




## GTF 174 UKAID for DFID Annual Report (April 2010 – March 2011)

### 1. Programme Identification Details

<b>GTF Number</b>	174
<b>Short Title of Programme</b>	Making Every Voice Count for Gender Equality in Southern Africa
<b>Name of Lead Institution</b>	Gender Links
<b>Start date</b>	01/08/2008
<b>End date:</b>	31/07/2014
<b>Amount of DFID Funding:</b>	GBP 4 352 643
<b>Brief Summary of Programme:</b>	<p>This programme aims to make governments <i>and</i> the media accountable for achieving gender equality and ending poverty in the Southern African Development Community (SADC) region. It forms part of the work of Gender Links (GL), a Southern African NGO that promotes gender equality and justice, in partnership with country chapters of the Gender and Media Southern Africa (GEMSA), network. The partners have developed a programme to “make every voice count for gender equality” using the SADC Protocol on Gender and Development. The programme will empower citizens, especially women, to engage critically with the media and policy makers to:</p> <ul style="list-style-type: none"> <li>• Adopt, sign, ratify and implement the Protocol which has 28 concrete targets for achieving gender equality by 2015.</li> <li>• Ensure women’s equal representation and participation in decision-making.</li> <li>• Halve current levels of gender violence and devise targets for achieving this.</li> <li>• Recognise women’s unpaid labour as care givers; especially those who care for people living with HIV and AIDS.</li> <li>• Hold the media to account for promoting gender equality in and through its work.</li> </ul>
  	
<b>List all countries where activities have taken or will take place</b>	Angola, Botswana, DRC, Lesotho, Madagascar, Malawi, Mozambique, Mauritius, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia, and Zimbabwe
<b>List all implementing partners in each country</b>	See separate <b>Annex A7</b> .
<b>Target groups- wider beneficiaries</b>	117,655 Southern African women and men are expected to benefit directly and indirectly from the programme over five years. During this reporting period 43 553 benefitted directly and indirectly from the GTF funded activities (see details in the excel spread sheet Annex 1).
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## 2. List of Acronyms

Alliance - Southern Africa Gender Protocol Alliance Network  
GBV – Gender-based violence  
GEMSA - Gender and Media Southern Africa Network  
GL - Gender Links  
GMDC- Gender and Media Diversity Centre  
GIME – Gender in Media Education  
GMPS – Gender and Media Progress Study  
M&E – Monitoring and Evaluation  
Millennium Development Goals (MDG)  
MRC – Medical Research Council  
MOU’s - Memorandum of Understanding  
NGO – Non Governmental Organisation  
SADC – Southern African Development Community  
SADC CNGO – SADC Council of NGOs  
UN Women – United Nations Women  
VSO-RAISA - Volunteer Service Overseas – Regional AIDS Initiative of Southern Africa.  
Women in Law Southern Africa (WLSA)  
WIPSU- Women in Politics Support Unit

## 3. Executive summary



2010 proved to be a vibrant benchmarking and advocacy year for gender and development work in Southern Africa. The fifteenth anniversary of the Beijing Conference, tenth anniversary of the Millennium Development Goals and thirtieth anniversary of the Southern African Development Community (SADC) provided the opportunity to press forward the campaign for the ratification and implementation of the SADC Protocol on Gender and Development that sets 28 targets to be achieved by 2015. Taking advantage of

the global attention focused on the region during the Soccer World Cup, GL and partners in the Southern Africa Gender Protocol Alliance as well as in our local government work mounted a spirited campaign under the banner “*Score a Goal for Gender Equality.*”

Eight countries have now ratified the Protocol<sup>1</sup>, and only one more country needs to do so for the Protocol to go into force. The South African parliament is presently considering ratification and requested information on the village protocol meetings that GL has been running using pamphlets and radio spots in different languages with the support of the GTF as evidence of broad-based consultation.

Even as these legal processes are underway, the Alliance has been pressing ahead with advocacy on the implementation of the Protocol through 13 launches of the 2010 Barometer, including at a high profile event attended by the SADC Executive Secretary Tomaz Salamao at SADC Headquarters in Gaborone; citizen scoring exercises linked to the 2011 Barometer; the introduction in the 2011 Barometer of a SADC Gender and Development Index (SGDI) and of new sections in all the country reports on costing implementation of the Protocol.

The Alliance scored a major success when gender ministers meeting in Windhoek, Namibia, in late May 2011 agreed to a “road map” for updating and realigning their national gender policies and action plans to include Protocol targets; Namibia, currently chair of SADC, is piloting this process with technical support from Gender Links.

Following several useful recommendations in the GTF Mid Term Review, shared at a donor and partner briefing during the Second Gender Justice and Local Government Summit, the Alliance is strengthening its institutional structures (see organisational chart, MTR page 10, also list of contacts Annex A7). National gender networks, rather than individuals, now anchor the work at country level with members championing different targets of the Protocol and gathering case studies of the Protocol@work.

One result of national consultations is that Mozambique, a coastal country affected by climate change, is challenging the Alliance to press for an addendum to the Protocol on sustainable development; a current area of weakness. This will be taken up at the annual meeting of the SADC Congress of NGOs (SADC-CNGO) ahead of the Heads of State Summit in Angola in August 2011. Four new theme clusters have been formed or are being formed: Education, Care Work led by Volunteer Service Overseas – Regional AIDS Initiative of Southern Africa (VSO- RAISA – see programme management below); the men for change movement and faith based organisations (please see details in Annex C1).

In its three core programmes – media, governance and justice – GL continues to champion specific targets of the Protocol. The fourth Gender and Media Summit – Gender, Media, Diversity and Change – took stock of three seminal pieces of research: Glass Ceilings in newsrooms; the Gender and Media Progress Study (GMPS); and the Gender in Media Education (GIME) study against the provisions of the Protocol for gender equality *in and through* the

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<sup>1</sup> Angola, DRC, Lesotho, Mozambique, Namibia, Seychelles, Tanzania and Zimbabwe have ratified the SADC Gender Protocol.

media by 2015. This research shows that while women predominate in media training they thin out within the ranks of the media, especially at top decision-making, and that women only constitute 19% of news sources (compared to 17% in the Gender and Media Baseline Study of 2003). However, the summit that featured over 100 best practices also showcased examples of media houses that have made massive strides since GL began working with them (see for example the case study of the Mauritius Broadcasting Corporation at Annex A9).

A key outcome of the summit is the twin Centres of Excellence in Gender Mainstreaming initiative for media houses and media training institutions. GL received accolades for its gender and media work at a high level panel on gender and democracy opened by the UN Secretary General in May 21011 and is in discussion with UN Women on the possibility of offering its “seal of approval” for these COE’s. During the rest of this year, GL and partners in the Gender and Media Diversity Centre are taking advantage of the twentieth anniversary of the Windhoek Declaration on Media Freedom to launch the COE’s and host a series of seminars on Gender and Media Freedom, leading up to the Africa Media Summit in September that will have a strong focus of access to information, including GL’s pioneering gender and media literacy efforts that are at the heart of the “making every voice count” for gender equality campaign.

The 50/50 campaign for women’s equal representation and voice in political decision-making, that has had ups and downs (see MTR page 20) registered a success in Tanzania with the increase in women in parliament from 30% to 36%; but a disappointment in South Africa with the decline in women councillors from 40% to 38%. In Lesotho, advocacy efforts resulted in the threat to the 30% quota for women at the local level being staved off with an amendment to the law that changes the nature of the quota without removing it overall. Another major success is the adoption by Mauritius, which has a mere 6.4% women in local government, of a quota for the forthcoming local elections.

But with women’s overall representation at local and national level at 25% (only half of the 2015 target) GL is working with the Women in Politics Support Unit that leads the governance cluster of the alliance on a major revamping of the 50/50 campaign. GL’s focus on strengthening gender and governance at the local level continues through its COE’s at this level, and the annual Gender Justice and Local Government Summit.

The period also witnessed key audits of the National Action Plans to End Gender Justice as well as progress in developing care work policies. The weaknesses identified on implementation will be taken up in the broader initiative on costing the protocol, as well as the UN Secretary General’s UNITE campaign. The launch of the results of the Gender Violence Indicators Study in Gauteng has demonstrated the importance of prevalence studies for measuring progress towards the SADC Gender Protocol target of halving Gender Violence by 2015. GL has broadened the scope of this portfolio to cover Gender *and* Economic Justice, with a link to the governance

programme through additional modules on local economic development and climate change.

In October 2010 GL received the Mail and Guardian's Investing in the Future Award. Thanks to the institutional and programme strengthening afforded through GTF funding over the last three years, GL has also become one of the few non-UK based NGOS to be named a DFID PPA grantee. This strategic support is key to a centre piece of our 2010-2015 Strategic Plan to strengthen linkages from local to national to regional to global (see M and E section); open a Lusophone office and broadening the economic/ poverty reduction component of our programme work.

#### 4. Programme management

A team of line managers (see programme identification details) continues to lead the work, with the main difference that, following the MTF review, the GL justice department has taken over completion of the care work project and liaising with VSO–RAISA (see point 5). Following the setting up of M and E systems, tools and a manual, GL decided to merge the functions of M and E manager with those of the Director of Programmes as the separation of duties had created some disjuncture and management accountability concerns.

#### 5. Working with implementing partners

The MTR identified institutional and capacity weaknesses in the GEMSA regional secretariat as a key threat and recommended that GL partner with VSO RAISA on the care work policy project that this DFID grantee has been successfully spearheading (MTR page 60). KPMG supported this move in its response to the MTR (letter dated 5 April 2011). VSO RAISA now leads the care work cluster within the SADC Gender Protocol Alliance. GL and VSO RAISA collaborated in an audit and strategy meeting in March 2011; producing first hand accounts of care work; and developing training material on care work as part of the new gender and local economic development work in the GL governance programme.

