half were able to find new markets and 49% started a new business. Only 27% opened a bank account. These are significant changes in the lives of resource poor women.

In the region 67% of women grew their business and 68% added new products; much the same as Swaziland.

**Dr Khanyasile Dlamini, the entrepreneurship training facilitator, shared a story** from focus groups; "One of the participant women sells fruits to school children during the day and at night she has been selling beer. During Phase two she complained that she works hard, her products are bought but she does not bring much home as she does not know how she spends her money. We used her case to prepare a cash flow on how to manage your cash and how to manage stock. During Phase three she shared that her financial well-being has improved because she applied the principles she learnt during the programme. Another she said "sells households goods and has increased her market share to such an extent that people from the surrounding areas buy in bulk from her. This has enabled her to be financially independent." \*Anonymous.

#### **From I stories women had this to say about their business ideas:**

**Some women have started recycling:** 'Before I joined the training I was doing nothing but now I have started collecting cans for recycling. The workshops have also helped me to network to build my business. The town council has helped us with life changing workshops such as this one.'  
*Cedigugu Twala from Manzini.*

**Application of what was learnt is important:** " I was selling chickens before but my business failed because I misused the profits and didn't know how to manage my business properly.

Now I have started selling fat cakes and the training has equipped me with new ideas and strategies to run my business. Networking has helped me get contact for people who are in the same business as mine and to find customers." *Florah N Siyaya from Lavumisa.*



Participants in the enterprise training in Manzini working together . Photo: Thandokuhle Dlamini.  
[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=54625](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=54625)

At first I could understand the real reason for the workshop but later I realised it was meant to enrich us with life skills and empower us economically. I was empowered in starting my own business and how to manage it. I also learnt about writing a business plan and record keeping. I then started doing handicraft because getting raw material was easy. I joined the training in 2013 and attended all three stages. The most important things I learned was how to write a business plan and handle issues of abuse. I found all the sessions useful. The most difficult session for me was using the computer because it was my first time to use it. *Nonhlanhla Mbatha from Manzini.*

#### **Changes in financial circumstances**

One of the most critical aims of the project was to measure the benefits in terms of financial gain for the survivors, by conducting baseline and follow up income research.

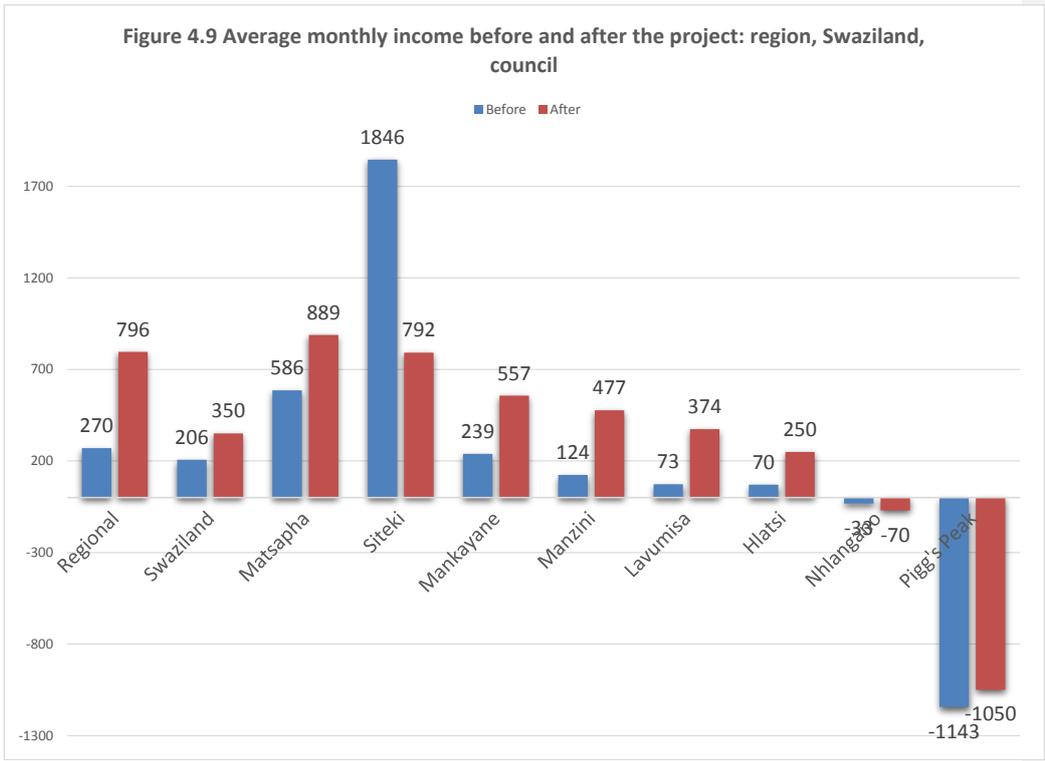


Figure 4.9 gives the average increase of monthly income for Swaziland participants rose from R206 to R350 per month; an increase of 58%. Five councils indicated an increase in monthly earnings.

An exploration of assets as an indicator of financial circumstances improving was also conducted.

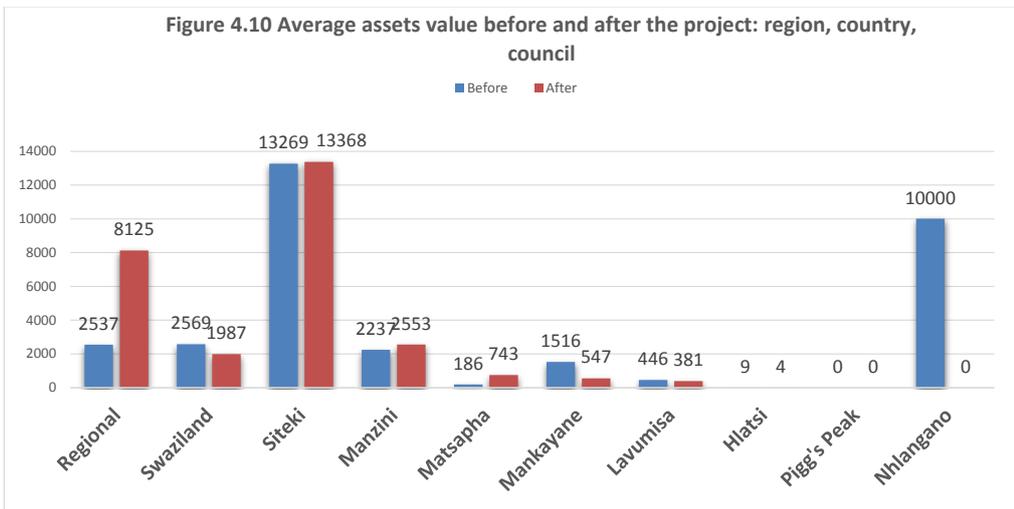
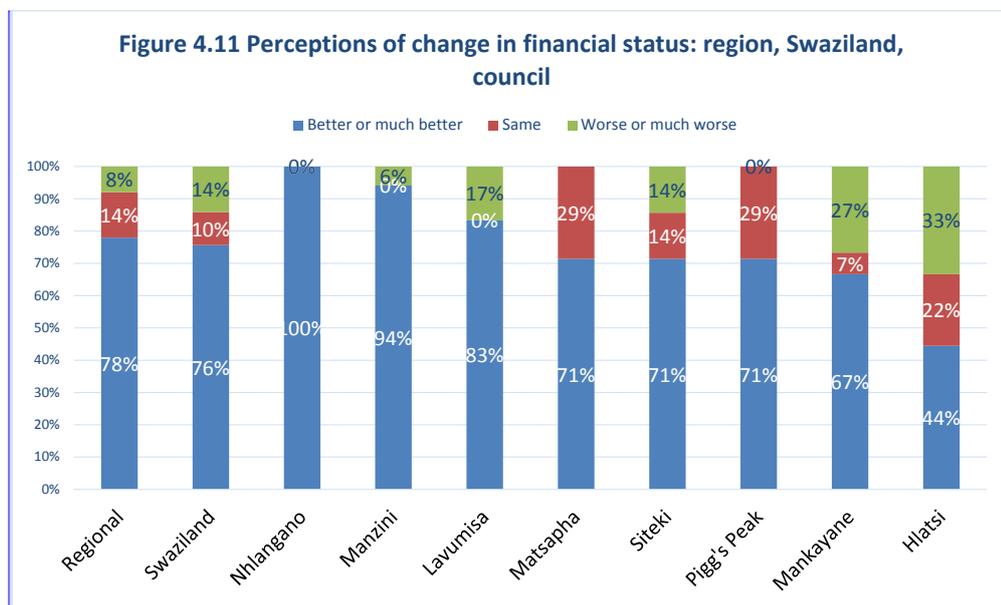


Figure 4.10 gives an average decline in assets overall from R2569 to R1987. Reasons for this were not investigated.



**Comment [U1]:** Hi Monica same issue with rounding off – please adjust thanks

The regional average for “better or much better” is higher at 78% compared to Swaziland at 76%; not a significant variance. However Swaziland reflects 14 % as “worse or much worse” higher than the regional score of 8%.

**Earning an income has changed lives:**

“Phindile Kunene introduced second hand clothes from Maputo in her community and people were ecstatic. She took advantage of the fact that her clothes were affordable and warm since people from that area cannot afford expensive clothes because there a no job opportunities. She took advantage of the fact that there is a big hospital in her area, which provides 40% of her revenue. There are also about four schools and businesses that she markets to. She sells products ranging from winter clothes, boots, tekkies and she has currently introduced children’s clothes and new clothes as well. Her encounter with GL had enlightened her to think critically on how to improve her entrepreneurial skills in terms of the sustainability and expansion of her business. Kunene has also gained knowledge in understanding the procedures involved in venturing into business. She is also a Christian and goes to the Zion Christian church which have many night vigils. She uses that opportunity to sell them warm jackets they can wear at night and she has many customers for the jackets. She is making a good turn over in her business. Kunene has used her business plan writing skills to compete in the business plan writing competition ran by FINCORP and she made it to the final stage of the competition. The training has helped her not to repeat the mistakes she

Phindile Kunene and emerging entrepreneur from Hlatikulu in Swaziland. Photo: Thandokuhle Dlamini. [http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=54940](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=54940)



Phindile Kunene and emerging entrepreneur from Hlatikulu in Swaziland. Photo: Thandokuhle Dlamini. [http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=54940](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=54940)

did before like undercharging and overcharging. She has installed electricity in her home and supports her children without the help of her husband who is currently unemployed. She is a good listener and very observant despite her limited educational background she was able to grasp the computer skills with ease during the training. She is a business woman not limited by anything to reach her goals." *Driver of change interview with Phindile Kunene from Hlatikulu; by Zethu Shongwe.*

## 5. CHANGES AT AN INDIVIDUAL LEVEL – PERSONAL AGENCY

Each women was asked to complete a personal development plan in Phase one and again after completing the training. The following chart indicates the number of women who completed a baseline plan and then followed it through to achieve some of those goals.

