



2018 SADC PROTOCOL@WORK SUMMITS AND AWARDS
Local Action for a strong 2030 A-gender in Southern Africa!

Documenting and sharing best practices on gender in local government for a strong SADC Gender Protocol agenda and achieved Sustainable Development Goals by 2030.

November 2017

Contents

Key Facts	3
Synopsis	4
Categories	5
Objectives	6
Target groups – leave no one behind!	6
Background to the SADC Gender Protocol@ Work Summits	6
Key dates	8
Summit dates	9
Award categories	9
Local Government COE Colour Branded Certificates	10
Creating a Community of Practice for Gender in Local Government	12
Background to the COE programme	14
PURPOSE of the Communities of practice and GL association	15

Key Facts

- In 2017 Gender Links (GL) worked with 441 out of a total of 2586 councils (17%), reaching 17% of the local authorities in the ten countries of the Southern African Development Community (SADC) namely Botswana (31), Lesotho (50), Madagascar (67), Mauritius (83), Mozambique (53), Namibia (36), South Africa (19), Swaziland (24), Zambia (44) and Zimbabwe (68).
- A total 418 gender and gender based violence action plans were crafted, approved and used to guide implementation in various efforts and projects aimed at promoting gender equality, gender sensitive and responsive decision making in the Centres of Excellence (COEs) for Gender in Local Government Programme. The gender and gender based violence action plans are aligned to the 28 targets of the reviewed SADC Protocol on Gender and Development that is aligned to the Sustainable Development Goals.
- All the COEs reviewed their action plans in 2016 to early 2017 to align to the reviewed Agenda 2030 SADC Protocol on Gender and Development, Sustainable Development Goals and ensure all their plans are budgeted to ensure effective and efficient scoping, relevance and implementation.
- New baselines were set at the 2016 summits. In 2017, on the ground COE verification with all the councils will be conducted to support, strengthen and review council evidence files and summit applications. This will also form part of the selection process for the councils that qualify to present their best practices at the summits.
- Through the programme, GL influences social transformation and gender responsive governance in 30% of the population in the countries worked with (40 168 415 of the 136 060 408); as councils make gender sensitive decisions, promote gender equality and provide needed services within communities they serve.
- In Mauritius, Namibia, Zimbabwe, Lesotho and Botswana, GL has reached (60% to 97%), a high percentage of the councils and communities.
- Medium reach is noted in Zambia, Mozambique and Swaziland as currently, GL works with 36% to 43% of the councils in these communities.
- Low reach is noted in South Africa and Madagascar as these countries have a lot of councils and GL has only managed to work with 4% of the councils in Madagascar and 7% in South Africa.
- 10 Emerging Entrepreneurs that have received some mentorship will also take part based on the mentor's assessments of these businesses to select the two best businesses in each council.
- Learning through knowledge generation provides opportunities to for peer education.
- The Gender Justice and Local Government Summits (GJLG) planned for 2017 and 2018 will provide local level platforms for sharing best practices.
- The purpose of the GJLG Summits is to verify the progress that has been made in the COE process through the Local Government Gender Score Card and Institutional (local government) COE entry; together with the progress made by the emerging entrepreneurs from these councils.
- Councils will be grouped according to urban and rural councils in the summit competitions. Assessments within the groups will follow five categories – winners and runners up in each category and the most resourceful COE in the urban and rural categories.
- The GJLG summits will include building on the online Centres of Excellence Community of Practice (COP) hosted on the Gender Links website and on the ground strengthening of the COP through networking opportunities and sharing of best practices.

Synopsis

The [2030 Agenda Era](#) continues as all efforts are geared towards realising gender equality, justice and inclusive human development! The 2017/2018 Gender Justice and Local Government Summits are themed, ***Local Action for a strong 2030 A-gender in Southern Africa!*** Following a concerted advocacy campaign by the Southern African Gender Protocol Alliance, SADC Heads of State signed the reviewed Agenda 2030 SADC Gender Protocol in Mbabane, Swaziland in August 2016. Over 400 [Centres of Excellence for Gender in Local Government](#) have updated their gender action plans, setting new targets and indicators for achieving Agenda 2030.

