

WOMEN'S VOICE AND LEADERSHIP YEAR ONE PROJECT REPORT Feb 2019 to March 2020



WVLSA Grant Support technical assistance workshop at the George Museum, Western Cape
Photo: Aobakwe Kgwele

Submitted by Gender Links
July 2020



TOMBSTONE DATA

Project: Women's Voice and Leadership Project – South Africa

Region: Southern Africa

Project number: P002781

Project budget: CAD 4 million

Reporting period: 01 April 2019 – 31 March 2020

Project year: Year One

Organisation name: Gender Links

Initiative contact name: Mukayi Makaya

Position/Title: GL Services Manager

Country: South Africa

Telephone number: 011 029 0008/ 082 6516995

Email address: glservices@genderlinks.org.za

Alternate email address: Grants.finance@genderlinks.org.za

TABLE OF CONTENTS	Page
I: Executive Summary	5
<ul style="list-style-type: none"> a) Key achievements b) Key challenges c) Structure of the report 	5
II: Contribution to Ultimate Outcome	7-10
<ul style="list-style-type: none"> a) Constitutional and legislative provisions b) Gender gaps c) COVID-19 and Women's Rights d) Next steps 	
III. Improved Management and Sustainability Of WRO's	11-21
<ul style="list-style-type: none"> a) Grant making process b) WVL-SA Project Governance c) WVL Fund Announcements d) WVL-SA Grant assessments e) Profile of the organisations selected f) Systems development and Capacity building g) Grants Management System (GMS) h) Grantee Document, Finance and MEL Systems i) Grantee document management j) Financial Management System (FMS) k) Monitoring, Evaluation and Learning l) Help Desk Portals m) On-the-job institutional strengthening n) Next steps 	
IV) Programming and Advocacy for Gender Justice	22-25
<ul style="list-style-type: none"> a) WVL-SA Grantees programme focus b) Beneficiaries c) Next steps 	
V) Networking and Lobbying for Gender Justice	26-30
<ul style="list-style-type: none"> a) Visibility b) WVL Website c) WVL Social Media Highlights d) Next steps 	
VI) Operational Changes	31-32
<ul style="list-style-type: none"> a) Technical resources b) Human resources c) Gender equality and human rights d) Environmental sustainability e) Innovation 	
VII) Risk Management	32-33
VIII) Lessons Learned	33
IX: Conclusions and way forward	34
Annexes	
Annex A: Schedule of WVL Briefing session during the period 2019/2020 and attendance	35
Annex B: COVID-19 and Women's Right Grantees	37
Annex C: List of Partners	40

ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
CA	Contribution Agreement
CGE	Commission on Gender Equality
COE	Centres of Excellence for Gender in Local Government
COVID-19	Coronavirus Disease
CRAM	Coronavirus Rapid Mobile Survey
DMS	Document Management System
FMS	Finance Management System
GAC	Global Affairs Canada
GBV	Gender Based Violence
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
GL	Gender Links
GMS	Grant Management System
GSC	Grants Selection Committee
HIV	Human Immunodeficiency Virus
KZN	KwaZulu-Natal
LGBTI	Lesbian, gay, bisexual, transgender/transsexual, intersex and queer/questioning
MY Core	Multi-Year Core Grants
NIDS	National Income Dynamics Study
PIP	Project Implementation Plan
PSC	Project Steering Committee
QA	Quality Assurance
RR	Rapid Response
SRHR	Sexual Reproductive Health and Rights
TB	Tuberculosis
UN	United Nations
VAWG	Violence Against Women and Girls
WRO	Women's Right Organisations
WVL – SA	Women's Voice and Leadership South Africa
WVL	Women's Voice and Leadership

I. EXECUTIVE SUMMARY

This report covers the first year of the Women Voice and Leadership in South Africa (WVL-SA), from the signing of the contract with Global Affairs Canada (GAC) in mid-February 2019 to 31 March 2020. It builds on the first six month report (November, 2019) but is a cumulative assessment of progress to date. The report is written under the shadow of the COVID-19 pandemic that has resulted in various states of lockdown in South Africa since 27 March 2020. As a result of the pandemic, GAC extended the deadline of the first year report by two months to mid-July. While the report focuses on the first year, the subsequent events that have a bearing on the analysis (especially the pandemic) are mentioned where relevant. For example, in May WVL-SA reissued the urgent action Rapid Response (RR) grant call, to focus specifically on the impact of COVID-19 on women's rights.

a) Key achievements include:

WVL-SA has been launched; has a website; a Programme Steering Committee (PSC) and Grants Selection Committee (GSC). GL has developed a state-of-the-art end to end Grants Management System (GMS). WVL-SA has a website and growing social media presence. All three grant calls (Networking, Multi Year Core- MY Core and RR) have been issued and 37 grants had been awarded at the time of writing. This is the full portfolio for MY Core and Networking grants. Only the rolling RR grant window will continue to issue calls. True to its purpose, the RR grant pivoted to address the pandemic. UKAID, through the Southern African Trust, more than doubled the amount available for the RR COVID-19 Fund in 2020 through complementary funds of GBP 50,000 (CAD 85,500). This shows the potential of WVL-SA to galvanise additional funding.





b) Key challenges include:

The time taken to secure approval of the Project Implementation Plan (over six months); the high levels of customisation of the Grants Management System (GMS) with no standard templates to work from and the high demand for funding with over 460 applications received against the final award of just 37 grants. Another measure of the need in this sector is the fact that grantees requested nearly three times that funds so far approved. In addition to the avalanche of applications, the WVL-SA team had to work around the time constraints of the GSC (highly respected, busy professionals) and then pivot to working virtually on the selection process and briefing of grantees.

c) Structure of the report

The report is organised around the logical framework model. It is not possible in the first year to measure progress on intermediate outcomes. The report summarises data from the outputs which are expected to contribute to immediate outcomes. Attached at **Annex A** is a summary of the key activities attended by 776 participants (92% women; 8% men and 1% Gender Non-Conforming Persons) in the first year. The inception year included a Mapping of Women's Rights Organisations in South Africa; launch; meetings of the PSC and GSC; systems development, fund publicity, visibility and social media initiatives, grants making processes, and capacity building. All these processes contribute collectively towards the ultimate outcome of WVL-SA project that is to contribute towards *"Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa."* Accompanying this report is an excel spread sheet with key data on the 37 grants issued to date (20 MY Core; three Networking and 14 RR). Attached at **Annex B** is a summary of the RR COVID-19 grants, demonstrating the flexible and relevant nature of the grant window. **Annex C** is a list of partners who have contributed to the success of WVL-SA, notably GL's Centres of Excellence (COE) for Gender in Local Government. The report includes an Operational Section, Risk Assessment, conclusions and summary of next steps.

LOGIC MODEL: WOMEN'S VOICE AND LEADERSHIP SOUTH AFRICA PROJECT

Ultimate outcome	1000. Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa				
 Intermediate outcomes	1100. Improved management and sustainability of local women's rights organisations. ¹		1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.		1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social change in South Africa.
 Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120 Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability	1210 Strengthened ability of WROs to reach marginalised groups ² with high quality services and support to claim rights	1220 Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work	1310 Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy.
 Outputs	1111 Transparent grant-making process developed and executed	1121 Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Leadership and Diversity	1211 WROs received technical assistance to develop innovative programming and mobilise communities fulfilling women's and girls' rights	1221 WROs receive technical assistance to design and sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces	1311 Funding WROs networks and alliance is provided
 Root causes	Patriarchal social norms (values, beliefs, attitudes, behaviours and practices) condone and perpetuate unequal power relations between women and men; undermining women's economic, social, legal and political rights; denying them voice, choice and control over their bodies; lives and livelihoods.				

¹ Refer to section on **Creating sustainability and capacity building for WROs which** mention involvement of the Men's Movement as key partners

² Marginalised groups include the LGBTIAQ+ community, survivors of gender based violence, rural women, and persons with disabilities.

II. YEAR ONE CONTRIBUTION TO ULTIMATE OUTCOME

Ultimate outcome of WVL-SA Project: "Increased enjoyment of human rights by women and girls and the advancement of gender equality in South Africa."



The ultimate objective of this grant is to contribute to the attainment of Gender Equality and Women's Empowerment (GEWE) in South Africa. WVL-SA is presently the only dedicated women's rights fund in South Africa. The fund has the potential to contribute in tangible ways to this goal through the programmes of grantees. Through networking, the grantees also have the potential to amplify their voice in the policy arena. While it is still too early to report on this in year one, the report begins with an analysis of the current state of gender equality in South Africa, the essential backdrop of this initiative.

a) Constitutional and legislative provisions

Gender equality is enshrined in the South African Constitution, and further protected and promoted by South Africa's Promotion of Equality and Prevention of Unfair Discrimination Act of 2000, Employment Equity Act of 1998, Criminal Law (Sexual Offences and Related Matters) Act of 2007, and Domestic Violence Act of 1998, among others. According to the South African Human Rights Commission, there is still a number of challenges hindering the attainment of gender equality in the country. These include high levels of GBV, persistent harmful traditional practices, and continued discrepancies in gender representation in top management in both the public and private spheres.³

b) Gender gaps

Inequality in South Africa has long been recognised as one of the most salient features of our society. South Africa is consistently ranked as one of the most unequal countries in the world, an empirical fact that has its roots in the history of colonisation and apartheid. In addition to being extremely high, South African inequality appears to be remarkably persistent. Despite many efforts by government to reduce inequality since our democratic transition in 1994, progress has been limited.

Source: <http://www.women.gov.za/images/GBVF/NSP-GBVF-2020-2030-vFinal-05052020.pdf>

On 11 February 2020, the anniversary of Mandela's historic release from 27 years in prison, Statistics SA invited WVL-SA to reflect on the *Inequality Trends Report* from a gender perspective⁴. The official Stats SA data sources used included the Income and Expenditure Survey (IES); Living Conditions Survey (LCS); General Household Survey (GHS); Quarterly Labour Force Survey (QLFS); National Income Dynamics Study (NIDS) and Post-Apartheid Labour Market Series (PALMS).

³

https://media.africaportal.org/documents/ab_r7_dispatchno324_despite_laws_gender_disparities_persist_in_south_africa.pdf

⁴ <https://genderlinks.org.za/news/south-africa-long-walk-to-womens-freedom/>

The Gini coefficient is the commonly used measure of inequality. It ranges from 0 to 1, where 0 indicates perfect equality and 1 indicates perfect inequality. At 0.65 the National Gini coefficient dropped slightly from 0.67 in 2006 to but remained uniform between 2009 and 2015, the year of measure. The Gini coefficient is 0.64 for men and 0.61 for women, showing that levels of inequality between men in South Africa are higher than between women. Overall, South Africa has the highest Gini Coefficient, or level of inequality in the world. The report reveals that 10% of South Africa's richest people own 90% of the country's wealth if assets are included.