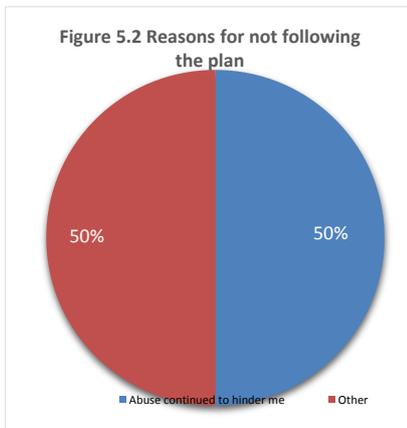
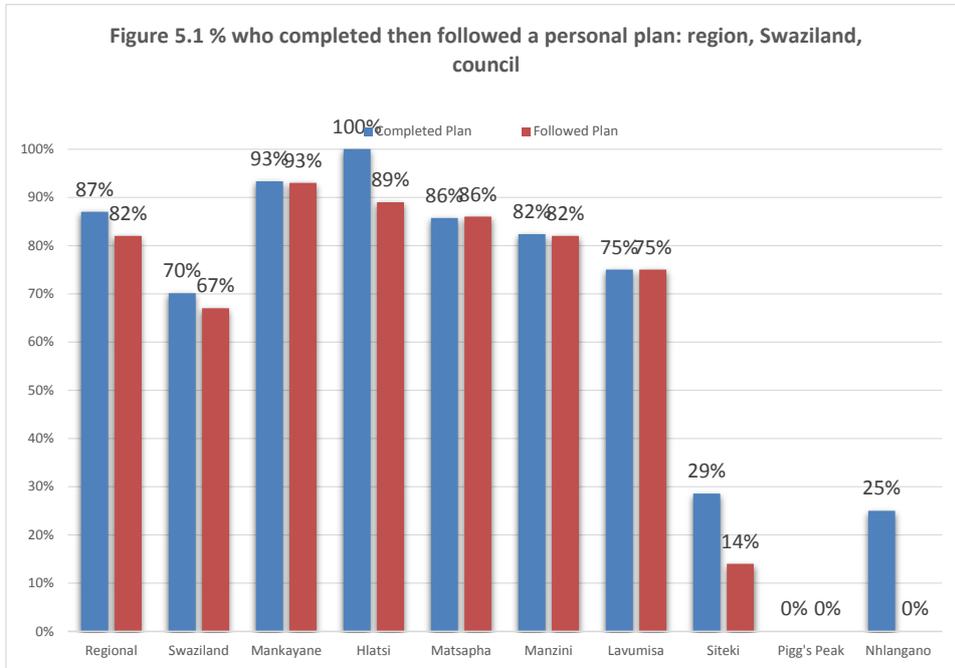


Figure 5.1 shows that at an average of 67%, more than two thirds of the women followed through on their own personal expectations of change. Whilst lower than a regional score of 82%; the score is not insignificant. These plans were a reflection of where the women wanted to be in a six month period. Four councils scored the same and two decreased their scores.

Figure 5.2 shows that women have viewed continued abuse as 50% of the reasons why they couldn't follow through on their personal plans.

### **Some of the women continued to face abuse:**

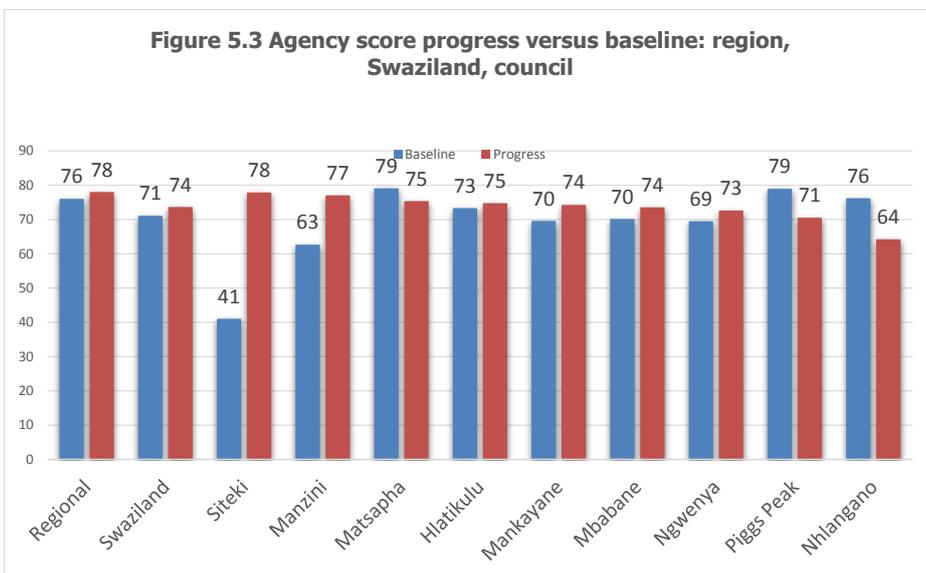
"When I returned we tried to mend things and continued with our relationship but only to find that he has not changed his habits at all. It takes huge

strength to live with an abusive partner. I had to be strong and creative to adopt all kinds of coping strategies to survive each day. Then again I was lying to myself that things were going to work out. One day police came to search my house and they arrested me for the possession of dagga which was not even mine but his. I left my children to suffer again. He never got tired of mischief, he got us into trouble over and over again and he would physically assault me when I tried to reason with him. After Gender Links left I realized that

I was in an abusive relationship I tried leaving him but it did not work out. The beatings intensified and he would not spare my children. I never had the courage to report the matter to the police in of fear of what he might do after his release. I have the know-how but I am unable to implement it because of fear.” Cedigugu Twala from Manzini.  
 “Before meeting GL I was selling ice blocks, clothes and providing home based care. I have started my business all over again because I have skill now. I was abused before and am still abused now. There is still no difference. I have learnt about the different types of abuse and where to get help if faced by such situation but I lack the courage to do so. My in-laws are still threatening me despite all the peace-making efforts I have tried. I believe there is a link between economic empowerment and GBV in the sense that those who have power tend to manipulate those less privileged.” \*Julia from Siteka. (Not her full name)

**Agency**

**Figure 5.3 Agency score progress versus baseline: region, Swaziland, council**



Region	Baseline	Progress	Variance
<b>Region</b>	<b>76</b>	<b>78</b>	<b>+2</b>
<b>Swaziland</b>	<b>71</b>	<b>74</b>	<b>+3</b>
Siteki	41	78	+37
Manzini	63	77	+14
Mankayane	70	74	+4
Mbabane	70	74	+4
Ngwenya	69	73	+4
Hlatikulu	73	75	+2
Matsapha	79	75	-4
Piggs Peak	79	71	-8
Nhlangano	76	64	-12

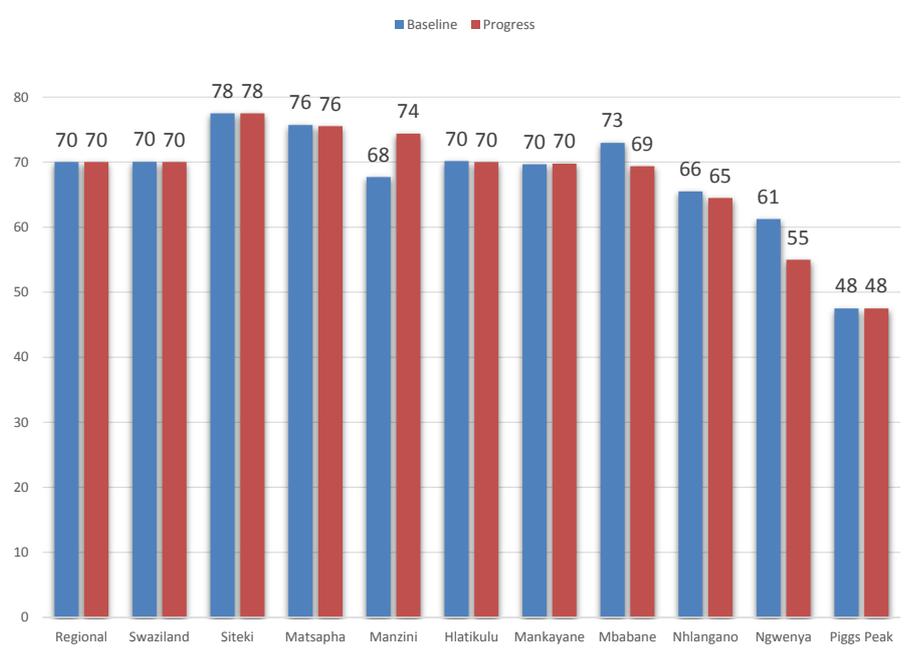
Figure 5.3 indicates the differences in scores for agency were not significantly different between Swaziland and the region, with the regional score rising from 76% to 78% and locally from 71% to 74 This is important as one of the key outcomes for the programme was

to rebuild self-confidence, self-esteem and a belief in oneself to be able to make positive choices about GBV. Six councils show an increase in agency; most significantly Siteki which scores 41% before and 78% after completing the programme. A 12 percentage point decline for Nhlanguano was the highest in the country.

### Attitudes toward gender issues

This measures woman’s changes in attitudes on gender issues before and after the training. The training provides knowledge and skills which can influence change in gender attitudes. The building of emotional strength, self-confidence and self-esteem are enhanced through the life skills training and augmented with the learning of new skills such as how to write a business plan and do financial calculations. This has been expressed as making women feel more confident and proud; gaining the respect of partners, families and their community.

Figure 5.4 Gender Progress Score of entrepreneurs progress versus baseline: region, Swaziland, council



	Baseline	Progress	Variance
<b>Region</b>	<b>70</b>	<b>70</b>	<b>0</b>
<b>Swaziland</b>	<b>70</b>	<b>70</b>	<b>0</b>
Manzini	68	74	+6
Siteki	78	78	0
Matsapha	76	76	0
Hlatikulu	70	70	0
Mankayane	70	70	0
Piggs Peak	48	48	0
Nhlanguano	66	65	-1
Mbabane	73	69	-4
Ngwenya	61	55	-6

Figure 5.4 shows the regional score remained the same before and after at 70%; the same as Swaziland. Siteki scores remained highest at 80% and Manzini showed a 6 percentage point increase in gender progress.