Prior to the summits, Centres of Excellence Verification will be conducted to monitor and track council's onsite on their gender mainstreaming efforts as guided by their gender and gender based violence action plans. These verification exercises will take place to review council evidence files showing their documentation of actions taken towards gender mainstreaming, promoting gender equality and justice. The verification meetings and workshops will also be used to assist councils to submit their 2017 summit applications on the Survey Gizmo online platforms. In consultation with the councils, different dates will be set for these meetings and workshops in November and early December. The outcomes of these meetings will also further inform final selection of councils that will qualify to attend the summits.

Gender Links staff will also collate annual monitoring and evaluation forms administered within the council communities and at the summits to track progress in the implementation of the SADC Gender Protocol Quiz, Attitudes Survey, Knowledge Quiz and the newly developed Local Government Citizen's Score Card. This 25 question Local Government Citizen's questionnaire will provide community members served by councils the opportunity to assess and measure council's progress towards achieving gender sensitive and responsive service delivery. The results will assist in strengthened policies and development projects that are implemented to achieve the Sustainable Development Goals and SADC Gender Protocol Agenda 2030.

Ongoing 365 and 16 Days of Activism Campaigns held ahead of and during the summits, will be leveraged on to increase lobbying and advocacy for ending Gender Based Violence and promoting women's bodily autonomy. Gender Links offices in Botswana, Lesotho, Madagascar, Mauritius, Mozambique, South Africa and Zimbabwe will collaborate with councils and strategic partners to organise facilitate activities and lobbying campaigns at national and local community levels. These events will also be used as important platforms for documenting about influential leaders making a promoting transformation and making a positive difference in ending GBV in their communities.

One year on, the 2017 SADC Protocol@Work Summits will continue to provide a platform for knowledge dissemination and sharing of best practices in diverse thematic areas across the SADC region. Local government councils, government departments, community based organisations (CBOs), non-governmental organisations (NGOs) and gender activists will meet to share best practices and strategies for localising the Sustainable Development Goals (SDGs), SADC Gender Protocol and learn how to connect the dots between policies and implementation. The summits, to be held under the theme: 50/50 by 2030: Empower Women, End Violence, precede the Sixteen days of Activism from 25 November to 10 December and set the tone for building concerted approaches to 365 Days actions to end gender based violence (GBV) community by community.

The SADC Protocol@Work Summits are planned to take place in seven countries GL has offices - **Botswana, Lesotho, Madagascar, Mozambique, Mauritius, South Africa and Zimbabwe**, over two days between November 2017 and February 2018. In the countries where the SADC Protocol@Work Summits are taking place, the recently completed 2017 SADC Gender Protocol Barometer will also be launched.

Best practices in entrepreneurship and life skills as means of ending violence and empowering women, will also be recognised at the summits in each country. Women entrepreneurs have been involved in a life skills and entrepreneurship project since 2013 and they will be provided another opportunity to present their business successes at the summits.

Entries for the GJLG summit institutional applications will be restricted to the local government COE's that have completed stages four and five of the COE process (they must have action plans) and have implemented these plans for at least six months.

