

Governance and Economic Justice

By Mariatu Fonnah - Manager



Women in the Mavula Community join the 30% to 50/50 Campaign in Swaziland.

Photo: Thandokuhle Dlamini

FACT FILE

No of Centres of Excellence	Country	Bots	DRC	Les	Mada	Mal	Maur	Moz	Nam	SA	Swa	Tan	Zam	Zim	Total
	No	32		40	51		71	19	36	18	24		34	33	381
No of events during the year	Country	Bots	DRC	Les	Mada	Mal	Maur	Moz	Nam	SA	Swa	Tan	Zam	Zim	Total
	COE	18		100	46		60	19	65	35	13		53	89	498
	Non-COE	14		17	1		12	4	7	40	4		7	14	119
	Total	32		117	47		72	23	72	75	17		60	103	617
No of participants	FEMALE				MALE				TOTAL						
	8082				5346				13428						
How rated by partners in evaluations - average scores	Content	Design	Documen- tation	Facili- tation	Group work	Outputs	Outcomes	Learning	Net- working	Admin	Overall				
	79%	81%	77%	83%	78%	79%	77%	82%	81%	76%	80%				
Outputs	Reports		Action plans			Books		DVDs		Pamphlets/posters					
	1432		309			0		0		2					
Outreach	Website hits		Contacts generated		Media mentions		Other events attended			No of MOUS with partners					
	157		1022		262		136			17					



Mariatu Fonnah - Manager



Susan Mogari - Programme Officer

The Centres of Excellence (COEs) programme 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. As with all of Gender Link's work, this rights-based and needs driven programme is guided by achieving the Millennium Development Goal Three - Gender Equality and the 28 targets of the SADC Protocol on Gender and Development.

The Gender, Governance and Economic Justice Programme is pivotal in ensuring the level of government closest to the people is equipped with needed skills sets and knowledge to advance women's rights, justice and development through effective decision-making and efficient service delivery. On-site training of council officials and communities has resulted in this programme achieving major targets which include rolling out the Centres of Excellence Programme with costed action plans to over one third of the councils in the SADC region, covering 26% of the population of the ten SADC countries covered. The training of women in politics through 50/50 campaigns; collection of case studies and testimonials on women making a difference in politics plays a key role in advancing gender-responsive governance.

To enhance learning and sharing, GL and partners held district level summits for the first time ahead of national and regional summits. With 381 councils of the 977 (39%) councils in the ten countries now joining the COE programme, GL is looking for cost effective ways of cascading this programme to all councils in the ten countries and beyond; as well as backstopping work in the existing COE's.

Objectives

In 2014 the programme sought to:

- Cascade the 300 COE's on gender and local government to 100 more councils, and introduce to district level Protocol@Work summits.

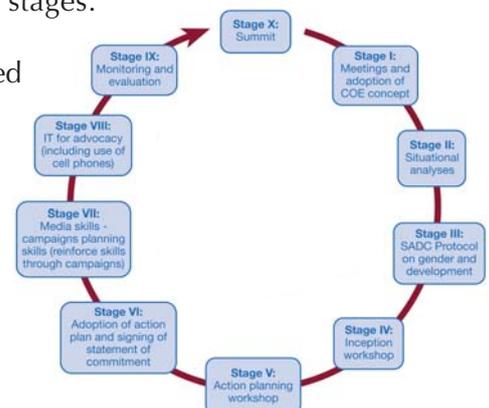
- Strengthen 100 local councils' strategy to reduce GBV community by community.
- Test the hypothesis that increased economic capacity will result in a decrease in GBV and increased agency for 1500 GBV survivors.
- Progressively change attitudes on GBV in 100 local councils.
- Share good practices and identify local level strategies that work to end GBV.
- Share learning on local action to end gender violence and the link between economic and gender justice through monitoring, evaluation, documenting and engagement in the annual Summits, creating multiplier effects that show that the SADC Gender Protocol target of halving GBV can be achieved.

How the governance programme works

The COE approach includes a unique blend of research and evidence, applied with action planning, on-the-job capacity building and applied learning, vigorous Monitoring and Evaluation, affirming of good practise, and sharing of learning at the annual summits. Emerging evidence suggests that this is an effective and sustainable model.

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of *"Ringing up the Changes, Gender in Politics in Southern Africa"* was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted ground breaking research in 2006/2008, At the Coalface, Gender and Local Government. Having piloted five countries the study covered a total 10 countries Botswana, Lesotho, Madagascar, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. To act on the findings, GL initiated the COE programme using a six staged process later expanded to 10 stages.

The stages covered as illustrated in the diagram:



- **Political support:** Getting buy-in at decision-making level.
- **An evidence-based approach:** Conducting a situation analysis that is council-specific and will help to address the needs of that council.
- **Context specific interventions:** Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.
- **Community mobilisation:** 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.
- **Capacity building** through on-the-job training with council officials and political leaders.
- **Application of skills:** 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.
- **Monitoring and evaluation:** Administration of score cards and other monitoring and evaluation tools that can be used to measure change in the immediate, medium and long terms.
- **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 and awards that provide councils and communities with a platform to learn from each other on empowering women and ending violence at the local level.

- **Cascading the COE's:** GL is working with local government associations across the region on innovative strategies for cascading the COE's that include working through gender focal points of the associations and peer support.

Gender Links works towards strengthening action plans through additional content and practise on climate change and sustainable development; care work and local economic development, and also IT skills of councillors are strengthened as part of the communications component.

Monitoring and evaluation: The COE project has contributed to strengthened monitoring and evaluation tools and systems. For example, the programme has developed a scorecard to measure progress in gender mainstreaming in Councils. The scorecard approach combines both quantitative and qualitative research methods that allow for engagement and dialogue with the local government institutions. The M and E strategies in place allow for gathering and documenting evidence of change in every step.

Donor Evaluations: Successful donor evaluation visits took place in Mauritius, Botswana, Zimbabwe, Lesotho, Namibia and South Africa in 2014 from several of GL's donors - DFID, FLOW, Sida and the EU. These evaluations have brought to the fore the work in countries.

GL is among the agencies that have used the PPA in a distinctive way, which we will term the "Outreach Model". This model, by definition, is an attempt to summarise the strategic direction of the organisation, and hence key factors that influenced the decision about the use of PPA funds, rather than necessarily the present state of the organisations.

- Small/ medium size organisations such as GL are willing to establish their presence as sector leaders in their distinctive niche in the sector;
- Since they cannot compete in terms of scale of operations with other organisations, they are driven to focus on 'reaching out' to a range of different stakeholders and beneficiaries to make their work noticeable in a number of networks and platforms, in order to ensure the securing of new funds and potentially influence larger organisations;
- To develop a comparative advantage and make their voice heard by the largest number of beneficiaries and actors in the sector, they are driven

to invest in niche research that can directly feed into advocacy and action. Through an 'hypothesis testing approach', they develop a niche specialism in an area of interest and keep their focus on small-scale research projects that can have a large impact on a range of governmental and non-governmental actors;

- In turn, to support this approach, they respond to a critical need to invest in developing their internal systems and enhance their management capacity. This is achieved through the strategic development of solutions that aims at reducing the burden of administrative and management activities, in proportion to the size of the organisation;
- Additionally, the enhanced management capacity allows a more sustainable planning of activities and supports the outreach model by securing multiplier effects through networking approaches and investment in efficient media and dissemination solutions.

(Gender Links Feedback Report from Coffey, evaluators of the DFID PPA Fund)

Outputs

Targets for the year	Indicators	Baseline	Progress
Roll out of the COE process			
Cascading methods documented relative to country contexts; COE's cascaded to 40 more councils (340 councils in total).	No of new COE councils as a result of the cascading process.	GL has developed three cost effective ways of cascading COE's - working with gender ministries; peer trainers; and twinning. 360 COEs have bought into the process.	381 councils have joined the COE process; 41 more than the target for the year.
Flagship programmes to end GBV			
100 councils join and complete ten stages of the COE process; declare zero tolerance for GBV; design and implement concerted campaigns whose impact is measured through a localised version of the GBV indicators/attitude research.	No of COE's that develop and implement flagship programmes to end gender violence.	50 baseline datasets analysed. GL used an online tool to measure and produce council level baselines. Please follow this link to view a council profile.	143 gender and GBV action plans were verified during district and national summits. The verification process included updating the score card and assessing evidence to measure progress.
Leadership training			
2000 women whose leadership capacity has been built or strengthened as leaders.	No of women trained as Gender Focal Persons (GFP) and Gender Champions (GC).	(GL started measuring this parameter in 2014).	A total of 2515 women participated in developing the 365 Days Gender Based Violence Action plans, assuming leadership and becoming active of change; 25% higher than target.
District level summits			
Summits cascaded for the first time to 15 districts.	No of district level summits.	(Started in 2014).	15 District pioneered in 2014 and they garnered a lot of support. 339 women and 203 women (542 in total) from 143 councils participated in 15 district level summits in six countries.
Best practices			
100 good practices from 100 localities x 3 years = 300 good practices on the link between gender and economic justice.	No of good practices demonstrating the link between gender and economic justice.	245 local councils from ten countries presented a total of 139 GBV and 139 local economic development good practices at the 2013 SADC Gender Protocol Summit.	284 councils from ten countries presented 22 case studies on GBV and 47 on women's rights; 25 on climate change; two on the 50/50 campaign; 30 on leadership and 158 on the COE process at the 2014 SADC Gender Protocol@ Work Summits.

Roll out of the COE programme - 381 Councils have joined the Centres of Excellence (COE) process with 50 more committed in 2015. 309 councils have developed costed action plans to facilitate council's implementation of the gender mainstreaming action in policy making, implementation and service delivery actions, with the remaining continuing with the COE 10 staged process in 2015. Gender and Governance is driven and owned by COE councils in the 10 countries.



Group work action Plan design Mucimboa da Praia, Mozambique. Photo: Gender Links

2014 COE Audit

Country	COE Stages complete with gender action plans	COE stages in progress	Total COEs in 2014
Botswana	27	0	27
Lesotho	28	12	40
Madagascar	52	15	67
Mauritius	83	0	83
Mozambique	6	13	19
Namibia	34	2	36
Swaziland	12	12	24
South Africa	11	6	17
Zambia	22	12	34
Zimbabwe	34	0	34
Totals	309	72	381

As illustrated in the table, a total of 381 councils signed up to the COE process by end of 2014. All councils in Mauritius are COEs by December 2014. In Botswana, 27 of the 32 councils are COEs with the remaining five councils having committed to be COEs and will start the 10 staged process in 2015. The substantial progress made in rolling out the COE process has been

achieved with a robust sustainability strategy within the councils. The Gender Focal Persons (GFPs) and Gender Champions (GCs) work hand in hand with Gender Links Country Managers and staff to roll out the Centres of Excellence (COE) programme, a good indicator of the sustainability of the programme.