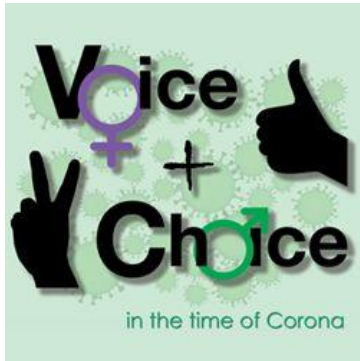
The vertical wage gap (the ratio between highest and lowest paid) is also the highest in the world. And women are still at the bottom of this ladder. On average women's income is 70% that of men, and 55% at the lowest income levels. The income differential includes women and men with a tertiary education. The reason for this is the gender division of labour, which results in women predominating in the "soft" skills while men predominate in the "hard" skills. Society still values and rewards the hard skills much more than the soft skills that are regarded as a continuum of women's unwaged care work. Policy interventions required include challenging gender stereotypes (un-stereotyping, to quote a UNWOMEN campaign) especially in education and career guidance. Vertically, women are kept out of top jobs by the proverbial Glass Ceiling. Formal factors include rigid, family unfriendly work environments and practices that fail to accommodate the dual role that women play. Informal factors include the old boy's network, sexual harassment and GBV in the work place.

Women constitute 43% of household heads yet these households only account for 25% of expenditure. Social security is cited as an important safety net for these households. This however, is a band aid solution. Thirty years on, women need to claim their own agency and power, especially in enterprise and business. The informal sector, in which women predominate, is still ill understood.

The care economy – the domestic work that women do outside of the formal labour market – is not accounted for in national accounts. Time use studies in South Africa and elsewhere show that women work, on average, at least one third more hours than men, but these hours are their "free" contribution to societal well-being. "Making care work count" would lead to many policy interventions such as state support for day care for children; support for care givers for the terminally ill; mechanisation to lighten domestic work and campaigns to get men to share domestic chores.

There is some cheer in the report on women's improved access to services. The gender gap in access to the Internet, water and sanitation is closing. Women now have greater access to electricity than men. This is due to the deliberate efforts to ensure gender responsive governance at the local level, where women constitute over 40% of councillors.

c) COVID-19 and Women's Rights



But at the time of writing this Report, South Africa is grappling with two **pandemics**, the **COVID-19 pandemic** as well as Violence Against Women and Girls (VAWG). South Africa registered the first Corona Virus Disease (COVID-19) case on 5 March 2020, On 23 March 2020, President Cyril Ramaphosa announced a Stage Five three-week nationwide lockdown with severe restrictions on travel and movement. Since then, South Africa has moved to stage 3 lockdown allowing some flexibility on personal and business travel movements, allowing working meeting gatherings of less than 50 people. However, the economic and social impacts of COVID-19 especially on women

and girls, is beyond measure.

i) Women now the majority of those infected

WVL-SA Fund Manager Gender Links (GL) was among the first to warn of the gendered impacts of the corona pandemic⁵. Globally the ratio of men to women being infected by corona is 70:30. In South Africa, the gender dynamics changed rapidly, with latest data suggesting that this ratio has been reversed⁶. Women constitute 70% of health workers who are among those most exposed. They are in the majority of those with comorbidities closely associated with COVID-19 such as hypertension, obesity and diabetes. Women also outnumber men among those living with HIV and AIDS, though it is still not clear what effect this has on the spread of the virus.

ii) Economic impact of COVID-19 on women

In addition to the higher level of *infection*, women are much more *affected* by this and other emergencies. Women constitute two thirds of the three million South Africans who lost their jobs between February and April as a result of the Covid-19 pandemic, according to the results of a new study. Women accounted for two million jobs lost⁷ They are the majority of those employed in the care sectors of the economy that have taken the hardest knock – domestic work; personal care services (such as hairdressing) and the hospitality industry. Globally and in South Africa, women carry out on average more than three times the daily care work in the home than men. During lockdown, tasks normally shared in the public space — such as schooling, and care for the fragile —are largely transferred to women.

With 35 of South Africa's land borders closed — and neighbouring countries, such as Mozambique and Zimbabwe, clamping shut many of the remaining land connections — informal, cross-border trade is at a standstill. The informal sector and especially the "survivalist" sector in which women predominate is virtually wiped out.

iii) Sexual and Reproductive Health impact of COVID-19 to women

Because of women's reproductive role in society, women have particular health needs that are now under threat. Pregnant women are at high risk. There is a further danger that, as health resources are diverted to address the pandemic, normal health services, including those for maternal health, are disrupted. According to UN Women, evidence from past epidemics such as Ebola and zika is that "efforts to control outbreaks often divert resources from routine

⁵ <https://genderlinks.org.za/news/safeguarding-womens-rights-during-the-covid-19-shutdown/>

⁶ Latest sex disaggregated data released on 28 May showed 15693 women and 11487 men a ratio of 70:30

⁷ <https://www.news24.com/fin24/economy/covid-19-cuts-sa-employment-figures-by-three-million-women-worst-affected-study-20200715>

health services including pre- and postnatal healthcare and contraceptives.” The gains that were gradually being made in sexual and reproductive health and rights — including menstrual health, maternal health, safe abortion, and LGBTI rights — are under threat. Crucially, as families are locked in their homes, often in cramped quarters, gender violence — the biggest threat to women’s bodily integrity — looms ever larger.

iv) VAWG

According to the April 2019 UN Policy Brief on The Impact of COVID-19 on Women, “As the COVID-19 pandemic deepens economic and social stress coupled with restricted movement and social isolation measures, gender-based violence is increasing exponentially. Many women are being forced to ‘lockdown’ at home with their abusers at the same time that services to support survivors are being disrupted or made inaccessible.” Records of gender-based violence in South Africa have skyrocketed during the country’s lockdown because of the novel corona virus pandemic. The South African Police Services is reported to have received a significant increase in the number of gender-based violence calls noted during the first week of lockdown from callers who expressed fears that the lockdown might worsen gender abuse incidences. In the first three weeks after the lockdown started on March 27, more than 120,000 victims had rung the South African National helpline for gender-based violence. With this upsurge, it is evident that South Africa battles another deadly epidemic of domestic violence amidst the coronavirus lockdown.

The global data and statistics prompted Dr. Phumzile Mlambo-Ngcuka, Executive Director of UN Women, and former Deputy President of South Africa to characterise violence against women and girls as a **shadow pandemic**. “Men in our country have declared war on our women,” South Africa’s President Cyril Ramaphosa declared on the 48th day of the lockdown. In 17 June, the President devoted over half his statement to the twin scourge of VAWG. He announced that the South African government has put in place the following additional measures to respond to VAWG⁸

- R 1.6 billion to the Emergency
- Response Plan to combat GBV and femicide in South Africa
- new supports for victims of sexual violence;
- 10 government-owned building given to the Department of Social Development to use as Shelters;
- Government has upgraded 13 regional courts into sexual offences courts to support the work of law-enforcement;
- Government agencies will distribute 7000 evidence collection kits to every police station in the country and South Africa now has more than 1000 survivor friendly rooms at police stations;
- Many police, prosecutors, magistrates, and policymakers have undergone sensitivity and awareness training, and more than 3000 government employees who work with children



⁸ <https://www.news24.com/news24/SouthAfrica/News/full-text-these-are-the-new-changes-to-level-3-lockdown-as-ramaphosa-eases-restrictions-20200617?isapp=true>

and mentally disabled persons have been checked against the National Register of Sex Offenders; and

- The government has prepared legislative amendments around, among other things, minimum sentencing in cases of GBV, bail conditions for suspects, and greater protection for victims of IPV.

As elaborated in later sections of the report, the majority of WVL-SA grantees have chosen to focus on practical and strategic interventions linked to ending GBV. COVID-19 is both a major threat but also opportunity for Women’s Rights Organisations (WRO) to raise their collective voices in support of systemic change.

There are **three pathways** to the **intermediate outcomes of WVL-SA**. These are

- Improved management and sustainability of WRO.
- Programming and advocacy for gender justice
- Networking and lobbying for gender justice

Each will be examined in greater depth in the next part of the report.

III. IMPROVED MANAGEMENT AND SUSTAINABILITY OF WRO’S

Intermediate outcome	1100. Improved management and sustainability of local women’s rights organisations. ⁹	
Immediate outcomes	1110. Increased funding for WROs enabling them to deliver on their mandate and their strategies.	1120. Increased ability of WROs to create, monitor and improve organisational processes, systems and sustainability.
Outputs	1111. Resource mobilisation initiatives.	1121. Systems development to support grantees project implementation.
	1112. Transparent grant-making process developed and executed.	1122. Institutional Capacity Building provided in areas such as: Finance and governance, Results for Changes, Communications for Social Change, Climate Changes, Leadership and Diversity.
Indicators	1111. Amount of the additional funding secured to augment WVL funding.	1121. Number of additional systems developed to support project implementation.
	1112. Number of grants awarded.	1122. Number of grantee organisations staff trained per topic
Year 1 achievements	1111. GBP 50,000 additional funding from UKAID- DFID supporting RR COVID-19 and Women’s Rights.	1121. Systems development a) Development an online based end-to-end Grants Management System from grant announcements, submission of applications, review and assessment, online due diligence right up to reporting stage b) WVL-SA Website set up
	1112. Grant making process a) Put in place the WVL-SA Project Governance	

⁹ Refer to section on **Creating sustainability and capacity building for WROs** which mention involvement of the Men’s Movement as key partners

Intermediate outcome	1100. Improved management and sustainability of local women's rights organisations. ⁹	
	b) Completed the mapping of women's rights organisation. Click here for the full WRO Mapping Report c) Successful WVL Fund Announcements d) Successful WVL-SA Grant assessments of RR Grants only	c) Set up Grantee document management system in GL SharePoint platform d) WVL-SA Help Desk developed

WVL-SA recognises that for WRO to have an effective voice, they need to be institutionally robust. From the fund, this calls for flexible funding informed by feminist principles and a transparent grant-making process. In particular, WVL-SA has sought to identify WRO that are often overlooked by the more rigid, traditional funders, and offer them the opportunity to grow. From the grantees, this requires a willingness to learn, use and adapt more advanced systems that contribute to efficiency and effectiveness. GAC chose GL to manage this fund because of its own history of growing from a two-person operation to a staff of 40-60 in ten different countries. GL committed to share its expertise and devise fit-for-purpose tools and platforms that would help local WRO to learn on the job. This section of the report covers the grant making process, and the start that has been made to capacity building.

Information below describes the series of the processes and activities that contributed to the achievement of Immediate Outcomes 1110 and 1120 during YR 1 of WVL-SA project implementation.

a) Grant making process

Mapping of women's rights organisation

In preparation to rollout WVL-SA project and to get understanding of the current status of WROs in SA, GL undertook desktop research to map out South Africa's women's rights organisations. The key objective was to establish baseline data on the funding and sustainability of WROs in South Africa, as well as seek out promising organisations that may have been overlooked by the more traditional funding mechanisms. GL gathered baseline information through a combination of desktop research and online self-administered questionnaires. 73 WROs responded. Key findings of the [WROs Mapping Report](#) included the following;

During the mapping WVL-SA built up a list serve of 2222 contacts used in the funding call.

- Of the 55 respondents for whom financial information could be obtained, 33 had budgets of less than R250,000. Of the 33 organisations with a budget of less than R250 000, almost two thirds (22 organisations) do not have any donor funding. Of the 73 organisations, 17 did not provide financial information.
- 54 out of 73 organisations are funded by foreign donors. It is important to note that none of the organisations with budgets of less than R250,000 have any foreign donors. Seven of the organisations with budgets of less than R250,000 have local donors (South African Foundations).
- A high proportion of organisations, 54, have boards in place as part of their governance structures.
- Of the organisations surveyed 36 have finance and 31 have anti-corruption policies in place. In the category of the organisations with a budget of less than R250 000, out the total 36 respondents, 21 have a finance policy.