#### 6. Risk Assessment

Risk identified	Impact	Probability	Comment	Mitigating factors
<b>1. SADC Gender Protocol</b>				
<b>EXTERNAL</b>				
Non-ratification of the SADC Gender Protocol by additional five countries that have adopted the Protocol	Medium	Low	Of the 13 signatories, five more - Madagascar, Malawi, Swaziland, South Africa and Zambia- need to ratify. Gender Links has developed a Protocol ratification tool kit. The tool kit has case studies from countries that have ratified to assist others	Only one more country (to make 9 out of 13 or two thirds of the signatories) needs to ratify for the Protocol to come into force. South Africa and Zambia are close to doing so.
Non-signing of the Protocol by Mauritius and Botswana over	Low	High	Both countries cite affirmative action provisions as being contradictory to their Constitutions.	Ironically, thanks to strong GL satellite offices in the two countries, there has been strong lobbying around country

<b>Risk identified</b>	<b>Impact</b>	<b>Probability</b>	<b>Comment</b>	<b>Mitigating factors</b>
the next year				Barometers and implementation, despite the fact that the two countries have not formally signed.
Alliance partnerships at regional and national level are dependent on the individual organisation's good will.	Medium	Medium	As described in the MTR, this is a "coalition of the willing" and GL has no enforcement mechanism (see also Annex C7).	Gender Links in its capacity as coordinator of the Alliance Network initiated Memoranda of Understanding (MOUs) with lead organisations to promote ownership; many are leading by example; case studies will be shared at the next meeting in August.
<b>2. Gender and governance:</b>				
<b>EXTERNAL</b>				
Insufficient progress and backsliding on women's representation in decision making at national and local level	High	Medium	Elections in seven countries over the past two years have yielded mixed results; five countries (South Africa, Malawi, Mozambique, Mauritius and Tanzania) have seen increases in women's representation while two countries (Namibia and Botswana) have regressed. The increase in Mauritius South Africa experienced a 9% increase in women's representation at national level but 2% decrease at local level.	Successes have been registered lobbying for quotas at local level in Mauritius and Lesotho. Backsliding, where it has occurred has given added grist to the 50/50 campaign. GL is working with Alliance governance cluster leader WIPSU on reviving the 50/50 campaign, important ahead of elections coming up in Zambia and Zimbabwe in the coming year.
Commitment and cooperation from stakeholders at the local level	Medium	Low	The success of the programme depends on the buy- in of local government associations. In a concept paper on cascading the COE's GL recognises that these only reach less than 10% of all local associations and that there is need for up scaling through strategic partnerships with local associations, local government and gender ministries.	The positive energy created by the first Gender Justice and Local Government Summit in March 2010 has been channelled into signing MOU's to ensure sustainability. GL has signed MOU's with five local associations and ministries and is negotiating four MOU's with local associations in Botswana, South Africa, Swaziland, and Namibia. (See Annex A7 for details). There are no local associations in Mauritius, Mozambique and Lesotho but GL is negotiating MOU's with relevant ministries in these countries.
<b>INTERNAL</b>				
Staff capacity	Low	Low	GL has limited staff outside	GL has begun the process of

Risk identified	Impact	Probability	Comment	Mitigating factors
			Johannesburg but they work with and through local associations.	setting up offices in several countries. Apart from the Mauritius and Botswana satellite offices GL has launched the Lusophone office in Mozambique; registered offices in Madagascar and Lesotho; and is in the process of looking into registration in Namibia, Swaziland, Zambia and Zimbabwe.
<b>3. Gender justice:</b>				
EXTERNAL	Medium	Medium		
National Action Plans exist but implementation is hampered by lack of financial resources.	Medium	Medium	Ongoing work with governments around NAPs requires research, campaigning and advocacy for costing and budgeting for these instruments. In addition GL will continue capacity development and partnerships at local levels to facilitate planning and implementation for NAPs through councils.	The findings of the GBV Indicators project in Botswana, Mauritius and four provinces in South Africa will assist GL in approaching governments to invigorate NAPs in light of the findings. The overall costing of commitments initiative through the Alliance will strengthen the call for funding of GBV work.
<b>GBV indicators research:</b> Delays in project implementation in Botswana because of the 2011 National Census. Moratorium issued to stop all research to make way for the census.	High	Low	GL has had to reschedule the prevalence and attitudes survey in Botswana. The Central Statistics Office (CSO) has committed to availing the sampling frame by end of September 2011.	GL has an MOU with the Women's Affairs Division of the Government of Botswana that has a keen interest in the success of the project. Provided this partnership is well managed the research should be conducted during the brief window before the census.
<b>INTERNAL</b>				
Researcher vicarious trauma resulting from participants' testimonials of abuse experience or perpetration.	Medium	Medium	In the Gauteng study, GL ensured researcher debriefing on a regular basis.	Experience from the Gauteng study will help to pre-empt problems on this front.
<b>4. Care work:</b>				
<b>EXTERNAL</b>				
Care work policies remain drafts. Plans to finalise and hence implement	Medium	Medium	The target of the programme is six policies developed and implemented. So far two SADC states – Namibia and Mozambique -	VSO RAISA that has considerable clout and lobbying skills is pushing this agenda at the highest levels. In Zambia and Zimbabwe MPs

<b>Risk identified</b>	<b>Impact</b>	<b>Probability</b>	<b>Comment</b>	<b>Mitigating factors</b>
are also limited with no plans at local levels.			have adopted stand-alone policies on care work. But four countries - Malawi, South Africa, Zambia and Zimbabwe – have adopted drafts since the start of this programme.	working with VSO-RAISA have started two hour slots in parliamentary sessions every quarter where they did advocacy for care work policies. In Malawi a male parliamentarian has emerged as the main champion.
<b>5. Media:</b>				
<b>EXTERNAL</b>				
Continued attempts to pass restrictive media laws e.g. in South Africa.	High	Medium	Upholding media freedom is a serious challenge in many countries in the region. Botswana, Malawi, Zambia and Zimbabwe have passed restrictive media laws; a strong campaign has been mounted against such attempts in South Africa.	GL is part of a consortium of media freedom organisations preparing for the Africa Media Summit in September. GL is helping to promote media freedom through working closely with media regulators in Botswana, Malawi, Mauritius and Zimbabwe to ensure that gender is mainstreamed in all their work; particularly their criteria for complaints.
Slow progress towards the SADC Gender Protocol targets of equality in and through the media.	High	Medium	The 2010 Gender and Media Progress Study (GMPS) recorded a two percentage point increase in the proportion of women source since the 2003 Gender and Media Baseline Study (from 17% to 19%)	GL is establishing media Centres of Excellence in gender mainstreaming. This will result in a more sustained intervention strategy that offers policy development, on the job training and monitoring and evaluation between 2011 and 2014.
Media studies departments fail to sustain work on gender mainstreaming as a follow up to the Gender in Media Education (GIME) study.	Medium	Medium	So far GL has interest from nine universities (Botswana, Lesotho, Antananarivo, Eduardo Mondlane, Namibia, Limpopo, Dar Es Salaam, Zambia and the Zimbabwe National Institute of Science and Technology) and four polytechnics (Namibia, Malawi, Malawi Institute of Journalism, and Zambian Institute of Mass Communication) to mainstream gender following GIME.	GL's plan for COE's in media education includes developing gender policies so that this work is embedded in institutional policies and practise. This approach has been piloted with the Polytechnic of Namibia.

## **7. M&E Arrangements**

Following the progress in developing M and E tools reported on last year, GL has moved ahead with using the back end of its website to decentralise M and E to satellite and field offices, ensuring more efficient and effective gathering



of data. In 2010 GL broke new ground by conducting an extensive beneficiary analysis to coincide with its tenth anniversary, called Giant Footprints <http://www.genderlinks.org.za/article/giant-footprints-gl-ten-2011-03-25> This study of the 48 984 direct beneficiaries of GL's work (39% men and 61% women) included gathering of testimonial evidence now housed in a section of the website called "Changing Lives" that will be a continuous repository of accounts such as those found in Annex A9. As a result of lessons learned in



Deputy Mayor of Lobatse, Botswana, Malebogo Kruger is one of many beneficiaries who say that GL has changed their lives

the beneficiary analysis, GL is getting expert advice from a data specialist on enhancing linkages between all the data stored in the website so that it is possible to trace beneficiaries over time, from their first engagement with GL. During this period, GL had two major donor evaluations by GTF and UN Women, and used this opportunity to commission a ten year institutional evaluation shared with donors and partners in March 2011, and a key tool in our further fund raising efforts,

including the PPA (see <http://www.genderlinks.org.za/page/monitoring-and-evaluation>).

## **8. Logframe changes**

Following consultations with KPMG, GL has included a target column in the log frame in line with DFID's January 2011 advisory note, and to avoid targets being conflated with outputs and/or indicators. GL has also included baselines (listed separately in the inception report) in the same logframe. These changes, reflected in the ARS at annex A1; the programme logframe (Annex A2) and GL's annual work plan (Annex A6) improve programme tracking.

## **9. Emerging impact on governance and transparency**

Please see two short articles at Annex A9.

## **10. Cross-cutting issues**

Gender is a cross cutting issue in all our programmes. The GL beneficiary analysis (see point 7) found that men consistently constitute about 40% of our participants. GL is taking up advocacy on sexual minorities through a policy brief, a section of the 2011 Barometer and by our Opinion and Commentary Service. HIV and AIDS features prominently in our media monitoring, work with newsrooms, at the local level and in the care work project of the newly expanded gender and economic justice unit. GL has been challenged by Mozambican partners in the alliance and our local government partners to take up advocacy on climate change and sustainable development. GL is commissioning stories and adding a module on gender and climate change to the local government COE's.