“Our Council used to be very silent on gender issues. The only department that took gender seriously was Social and Community Development. Now it is quite pleasing to note that all departments are involved. My first encounter with Gender Links was through council meetings in 2009 when I became a councillor. I have seen my town grow from strength to strength in gender work. A key memorable event is the launch of our gender committee in 2013. It was a moment to remember when my council won the Northern District Summit as we had spent a lot of hours preparing for the summit presentation. The fact that our town Council has signed the statement of commitment is very rewarding as we have committed to ensuring that our plan will be implemented and not shelved. This means improvement of the lives of the people of Selibe Phikwe. At least 60% of COEs have been able to commemorate Sixteen Days of Activism on Gender Violence. The councils have formed gender task forces which were not there before the COE project. The task forces were able to attend

train of trainers with their administrators to ensure that they also understand the COE process as supervisors. The training of trainers has strengthened the networking with councils and Gender Affairs Unit. There is a strong link as councils participate during International Commemorations. Some of the councils, for example Lobatse Town Council have a budget for their plan and an income generating project. Selibe Phikwe has adopted the plan in the full council meeting, conducted Stage Three workshops and compiled reports. - Dorcas Letlhogela, Councillor in Selibe Phikwe Council, Botswana



Most Improved Council in local government COE Award. Right Runner Up in local government COE Award, Selebe Phikwe Town Council 2014. Photo: Gender Links

GBV Action plans

Some 143 local councils have developed flagship programmes to end gender violence. In countries that have undertaken the VAW Baseline Studies (South Africa, Lesotho, Mauritius, Zambia, Zimbabwe and Botswana) GL is revisiting these action plans to incorporate the findings of the Baseline Studies (see Justice Section of the Annual Report).

Marjorie Timm, a councilor in Zambia is passionate about Gender Based Violence. She grew up in a home where her father abused her mother who never reported him to the police. During her time as a councilor she has fortunately seen a lot of change in attitudes in the community. "Women are now able to speak out and report cases of violence; this it is

being addressed by the police. There is a Victim Support Unit in our local police that deals with GVB cases. We have also had cases of men reporting cases of violence by their women. Before they were ashamed to report; afraid to be laughed at."

"If the general public were to hear the messages on GBV from all stakeholders, and not just the police, more would be done," notes Matumelo Maqokela, a police officer in Lesotho. "People respond differently to different messages, and it's important that a diversity of messages are communicated. Now that I've been sensitized on gender issues, when people are referred to me, I'm able to address the situation from an informed viewpoint, and know how to connect to different people."

Moshupa makes ending gender violence a top priority

Moshupa is a large village in the Southern District of Botswana with a population of 20016 per the 2011 census. Moshupa Sub District Council Gender Committee seizes every opportunity and bring in the gender aspect into daily council work. Based upon their Gender Action Plan, the Moshupa Sub District Council mainstreams all gender issues, into their projects and programmes.

The council aims to:

- Encourage political support and buy-in in GBV projects.
- Mobilise communities through GBV education and capacity building in order for their empowerment and understanding GBV issues and the monitoring.



Councillors from the Moshupa Sub District Council.

Photo: Gender Links

- Evaluate programmes to understand the effects and impact of their activities on the community members.

Rralekgetho Village has emerged as a key focus. In this, the Moshupa Sub District Council seeks to empower and sensitise the community on issues of GBV, allow community members to share their experiences and establish strategies that they can use to combat GBV and assist them in understanding the procedures for reporting GBV cases. The council chose Rralekgetho village was because of the high levels of GBV recorded in the area linked to high alcoholism, drug abuse thus causing people to engage in violent activities leading to GBV.

In October 2013, the Council held a march against domestic violence at Rralekgetho to sensitize the community on GBV issues. To further educate the residents of Rralekgetho on GBV issues, the council also held a workshop on February 2014 in partnership with Gender Affairs, Police Department and the Department of Social and Community Development. The Rralekgetho market day provided beneficiaries and victims of GBV the opportunity to showcase their Economic Empowerment Projects offered by the Sub District.

Other activities that the Moshupa Sub District Council undertakes which are geared at combating GBV include the empowerment and education of the boy and girl child on issues of GBV through the creation of Child Protection Committees that cover forced and arranged marriages, and how the Children's Act of 2009 benefits them as children. The Moshupa Sub District Council has started a street lighting project by the bus rank.

Documenting the COE process and devising new strategies for roll out

Developing in-house capacity to run some of the COE stages: In 2014, GL intensified efforts to cut costs and enhance local ownership through training Drivers of Change who consist of:

- *Gender Focal Points (GFP)*, within each Council, as well as in the provincial or district offices of local government associations; gender ministries and or local government ministries. For example in Lesotho, the gender ministry has made available its Principal District Gender Offices (PDGO) to work with GL in cascading the COE model across the country, on the basis that for every council GL works with, the PDGOs work with at least one council, using GL's training, monitoring and evaluation framework. GFP within each council are expected to carry out the situation analysis, assist in administering the score card, and drive the process from within.
- *Gender Champions (GC)*, who have emerged from the first phase of COE work. These mainly consist of councillors who provide the political vision and guidance to the process. They are tasked with community mobilisation (stage three), signing the statement of commitment (stage six) and generally ensuring the process remains on course.

Twining: In September 2012, GL trained gender focal persons and champions in **Zimbabwe** to facilitate the COE process. The focal persons have so far managed to facilitate some stages in their own localities and neighbouring councils. GFPs also facilitate stages 7 & 8. They have also collected the questionnaires from the councils to measure attitudes and knowledge on GBV as well as the citizen scorecard pegged on the SADC protocol.

Working with governments: Following a partnership with the Ministry of Gender, in **Lesotho**, GL conducted a TOT where 10 of the ministry's provincial district gender officer were trained on facilitating the COE process. The workshop was held in June 2012 and the cascading was started in September. GL provided the training materials, laptops and data cards for the officers. The officers started with facilitating stage 3 of the COE process but now have extended to cover stages 2 and 4 of the COE process with co-facilitation of the stage 5. Through this model, GL has been able to cover an additional 10 COEs bringing the 2013 target to 20.

In August 2012, GL held a training of trainers workshop with regional gender coordinators from the Ministry of Gender in **Namibia**. The coordinators were also accompanied by the trainer from the ministry. The coordinators and trainers have been accompanying



Mariatu Fonnah speaking at the Namibia Forward Looking Strategies workshop.

Photo: Gender Links

GL to the COE workshops ever since. In February 2013, GL signed an MOU with AMICAALL Namibia. This MOU has paved way for GL to co-facilitate some of the COE workshops with AMICAALL representatives with both parties sharing materials and responsibilities. A draft MOU will be tabled with

the Ministry of Gender to finalise the training arrangement. This will enable GL and its partners to cover at least 15 COEs in Namibia. GL held a follow up TOT in Namibia towards the end of 2014, following the ending of the NEPAD grant, and in effort to sustain the COE work in Namibia with the support of the Ministry of Gender and Child Development.

Working with partners: GL has succeeded in working closely with local government associations of each country where the relationship has been cemented with MOUs. GL has MOUs with 10 local government associations and machineries and key Gender Ministries in seven countries. The COE process has resulted in high level political support across ministries and political parties, as reflected in the high level attendance at the District level and national summits.

After winning at the regional summit in Johannesburg in 2011, all members of the Malagasy delegation decided to create an association called "Association of Elected Gender Responsive - AESG". The association is now formal and has the general objective to popularize the gender approach in all localities in Madagascar. The members believe that they cannot talk about development without the equal participation of men and women. Members of the associations are mayors, councilors, representatives of the Ministry of Population and Social Affairs and also the Ministry of Decentralisation and various technicians.

In 2011, following the signing MOU with SAHA, GL cascaded the COEs in 16 other municipalities. The association members volunteered to become trainers; they supported 16 additional municipalities to develop gender action plans and including GBV action plans. In 2012, GL Madagascar developed a partnership with UNDP and UNFPA, to support the cascading of the COEs to 16 councils with UNDP and 4 councils with UNFPA. To implement this partnership, GL did a Training of Trainers with the 31 original councils to support roll out to 20 new councils. This 'hub and spoke' model is one that GL hopes to develop further to reach all the over 1500 councils in this vast island of over 50 million people.

District summits

Cascading the Summits to district level increased ownership of the summit process, learning and sharing at local level. The “story behind the story” of district summits illustrates the dynamism of this process.

District summits underscore dynamic learning and sharing

Mossel Bay municipality, winner in the 2014 summit of best local government COE, joined the Centres of Excellence process in 2011, and jumped into the process head first. After attending the 2012 Gender Justice and Local Government Summit, Mossel Bay became the first municipality in the SADC region to hold its own local summit against gender based violence. The council held the summit in the build-up to the 16 Days of Activism campaign under the theme: *No more victims summit*. It was such a success that Gender Links went on to support the localisation of the summit concept in several ways.

Winners of prizes at the 2013 Regional Protocol@Work Summit were awarded study visits to the Mossel Bay municipality. The aim of the study visit was to continue to foster the networks and relationships that had been created amongst the various institutions during the regional summit. Many activists who went on the 2013 study visits met again at the regional summit in 2014, and shared how they had implemented what they learned.

"From the study visits, we learnt how to organise and conduct our own local summits... From the regional and national summits, we were taught how to hold summits in our districts and municipalities as a way of starting at the grassroots level", explained Naledi Masipa of the Capricorn District Municipality in Limpopo, South Africa.

The innovation continued in 2013 with the rollout of support to entrepreneurs in Cape Aghulas. Following an I-Stories workshop for survivors of violence, Gender Links supported economic empowerment to women in communities where local government is supporting women's participation. For the first time at the 2014 Summit, these women shared their experiences of accessing rights, alongside municipal officials supporting these drivers of change.

"When I heard that there would be a follow up with regard to Entrepreneurship Training I knew that this was going to be a good period of my life for me.... I am so much confident and knowing that all my money belongs to me and I can generate an income alone as a single parent without the assistance or dependence on someone else to provide for my children. I have no limitations I always keep telling myself that my time

has come," said Susan Swart, in her address at the opening of the 2014 regional SADC Protocol@Work summit.

