

PARTNERSHIPS

Partner distribution by programme and geographic distribution

Programme	Geographical location				
	Partners 2015	Partners 2014		Partners 2015	Partners 2014
Media	85	85	Angola	1	1
Alliance	33	31	Botswana	15	14
Governance	27	25	DRC	5	5
Justice	5	3	Lesotho	7	6
Total	150	144	Madagascar	15	15
Type			Malawi	9	9
Alliance National Focal Networks	15	15	Mauritius	10	9
Alliance Theme clusters	9	9	Mozambique	8	8
Interest Groups	10	9	Namibia	5	5
Local Associations & NGOs	7	7	Seychelles	2	2
Councils	12	12	South Africa	14	14
GMDC	46	46	Swaziland	6	6
Media houses	38	38	Tanzania	11	11
Government	7	5	Zambia	10	10
Mainstream civil society	4	2	Zimbabwe	14	14
Corporate	2	1	Africa - Kenya, Uganda	8	6
			International	10	9
Total	150	144	Total	150	144



Partnerships in progress: Alliance partners at work during the 2015 CSW.
Photo: Colleen Lowe Morna

The table shows that Gender Links had 150 partners in 2015, an increase of six partners from 2014. The media programme has the highest number of partners at 85 due to the Memorandum of Understanding (MOUs) signed with media Centres of Excellence (COEs). The Post-2015 agenda is attributed to the increased number of partners while gender based violence indicators research in Seychelles and Botswana cemented partnerships with governments. Corporate partners are coming to fore with Zimbabwe and Mauritius getting support for the entrepreneurship projects supporting survivors of gender based violence

identified from local government Centres of Excellence.

Gender Links (GL) partnerships are drawn across the SADC region, African continent and internationally. The partnerships span across civil society, development partners, corporate sector, media and government. Partnerships are the backbone of the sustainability of GL as an institution and contribute towards programme implementation, realising value for money and profiling. The majority of GL partnerships are in programme implementation which fosters ownership and institutionalises gender mainstreaming. The sustainability of the programmes and impact is therefore based on the strengths, resources, expertise, and most importantly the goodwill and commitment brought in by each partner. As a result, GL has managed to leverage programme support through partner activities to achieve multiplier effects and costing savings. Through working with SMART partnerships, GL has shared the methodology for research, learning, monitoring and profiling now applied by many of the partners. The examples below show how GL leverages its work and vice versa through partnerships:

Partner category	Collaboration and sharing
International	
UN Women, Women's Major Group and GADN	Work on the Post 2015 indicators and mapping for CSW 59, 60 activities.
African	
FEMNET	Preparations for CSW, participation in the Common Africa Position processes, preparation for the Beijing+20 review.
Regional	
Regional blocks	GL is working with EASSI to build capacity on tracking evidence on implementation of gender equality commitments by governments through an East African Community Barometer.
SADC Gender Protocol Alliance	Mobilise Southern African civil society for the SADC Gender Summit and Post 2015 position. Strengthen the women's movement in Southern Africa through country level meetings and partnerships with gender machineries. Research on the progress made in implementation of the protocol through the barometer.
SADC Gender Unit	While continuing to hold governments accountable through the annual SADC Gender Barometer, GL has moved into high gear mobilising for strong targets and provisions in the SADC region on gender equality Post -2015. GL collaborated with the Gender Unit during the review of the SADC Gender Protocol in October 2015.
SADC CNGO	Strengthening the SADC We Want position through gender responsiveness, collaboration at the SADC civil society forum and Heads of State summit.
Gender CC	Research on gender and climate change, leadership in the Alliance climate change cluster.
National	
National government	Research through barometers, development and costing of gender action plans, SADC gender Protocol summits and gender based violence indicators research.
Media houses	GL is currently working with 107 media houses which are building their capacity to ensure that they carry out gender sensitive reporting. GL is a member of a global Alliance on media (GAMAG) which is strengthening efforts to amplify gender and media targets in the post 2015 agenda.
Local	
Local government	Local actions in 430 council to mainstream gender in service delivery. MOUs with local government associations and Ministries of local government.
Faith based organisations	Partnerships through Norwegian Church Aid (NCA) during the SADC Gender Protocol Summits, sharing best practices on mobilising through the FBOs. Capacity building through workshop participation on Post -2015 and climate change. Coalition building through MOUs and special thematic cluster on FBOs in the Alliance structure represented by NCA.