- The largest number of organisations, 26 reported working on GBV and 23 on leadership and mentorship. 16 organisations work on economic empowerment. Fewer organisations are working SRHR; gender and climate change.

The findings guided WVL-SA funds structure, with largest portion of the funds now allocated to support 20 local WRO under the Multi-Year Core Grants; three Networking and Alliance Building grants, and smaller grants allocated to support up to 50 community based organisation under the Rapid Response emergency funding until the end of the WVL-SA project in 2023.

b) WVL-SA Project Governance



The WVL-SA Project is supported by a three-tier structure, comprising of a Project Steering Committee comprising of representative from GAC, GL, UN Women, Commission on Gender Equality (CGE) and Department of Women, Children and People with Disabilities providing strategic political guidance.

To support transparent granting making processes, GL put in place an independent Grants Selection Committee (GSC) made up of gender experts drawn from academia, the private sector and grant making organisations.

Date	Mtg	Venue	Purpose
4 July 2019	PSC	Canadian High Commission, Pretoria	Inauguration of the Project Steering Committee (PSC) meeting, role of the PSC, WVL-SA Year One Work Plan review
2 March 2020	GSC	GL Office, Johannesburg	Briefing Session on the Women’s Voice and Leadership South Africa initiative, and your role as the Grants Selection Committee.
24 April 2020	GSC	Virtual	Review of consolidate scoring and comments for RR, MY Core and Networking grant applications
8 May 2020	GSC	Virtual	Presentation by 2 MYCore Grantees and 3 Networking Grantees
25 June 2020	GSC	Virtual	Final selection of MY Core and Networking
			Feedback and briefing on progress/status with Rapid Response, COVI-19 Rapid Response and Networking grantees

The [PSC](#) met once at the Canadian High Commission to agree on the fund operations (see mid-year report). The Ministry of Women, Youth and Persons with Disability tendered an apology. Efforts to meet with the new minister, supported by the Commission on Gender Equality (CGE) failed to materialise before lockdown and became even more challenging after lockdown. As of July 2020 the ministry has a new Director General, Joyce Maluleke (formerly with the Department of Justice, where she worked closely with GL on SA’s National Action Plan on GBV). GL will seek to ensure that the new DG is briefed on WVL-SA and that the

ministry is represented at the next PSC meeting, to review this report and the year two work plan.

The [GSC](#), comprising five highly regarded South African experts (three women and one man) had an initial briefing meeting and three four virtual meetings to adjudicate the 114 grants applications across the three grant types that made it through to assessment. As decided by the PSC, the GSC had the final say on who received grants. For the MY Core and Networking grants, the GSC set aside a full day (8 May) for virtual presentations in addition to the written applications. This was a further step introduced to give the longer-term grantees an opportunity to express themselves verbally, in case they may have failed to do so adequately in writing. GAC WR consultant Marinda Weideman participated in all GSC meetings and reviewed all applications as part of QA – Quality Assurance. This was especially important for the RR COVID-19 applications, that has to be assessed by the WVL-SA Secretariat (with the consent of GAC), due to time and budget constraints.

c) WVL Fund Announcements

WVL-SA publicised grants calls¹⁰ via the WVL-SA website, GL website, the WVL-SA list serve with over 2000 contacts and Sangonet from 20 January 2020 to mid-February. Several outlets re-published the announcement – see table below.

Name of Organisation that reposted WVL-SA Funding opportunity	Type of media
The Diplomatic Society	Online
Opportunities for Africa	Online
Funds for NGOs	Online
We Will Speak Out SA	Online
Concoursn	Online
Advance Africa	Online
Global Innovation Exchange	Online
Devex	Online
World Pass	Online
Zululand Observer	Online and print

The WVL team also conducted roadshows in all four priority provinces for MY Core (Gauteng, Mpumalanga, Western Cape and KZN – see **Annex A**). The briefing included technical support in filling in the online application. GL Centres of Excellence for Gender in Local Government offered venues and IT facilities – crucial in-kind support.

d) WVL-SA Grant assessments

Grant window	No eligible	No concept rcvd	No to full	No to due diligence	No contracted
Rapid Response Core	84		26	9	5
Rapid Response COVID-19	13		9	9	9
MYCore	285	285	48	30	20
Networking	78	78	8	3	3
Total	460	363	91	51	37

¹⁰ <https://genderlinks.org.za/news/page/2/?country=152&theme=0>

- All grantees had to pass an eligibility test, that included being women led; focusing on gender equality; women’s rights and or LGBTI; and being willing to address any governance shortfall identified (Board; policies; two bank signatories). 460 passed the eligibility test: 84 RR core; 13 RR COVID-19; 285 MY Core and 78 Networking.
- The RR went straight to full application. MY Core and Networking followed a two stage process (concept then full application). WVL-SA received 285 MY Core concept notes and 78 Networking concept notes. The Secretariat further short listed these for the GSC.
- Following the lockdown in South Africa on 21 March, WVL-SA reissued the RR call. This followed some debate within the GSC on the meaning of Rapid Response, and need for greater clarity on this in the application. Both GAC and the GSC considered the pandemic and its potential impact on WR to be a pertinent example of why an urgent action fund is needed. But, after examining the range of applications received, the GSC also recommended that the definition be expanded to include *incubation* of promising new organisations.
- WVL-SA assessed 91 full applications: 35 RR (excluding the 20 supported by UKAID); 48 MY Core and 8 Networking.
- These reduced to 51 at Due Diligence and 37 finally contracted.
- The ratio of grants (37) to eligible organisations (460) is 1:12.

Comments by the GSC

Thank you for all the hard work done by the team – *Tamara Brown.*

Great job all around indeed – *Bafana Khumalo*

Very collaborative exercise and enriching too – *Bongiwe Ndondo*

Grant Category	Amount requested - R	Amount received - R
Rapid Response original	223 344	249 570
Rapid Response COVID-19	387 325	439 825
My Core	50 815 452	14 002 725
Networking	9 003 083	7 717 600
TOTAL	60 429 204	22 409 720

As reflected in the table derived from the accompanying register of grantees, those selected requested R60 429 204, compared to grant awards of R22 409 720, about one third of the requested amount. MY Core grant applicants in particular appear to have misinterpreted the maximum amounts in the call to be annual rather than for the three years. The assessment process underscored the huge gap in the funding need versus available funding for the WRO sector in South Africa.

Managing disappointment

While the grant selection process won a lot of praise for its thoroughness and transparency, there was inevitable disappointment among those who did not succeed. WVL-SA erred on the side of sharing detailed feedback from the GSC, available online through the online assessment form. Some grantees welcomed this; others began to speculate (on What’s App platforms) on the differences between scores of the assessors. WVL- SA responded with a [press release](#) on the grant making process, explaining the huge demand compared to available funds. In two cases, the GSC proposed that worthy MY Core applicants who did not succeed at Due Diligence stage be considered for RR grants in the category of incubating new organisations. One of these is a disability NGO in a remote part of rural KwaZulu Natal. This is an example of how WVL-SA has sought to be empathetic and responsive, while insisting on minimum standards necessary for accounting and reporting to GAC.

e) Profile of the organisations selected

Provincial spread

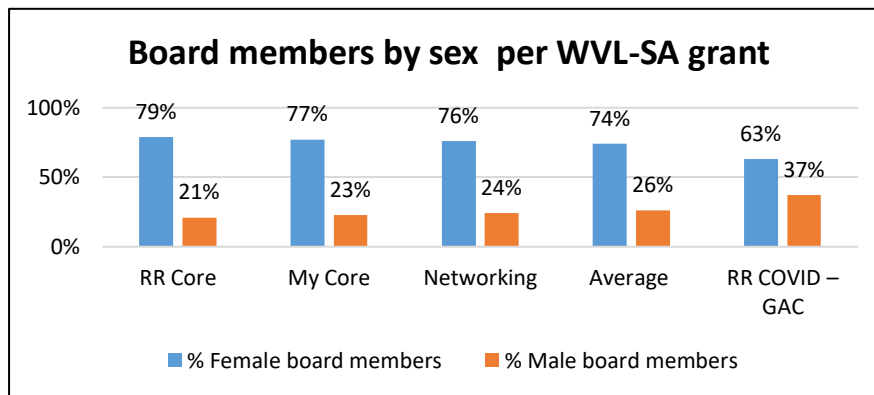
The four priority provinces for MY Core are Gauteng, KZN, Limpopo and Western Cape. Networking could be national or provincial. RR can be any of South Africa’s nine provinces.

Grant type	Gauteng	KZN	Limpopo	Western Cape	Northern Cape
RR Core	4		1		
RR COVID-19	2	3	2	1	1
MYCore	8	8	3	1	
Networking		1		2	
Total	14	12	6	4	1

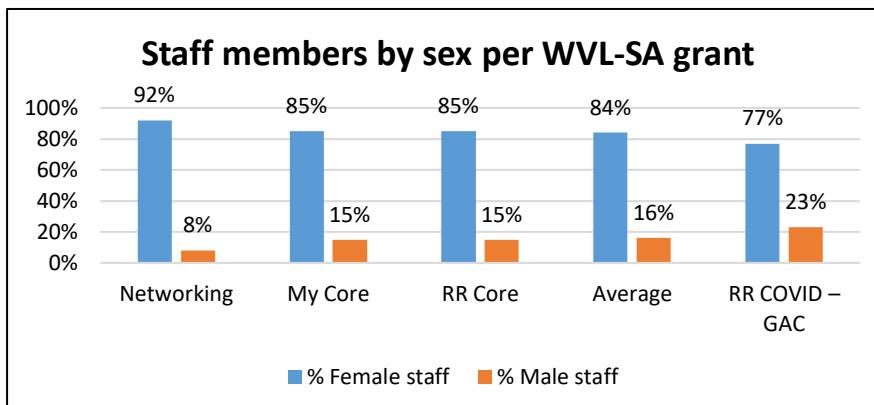
The table shows that of the 37 organisations, 14 are based in Gauteng; 12 in KZN; six in Limpopo; 4 in Western Cape (although one of the networking organisations based in Western Cape is national) and one in Northern Cape. The fund has thus achieved its objective of focusing primarily in the four provinces, while including some national organisations and one organisation outside the four provinces. The higher proportion of organisations in Gauteng and KZN reflects the much higher density of WRO in these provinces. Indeed, the GSC made a strenuous effort to ensure inclusion of the other two provinces, balancing merit against the need to be as representative as possible.

Women’s organisations

The eligibility criteria required that all organisations be women led. WVL-SA obtained further data on the composition of the Boards and Staff of the organisations awarded grants to ensure that women are in the majority.



The graph shows that on average women constitute 74% of the Board Members of WVL-SA grantees. This ranges from 79% for the RR Core grants to 77% for MY Core; 76% for networking and 63% for RR COVID-19 grants.