Categories

Awards	Summary Description
Gender Drivers of Change	This award recognises the Drivers of Change who have championed the Post 2015 SADC Gender Protocol and its related SDG targets at local and/or national level and can show evidence of results. <i>Governments, Councils, NGOs, CBOs and Faith Based Organisations</i> are welcome to apply! Apply on this ONLINE LINK. Download the Word document for reference purposes only.
Project Best Practice Award – Governance, including the 50/50 campaign, peace security, constitutional and legal rights	This award recognises innovative programmes and projects to advance the Post 2015 SADC Gender Protocol and its related SDG targets in the following categories, aligned to the Alliance theme clusters: Governance, including the 50/50 campaign, peace security, constitutional and legal rights Economic justice, including education, training, and economic development; Sexual and Reproductive Rights including GBV, HIV and AIDS Climate Change and Sustainable Development;
Project Best Practice Award - Economic justice, including education, training, and economic development;	
Project Best Practice Award - Sexual and Reproductive Rights including GBV, HIV and AIDS	
Project Best Practice Award – Climate Change and Sustainable Development	
Local Government COE – urban overall best performance	This award recognises progress in mainstreaming gender in the local government Centres of Excellence that have completed the ten-stage process. It comprises a gender and local government score card that has been updated and aligned to the Post 2015 SADC Gender and Development Protocol. Compulsory evidence includes the Council's Post 2015 Gender Action Plan devised with support from GL in the course of 2016 to 2017; council budget and at least one photo. While other evidence is optional, councils are urged to submit as much evidence as possible. <i>Only Centres of Excellence for Gender in Local Government should apply.</i> Apply on this ONLINE LINK. Download the Word document for online purposes only.
Local Government COE rural – overall best performance	
Entrepreneurship Application Form	Entrepreneurship Application Form.

Local government resourcefulness urban best performance
Local government resourcefulness rural best performance
Emerging Entrepreneur best performance – Winner

Objectives

- To gather evidence on the SADC Gender Protocol@Work through case studies on leadership programmes as well as institutional practise.
- To popularise the Agenda 2030 SADC Gender Protocol and its related Sustainable Development Goals (SDG) gender targets and indicators.
- To establish progress scores for the Centres of Excellence for Gender in Local Government in line with the Post 2015 SADC Gender and Sustainable Development Agenda.
- To promote discussion and reflection on what works to end gender violence, as part of the 2017 Sixteen Days of Activism campaign.
- To acknowledge and affirm survivors of gender violence who are reclaiming their lives.
- To launch the 2017 SADC Gender Protocol Barometer and to use this evidence to strengthen the Agenda 2030 Action and Results Agenda.

Target groups – leave no one behind!

- Southern Africa Gender Protocol Alliance network members – NGOs, CBOs and Faith Based Organisations.
- Government departments and institutions.
- Centres of Excellence for Gender in Local Government including councillors; Gender Focal Persons; Gender Champions
- Gender Drivers of Change including Emerging entrepreneurs

Background to the SADC Gender Protocol@ Work Summits

Adopted in 2008, the SADC Gender Protocol is a unique sub-regional instrument for promoting gender equality that brings together regional, continental and global commitments to gender equality in one instrument, with an initial alignment to the Millennium Development Goals that expired in 2015.

SADC Protocol@Work summits evolved out of the biannual Gender and Media summits held since 2004 and the annual Gender Justice and Local Government summits that started in 2011. In 2013, with pressure mounting for the 2015 deadline of the SADC Gender Protocol (initially aligned to the MDGs) the summits came together in one annual SADC Gender Protocol@Work summit. Under the umbrella of the SADC Gender Protocol Alliance, and with the strapline, *2015-Action and Results*, the 2015 summits focused on progress made towards achieving the 28 targets of the SADC Gender Protocol by the initial deadline of 2015, as well as action in strengthening the regional instrument Post- 2015. The 2015 regional summit took place on the eve of the SADC Heads of State summit in Botswana, one of the two SADC countries that is not yet signatory to the SADC Gender Protocol although the country has been leading the review process. In all, the SADC Protocol@Work summits have gathered over 2000 case studies of the SADC Protocol@Work.



