

## What is Getnet?

Getnet is an independent NGO working in the area of gender relations. It was established in 1995 and is based in Cape Town, South Africa. Services are provided by a small core staff and a panel of consultant trainers who have extensive experience in the field of gender work.

Getnet is an active, dynamic player in the gender arena and its work is located within the context of democratising processes in South Africa. It has established a record as an innovative organisation and is seen as an essential contributor to the gender scenario in Southern Africa.

Funding comes from leading donor organisations and from service fees.

## Its vision

A South African society free of oppressive gender relations, gender violence and gender discrimination. The equal rights of men and women have become a lived reality and women are supported in overcoming past oppression and achieving personal, social and economic empowerment.

## Its mission

To play a dynamic role in the transformation of power relations between men and women and in the empowerment of women. This is done through education and training programmes and through research, resource development and networking activities.

Getnet's main target group, for gender education and training programmes, are decisionmakers, policymakers and implementers of policy in institutions and organisations. Its partners are educationists, practitioners, campaigners and lobbyists active in the gender field.

In strategies for change the importance of creating partnerships between men and women is stressed.



## Serving civil society, government & business

Since its inception Getnet has delivered programmes and services in all sectors of society. Clients and learners have come from the ranks of government departments, NGOs, community-based organisations, private sector companies, labour unions, universities, etc.

Services are well-received by all sectors and Getnet has a good reputation as a competent, specialist service provider in the gender field.

## In South & Southern Africa

The organisation works in all provinces of South Africa and its activities also extend beyond our borders. This is not only because the fortunes of the countries of Southern Africa are inextricably linked but also because as an organisation Getnet values the input of our neighbours in the pursuit of best practice in the gender field, particularly in the development of indigenous theoretical frameworks and training methodologies.

Getnet has well-established relationships with organisations and institutions in the SADC region, notably with gender specialists based in NGOs and at universities. Several on-going initiatives are conducted on a partnership basis.

## At the cutting edge of transformation

Getnet is a pioneer in its field and is firmly on the path of transformation rather than reform.

It was the first organisation in South Africa to offer gender training as its core service. It also was the first organisation to introduce gender awareness training for men – and it did this in the face of criticism that it was taking resources away from women. Gender awareness programmes help men to begin to take responsibility for their role in maintaining unequal gender relations.

Getnet has shown determination in chipping away at bureaucratic structures. Its client base has gradually expanded from mainly NGOs to government and the private sector. Getnet shines in a field where many talk about gender mainstreaming as a strategy for achieving gender equality but few can share tools and skills.

Through intensive networking activities with gender educationists and practitioners in Southern Africa and further afield it participates in the critical dialogue that is vital for developing indigenous theoretical frameworks and training methodologies and for devising effective strategies to implement gender equality, ultimately ensuring that interventions have a lasting impact.

Getnet is appreciated as a sensitive player which takes a facilitation rather than an explicitly leading role. Because South Africans are seen as the new colonisers of Africa this is crucially important.

## How Getnet's service works

Over the years Getnet has developed a set of workshop modules (described under Regular services below) for gender education and training. Training programmes comprising combinations of these modules are available on request.

Getnet also runs its own training programmes every year. This comprises a programme for policymakers and policy implementers; a men's gender awareness programme; and developmental programmes aimed at upgrading the skills of Getnet's own panel of trainers and training prospective gender trainers. In this way it helps to increase the pool of gender training skills available in our society. All programme events are advertised and the workshops generally are open to participants in all sectors.

The organisation tenders for gender service contracts and responds to requests for specifically tailored training programmes or services (described under Consultancy services on the next page).

Training takes place in participatory, group-based training workshops stretching over one to six days.

Getnet's services are offered at reasonable rates.

## Regular services

Getnet offers workshops consisting of combinations of the following workshop modules:

1. Gender education and awareness raising  
Identification of the links between social conditioning, power relations between women and men and culture and religion; skills in the application of analytical frameworks to explain how social conditioning and power relations between men and women shape the allocation, co-ordination and control of resources in organisations and institutions; analysing the role of masculinities in shaping institutional power relations.



## 2. Organisational development and transformation

Skills in devising gender specific goals and strategies to improve the capacity of staff to address gender issues and women's empowerment in areas such as management, corporate culture and training; identifying policy practices and elements of organisational culture that require change; drawing up organisational profiles in order to make recommendations to correct existing gender biases in policy, structures and organisational culture; designing strategies to effect partnerships between women and men in organisational development and change processes; developing briefings on the value of men's training in organisational development and change; designing strategies for employment equity.

## 3. Mainstreaming gender equality in organisations

Skills in the application of gender frameworks and gender sensitive analysis to policy formulation and planning; designing gender audits, monitoring and evaluation techniques; presenting briefings on:

- ♀ National and international instruments and strategies to improve the status of women, including follow up of the implementation of Cedaw and the Beijing Platform of Action in Sadc
- ♀ Networking in the field of gender training
- ♀ Partnerships and co-operation between NGOs and between government and NGOs for interventions

## 4. Gender analysis of policy

Skills in identifying gender issues in policy and challenges in the policy-making environment; applying gender analytical frameworks to development policies; designing research questions for assessing effectiveness of policy implementation; and presenting briefings on the national and international instruments and strategies to improve the position and status of women. These include follow-up of the implementation of Cedaw and the Beijing Platform of Action in Sadc.

## Consultancy services

All the workshop modules outlined in the brochure are available on a consultancy basis. In addition Getnet responds to requests for specifically developed programmes and services – including gender training and various aspects of gender analysis of policy, gender and organisational change projects, national and international instruments for gender equality and strategies for gender equality. Costs and contracts are negotiated with individual clients.

## The people behind Getnet

The organisation was founded and continues to operate under the direction of Pethu Serote, supported by a competent core staff and a panel of consultant trainers. Serote is a well-respected political and gender activist with a solid grounding in the education field. She has an MA in Education and has worked and done research in the areas of education, national liberation, gender issues and teaching methodologies.

Past and present board members of Getnet have been prominent, talented South Africans who are deeply committed to the transformation of gender relations. They have included personalities such as the ambassador to Switzerland, Nozipho January-Bardill, the minister to SA's Ambassador to the US, Thandabantu Nhlapo, and the vice-chancellor of the University of North West, Ngoato Takalo.

## Resources for gender equality

Getnet gathers, produces and disseminates a range of resources and training materials to promote gender equality. More information on these items can be obtained by visiting Getnet's website or subscribing to its newsletter, Network News. Contact details are on the back of the brochure.



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# Gender Education & Training Network

A pioneer in the transformation of gender relations

"In eight years of independent consultancy I have not worked with an organisation which engenders so much respect and goodwill from clients, partners and participants."

– Jan Webster, external evaluator