**I story examples of change**

I was abused by my husband but am not suffering abuse anymore. I am now aware of my rights and I am strong and confident and can now see that I am now independent. I am seen that I am now independent and have more skills not seen changes in my society. I keep in touch learnt to be confident and be able to solve my problems acquired and imagine my business taking on greater my children to run the business so that even if I die they can be able to survive through it." *Gugu Johnson from Hlatikulu.*



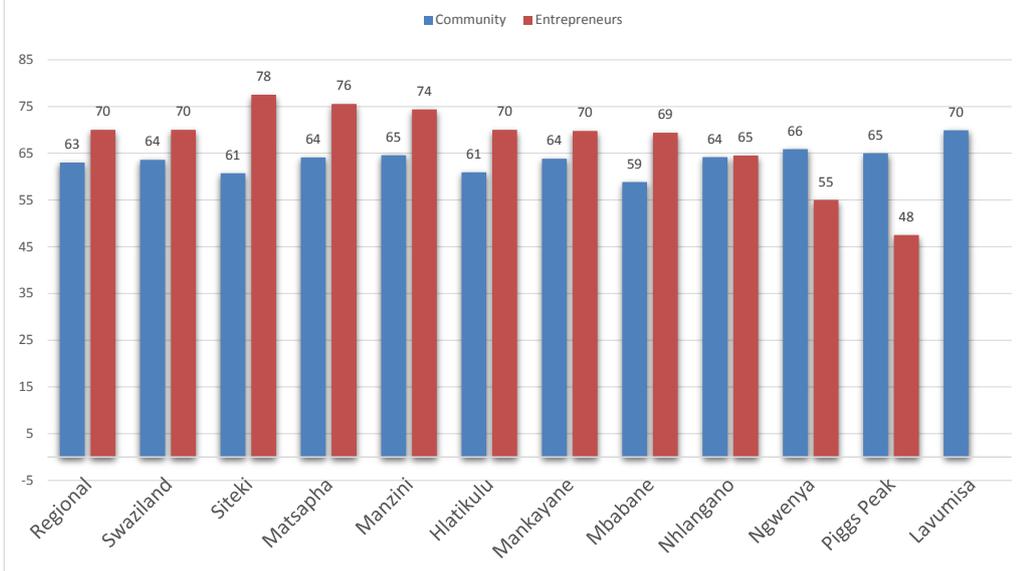
Participants in Hlatikulu in Swaziland.  
Photo: Thandokuhle Dlamini.

[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=47553](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=47553)

"Attending the training has empowered me on GBV issues and where we can get help when we meet those problems. I never knew that I had to sleep with him. Meeting other GBV survivors understand that I was not suffering alone. It is thinking about taking my life. I managed to grasp my business. I have started recording all business transactions where I keep the profits I make from my business

"Attending the training has empowered me on GBV issues and where we can get help when we meet those problems. Meeting other GBV survivors and sharing ideas made me to understand that I was not suffering alone. I managed to grasp the necessary skills to grow and manage my business. I have started recording all business transactions and opened a bank account. I joined the training in 2014 and attended all the stages of the training. I found everything useful. I never knew how to draw up a business plan and do cash flow. I have learnt all that from the training. I have started selling second hand shoes and clothes from Maputo. I am now empowered on business strategies and my rights. The town council has linked me with Gender Links who changed my life. I was abused before I joined Gender Links workshops but not anymore. I am now aware of my rights and I am strong and confident. I am now able to support my family. I am now independent and seen different in my community in the sense that I am now independent and have skills to generate more income than before. I learnt to be confident and be able to solve my problems. I will share with others the skills I acquired. I imagine my business taking greater heights and be able to give my children a better future. I will train my children to run the business so that even if I die they can be able to survive through it." *Phindile Kunene from Hlatikulu.*

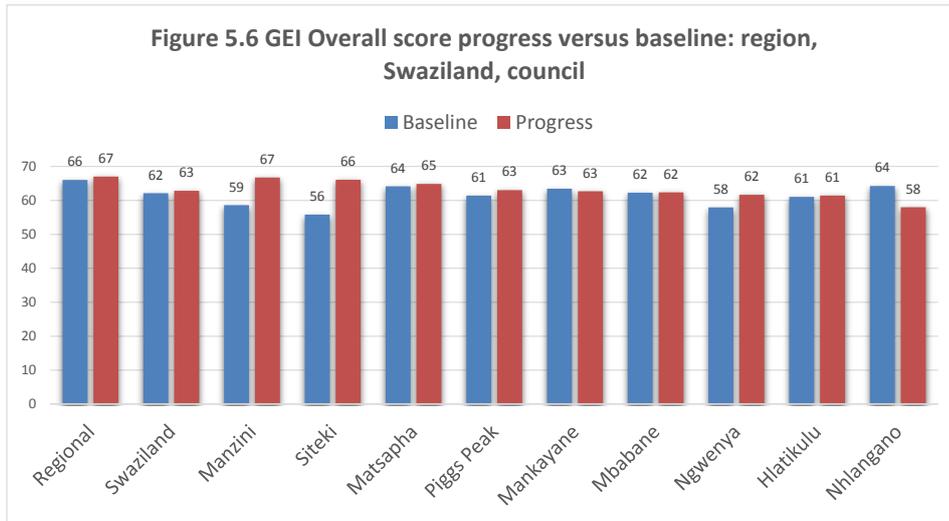
**Figure 5.5 Gender Progress Score of entrepreneurs versus community at progress**



	Community	Entrepreneurs	Variance
<b>Regional</b>	<b>63</b>	<b>70</b>	<b>+7</b>
<b>Swaziland</b>	<b>64</b>	<b>70</b>	<b>+6</b>
Siteki	61	78	+17
Matsapha	64	76	+12
Mbabane	59	69	+10
Manzini	65	74	+9
Hlatikulu	61	70	+9
Mankayane	64	70	+6
Nhlanguano	64	65	+1
Ngwenya	66	55	-11
Piggs Peak	65	48	-17
Lavumisa	70	-	-

Figure 5.5 shows an important distinction and shows that progress at a personal level is often greater than the perception of gender progress at a council level. Regionally the differences between community and survivors scores are

higher in eight of the 10 countries. In Swaziland the country average has risen from 64% for the community to 70% percent for the survivors. This variance of 6 percentage points shows a measurable difference in the gender awareness of the survivors after doing the training. Siteki scores the highest mark for the entrepreneur's perceptions of gender at 78%, a variance of 17 percentage points between this and the community score. Three councils, Siteki, Matsapha and Manzini scored above the regional average of 70%.



	Baseline	Progress	Variance
<b>Regional</b>	<b>66</b>	<b>67</b>	<b>+1</b>
<b>Swaziland</b>	<b>62</b>	<b>63</b>	<b>+1</b>
Siteki	56	66	+10
Manzini	59	67	+8
Ngwenya	58	62	+4
Piggs Peak	61	63	+2
Matsapha	64	65	+1
Mbabane	62	62	0
Hlatikulu	61	61	0
Mankayane	63	63	0
Nhlanguano	64	58	-6

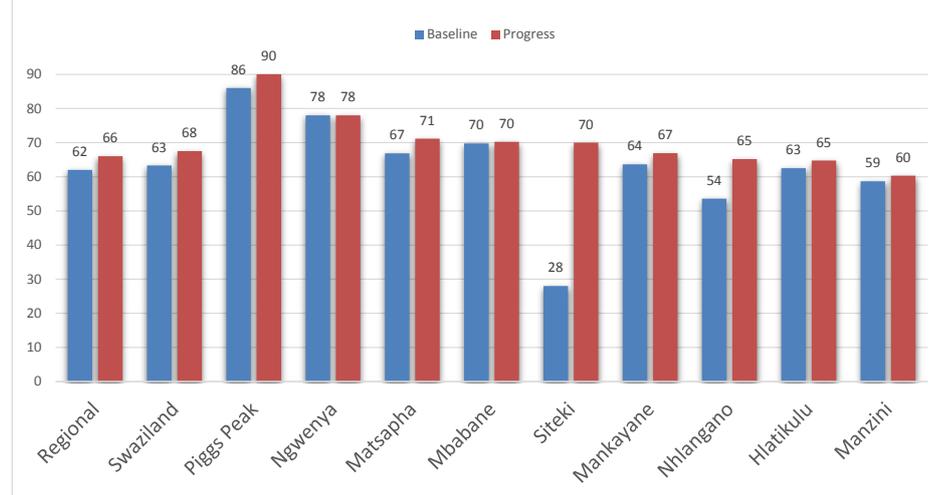
The Gender Empower Index provides baseline and progressive data on women's agency, experience of GBV and entrepreneurial skills. Figure 5.6 indicates changes in the overall perceptions of the women on the programme, on these issues. Swaziland did not increase significantly (from 62% to 63%)

## 6. CHANGES IN CLOSE RELATIONSHIPS

### Change in power relations

The regaining of relationship control is a key factor in this project which aims to empower women who have experienced GBV. A higher score in the table below means that the survivor has more relationship control.

Figure 6.1 GEI Relationship Control, progress versus baseline: regional, Swaziland, council



	Baseline	Progress	Variance
<b>Regional</b>	<b>62</b>	<b>66</b>	<b>+4</b>
<b>Swaziland</b>	<b>63</b>	<b>68</b>	<b>+5</b>
Siteki	28	70	+42
Nhlanguano	54	65	+11
Piggs Peak	86	90	+4
Matsapha	67	71	+4
Mankayane	64	67	+3
Hlatikulu	63	65	+2
Manzini	59	60	+1
Mbabane	70	70	0
Ngwenya	78	78	0

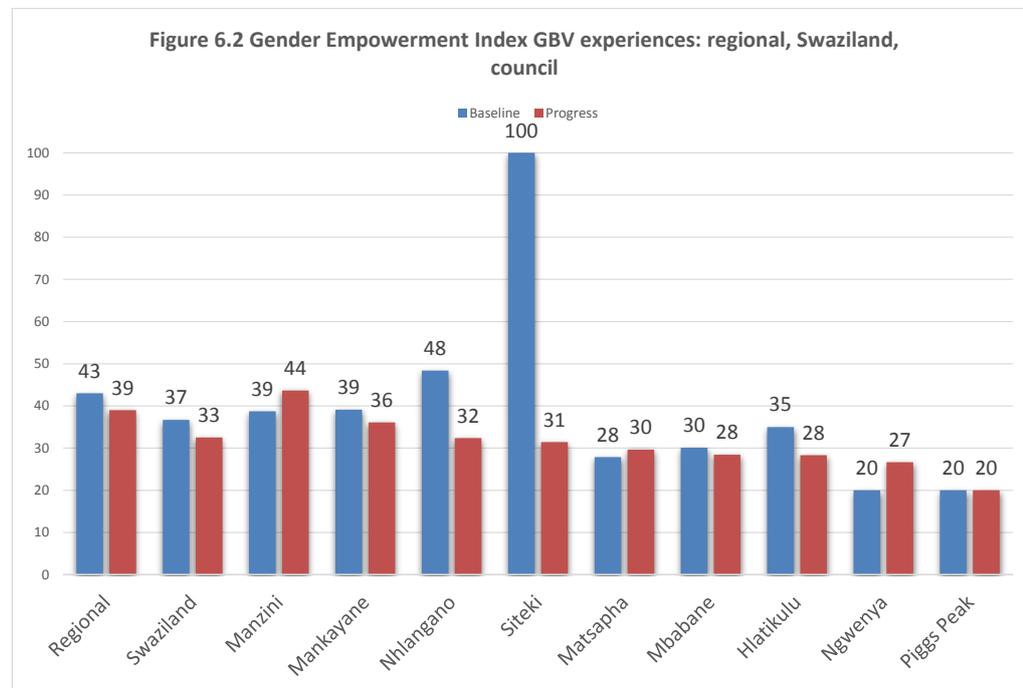
Figure 6.1 shows that regionally the overall score increased from 62% to 66%, with Botswana highest at 82%. An increase in relationship control in eight out of the 10 participating countries is encouraging. In Swaziland the average scores are in line with the regional averages. Pigg's Peak has the highest score of 90% for

regaining control after doing the training. Seven out of the councils score higher for increased relationship control, a significant change in the circumstances of many of the women. The highest variance is seen in Siteki with of 42 percentage points.

