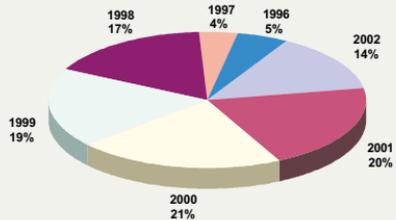
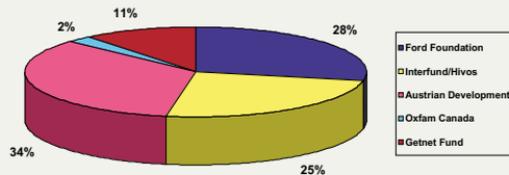


Finance and Funding

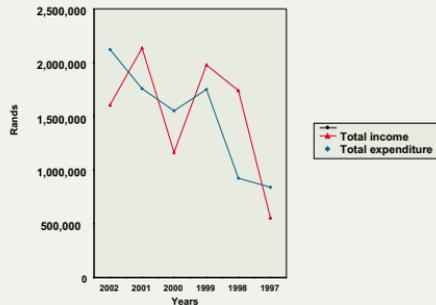
GETNET
TOTAL INCOME GROWTH 1996 - 2002



GETNET
ANALYSIS OF FUND EXPENDITURE 2002



GETNET
TOTAL INCOME vs TOTAL EXPENDITURE 2002



ACKNOWLEDGEMENTS

The GETNET staff

The work of GETNET has been carried out by a small staff of eight members who have worked tirelessly to implement its programmes. The GETNET staff members in 2002 were:

DIRECTOR	Ms Pethu Serote
TRAINING MANAGER	Ms Susan-Holland-Muter
OFFICE MANAGER	Ms Charmaine Fortuin
FINANCIAL ADMINISTRATOR	Ms Nadeema Taliep
TRAINER	Ms Celeste Fortuin
PROGRAMMES ADMINISTRATOR	Ms Elizabeth Schutter
ADMINISTRATOR	Ms Cikizwa Mdliva

The GETNET Panel of Trainers

The Panel members assisted the organisation in the implementation of its programmes. The active Panel members for 2002 were:

Ms Nomkhitha Gysman	Ms Jasmin Nordien	Mr Peter Jordaan
Ms Fay Mukaddam	Ms Kamagelo Lekubu-Wilderson	Mr Elston Seppie
Mr Mvula Yoyo	Mr Pule Lonake	Ms Sindiswa Tafeni

The GETNET Board

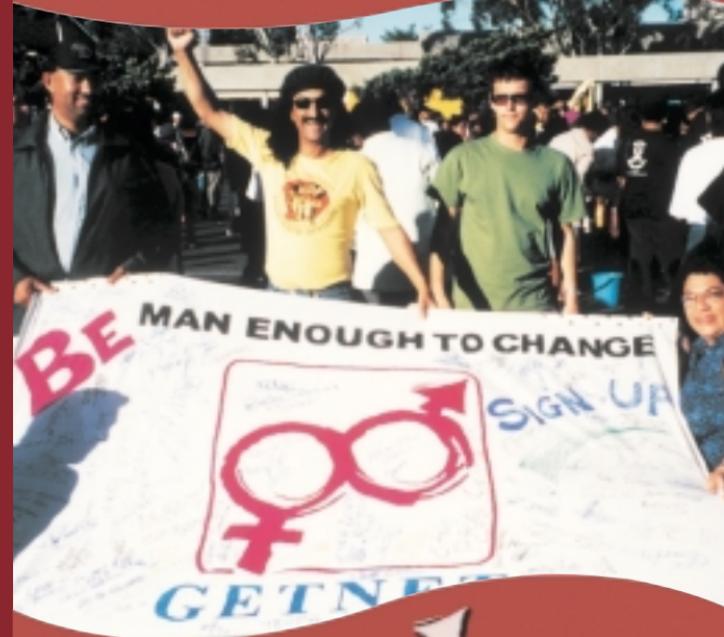
In 2002, the GETNET Board held two Board meetings on 6th April and 30th November. There were two Board teleconferences conducted (on 7th August and 11th December). On September 8th and 9th the Board held a good governance workshop in order to ensure the integration of new Board members. The focus on policy development was to consolidate existing policies and initiate discussions on the HIV/AIDS policy for GETNET. One important contribution here was the finalising of changes to the GETNET Constitution and the adoption of the Revised version. The oversight role of the Board, made up of nine outstanding individuals has been vital in the attempts to realise the organisation's objectives.