District and national summits cost a fraction of the regional summit. The localised summit model allowed many more people to participate, and more COEs to share their experiences and learn from each other. Interviews with Drivers of Change emphasised how they are implementing what they have learned in their own councils. "As a leader myself, it was interesting to watch how the Mossel Bay municipality worked as a team. It was the integration of the work they did together that struck me most. They decentralised attention and support to not one but all aspects of the municipality. I think having women in the power hierarchy of the social development programme helps a lot there. We are returning home with new priorities and ideas," said Rachel Jeremia from Chobe District in Botswana, who participated in the Mossel Bay local summit.



Take Back the Night March during the Mosselbay Summit Study Visit. Photo: Nomthi Mankazana

Peer learning at summits has extended to self-initiated twinning programmes between councils across countries that wish to collaborate more and assist each other in carrying on with the agenda. After the 2014 regional summit and a subsequent visit from the Tsiafahy Mayor during a study visit, the Grand Port District council in Mauritius (winner of the best urban council at the summit) and the Tsiafahy Council in Madagascar signed a protocol to work together and support each other in promoting gender mainstreaming. The terms of protocol include the establishment of a liaison committee that includes local elected officials, representatives of the functional and operational directions, officers in charge of these projects and partners; an assessment of future plans and at least annual meetings to take stock of collaboration in the different areas and identify possible areas of further collaboration. In late 2014, Grand Port District Council also hosted a study visit for all the Mauritian councils.

Leadership training

Over the years GL has trained hundreds of Gender Drivers of Change within council administrations as illustrated in the examples that follow:

Drivers of change in Council Administrations

"The first national summit I attended was in March 2012 where I met women from all walks of life making presentations that impressed me and opened my view wider, though a presentation as a COE was made I realised the gaps and was able to go back and begin to discuss with various groups, departments. I also attended the second country summit and was extremely excited as I was able to participate confidentially and even more excited to have won in the category of Local Economic Development Section and won the overall most improved council.



Annete Breda, Masvingo City Council.
Photo: Gender Links

Gender links has opened my understanding and therefore the enthusiasm to initiate, co-ordinate and expose programmes that reduce gender inequality, one thing that has amazed my husband and kids is how I was completely computer illiterate and now being able to operate the computer. This has been like being realised from no computer skills to amazing skills I no longer have to depend on others to assist me this has been very empowering and very amazing."
- Annette Breda, Masvingo City Council

"With the knowledge I've built through Gender Links, I feel empowered, and feel that I can make a difference. For the first time I believe that change is possible... Through the training I received, I came to realize the importance of education, capacity building, and empowerment in the community. Mossel Bay has 14 wards, with a total population of 130,000



Alma Kritzinger, Take Back the Night March.

Photo: Nomthi Mankazana

people. I want to use my own personal experience to make sure that nobody in my community will ever have to go through the same thing I went through," says Alma Kritzinger, focal person for HIV and AIDs, disability, gender, and the elderly in the Mossel Bay municipality.

At Chamber Secretary Level, **Josephine Ncube** is the highest-ranking female in the Harare City Council, but at Grade 4 level, there are no women. This imbalanced situation, however, has just led the council to do as much as they can on mainstreaming in Harare. In a recent workshop, an appeal was made by women for the Harare City Council to provide land to grow food crops for new mothers at the city's maternity homes. Josephine pointed out that this is a good example of how women's participation is increasing since the Council's activities have become more gender sensitive. Ncube is a lawyer by profession.



Theresa Sikute from Kitwe, Zambia is District Coordinator of Guidance and Counselling in the Ministry of Education. She is also a member of the District AIDS task force (DATF) at the COE. She influences management at the Ministry of Education District office when it comes to programmes to do with the COE. For instance, she asks for permission to hold the Teacher's Health Day on which VCT is done, as well as other health-related issues looked at by the health-workers from the Ministry of Health. Since she is the vice-coordinator for the District Gender Sub-Committee, she influences management to send letters to schools for contributions and participation during the preparations and commemoration of Women's Day. Sikute has ensured that the National Gender Policy and the Action Plan are being implemented in areas of gender-based violence through having awareness campaigns to change negative cultural practices in society. This is done by inviting personnel from health, the police and other security wings, the departmental heads, the media and other stakeholders to these meetings. She coordinates with the police victim support unit, social welfare workers, and legal personnel (usually from the legal aid clinic) in dealing with cases of gender violence.

Outreach

The COEs cover vast areas and mostly all regions in countries, including all capital cities of the 10 target countries which include the Anglophone, Lusophone and Francophone regions of SADC. With 817 events, the governance programme reached and 20,548 participants (38% men and 62% women) directly.

Thabo Malie, councilor, Mohale's Hoek, Lesotho says the Gender Links introduced him to gender, a topic he previously had no interest in. He later described the workshop as a life changer. Key gender concepts were explained in way that, even with stubbornly held views, he could see that he could be a traditional Mosotho man and still change his attitudes. Though it was very difficult to change drastically, he never looked back. He tried his best to begin sharing information with his wife, and do things together with her. For example, if there was any kind of the decision that had to be taken, he would make those decisions with his wife. He also encouraged his political party to give both women and men equal opportunity to participate in the party, so that now all management committees include women and men, unlike in the past where they would only be for men.



Country	No of councils	No of councils GL is working in	Population of country	% population covered by COEs	% population covered by COEs
Mauritius	133	83	1 331 155	1 264 645	95%
Lesotho	75	40	2 074 000	1 968 668	91%
Botswana	32	27	2 040 000	1 531 418	75%
Zimbabwe	92	34	14 599 325	7 298 207	50%
Zambia	73	34	15 021 002	7 229 119	48%
Swaziland	67	24	1 267 704	572 461	45%
Namibia	58	36	2 198 406	624 028	28%
Madagascar	119	67	22 293 851	4 975 717	22%
Mozambique	43	19	25 833 752	4 903 447	19%
South Africa	278	17	48 770 560	5 311 712	11%
TOTAL	977	381	135 429 755	35 117 822	26%

The table shows that indirectly the COE councils covers a population of 35, 679, 422, approximately 26% of the population in the 10 countries of the SADC region where the COE programme is in operation. In three countries (Mauritius, Lesotho and Botswana), the COE's now cover three quarters or more of the country. In Zimbabwe, Zambia and Swaziland, COE councils cover approximately half the population. There are four countries in which the COE's constitute significantly less than half the population. These countries are large geographically and/ or have large populations. They are: Namibia, Madagascar, Mozambique and South Africa. The difference in reach achieved to date, along with local political factors, and different models for cascading

piloted to date, have a significant bearing on the direction that the COE programme needs to take in each country going forward (see next steps).

COEs are extending the outreach through local media coverage and innovation such as monthly e-newsletters and print newsletters. Councils are increasingly viewing the role of media and information transmission medium and a platform for sharing knowledge. Arandis council for example has a monthly electronic newsletter that is distributed to the community and partners as well as other councils. This information sharing is crucial for growth and accelerating the pace for development to meet the Protocol targets.

Outputs

Targets for the year	Baseline	Indicators	Progress
Women's political representation			
Training women candidates in 40 councils of the four countries having local elections during the coming period - Botswana, Madagascar, Mozambique and Swaziland - to ensure a cadre of leaders that will take forward the work on ending GBV and empowering survivors of gender violence.	(New in 2014).	No of women leaders trained.	A total of 235 women candidates were trained in Botswana, Namibia and South Africa. Madagascar did not have elections and Swaziland split its election into rural and urban councils held a year apart.
Women constitute at least 30% of councillors in the COE's that GL works with; testimonial evidence of the difference this makes; at least three case studies of the outcomes of campaigns to extend electoral quotas to local government.	Women constitute 22% of councillors in the SADC region.	Proportion of women in local government in the COE's that GL works with. Case studies and testimonial evidence of the difference that this makes.	Women constitute 25% of councillors in the COE's that GL works with; GL has 179 case studies women and men making a difference; three case studies - Mauritius, Lesotho and Zimbabwe - of campaigns to extend electoral quotas to local government.
Number of countries that strengthen special measures for increasing women's representation in politics at national and local level.	Ten SADC countries have quotas of some kind, but none specify 50%; five of these are voluntary; two at local not national (6).	Progress towards strengthening quotas in three countries.	Namibia's SWAPO party adopted a 50/50 quota for the November 2014 national elections leading to a dramatic increase in women's representation from 26% to 41%. Madagascar conducted a study visit and Zimbabwe is planning a study visit to Mauritius to study the local government quota.
Gender responsive governance			
Gender Score Card (GSC) increases to 68% (48% lowest, 83% highest).	63% (43%, lowest, 78% highest).	Percentage achieved in the Gender Score Card (GSC).	63% (42%, lowest, 77%, highest).
Gender responsive budgeting			
Proportion of cash and in kind contributions from COE councils will be a minimum of 70% of the total cost.	COE councils contribute 70% of the total cost of gender mainstreaming in the 300 councils.	Proportion of cash and in kind contributions from COE councils.	This is being verified for 2014 at District Summits in 2015.

Women's representation in local government

The proportion of women councillors in the GL local government COEs is 25%, two percentage points higher than the regional average of 23%. The figure is five percentage points lower than GL's target of 30% and three percentage points lower than the

previous reporting period. In this reporting period two countries had local elections: Botswana and Mozambique. Due to political uncertainties in Madagascar, local government elections are still pending. In Namibia GL worked with women candidates for national elections based in the councils.

Country	Proportion of women councillors in the previous election	Proportion of women councillors overall 2014	Variance	Proportion of women in COEs	Variance between national average and COEs
Mozambique	36%	38%	2%	28%	10%
Botswana	18%	18%	0%	20%	2%

The table shows that overall Mozambique registered a slight increase in women's representation (from 36% to 38%) but that the proportion of women in the relatively new COE's (28%) is lower than the

national average. In Botswana, the proportion of women in local government remained the same at 18% and slightly higher (20%) in the COE councils.

Country	% women in local government	% women in local government in COE	Variance
Madagascar	6%	15%	9%
Lesotho	41%	45%	4%
South Africa	38%	42%	4%
Zambia	6%	9.07%	3%
Botswana	18%	20%	2%
Zimbabwe	16%	18%	2%
Mauritius	24%	24%	0%
Swaziland	12%	12%	0%
Mozambique	38%	28%	-10%
Namibia	42%	29%	-13%
TOTAL	23%	25%	2%

The table shows that the highest variance between women's representation in COE's and overall is in Madagascar (9%). In two out of the ten countries covered (Mozambique and Namibia) there is a lower proportion of women in COEs than overall.