### Changes in GBV experience and levels

As demonstrated by I stories reduction in GBV experiences have been expressed by the survivors as a factor of gaining self-respect, self-confidence and understanding of their rights as women and in relationships.

They have indicated that in many cases this has resulted in an increase in respect from partners and family and changes in the way that they are able to communicate with partners. The inflow of income into the family has also played a role in the reduction of GBV also attributed to gaining respect as a result.



	Baseline	Progress	Variance
<b>Regional</b>	<b>43</b>	<b>39</b>	<b>-4</b>
<b>Swaziland</b>	<b>37</b>	<b>33</b>	<b>-4</b>
Ngwenya	20	27	+7
Manzini	39	44	+5
Matsapha	28	30	+2
Piggs Peak	20	20	0
Mbabane	30	28	-2
Mankayane	39	36	-3
Hlatikulu	35	28	-7
Nhlanguano	48	32	-16
Siteki	100	31	-69

In the Figure 6.2 the GEI quantitative data shows participating survivors in Swaziland have shown a decline in GBV experiences in a number of councils, with a country average showing a 4 percentage point decrease in experiences of GBV. Siteki again shows the highest variance of 69 percentage points lower than the pre project scores.

**Comment [U2]:** Hi needs rounding off sister dearest fir graph and analysis

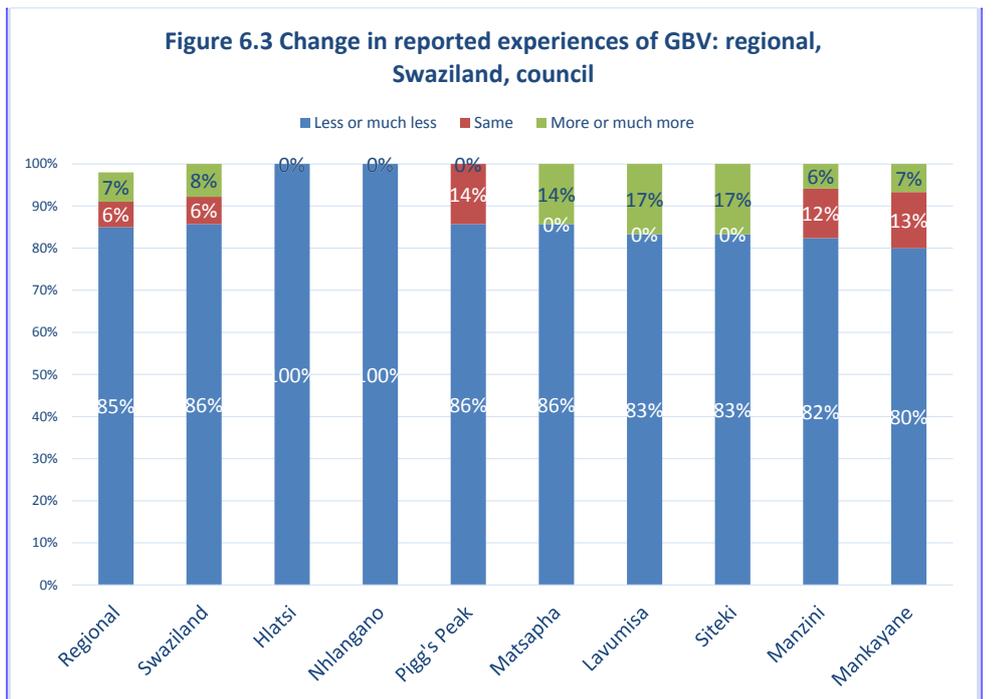


Figure 6.3 shows that in Swaziland there is an 86% indication of experiencing “less or much less” abuse; 1% higher than the regional average. A descriptive view of this is gained through the reading of follow up I stories and the high levels of confidence expressed by these survivors; especially in their ability to stand up against abuse because of a better understanding of what GBV is and the impact it has on relationships. The ability to share their experiences with other women and not feel alone also rates high. Women have also expressed feeling empowered when they earn income, can support themselves and contribute to the household. Two councils scored 100% and all the others 80% or more. This is a very significant result for the survivors who did this programme.

**Examples of I story inputs from women in relation to GBV experiences and empowerment after doing the programme.**

“When he discovered that I had left he started turning his life around. He was more responsible such that he started a vegetable garden at home and spends most of his time watering and nurturing the vegetable. He limited his drinking sprees and started attending church service. He then send a delegation to my parent to ask for forgiveness on his behalf and bring me home. I offered my support for his efforts to stop drinking and helped him wherever possible. I forgave him for all the past hurts and chose to live in the moment. In the end we were all happy. Attending a workshop organized by Gender Links helped me a lot. I was able to deal with my emotional abusive husband and ended up helping him get sober. It opened my eyes on how to cope with the challenges I was facing in life and being part of the team I gained a lot of experience about running or starting a business from scratch. We are now able to live by selling the vegetables my husband grows and my family is still intact. On the other hand I do handy-craft, make peanut butter, sell vegetables at the market and still work as a cleaner for government offices. My self-esteem was boosted and I am now confident.

Attending the training has enlightened me with business skills and improved me personally. I used to believe that only men can do business but now I know that even women can venture into business. I joined the training in 2015 and attended only one stage. I never learnt much because it was my first time around. I think I need more training because I didn't attend all the workshops. Before I met GL I had a tuck shop selling artcha, floor polish, Stasoft and clothes. Now I am trying to keep pigs and indigenous chickens. The town council linked me with Gender Links who changed my life. I was abused before because of my husband's abuse of alcohol. He doesn't drink as much and the abuse has stopped. I have learnt about the different types of abuse and where to get help if faced by such a situation. I am now independent and less vulnerable than before. My husband is more supportive of me now. There is a link between economic empowerment and GBV in the sense that those who have power tend to manipulate those less privileged." *Gcinaphi Sihlabela from Makanyane*

**Not all the women were able to end the violence in their homes:**

"Before meeting GL I was selling ice blocks, clothes and providing home based care. I have started my business all over again because I have skill now. I was abused before and am still abused now. There is still no difference. I have learnt about the different types of abuse and where to get help if faced by such situation but I lack the courage to do so. My in-laws are still threatening me despite all the peace-making efforts I have tried. I believe there is a link between economic empowerment and GBV in the sense that those who have power tend to manipulate those less privileged." *Julia Khoza from Siteki.*

## 7. CHANGES AT A COMMUNITY LEVEL

The perceptions of council support are gained through the inputs of facilitators, participants, focus groups and council's case studies. This is a significant account of the levels of support perceived to be available to the women on the programme. The significance lies in the aim of the project to engage the COE councils to take over responsibility for supporting the women to get further access to support and opportunities at a local level once GL had completed the project.

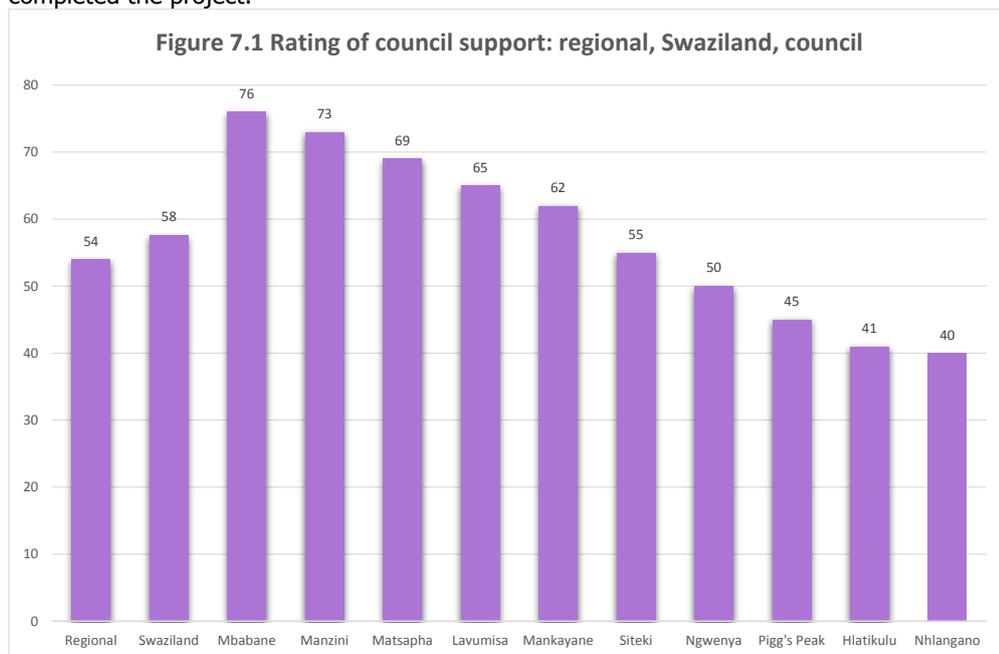


Figure 7.1 shows that the outcome has not been as good as was anticipated. The overall regional average is 54%. The country with the highest level of support from councils at 76% is Zimbabwe followed by Madagascar and Mozambique at 70%. In Swaziland the average score of 58% is 4 percentage points higher than the regional average; but still disappointing. Mbabane scored the highest level of satisfaction at 76% with Manzini at 76%. These are both large urban councils. The lowest scoring council is Nhlngano at only 40%. These numbers show that whilst some councils have done well, in others there is still a lot to be done.

Changes at a community level are important for the progress of gender equality and local government structures are key to the change as the level of government closest to the people.