## **11. Progress towards sustainability (year 2 onwards)**

### ***Partners' capacity – sustainability of services and impact***

- GL has moved to formalise partnerships in all its programme areas through MOUs that will ensure sustainability – please see partners at Annex A7 sorted by country and programme.
- GL has begun a mapping exercising to find gender champions for each of the 28 targets of the SADC Gender Protocol within each country. This will ensure sustained advocacy efforts towards realisation of the 28 targets at local, national and regional level.
- During the second Gender Justice and Local Government Summit GL engaged with local associations in producing a concept paper on cascading the COE's with their support (see summit report).
- GL has forged a unique partnership with the government of Botswana for conducting the GBV indicators research where the government provides the “hardware” – offices, staff and logistics and GL the software – methodology, know how, and quality control. If this model can be cascaded across SADC, it is the most promising for sustaining the work on GBV indicators.

### ***External events affecting sustainability***

- Malawi local elections have been indefinitely postponed and councils suspended in Lesotho pending local elections on a date still to be announced later this year. This has affected the COE process. GL is adjusting the back stopping to focus on gender in election campaigns, and using this opportunity to promote peer support among field staff, with the Lesotho facilitator assisting a new field officer in Swaziland.
- Madagascar and DRC are emerging from political instability and conflict. GL has established strong links with civil society organisations in the DRC. In Madagascar GL has worked with government departments to establish formal relations. These are dependent on political stability being restored.
- While GL has established excellent relations with local associations in Zimbabwe, elections scheduled to take place in the next few months could disrupt local level work and plans to open a satellite office.

### ***Collaboration, networking and influencing public opinion***

- The Gender Justice Programme has continued to raise awareness through the 16 Days of Activism for No Violence against Women in 2010, <http://www.genderlinks.org.za/article/sixteen-days-of-activism-2010-report-2011-05-27>. GL partnered with civil society organisations, national governments and local councils in 11 countries. A total of 837 people participated in discussions on GBV in six languages.
- Promoting citizen engagement through administering the score cards on the Protocol and gender based violence as well as the on line protocol and attitude quizzes keeps these issues alive in the public domain.
- The Gender and Media Diversity Centre (GMDC) seminars on transformative leadership, sexual identity, Gender and Soccer 2010,

Gender and Press Freedom (also taking place on face book and twitter) create critical public discourse.

- GL's summits in the local government, gender justice and media arenas have created collaborative discussions with different stakeholders on how the SADC Gender Protocol provisions can be integrated into their daily work.

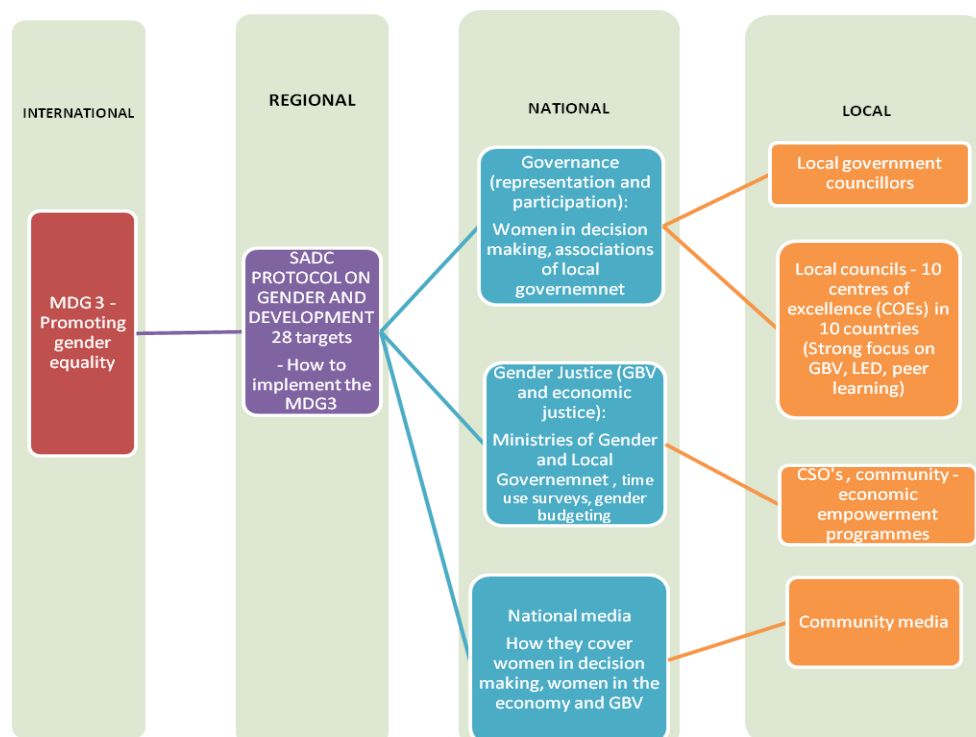
**Capacity of relevant national institutions (skills, resources and political space) to sustain impact:** This varies greatly depending on income levels of different countries (e.g. South Africa is a middle income country whereas Mozambique is one of the poorest countries in the world) as well as the disposition of individual institutions. For example some cluster leaders of alliance work, have raised funds, convened meetings and organised through national focal points while others have not been as active. The democratic space that South Africa provides for the GL regional HQ has been key to successes registered to date. Yet GL has equally made headway in fragile states (DRC, Zimbabwe and Madagascar) where political “disorder” creates interesting opportunities for challenging gender norms.

**Indicate if the success of your programme is dependent on a sequence of reforms or actions by others that are beyond your immediate control.**

Much of GL's work is at the policy level: nationally for the signing and ratification of the Protocol; national gender plans; national action plans to end gender violence; care work policies and locally for work with councils and news rooms. All this work is dependent on other institutions, personalities and processes. What helps to ensure sustainability is having a strong, time bound regional protocol to which all countries and partners subscribe, as well as a strong partnership with the SADC Gender Unit.

## 12. Innovation

**Bottom up: GL's COE's provide the missing link**



As GL's work has evolved, linkages have been strengthened from the global MGG 3 (gender equality) to the detailed SADC gender protocol that has many more specific 2015 targets, to work at national and local level. The main missing link in this chain has been how to make sure that these changes start, and are felt in people's lives; also from an M and E perspective how to be able to attribute these changes to GL's work. This led to the Centres of Excellence (COE) idea that started with councils and has now cascaded to the media and media training institutions. The common thread is a stage by stage approach of working at institution level to identify gender gaps; develop policies and action plans; implement these, develop skills through on-the-job learning; monitor and evaluate change that *can* be attributed to our work. The strategy here is to show - case by case, community by community - (see examples at Annex A9) that change is possible, creating a groundswell of support for gender equality in the run up to 2015.



**Geographic focus: GL opens Lusophone office on its tenth birthday:**

GL opened an office in Mozambique on its tenth anniversary, 17 March 2011 to complement the Francophone office in Mauritius that services the island, DRC, Madagascar and Seychelles. This is a strategic move ahead of the 2011 SADC Heads of State summit that will take place in Angola, a country where GL and alliance work have been weak, and an important target in the coming year.

**Twitter and facebook revolution:**

In July 2010, GL sought help from Cape Town-based Creative Spark, a web, mobile and application development company, to enhance social media links on Facebook and Twitter. GL website hits and unique visits grew through Facebook and Twitter. The digital conversation has already reached thousands, including those at the highest levels of power, sparking debate online where it is not always allowed in the pages of the region's newspapers.

Following the recent publication of a GL commentary about political repression and the silencing of female politicians in Malawi, the country's Vice President, Joyce Banda, called the author to say she was actively following the discussion on GL's website and social media. This, she noted, was a discussion currently not being permitted in Malawi's press due to a media crackdown by some members of government.

**13. Learning from GTF**

**Part 1: Application of tools and methods**

The COE's have promoted GL to review and customise M and E tools to institution-level work (for example gender score cards that can be used to track progress over time) as well as enhance automation of data gathering methods (see M and E). COE's bring together GL's "way of working"-research, advocacy, policies and action plans, sharing best practises, monitoring and evaluating for impact – as well as its different programmes, focusing these in one geographical space where change can be measured. A further application of tools, methods and learning going forward will be to

customise the GBV indicators research methodology so that levels of GBV in communities can be measured at the start of the COE process and at the end. Being able to show that GBV *can* be halved and eventually ended, community by community, is one very real way in which evidence-based research can be used to change people's lives.

## **Part 2: Governance and Transparency Themes**

### **a) Governance in fragile states**



GL works in three fragile states - Madagascar, DRC and Zimbabwe - but has managed to make headway in all of them through the negotiation skills of senior staff, dedicated field workers, and strong partnerships on the ground. Although there are risks involved in these countries, the current state of flux creates opportunities for embedding gender equality, e.g. as Constitutions are being reviewed. There is also huge enthusiasm from ordinary citizens; for example GL received 45 entries

for the Gender Justice and Local Government Summit from Madagascar giving rise to the idea of a pre screening summit at country level that will be cascaded to other countries next year to broaden participation and ownership.

### **b) Access to justice and human rights**

The Gauteng GBV indicators research showing that half of all women in the province have experienced violence over their life time and 18% in the last year has highlighted the inadequacy of police data gathering methods and government support for GBV services. Cascading this research will play a key role in strengthening access to justice and human rights for women in the region.

### **c) Environmental governance**

2010 witnessed several new environmental governance initiatives starting with an internal Green Office Policy; a climate change module for local government COE's being led by the Mauritius Satellite office that has entered into a partnership with the Ministry of Environment; and a momentum towards a SADC Gender Protocol Addendum on sustainable development.