These figures reinforce GL's conclusion that the only way to increase women's political representation, both at national and local level, is through legislated quotas. In the year under review, GL documented how a combination of special measures, lobbying and advocacy contributed to increasing women's representation in local government in Lesotho and Mauritius and how failure to do so affected outcomes in Zimbabwe. GL produced a 50/50 policy brief: "Women in politics in Southern Africa"¹ analysing different special measures in the region to increase women's political representation. The study visit prizes that GL organised after last year's SADC Protocol@Work summit included Madagascar winners going to Mauritius to learn about the quota that led to a fourfold increase (to 30%) of women in local government in the December 2012 elections. A key focus of GL's is to lobby for legislated quotas in at least ten SADC countries using the highly successful Mauritius campaign as a springboard.

Empowering women candidates is one part of three parallel strategies: empowering women candidates; working with political parties on voluntary quotas and lobbying for legislated quotas. One of the participants in the Ongwediva Women in Politics workshop in Namibia had this to say: "The Women in Politics training offers women a unique opportunity of gaining knowledge and critical skills as well as networking." However, to achieve long lasting effects, there need to be follow up sessions where to build on the knowledge acquired by the participant and to strengthen the emerging networks. It is not enough to have training only

before elections. If the 50/50 target of equal representation of women and men in politics is to be achieved interventions like this needs to be continuous. Although training and capacity building for female politicians can have a big impact on individual women, it is also necessary that interventions be directed to the political parties in order to change structures and cultures that are holding women back in the organisation. A possible continuation of Women in Politics is a training programme for political parties to become "gender certified", looking over everything in the organisation that could be a hindrance to women's advancement as well as stereotypical practices, assumption and expectations that influence both men and women to reach their full potential. The stories of successful women candidates confirm that having these Drivers of Change as change agents in councils is critical:



Melania Mandeya, Town Secretary for Gokwe Town Council at the Women in Local Government Forum (WLGf) Training of Trainer workshop. Photo: Tapiwa Zvaraya

Women councillors drive change in their councils



Nirmala Mohur, District Councillor of Grand Port, Mauritius, is now among the three women who sit on a previously all-male Council. Trained by GL for the elections, she also presented a paper at the national summit on Legal and Constitutional Rights.

"I make sure that my community understands that men and women should be treated the same and have the same opportunity in all spheres of society including treatment in the house." She does not miss the opportunity to talk about talking on the low representation of women in politics and wants to make sure that the SADC Protocol is implemented on gender and governance so that by the next local elections in 2018 there are even more women councillors. "Meeting Gender Links has been a blessing for me," she says. "I never thought that politics was made for me but all the training I got for Gender Links prepared me to stand as candidate. And when I was asked to be a candidate at the village elections in 2012 I immediately accepted as I was confident in running a campaign and talking in public meetings."

Manoosi Khetsi is currently a councillor and the chairperson of the council in Lesotho. She has inspired many people in her village with the work she has been doing as a woman. Women look up to her for the good work she is doing as a woman leader.



There have always been challenges of cultural beliefs of the village, but she is able to lead discussions as women. Bit by bit, she has been able to change the altitudes of men towards care work, and now they begin to become involved in care work. She has inspired other women to take part in politics. More conflicts are now resolved at village level with the

help of local leaders. She has encouraged women to participate in economic development at the village level by forming women farmers' associations in order to produce marketable agricultural commodities. As a result, the majority of women are now able to support their families through the small projects that she has started. She has also demonstrated her leadership role by empowering women with knowledge about their property rights. Property dispossession takes place in Lesotho under both customary Law and common law, which did not previously support or recognise women at all. The law has now been amended, and Khetsi attended a workshop which was held by Women and Law in Southern Africa (WLSA) about the amended property dispossession law. She is now holding public gatherings on property rights in Lesotho, making women aware of amendments to the law that now recognise women.

"I have now been challenged," says **Edna Ntshangase**, Deputy Mayor of the Mlolozi municipality in KwaZulu Natal, South Africa. "As a deputy mayor, it is now my responsibility to use everything I have learned in such a short space of time with Gender Links.



I never would have known how the budget we use in the council benefits women in the fields. Gender Links comes to us and helps us understand the Protocol, so we can all plan our work, our budgets, and our priorities in an effective way."

"As a gender champion so many changes have happened at a personal level and at the council that I must give credit to Gender Links," adds **Lucia Mujoka**, Grootfontein Council, Namibia. "I have learnt that information sharing is very important in championing gender equality. I have been put on the political map of Grootfontein council. Now I confidently bring issues of gender in our various discussions as a council."

Country	COE score at start	Latest COE score	Variance
Botswana	41%	67%	26%
Mauritius	61%	80%	19%
South Africa	66%	76%	10%
Lesotho	44%	53%	9%
Namibia	44%	53%	9%
Madagascar	58%	66%	8%
Zambia	59%	64%	5%
Zimbabwe	54%	59%	5%
Mozambique	52%	55%	3%
Swaziland	58%	55%	-3%
Overall average	54%	63%	9%

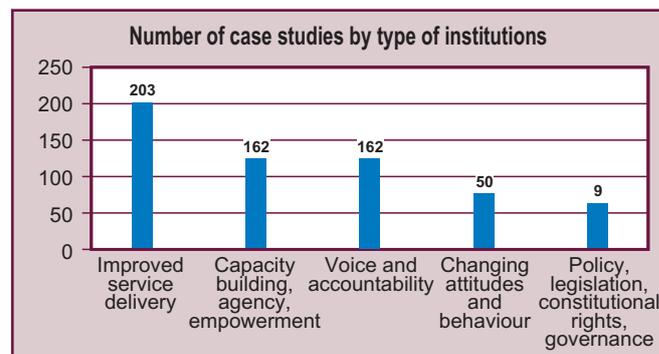
GL uses the Gender Score Card (GSC) comprising 25 questions on gender in councils to measure the degree of responsiveness to gender issues. Councils score themselves. The score is verified by an independent panel of judges at summits. The score card has been administered annually since 2012, and disaggregated by council and score for the benefit of the councils.

At 63%, the GSC regional average is the same as last year and nine percentage points higher than the baseline year (2012). Mauritius had the highest average score (80%) while Botswana made the most progress (an increase of 26 percentage points). Namibia and Lesotho had the lowest average scores (53%). Although there was some fluctuation in scores in 2014 (see Results for Change section) the overall trend is positive, except in Swaziland, where GL has encountered political challenges in taking the programme forward.

Overall, the emerging evidence of strengthened gender mainstreaming in councils is based on the following:

- Improvement at council level in conceptualising gender mainstreaming as a core part of service delivery.
- Self-reflection on councils on the potential, the challenges and lessons from the COE process.
- Change at the community level through personal accounts of community members who have embraced gender equality as a social justice cause,
- New voices that count in the gender equality agenda through the personal accounts of women in politics making a difference in their localities and beyond.
- Concerted efforts by the councils to embrace gender equality as a development agenda through planning, policies and projects.
- Affirmation of the COE process as a model of capacity building from the ground up that links with day to day needs of communities in different localities.
- Partnership strengthening through emulation of the scorecard as an effective tool for measuring progress.
- Increased access to justice and resources by community members for GBV justice and GBV information.

New programmes spring to life



The 2014 summit saw new dynamics in terms of local government coming to fore with new projects created as a result of the COE process. Of the 672 entries, 180 concerned service delivery. 284 councils from ten countries presented 22 case studies on GBV and 47 on women's rights; 25 on climate change; two on the 50/50 campaign; 30 on leadership and 158 on the COE process at the 2014 summits.

Councils have shown progress in implementation of the Protocol through various community projects and programmes that enhance equal participation. Cutting across the COEs are efforts to reduce GBV prevalence as well as girl's education, and HIV/AIDS projects. Some councils' have gone an extra mile to be involved in projects that affect productivity such as climate change and local economic development. It is interesting that in these areas, gender benders are visible with women heavily involved in efforts to reduce climate change and men involved in the day to day roles such as gathering crops to feed families. In Arandis, a community member has shown that determination is key by being involved in a nursery project despite the dryness of the locality. This amazing woman has been involved in the HIV/AIDS group support of community members affected offering her garden as a sanctuary.



A community member is determined about her nursery project despite the dryness of the locality in Arandis.
Photo: Gender Links

Other programmes implemented by councils include the following:

Economic empowerment leads the way: The 2014 regional summit was kicked off by a speech from Susan Swart, a survivor of domestic violence who is building her entrepreneurship skills with Gender Links. At the summit, she met with other entrepreneurs from across the SADC region to share experiences. In many cases, these entrepreneurs met with representatives of their municipality to strategize on women's empowerment. The importance of local economic development is apparent in many COEs, and is reflected in action plans which highlight gender equality in procurement strategies, for example. In some COEs such as Masvingo, women have been linked to microfinance through the New Development Fund. This has enabled women to access small to medium business opportunities in the municipality. Grand Port, Mauritius is supporting women in business by giving entrepreneurship courses free of charge to interested women. Mossel Bay has launched a Recycle Swap Shop which is run by the community, for the community. Recyclable items are collected, and exchanged for household essentials and school supplies.



Mossel Bay launched a Recycle Swap Shop which is run by the community, for the community.
Photo: Gender Links

Girl's Education: The Math's Genius Leadership Institute in South Africa is working to make sure girls excel in STEM fields. The organisation is working in collaboration with schools, media organisations, and others to disseminate information, and provide training and support to all South African learners, particularly girls, in STEM fields. In Chobe, Botswana, a new initiative is targeted at children who are affected by GBV. A primary school Special Care Unit was established for children with disabilities, and through this, wider initiatives to train and educate people about GBV and the impact it can have on children began.



GL CEO Colleen Lowe Morna visits Grand Port Green Peace Park.
Photo: Ghrish Abdhoosee

Climate Change: The COEs as the sector that experiences the climate change effects first-hand have taken steps in dealing with climate change innovatively. Tree planting as part of greening the councils and reducing global warming is now a planned event in most councils. This is coupled with cleaning up the localities as part of environment management practices. The city of Harare for example has taken a step further by training female refuse truck drivers to be part of the waste management systems.

Selebi Phikwe is integrating climate change into their Gender Action plan, by including vegetable gardens and other climate friendly activities in their budget for gender. 9 women and one disabled man work at the garden pictured. All of the women have quit receiving food parcels earmarked for destitute members of the community. Not only are they growing enough produce for household consumption, they are making a profit by selling excess produce. Concerted council efforts have been implemented in most councils to combine projects such as recycling with empowerment. In Victoria Falls, the council has allocated land to SMEs particularly women in community based organisations. Individual SMEs have been allocated land by Council for business projects. In addition members of the community benefit through income to be earned from sales of waste plastic and beverage cans.