Nomsa Mmema and entrepreneurship project participant tending her vegetable garden in Hlatikulu; Photo: Thandokuhle Dlamini  
<http://gemcommunity.genderlinks.org.za/ga>

**Hlatikulu for instance scored low at 41%, this likely to be is partially due to the develop level of the council:** "There is no adequate infrastructure for businesses since the town is still developing which is a challenge for the entrepreneurs. The town is isolated,

small and still developing. This means the participants have to travel long distance to get their purchases. Their clients and potential clients are from rural areas who are sensitive to price movements as their disposable income is very low. *Focus group interview from Hlatikulu by Khanyisile Dlamini.*

**Market potential should be considered for council selection:** The participants are faced with fierce competition as some of the retailers are now selling their products at a lower price. Most of the customers for the participants are farmers but in the last few months the customers are not coming to town because they do not have money because of drought. The town is relatively small with a day time population estimated at 6,500 and the night population at 3,500. This tends to undermine the efforts of the participants since the market is relatively small. The problem is further worsened by competitors who sell the same products at a much cheaper price. *Focus group interview from Siteki by Khanyisile Dlamini.*

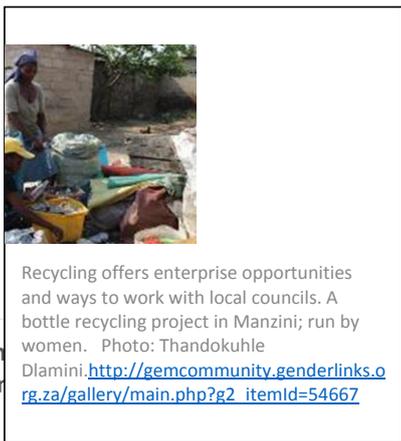
**Figure 7.2 Breakdown of rating for council support.**

Area Assessed	Country Average Score
Participation of GFP and GC in the workshops ie attended, gave input etc.	83%
Helping to identify the target group.	83%
Helping to ensure participation of the same participants at each stage	80%
Access to market stands	78%
Access to land	75%
Contribution to organising participants for workshops	73%
Input by council staff during the workshops	73%
Support for the project at top leadership level eg CEO, Town Clerk, Mayor	70%
Willingness to support the women in between and after the workshops	70%
Strengthening of the council's gender action plan as a result of the project	70%
Ownership of the project	68%
More supportive attitude towards ending GBV in their locality as a result of the project	68%
Assistance by the council in identifying CBOs and NGOs to participate	60%
More supportive attitudes towards women's economic empowerment as a result of the project	60%
Profiling of the project	58%
Additional training or mentorship	55%
Council provision of venues at no or reduced cost	53%
Access to computers/IT	48%
Assistance by the council in identifying government services and support available locally	45%
Assistance by the Council in identifying private sector companies to attend workshops/offer support	38%
Access to council jobs	35%
Access to start-up finance	35%
Assistance by the Council in identifying financial services or funds	25%
Access to council procurement/ sub-contracting possibilities	23%
Support for opening bank accounts	20%

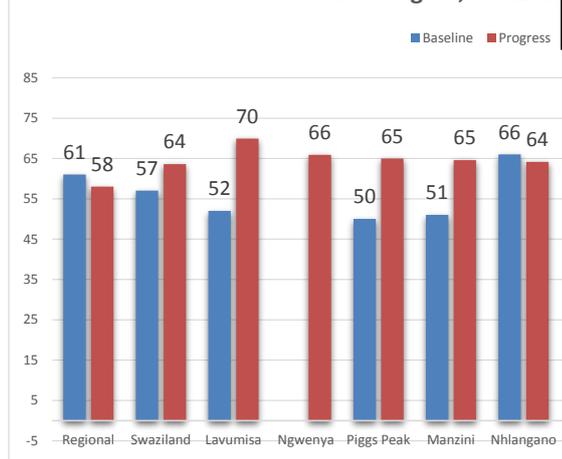
Figure 7.2 breaks down the categories which were scored in relation to council participation in the project. One of the successes indicated by case studies and focus groups in Swaziland; as part of the follow up research; has been the number of councils that have erected or allocated market space as a consequence of the programme. This scored 78%. The Swazi councils scored high for participation (83%) and facilitating participation at workshops (80%). Access to land has also been valued by the participants at 75%; in keeping with the efforts of some of the councils to facilitate land opportunities for the survivors. Council input in organising women to get to workshops and themselves providing input in these event as scored 73%. Support by top leadership and a willingness to support the women between and after workshops was a pleasing score at 70%. At 20% for supporting women to open bank accounts was a disappointing score. Access to finance is also shown to be an ongoing challenge for women in business. The main challenge of these councils does seem to be the integration of external resources into the process.

**Community attitudes**

Attitude surveys measure perceptions of gender and gender mainstreaming.



**Figure 7.3 Gender Progress Score in comparison to baseline: region, Swaziland**



## 8. CHANGE AT SOCIETAL LEVEL

A key question is what the desired changes at this level are and how do we get there? What are the desired goals in the longer term for the achievement of real change in society to end GBV and liberate women economically?

The programme has provided some evidence to suggest that there is a link between economic independence and a reduction in GBV at the individual and close relationship level. The project has generated interest and provided skills and knowledge to enhance understanding at the local government and community level. The bigger challenge for the long term is the public realm of power which ultimately defines national policy and strategy that impact on the lives of citizens. Overall this requires committed leadership, coordinated efforts amongst stakeholders and greater visibility of the issues presented by the GBV epidemic. At the heart of GBV is patriarchy. Far more attention needs to be given to the cultural and traditional practises that undermine the rights and status of women in the country.

SADC is the only region in the world with a legally binding omnibus instrument for achieving gender equality in the form of the SADC Protocol on Gender and Development. The SADC Gender Protocol (SGP) has 28 targets to be achieved by 2015, compared to the eight targets in the MDGs specific to gender, or in which gender has been mainstreamed. Global debates on the post 2015 agenda recognise the limitations of the MDG "basic needs" approach, especially with regards to gender equality. The clamour in the debates on the Sustainable Development Goals (SDG's) that will succeed the MDG's is for a rights- based approach.

The 2008 SADC Protocol on Gender and Development (the Protocol) recognises the centrality of economic justice to achieving gender equality. Of the 28 targets in the Protocol, seven concern productive resources and employment. These include economic policies and decision-making; the multiple roles of women; economic empowerment; access to property and resources as well as equal access to employment and benefits.

### Barriers to progress

**Customary and traditional practises** feature very strongly the list of barriers for women to succeed in business; to have the capacity to make and take responsibility for decisions, secure assets and create wealth and access to appropriate financing. Inclusive financial services which recognise the barriers faced by women are critical in opening the availability of women to secure funding.

**Business opportunities for women are largely at the lowest end of the sector.** For women the mostly likely business activity will be in the informal economy operating as micro entrepreneurs. Their most likely source of funding for these business will be loans from family and friends and access to credit almost exclusively from micro finance institutions. The opportunities for women to access loans beyond the small, high interest bearing group loan services are very limited by a lack of assets to offer as collateral. Women, especially resource poor women, are largely excluded or under services by the financial services sector.

### Barriers to access to finance for women:

Barriers	Outcomes
Legal constraints	The traditional norms and values in many countries prevent women from leaving formal financial options acting as legal persons and from accumulating assets such as property. Such constraints impact on women's ability to: <ul style="list-style-type: none"> <li>offer assets as collateral which is often beyond the scope of</li> </ul>

	<p>a women's available or limited assets</p> <ul style="list-style-type: none"> <li>women are still treated as legal minors in some communities constraining their ability to make independent decisions or contractual arrangements e.g. for funding</li> </ul>
<b>Employment and income limitations faced by women:</b>	Women are still most likely to be employed at the lower levels, least skilled, least influential and lowest paid jobs in the economy and this also impacts negatively on their ability to accumulate assets and equity.
<b>Exclusion from policy making, decisions and influence in financial and economic decision making</b>	<p>Women have largely been excluded from decision-making in both the economic and financial spheres of influence. Since women are largely not in positions of power in these sectors, this has the effect of not fostering a culture which recognises the gender constraints and respects the needs of women.</p> <p>Women are likely to need start-up capital which for commercial institutions are high risk and therefore not supported by gender neutral institutions insensitive to the gender constraints faced by women and there is also very little attempt made to explore alternative risk management strategies better suited to the asset limitations of women.</p>
<b>Attitudes towards women</b>	Male decision-makers often consider the realities of women's lives as adverse and use the multiple roles women play as a justification for declining business credit. In a situation of scarce resources, investors will often go with what they know i.e. men.
<b>Lack of information and exposure to business and finance environments</b>	Women are often not aware of the financial or non-financial support available to them to enhance their business aspirations.
<b>Business maturity</b>	Whilst men and women face difficulties when setting up business, women face additional difficulties such as access to finance. The playing field tends to level out when women's business reach maturity and are able to provide sufficient evidence to reduce the perception of risk associated with gender.
<b>Access to finance</b>	<p>A lack of collateral means that the primary source of funding for resource poor women is high interest bearing and low value micro finance. Banks are mostly not aware that women face gender specific constraints when seeking finance and may adopt a gender neutral position, assuming that this puts women on an equal footing.</p> <p>Women often want to borrow smaller amounts and this may be outside of the minimum loan policies of a bank.</p>

"An increasing body of evidence shows that appropriate financial services can help improve family welfare and spur small enterprise activity; and that economies with deeper financial intermediation tend to grow faster and reduce income inequality. The introduction and expansion of microcredit across the world has shown that poor women in the informal economy are valuable clients, and that it is possible to serve them in large numbers sustainably. Today, the \$70 billion microcredit industry is estimated to have 200 million clients. At the same time, it has become apparent that women require more than just micro-

credit and that they need a range of financial services to generate income, build assets, smooth consumption, and manage risks.”<sup>9</sup>

**When coupled with the damaging effects of GBV, these barriers become even more of a challenge:** The women’s “I” stories repeatedly referred to women staying at home and doing nothing because that is what is expected of them or because they do not have confidence in themselves. GBV exacerbates feelings of uselessness and an inability to take control.

**Economic justice** starts with ensuring that resources and strategies adequately serve women’s needs. Women have for many years trailed behind in accessing resources that would lead to their economic emancipation. The SADC Gender Protocol economic development targets are very advanced in spite of the many challenges in attaining them.

The Protocol contains a number of important articles relevant to economic justice and empowerment. It provides that state parties shall, by 2015:

- Ensure equal women and men in formulation and of economic policies.
- Ensure gender-budgeting at the macro levels including monitoring and
- Conduct time-use adopt policy measures burden of the multiple women.
- Adopt policies and which ensure equal benefits and for women and men entrepreneurship, account the contribution of women in the formal and informal sectors.
- Review national trade and entrepreneurship policies to make them gender-responsive.
- Introduce affirmative-action measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.
- Review all policies and laws that determine access to, control of, and benefit from, productive resources by women.
- Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.



participation by policy implementation

responsive micro and tracking, evaluation. studies and to ease the roles played by

enact laws access, opportunities in trade and taking into

It is essential that in the post 2015 agenda that urgent attention is paid to the scourge of GBV and the economic status of women in Namibia; one of the countries in the world with unacceptable levels of GBV. The 2015 Gender Protocol Barometer calls for: the strengthening of legal and policy frameworks to address all forms of violence against women at country level, the adoption and reforms of laws; increased efforts to implement and enforce laws and improve women's access to justice and continued efforts to adopt and improve national action plans.

<sup>9</sup> <http://www.empowerwomen.org/en/circles/make-financial-markets-work-for-women/women-access-to-financial-services>

To be effective such changes need to be followed through, monitored and well resourced. There is also a need to improve the availability of evidence and data in different forms of GBV, prevalence, attitudes and consequences.