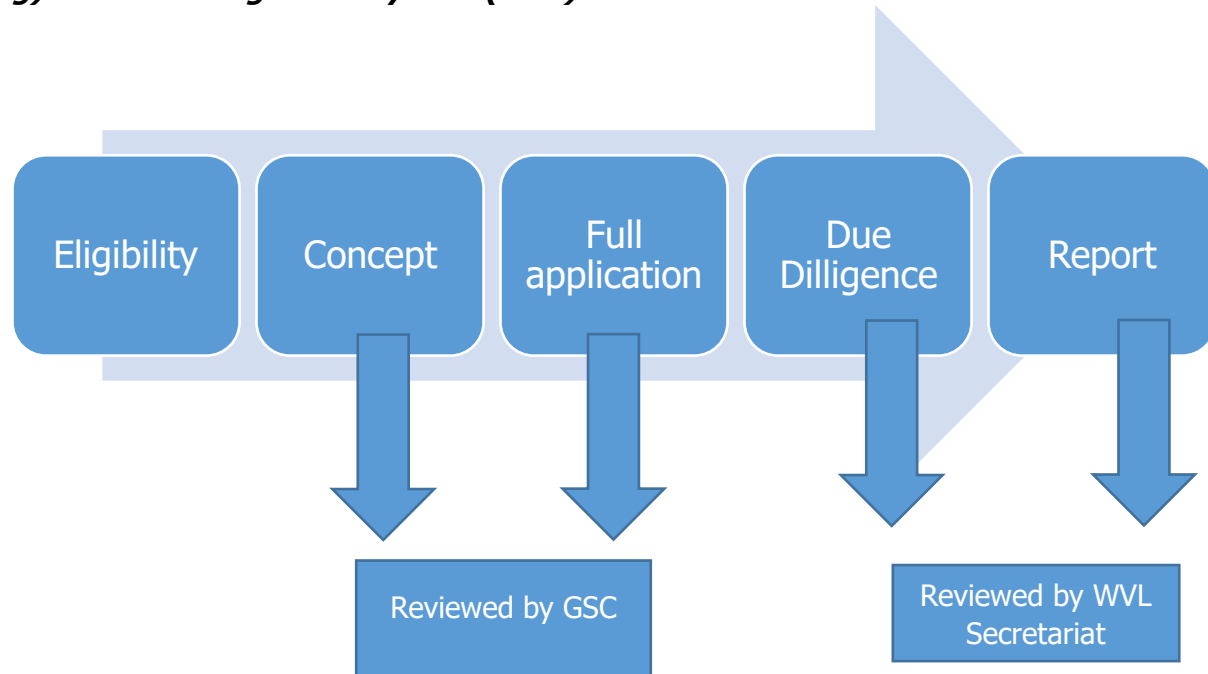


The second graph shows that on average women constitute 84% of the staff of WVL-SA grantees. This ranges from 92% for networking, to 85% for MY Core; 85% RR Core and 77% for RR COVID-19 grants.

f) Systems development and Capacity building

WVL-SA is guided by the feminist principles of the WVL fund that seeks to support and develop rather than further disempower WRO that labour with limited financial and human resources. GL has always had as part of its founding philosophy a commitment to "Making IT work for Gender Justice." In all its programming, GL has sought

g) Grants Management System (GMS)



Developing a time saving, efficient and effective GMS has taken a considerable amount of time and energy in the first year. From the inception meeting of WVL in Ghana in February 2019, GL sought to ascertain if GAC has a GMS that could be adapted for WVL-SA. When GAC responded that it does not, GL contacted Amplify Change, the Global Fund for Women, Prospero and several others to ascertain if it could benefit from an existing system. When this quest failed, GL put out a call and assessed presentations from commercial companies that specialise in online applications. None could offer an end-to-end GMS. The customisation required was also too costly. In the end, GL resorted to working with the organisations MEL consultant to adapt Survey Gizmo, a survey platform used for our M and E, for the GMS. Reports are generated in Google Data Sheets (GDS)

The system is guided by the following underlying principles:

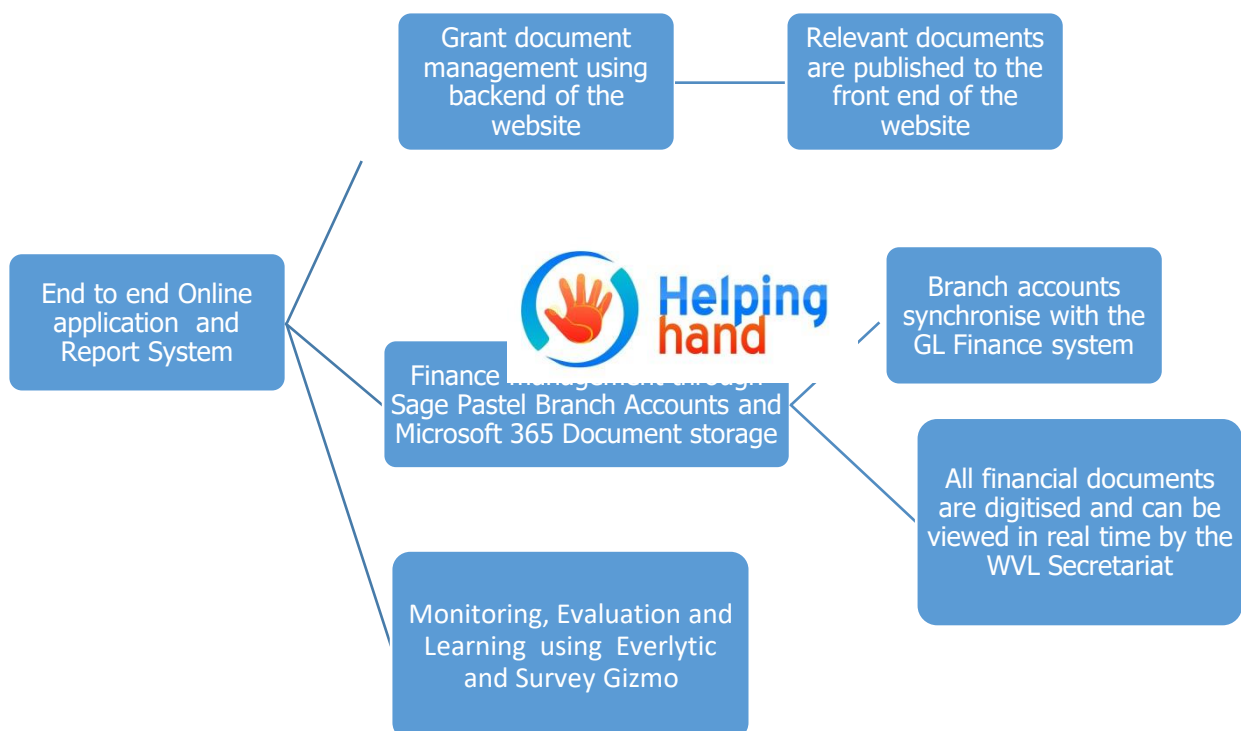
- Information that is standard throughout the process should pull through from one stage to the next, with the flexibility for updates (e.g. changes in leadership, address etc).
- Routine functions such as reminders should be automated wherever possible
- Ancillary functions such as adjudication should be able to link to the main platform.
- All data should be in one data base and archived
- The system should be user friendly, a first step for some grantees in learning to use online platforms, which could serve them well in other grant applications.

The five key steps are:

1. **Eligibility:** The process began with a short and quick eligibility check. Those eligible receive an E mail with the link to the next stage. Those not eligible receive an E Mail with reasons.

2. **Concept Notes** are done online, except for a simple Results Framework and Budget that are done in excel and uploaded. Supporting documents such as proof of registration are also uploaded at this stage. The concept note is received as a PDF with attachments, and forwarded to the GSC. A linked scoring and comments platform allows the GSC to conduct their scoring from different localities. These are average and summed up in GDS. The WVL-SA secretariat is able to track the adjudication process and draw reports for each organisation assessed.
3. **The Full Application** pulls through all relevant information from the Concept Note with additional more detailed questions, including a more complex Results Framework and Budget. Full Applications are assessed and scored online, as in the same case of Concept Notes.
4. **Due Diligence** starts upon final selection by the GSC, first with the organisation answering additional questions such as organisational policies, then this information being verified by the WVL-SA Secretariat using the same online platform. Having so much information online facilitated the virtual due diligence that had to take place for the RR grants due to the COVID-19 pandemic. Conditions noted during due diligence are included in the
5. **Reports:** Reporting is done against the approved proposal, results framework and budget. These therefore pull through to the reporting template. The system triggers reminders two weeks before, a day before and on the final day.

h) Grantee Document, Finance and MEL Systems



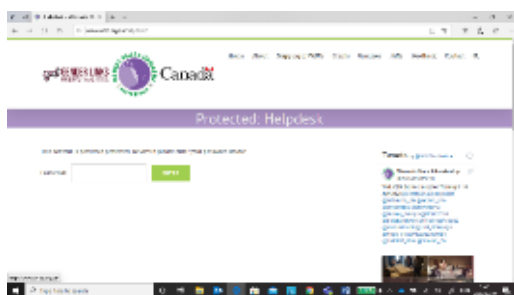
From the Online application and reporting, GL has developed a Document Management System (DMS) using the WVL Word press website, and a Finance Management System (FMS) using Sage Pastel and Microsoft 365 SharePoint. In brief:

- i) **Grantee document management:** Each grantee has a dedicated URL that they, GL and GAC can access using a password. All key grants documents (contacts, application, results framework, due diligence, contract, reports, correspondence and audio visual materials) are stored here for ease of access. A full list of the grantee pages can be accessed on <http://www.wvlsa.org.za/grantees/> Password: WVLgrantees2020. From these private page, WVL-SA sifts our relevant information for visibility of the grantees on the website itself. Each grant type has a page with logos and thumb nails of the organisations; leading to a URL on who the organisations are (linked to their website) and the nature of their programme for WVL (see communications section).
- j) **Financial Management System (FMS):** To ensure sound financial reporting, GL has created branch accounts on its Sage Pastel Evolution financial management platform to include all the MYCore and Networking grantees. RR grantees digitise and store all their financial documents in Sharepoint, but are not set up in Sage Pastel as their accounts are much more simple and are once off. These branch accounts synchronise with the GL Finance System in real-time. The platform enables digitalisation of all financial document, in real-time, and GL can view individual branch accounts. This system enforces compliance by grantee, and GL is able to check, verify and raise queries promptly.

To further support grantees with paperless document management, and in line with GL's Green Policy promoting environmental sustainability, GL opened access to its **SharePoint** document storage system for all grantees (including RR). This is a safe and password protected platform where individual grantees store and file all WVL-SA finance related documents.

- k) **Monitoring, Evaluation and Learning:** Grantees are given direct access to GL's online forms for gathering contacts, workshop data and conducting the Gender Progress Score (GPS) or gender attitudes. These links are also built into the report format. This ensures fast, efficient and comprehensive gathering of data. These systems also form part of GL's in-kind contribution to WVL, and are at the heart of the capacity building being offered to the sector.

l) Help Desk Portals (WVL-SA website front-end portal)



The helpdesk is a password protected resource centre for all the grantees to access Finance documents, Monitoring and Learning Tools, Communications and Visibility information as well as any additional documentation including presentations and guide documents.

Supporting documents for Networking and MYCore grantees are accessible via this link <http://www.wvlsa.org.za/helpdesk-mycore-and-networking/>;

Password: WVLHelp2020. Supporting documents for the Rapid Response can be found at: <http://www.wvlsa.org.za/helpdesk/> Password: WVL-Help-2020

On-the-job training during the grant making process



Bessie Malatji assisting Mary Dobbie, a social worker at the New Castle Child Welfare to upload an application for grant
Photo: Nomthandazo Mankazana

Capacity building for WVL-SA began with the support offered to grantees on how to use the online grants application platforms, including how to attach and upload supporting document during the WVL-SA Project briefing sessions across the four provinces visited by the project team. GL also held virtual briefings with Rapid Response grantees to demonstrate and guide them on how to optimally use the Help Desk platform, and the SharePoint document management system. GL continued to support grantees who called in need further guidance and support on these two resources.