A winner in both the 2013 and 2014 summits, the COE of Grand Port, Mauritius has committed to planting 5000 trees in 2014, in conjunction with a campaign on keeping a clean environment. The Council is providing tree cuttings and nursed plants to community members and councillors to plant, and even organising planting competitions. This non-traditional role of women has boosted the city's gender mainstreaming approaches whilst clearly benefiting the community by providing these services.

Post 2015 Agenda: With both the SADC Protocol on Gender and Development, and the Millennium Development Goals reaching a deadline in 2015, many COEs are active on the post 2015 agenda. Aware of the fact that global frameworks and targets are about local action, municipalities are participating in a lively debate on how to ensure that not only are targets met in the little time remaining, but ensuring that future targets better encapsulate the needs of women in the SADC region.

Gender responsive budgeting

In 2014, the much more thorough verification that accompanied District Summits showed that COEs allocated ZAR 40 055 184 towards gender mainstreaming, twice as much as GL spent on the

COE programme! This is a powerful indicator of gender responsive budgeting, as well as the increased ownership by Councils of the process. The table outlining the budgetary contributions is replicated below. This was supported by tremendous volumes of photos, videos, testimonials, campaigning materials, activity reports, and more, demonstrating the impact this budget was having within the council. An important finding is that the degree of contribution is not directly correlated to the socio economic circumstances of the countries concerned. Zimbabwe led the way, followed by Zambia, Botswana and South Africa. Only COE's in Mozambique (relatively new at the time of verification) showed no contribution. These figures will be further followed up and updated in 2015.

Contributions to the COE process

Country	Gender specific allocation	Gender in mainstream projects	Amount contributed in cash or in kind by Council	Total
Zimbabwe	R 1 022 000	R 3 337 854	R 6 976 250	R 11 336 104
Zambia	R 477 654	R 4 086 470	R 5 187 730	R 9 751 854
Botswana	R 2 499 970	R 1 974 298	R 940 883	R 5 415 151
South Africa	R 375 000	R 3 302 413	R 6 769	R 3 684 182
Madagascar	R 1 306 268	R 478 875	R 1 871 006	R 3 656 149
Namibia	R 585 000	R 1 461 400	R 306 000	R 2 352 400
Mauritius	R 349 840	R 568 277	R 511 962	R 1 430 079
Lesotho	R 129 600	R 1 011 165	R 140 500	R 1 281 265
Swaziland	R 78 000	R 957 000	R 113 000	R 1 148 000
Mozambique				R 0
Total	R 6 823 332	R 17 177 752	R 16 054 100	R 40 055 184



Capricorn District Municipality Commitment Pledge and Candle Lighting Ceremony.

Photo: Gender Links

As a result of the COE process, most councils have specifically designated budget allocations for gender projects in the current financial year especially for awareness campaigns. The councils also contribute resource persons, venues and catering for some of the COE workshops. Council profiles reflect the growing attention to resource allocations:

Risk and mitigation

Risks	Rating	Mitigation
External - national		
Political environment - there are several national and local elections between 2014 and 2016 that could affect councils. GL is working with local councils to increase the representation of women in the councils. Five Southern African Development Community SADC countries had elections in 2014 - Botswana, Mauritius, Namibia, Mozambique and South Africa; yet women's representation in senior political decision making still remains a challenge e.g. South Africa saw a decrease of two percentage points after the elections, from about 44% to 42% women in parliament.	Medium	GL has made a strategic decision to focus on lobbying for quotas for women in decision-making. This is a long term but necessary strategy. Training women in decision-making alone is not sufficient.
Internal politics within miniseries have in some cases affected Gender Link's access to councils and communities. Though the work has continued, in some countries like Lesotho and Mauritius, Memorandum of Understanding are yet to be signed with Ministries and other government departments to enable easier access to and increased confidence to work with councils and communities.	Medium	GL has become adept at negotiating internal government dynamics, working professionally at all times and through all issues.
External - local government		
The limited capacity of councils means that flexibility is required in planning workshops as these are usually spearheaded by the gender focal persons.	Low	This can be resolved through good planning.
Councils have been reluctant to sign individual Statements of Commitments.	Low	GL has worked around this through MOU's with umbrella local government associations and machineries.
Sustaining enthusiasm for the COE work within local authorities after the ten stage process is complete.	Medium	GL is devising a follow up backstopping strategy working with relevant ministries.
The gender stereotypes experienced in some communities due to cultural and social belief systems and cultures.	Medium	In order to overcome this, GL has strengthened the Gender Committees and also encouraged the leadership to lead by example in the issues of gender mainstreaming and educating their community.
Internal - Gender Links		
Capacity: GL has skeletal staff in each country with vast areas to cover	Medium	GL has embarked on country fund raising strategies. Zimbabwe, with Sida funding, will soon become the first GL office to have staff deployed outside the capital city.
Financial constraints: The COE process has high costs and convening the summit increases these costs.	High	In addition to fund raising, GL is exploring a range of cascading strategies that represent greater Value for Money (VFM).



Next Steps

COE cascading and roll out - The SADC Protocol targets are set to be evaluated in 2015. As such it is essential to come up with a post 2015 COE cascading model as the work still has to go on despite the targets coming to an end. It becomes important to build up on existing work to strengthen the post 2015 agenda and a 2020 vision. Except for Mauritius where all

councils are COEs, GL wishes to extend the programme to cover more councils in countries through innovative cascading models, using the gender champion/peer learning and support models, to ensure greater ownership. Looking ahead, it is necessary to segment the ten countries into those where the process is nearly complete; half complete and still far from complete.

Country	Cascading options tested	Forward strategies
Countries COEs nearly complete		
Botswana	Conducted Training of Trainers with Gender Focal Officers from the Gender Affairs Department & Ministry of Labour.	Cascading of the GBV research to district councils within the 10 councils, to be funded by the Gender Ministry. Revisit councils to facilitate backstopping, and revisiting council GBV plans to check on progress in terms of implementation. Ensure effective rollout of the Entrepreneurship programme. Strengthen women elected in parliament, cabinet and local government after elections.
Mauritius	Conducted Training of Trainers with Gender Focal Points in conjunction with the Ministry of Health & Ministry of Gender, Child Protection and Family Welfare and the National Women.	Establish twinning arrangements between local councils to ensure ownership of the process. Cascading the COE process and ensuring that there is backstopping given to councils, implementation of the Entrepreneurship training programme. Increase efforts for women's political influence during local elections in 2015.
Countries COEs half complete		
Zambia	Cascading of the COE process through twinning arrangements, continue with the roll out COE process through the Trained Gender Focal Points & Gender champions that were developed through the TOT.	Councils especially GFP's can ensure that backstopping is conducted within councils to ensure ownership of the process. Intensify campaigns for women political influence in national and local elections.
Lesotho	Cascading of the COE process through working with the Provincial District Gender Officers. Facilitating the various COE stages for GL within the various provinces.	Facilitate enhanced peer learning through local councils, gender ministry to also assist with the ownership of the COE process in councils. Strengthen the existing local GBV plans in line with the GBV baseline study, councils and national government to cost and take ownership of the developed GBV plans. Strengthen the capacity of women elected in parliament and cabinet in 2015 elections.
Namibia	Forward strategy meeting on GL work in Namibia, and the outcome was a conducted training of trainers with GFPs and Champions in collaboration with the Ministry of Gender.	Work with the Gender Ministry and set up Gender fora at provincial level for gender mainstreaming. Continue to raise in-country support and increased actions at promoting the human rights of all, especially LGBTI community. Strengthen the capacity of women elected in parliament and cabinet in 2014 elections.
Countries COE less than half the Council		
Madagascar	Cascading of the COE with facilitation of the process from project SAHA officers. Facilitating the various stages within the different councils.	Develop the new model of working in Madagascar, through the "Hob & Spoke" model where stronger COE councils in the 6 provinces will adopt three local councils, and thus cascading the COE process further. Increase efforts for women's political influence in 2015 local elections.
Mozambique	Cascading the COE process within councils, through the targeted localities.	Arrange for twinning arrangements to reach targeted COE councils, conduct a training of trainers with councils to ensure ownership. Continue with in country fundraising efforts. Strengthen the capacity of women elected in parliament and cabinet in 2014 national elections.
Swaziland	Ensure cascading and facilitation of the COE process, working with the Tinkundlas to also take ownership of the process. Encourage councils to also cost and implement their Gender Action Plans.	Oversee the implementation of the COE process with the Tinkundlas. Facilitate the Entrepreneurship process in councils, and also ensure to seek funding and strengthening partnerships for future synergies.
South Africa	Training of Trainers conducted with GFPs from councils, to facilitate the cascading of the COE process in councils. Facilitation of the entrepreneurship training programme for GBV survivors.	Ownership of the COE process by councils, arrange twinning and peer learning between, councils to ensure adoption and implementation of the COE process. Facilitate the mentorship process for the entrepreneurship programme within local councils through local economic development. Strengthen the capacity of women elected in parliament and cabinet in 2014 elections and increase advocacy in preparation for local elections in 2016.
Zimbabwe	Conducted training of trainers with GFP's in councils, to cascade the COE process in councils.	Continue to cascade the COE process, and also strengthen existing COE councils. Ensure that the signed MOU with local associations is leveraged upon to also encourage the ownership of the process in councils. Facilitation of the entrepreneurship process with GBV survivors. Continue to advocate for gender parity in political decision making.

Partnership building - Strengthen existing partnerships initiate new meaningful ones to further the work and strengthen relevance collaboratively rather than in silos. Work more closely with the councils while providing support in their initiatives and assisting in campaigns. Strengthen collaboration with GBV work through the entrepreneurship program.

Leverage on learning platforms - Showcase best practices in gender mainstreaming at a local government level through the SADC Protocol summits held annually at district, national and regional levels.

Diverse gender identities

GL recognises that gender intersects with multiple aspects of people's identities including race, sexuality, class and ability. To advance women's rights and gender equality, strategies must take into account other forms of inequality. Discrimination and violence perpetrated on the basis of sexual orientation and gender identity, fuels GBV and hinders women's rights and equality. Thus, Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual (LGBTIA) equality is connected to gender equality. Last year witnessed a rise in state-sponsored homophobia and transphobia as well as homophobic legislation across the world. GL produced a policy briefⁱ to examine the situation in Southern Africa, where attitudes remain mixed and legislation varies between countries. It delves into the history of homophobic legislation, and looks at the factors driving prejudiced attitudes in the region. The brief offers recommendations for protecting LGBTIA rights, in order to advance gender equality.

Gender Links convened three workshops with four councils in Namibia - Windhoek, Walvis bay, Swakopmund to pilot the campaign on LGBTI rights with local government partners in Namibia because this is a country with a vibrant civil society and open democratic traditions that allow space for debate and discussion.