Mr JEREMY DAPHNE, Commissioner, Commission for Conciliation, Mediation and Arbitration (CCMA).
 Mr GLYNN CLOETE, Director, International Labour Research and Information Group (ILRIG)
 Ms RITA EDWARDS, Director, Women on Farms Project, Stellenbosch.
 Ms AMANDA GOUWS, Professor of Political Science & Dean of the Faculty, University of Stellenbosch.
 Ms MIHLILOTI MATHYE, Head of Policy Department, Commission on Gender Equality (CGE).
 Mr GEOFFREY MAMPUTA, Director, Letsama OD Alternatives
 Ms PETHU SEROTE (Ex officio) Director GETNET
 Ms ROSHIEDA SHABODIEN, Independent Consultant
 Ms MOROATSHOGE NGOATO TAKALO (Chairperson), Vice Chancellor, University of the North-West
 Mr KAIZER THIBEDI, Director, Employment Equity Solutions & Nyeredzi Afrika Transformation Alternatives

GETNET acknowledges with thanks the financial and moral support from the following donors:

The Austrian Development Cooperation through the North-South Institute
 The Ford Foundation
 Hivos through Interfund
 Oxfam Canada
 Charles Stewart Mott Foundation

This support has been crucial in the attainment of GETNET's goals.



2002
 ♀ ANNUAL REPORT

Introduction

In 2000 GETNET continued to strengthen its programmes and the institutional framework for taking the GETNET programmes forward. The year began with GETNET hosting a special meeting (The Bosberaad) to reflect on the content of our gender training programmes, as well as the insights gathered by our gender trainers in the field. The achievement of this meeting was that solid recommendations emerged that improved our programme content and design, focused the research that is being conducted within these programmes, and enhanced material development within the gender training field.

During 2002, we established reference groups, and these increased the capacity of staff in design and improvement of programmes. Important contextual issues have been integrated in some of our programmes, making them relevant to the South African reality. This has attracted the attention of other stakeholders and possible partnerships for GETNET. Panel members continue to play a central role in facilitation, research and materials development for the programmes.

GETNET training programmes seek to reflect on the society in which we live, and how women and men experience this reality respectively. One of the subjects that we had been grappling with for a while, was how to reflect security issues such as HIV/AIDS, gender – based violence and poverty concerns within our respective training programmes. To this end, an internal workshop with GETNET staff and members of our Panel of Trainers was held in order to develop an approach for integrating issues related to HIV/AIDS, gender – based violence and poverty into our training programmes. The workshop was held from 13 – 14 April 2002, and as a result of this, GETNET trainers were able to go into the field with ideas of how to conduct action research during our trainings, in order to develop a module that would be integrated into all the training programmes. This action research has so far been conducted within our Gender Coordinators & Men and Masculinities Programme.

Institutional building

During 2002, GETNET's capacity was increased through the employment of two new staff members, as well as the skills development of our existing staff through formal courses. GETNET's internal staff development plan included the hosting of a consultancy skills workshop for both GETNET staff and the Panel of Trainers, as well as a workshop on accreditation and outcomes – based education for GETNET Materials Developers. This workshop forms part of GETNET's objective of obtaining accreditation for its training programmes from the National Qualifications Framework (NQF).

Since the establishment of the NQF, GETNET has had an interest to submit its programmes for accreditation. In 2002, a consultant was contracted to take over the process of accreditation. After going through a lengthy process of filling in endless forms and questionnaires, GETNET submitted its application to the Services Sector Education & Training Authority. This process has opened up an opportunity for the gender education sector to initiate a standards generating body that will be responsible to develop standards for this segment within the NQF.