During Year One WVL-SA hosted a total of 28 events to announce the fund. These briefing sessions reached a total of 776 people where reach across Gauteng, Limpopo, Western Cape and KwaZulu-Natal. In line with the target beneficiary group of the WVL-SA project, 92% of the participants were women and 1% representing non-binary gender groups (see Annex A for the detailed list of briefing stations with sex disaggregated data on participants). Feedback from participants reflects the feminist approach to grant-making:

“It was a great pleasure meeting you last Tuesday. The session was informative and a ray of hope for women led organisations, as we yet to see gender equality. I have been looking for a grant for the production of our poetry book to no avail. The poems address issues of breaking the silence, healing the soul and discovering self and purpose beyond gender based violence. We run workshops for GBV survivors and poetry is one of our tools. Having the book printed will help the programme and also contribute to our sustainability. Kindly let me know how your organisation assist in this regard. It was such a blessing to be connected to your organisation which seeks to amplify the voice of women.

Yours truly, Zandile Nkompela (Africa Arise, Western Cape)”

“Thank you so much for a very informative meeting and for being so accessible and open towards the needs of the sector. It is rare to find and much appreciated! Please share any of the other workshops dates and information so I can share with Shukumisa members in the respective provinces and areas. I’ll send you another email shortly with specific queries regarding the Shukumisa Coalition so that we can prepare better ahead of the call. I’ve shared the WLV information and your contact details with our members in Limpopo - the Litshani Vhana-Vha-De Foundation, Mutale Victim Empowerment Programme, Tipfuxeni Community Counselling Centre, Thohoyandou Victim Empowerment Project and Fiona Nicholson (individual member). Unfortunately, we don’t have any members at the Garden Route. Please don’t forget to share the meeting details in other provinces and I’ll share with members accordingly. Many thanks and kind regards

Aniela Batschari (Shukumisa, Western Cape)”

m) On-the-job institutional strengthening through due diligence

The grant making process asked a number of institutional questions, verified during Due Diligence. However, rather than exclude organisations based on these criteria, they were

asked if they would be willing to put these systems and processes into place, should they be awarded a grant. This is a fundamental difference between WVL-SA and most mainstream funding mechanisms. Promising new organisations or those that have experienced funding cuts are excluded from funding opportunities because they are not currently compliant.

Parameter	Registration		Governance Board in place?		SARS Tax Registration		Bank Accounts		More than 1 signatory to the Bank Account	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Networking Grantees (3)	3		3		3		3		3	
MYCore Grantees (20)	20		18	2	18	2	18	2	17	1
Rapid Response Grantees (14)	13	1	12	2	10	4	12	2	11	1
Total		1		4		4		4		2

The table summarises the gaps identified during Due Diligence that will also now inform customised on-the-job training for the different organisations. Of the 37, one is not registered; four do not have boards; four are not registered with the South African Revenue Services (SARS); four do not have bank accounts; and two do not have more than one bank signatory. These are written into special conditions of contracts. WVL-SA will assist the grantees to fulfil these conditions. To promote good corporate governance and compliance, Gender Links as the fund manager will further provide finance and governance training to Networking and MYCore grantee.

Examples of the “hand up” on- the- job support

- **Sibanisezwe Community Development, Voice of Disability, and Khoionia** have opened company bank accounts, each with two signatories. All this was done before finalising individual Contracts. All three now have company bank accounts, and have since received project funding.
- GL has offered free office space to a new young women’s initiative, **The Archive: Amabali Wethu** that submitted a budget with higher operational than programme costs. The budget has been restructured to focus on online archival materials and collection of stories to bolster their activism and to contribute towards a deeper understanding of gender-based violence.
- **WVL-SA delayed the Khoionia** grant disbursement until the organisation received its NPO registration from the Department of Social Services (delayed due to the corona pandemic). The organisation is now registered and implementing its project.

n) Next steps

Focus during Year Two is on:

- Practical training on Results Based Management and Budgeting using a more detailed automated excel spread (see accompanying documents) for MY Core and Networking grantees.
- Individual grantee training on optimal use of the Help Desk functionality.
- Individual grantee training on SharePoint document management system.
- Individual grantee support and training on Sage Pastel.
- Grantees capacity building and training in Finance and Governance; Results for Change ; Communications for Social Change and Leadership and Diversity.
- Engagement and feedback on grantee Reports.



Representatives from Mamadi Advice centre in Limpopo during the due diligence visit. Photo by Thato Phakela

IV) PROGRAMMING AND ADVOCACY FOR GENDER JUSTICE

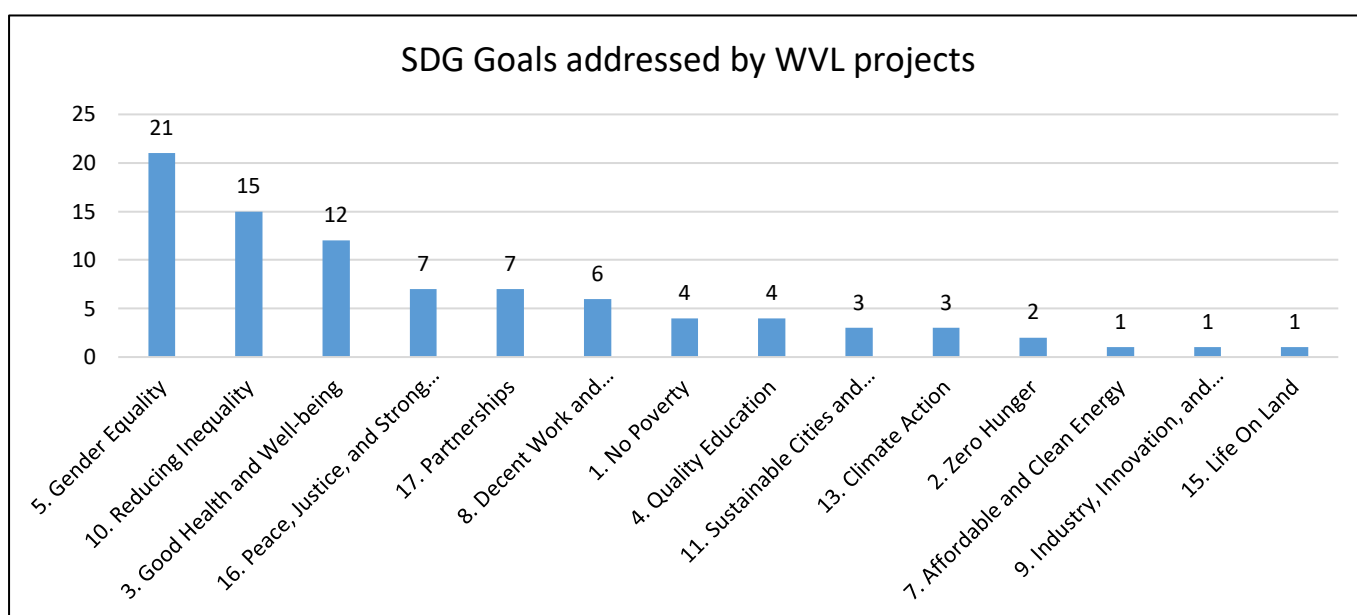
Intermediate outcome	1200. Enhanced performance of women's rights organisations' programming and advocacy to advance gender equality and empower women and girls.	
Immediate outcomes	1210 Strengthened ability of WROs to reach marginalised groups ¹¹ with high quality services and support to claim rights	1220 Strengthened ability of WROs to undertake policy and advocacy activities on a range of issues in their capacities of work
Outputs	1211 WROs receive technical assistance to develop innovate programming and mobilise communities fulfilling women's and girls' rights	1221 WROs receive technical assistance to design and sustain policy, outreach, awareness and advocacy campaigns to enable women and girls to access a range of gender responsive services in 4 provinces
Indicators	The different areas of service delivery undertaken by grantees	The different areas of policy and advocacy work undertaken by grantees
	Number of beneficiaries	Number of policies / laws / regulations / practices are changed at local, provincial and national levels.
	Change in the lives of beneficiaries.	Extent to which these changes remove systemic barriers to GEWE (qualitative indicators).
	Change in the lives of beneficiaries.	
Changes in community attitudes		

¹¹ Marginalised groups include the LGBTIAQ+ community, survivors of gender based violence, rural women, and persons with disabilities.

Year achievements	<p>1</p> <p>As part of the flexible approach to feminist funding, the grant calls did not prescribe thematic areas of service delivery/lobbying and advocacy work.</p> <p>Grantees had a broad range of categories to choose from. They could also select from more than one category, given the cross-cutting nature of gender. Categories included VAWG, Economic Empowerment, Food Security, SRHR, LGBTI, challenging Social norms, Legal Rights, Disability, Media, and Mental health</p> <p>Please note that both qualitative and quantitative milestones will be noted in Year 2 of project implementation when grantees begin to roll-out and report on their interventions.</p>
-------------------	---

The second pathway to change concerns the content of the work undertaken by the WVL-SA grantees. These fall in two broad categories: service delivery as well as policy and advocacy work. From the grants selection process to date, it is possible to share baseline data on the areas of focus, and potential reach of the programme. At the time of writing, the MY Core and Networking grantees were revising their results frameworks and budgets, also taking account of the COVID-19 pandemic. This section is thus preliminary, and will be reported on in greater depth in November.

Information below describes the series of the processes and activities that contributed to the achievement of Immediate Outcomes 1210 and 1220 during YR 1 of WVL-SA project implementation.



WVL-SA grantees are all working within the context of the Sustainable Development Goals (SDGs). They indicated in the application form which goals they are working to achieve. As illustrated in the graph the highest number cited Goal 5 – Gender Equality, followed by Goal 10, reducing inequality and Goal 3, good health and well-being. The programmes cover 14 of the 17 SDG Goals.

a) WVL-SA Grantees programme focus

As part of the flexible approach to feminist funding, the grant calls did not prescribe thematic areas of work. In the second RR call focusing on the COVID-19 pandemic, GL shared some of the ways in which the pandemic is likely to affect women. Otherwise grantees had a broad range of categories to choose from. They could also select from more than one category, given the cross-cutting nature of gender.

Grant Category	VAWG	Economic Empowerment	Food Security	SRHR	LGBTI	Social norms	Legal Rights	Disability	Media	Mental health
Rapid Response original	4					1				
Rapid Response COVID-19	2		3	1	3					
My Core	6	5		3	1	2	1	1	1	1
Networking	1	1		1						
TOTAL	13	6	3	5	4	3	1	1	1	1

As reflected in the table mapping one priority theme per organisation against the different areas of focus, the majority (13) work in the area of Violence Against Women and Girls (VAWG); followed by economic empowerment (6); food security (3); Sexual and Reproductive Health and Rights – SRHR (5); LGBTI (4); challenging social norms (3) and one each focusing on legal rights; disability; media and mental health. Included in SRHR is one organisation focusing on the rights of sex workers, Sonke National Sex Workers Union. The GSC and WVLSA teams worked hard to ensure a diverse portfolio, geographically and thematically.