From 2015 to 2016, the Alliance mounted a concerted campaign for the adoption of a strong Post 2015 SADC Gender Protocol in line with the Sustainable Development Goals (SDGs). The SADC Gender Protocol is unique among SADC Protocols for being reviewed and updated in light of the changing times. In August 2016 SADC Heads of State adopted the Agenda 2030 SADC Gender Protocol, aligned to the SDGs, Beijing Plus Twenty and the African Agenda 2063. Although the revised Protocol drops all references to specific timeframes, it will be accompanied by a Monitoring, Evaluation and Results Framework that incorporates the gender targets and indicators of the SDGs, that are due to be achieved by 2030. Notable gains include stronger rights based language, especially on Sexual and Reproductive Health and Rights, as well as a new section on Gender and Climate Change. Please see [here](#) the Agenda 2030 SADC Gender and Development Protocol.

The SADC 2017 Barometer

The 2016 SADC Gender Protocol Barometer detailing all these developments can be accessed [here](#). The executive summary and attitudes survey can be accessed for free. The full Barometer and or chapters can be ordered [online](#) as detailed on the website.

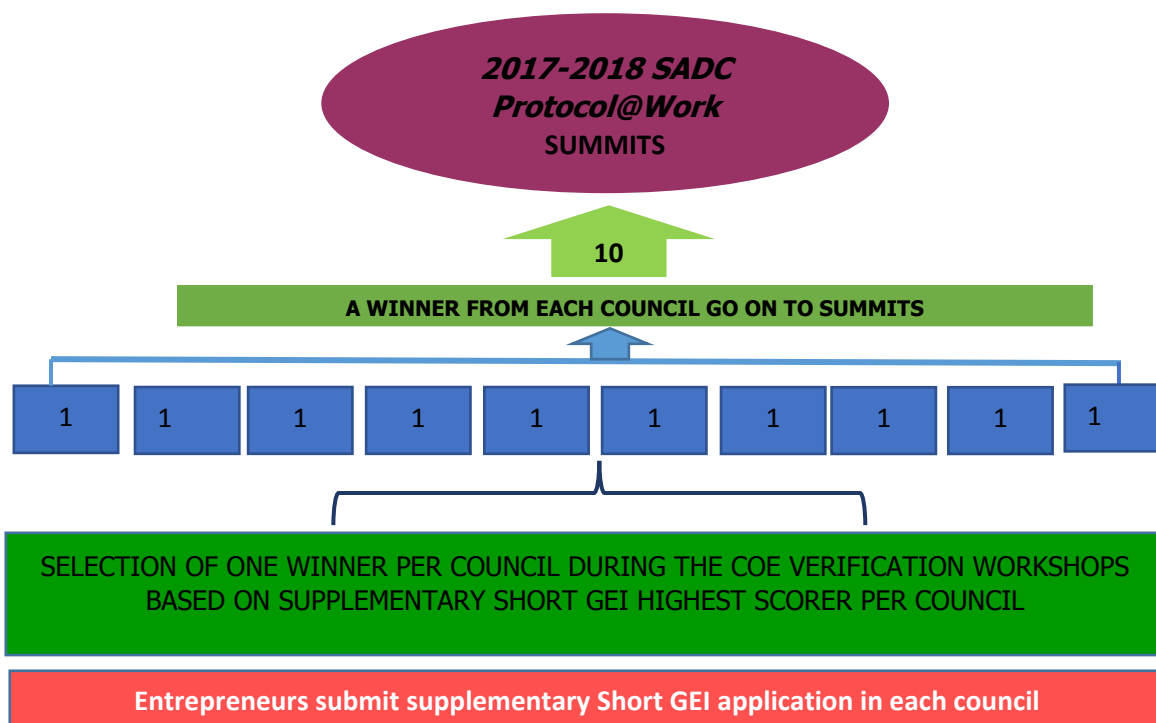
The Agenda 2030 SADC Gender Protocol and local government

Since June 2016, the over 400 [Centres of Excellence for Gender and Local Government](#) in ten SADC countries have been updating their gender action plans in line with the Post 2015 SADC Gender Protocol and the Sustainable Development Goals. The summit offers an opportunity to establish new baseline scores for the action plans and to gather data on Gender Responsive Budgeting.