The aim of the workshops was to gather "I" stories or personal accounts of violence and/or discrimination experienced by LGBTIAQ people and to sensitise councillors about LGBTIAQ issues. Councils were encouraged to review the local Gender Based Violence (GBV) action plans towards strengthening the response, support and prevention strategies for GBV and



Reviewing GBV Action Planning Workshop in Windhoek, Namibia, to include LGBTI issues. Photo: Veronika Haimbili

discrimination levelled against people on the basis of their gender identity, sexual orientation and expression. These pioneering workshops reflected an openness to engage with the issues at the local level.

The current SADC Gender Protocol (SGP) makes no mention of sexual orientation and gender identity. Although most member states (with the notable exception of South Africa) criminalise homosexuality some softening of the ground is evident.

At the 2013 SADC Gender Minister's meeting in Maputo, Emma Kaliya, an NGO activist from Malawi, and chair of the SGP Alliance appealed to Ministers to respect the rights of all marginalised groups including LGBTIA. Malawi has demonstrated willingness to decriminalise homosexuality. In late April 2014 the African Commission on Human and Peoples' Rights (ACHPR) adopted a resolution condemning violence against LGBTIA people- the first time an African human rights body has advocated that LGBTI people be protected under human rights law.

At the post-2015 SGP Alliance meeting held at the 2014 SADC Protocol@Work Summit, LGBTIA rights created division and heated debate. GL continues to ensure this discussion is included on all agendas. GL will also be including different gender identities in its updated Theory of Change (ToC) and a question on LGBTIA rights will form part of the new Gender Progress Scorecard. The GL News Service increasingly highlights more "sensitive" issues such as sexual orientation and gender identity to create awareness and stimulate discussion on LGBTIA rights as human rights. The GLNS published 11 articles on the issue in the year under review, translated by the French service and republished by several mainstream media.

ⁱ Gender Links 50/50 Policy brief

ⁱⁱ LGBTIAQ Policy brief : <http://www.genderlinks.org.za/article/lgbtiaq-issues-2014-01-07>

Entrepreneurship training for survivors of gender violence



Anne Hilton

Some 1,500 survivors of gender violence in ten Southern African countries are reclaiming their lives through a powerful programme that brings together healing, coping and entrepreneurship skills that enable women to take charge of their lives.

This GL project provides a framework for the development of potentially sustainable entrepreneurship opportunities through an integrated model of life skills preparation, business development skills training, mentorship opportunities and access to resources such as finance. The aim is to test 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 and make positive choices about relationships.

This report reflects the progress made with the entrepreneurship programme as a tool for increasing the agency of survivors of gender based violence (GBV). The programme comprises three stages: two five day training workshops and a two and a half day meeting to assess business ideas that have been produced by the women. Two monitoring and evaluation tools measure changes which may occur as a result of the intervention. These include baseline Gender Empowerment Index Surveys (GEIs) and "I" stories. Follow up data will be collected in mid-2015 for comparative analysis.

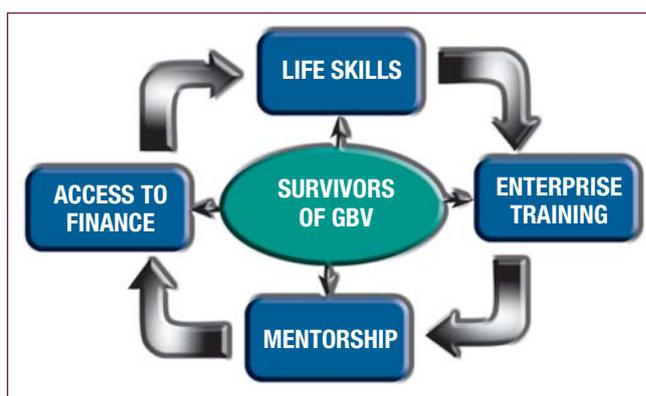
Objectives

The project aims to:

- Empower 1500 survivors of gender violence (15 in ten councils in each of the ten countries where the COE programme is being rolled out) through documenting their experiences and applied entrepreneurship learning linked to local economic development opportunities generated by the councils' gender action plan.
- Enhance agency for survivors of GBV through entrepreneurial training and accessing local economic opportunities.

- Provide women alternatives to persevering in situations where they experience GBV.
- Challenge stereotypes of women in business in emerging markets.
- Connect participants with information, services and resources in their own countries to enhance their ability to succeed.

How the entrepreneurship project works



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.

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. Very important during this workshop is the introduction of computer training. The participants are taught basic computer skills such as how to type documents and send emails.

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. The third workshop aims to backstop business plans and link women to local economic opportunities facilitated by the council's gender action plan.

The course is accompanied by **three training manuals** in the series called *Taking charge: Empowering GBV*

survivors through life and applied entrepreneurship skills. They include:

- Phase one: Growing agency and business basics
- Phase two: Starting a business
- Phase three: Growing your business

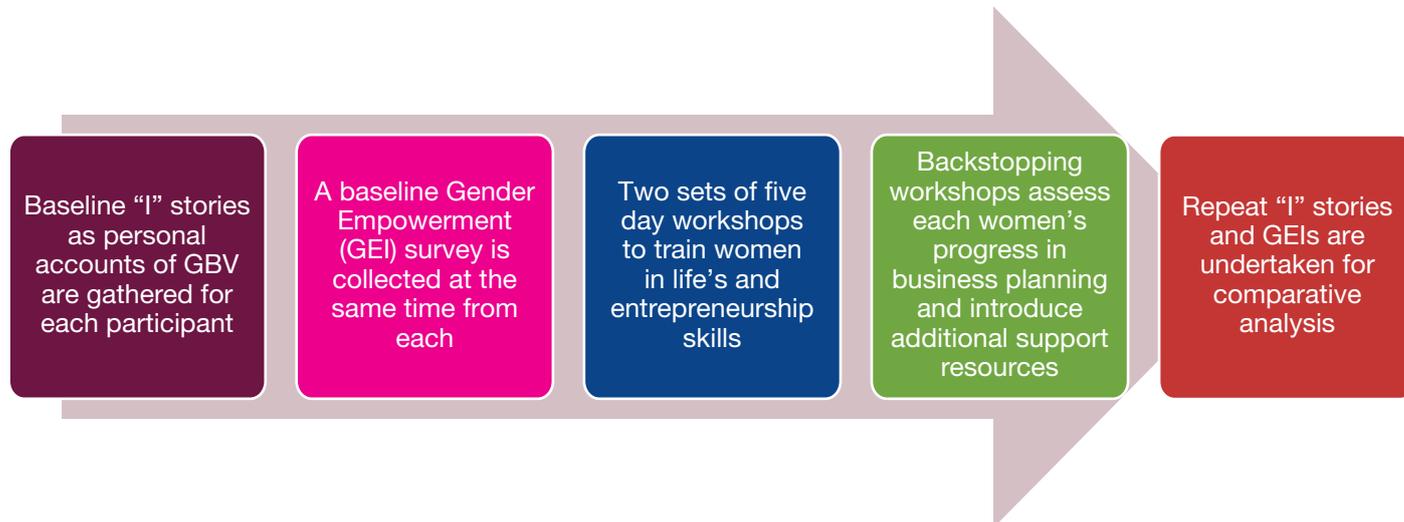
Pre-training	Outcomes
"I" stories and Gender Empowerment Index (GEI) surveys are carried out with survivors of GBV before the training starts.	These combined instruments provide a baseline on which to measure change over time. Both are repeated.
The GEI measures attitudes towards gender relations before.	
Phase one training	
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 of the five days women complete two exercises in developing a business idea. These are then 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.
Phase two training	
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.
Phase three	
introduces:	Business plans are assessed for maturity and plans laid to enhance sustainability.
• Further review of business planning and recommendations for mentorship.	Groundwork laid for networking, identifying business opportunities and possible sources of funding.
• Networking opportunities to identify potential support and opportunities for the women who have completed Phase two.	
• Identifying potential sources of funding in country.	Changes in personal and economic progress is measured.
• Monitoring and evaluation (M&E) is repeated with "I" stories and GEI surveys to measure change.	

The workshops are run primarily by service providers who apply and are vetted in terms of their knowledge and experience of entrepreneurship training and sensitivities to gender issues and GBV. Service providers are contracted and provide comprehensive reports on the workshops and their impressions of the outcomes. In some cases where funding is limited, the training is done internally by competent staff. Local council representatives often attend and participate in the meetings and are able to give advice and support the process.

During 2014 all of the facilitators attended a training of trainer's workshop in Johannesburg where the process, methodology and content of the training was assessed and evaluated from their experiences on the ground. They made very interesting and

important observations which were taken into account by the GL team. The workshop went very well and the GL team and facilitators learnt a lot from this interaction.

In keeping with GL's commitment to rigorous **monitoring and evaluation**, a number of tools have been integrated into the programme; to develop baseline information and to measure change over time. Robust research is essential if GL is to add constructively to the knowledge base on the link between GBV and the economic independence of women. As yet not enough has been done to support the hypothesis that women may be more likely to remove themselves from abusive relationships if they are able to provide for themselves and their children independently of the relationship with the abuser.



The key monitoring and evaluation tools to measure changes in personal and economic agency include:

- **I Stories:** The entrepreneurship programme provides women who have experienced GBV with the opportunity of talking about and documenting their experiences, to enhance their understanding of and capacity to deal with their GBV experiences. These are called “I” stories and are managed within a confidential environment. These stories become the baseline information for measuring change in both the personal agency and income growth since starting the programme. In addition they provide an opportunity for GBV survivors in a community to become a support structure for one another and to strengthen their resolve within a collective environment.
- **Gender Empowerment Index (GEI):** This measures survivors understanding of and attitudes towards

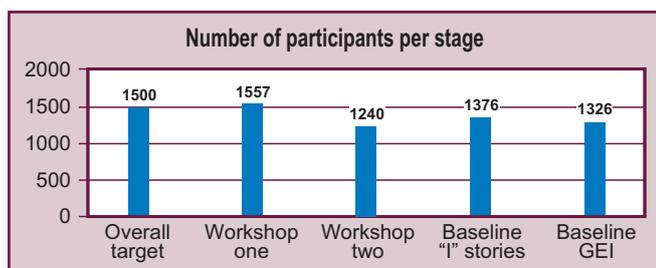
gender relations, their own gender status, their economic position and GBV. This becomes a baseline for measuring changes in attitudes and income during participation in the programme. These are both administered prior to training and again in Phase Three, approximately twelve months apart. This will form the basis for the analysis of the link between economic independence and the decline of GBV.