COVID-19 Rapid Response Grants respond to a range of WR concerns

In this reporting period, WVLSA mainly focused on disbursing and managing the RR COVID-19 grants that run for three to six months. Key data on the nine grants is summarised in **Annex B**. As might be expected the grants awarded focus on two major areas: food security and VAWG, followed by LGBTI and SRHR more broadly.

Among the organisations that are addressing **food security, Mankweng Community Law Advice Office** – Limpopo, is working to soften the blow of the COVID-19 crisis as female and child-headed family struggle to provide food to their families. The initiative distributed food parcels, mask, gloves, and sanitisers to struggling families as identified by community leaders. **Siyakhula Community Project and Sibanisezwe Community Development- KZN** is supporting female headed household by giving them food parcels, masks and sanitisers, opened a Soup kitchen to feed homeless children and orphans. They are rolling out a door-to-door campaign educating the community on COVID-19.

The COVID-19 pandemic has lifted the lid on domestic violence mentioned in several proposals. Examples of action being taken include: **Life Savers Foundation – Limpopo** is conducting door-to-door dialogues with individual women within the community. These dialogues educate women on their rights and responsibility to curb VAWG, especially during the lockdown. Life Savers Foundation also partnered with community radio stations to broadcast Talk Shows on VAWG in vernacular languages.

Salt Lakes Residents Action Group - Northern Cape assists victims of GBV fight their cases through the judiciary system and provides assistance in sexual harassment cases. Due to COVID-19 and social distancing the organisation was not able to do mass mobilisation at court appearances of perpetrators, however, they started online campaigns against GBV.

They also plan to convene Social Behaviour Change Workshops with Boys and Men in order to influence their social behaviour and reduce cases of GBV. They will also be conducting information sessions on the rights of woman and LGBTI persons.

Queerwell – Gauteng: The project is providing education and awareness around risks associated with COVID-19 and mental health, prevention of COVID-19, mental health management and access to mental health services, care and support to the vulnerable LGBTI+ people within South Africa. The organisation is hosting online weekly expert led discussions covering different topics on mental health and wellbeing of LGBTI persons.

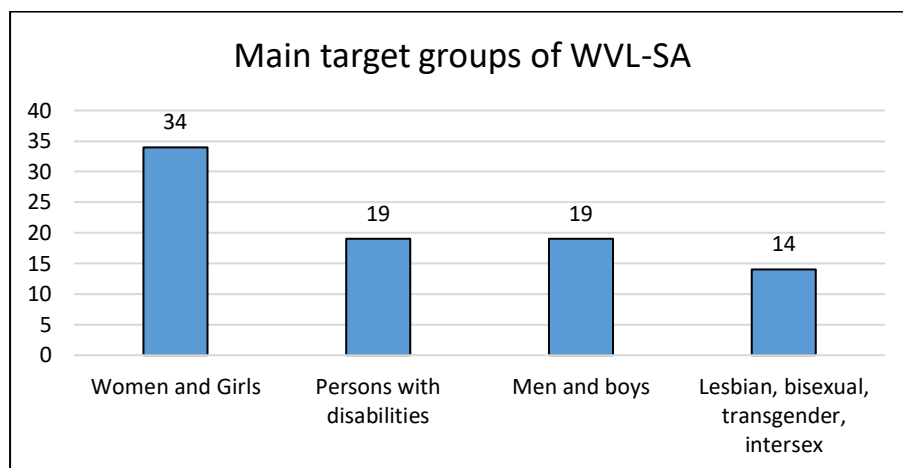
Transhope (KZN) is using its WVL-SA Grant to carry out home visits educating community members in KwaZulu-Natal on prevention of COVID-19. Transhope Caregivers provide support to LGBTI individuals who are bedridden and living with HIV and AIDS and TB. They also train family members on how to provide care to the infected individuals in ways that are safe, and educate them on nutrition and dietary requirement for persons on ARV treatment. To de-stigmatise COVID-19 and negative attitudes towards LGBTI persons, Transhope airs radio shows that discuss these matters in vernacular languages. Transhope also created online and telephonic (vial phone calls and WhatsApp chatting) peer support groups that currently supports 60 LGBTI+ individuals through online conversations via phone calls and WhatsApp chatting.

Peer support to the LGTBO+ community



New Heritage Foundation – Western Cape, is focusing on SRHR more broadly. The organisation distributed sanitary pads to young girls and gave advice on menstruation, changes in the body, and preventing teenage pregnancies within the community.

b) Beneficiaries



The main target groups identified by the grantees (they could select more than one) are women and girls (34 organisations); men and boys (19 organisations); Persons with Disabilities (19 organisations) and LGTIQ (14 organisations). The strong focus on women and girls is to be expected in a fund of this nature. But it is heartening that men and boy also feature strongly as target groups. While only four projects focus specifically on LGBTI and one on disability, the selection of target groups suggest an inclusive approach by many of the mainstream organisations.

Target group	Estimated number	%
Estimated number of Women and Girls	296 949	81%
Estimated number of Lesbian, bisexual, transgender, intersex	33 010	9%
Estimated number of Men and boys	31 009	8%
Estimated number of Persons with disabilities	5 975	2%
Total Reach	366 943	100%

Grantees provided estimates of whom they expect to reach in this programme. These figures are subject to review as grantees (especially MY Core and Networking) review their Results Frameworks and Budgets. Currently, the data base reflects a total target group of 366,943, 81% women and girls; 9% LGBTI; 8% man and boys and 2% persons with disability. It is important to note that these figures in some cases include potential beneficiaries reached through social media. WVL-SA will monitor actual reach per grantee project, based on final proposals.

c) Next steps

Year Two focus is on:

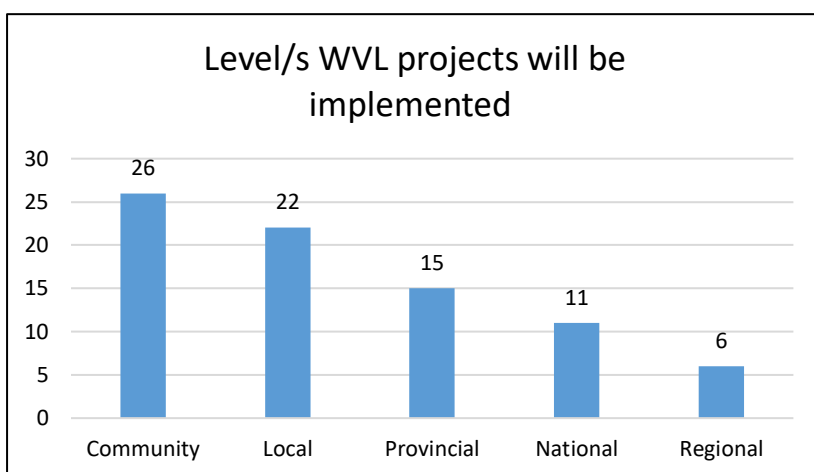
- Implementation, following the finalisation of Results Frameworks and Budgets
- Field visits (where possible) to provide QA – quality assurance.
- Working with grantees on policy implications of their work, helping to direct this to the appropriate forums.
- Developing links and synergies that maximise impact.

V) NETWORKING AND LOBBYING FOR GENDER JUSTICE

Intermediate outcome	1300. Increased effectiveness of national and sub-national WR platforms, networks and Alliances to effect policy, legal and social change in South Africa.
Immediate outcome	1310 Increased ability of platforms, networks, coalitions, alliances in policy and social advocacy.
Outputs	1311 Funding WROs networks and alliance is provided
Indicators	<ul style="list-style-type: none"> - Growth in the reach of networks - Extent to which strong networks contribute to strengthening the women's movement (qualitative indicators)
YR achievements 1	<p>GL developed a comprehensive Grants Applications Form that asked applicants relevant information covering the following areas;</p> <ul style="list-style-type: none"> - Level at which the project will implemented e.g. community level, local level, provisional level, national level or regional level. - Application forms also asked applications to identify and highlight alignment with the SDGs <p>Visibility and branding: The WVL team designed T-Shirts and banners for visibility and branding purposes in the field. Branding made a significant impact on participants as they are able to see who is funding and managing the WVL-SA project.</p> <p>WVL-SA website launched on 25 November 2019. The website is a tool for sharing information on the Project throughout the project duration, and will serve as a hub for peer learning and sharing amongst Grantees</p>

Facebook profile: WVL SA created presence on Facebook at https://www.facebook.com/GLSouthAfrica/ .
Twitter profile: @WVLSouthAfrica is accessible via https://twitter.com/WVLSouthAfrica

Information below describes the series of the processes and activities that contributed to the achievement of Immediate Outcomes 1310 during YR 1 of WVL-SA project implementation.



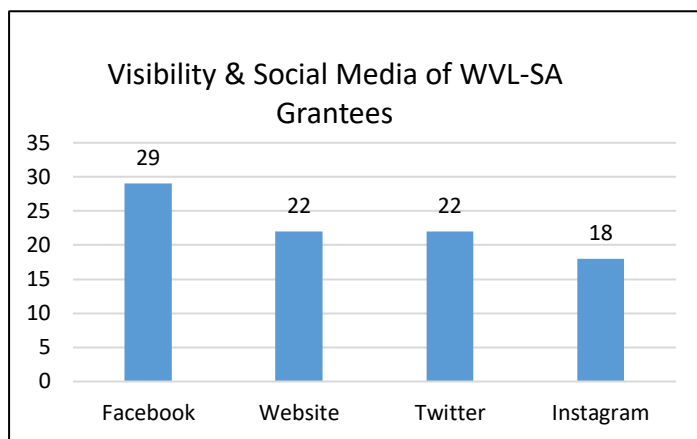
The third pathway to change in the WVL-SA logical model is movement-building. Baseline data gathered from grantees at Full Application stage shows that some organisations work at several different levels. In accordance with the objectives of this fund the majority of grantees (26) work at community level followed by 22 at local level; 15 at provincial, 11 at

national and six at regional level.

One grant window specifically focuses on networking and alliance building. The three awardees are:

- **South African Women in Dialogue (SAWID)**, a national network headquartered in the Western Cape. SAWID seeks to create a network of South African Women committed to the implementation of an African Women's Agenda. The grant will "revive Civil Society Networks that support Community Based Development.. ward by ward."
- **Sisonke National Sex Worker Movement**, also a national network headquartered in the Western Cape. This network seeks to reduce stigma associated with sex work, as well as challenge and change existing laws relating to sex work; fight for and defend the human and health rights of sex workers and fight for the recognition of sex work as work.
- **We will speak out South Africa** is a provincially-based network on GBV in KwaZulu Natal. WWSOSA aims to contribute to the decrease in the prevalence of GBV and femicide and mitigate its impact by strengthening civil society in KZN through building on past networks to establish an updated provincial database and geo-map of all CSOs working in the area of GBV and femicide, and a skills audit for targeted capacity building.

A key objective of WVL is to network grantees to be able to speak with a common voice on key policy issues. In the initial proposal, GL had hoped to galvanise the grantees around Gender and the May 2019 South African elections. This did not materialise due to delays in the approval of the Project Implementation Plan (PIP). However COVID-19 and the 2021 local elections present opportunities to develop common platforms.



During this period, the WVL-SA team has put in place the building blocks for a strong networking, communication and advocacy strategy. This began with mapping the social media contacts of all those who applied for grants (see tab in grants register). Of the 37 organisations awarded grants, 29 are on Facebook; 22 have a website; 22 are on Twitter and 18 on Instagram.