Emerging Entrepreneurs

Since 2013, GL has worked with 1500 [survivors of gender violence](#) in a unique life skills and entrepreneurship training programme linked to the Centres of Excellence for Gender in Local Government. The entrepreneurs involved in the programme will be requested to upload their completed Gender Empowerment Index on this [LINK](#) (<http://www.surveygizmo.com/s3/2322889/Supplementary-GEI-Questionnaire-for-FLOW-Project>) on Survey

Gizmo online platform. The completed application will be used to determine the participants that will be invited to present and share their best practices at the summits.



Submission rules

- All applications must be submitted **NO LATER than 17.00 hours on 15 December 2017.**
- All submissions must be made on-line using the online forms. If for any reason you are unable to submit your application on-line, please contact the Gender Links country office for technical support.
- The application forms should contain full contact details of the entrant, physical address, telephone and, e-mail address.
- For each entry, you will need to fill in the online form and upload supporting evidence as stated and guided in the application form.

Key dates

PROCESS	DATE	COMMENTS
Call for awards	03 November 2017	To be circulated extensively through all networks at local, national and regional levels.
Submission of entries deadline	15 December 2017	Late submissions and or those that do not adhere to the guidelines set out will not be considered.
Screening	15 January 2018	Distinguished and experienced panels in each category advised by a team of experts from the partner organisations, working from a standard set of criteria.
Summits	As per summit dates in each country in	SADC Protoco@Work nationals summits to be held in a selected venue in each of the nine countries hosting the summits – Botswana, Madagascar, Mauritius, South Africa and Zimbabwe. Lesotho and

	2018.	Mozambique will hold their summits end November 2017 as per schedule provided.
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Only finalists may receive sponsorship to travel to the summit in each country. Others are welcome to attend but will have to make their own arrangements to do so. Self-sponsored are welcome. Please communicate with the GL country manager to assist with the processes for self-sponsorship.

For more information contact the **relevant Gender Links country office** on details below or the Head Quarters (Johannesburg): Governance Manager on e-mail - governance@genderlinks.co.za or phone 27 11 029 0006/ 27 11 028 2410.

Summit dates

Country	GJLG Summits 2017 - 2018		Venues
	Start	Finish	
Madagascar	17 January 2018	19 January 2018	Antananarivo
Mauritius	13 February 2018	14 February 2018	TBC
South Africa	15 February 2018	16 February 2018	Johannesburg
Botswana	27 February 2018	28 February 2018	Gaborone
Zimbabwe	22 March 2018	23 March 2018	Harare
Lesotho*	21 November 2017	22 November 2017	Maseru
Mozambique*	29 November 2017	30 November 2017	Maputo

* **Lesotho and Mozambique** will hold their summits at end of November in 2017, and have their country timelines for submission of applications as communicated by the Gender Links office in each country.

Award categories

The summits this year will only take place at national level. The awards in each country comprise:

1. Gender Drivers of Change	Winner
2. Project Best Practice Award Governance, including the 50/50 campaign, peace security, constitutional and legal rights	Winner
3. Project Best Practice Award Economic justice, including education, training, and economic development;	Winner
4. Project Best Practice Award Sexual and Reproductive Rights including GBV, HIV and AIDS;	Winner
5. Project Best Practice Award; Climate Change and Sustainable Development	Winner
6. Local Government COE – urban overall best performance	Winner
7. Local Government COE rural – overall best performance	Winner
8. Local government resourcefulness urban best performance	Winner
9. Local government resourcefulness rural best performance	Winner
10. Emerging Entrepreneur best performance	Winner
11. Emerging Entrepreneur best performance	Runner up

Knowledge generation and learning assists in broadening council profiles and participation at country level; increases competition and quality of entries; strengthens partnerships and ownership of the process. The COE process facilitates work which the councils have been doing to develop and implement gender policies and action plans through the 10 stages. Follow-up monitoring and evaluation also takes place during verification of entries through the use of the local government score card aligned to the SDGs and reviewed SADC Protocol. Councils score themselves and their entries are further adjudicated by judges. The average of the two scores determines the agreed score for that council. This process enables the setting of new baselines and targets for tracking progress by 2030. At the summits, councils will share extensive evidence to support their work, share presentations uploaded on an online database. Judges at the summits will score the presentations. The average scores will be final and winners and runners up will be identified according to the categories listed above.