### **e) Public expenditure monitoring**

The initiative to cost the SADC gender protocol that most governments have now committed to and related push to cost National Action Plans to End Gender Violence is a key public accountability exercise. In the GBV Indicators research GL examined the cost of GBV both at an individual and institutional level. The costs of providing responses and support for GBV is compared to the budgets allocated to prevention. One of the major positive changes of the gender and local government work (see Arandis case study at Annex A9) is

that councils in the region are beginning to allocate budgets for addressing gender-based violence in their communities.

#### **f) Access to public services**



The research findings from administrative data gathered as part of the GBV indicators project point to key gaps in GBV service provision. An outcome of engagement with the South African Police Services (SAPS) is the agreement to add a relationship tick box specifying the relationship between victim/survivor and perpetrator when domestic violence is reported or registered at police station level. This

move would help to elucidate the actual levels of intimate partner violence reported to police which is currently masked within “domestic violence”.

#### **g) Decentralisation**

The local government COEs that include SADC Gender Protocol Village level workshops have a strong focus on the delivery of gender aware services, such as safe public spaces, lights and water that make a practical and strategic difference to women’s lives. Many councils have adopted the “take back the night” campaign as part of the Sixteen Days of Activism on Gender violence.

#### **h) Gender, social exclusion and governance**

The “healing through writing” or “I” Stories enable survivors of gender violence to reclaim their lives and become active agents of change. During this reporting period the “I” stories extended to include care workers; their stories will be compiled into a book that will be used for advocacy and lobbying around policies for care workers. GL has also started advocacy campaigns linked to marginalised women like the lesbians who suffer the scourge of hate crime in the form of corrective rapes and murders in South Africa.

#### **i) Media and governance**

GL, through the GMDC, is using the twentieth anniversary of the Windhoek Declaration and the UNESCO/International Federation of Journalists initiative (that quotes the SADC Gender Protocol) to broaden the definition of media freedom to include an equal and fair reflection of the views and voices of women.

## Annex A1 - Achievement Rating Scale

- 1 = fully achieved, very few or no shortcomings
- 2 = largely achieved, despite a few short-comings
- 3 = only partially achieved, benefits and shortcomings finely balanced
- 4 = very limited achievement, extensive shortcomings
- 5 = not achieved

Please complete this template in summary form to provide a uniform assessment of progress against your stated objectives.

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
<b>Purpose</b>						
Strengthened capacity of citizens, especially women, to engage with government and media institutions in ensuring effective, responsive governance.	3	P.1 Progress towards the realisation of the 28 targets for achieving gender equality in the SADC region by 2015 as measured through the Barometer and score card. Country networks organising by sector and championing targets at country level.	Please see table accompanying this document with the 28 targets in the Protocol and data gathered by Alliance members so far. In the 2009 Baseline Barometer activists scored their governments 55% (see Baseline Barometer)	Four issues of the SADC Gender Protocol Barometer tracking and scoring progress; overall score increasing over the period to at least 65%; citizen engagement and ownership.	Two issues of the Barometer have been produced and launched at Heads of State Summits: the 2009 Baseline Barometer and 2010 Progress Barometer. The score dropped from 55% in 2009 to 54% in 2010 due to electoral losses for women in Namibia and Botswana.	Although the declining score is a concern the process of engagement around the Protocol has greatly improved, with 11 country launches; 10 within the Southern African Development Community (SADC) region, as well as in New York during the Commission on the Status of Women (CSW) annual meeting. Three regional launches took place: in Namibia during the Heads of States Summit; in Botswana at the SADC HQ with the SADC Executive Secretary in attendance, and in Pretoria ahead of the beginning of the Sixteen Days of Activism

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						Campaign. Country networks beginning to organise sectorally in Malawi and Zimbabwe; clusters beginning to mobilise at country level, e.g. gender, peace and security. The Alliance is devising a more empirical measure for progress in the next Barometer- the Southern Africa Gender Development Index (SGDI).
<b>Outputs</b>						
<b>1. SADC Gender Protocol Campaign</b>						
1.1. <b>Accountability:</b> Governments demonstrate commitment to achieving gender equality by 2015 through the adoption, ratification and implementation of the SADC Protocol on Gender and Development	2	1.1.1 Extent to which the SADC Protocol, a sub-regional instrument, has stronger and more time bound provisions for gender equality than in similar continent-wide and international instruments.	First draft had 18 targets; some to be achieved by 2015 others by 2020.	At least one time bound target in each of the ten sectors	Protocol with 28 indicators to be achieved by 2015 adopted in August 2008. An analysis of losses and gains was done for the publication <i>Roadmap to equality: lessons learned in the campaign for a SADC Protocol on Gender and Development</i>	Although the final draft had some disappointments, for example the failure to address sexual orientation, it is the most specific of any instrument adopted to date and is a powerful lobbying, advocacy as well as M and E tool. This Protocol was adopted in the record time of two years compare to other SADC Protocols (e.g. trade 5 years)
		1.1.2 No of	Ten out of 14	15 countries sign the	Madagascar and Malawi have	Mauritius has indicated that



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		countries that have not signed the Protocol that do so by the end of the project period.	(Seychelles rejoined in October 2008) signed in August 2008. Four: Madagascar, Malawi, Botswana and Mauritius did not sign at the time.	Protocol	since signed the Protocol which means that 13 countries have signed the Protocol	affirmative action provisions contradict its constitution and Botswana that it is not able to sign because it will not be able to deliver on the targets. Both Heads of State have indicated that they will continue to work towards the attainment of the targets. Despite not signing these two countries are doing relatively well on implementation and country barometers have launched at high level in each. GL has satellite offices in these two countries that are very active in on-going lobbying.
		1.1.3 No of countries that ratify the Protocol during the project period.	Zero as the Protocol was adopted in August 2008 at the start of the DFID funding.	15 countries ratify the Protocol	Eight countries Angola, DRC, Lesotho, Mozambique, Namibia, Seychelles, Tanzania and Zimbabwe have ratified the SADC Gender Protocol and one more to make nine is required for the Protocol to come into force. At the time if writing a submission had been made to the South African parliament by the women's ministry for ratification. This cited the	Momentum around ratification has picked up substantially over the last year. GL with funding from FES developed a tool kit on ratification, using case studies from countries that have completed the process, to assist activists in countries where ratification has not yet taken place.

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					village workshops conducted by as part of this programme as evidence of consultation.	
1.2. <b>Responsiveness:</b> Civil society organisations, and the women's movement in particular, is strengthened through the campaign for the adoption of the Protocol and its implementation.	2	1.2.1 No. Of organisations brought together by the campaign; formation of theme clusters; no of national activities organised and.	None, activity new	10 sector and 15 country MOU's	11 country MOUs signed; Six cluster MOUs signed.	GL took the initiative during the Windhoek HOS meeting in 2010 to sign MOUs with country networks as well as firm arrangements with cluster coordinators. The addition of the Peace, Governance and Security cluster led by the ISS is a significant milestone. Following the launch of the Barometer in Malawi, GL is working to add an education and men's cluster and a Faith Based Organisations cluster. In February, VSO RAISA agreed to lead the care work theme group within the health, HIV and AIDS cluster.
		Evidence of strengthened coordination at country level	None, activity new	At least 6-10 clusters at country level	Work in progress but case studies emerging in Malawi, Zambia and Zimbabwe. Peace and Security clusters are being constituted by theme cluster lead organisation, Institute for	Additional funding from UNIFEM on costing of implementation of the Protocol in 2010/2011 will provide forum for strengthening country clusters. GL keen to take up

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					Security Studies in close collaboration with Gender Links	suggestion by evaluators that responsibility for different targets be allocated at country level. A matrix of responsibilities and directory of those involved in the campaign is being drawn up at country. See Annex for template of matrix for Gender Champions to be used at country level.
		1.2.2 No. Of women's rights activists trained with new knowledge in lobbying and advocacy and examples of ways in which this is applied in the ongoing campaign for the ratification and implementation of the Protocol.	Capacity building workshops linked to annual Alliance meetings since 2005.	Capacity building workshop linked to each annual meeting (20 people trained x 5 meetings)	The Alliance has held capacity building workshops on media, new media, lobbying and advocacy linked to the annual meetings that have taken place parallel to heads of state summits since 2005. The number of participants has ranged from 20 to 30 at each meeting to date. In 2008, the Alliance produced a handbook based on lessons learned during the campaign for the SADC Gender Protocol. This has been distributed widely and used as a training and discussion tool on lobbying and advocacy. Two annual Alliance meetings	Due to demand there has been a second print run of the book. It has been used as a training tool at various meetings. For example at the Commission on the Status of Women 54 <sup>th</sup> & 55 <sup>th</sup> Session in New York (Mar 20 & 2011 respectively). Approximately 100 copies were distributed in the two years at the event. Another 511 has since been distributed throughout the region to partners at various events and meetings between April 2010 and June 2011. An Alliance meeting was held in August 2010 and went through capacity building on strengthening institutional

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					have been held since commencement of the GTF grant in 2009 and 2010.	mechanisms and constituting country focal points of the Alliance Network leading up to the signing of MOUs.
		1.2.3 Extent to which the Alliance process and case study materials are used to inform similar campaigns for social change in the region.	.Began as observer to SADC Council of NGOs (SADC CNGO), the umbrella organisation for all NGOs in SADC		A case study of the Alliance lobbying process leading up to the signing of the SADC Protocol was shared during the SADC CNGO 5 <sup>th</sup> civil society forum (over 140 NGO participants) – through the launch of the Handbook on lessons learnt	
1.3. <b>Responsiveness:</b> Citizens, especially women, become aware of, and are empowered to claim their rights and make demands of their governments through the SADC Gender Protocol campaign.	2	1.3 Increase in the number of citizens, especially women, who acquire and apply new knowledge about their rights as a result of the campaign. Extent of improvement in knowledge <a href="http://www.ge">http://www.ge</a>	Zero as the Protocol was adopted in August 2008, at the start of this grant.	25 language pamphlets 560 village meetings 22 000 community members reached	23 Indigenous pamphlets reprinted in the past year and distributed during various workshops, events and village meetings reaching 18 626 community members (58% women and 42% men) to raise awareness on the Protocol. Citizen Score cards have been developed in English and 12 indigenous languages administered to citizens to measure their perceptions of their respective governments' performance towards	