In October GETNET held a strategic review of progress made, as well as the challenges faced in our aim to become a sustainable service provider within the gender and development field. During this review GETNET was able to determine the resources needed in order to accomplish this task.

One of our achievements for 2002, was the acknowledgement given to our work through a nomination for the National Human Rights and Democracy Awards. These awards were hosted by the Human Rights Commission, the Commission for Gender Equality, and the Independent Electoral Commission and GETNET was commended for "outstanding contribution in the promotion and protection of gender equality".

Materials development

During 2002 GETNET had a strong focus on materials development, due to the outcomes of the Bosberaad, as well as the process of accreditation. The year began with the launch of the publication, "Men and Masculinities in the making of Gendered Identities", which was a result of a research process meant to strengthen GETNET's men's gender training programme.

One of the recommendations of the Bosberaad was to modularise our training programmes, so that each programme can benefit from the research and insights gained from the others. To this end, materials for three modules, namely Gender Awareness, engineering Local Government Integrated Development Plans, and Gender Budgeting were completed in the outcomes-based format required by the South African Qualifications Authority (SAQA). Currently work is in progress to align the Gender Planning and Policy and Men and Masculinities module on the SAQA framework.

Training programmes

In 2002, GETNET was able to test the changes needed to run the Gender Co-ordinators' Programme with the modularised materials. The two-stage training ran on 3rd – 5th June and on 29th – 31st July, with participants from government and NGOs. This programme, which was also used to train some provincial government departments in 2002, has now developed into modules that are used in the national and SADC training programmes.

Following the publication of the "Men and Masculinities: In the Making of Gendered Identities", the men's gender training programme adopted the new name, Men and Masculinities Programme. In 2002, this programme was redesigned in order to integrate men's roles and responsibilities in reducing gender-based violence as well as fighting against the spread of HIV/AIDS. The redesigned module was piloted in Cape Town on 17th – 19th May and presented to another group of participants in Johannesburg on 29th – 31st July.

The Gender and Local Government Programme hosted training courses for councillors and officials. The focus of the two-stage training, held on 20th – 22nd May and 20th – 21st June, was general awareness-raising and the engineering of the Integrated Development Plans of local government. The participants were drawn from municipalities in the Overberg and Boland regions.

Conference

The highlight of the GETNET local government programme was the hosting of a conference under the theme "Gender and Local Government Transformation" in December 2002, in Strand, Western Cape. Participants were councillors, officials and representatives of NGOs working in local government from eight of the nine provinces in South Africa. The keynote address was delivered by the Deputy Minister of Provincial and Local Government, Ms Ntombazana Botha. In a speech that attracted a lot of attention from local media, she pointed out that there was a dire need for intensifying work towards the mainstreaming of gender equality in local government. The conference was covered in the radio station, Umhlobo Wenene in Xhosa and on SABC radio in English and Afrikaans with interviewees from both the GETNET staff and Panel. The deliberations of the conference are captured in a process report that has been posted on our website and GETNET has begun to implement some of the recommendations.

Partnership building

GETNET formed a partnership with Community Law Centre (CLC), University of the Western Cape for the co-facilitation of the local government workshop and the presentation of a research paper at the GETNET local government conference. CLC also facilitated a commission at this conference. This partnership is still ongoing. Another partnership was established with Networking AIDS Community of South Africa (NACOSA) for the integration of HIV/AIDS in the GETNET programmes. The partnership co-facilitated a workshop on 21st – 23rd October.

GETNET started a process of consultation with the Department of Provincial and Local Government to institutionalise and mainstream gender within local government. The discussion is on the best strategy to accomplish this objective, is continuing.

Consultancy

GETNET's programmes have been developed with the explicit aim of professionalising the organisation's services. GETNET is in a position to generate income from its consultancy services to paying clients. In 2002, GETNET secured a grant to help it with the consolidation of the consultancy services. A consultant was contracted for the year to set up the systems for GETNET to run this project effectively and to ensure compliance with statutory requirements.