- **Business planning and review:** Women's business planning gets evaluated at a number of levels within the programme and at some point judged through predetermined criteria for awards at district and national level. Once women have been identified as candidates for mentorship they will be evaluated throughout the mentorship processes for changes in business achievements.

Results to date

Targets for the year	Baseline	Indicators	Achieved
Outputs			
1500 survivors of GBV trained in entrepreneurship.	New	No of participants.	1557
1500 women in 100 councils (15 women x 100 councils) document their personal experiences of GBV (“I” stories) at the inception and end of the project through 3 x 100 workshops.	Thus far GL has gathered and analysed 1027 “I” stories. The follow up stories will be done in July 2015.	No of “I” Stories gathered.	1376 “I” stories gathered. GL Botswana produced an “I” stories book that was launched by the Edwin Batshu, Minister Labour and Home Affairs. The GBV survivors, who contributed to the book, attended the launch.
Outcomes			
At least 75% of the women experience a marked improvement in their economic conditions as a result of the training and access to economic opportunities through the local councils resulting in increased personal income.	Still being computed.	% increase in income.	Still being computed.
At least 75% of the women in the programme enhance their agency and experience a decrease in GBV.	Still being computed.	% increase in income.	Still being computed.

Roll out

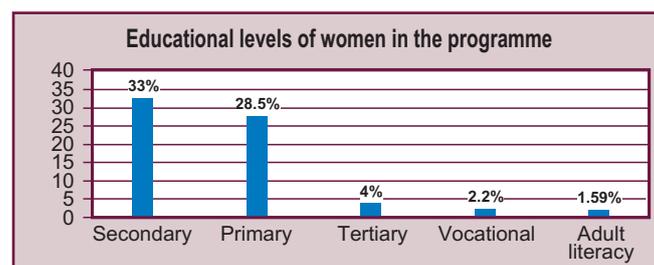


The project has been rolled out to 101 councils in 10 SADC countries since 2013: Botswana, Lesotho, Madagascar, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. All of the councils are Centres of Excellence in Local government and have adopted the enterprise programme as an extension of the gender mainstreaming process. GL rolled out the programme to groups of five councils at a time which became known as “old” and “new” councils to differentiate them. The vast majority of training workshops were completed in country by the end of 2014. The two exceptions were South Africa and Swaziland, where some were carried over to 2015.

By early 2015, 1557 women had participated in the first phase of the programme (57 more than target), and 1240 had participated in Phase Two (this is still ongoing). 1376 shared their first “I” Story or first-hand experience of gender violence and 1326 participated in the Baseline GEI survey - a participation rate of over 85% in each case, providing a healthy, credible sample.

Whilst the outcome research will only be carried out in 2015, some preliminary baseline information is interesting. The data reflects that the largest number

of women have very low incomes in the R1-1000 per annum bracket. The majority of women are over the age of 40 years with some 12% are over the age of 60.



The educational levels show that 33% of the women have secondary education, 29% primary and 4% tertiary. This is fairly consistent with the target group of women who have sought support for GBV through social and welfare facilities in local government. What is important to note is the levels of functional literacy and numeracy tend to be low for many of the women which has hampered the training in areas where this was particularly prevalent and probably added to the drop out numbers in some cases. Whilst the training itself has been designed to be accessible and uncomplicated as possible, the concepts of financial management in particular can be difficult to grasp if educational levels are low.

The stories are diverse but the common thread is violence related to relationships with intimate partners or family members or friends. Many of the stories reflect physical and emotional abuse and the withholding of financial resources. Many tell of the hardships created by having children in an abusive relationship. The example that follows illustrates some of the hardships experienced by the women in the programme.

“In 2002, I met a guy and I fell in love with him. He told me that he wanted us to have a child together and I agreed. When I told him I was pregnant he did not believe me and told me to go for a pregnancy test. I did this and got my results, and he asked me to fax the results to him. Later that day, he called me on the phone using vulgar language. He told me he was not the one who made me pregnant and accused me of hiring a doctor to fake my results. He told me there is no way I could live in another town without being with another man and he hung up the phone. I sat down crying, asking myself where this man got all this false information. He called me 10 minutes later telling me the same thing he told me earlier.

He would chase me away of the house in the middle of the night to go find some food for him. He would

send me to beg around in the neighbours for food. I would the run away and ask for shelter from neighbours because I was scared of going back to him in case he beat me again. All this used to happen in front of my two sons who are grown up now. He would beat me and my elder son and chase us away from the house. I tried reporting him to my in-laws but my mother in-law was too soft for him.

He sold our property and we were left with only one house that I am currently living in with my children. He kept physically abusing me and threatening to sell the house. Fortunately, I managed to stop him from selling the house or even threaten to do so through the courts. Although I often reported him to the police I failed to get the help I wanted because he always bribed the police to brush the case aside.”

District and regional summits

Two participants from each council participated in the GL National SADC Gender Protocol @Work Summits in 2014. The participants presented their business plans, in a new award category called Emerging Entrepreneurs, to a panel of experts who provided feedback. Two winners from each council attended the SADC Gender Protocol@Work regional summit from 25 to 28 May in Johannesburg. The regional summit featured a side meeting on possible economic opportunities linked to cell phone companies. The emerging entrepreneurs will again participate in the national summits and the regional summit to be held in Gaborone, Botswana, in August 2015.

Linking Gender Based Violence and economic empowerment

During the Sixteen Days of Activism on Violence Against Women held under the banner, “End Violence, Empower Women” GL held events in three countries to highlight the link between GBV and economic dependence.

In Botswana key organisations such as the Citizen Entrepreneurial Development Agency (CEDA) which was established by the government to provide financial and technical support for business development and the Local Enterprise Authority (LEA) attended. The organisation of women business owners, the Women in Business Association, BancABC and the largest supermarket chain in Botswana, Choppies, all lent their support to the occasion. Pledges for support

included mentorship, free business accounts, technical training on chicken farming and possible funding opportunities.

In Zimbabwe, representatives of Goromonzi Rural District Council, Chitungwiza Municipality and Manyame Rural District Council attended the event.

Emerging entrepreneurs shared their own personal accounts of the GBV experiences and the programme offered by GL and how this has impacted on their lives.

In South Africa the Department of Small Business Development, survivors of GBV, the Banai faith based organisation, women's empowerment NGOs and the Commission for Gender Equality attended. An even larger group of government officials, business and donor representatives attended a round table convened by the African Development Bank Special Envoy on Gender, Geraldine Fraser Moleketi in early 2015. The former Minister of Public Service and Administration shared a soon-to-be-released ADB report on the relationship between ending violence and empowering women. She made a strong plea for donor and private sector support for the programme.

Skills

The immediate impact of the programme is measured in the skills women are developing. GL's Drivers of Change research in 2014 featured several participants in the entrepreneurship programme. Poonam Sewnarain from Mauritius said: “Without the three training workshops from Gender Links, I would never have been able to be the person that I am today: confident, knowledgeable, self-assured and knowing how to talk to people and to the media.”

New and improved enterprises

The women have presented a wide range of business ideas which they are either involved in or wish to start. Some of these are involved in “traditional” types of business such as catering. Others have demonstrated an interest in a diversity of businesses including a quarry, the privatisation of council toilet facilities, a fish farm and an internet café for the disabled community - see examples that follow:



Geraldine Fraser-Moleketi addresses SA breakfast meeting.

Photo: Colleen Lowe Morna



Nomcebo giving her presentation at the Regional Summit in Johannesburg. She was one of the emerging business entries. Photo: Gender Links

Plus size fashion and women with disabilities:

Nomcebo Dlamini, an entrepreneur from Swaziland who is developing a business for plus sized women, and women with disabilities. She claims that Gender Links built her confidence as a business woman, and now she wants to pass that confidence on to her clients. "My dream is to dress people like me so they can be comfortable in their bodies and have the confidence to lift their heads high. Looking good is feeling good and as a plus-sized woman who is also disabled, I know what would make another woman like me feel good and also look comfortable in," says Dlamini.

Dlamini met GL through entrepreneurship workshops that taught participants how to develop business plans. "GL came to teach us about business plans. They catered for us even if one did not have a plan but a vision for the business they wanted to develop. About 20 of us participated in this initiative. Through this I have been empowered and gained knowledge on how I can improve my business plan. I can talk confidently and know how to approach people in business. I want to register my business and get a license and be able to get tenders."

Privatising public toilets: Judith Musonda from the Lusaka City Council in Zambia won the SADC Protocol@Work summit prize in the Emerging Entrepreneur category in her country.

She had taken the initiative to approach the local council to take over the running of the public toilets which were in the need of upgrading. The toilets were in the Shadreck area of Matero Township in Lusaka, close to the Local Court. This area was also occupied by beer halls and bars. Judith saw this as an opportunity to be a potentially viable and sustainable income generating activity. "This is a good way of raising money to support my future and lessen dependency on other people as has been the case in the past. Note also that

this shall serve as a demand based solution to the community's need for toilet facilities and is likely to reduce urine related pollution around the area," she said. "Having been picked and trained in Entrepreneurship, I am now in a position to complement government efforts in improving sanitation in the country. Such programmes also help in building capacity building in women, which in turn will improve house-hold level incomes."



Colleen Lowe Morna and Judith Musonda at the Zambia SADC Gender Protocol Summit. Photo: Mukayi Makaya

Agency

Through the collection of qualitative and quantitative information and data, GL will be able to contribute to the body of knowledge 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 repeat collection and analysis of data in 2015 will determine the impact the project has had on the economic and social agency of the women.

Pending these results, anecdotal evidence shows that women have demonstrated greater confidence in themselves. They express themselves more confidently in the second workshops. Some women have indicated that the programme has helped them to remove themselves from unhealthy situations or expressed greater levels of confidence for the future if the abuse is in the past, as illustrated by the example that follows:

Mary (not her real name), a South African woman, had been reticent about participating in the GL programme, as she was not sure that she would be comfortable sharing her "I" Story at a workshop. She overcame her concerns however and joined in the process which she found both painful and exciting. She indicated that she had experienced some healing and hope for the future.

She had been in business since 2008 running a small catering business and tuck-shop. She had not done much planning and was just letting the enterprise move along at its own pace but participation in the GL programme changed this for her.

The training inspired her to take her business seriously and she began to apply the knowledge she had learnt. She made business cards, started balancing her books, revised her menu and increased her sales. "This Entrepreneurship training has made me realise that as a single mother who is divorced and supporting my family alone that I am very strong. I often think of my past and the level of suffering and the abuse I had to go through from my ex-husband, I felt like nothing."