Overall this requires committed leadership, coordinated efforts amongst stakeholders and greater visibility of the issues presented by the GBV epidemic. At the heart of GBV is patriarchy. Far more attention needs to be given to the cultural and traditional practises that undermine the rights and status of women in line with the provisions of the constitution.

Women need greater access to the ownership of land and property to leverage their access to finance for business. Policies and strategies for more inclusive and gender aware financial services are needed to fulfil the aspirations of women in the economy. Business development services need to be more readily available to women and the quality and types of the services are concomitant with the needs of women; rural and urban, big or small.

**Key policy changes needed include:**

- Governments at all levels need to take a zero tolerance approach to GBV.
- Effectively legislations needs to in place and enforced with effective consequences for perpetrations of GBV.
- Strengthening prevention strategies, increasing awareness and providing adequate services for survivors including the way that the judiciary and law enforcement deal with cases of GBV.
- Relevant government departments need to recognise that a one size fits all approach to small business development for women is reductionist and more effort needs to be made to address different levels and types of businesses to effect appropriate responses.
- Far more attention needs to be made to provide entrepreneurship development skills and opportunities in rural areas.
- Financing institutions should gender disaggregate their portfolios and targets and put in place strategies to better understand and take advantage of opportunities in the women's market.
- Financial institutions should have loan staff that understand the opportunities in the emerging markets and who can communicate with customers in gender sensitive ways and in languages they understand.
- Access to finance for women needs to be broadened and the focus should be on gender appropriate inclusive services and the ability for women access more than group loaned micro finance as their main source of credit for business.
- Women need to have more access to business development services; such services should be more gender focused and also include more female mentors and advisors.
- Financial and non-financial support should be better integrated in terms of purpose and application so that business development support can provide the risk mitigation required by financiers.
- Business development support should be facilitated for micro entrepreneurs as part of micro enterprise specific business development.
- Credit referencing mechanisms should be demystified so that the public can be made more aware of how to positively manage their records and such records should report both positive and negative histories.
- Gender-specific instruments for preferential procurement and enterprise development should be included in country policies and strategies for economic mainstreaming.
- Local government needs to recognise the potential for preferential procurement to facilitate positive change in the lives of women with business aspirations at all levels.

## Reaching out to policy makers at national level

To effect change, GL lobbies and advocates with local governments, key ministries and departments in the governments of all the ten SADC countries involved in the project “Harnessing political and community leadership and commitment—Gender-based violence is a violation of human rights that has serious and traumatic consequences. Political will, leadership and commitment from leaders at the community, national and regional levels is essential for promoting its prevention—ensuring a meaningful response and ending impunity for perpetrators. Advocacy efforts need to continue to urge leaders to amend discriminatory legislation, enact and implement laws and policies that promote women’s rights and challenge discriminatory practices.”<sup>10</sup>



Having laid some of the groundwork at a local level, it is essential that GL continues to reinforce the COE work at a local level and to work towards cascading these achievements to provincial and national government structures and ministries. To achieve change at the societal level GL needs to work with partners and the Alliance in strengthening the war against GBV and economic injustice.

## Reaching out to the private sector

GL has recognised the potential value in harnessing the resources and opportunities for the private sector to participate more fully in the entrepreneurship development ambitions of the participants. There are many ways in which the private sector can contribute: actual funding, in kind support such as mentorship, sponsorships of business equipment and training.

## New targets need to be set for the post 2015 agenda to end GBV and economic justice

Four new targets are proposed for **productive resources**. The first target focuses on promoting the growth of women owned businesses through guarantees of equal access to basic services, immovable property and financial services and entrepreneurship. Indicators here include the percentages of women with documented proof of tenure and perceptions that rights to property are upheld. Other indicators to consider are the percentage of women and men with title deeds to various properties, the percentage of communities with increased access to various services in their vicinity – such as water and electricity, and the number of LED programmes where men and women participate equally.

The area of **ICTs** is a proposed new addition to the Protocol and has two suggested targets, namely ensuring through legislation and policy, equal employment and opportunity in the ICT sector, women’s equal access to internet and ICT infrastructure and training opportunities to ensure full usage of ICTs for women. Progress in this target area will be measured by the percentage of women working in the area of ICTs, disaggregated according to sector and type of position or job within the sector. Indicators will include

<sup>10</sup> [http://www.prb.org/igwg\\_media/srwgbv.pdf](http://www.prb.org/igwg_media/srwgbv.pdf)

collection of baseline data on women's internet usage, training programmes available for girls and women and the numbers of women enrolling and completing these programmes. Informed by projects such as this one, GL and the SADC Gender Protocol Alliance will be lobbying governments to come up with the strongest possible provisions for the Post-2015 SADC Gender Protocol.

Having laid some of the groundwork at a local level, it is essential that GL continues to reinforce the COE work at a local level and to work towards cascading these achievements to provincial and national government structures and ministries. To achieve change at the societal level GL needs to work with partners and the Alliance in strengthening the war against GBV and economic injustice. Whilst the programme has not as yet changed policy or legislation at this level; the model has received very positive attention for the integration of life skills and entrepreneurship in the reduction of GBV as a potentially powerful framework for change.

## 9. VALUE FOR MONEY

GL defines **value for money** (VFM) as the “judicious and strategic management of resources to enhance economy, efficiency and effectiveness of our work to promote gender equality and justice in Southern Africa.” In 2011, GL expanded its Results for Change Manual to include VFM.

As a small organisation with large footprints that leave lasting imprints, concerted effort is required to achieve numerous goals and objectives, especially within a tight budget. Council’s increasing cash and in-kind contributions demonstrate that they are taking ownership, driving the gender agenda and enabling GL to cascade its work within a tight budget and limited human resources.

Most of all, the programme represented a massive investment in rehabilitating women whose productive potential has been seriously undermined by GBV. In one year, they increased their income by 66%. When this is extrapolated over the remainder of their lives, the ripple effects grow wider and wider.

### In kind support

Ownership and sustainability of the programme is closely linked to the willingness of councils to absorb the programme into their own budgets and programmes. The amounts already sponsored as in-kind support are a good reflection of the potential for this to happen. In total R7 115 970 has been donated in various ways; R1, 180, 689 to the enterprise project alone.

Wherever possible, GL used venues sponsored by the councils for the workshops. On the downside many rural council’s did not always have user friendly access to the Internet. Lack of electrical points when doing the computer training or holding interactive exercises such as cyber dialogues also posed some challenges. None the less workshops went ahead and delivered good results.

GL used local caterers obtaining three quotes for all of these transactions except in rural areas where often there was only one supplier. Working in rural areas requires flexibility when such challenges need to be overcome. Examples of VFM arrangements include:

**Table 9.1: Increased earnings as a result of the project**

	Monthly net income before project	Annual net income before Project	Monthly net income after project	Annual net income after project	Increase from before to after project	% Increase
<b>Regional</b>	<b>R304 823,67</b>	<b>R3 657 883,99</b>	<b>R899 130,33</b>	<b>R10789 563</b>	<b>R 7 131 679,97</b>	<b>66%</b>
<b>South Africa</b>	<b>-R10 542,00</b>	<b>-R126 504,00</b>	R45 241,00	R542 892,00	R669 396,00	123%
<b>Mauritius</b>	R5 417,00	R65 004,00	R31 234,00	R374 808,00	R309 804,00	83%
<b>Namibia</b>	R13 916,00	R166 992,00	R81 220,00	R974 640,00	R807 648,00	83%
<b>Botswana</b>	R7 395,00	R88 740,00	R39 640,00	R475 680,00	R386 940,00	81%
<b>Zimbabwe</b>	R90 203,00	R1 082 436,00	R254 510,00	R3054 12	R1 971 684,00	65%
<b>Zambia</b>	R93 131,00	R1 117 572,00	R239 887,00	R2 878 64	R1 761 072,00	61%
<b>Lesotho</b>	R17 788,00	R213 456,00	R44 451,00	R533 412	R319 956,00	60%
<b>MADAGASCAR</b>	R69 241,00	R830 892,00	R133 084,00	R1 597 008	R766 116,00	48%
<b>Swaziland</b>	R16 094,00	R193 128,00	R27 330,00	R327 960	R134 832,00	41%

<b>Mozambique</b>	R2 180,67	R26 167,99	R2 533,33	R30 399,96	R4 231,97	14%
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Table 9.1 provides information on increases in monthly income as a result of the project. Overall, annual income rose from R 7 131 680 to R10 789 564, a 66% increase across the 10 participating countries.. Increases in income range from 14% in Mozambique to 123% in South Africa, followed by Mauritius and Namibia at 83% and Botswana at 81%. The low increase in Mozambique is likely due to the fact that one of the councils did not participate in the follow up income assessment and there is a possibility that data was not correctly captured in the country. The increases in monthly income in Swaziland rose from R16094 to R27330; lower than a number of other countries but compounded as an annual net income amounts to R327960. This is not an insubstantial increase for the women, many of whom were rurally based.

Gender Links' partnerships with local government authorities is seen through council's increasing contributions to gender mainstreaming. Council's ownership and commitment to promoting gender equality is very valuable to ensure concerted efforts in cash and kind.

**A case study in council contribution potential for the programme and the women in Mbabane – a model of commitment.**



Fikile Mathunjwa, AIDS and services program manager; Mbabane City Council  
 Photo by: Nosisa Nkwenyana.  
[http://gemcommunity.genderlinks.org.za/gallery/main.php?q2\\_itemId=33480](http://gemcommunity.genderlinks.org.za/gallery/main.php?q2_itemId=33480)

The Mbabane municipal council has been an active partner of Gender Links in the entrepreneurship programme through the Alliance of Mayors Initiative for Community Action on AIDS at the Local Level - AMICAAL office which has taken the entrepreneurial women as their own programmatic responsibility. The council got involved in the Gender Links (GL) Centre of Excellence (COE) process in 2011 during which their institutional baseline score was 77%, this year it has been regarded to 81%. The Mbabane City Council is the first city in the country to have a draft gender policy, and is one of the few in the SADC region. As a council, they take it upon themselves to have community dialogues once or twice a month to teach people about gender. The council provided transportation for the disabled entrepreneurs, they assist in workshop and meeting mobilisation of the women. The council also provides a market where women can sell their produce and interact with other women. In the words of Mathunjwa "the women are our responsibility as a council, with a council made up of 12

male councillors, whom are committed to empowering and promoting income generating activities for women in the entrepreneurial sector". The Municipal Chief of Operations; Mr Benedict Gamedze is a committed man in gender mainstreaming and promotion of women's projects that would materialise in council setting aside a budget allocation for gender projects such as campaigns against GBV or grants for women entrepreneurs. There has been a change in attitude within the council as Gamedze has fully committed to the programme, he has driven the political buy in and brought on board the other sceptical male councillors.