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		nderlinks.org.za/page/sadc-and-gender-protocol			realisation of the 28 targets in the SADC Gender Protocol.	
		No of case studies on the Protocol @ work showing its active application and the difference this is making.	Zero as the Protocol was adopted in August 2008 at the start of the grant	15 countries x 28 targets = 420 case studies on the Protocol @work	10 case studies included in the 2010 SADC Progress Barometer.	GL was joint winner of the "Investing in the Future" Award in 2010 for the Gender Justice and Local Government Summit under the banner: 'Score a goal for gender equality: Halve gender violence by 2015.' A collection of case studies from across SADC is in hand and at the aim is to feature at least 28 in the 2011 SADC Gender Protocol Barometer.
<b>2. Gender and governance</b>						
2.1 <b>Responsiveness:</b> Media reporting on women's political participation is enhanced and women decision-makers are empowered to use the media for advancing gender equality.	3	2.1.1 Quantitative and qualitative improvement in the coverage of women as candidates and voters; and in the coverage of gender issues in the elections.	Women constituted 8% sources in the political topic category (2003 GMBS) and 14% in the 2005 GMMP. The top four countries with regard to women in politics (Mozambique, South Africa,	Women constitute at least 15% media sources during elections	The proportion of women sources in the political topic has increased significantly from 8% in the GMBS to 13% in the GMPS. While women sources in elections declined in Botswana from 13% in the GMPS political category to 12% during elections, other countries registered significant increases (from 8% to 13% in Malawi; 9% to 17%	The media is beginning to open up space for gender discourse on critical political developments. The Mauritius Broadcasting Corporation for example, invited Director of the Gender Links Francophone Offices Loga Virahsawmy to do a gendered analysis of the country's national election results on 7 May following elections on 6 May.

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			Tanzania and Namibia) showed an improvement (with percentages of women quoted now sitting at 20%; 22%; 11% and 16% respectively). These figures are still well below the proportions of women parliamentarians in those countries (36%; 32%; 32% and 27% respectively).		in Mauritius; 18% to 19% in Namibia and 19% to 34% in South Africa). 266 media practitioners and 130 politicians trained in 6 countries (Malawi, Botswana, Namibia, Mozambique, South Africa and Tanzania)	
		2.1.2 Extent to which women decision-makers are able to engage with and use the media as a means to increase women's representation and advance gender	In the GMBS women politicians constituted 8% of those quoted in the political category		130 women politicians from five countries trained (Malawi, Botswana, Mozambique, Namibia and Tanzania)	

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		equality.				
		2.1.3 Change in attitude of reporters towards gender as a result of participation in this exercise.	GL conducted similar training in 2005, and found that it had a profound impact on the reporters.	Reporters view gender as a critical element in elections and mainstream political analysis	266 media practitioners trained in six countries (Malawi, Botswana, Namibia, Mozambique, South Africa and Tanzania)	See comments provided from workshop evaluations in different countries.
2.2 <b>Accountability:</b> An increase in women's representation and participation in national and local politics, especially in countries where this is still very low.	3	2.2.1 Progress towards achieving gender parity in women's representation and participation in parliament.	Average of 22% at national level but with considerable country variation; e.g. South Africa 44% compared to DRC 7.7%	All SADC countries make a concerted effort to attain 50% women in political decision-making by 2015 and at least edge towards the original 30% target.	The average of women's representation at the national level has increased by 2% to 24.1%. Of the five elections that have taken place over the past year there have been two increases and two countries have regressed. Mozambique moved from 34.8 to 39.2% at national level and from 29 to 35.6% at the local level. Tanzania increased from 30% to 36%. Mauritius saw a marginal increase from 17.1% to 18.8% in the country's May elections. Botswana regressed from 11% to 7.9%. Namibia also slid back from 30.8% to 26.9%.	
		2.2.2 No of gender strategies at	Average of 28% women's representation at	Research on gender and local government in six countries; women's	Research on women's representation and participation in local	

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		the local level; Quantitative and qualitative measures of increase in women's representation and participation as a result of research.	the local government level. No countries had gender strategies for local government	representation reaches at least 35% by 2015; case studies of the difference that women make.	government (with DFID funding) complete in Botswana, Swaziland, Madagascar, Mozambique and Zimbabwe and has given us more up to date statistics for this level of government with the average now showing 24%. There are six local government elections taking place in the first half of 2011; it is anticipated that this average figure for local government will change considerably. While representation of women in parliament regressed in the 2009 Botswana elections that for local government increased to 19.5%. Gender and GBV action plan training manuals have been produced for Botswana, Zambia, Swaziland, Zimbabwe and Mozambique.	
<b>3. Gender justice</b>						
<b>Accountability:</b> National and local action plans to end gender violence are developed;	2	3.1 Concrete targets and indicators developed and adopted as a	The only available statistics are from the police and court system.	Three countries - South Africa, Botswana and Mauritius- adopt indicators for measuring GBV	The pilot study in the Gauteng province of South Africa has been completed. The Gauteng draft reports have been canvassed and	Research findings from Gauteng are being widely received and are said to fill a critical knowledge gap by the different stakeholders in



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publicised; tested; given a human face; implemented and tracked leading to a reduction in this human rights abuse in line with the SADC Gender Protocol target of halving gender violence by 2015.		result of a pilot project in two countries	These are unreliable because many cases of GBV are under-reported or withdrawn.		reviewed with various stakeholders The final research report will be launched during August 2011, the South African Women's month. The prevalence and attitude survey is complete in Mauritius and analysis is almost complete.679 women and 678 men participated in the survey.96% of pre-selected households were conducted. The survey will take place in Botswana from October to December 2011. During the last year GL has worked to maintain key partnerships with stakeholders in Mauritius and Botswana. This included the Mauritius Research Council, Minister of Gender Equality in Mauritius and the Women's Affairs Department (WAD) in Botswana that will be carrying the bulk of the costs.	government and civil society organisations. Plans to undertake the prevalence survey in Botswana were delayed due to the inability of the Central Statistics Office in Botswana to provide a sampling frame before the 2011 Botswana National Census. CSO has communicated that sampling frame will be released in late September.
		3.2 At least 8 National Action Plans (NAPs) to End gender	Audit conducted in Feb 2011 showed that Angola and	At least 8 National Action Plans (NAPs) to End gender violence are in place and regularly	Audit conducted in Feb 2011 showed that Angola and Madagascar have no plan; Botswana, Swaziland and	An updated audit of the NAPS in each country will be included in the SADC Gender Protocol Progress Barometer

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		violence are in place and regularly monitored within each country.	Madagascar have no plan; Botswana, Swaziland and Mozambique have draft plans; DRC, Malawi, Namibia, South Africa and Zimbabwe have adopted plans; Lesotho and Seychelles have costed plans and Mauritius is at an advanced stage of implementation.	monitored within each country and are costed.	Mozambique have draft plans; DRC, Malawi, Namibia, South Africa and Zimbabwe have adopted plans; Lesotho and Seychelles have costed plans and Mauritius is at an advanced stage of implementation.	that will be published at the SADC Heads of States meeting in Namibia in August 2011. Progress reports emphasised the need to localise the NAPs and efforts towards community level engagement with these. In addition dissemination of these in local languages was necessary. Greater impact through NAPs was envisioned by linking them to continental and international instruments e.g. UN Resolution 1325.
		3.3 Changes in the lives of women survivors of gender violence through writing and telling their own stories in the mainstream media and public forums.	Some 100 women have participated in GL "I" Stories since 2004; detailed follow up and case studies have been conducted with five.	250 "I" stories	109 "I" Stories have been produced; several more are expected as part of the GBV indicators project.	Stories shared by women traders introduced interesting issues into the GBV debate such as the linkage of economic justice to gender based violence – the factors that lead women into informal trade and the insecurity and violence they are subjected to in both private and public spaces.

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		Increased citizen empowerment and government responsiveness through the "Making IT work for gender justice".	1063 people participated in the 2007 cyber dialogues	60 cyber dialogues x average 200 each = 12000 participants.	11082 participants since the start of the DFID funding	Likely to exceed target
		3.4 Gender violence is taken seriously by political leaders and concrete measures are implemented across the region to reduce GBV.	Seven countries have specific legislation on Sexual Offences. Six countries have specific legislation on human trafficking. Nine countries have domestic violence legislation. 10 countries have legislation on sexual harassment.	15 countries have specific legislation addressing GBV including PEP and trafficking	(Being updated for 2011 Barometer)	Key challenges include the lack of comprehensive data on the true extent and prevalence of GBV; limited access to legal aid for survivors of gender violence; inadequate numbers of places of safety across Southern Africa, with the exception of South Africa that can claim to have made significant strides in this regard.
<b>4. Care work campaign</b>						
<b>4.1 Accountability:</b>	2	4.1.1 Extent to which care	No comprehensive	Baseline studies undertaken in twelve	<ul style="list-style-type: none"> <li>Country baseline studies conducted in 12 countries</li> </ul>	