Two projects in rural areas, **Sibanisezwe Community Development** and **Siyakhula Community Project** that were not on any social media platform have been assisted to open twitter accounts and Facebook pages.

WVL-SA has developed a comprehensive Communications Plan in line with key global, continental, regional and national dates that commemorate and honour women and girls. Several tools are in place to amplify and promote WVL-SA:



WVLSA team, Nomthandazo Moko, Grants Coordinator, Aobakwe Kgwele and Bessie Malatji Communications interns in WVLSA t-shirts during the technical assistance roadshows.
Photo: Nomthandazo Moko

a) **Visibility**

The WVL team designed T-Shirts and banners for visibility purposes in the field. Branding makes a significant impact on participants as they are able to see who is funding the project and the project implementer as well as the project logo. In each briefing and technical assistance workshops WVLSA banners were displayed inside the venue.

b) **WVL Website**

The WVL-SA [website](#) launched on 25 November 2019, International Day of No Violence Against Women and the first day of the global Sixteen of Activism campaign. The website is a tool

for sharing information on the Project throughout its four-year duration, thereby serving as a hub for peer learning and sharing amongst Grantees. The WVLSA website is hosted on WordPress. It is through this platform that prospective Grantees applied for funding. The website is divided into eight subpages, the About Us, The Mapping of Women's rights organisations, Grants, Grantees, Frequently Asked Questions page and a contacts page which are updated on a weekly basis. The diagram illustrates the architecture of the website.

WVL website

Home page	Mapping of Women's rights organisations	Grants	Grantees	Frequently Asked Questions	Contacts
		Overview	Overview		
		Rapid response	Rapid response		
			Rapid Response COVID-19		
		MY Core	MY Core		
		Networking	Networking		



The Grantees tab on the website shows the different types of grantees and grants that are awarded. Each organisation is profiled on the grantee page which then links to the organisations own website page and individual website page for more information on their work and how the WVL SA Project has contributed to their work. GL will set up a chat room

for WVL SA in its SADC Gender Community of Practise to facilitate peer learning and sharing.

Month	Unique visits	Number of visits	Page visits	Page hits
January	1760	2389	8781	208735
February	4926	7552	26831	523745
March	1237	1635	8527	57897
Total	7923	11576	44139	790377

The WVL-SA website data for the first three months of 2020 (soon after launch) shows that the website had 7923 unique visits (people who visit the website for the first time). The highest number of unique visits took place in February the peak of grant calls. Between January and March 2020 the website received 11 576 overall visits; 44 139 page visits, and 790 377 page hits.

c) WVL Social Media Highlights

	Facebook	Twitter	Instagram
Date established	May 2019	May 2019	July 2020
No of followers	285	127	
No of likes	276	33	
No of mentions	40	56	
Profile visits		483	
Tweet impressions		7572	

	Facebook	Twitter	Instagram
Tweets		144	

WVL SA is on Facebook at <https://www.facebook.com/GLSouthAfrica/>. Currently the page has 276 Likes, 83% female, 16% male and 1% GNC. Since the Facebook launch on 28 May 2019, the Page has generated a total of 254 posts, including 49 Comments and 40 Shares. The Bitou briefing session on the 1st of August 2019 had the biggest reach (760) people; 18 likes, 3 love reactions and 1 share and 33 post clicks. The session coincided with the launch of Women’s Month. The Mayor of Bitou officiated and thanked WVLSA for the funding opportunity.¹²



@WVLSouthAfrica is accessible via <https://twitter.com/WVLSouthAfrica>. The page has 125 followers up from 33 Followers in 2019. In June 2020 the Page registered 483 profile visits. The page has twenty eight (28) new followers, 7572 tweet impressions were registered in June 2020 with 56 mentions and 29 Tweets. @WVLSouthAfrica has tweeted a total of 144 tweets since registering on twitter.

The tweet that got the most traction is a video from The Great People of South Africa which has 625 impressions, 74 Media views, 23 Media engagements, 15 likes and profile clicks and 14 detailed expands.

Women's Voice & Leadership @WVLSouthAfrica
[#messageofgratitude](#) from The Great people of South Africa @TheGreatPeople2 to @CanHCZA advocating for women girls rights and #LGBTQRights @ActivateHer @Phola_org @agapevictimes @DaughtersAfrica @SouthHalo @IWO Women @GenderLinks @WVLSouthAfrica @GenderProtocol @sasops
<https://twitter.com/WVLSouthAfrica/status/1276189856155213825>

The tweet with the second highest engagement is from Eshowe during the due diligence meeting conducted by the WVLSA team. The tweet has 600 impressions, 17 Media views, 1 likes and 10 profile clicks and 2 detailed expands.

Women's Voice & Leadership @WVLSouthAfrica
 WVL team in Eshowe KZN with one of the grantees #DueDiligence with Eshowe Child and Family Welfare Society. @GenderLinks @GenderProtocol @clowemorna
[pic.twitter.com/PURNGKnCUS](https://twitter.com/WVLSouthAfrica/status/1273597820076011524)
<https://twitter.com/WVLSouthAfrica/status/1273597820076011524>

d) Next steps

Year Two will focus on:

- Capacity building and training WROs on effective advocacy and campaigns.
- Gender and COVID-19 Dialogues throughout the year.

¹² <https://www.facebook.com/GLSouthAfrica/posts/714692032303375>

- Strengthening website profiling and presence of WROs.
- Support WROs to carry out resource mobilisation via social media platforms.
- Partner with WRO on key gender themes throughout the year.

VI. OPERATIONAL CHANGES

This section of the report highlights changes or adjustments made during Year One under review, explains operations and technical resources, including risk responses, gender equality, human rights, environmental sustainability and innovation that transpired within the context of WVLSA Project.

a) Technical resources

Year One Annual Work Plan did not follow the intended schedule due to the amount of time it took to get approval from Global Affairs Canada on the Project Implementation Plan (PIP). In line with the Contribution Agreement, key activities could not happen before approval of the PIP. Approval of the PIP was only received in December 2019. However, the time between February 2019 and December 2020 was used by Gender Links to put in place all the key systems and infrastructure required for the efficient roll out of the project. Systems and structure that were put in place include the PSC, the GSC, online based grants management system, funding announcements, WVLSA website, social media platforms, mapping WROs and others alluded to in other sections of this report.

To facilitate the travel and movements required in implementing the project, Gender Links motivated for investment in a motor vehicle and obtained GAC approval for the investment. Gender Links invested in an online end-to-end grants management and reporting system to support grant making. This investment, as in the case of the grants management systems, had not been included in the original budget, and required motivation by GL, to which GAC approved both investments. It is important to note that these expense did not affect Grant Funding allocations for the three grants.

b) Human resources

Senior Finance Officer - Grants Chido Machakanja resigned abruptly in January to take another post. GL upgraded this post to Grants Manager and appointed Tinashe Chipwanya who has passed her probation and has been confirmed in her post.

c) Gender equality and human rights

GLs' gender equality strategy comprises of two essential components: empowering women who in every respect (social, political and economic) have been reduced to second-class citizens to claim their rights; as well as changing the attitudes of men and helping them to understand that this is not a zero sum game. Gender Links recognises that that *equality of opportunity is not the same as equality of outcomes*, as such GL will ensure and support successful grantees to achieve the following;

- Mainstreaming of gender and human rights that benefits primarily women and children is carried out in grantee projects.
- Gender indicators both qualitative and quantitative, including sex disaggregated data, change in behaviour and beliefs are included in programme monitoring and evaluation activities and reports.
- Strengthened capacity to deliver through a series of gender responsive trainings that will result in evidence of improved institutional effectiveness and sustainability of grantees.
- Giving women and girls more equitable access to, and control over, economic resources through the economic justice proposals that will be supported through the fund.

d) Environmental sustainability

GL put in place several mechanisms that foster environment sustainability for grantees. These include:

- *Paperless grant management:* GL put in place and implement online based grants application and reporting systems, and also provided support to WRO to access and use this online platform as part of GL's "Making IT Work for Gender Justice" mission.
- *Reducing our carbon footprint:* GL's Green Office Policy states that all trips of less than 400 km, especially where these involve more than one person, will be undertaken by car rather than flying. GL used the WVL vehicle for provincial travels to Limpopo and KZN. This is being used in the programme to reduce carbon footprint as far as possible.
- During the lockdown one of GL's funders permitted the pivoting of funds for the GL office to convert fully to solar in line with the Green Office Policy.

e) Innovation

The shift between being a grantee and now a Fund Manager allowed GL to use its own experience with many different grants application forms, some efficient and easy to use, others difficult, to simply WVL Grant Application Forms. GL also facilitated line of communication, and invested in a WVL dedicated mobile phone, to ensure that Grantees could contact the Grants Coordinator at any time for support. Based on GL's own experience, often responses and communication from Donors/Fund Managers is automated making it very difficult to establish human contact for support. GL understand the frustration this causes, and as such, has gone to great strides to support grantees at all times.

VII. RISK ASSESSMENT AND MANAGEMENT

No.	Description	Risk severity	Mitigation
EXTERNAL RISK FACTORS			
1	Potential grantees do not meet minimum institutional governance requirements	High risk	GL will support successful Grantees to set up the necessary institutional governance structures
2	Potential grantees do not meet minimum finance requirements	High risk	GL will support successful Grantees to put in sound financial policies and management mechanisms.
3	WRO resistance to GL as the grant manager	Medium risk	GL ensured transparency and collaboration with WROs in the four provinces through the provincial WVL-SA project briefing, and technical supported provided with the online applications processes; GL bought a cellphone dedicated to WVL Project to cope with the high volumes of queries from positional grantees. Furthermore, GL ensured transparency of the grants selection processes, particularly by putting in place an independent Grants Selection Committee, as well facilitating ongoing regular communication and collaboration with grantees and partners. As well facilitating regular briefing meeting with members of the GSC to ensure buy-in and common understanding throughout the grants selection processes.

No.	Description	Risk severity	Mitigation
			GL also provided grantees with detailed feedback on the outcomes of their respective grant applications, and where applicants questioned the process, GL engage in depth with all the affected organisations throughout the grants selection process.
4	Buy-in and strategic partnership and support by the SA Ministry of Gender	Medium risk	Efforts by GL and the CGE to facilitate a meeting between GAC and the Gender Ministry failed during YR 1. GL is now using its contacts to engage with the Gender Ministry to garner support and buy-in to the WVL-SA project
5	Choice of four provinces is questioned, especially by WRO in other provinces.	Low risk	GL with the support of the GSC ensured that the four provinces are well represented across the three grant types.
INTERNAL RISK FACTORS			
1	Buy-in and strategic partnership and support by the SA Ministry of Gender	High risk	This is a key priority that GL is taking forward in with urgency in YR 2.
2	Grants Selections Committee	High risk	To support transparent granting making processes, GL put in place an independent Grants Selection Committee (GSC) comprising five highly regarded South African experts (three women and one man) and had an initial briefing meeting on 2 March 2020.
3	Funding uncertainties weaken GL's ability to take on this task.	Medium risk	This was a low risk factor during YR 1 as the WVL-SA team is well staffed and supported by several senior GL members of staff, whose salaries are provisioned in the WVL-SA staff remuneration budget lines.