**Supporting and making visible the entrepreneurs**

The council has been a support base to the women. Mme Mathunjwa highlighted that they used platforms like the National Trade Fair in Manzini to promote the entrepreneurs. The council provided transportation for some of the women exhibiting at the fair. They also show-cased their products at the Trade Fair where the council assisted them with transport

for their goods. The council supports the entrepreneurship programme by encouraging and empowering survivors with existing businesses with free space and building shelters for those who are starting their businesses. Where practical support is concerned there has been giving of free land as well as training for Grassroots communities in green livelihood initiatives or climate smart gardening.

### **Challenges being faced by Entrepreneurs**

Women entrepreneurs face several challenges in order to make profit. Mathunjwa understands the challenges these women face and has spear-headed psycho-social support for the entrepreneurs in the FLOW programme. The strategy adopted by the council has been to provide not only practical day to day transportation of goods to the market, but also provision of flea markets close to the entrepreneurs' homes. The council through AMICAAL has engaged professional councillors to assist the women and speak to them on a regular basis in order to encourage and motivate them. Political support for the project has been provided through the Mayor's office, the Department of the Prime Minister and the Mbabane Council whom work with the Gender Office in getting political buy in. The Gender focal person and the council have been working very well together in the project especially during workshop planning and implementation. The Council has on several occasions contributed by providing workshop facilities and catering and profiles the entrepreneurship project by introducing women who are not GBV survivors to form collaborative partnerships. Mathunjwa, expressed the council's commitment to mentoring the women through the council wellness programme. There are talks of budget allocation for small grants for the women, which will be discussed and developed in the council October 2015 budget period.

*Interview with Fikile Mathunjwa by Shamiso F V Chigorimbo.*

## 10. CONCLUSIONS AND RECOMMENDATIONS

The FLOW project to empower survivors of violence personally and economically has yielded encouraging results. The mixed method research has helped to quantify and investigate the personal experiences of over 1000 women in ten countries of Southern Africa; bringing the richness of multiple variables into the outcomes. Urban and rural women of different ages, educational levels, language and cultural backgrounds contributed to the nuances of the complex subject of gender based violence (GBV) and the economic status of women.

The overall regional results did not achieve all of the objectives in all of the councils and countries. However, the assessment offers rich learning on ways in which the programme can be revised and enhanced.

### Overall rating of the project per council

It has been very important for GL to understand the level at which participants have valued the programme and felt that it had been a worthwhile engagement for them.

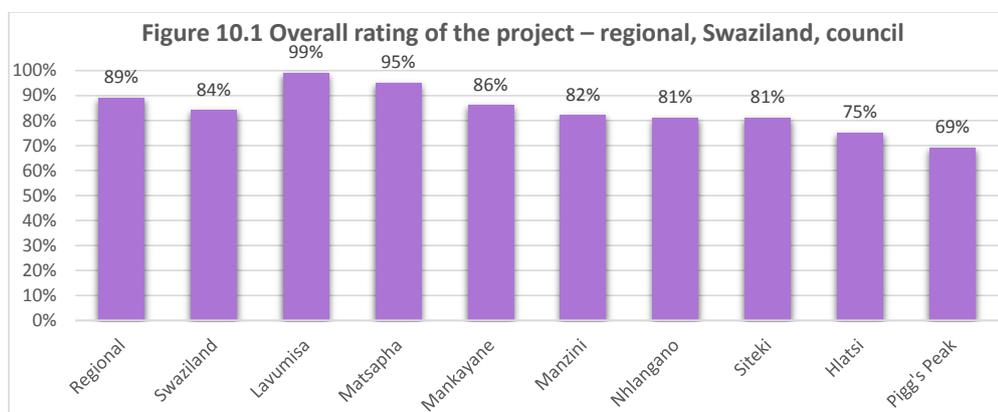


Figure 10.1 shows the regional average rating for the project is 89%; the highest achieved in Mozambique at 95%. The lowest score in the region is Swaziland at 81% which shows that all countries scored in excess of 80% which is a good result and shows that the pilot has achieved a level of success which forms a sound basis and motivation for the project to expand in the region. Swaziland's average score of 84% scores a bit lower than the region. Six of the councils rated the programme 81% or higher, with Lavumisa at 99%. The lowest score is for Pigg's Peak which scores 69%.

**Participant perceptions in 10 key areas of assessment.** A number of different aspects of the project were assessed in terms of the participant engagement with the programme.

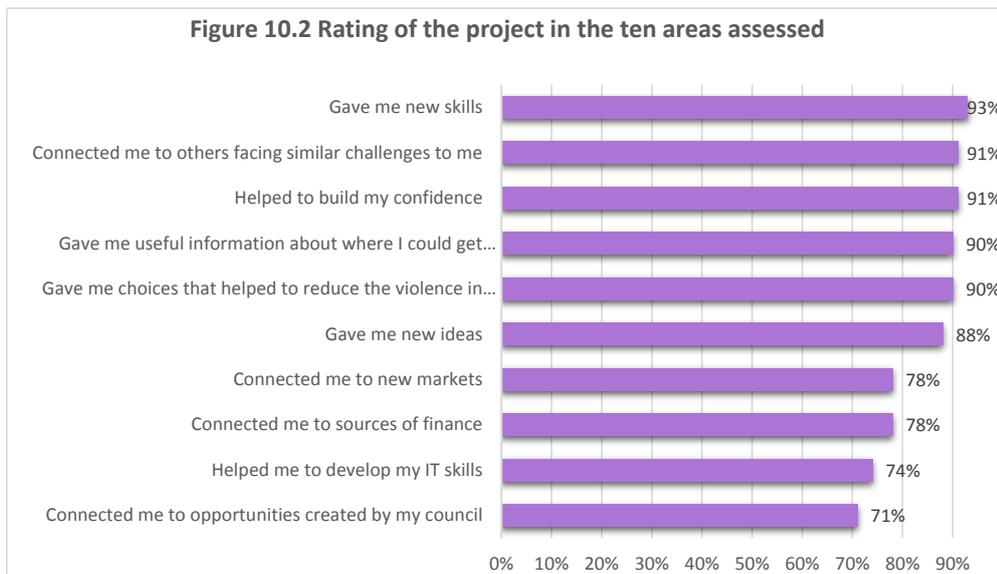


Figure 10 rates the project for 20 areas of impact in Swaziland. The highest score of 93% was for the acquisition of new skills. The opportunity to meet other women with similar challenges and building of confidence are also high at 91%. The lowest score is 71% for being introduced to opportunities created by the councils. This score is very significant and shows the willingness of councils to work with the women in meaningful ways. Overall the participants appear to have found substantial value in participating in the project.

**Conceptual framework:** The ecological model in GL's Theory of Change which explores power and change at the individual, close relationship, community and societal levels in a holistic continuum of interlocking relationships in the home, the family, community, society provided the conceptual framework for the project. The projects main challenge going forward will be to over time influence the societal levels of power such as the national government.

**Participation:** 1350 women, 90% of the original target, completed the third stage of the project in the region. In Swaziland 214 women started and 140 completed phase three. Ideally all women would have gone through the three stages. However, given their circumstances, this is a good result. Some who left did so for positive reasons – for example they got another job or decided that business was not for them. Their heart-breaking and compelling stories provided the foundation of the further understanding of the scourge of GBV in the region. These are also stories of incredible resilience, courage and fortitude.

**Demographics:** The women were predominantly over the age of 40 with limited levels of education. It is not clear why the programme attracted mainly older women, except that this reflects a clear need for help and support within this bracket. During the review, GL realised the need to target younger women in the next phase, so as to stop violence before it starts.

**For example in Piggs Peak, Swaziland,** the gender focal person shared how, after the start of the programme, she had been approached by 80 young sex workers in this border town frequented by truck drivers. These young women have been forced into sex work as a result of poverty. They would prefer another occupation. The gender focal person requested assistance in extending the programme to young women. This is an important consideration for the future.

**Local government served as the anchor:** A unique feature of the programme is that GL worked with 10 Centres of Excellence for gender in local government in Swaziland. By joining the COE programme these councils had already made a commitment to improve gender mainstreaming in their councils and to draw up gender and GBV action plans to address inequality. Local government is closest to the people, easiest to access and a potentially powerful agency for change at a community level. This project served to underscore economic empowerment as a key focus in enhancing the work already done with councils.

**GL had high expectations of the councils, with mixed results, that call for greater rigour in the future:** The report provides examples of councils that stepped up to the plate, offering a range of services and support that ensure sustainability. However, in some instances the expectations proved overly optimistic. The model assumed that the COE would have the resources and willingness to nurture and absorb these emerging entrepreneurs, the knowledge and infrastructure to manage the development of the participants and their businesses.

**Economic empowerment is a key success factor in reducing GBV:**

The results of the assessment show high levels of confidence building, self-esteem and gender rights recognition. Women also indicated high levels status building at home, with family and their community because of the skills they had learnt, their ability to run a business, support themselves and support other women. Women often talked about being respected more since they had become independent and able to support their families and or themselves. Participants scored the project at 91% for helping build their confidence, 90% for giving them choices to reduce violence and for connecting them to other women with similar life experiences.

The latter proved to be a key area in their healing and “coming out” on GBV. Many had been hiding and embarrassed not fully understanding the abuse or recognising it as abuse. The writing of personal accounts of GBV (I stories), meeting other survivors, hearing other stories and the life skills training as a combination of methodologies has had a significant impact on the reduction of GBV in this target group.

**Enterprise activity increased with significant outcomes on income:** Women learnt tools that stimulated their interest in enterprise development and helped them to run their businesses more effectively. In interviews, the women often made reference to the way they were applying the knowledge to their business and households. Budgeting, pricing and managing their income were frequently referred to; “I have learnt to save and not spend all my money” was a sentiment often shared. A propensity to save and the opening of bank accounts to save are significant outcomes for this target group.

Enterprise activity was also measured; 67% reported growing their businesses, 65% added new products, 50% found new markets and 49% started a new business. The application of the training curriculum was often given as the reasons for growth and product diversity.



Zethu Mbambo and emerging entrepreneur for Siteki at her construction business. Photo: Thandokuhle Dlamini.  
[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemid=55520](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemid=55520)

The research showed that 64% found the application of the knowledge as the least challenging part of participating in the programme.

***Women faced key structural barriers that point to the need for greater policy level engagement in the future:*** Impediments to business included access to finance (53%) and suitable places to run a business (33%) as the most challenging barriers they faced. Participants and facilitators also cited lack market opportunities and infrastructure as challenges. These challenges are not unique to this target group, however their particular circumstances add to the many layers of challenges faced in starting small enterprises. As documented in chapter eight, GL's efforts to engage with local, national and regional agencies that should offer support need to be systematised and agreements signed before further roll out to enhance chances of success and sustainability. This is much more achievable in the second stage, using the results of the pilot project that need to be leveraged to maximum effect. However in Swaziland the councils were scored 70% for the provision of places for the women to trade which was a better result than many other countries.