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SADC provisions on the appropriate recognition of care work, including involvement of men, incorporated in domestic policies and legislation of at least six countries		work policies in SADC countries measure up to provisions in the Protocol	study had been conducted on care work prior to this study.	countries; Handbook devised on developing best practise policies; Policies and legislation in place and adopted in at least 6 countries	<ul style="list-style-type: none"> <li>in the region.</li> <li>Best practise handbook developed</li> </ul>	
		4.1. 2 Extent to which policies conform to best practise standards; changes in the lives of care givers as a result of policies.	Only Namibia had a stand alone care work policy at the start of the project	Good practise policies and legislation in place (adopted) in at least 6 countries	<ul style="list-style-type: none"> <li>Partnership formed with VSO RAISA which is actively taking forward the care work policy issues</li> <li>Taking Stock exercise conducted by GL and VSO RAISA in March 2011.</li> <li>Namibia and Mozambique now have stand-alone polices on care work, but Malawi, South Africa, Zambia and Zimbabwe have draft policies.</li> </ul>	The 'Taking Stock' meeting revealed that more work on care work policies was required. This includes capacity development on policy making at local levels. There is a need to intensify campaigns on issues of care work at local level as well as broadening the involvement through consultations that include all stake holders at individual country level.
4.2 <b>Responsiveness:</b> Care givers are empowered to claim their rights as a result of awareness raised and action taken to	2	4.2.1 Increased knowledge and commitment to action at local, regional and global level as a result of the campaign.	Care work was not on the local or regional agenda at the start of this project; only became a topic for discussion	<ul style="list-style-type: none"> <li>5 daily newspapers at CSW.</li> <li>100 "I" Stories.</li> <li>Module on care work integrated into local government work.</li> <li>Cluster on care work formed within the</li> </ul>	<ul style="list-style-type: none"> <li>Factsheets and publications distributed for the launch of the care work research.</li> <li>5 Daily newspaper produced at CSW in 2009, issue placed on global and regional</li> </ul>	The regional meeting in March 2011 linked care workers across the region, increasing opportunities for networking within the sector. It brought together a variety of actors including, policy makers, researchers, local

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promote equal sharing of responsibilities between women and men.			internationally at the 2009 CSW.	Alliance and issue given prominence at HOS meetings.	<p>agenda.</p> <ul style="list-style-type: none"> <li>• 12 “I” Stories were produced at the regional meeting, more are being collected as part of local government work and these will be put in booklet format.</li> <li>• A module on care work has been developed for inclusion in the COE in Gender Mainstreaming processes.</li> <li>• Care work cluster led by VSO RAISA formalised within the Alliance in February.</li> </ul>	councillors, care workers etc. Production of the “I” Stories provides a significant platform from which to launch care workers into the debates and dialogues on care work; for their voices to be heard.
<b>5. Gender and media</b>						
<b>5.1 Accountability:</b> Citizens are empowered to engage critically with gender and the media through media literacy.	2	5.1.1 Changes in attitudes; no. and ways in which women and men are engaging critically with the media as a result of media literacy training.	165 women and men received training of trainer or media literacy training in four SADC countries in 2008/2009 before the start of the GTF project	1200 Citizens trained in media literacy and become more active media consumers and campaigners.	721 trained. Knowledge/ Attitude/Skills tests administered at the beginning and six months after training are being analysed. Projects undertaken are housed on the website.	Media training institutions have started integrating the media literacy course into training curricula. National University of Lesotho, Polytechnic of Malawi, Malawi Institute for Journalism and the National University of Science (Zimbabwe) have identified gender entry points in curriculum.
<b>5.2 Accountability:</b>	3	5.2.1 Innovative	30 best practices at the 2006	<ul style="list-style-type: none"> <li>• 2 Summits (2008 and 2010)</li> </ul>	2008: 66 best practices presented at the 2008 GEM	

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There is steady progress in achieving the SADC target of equal representation of women and men in and through the media.		approaches to gender balance, sensitivity and awareness of media reporting.	Gender and Media Summit	150 best practices	Summit; 187 entries to the awards; 108 women and 79 men. 2010: 58 best practices presented; 119 award entries (82 by women and 37 by men) to contest in 16 categories	
		5.2.3 Women sources on all topics are more readily available and consulted more frequently.	So far MWO GEMSA is the only GEMSA chapter to have developed a directory of sources.	So far MWO GEMSA is the only GEMSA chapter to have developed a directory of sources.	Online directory of at least 10000 sources by country and area of expertise.	GL has taken over this function from GEMSA following recommendations in the MTR.
		5.2.4 Extent to which gender and media knowledge is enhanced; exchanged, and engaged with through the Gender and Media Diversity Centre (GMDC).	No MOUs had been signed at the start of the project	MOUs signed with at least one media training institution in 10 countries; at least six key international partners join the GMDC.	5 MOUs with regional media training institutions; three international partners.	At the GEM Summit in October 2010 the GMDC agreed to strengthen its institutional base through signing of MOUs.
		5.2.5 Increase in women's sources; the	17% in the 2003 GMBS; 19% in the 2005 GMBS	Women sources in Southern Africa to at least match the global average	The Gender and Media Progress Study has shown an increase of 2% in women's	The watershed 2010 Gender and Media Summit under the banner: "Taking Stock.

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		quantity and quality of coverage of gender, HIV and AIDS in the Southern Africa media.	but with considerable country variation, for example SA went from 19% to 26% and Botswana from 16% to 14%.	of 25%; proportion of those affected and infected by HIV to increase	sources in the region though there are country variations. Lesotho has the highest number at 32% up from 21% in the GMBS. Malawi has gone up from 11% to 20%, Botswana from 16% to 20%. Zambia is the only country that experienced a reduction (from 13% to 15%). The proportion of persons living with AIDS quoted increased from 4% to 7% and of those affected from 4% to 36%.	Gender, Media, Diversity and Change” concluded that gender and media activists in the region are on the right track but that strategies need to be intensified, using the SADC Gender Protocol as leverage. GL is working with media regulators on gender codes of practise and has set a target of 100 policies gender policies in media houses across the country in 2011. It has set a target of at least 30% women sources for the media houses that it is working with. Strategic Alliances with media training institutions are being strengthened through the GMDC.
<b>Activities</b>						
1.1.1 Analysis of losses versus gains in the Protocol adopted				Publication	An analysis was conducted, Handbook “Roadmap to equality: Lessons learned in the campaign for a SADC Protocol on Gender and Development”	
1.1.2 Lobbying and advocacy in				Two countries	GL satellite offices in Mauritius and Botswana are	

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Mauritius and Botswana (the countries that have not yet signed).					actively engaged in this campaign.	
1.1.3 Lobbying and advocacy in all the countries that have not yet ratified the Protocol, including at parallel meetings of Heads of State.				10 countries	Lobbying continues to take place for the remaining 10 countries that have signed	Civil society is galvanized over the issue and many partner organisations are taking initiatives to push at country level. E.g. the Western Cape Network on Violence against women held a workshop on ratification for its members in the Western Cape province of South Africa and explored what the Protocol means for gender based violence
1.2.1 Meetings of the Alliance linked to the Heads of State Summit; regular communication between the clusters.				One meeting per annum	An Alliance meeting supported by the Norwegian Church Aid was held in October 2009. Materials comprising the indigenous language pamphlets, the handbook, Voices and Views audio CD and Roadmap to Equality DVD were used for training as well as distributed.	The Alliance is working towards strengthening its institutional mechanisms especially at country level. MOUs will be drawn with focal NGO coalitions in each country with a view to deepen commitment and accountability.
1.2.2. Monthly cluster telcons; annual reports and action plan of the				10 sectors, 12 meetings per year	Monthly telcon with clusters held since May.	Monthly teleconferences continue and minutes are sent out



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Alliance. 1.2.3 Chapter in the Alliance handbook on capacity building and on-going gathering of case studies showing how knowledge is applied.				Publication	Handbook completed	Book completed and launched
1.2.4 Launches of the video; staging of interactive engagements on the Protocol process including at international forums.				15 country launches	Video launched at the 53 <sup>rd</sup> session of the UN Commission on the Status of Women; Annual meeting of AWID; special event in Mauritius; 590 copies of the video distributed.	Video launched and continues to be used at village level workshops and other gatherings and training workshops. It was also launched at the 5 <sup>th</sup> SADC Civil Society NGO Forum in September 2009. It was used as a training tool at various Village and community level workshops. For example in Malawi it was used in over 20 community workshops to showcase the process leading up to adoption of the Protocol. Distribution by numbers includes: DRC summit (100), Botswana (30), at an Africa meeting in Gambia (20), Kenya (5), Lesotho (20), Namibia (50), CSW 54 <sup>th</sup> Session in March

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						2010 (123), Swaziland (20), Zambia (20) and Zimbabwe (60). These have also been distributed through the GL project sites and used during local government training workshops,.
1.3.1 Dissemination of Protocol in 25 languages.				25 language pamphlets	23 indigenous language pamphlets have been produced and are being disseminated at village level workshops across the region, They are also available on the GL website	All pamphlets are available on the Gender Links website. Pamphlets have been disseminated at the 261 community level meetings and some have been reprinted because of the high demand with support from other donors
1.3.2 Village/ community level awareness raising				14 countries x an average of 40 community meetings to popularise the Protocol in the four years after its adoption = 560 meetings x 40 pp= 22,000pp	261 community level meetings have been held in 10 SADC countries so far reaching 15 755 (58% women and 42% men) community members to raise awareness on the Protocol.	In addition to these specific meetings, GL has mainstreamed the Protocol into all its work. The provisions of specific areas are printed in the covers of all our publications.
1.3.3 Production of Radio programmes				20 radio programmes per annum	Completed and on GL website <ul style="list-style-type: none"> <li>• Roadmap to equality (10)</li> <li>• Tjoon in (18)</li> <li>• Trafficking (17)</li> <li>• Score a goal for gender equality (5)</li> </ul>	GL has mounted a pilot with the Mauritius Broadcasting Corporation that has committed to air 12 programmes using a combination of audio from the DVD, local experts and call in.