The outcome statements of this project could also apply to GL itself as a local implementing partner. It would be good to have GL do a self-reflection in this annual narrative report on how it has built and strengthened its own capacity in managing this fund from GAC. We are interested in getting a report on what GL itself has learned

VIII. LESSONS LEARNED

Many were the lessons learned during YR 1 of WVL-SA Project;

- a) **Patience and perseverance:** GL learned to develop patience and to trust the process during engagements with GAC on developing the Project Implementation Plan (PIP) that took almost one year to be approved.
- b) **Grants Management System development:** The shift between being a grantee and now a fund manager has been interesting and challenging. GL has experienced a large number of donors' systems, some very good and others very difficult. Informed by this knowledge based on first-hand experience, GL worked towards simplifying grant application processes for the target WROs and made all efforts to develop systems and processes that are user-friendly and not intimidating to applicants. This process was time consuming, interaction with technical experts was key. This was supported by rigorous testing by WVL Team internally before cascading the system to the target WROs.

- c) **Proactive open and transparent communication:** At the close of the Grants Application Call, that elicited 485 applications, GL through its partners, was warned about the disappointment and disgruntlement by organisations that had not succeed. Immediately GL erred on the side of sharing detailed feedback from the GSC that was available online through the online assessment form. Some grantees welcomed this; others began to speculate (on What's App platforms) on the differences between scores of the assessors. To manage the backlash, on 2 March 2020 GL quickly responded with a [press release](#) on the grant making process, explaining the huge demand compared to available funds.
- d) **Problem solving and showing empathy.** GL learned the benefits of engagement with key partnership and the ability to improvise and show empathy. This was evidenced in the case of MY Core applications who had made it through to Full Application stage, and were shortlisted for due diligence. But unfortunately had fallen short during due diligence. In these cases, the GSC proposed that worthy MY Core applicants who had not succeeded at Due Diligence stage be considered for RR grants. This is an example of how GL was able to resolve a potential problem that would have led to negative publicity, in a way that was empathetic and responsive, while insisting on minimum standards necessary for accounting and reporting to GAC.

IX. CONCLUSIONS AND WAY FORWARD

Year 1 of WVLSA Project was exciting and challenging for Gender Links, as GL carefully navigated politics within the WRO space while remaining impartial and transparent. GL put in place all the infrastructure that supports key milestone of grant making, ending Year 1 with all grant applications closed and grant assessment underway. GL passed the initial tests of the COVID-19 pandemic, using virtual platforms like Zoom and Teams to convene briefings with members of the GSC and COVID-19 Grantees. The WVLSA project remained on track although attention diverted to COVID-19 grants, resulting in slight delays with MY Core and Networking grants.

Year 2 (01 April 2020 – 30 March 2021) marks the beginning of project implementation for five Rapid Response grantees, 20 MY Core grantees and 3 Networking and Alliance Building movement. Gender Links will focus on rolling out capacity building and training programmes in Finance and Systems, Monitoring and Evaluation, Communication for Social Change; and Leadership and Diversity. Grantee visits, continuous systems support, project monitoring and report will feature throughout the year. Grant Calls under Rapid Response will be circulated as determined by emergencies at the time. The current Coronavirus disease continue to threaten the rights and quality of life for women and children. Through Rapid Response grants, WVLSA will continue to support different projects within the COVID-19 context.

In line with the WVLSA Communications Strategy, GL will mobilise grantees to actively participate in all key gender campaigns, including the series of COVID-19 and Gender Dialogues throughout the year.

Annex A: Schedule of WVL Briefing session during the period 2019/2020 and attendance

Date	WVL event/meetings	Total	Women	Men	Other
Tuesday, 28 May 2019	Constitutional Hill Gauteng Launch of WVL	32	22	10	0
Tuesday, 30 July 2019	Cape Town Information session and mapping	35	33	2	0
Tuesday, 30 July 2019	Simons Town Information session and mapping	11	10	1	0
Wednesday, 31 July 2019	Mosselbay Information session and mapping	22	21	1	0
Thursday, 01 August 2019	George Information session and mapping	14	13	1	0
Friday, 02 August 2019	Bitou Information session and mapping	55	47	8	0
Wednesday, 07 August 2019	Vhembe Information session and mapping	26	25	1	0
Thursday, 08 August 2019	Polokwane Information session and mapping	64	60	4	0
Tuesday, 15 October 2019	Durban Information session and mapping	21	17	3	1
Thursday, 24 October 2019	Gauteng Information session and mapping	24	21	3	0
Monday, 27 January 2020	Gauteng Technical Assistance Meetings	7	7	0	0
Wednesday, 29 January 2020	Midvaal Municipality Gauteng Technical Assistance Meetings	7	7	0	0
Thursday, 30 January 2020	Emfuleni Municipality Gauteng Technical Assistance Meetings	36	34	1	1
Friday, 31 January 2020	Mogale City Gauteng Technical Assistance Meetings	40	40	0	0
Tuesday, 4 February 2020	Vhembe Limpopo Technical Assistance Meetings	25	19	6	0
Wednesday, 5 February 2020	Blouberg Limpopo Technical Assistance Meetings	17	17	0	0
Thursday, 6 February 2020	Palaborwa Technical Assistance Meetings	12	11	1	0
Thursday, 6 February 2020	Capricorn Technical Assistance Meetings	24	23	1	0
Friday, 7 February 2020	Polokwane Municipality Technical Assistance Meetings	44	40	4	0
Monday 10 February 2020	Newcastle KZN	5	5	0	0
Wednesday, 12 February 2020	Eshowe KZN Technical Assistance Meetings	97	92	5	0
Friday, 14 Friday 2020	Richards Bay KZN Technical Assistance Meetings	87	82	5	0
Monday 17 February 2020	Pietermaritzburg KZN Technical Assistance Meetings	10	10	0	0

Date	WVL event/meetings	Total	Women	Men	Other
Tuesday 18 February 2020	Durban Technical Assistance Meetings	16	13	3	0
Wednesday 19 February 2020	Cape Town Technical assistance Meeting	3	3	0	0
Wednesday 19 February 2020	Durban Technical Assistance Meetings	3	3	0	0
Thursday 20 February 2020	George Western Cape Technical Assistance Meetings	9	9	0	0
Friday 21 February 2020	Bitou Western Cape Technical Assistance Meetings	30	30	0	0
Total delegates reached		776	714	60	2
% representation of women			92%	8%	1%

ANNEX B: COVID-19 AND WOMEN'S RIGHT GRANTEES

COVID-19 & Women's Rights Grantee Projects	
Grantee Organisation	Mankweng Community Law Advice Office
Province	Limpopo
Funds allocated	R 50 000
Area of intervention	Food Security
Focus of the project	<ul style="list-style-type: none"> ▪ The aim of this project is to soften the blow of the COVID-19 crisis as people in the fringes of the economic activity find themselves unable to do anything to fend for their families. ▪ This programme seeks to assist impoverished families and individuals to at least have access to basic foodstuffs as the country and the world continues to implement measures that aim at containing and eradicating the COVID-19 pandemic. Addresses hunger relief through distributing food parcels.
Grantee Organisation	Life Savers Foundation
Province	Limpopo
Funds allocated	R 50 000
Area of intervention	GBV
Focus of the project	<ul style="list-style-type: none"> ▪ The project aims to address Gender Based Violence that is continuing to grow in the crisis of the corona virus. ▪ To Establish an enabling and supportive environment for victims and survivors of GBV will be cared for in the pandemic Reduce Cases of GBV during the Global Corona Virus Pandemic and introduce prevention strategies relating to the current situation in the country. Door to Door campaign and Radio Slots Talking about GBV the communities Make the Women Have knowledge of their rights and responsibilities during the pandemic ▪ Door to Door having dialogues with individual women in the community Empower the Community on the issues relating to GBV
Grantee Organisation	Transhope
Province	KZN
Funds allocated	R50 000
Area of intervention	GBV
Focus of the project	<ul style="list-style-type: none"> ▪ The organisation seeks to become a support structure for the LGBTQ+ in distress due to covid19. ▪ Create a safe space for LGBTQ+ and make sure their family learn to co-exist with them at home ▪ Link the LGBTQ+ who need essentials such as medicine (Art, HRT), food ▪ Home Visits whereby there is an advocacy program closing the gap between the LGBTQ+ individual and their families ▪ Provide health care services, bringing the services to their home such as collecting medication on their behalf. Online platforms for LGBTQ+ to seek help
Grantee Organisation	Queerwell
Province	Gauteng

COVID-19 & Women's Rights Grantee Projects	
Funds allocated	R 49 500
Area of intervention	GBV
Focus of the project	<ul style="list-style-type: none"> • The project aims to provide education and awareness around risks associated with COVID-19 and mental health, prevention of the virus, mental health management and access to mental health services, care and support to the vulnerable LGBTI+ people within South Africa. • Mental health management Hosting of sensitisation sessions on all our media platforms. • Provide support groups Hosting of online virtual safe spaces weekly with different topics with the presence of a professional.
Grantee Organisation	Siyakhula community project
Province	KZN
Funds allocated	45 200
Area of intervention	Food Security
Focus of the project	<ul style="list-style-type: none"> • The group aims to take care of orphans and poor people by giving them food • Provide parcel to poor families • Soup kitchen - cook for the orphans • Door to door visits teaching the community corona virus prevention methods
Grantee Organisation	New Heritage Foundation
Province	Western Cape
Funds allocated	R49 725
Area of intervention	SRHR
Focus of the project	<ul style="list-style-type: none"> • To end poverty for young girls in underserved communities and beyond as well as the stigma of being ashamed due to them menstruating • Educate young girls on menstruation and body changes to reduce teenage pregnancies on a national level. • Providing sanitary pads and safe menstruation advice during this pandemic
Grantee Organisation	Sibanisezwe Community Development
Province	KZN
Funds allocated	R46 400
Area of intervention	Food Security
Focus of the project	<ul style="list-style-type: none"> • Helping disadvantaged community members by providing them with food parcels • Educating them about COVID-19
Grantee Organisation	Salt Lakes Residents Action Group
Province	Northern Cape
Funds allocated	R49 000
Area of intervention	GBV
Focus of the project	<ul style="list-style-type: none"> • The organisation aims to highlight Gender Related Complaints Seek Justice for Gender Discrimination Reports • Assist in Sexual Harassment Cases Petitioning the Justice system on the rights of woman • Mass mobilisation at court appearances of perpetrators.

COVID-19 & Women's Rights Grantee Projects	
	<ul style="list-style-type: none">• Advocacy around the Rights of Woman. Protest Marches Social Media Platforms Flyers and information Workshops• Conduct Social Behaviour change Workshops with Boys and Men in order to influence their social behaviour Conduct Workshops and information sessions on the Rights of Woman and LGBTI persons• Petition the judiciary on the rights of woman and the sexual marginalised. Lobby groups with the same interest to stand up and fight for the rights of vulnerable groups and woman

ANNEX C: LIST OF PARTNERS

Local Municipalities who provided venues for mapping and grant announcement stage

Midvaal Local municipality
Emfuleni Local Municipality
Mogale City Local Municipality
Blouberg Local Municipality
Capricorn District Municipality
Polokwane Local Municipality
Bo-Phalaborwa Local Municipality
George Local Municipality
Bitou Local Municipality
Mosselbay Local Municipality

Partners who gave contacts list used in WRO Mapping

Commission for Gender Equality (CGE)
South African Women in Dialogue (SAWID)
The National Shelter Movement of South Africa (NSMSA)
Gender Links South Africa contacts database
South African Local Government Association (SALGA)