### **The way forward**

***Sharing and engaging with the results of the review:*** In addition to a regional report, GL has prepared ten country reports that interrogate the results in each country in greater depth; including this Swaziland report.

### **Councils**

***Strengthening the COE model:*** GL has also recognised the need to "step back in order to step forward." In the latter half of 2016, GL will work with gender focal persons in each country to revisit all the COE gender and GBV action plans and realign these to the post 2015 SADC Gender Protocol that is being updated to incorporate the SDGs. GL and the councils will revisit the council gender score card and establish new post 2015 baselines.

***Backstopping of the programme in existing councils:*** In 2016, GL will call on the 10 councils in Swaziland to strengthen support for entrepreneurs in the pilot phase. GL will enter into an MOU with these councils concerning this follow up support.

***Review of selection procedures of councils for the roll out:*** Greater emphasis will need to be placed on assessing councils prior to implementing of the project in any COE. Before expanding the project in 2017 a framework will be developed for these assessments and councils selected on this basis. The twenty criteria used to assess council support in the review will be used to share expectations at the start. These criteria will form the basis of an MOU with participating councils. The number of councils will also be reduced to optimise cooperation and monitoring of councils. This will also allow for focussed planning with individual councils in pursuit of a common objective for the income enhancement of survivors and economic mainstreaming in local government policy.

***Selection of councils for 2017:*** COEs should be selected that have the resources, capacity and willingness to provide support to women in the longer term. The geographic proximity of councils will need to be taken into account so that councils can be linked where feasible into a clustered into a hub and spoke type arrangement for peer support, learning, cost effectiveness and sustainability. The assessment of potential councils will begin in September 2016 for roll out in February 2017.

**Training of COE gender focal persons to backstop and roll out the programme:**

Relevant staff in the backstopped councils in 2016 will receive training on programme content, logistics and management to facilitate the ongoing running of the project. New councils for 2017 will receive this training as well.

**Participants**

**Mapping those who need support:** GL will use the GEI forms, I Stories and business assessments to map entrepreneurs in each county still in need of support, and work with councils and through mobile technology (see below) to offer the support. Some 10 to 20% of the women with the best business plans in the participating backstopping councils will be eligible for selection for mentorship to promote their growth and sustainability.

**Continuing support for other women:** For those participants that do not qualify for mentorship, regular meetings will be held for additional training, verification of progress and peer group mentoring. In each council the mentored women in business will form a business women's committee, which will include all the women running businesses from the project. This will be open to all women in business in the community to share, learn and network. They will also form the basis of a peer mentorship group to be facilitated by the facilitators of the training programme.

**Development of peer support:** Two or three women from each council/community who have had the training will be trained as trainers and peer workshop facilitators in their community as an income opportunity. A pilot will be designed and run parallel between South Africa and Mauritius to compare the experiences and outcomes based on the Mauritius and South Africa rollouts. This will then be rolled out into the other eight countries in the second half of 2016.

**Selection of participants will be strengthened and include young women:** The selection process for participant will also be revised to reduce the number of dropouts and determine the entrepreneurship aspirations of potential candidates. GL will specifically target young women and include male partners in the design of the programme.

**Content and use of IT**

**Workshop materials and course accreditation:** The original manuals will be revised by head office in consultation with qualification authorities in each country. These will be approached to explore the potential to accredit these manuals as an entry level life skills and entrepreneurship course on the basis of the importance of building confidence and self-esteem in the running of an enterprise.

[http://gemcommunity.genderlinks.org.za/gallery/main.php?g2\\_itemId=5520](http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=5520)

Mobile technology is the way to go: Zethu Mbambo in Siteki, Swaziland stays connected as she supervises her construction business. Photo: Thandokuhle Dlamini

**Creating a mobile community of practice:**

With 88% of the women in the project reporting that they had a cell phone regionally and 99% in Swaziland; GL has identified this technology as the "way to go" in leveraging the project in the future. GL is in discussion with IT companies on creating a mobile community of practice for the entrepreneurs, within councils, in-country and across borders. An interactive, low data platform will allow participants to post questions on pertinent business, GBV, sexual and reproductive health and

rights issues. It will enable crisscrossing linkages in local languages that defy colonial borders and broaden horizons. GL will pilot this low cost, high impact activity from mid-2017 as we seek other sources of funding for the project.



### **National, regional and global engagement**

***Inclusion of and commitment by national and regional agencies:*** GL will conduct a mapping of national and regional agencies in Swaziland that can support the programme going forward. These will be invited to the launch of the report/s and DVDs, and asked to make public commitments to the programme, that GL will follow up through MOUs.

***Potential funding agencies will be identified from the start:*** In particular, potential funding sources will be identified and involved from the first phase of the training rather than brought in at the third phase. This will include microfinance, banks, corporate foundations and any possible sources of seed capital.

***Diversifying funding:*** The funding model needs to be revised to include more diversified potential for funding. A concerted effort will be made to identify and approach the private sector to become partners in the development of the programme and the entrepreneurs, using the Zimbabwe Net One example. Other NGOs and programmes with the capacity to provide mentorship and training will also be identified and approached at a local level where the backstopping is taking place. This will include the following up of pledges. Table 10.1 summarises the strengths, challenges, opportunities and way forward, internally and externally. This section summarises key actions to be taken in sustaining and expanding this promising pilot project:

**Table 10.1: Strengths, challenges, opportunities and way forward.**

	Strengths	Challenges	Opportunities	Next stages
Internal	<b>Methodology</b> <ul style="list-style-type: none"> <li>• Unique approach to ending GBV.</li> <li>• Manuals developed in house.</li> <li>• M&amp;E tools developed in house.</li> <li>• The programme has been piloted, tested and assessed and is ready to be cascaded with a few revisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Little available to guide development initially.</li> <li>• New area of activity for GL.</li> <li>• Funding was only available for a pilot.</li> </ul>	<ul style="list-style-type: none"> <li>• Add to body of knowledge on the link between economic independence and the reduction of GBV.</li> <li>• The programme can be cascaded to other and councils (both urban and rural).</li> <li>• Develop sustainability framework for councils to adopt and maintain the programme.</li> <li>• Twin strong councils with weak councils to optimise impact.</li> </ul>	<ul style="list-style-type: none"> <li>• Revise manuals and tools in line with learnings.</li> <li>• Review selection criteria for councils and participants.</li> <li>• Raise funds.</li> <li>• Link urban and rural councils in a "hub and spoke" arrangement to cut down on costs and logistics and enhance sustainability.</li> </ul>
	<b>Participation</b> 1350 women completed Phase three – marginally short of the target of 1500. 140 women completed the programme in Swaziland.	<ul style="list-style-type: none"> <li>• Levels of literacy and numeracy were low in some councils.</li> <li>• Dropout rates in some councils.</li> <li>• Selection criteria were broad and therefore workshops groups were often at different levels of literacy and understanding.</li> <li>• Women were not assessed prior to selection.</li> </ul>	<ul style="list-style-type: none"> <li>• Review Selection criteria and literacy levels.</li> </ul>	<ul style="list-style-type: none"> <li>• Revise selection criteria</li> <li>• Be clear about target group.</li> </ul>
	<b>Logistics</b> Trained in 101 councils in the regional and 10 in Swaziland.	<ul style="list-style-type: none"> <li>• Distances to be travelled to councils and between councils was often long and</li> </ul>	<ul style="list-style-type: none"> <li>• Can be extended to many more councils with special attention to distances and</li> </ul>	<ul style="list-style-type: none"> <li>• Review council selection process.</li> <li>• Twin councils for peer</li> </ul>

	Strengths	Challenges	Opportunities	Next stages
		logistically challenging. <ul style="list-style-type: none"> <li>• Planning of workshop timetables were not always optimally planned for impact.</li> <li>• Support for the participants between workshops was limited.</li> </ul>	the ability to twin councils for optimal peer support and learning. <ul style="list-style-type: none"> <li>• Create relationships between councils for support and for peer learning.</li> <li>• Revise timetable to suit needs of the participants.</li> </ul>	learning and support.
External	<b>Impact on GBV</b> <ul style="list-style-type: none"> <li>• Willingness of survivors of GBV to share their stories.</li> <li>• Increased the confidence and life skills of many of the women.</li> <li>• Decrease in experiences of GBV.</li> <li>• Gender and GBV action plans have been revised to include economic mainstreaming at council level.</li> </ul>	<ul style="list-style-type: none"> <li>• Dropout rates for training.</li> <li>• A few participants were "walk ins" and not survivors.</li> </ul>	<ul style="list-style-type: none"> <li>• Survivors have set up committees to support other women and this can be integrated into the programme going forward</li> <li>• Review model and selection of councils and participants to maximise impact.</li> </ul>	<ul style="list-style-type: none"> <li>• Select COEs with the resources and willingness to provide support to women in the longer term.</li> <li>• Link councils.</li> <li>• Extend the programme to other institutions that support GBV survivors.</li> </ul>
	<b>Funding</b> <ul style="list-style-type: none"> <li>• Funding for the pilot.</li> <li>• In kind support and free venues from councils for training and managing the programme.</li> <li>• Recognition from donors, Ministries and other stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing funding</li> <li>• Support from private sector will be crucial.</li> </ul>	<ul style="list-style-type: none"> <li>• Diversify funding based.</li> <li>• Approach private sector.</li> </ul>	Review funding strategy and approach diversified funding base including the private sector.
I	<ul style="list-style-type: none"> <li>• Had an existing framework of COE councils to work with.</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of commitment from some councils.</li> </ul>	<ul style="list-style-type: none"> <li>• Backstopping of weak councils.</li> </ul>	<ul style="list-style-type: none"> <li>• Raise funding for expansion of the project.</li> </ul>

	Strengths	Challenges	Opportunities	Next stages
		<ul style="list-style-type: none"> <li>• Poor post training support from some councils.</li> <li>• Poor commitment to between workshop support for participants.</li> <li>• Funding to expand the programme post pilot stage.</li> </ul>	<ul style="list-style-type: none"> <li>• Review of selection criteria for councils.</li> <li>• Sign MOUs to be clear on expectations.</li> <li>• Twinning of strong and weak councils.</li> <li>• Approach the private sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Twin weak and strong councils for peer learning and support.</li> <li>• Train council staff</li> <li>• Backstopping with existing councils.</li> </ul>

The overall success of the programme has been seen in the positive changes in women that have experienced and often still experienced GBV before the programme. Many have expressed significant changes at an individual and close relationship level of power with increases in confidence and self-esteem and decreases in GBV. Lessons have been learnt through this process but the results indicate that this has been a worthwhile exercise which has also contributed to the body of knowledge on the link between GBV and economic justice in the battle against GBV. It is also clear from this study that economic abuse as a form of control does contribute to the perpetuation of GBV and that the self-respect gained from the skills taught through entrepreneurship training and the ability to contribute to household income, does have the power to change lives and reduce abuse in intimate relationships.