Local Government COE Colour Branded Certificates

Council's progression in Gender Mainstreaming was redefined using the adapted United Nations Women Gender Equity Seal and standards. In July 2012, The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) finalised the **Gender Equity Seal (GES)** as a new auditable standard and certification system. GES provides a 'gender lens' - a specialised standard - that can be easily integrated into an organisation's standard audit. The intent is to provide organisations with a clear roadmap to measure and improve their Local authorities merit the COE emblem through a process of graduating from an entry level with a score of up to 50% to a more advanced level with a score of 90% and above as illustrated below. This revamped assessment system was piloted at the 2016 – 2017 summits held in each of the eight countries. Councils merited Blue, Green, Bronze, Silver, Gold and Platinum seals as they met the criteria and standards set in each category after verification of their progress in promoting gender equality and mainstreaming through the use of the Gender Score Card grading system by judges at the summits:

					
Platinum 90% - 100%	Gold 80-89%	Silver 70-79%	Bronze 61-69%	Green 51-60%	Blue Under 50%
Upper Level 3	Upper Level 2	Upper Level 1	Intermediary Level	Basic Level	Entry Level

Councils were graded against the GES standards in a six tier system for scores up to 50% and Platinum level for above 90%. Council assessments were based on their level of mainstreaming gender and promoting gender equality, women's empowerment and ending GBV within their councils and communities, as benchmarked in the score cards. GL reviewed the COE process in light of this progression plan and colour coded certificates were accorded.

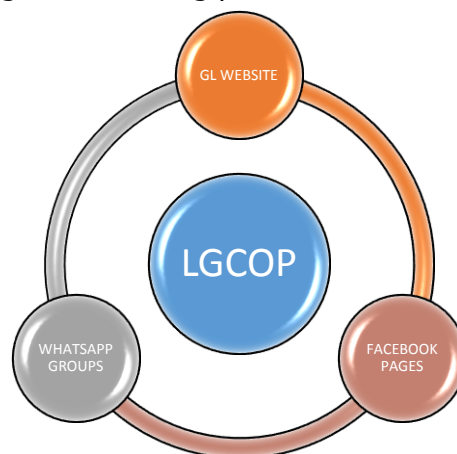
Creating a Community of Practice for Gender in Local Government

During consultative meetings held in June to July 2016 GL mapped all council website and face book pages for setting up the online Local Government Community of Practice (LGCOP). Specialists have since been consulted on best strategies for set up and coordinating the LGCOP. GL's virtual platform enables all people to share ideas and engage in a process of collective learning in a shared domain with other people with a strong gender equality persuasion and respect of human rights. Gender Links strives to connect peers who share the gender mainstreaming agenda according to the Sustainable Development Goal 5.



On this [LINK](#) on the Gender Links website, simply join your desired community of practice and start exploring. By joining our Community of Practice you will be able to access gathered knowledge and learn from each other's experiences. It is a great opportunity to build relationships, access resources, participate in forum discussions on gender issues and engage in civic activism within the SADC region. GL has developed a shared repertoire of resources; research, toolkits, surveys, training manuals and discussion forums to facilitate dialogue among members. Simply join your desired community of practice and start exploring.

The LGCOP will function through the following platforms:



- WhatsApp Groups
- Facebook Pages; Twitter; You Tube
- Gender Links Website

CENTRES OF EXCELLENCE FOR GENDER MAINSTREAMING

Welcome to the COE Community of Practice. Click on a country pin to view the country practise.
Join our community and contribute and participate in the discussions.