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
					<ul style="list-style-type: none"> <li>GEM Summit (4)  <a href="http://www.genderlinks.org.za/page/radio-programmes">http://www.genderlinks.org.za/page/radio-programmes</a> </li> </ul>	Programmes are also being broadcast on Duma FM in Botswana
1.3.4 Personal testimonies.				100 personal testimonies	Gender Links is currently conducting a beneficiary analysis with a sample of approximately 300 beneficiaries	In progress as part of GL longitudinal study to be conducted on its programme beneficiaries
1.3.5 Knowledge and attitude survey.					A knowledge quiz is administered at all community level meetings and ongoing analysis is done, the quiz is also available on the website <a href="http://www.genderlinks.org.za/attachment.php?aa_id=11911">http://www.genderlinks.org.za/attachment.php?aa_id=11911</a>	Knowledge of the Protocol Quiz is administered at all GL events
2.1.1 Newsroom training on gender and governance				100 news room training sessions	22 newsroom training sessions held in Malawi, Mozambique, Botswana, Namibia, South Africa and Tanzania.	Newsroom training will be intensified through the COE process.
2.1.2.3 Follow up media monitoring; collection of stories written; testimonies from participants;				50 profiles	Profiles collected from women politicians in Botswana, Mauritius and Namibia	Botswana participants had challenges writing their profiles due to low IT literacy levels.
2.1.3 Training DVD on gender and governance in Southern Africa				1 DVD	Completed; being used in all the 50/50 campaign work and roll out of gender action plans at the local level.	
2.1.4 To train women decision-				7 countries x average of 20 women decision-	130 politicians trained in Malawi, Botswana, Mauritius,	

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
makers				makers= 140 women decision-makers trained	Mozambique and Namibia, South Africa and Tanzania. Women empowerment workshops conducted in the run up to country elections.	
2.2.1. Research in 6 countries				6 research reports	Research reports completed in five countries Botswana, Swaziland and Madagascar, Mozambique and Zimbabwe. Research to commence in Malawi following local elections (date not yet clear at the time of submitting this report).	Despite the political conflict and unrest in Madagascar and Zimbabwe GL managed to undertake the research in these countries and efforts to work with local government stakeholders has been very well received. Local elections in Malawi have been postponed yet again and new date is awaited.
2.2.2 Launches and strategy workshops				6 launches and strategy workshops	Launches and strategy workshops held in Botswana, Swaziland, Madagascar. Training manuals developed for Zambia, Botswana, Swaziland, Zimbabwe and Mozambique.	Gender Links worked with local stakeholders to establish a Gender and Governance Forum in Zimbabwe bringing together government, associations of local government and civil society organisation working in the area of gender and local governance.
3.1 Testing of indicators in Mauritius and Botswana as				Basket of indicators tested in two countries	The prevalence and attitude survey will commence in Botswana between July and August 2011.	Getting buy in and in kind support from in country partners has greatly assisted in moving the project forward.

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
measured by the basket of indicators to be devised as part of national action plan process.					Other aspects of the study such as the costing, qualitative research, collection and analysis of administrative data and political discourse analysis will be completed by December 2010. The Mauritius research will be written in the first half of 2011.	The use of new technologies while time consuming in the initial set up phase of the project will save time in the long term.
3.2 Backstopping of NAPs				NAPs in 8 countries	Audit of NAPS conducted in February 2011.	The major gap is not so much existence of plans as implementation.
3.3 and 8.4 "I" Stories and Cyber dialogues				250 I Stories 60 cyber dialogues	<ul style="list-style-type: none"> <li>• 109 "I" stories collected from four countries.</li> <li>• 8143 people (3300 in 2008 and 4843 in 2009) participated in 35 cyber dialogues in two languages each year across 14 Southern African countries for 16 Days</li> </ul>	In 2009 GL focused on reaching more people with fewer languages. Countries were asked to identify which languages they would like to use, French and English was used for the cyber dialogues. This resulted in a much higher number of people participating in the 12 dialogues in two languages.
3.4 Gender Justice Barometer (GJB)				60 issues (12 per year)	Gender justice content included in 20 editions of the Roadmap to equality e-newsletter (formerly the gender justice barometer)	The content focuses on assessment of each country and the region as relates to the GBV targets in the SADC Protocol on Gender and Development
4.1.1 Baseline study and				Baseline study and model policies.	Regional and country based studies were conducted and	The results of the research study will be used to lobby

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
development of model policy					compiled into publications and disseminated widely to policy makers and civil society	other civil society actors in the SADC region
4.1.2 Lobbying and advocacy on the model legislation.				Six policies developed and adopted.		
4.1.3 Gathering of case studies and personal accounts.				100 personal accounts	12 I Stories gathered at the Taking Stock meeting in March; several more will now be gathered as part of the local government training.	The caregiver accounts will be used to lobby the media
4.2.1 5 daily newspapers at the CSW; 100 first hand accounts about home based care carried in the media; Posters, pamphlets, fact sheets and folders in local languages				<ul style="list-style-type: none"> <li>5 daily newspaper at CSW</li> <li>100 I Stories</li> </ul>	<ul style="list-style-type: none"> <li>344 users logged into the chat room during the 5 cyber dialogues.</li> <li>95 people (61 women, 34 men) participated in face-to-face discussions preceding the cyber dialogues.</li> <li>5 editions of the newspaper were published.</li> <li>1000 hard copies of each edition were distributed</li> <li>4096 people across the globe received each online edition of the newspaper via list serves.</li> <li>7 articles, resulting in 19 publications, of commentaries resulting</li> </ul>	

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
					from the conference	
4.2.2 Case study in booklet and DVD form				DVD	The case study video is complete	
4.2.3 GMBS and HIV/AIDS monitoring survey				12 countries	Survey complete, data being analysed	Findings will be canvassed at country workshops and launched at the Gender and Media Summit in October.
5.1 Citizens (at least half are women) trained in media literacy; attitude and follow up surveys devised and administered.				1200 citizens trained	721 trained	Project is on course and media literacy is being tested with several different audiences.
5.2.1 Two gender and media summits: 150 best practices in promoting gender equality in and through the media.				150 best practices	2008: 66 best practices presented at the 2008 GEM Summit; 187 entries to the awards; 108 women and 79 men. 2010: 58 best practices presented; 119 award entries (82 by women and 37 by men) to contest in 16 categories	NRP
5.2.2 Online directories of women sources on the GEMSA website				Directories of women sources in 11 countries	A total of 1200 sources have been collected and online resource still to be developed.	Collection of sources is ongoing.
5.2.3 Gender and				• 10 journals.	• The GMDC has hosted	The GMDC website has been

Objective Statement	Achievement Rating for year being assessed	Log frame Indicators	Baseline for Indicators	Target	Progress against the Indicators (target)	Comments on changes over the last year, including unintended impacts
Media Diversity Centre operations; seminars; bi-annual journal; annual meeting with librarians; audit of gender in media education.				<ul style="list-style-type: none"> <li>• 60 seminars.</li> <li>• 15 interns</li> <li>• GIME audit in 12 countries.</li> </ul>	<p>20 seminars with 552 participants.</p> <ul style="list-style-type: none"> <li>• 6 journals have been produced with GTF funding</li> <li>• A librarians meeting was held from 5 – 6 August 2009</li> <li>• Gender in Media Education Audit was conducted in 12 countries.</li> </ul>	restructured. An experiential learning exchange has been institutionalized. Three journals have been produced. An annual meeting with Librarians was hosted. A series of 20 seminars were hosted. The Gender in Media Education Audit (GIME) is complete.
5.2.4 Second Gender, HIV and AIDS and media study. One regional and 14 country reports on media coverage of Gender, HIV and AIDS and the media				14 country reports	Research completed in 14 countries	Angola not in study because researcher was not able to deliver findings/data on time



**Annex A2 – Programme Logframe**

Please see attached.

**Annex A3 – Annual Financial Report**

Please see attached.

**Annex A4 – Material produced during the reporting period**

Please see attached

## Annex A5 – Web Update for your programme



GL Zimbabwe country facilitator Priscilla Maposa distributes the SADC Protocol on Gender and Development at village meeting.

**Accomplishments:** Adoption of the SADC Gender Protocol that provides a roadmap for MDG 3 (gender equality) through spelling out 28 targets to be achieved by 2015). Completion of major research projects, including producing the SADC Gender Protocol Baseline Barometer, and 2010 progress barometer, measuring annual progress; media; Care Work, GBV and local government baseline data. Running innovative campaigns like “Score a Goal for Gender Equality”. Overhauling the GL website to make it more interactive, including the use of multimedia in the form of DVDs and radio programmes as well online research and publications databases and use of new media like Facebook [www.facebook.com/GenderLinks](http://www.facebook.com/GenderLinks) and Twitter: @Genderlinks. Starting Centres of Excellence for Gender Mainstreaming in local government; the media and media education. Winning the “Investing in the Future” <http://www.genderlinks.org.za/page/awards>.

**Significance:** Evidence-based research is the foundation of GL’s programme work. It is used for advocacy; developing action plans; determining capacity building needs; and creating forums for sharing good practise. Effective use of technology extends our reach and makes us more efficient in our work.

**Main beneficiaries:** Women in general, gender and media activists, women politicians, survivors of GBV, Care givers and care giving organisations in the SADC region;

**Human Aspect:** Changes in the lives of care givers and survivors of violence as a result of first-hand accounts or ‘I’ stories – sex workers were included in the last series.

**Targets for the coming year:** Completing the third SADC Gender Protocol Barometer showing progress towards achieving the 28 targets. Getting at least three countries to buy into costing the Protocol. Community level awareness training on the Protocol, lobbying and advocacy for ratification in five countries that haven’t ratified, and making care work count. Developing GBV indicators. Hosting the 3rd Gender Justice and Local Government Summit. Where you can find our MTR and GTF 174 reports: <http://www.genderlinks.org.za/page/sponsors>.