One of the advantages in having a dedicated person for this role was that GETNET and its work was made visible through the organising of presentations in Port Elizabeth, Bisho, Kimberley and Bloemfontein. The GETNET electronic presentation and printed publicity material were used in these sessions. The amount raised through consultancy came to 10% of the budget. This income has been used to cover costs of areas that are not funded by donors.

Networking

GETNET staff, Panel and Board members were invited to numerous events organised by government, donors and other networking partners, nationally and internationally. GETNET also organised its own networking events.

GETNET staff participated in the following conferences and events:

- WSSD, Johannesburg 26th August – 5th September 2002. Peter Jordaan and Susan Holland-Muter attended this conference.
- APRODEV GOOD Conference on Gender, Food Security and Trade, 18th – 20th September 2002 in Zurich. Pethu Serote was a keynote speaker on gender analysis of budgets, AVID's 9th International Forum 7th – 11th October 2002, in Guadalajara, Mexico. Pethu Serote sat on a panel organised by Hivos for Southern African women activists.
- Gender and Globalisation Conference, organised by FLORA and Mensenbroeders, 14th – 18th October 2002. Peter Jordaan presented the GETNET Men and Masculinities workshop.
- KIT Gender at the Royal Tropical Institute in the Netherlands and SAKHI Women's Resource Centre in India, hosted a conference on gender, citizenship and governance in South Asia and Southern Africa, in Kerala, India, 15th – 17th October 2002. Celeste Fortuin participated at this conference.
- 16 Days of Activism Against Violence Against Women. GETNET joined the men's march had a banner which was signed by some of the marchers.

In April 2002, the "Men and Masculinities: In the making of Gendered Identities" publication was launched at an event where the keynote speaker was the Vice Chancellor of the University of the Western Cape, Professor Brian O'Connell. Following the launch, the GETNET staff members were invited to speak about the organisation's work with men on one of the SAKHI radio stations. This resulted in radio, tv and e-TV also hosting similar discussions with GETNET members.

Three issues of the GETNET newsletter, "Network News" were produced in 2002.

- April – "National Framework for Women's Empowerment and Gender Equality".
- September – sustainable development, in recognition of the World Summit on Sustainable Development.
- November – Local government issues as a resource for the Gender and Local Government Transformation Conference.

Since its first development in 2000, the GETNET Website has improved tremendously. The website has improved our information flow to our target group and the public. This has reduced time spent on providing information on the phone about GETNET.

GETNET's clients in 2002

CLIENT	DATE	NATURE OF ASSIGNMENT
Dept of Welfare Eastern Cape	20-22 May 23-25 May 24-26 June 27-29 June 14-16 August	5 X Gender Coordinators w/shops
Agency for Refugee Education Skills Training and Advocacy (ARESTA)	20-22 May	Gender Coordinators training
Northern Cape Province Office of the Status of women (OSW)	3-5 May	Gender Hearings and Development of Policy
Northern Cape Province OSW YDN Evaluation	June	Gender analysis of Budgets Training Project partners evaluation
People Opposed to Women Abuse	March – June	Gender Awareness Training (sub contract)
SA Parliament	5-6 August	Gender-awareness in the representation role of MPs
Cape Town City Council	10-12 September	Diversity Training
Dept of Agriculture Eastern Cape	28-30 August 12-14 November	Men and Masculinities Training
Constitutional and Bill of Rights Education Training Project	8-10 October	Gender and Domestic Violence Act Training for Advice Office Staff
Advocacy and Legal Education and Legal Assistance Centre, Namibia:	11th – 22nd November 2002	Partners evaluation



Bosberaad participants



Men's Training workshop participants



Left: Ms Mhlobo Mthye - Board member
Deputy minister Ms Ntombazana Botha
Ms Piethu Serote - Director



Local Government workshop participants



Northern Cape Gender Hearings participants



Men's March participants