The Centres of Excellence (COE) for Gender Mainstreaming in Local Government Association aims to foster the sharing of best practices, knowledge dissemination, and relevant documentation for increased gender mainstreaming and concerted women's rights lobbying and advocacy across key population groups and thematic areas relevant to the context of local stakeholders. GL will encourage and facilitate the local and national forming of COE Communities of Practice and Emerging Entrepreneurs Communities of Practice that will form part of the COE Association at national levels. It is envisaged that the Association will be made up of members of the COE and Entrepreneur's Communities of Practice

who are key target groups in these GL flagship projects within councils and communities in each of the 10 countries GL has offices – Botswana, Lesotho, Madagascar, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. Local authorities in each country committed to advancing women's rights and gender mainstreaming through the Gender Links Centres of Excellence for Gender Mainstreaming Programme will form national associations, who will be represented at the regional level in the Southern Africa Centres of Excellence for Gender Mainstreaming in Local Government Association.

Definition of Community of Practice

A community of practice (CoP) is a group of people who share a craft and/or a profession. A CoP can evolve naturally because of the members' common interest in a particular domain or area, or it can be created deliberately with the goal of gaining knowledge related to a specific field. It is through the process of sharing information and experiences with the group that the members learn from each other, and have an opportunity to develop themselves personally and professionally. CoPs can exist and be accessed across a variety of channels ranging from physical settings to virtually online via mobile devices. Communities of practice are not new phenomena: this type of learning practice has existed for as long as people have been learning and sharing their experiences through storytelling. GL is looking to extend the traditional access of CoPs into the mobile space.

In setting up the COE Communities of Practice (CoP), the target groups will come together to take collective action and generate solutions to common problems and share best practices more consistently and often, rather than just during workshops and annual or bi-annual summits. Community wellbeing (economic, social, environmental and cultural) often evolves from this type of collective action being taken at local and community levels. GL will facilitate connecting groups through the use of mobile technology and physically.

The **LG COE CoP** will be designed for local authorities in the SADC region, linked to the Gender Links corporate website incorporating the same visual and brand identity. Each council will be connected to the online technology and physically. Councils will have the ability to own, run,

manage, and update content on their own pages which can highlight ongoing and upcoming programmes and activities. Council's updates will translate into updated dashboards made visible on the GL main site. Councils will be able to support each other via the digital community, share ideas, stories, and lessons learned, access professional development resources, and view or communicate key country/regional information and events Gender Links will be able to engage with all councils and support them via the digital community - including any customised content, online consultation, training, follow up training, as well as gather data on the performance of the CoP and the individual councils.

Background to the COE programme

This project brings together two areas of GL's work. Through its governance work, GL is working with 429 councils in ten SADC countries to mainstream gender in local government based on the 28 targets of the SADC Gender Protocol and the awaited Post 2015 Protocol. Local economic development is integral to the gender action plan that each council or [Centre of Excellence \(COE\)](#) adopts as part of the gender mainstreaming initiative.

Over the last 15 years GL worked with GBV survivors to [document their personal testimonies or "I" stories](#). The project entitled *Healing through writing* provided insights into some of the drivers of GBV particularly of intimate partner violence. Many women write about economic dependence both as a cause for violence and as a reason for returning to abusive relationships.