In her own words, "Since my first encounter with Gender Links I have learnt a lot. I have had business training before but the training with Gender Links was different, there was a great level of empathy and also a lot of encouragement from the trainer." She learnt to use a computer and was able to start using Facebook.

Entrepreneurs motivated to spread their wings

At a breakfast meeting hosted by Gender Links at the Old Power Station in Santos last Friday for local women participating in the Entrepreneurship Programme, not only inspirational stories were shared, but useful links were made between local government, businesses, individuals and organisations identifying the way towards honing economic growth through enterprise development. With the motto 'Empower women, end violence through economic empowerment', the focus was firmly upon getting a step closer to offering mentorship to the women who have demonstrated a serious commitment towards running a sustainable business.

Contributors and speakers included Jauckie Viljoen from the Meet the People programme, entrepreneurs Zoleka Mabuto, Henkie van Rensburg and Johanna Baleng, Herchelle Witbooi from SEDA, Nomzi Jika manager of the Thusong Centre, journalist Denise Lloyd from the Great Brak post, as well as Alma Kritzinger, Disability, Gender, Elderly and HIV/



Jeanetta Marais, chairperson of Mossel Bay Tourism, addresses women at a Gender Links breakfast last week. Photo: Cornelle Carstens

Aids officer (Mossel Bay Municipality). Participants shared often emotional testimonials regarding how their journey together has given them a fresh and more determined outlook life in its entirety. Read more in this week's Mossel Bay Advertiser.

The way forward

Social entrepreneurship: A number of women have expressed a need to start a social enterprise such as opening crèches or preschools in their communities. Whilst the training encouraged social entrepreneurship, it emphasised that such business need to be run on business principles. For some it is difficult to align the concept of doing something good for the community whilst recovering the costs of offering the service and take some convincing.

Business management: One of the key aims of the training is to improve business management practises which are often missing at the level of businesses that are targeted. This includes concepts of pricing, cash flow and the wages of the business owner being a cost to the business. For some this was difficult to grasp and at the evaluation process held in Johannesburg with all the country facilitators in May 2014, the issue of grasping financial concepts was raised as needing more time. The second workshop process was increased from three to five days to accommodate this.

The Business Acceleration Programme (BAP) identifies women with good business ideas and potential and

supports them to succeed. The success and development of the agency of women as entrepreneurs is built in through mentorship and coaching on a one on one basis. A parallel process of identifying potential business opportunities in the public and private space will be integrated into the mentorship process. Mentors will be accredited in the 10 countries through a prescribed selection. Not all of the women we support will be able to or want to grow their businesses. They may want to remain very small and meet their needs and the needs of their family. They have the right to make this choice but how we continue to support them to get the most out of this becomes important. How can they make better business choices, access opportunities and leveraging off the needs of the local market are all considerations.

Access to finance and mentorship

Key issues related to access to finance for women in business include:

- Lack of assets to offer as security
- Lack of experience in financial services
- Gender unfriendly services and products
- Bias towards micro finance as a primary source of funding for women in business

- Women don't build equity with their repayments to micro finance
- Women stuck in high interest small loans as nowhere else to go
- Loans often in groups which constrains those that do not suit this model
- Size of loans do not support growth

Interventions that have been identified to address access to finance will include:

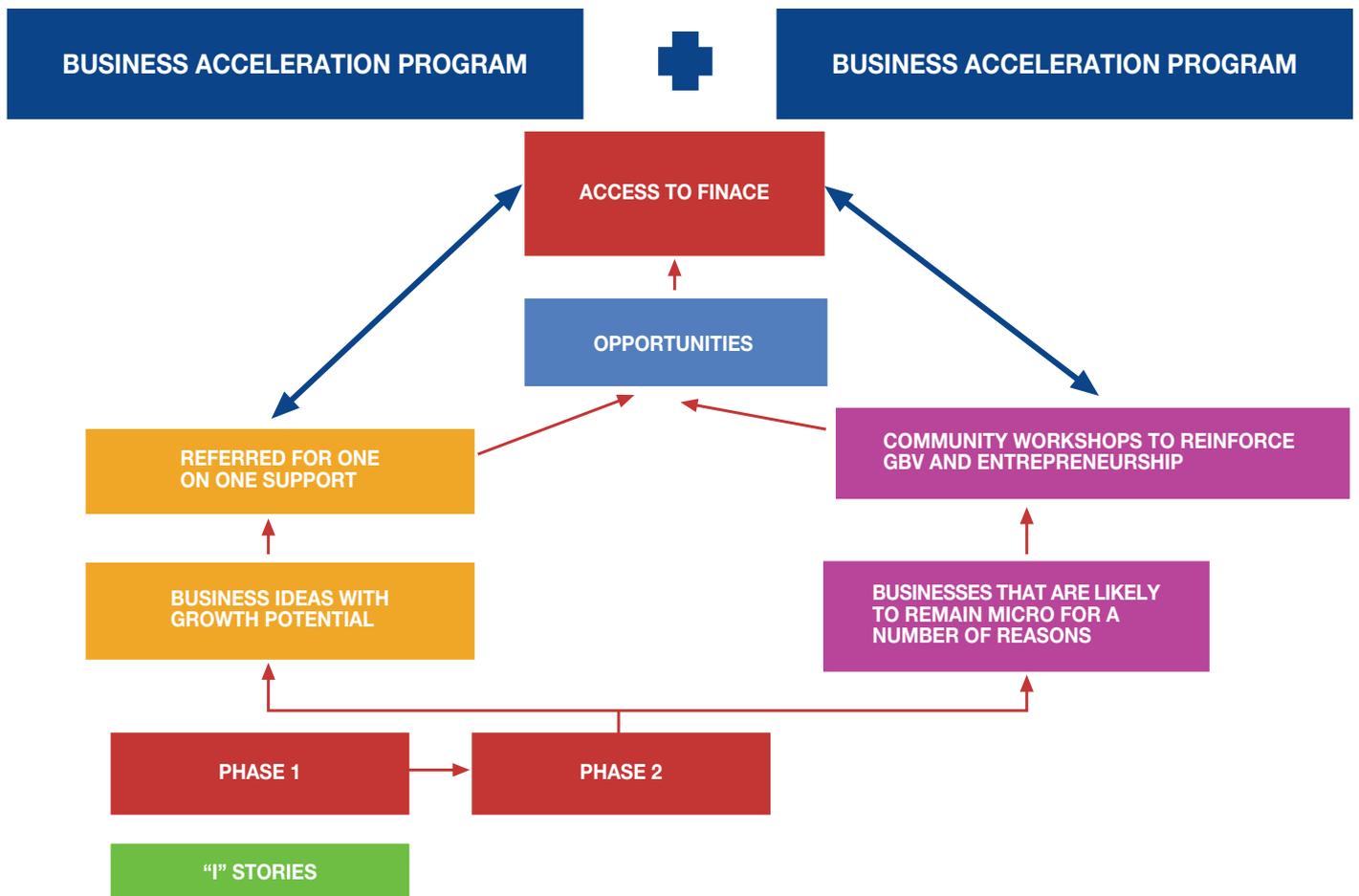
- Identify potential sources of funding in each country.
- Map these against councils we are working with.
- Approach key financial institutions with proposals to support GL program with loans to survivors:
 - Micro finance - check their lending model and gender positioning - lending to women does not automatically translate into a gender sensitivity.
 - Banking institutions - will probably need to tailor such solutions and negotiate terms.
 - Corporate support - e.g. to guarantee loans and cover potential losses to give risk cover to banks.
- Utilise the integrated model of financial and non-financial to support loans and manage credit risk.
- Develop a strategic positioning for post 2015 which addresses key issues and which can positively influence the transformation of financial services to women in the SADC region as part of the post 2015 agenda.

Institutional support

- The programme itself should be reviewed to identify COEs with the will and programmatic resources to take over the groups of women once trained rather than after the training. This will enhance the project in a number of ways including the tailoring of responses in line with local conditions.
- Spread the risk of the ongoing support of these women to both the public and private sector through a range of relationships and partnerships and raise money where possible to pay for professional mentor services where they are needed e.g. specialised expertise.

“As per our conversation, it was really great to hear about the inspiring work you do with women across Africa. Following on from my discussion with the team here, please find attached in this email information about partnering with the programme, along with our mentee partner application form which we would love for you complete at your convenience. We would be looking at the November 2015 intake of mentees and mentors. We look forward to receiving your application form, and in the meantime, please let me know if you had any questions at all and I would be happy to be of assistance.”

Alicia Malouf
Mentoring Programme Manager



This is the story of one of the survivors who has done the GL entrepreneurship training. She has been successful in business in the past and now has the confidence to start again as she feels stronger and more confident.

I started seeing my husband when I was 20 years old.

In 1982, I had my first born and found a job as a nurse in a hospital. He said his wife won't work night shifts and I did not take that job. He started to beat me.

In 1985 I got my second child he would beat me, take his children from my home and sometimes we ended up going to the street committee because he would like to just create problems or conflicts unnecessary and he was a heavy drinker and would involve my mother in those conflicts.

In 1988 we got our house but life became worse, he was no more working. He would look at what time I arrived from work even if I am 10 minutes late, he would beat me.

In 1989, I lost my job and I took my package and bought a Taxi. In addition, I started a business selling cases of cold drinks and beers to businesses selling these things. I also found a job and I was working well and my business was going well, the taxi business was working well. But because I was working he would stay at home to sell but I won't see any money

because he would steal cold drinks cases to sell to Spaza's,

bring friends would cook, braai meat and they would feast and drink all my stuff. He would take the money, go, and drink the money and would tell people that he won't work, his wife is rich so he took a long time not working and at that process, he would scold me, beat me, there was no peace at home, even in front of the kids.

When I was pregnant with my third child he would still beat me. He was the kind of a person when you will not say let us break up because he will beat you to death. One day I also asked him to please, let us break up this marriage because even my mother could not help. I tried to go home and live with my Mother but she would tell me that I can't stay at my home because she would say I'm afraid because you are married, we took the lobola money.

Through all this I used money from my business to extend my house and put a garage and two extra rooms but in 1995 I resigned at my job and my businesses collapsed because of mismanagement of monies and stealing of the goods by him. He would even interfere in the taxi business and lose me money.

Life kept on getting tough and after my husband found a job he could not buy food or support the children. I decide to sell the house but I did not get that much because of many debts. I worked by picking up rubbish, I then keep on doing voluntary jobs as a care giver and in 2007 my first born passed away. In addition, by then my husband had come back and I allowed him to come back for the safety of his children but he was bankrupt financially depended on me for everything.

In 2009 my husband was killed.