Programme partnerships

Strategies for partnerships include:

- *Alliance* - Advocacy around the Post -2015 agenda, convening on specific gender issues, building a coalition of regional and national NGOs that promote gender equality, substantially influencing the global gender agenda at international level.
- *Media* - Direct approaches to 107 media houses to join the Centres of Excellence for gender mainstreaming in media; building long-term institutional relations with media regulators and training institutions.
- *Governance* - Formalising links with local government associations and/or gender/local government ministries; approaches through these to 430 COE municipalities.
- *Justice* - Formalising links with gender and justice ministries for the GBV indicators project.
- *Entrepreneurship* - local government actions to promote economic empowerment for survivors of gender based violence and referrals with private sector.



Members of the Post 2015 Women's Coalition during a strategy session in Long Island, March 2016.
Photo: Courtesy of Post 2015 Women's Coalition

The Alliance network holds national network meetings which draw participants from target advocacy groups in communities spanning each most of the target country districts. The Alliance networks work with communities to popularise the SADC Gender Protocol. The Alliance networks consult the targeted individuals during planning for the annual gender Protocol summits. The communities have contributed to shaping the tools used to measure gender equality in the SADC region including surveys incorporating target groups in this proposal. The communities that are reached by the Alliance networks have participated in the Post-2015 advocacy strategy through highlighting indicators and targets that should be incorporated in the Protocol. The Alliance is now advocating for a stronger Protocol to be adopted by August 2016. The Alliance has formed strong partnerships with Member States.

Malawi Ministry of Gender opens doors for the Alliance



The Malawi Ministry of Gender, Children and Social Welfare has opened its doors to the SADC Gender Protocol Alliance through the leadership of the Malawi focal network NGO GCN.

In 2014 and 2015, the UN Permanent Mission of Malawi hosted the Alliance during CSW 58 and CSW 59. The Ministry has collaborated with the Alliance on side events at the Commission on the Status of Women. The former Minister of Gender Patricia

Kaliati has been instrumental in successfully lobbying other SADC Gender Ministries to review the SADC Gender Protocol. Working closely with the Principal Secretary of the Ministry, Dr Mary Shawa, NGO GCN chairperson Emma Kaliya successfully lobbied for the Alliance to be recognised as a technical partner for the Protocol review process. NGO GCN works closely with the Ministry to track gender equality progress using the SADC Gender Protocol and to hold national gender summits.

The SADC Gender Unit has continued to be a close ally of GL and the Alliance. The inter-governmental organisation has provided advice as well as guided the Alliance's interaction with government ministries and the SADC Gender Protocol campaign in general. The technical expertise of the Alliance in research, advocacy and lobbying was officially recognised by the SADC secretariat at the May 2016 Gender Ministers meeting. We have not always agreed on everything but this is a partnership that works!

"We believe Gender Links will build capacity of EASSI and its members in tracking gender equality progress in the East African Community through sharing the methodology of the Barometer. An East African Barometer will be a milestone achieved in advocating for gender equality in the EAC."
EASSI programme manager Christine Nankubuge, April 2016

The Alliance's relationship with the SADC CNGO has grown from strength to strength since becoming the gender representative for Gender NGOs within the SADC CNGO steering committee in 2010. GL has built partnership with the Southern Africa Trust and CIVICUS. This has enabled connection with mainstream civil society.

GL is working with other organisations such as FEMNET in its role as Alliance Secretariat. The Alliance has been invited to join strategic partnerships such as participating as a member of an Africa Women's steering committee member in the dialogues around the Post-2015 Development Agenda. In 2016, GL will be working with EASI on plans for an East African Barometer.

The Alliance has also built partnerships with global networks such as Women's Major Group and the Post-2015 Women's Coalition.

Media

The GL media programme works with 107 media houses and 10 media training institutions. Some of these media houses are national houses with sub-media houses country wide. The media Centres of Excellence programme ensures that gender is mainstreamed in media houses through editorial

policies, gender balanced sources and capacity building whilst the media institutions ensure that there is gender mainstreaming in curricula for media students. The media programme has cemented

partnerships with Public Broadcasters through the Southern African Broadcasters Association (SABA) as highlighted in the case study below:

GL partnership with SABA

What started off in Swaziland as a UNESCO-coordinated and GL-facilitated training workshop for members of the Southern African Broadcasting Association (SABA) has grown into a strong partnership that will see Gender Links and SABA co-host a regional conference in Windhoek in August 2016. The partnership between these two organisations has grown from strength to strength through the Global Alliance on Media (GAMAG).

"I really want us to continue and strengthen our relationship. I have watched you work, and I appreciate the work you are doing. The partnership of Gender Links to SABA is of great value to us."