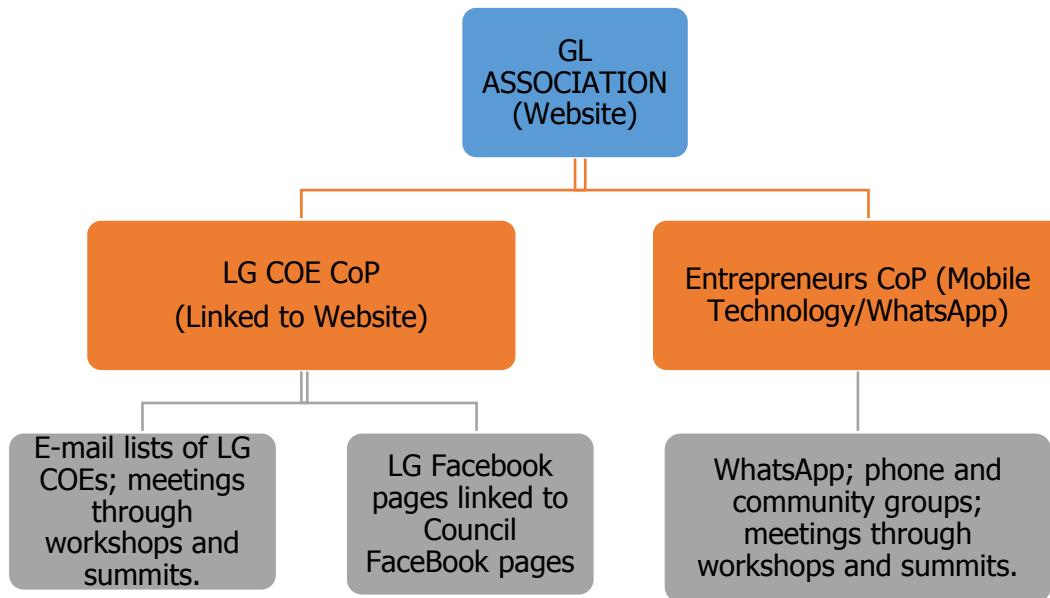
GL has trained GBV survivors on entrepreneurship in 100 of the 429 councils (10 in each country) and linked them to local economic development. Through the entrepreneurship training GL tested the hypothesis that economic empowerment will increase women's agency and self-realisation thereby increasing their ability to negotiate safe relationships or to leave abusive relationships. The training focused on a combination of:

- Life skills including confidence building; writing; public speaking; decision-making.
- Business skills such as IT; developing business plans and applying for tenders.
- Networking such as developing joint proposals, working as collective to access tenders from local government.

This community of practice (CoP) concept is a strategy to formalise the already strong community and local networks that exist in different ways, at different levels within the communities and councils GL works with. Through the district level, national and regional summits, target groups have developed strong relationships and maintained sporadic communication, knowledge sharing and learning using various online media platforms such as e-mail and WhatsApp Groups.

PURPOSE of the Communities of practice and GL association

The purpose of the two CoP making up the GL Association is as follows:



Gender and local government COP Objectives

- To engage council members and enable them to support each other via the digital community, share ideas, stories, upcoming activities and events and programmes, lessons learned and to reach out to and engage with the community members related to those councils
- To engage with all councils and support them via the digital community - including sharing content, training, and post training support and monitoring.

Key Considerations

Key considerations for the CoP methodology:

- Local government COE programme target groups are willing and eager to strengthen and grow their networks beyond community and council specific groupings to national and regional more formalised groups.
- Engagement is active and can be measured to show evidence of change in knowledge, attitude, behaviour (KAB) and impact over time
- Resource centre to be made available via mobile technology interfacing with GL's website
- Councils can "create their own digital communities" to engage with members of their individual councils.
- Councils can actively update their website ages and form linkages with their council pages.
- Platforms will inform users of programmes, activities, collect feedback, provide a forum for engagement, answering questions and online learning

Outputs

Expected outputs are:

- Increased active membership of LG CoPs of councils and key gender focal persons and champions are eager and willing to advance gender equality and women's rights.
- Mobile resource centres linked to GL corporate website.
- Trackable / measurable digital communities of councils.

- Participants belong to a support network and can engage in peer forums, expert Q&A.

Outcomes

Expected outcomes are:

- Enhanced communication with all LG COE councils locally and regionally more regularly and constructively beyond periodic meetings and summits.
- Enhanced knowledge on the link between economic empowerment and ending GBV.
- An increase in the number of GBV survivors from local communities who are accessing local economic opportunities locally, nationally and regionally.
- Continued engagement and education of councils and community members.
- CoP becoming a source of support, strength, and focal point of networking for survivors of GBV.