### **Annex A6 - Annual Work plan**

Please see attached.

### **Annex A7 – Local Partners List**

Please see attached.

### **Annex A8 – Main Contacts List**

Please see attached

## **Annex A9 – Short Articles about the emerging impact of your programme**

### **Change Mauritius can believe in**



“We now have no other alternative than to be a model of good governance and good media practice not only in Mauritius but in the region,” says Soondaree Devi Sooborun, the Deputy Director General of the Mauritius Broadcasting Corporation (MBC).

The Mauritian public broadcaster walked away with the top prize for institutional good practise at the Gender Links Fourth Gender and Media Summit in October 2010. This followed the finding in the Gender and Media Progress Study (GMPS) that women sources at the MBC have shot up from 14% in the 2003 baseline study to 28% in 2010.

The MBC is the largest media house in Mauritius with three analogue television channels, 17 digital television channels and 7 radio stations. It employs over 600 people. One of the first media houses to agree to work with GL in developing and implementing a gender policy, the MBC is an example that change is possible when an institution is willing to step back and question its ways.

“I really cannot explain the sense of achievement I felt for the MBC when we won the first prize at the 2010 Gender and Media Summit in front of so many high profile people. I felt proud not only for the MBC but for my country. The MBC is after all a public media and is at the service of the whole Mauritian population,” Sooborun said.

“I did not realise that women’s voices were so under represented until I participated in the different sessions of the parallel workshops of the 2010 GEM Summit,” she added. “I am of course proud that we have made so much progress by improving the representation of women’s voices but we have more work to do.”

Speaking at the parallel meeting of media regulators during the summit Sooborun said awareness of the gender gaps in MBC coverage had prompted the public broadcaster to think deeply about the broader issues of voice,

responsiveness, and what it means to be a public broadcaster that represents the views and voices of all segments of the population.

Not surprisingly, the GMPS showed that the MBC not only scored better than most with regard to women sources but also in its general media practise, an important new parameter included in the GMPS. The study showed that primary sources constitute 94% of story sources at the MBC and that its coverage generally includes more than one source.

Sooborun says there are still many challenges: “We need to be more professional in covering violence against women. This is a real problem in Mauritius and we do not want sensationalism. It is only with balanced news coverage that we can inform and educate the population at large.”



The MBC is making every effort to include women's voices.

Responding to the provisions for gender equality by 2015 in the SADC Gender Protocol Soondaree said: “We are challenging gender stereotypes by showing women in non- traditional roles. We have stopped showing sexist advertisements. We have a strong and committed management that has made change happen and I am proud to be part of this team.

At the MBC we are not waiting for 2015 to achieve gender equality - we believe we can do it by 2012! ”

## Oasis in the desert – Equality pays off for Namibian Council



If you blink on the straight road from Namibia's capital Windhoek to the coastal resort of Swakopmund you might miss the turn to the mining town of Arandis which has a mere 6000 residents.

But in the council chambers you will not miss the three certificates that the council walked away with at second Gender Justice and Local Government Awards and Summit: for leadership (deputy mayor Isabella Kavendjii) an

innovative Sixteen Days of Activism campaign (communications officer Andrew Harold !Hoeb) and for completing the six stages to become a Centre of Excellence in Gender Mainstreaming. "We were overjoyed, on behalf of Namibia to have our efforts recognised in this way," beams !Hoeb.

Namibia is both a signatory to and has ratified the SADC Protocol on Gender and Development. "Namibia is committed to halving gender violence by 2015," notes Deputy Mayor Kavenjii. "At Arandis we are proposing zero violence by 2015. We are also determined to end poverty."

With a municipality displaying all the trappings of a small mining town (almost all the formal jobs go to men; women dominate in the informal sector or as sex workers and there are high levels of gender violence) the council has its work cut out.

Starting from within, the council has four women and three male councillors; a gender balanced management team and woman CEO. Armed with the council's gender action plan developed as part of GL's Centres of Excellence initiative, Arandis has formed a gender justice committee that includes community members and for which the council has allocated a budget.



Arandis has embraced plans by GL to add another stage to the COE process on gender and local economic development, including care work. Already, discussions have been held with local uranium mining conglomerate Rossing on opening job opportunities to women. In the Industrial Site Service area run by the Council, 80% of the stands have gone to women. The Council is helping these entrepreneurs to source finances for catering,

accommodation and transport ventures.

Kavenjii says economic empowerment for women is key to ending violence and reducing HIV and AIDS infection. Arandis is a likely candidate for a further stage of work at the local level that GL hopes to undertake with the support of UN Women. This will involve adapting the GBV indicators research methodology to a local community; intensifying the COE process and enriching it through economic initiatives; and then measuring if this has helped to reduce violence.

Underscoring its commitment to a future free of violence, HIV and AIDS, the council has enlisted the support of junior councillors (two boys and two girls) to conduct peer education, especially at shabeens (illegal liquor stores). "If we can win the youth over, half the battle will have been won," says !Hoab.

Councillors here have mastered and readily join in the slogan of the Southern African Gender Protocol Alliance, also a mantra of the Gender Justice and Local Government Summits: *"2015, yes we can! Yes we can, the time is now!"*

## **Annex B**

### **Annex B1 – Detailed budget for all project years**

Please see attached.

### **Annex B2 – Sensitive Information**

None to attach.

## Annex C1 – Any Outstanding Issues from previous reports

### Annual report - letter dated 1 September 2010

No	Issue	How addressed
1.	Mitigating factors mentioned in comments column	Mitigating factors now in a separate column
2.	Date of mid-term review	Undertaken and submitted
3	Achievement rating scale	
	a) Confusing scores	We received conflicting accounts as to whether we should score against final target or where we should be at this point. This has now been clarified- scoring against final target – and amended.
	Need to score against output only and not indicators	This has been rectified
	b) Attribution- what can be attributed to GL versus interventions in general	This has been rectified.
	c) Some baseline values missing.	These have been added.
	d) Indicators lacking targets and formulated in general terms	Per the DFID “How to” Note, January 2011 on logical frameworks, DFID has acknowledged shortcomings in previous log frame design that did not have a separate column for targets. This matter was discussed with the Triple Line consultant at the GFT Brighton meeting in September, and in the partner meeting. In consultation with KPMG, GL introduced a column for targets in its Mid Term Review evaluation, and has since inserted baseline information and targets in its revised log frame (Annex A2). With the encouragement of KPMG the 4 x 4 log frame now has 6 columns. This has greatly assisted management of the project as we can now measure progress against baseline and target.
4-6	Budget	These matters were addressed in our letter of 24 September and discussed with KPMG in Brighton to the satisfaction of the Fund Manager.



## **MTR letter dated 5 April 2011**

### **General**

#### ***KPMG comment:***

There is a major contextual challenge highlighted in the MTR report: “GL has no muscle or mandate to demand action or delivery from what amounts to a “coalition of the willing”. It has to “manage from behind”, using persuasion and good sense as the main leverage in moving forward vital agendas that are often undermined by lack 2 of resources, cohesion, vision and short term considerations” (p.ix). While it would have been useful to have had a response from GL to this ‘conclusion’ it is accepted that the GTF programme is fully aware of the context in which it is working.

#### ***GL response:***

This report has provided details of measures taken to strengthen the alliance institutionally, without compromising the independence of each member in the coalition. These include:

- Identifying representative gender networks in each country and signing MOUs with these.
- As recommended by the MTR, a mapping exercise to identify organisations within the networks in each country to champion targets of the Protocol at country level and gather examples of the Protocol@work.
- Increasing the number of thematic clusters (see below) and signing MOUs with these.

#### ***KPMG comment***

It should be noted that no specific timeframes are provided although this could easily be clarified by GL as many recommendations are already being acted upon or are part of the GL strategy 2010-2015. However points 1 and 3 under programme design would need to be clarified as management responses are too vague and too short with regards to these points. It would be useful if clarifications could be provided for the above two points – and progress against all of the key recommendations – in the cover note to the next annual report due on 30th June 2011.

#### ***GL response***

Action points and time frames are provided in the additional columns to the matrix suggested by GPMG for responding to the recommendations in the MTR.

<b>Programme design</b>			
<b>Issues raised in MTR</b>	<b>GL response</b>	<b>Action points</b>	<b>Time frame</b>
1. Intensify advocacy work on women's constitutional and legal rights	GL agrees on the critical strategic importance of this but we must work through the cluster in the Alliance charged with this responsibility.	Consult with Women in Law Southern Africa (WLSA) that leads the Constitutional and Legal cluster of the Alliance at the next Alliance Steering Committee meeting	August 2011
		Commission model constitutional provisions on gender equality	Sept 2011
		Use these for advocacy work	Ongoing
2. Lobby governments to ratify and implement the protocol	This as indicated in the report is going ahead full steam and significant progress has been made.	Provide South African women's ministry with evidence required by parliament of broad based consultations as this is the next likely country to ratify and only one more is needed for the Protocol to go into force	June 2011
		Intensify lobbying in Zambia and the three other countries that have not yet ratified, as this is important for national level action.	Over the course of this year
3. Create an additional four regional clusters to strengthen Alliance	This as noted in the report is already well in hand.	Care work cluster formed and MOU signed	March 2011.
		Education cluster – BOCONGO in Botswana has taken on this responsibility MOU to be signed at next steering committee meeting	August 2011
		Men's sector- MEGEN (Men for Gender Equality) in Malawi has offered to take this on but there is need for a mapping of the men's sector and further consultations before the next steering committee meeting and signing of MOU	August 2011
		Faith Based Organisations - Norwegian Church Aid is helping to identify a representative network ahead of the next steering committee meeting .	August 2011