Ellen Dantago Nanuses: SABA General Secretary

SABA is a membership organisations of all SADC Broadcasters. Following its Annual General meeting in Swaziland in 2014 and submissions from GL, SABA committed to mainstream gender in its management structures and content. This came to life when in its board nominations, the organisation elected 4 women and 4 men to its board and for the first time in its history a woman General Secretary. This was just the beginning.

In 2014, SABA and Gender Links were both elected to serve on the International Steering Committee (ISC) of GAMAG. This marked a turning point in the relationship as both organisations realised that in order for gender equality to exist in the media there was need for partnerships and peer learning among members. Soon the partners agreed to conduct a training workshop for SABA Gender Focal points at the fourth SADC Gender summit in Botswana in August 2015. This training aimed to enhance the capacity of

gender focal points to drive the gender mainstreaming work from within the public broadcasters.

As a leading content producer SABA recognises GL's expertise in the area of gender and media. GL also realizes the critical mass of broadcasters provided by SABA. As the partnership strengthens SABA together with AUB is pushing for all African broadcasters to make gender central to their operations. The broadcasters are championing the launch of the Africa chapter of GAMAG, working in close collaboration with GL as Chair of GAMAG.

This partnership was solidified at the 2015 GAMAG General Assembly in Geneva where the organisations actively brainstormed and inputted into the Africa GAMAG chapter action plan with the view to launch the regional chapter in August 2016.



Partnerships that work, GL and SABA at the GAMAG General assembly.

Photo: Tarisai Nyamweda

Governance

Working with over 400 local government councils across ten countries, GL has built a wide network of partners at the local level. The GL programmes require buy-in from a policy level hence the entry point for local government is the local government associations

and the ministries of local government. This ensures a nationwide commitment to the Centres of Excellence in gender mainstreaming for local government. Through the work with local government, GL is forging new partnerships with the corporate sector.

Mauritius LUX hotel chain supports gender equality

A colourful evening hosted by Gender Links Mauritius partner, LUX* Resorts and Hotels aimed to raise funds to support projects on gender equality. The black tie dinner held on 1 April had the support of several sponsors donating prizes for the raffle draw. The 400,000 rupees collected through participation fees will finance GL's cause of ensuring that women and

men participate equally in all aspect of public and private life.

"We chose to sponsor this event through Ray of Light, which is an initiative set up as part of our strategy for sustainable development. At LUX* Resorts & Hotels, we have always encouraged integration, involvement and participation of everyone in the advancement of

the community. We welcome the initiative of Gender Links and through this charity dinner we could contribute to the cause of helping the Mauritian women to be more independent socially, emotionally and economically by giving them the tools to achieve it" stressed Vishnee Payen, Group Sustainability & CSR Manager at LUX* Resorts & Hotels.

Anushka Virahsawmy, Country Manager, reminded guests that the funds collected will be used to support beneficiaries. "We are confident that with your support we can help our beneficiaries and their families in a constructive way for their empowerment. We want to train them so that they become mentors and they can in turn help the poorest of the communities" she said. Anushka conducted training on gender mainstreaming with LUX* staff in different hotels and at the head office in 2015.

The evening included an "American Auction" where all partners present were invited to participate. Various raffles allowed guests to win prizes, including two tickets for a trip to Singapore and a helicopter ride for four persons offered by Air Mauritius, 25 minutes skydive jump (Skydive Mauritius), four food baskets worth Rs5,000 each (Innodis, Food & Allied, the Gourmet Emporium, Cascadelle Distribution), a set of

saucepans of Rs 9000 (Complete Kitchen), six bottles of Champagne Pommery Rose (BrandActiv) a night for two at Ile aux Deux Cocos, three nights for two at LUX Belle Mare, all-inclusive two nights in the Tamassa, two nights with half board at LUX Grand Gaube, bottles of rum distillery offered by Labourdonnais, one sunset cruise for four people by JP Henry Catamaran and wine was sponsored by Phoenix Beverages Ltd.



Anushka Virahsawmy, GL Mauritius country manager receives the cheque of Rs 400,000 fundraised at the Mauritius charity dinner, 1 April 2016, Floreal.

Photo: Sheista Bundhoo

LUX* Resorts & Hotels is a committed group, which is striving to well-being of its community. During this fiscal year LUX* Resorts and Hotels has pledged up to Rs three million on various sustainable development projects.

Source: adapted from www.luxresorts.com accessed 20 April 2016

Justice

GL has partnered with government on the Violence Against Women baseline studies. These have fostered partnerships with Mauritius, Zambia, Lesotho, Botswana, Seychelles and Zimbabwe. The government partnerships have opened doors for ownership of the

projects and commitment to end VAW through committing resources. The pilot project on the economic empowerment for survivors of GBV opens many new possibilities for partnerships:

NetOne Zimbabwe partners with GL to empower survivors of GBV

In Zimbabwe, NetOne has given the women a source of income through its vendor programme for women to sell and market their merchandise on a commission basis. This has seen the betterment of the emerging entrepreneurs' lives. Of particular interest is that the incomes of some of the beneficiaries have vastly improved.

In Manyame RDC where some of the project beneficiaries are benefitting from this partnership, the annual net income increased from USD 10,269.00 before the project to USD 40,034.00 after the project. This figure is set to rise even more. The partnership also saw NetOne playing a pivotal role at the 2015 Zimbabwe National Summit as NetOne contributed USD650 in prizes of mobile phones and lines to the winners.

Small beginnings they may have been but it was worth the while as this one singular event paved way to the drafting of a Memorandum of Understanding between the two organisations. This will further strengthen the organisation's position in terms of attracting funding and venturing into other areas of collaboration.

The partnership will also serve as a basis for monitoring and evaluating (M&E) the progress of the emerging entrepreneurs as they conduct their business, coupled with the NetOne vendor programme, thus offering diversity. Through the use of well-structured M&E tools GL will be able to save on people power as the use of NetOne records as well as field reports will provide GL with a monitoring background. Likewise GL will take advantage of these field visits to also administer

its own relevant M&E tools. The field visits will also help in mentoring the emerging entrepreneurs.



Reward Kangai, NetOne Managing Director remarking at the National Summit; Harare; Zimbabwe. Photo: Gender Links

Through this partnership it is envisaged that other areas of collaboration will be established which will also help in leveraging the work that GL is doing. Of note is the work on the Centres of Excellence (COE) programme, to which NetOne will be sponsoring a floating trophy to the best COE council at the National Summit. Along with other incentives, this will help in ensuring that GL achieves and maintains good VFM strategies, some of which will include 'going green' and use of Information Communication Technologies (ICTs). It is essential that this partnership is nurtured so that GL can maximize on the expertise that NetOne possesses.

Community of Practice through social media



The importance of interaction, learning and sharing has led GL to map a strategy for developing Community of Practice (CoP) across its programmes. Many GL partners will participate through social media platforms; particularly Face Book and Twitter. The community of Practices will connect stakeholders across programme specific interventions. The Governance programme through the success of the Entrepreneurship project will connect local government councils with survivors of gender based violence. This is likely to open up opportunities for local economic development, mentorship and sponsorship for the survivors. The envisaged Alliance CoP will connect the networks to mobilise for Post-2015 Protocol strengthening and implementation. This CoP will empower participants with targeted skills for advocacy for specific gender issues in-country, regionally and globally. The media CoP will connect gender and media training institutions on gender mainstreaming in media content, curricula and leadership. All CoP will feed from the GL main Face Book page. The rationale for CoP is to provide a safe platform for dialogue, learning and sharing on gender equality whilst empowering participants with tools for advocacy, monitoring, capacity and networking.

Challenges

- **Ownership** - Partnerships require commitment in order to enhance ownership of programming. Sometimes partners are challenged with deliveries for specific projects due to limited capacity. GL ensures integration of its programme work that will be implemented by partners during planning. For example, country offices meet with councils in advance to map the calendar for the local govern-

ment programmes. The Alliance holds regional meeting to plan for country level work while media also shares its annual strategy with the target media houses. Communication is essential for ownership of the programme with partners and GL enhances this through social media, newsletters and publications.

- **Sustainability** - The drying up of funding has hampered sustainability of some partnerships. Advocacy on the ground and institutionalisation of gender mainstreaming requires financial resources. Although partners sometimes combine fundraising efforts with GL, innovative ways of programme implementation are still required for partnership sustainability.
- **Post-2015 alignment** - There is need to invest resources and time onto the Post -2015 alignment of programmes and build the capacity of partners to do so. Country consultations are essential for the alignment whilst there is need to review local government gender action plans as well as national costed action plans in line with Post -2015 gender Protocol. Monitoring and evaluation tools for GL will need to be reviewed in line with the Post -2015 Protocol and popularised with the partners.

Next steps

- The Alliance will be undertaking a mapping exercise with a view to strengthening its work across key sectors.
- The media will strengthen its partnerships through the Gender and Media Diversity Centre (GMDC).
- The governance programme will launch an association of Centres of Excellence (COE) for Gender in Local Government.
- GL will seek to link participants in the *Empowering women, ending violence* project within countries and across borders, including through mobile technology.