



GETNET

gender education and training network

ANNUAL REPORT 2003

MEETING THE FUNDING CHALLENGE

In 2000 the GETNET Board decided that the organisation would undertake consultancy work as a means of self-sustainability. This was prompted by increasing uncertainty in the funding environment for NGOs and the need for organisations to fund a larger portion of their costs.

Since then, the GETNET Board and Staff have worked hard to make this a viable option by holding discussions, attending training courses and amending our institutional processes to support consultancy activities.

In 2002/03 GETNET consolidated its consultancy work, managing to self-fund 22% of its budget in 2003 and in the process overcoming a major funding challenge posed by the withdrawal of a major donor. The move to greater self-sufficiency and the energy and commitment shown by the team to GETNET's ideals has been one of the major successes of the year. Our objective is to sustain and expand this area in the coming year.

ACTIVITIES

GENDER AND LOCAL GOVERNMENT

The GETNET local government programme started in 1997 and has grown from strength to strength in subsequent years. To consolidate and extend its reach, GETNET developed training materials for councillors and officials on how to conduct a gender analysis of municipal budgets in 2003. This extends the GETNET gender budget training programme to all three spheres of government in South Africa.

The addition of local government focus in gender budgets has resulted in a more distinctive GETNET course on gender budgeting. The skills required in this new approach need to be developed so that gender analysis of budgets becomes a reality.



Participants at Best Practice Local Government workshop

A reference group, established by GETNET to support its programmes, aims to nurture the growth of gender budget trainers in the country, because there is a lack of capacity in this area. The Local Government Programme reference group met regularly during the first six months of 2003 to evaluate and plan new strategies for this programme. In the process staff and trainers have increased their understanding of government budgets and strengthened their working relationships across the sector. The development of the budget module and its inclusion in GETNET programmes is an important development.

In March 2003, a two-day pilot workshop on the new budget module of the local government manual was held in Franschoek, Western Cape. GETNET initiated a partnership with Applied Fiscal Research Centre (AFReC), Gender Advocacy Project's (GAP) Governance Project and Institute for Democratic Alternatives in South Africa's (IDASA) Women's Budget Project to stimulate discussion and debate about gender budget training.

At the end of 2003, CASE, in partnership with GETNET, won a tender issued by the Commission on Gender Equality to conduct a gender audit of the budgets of nine municipalities from each province in South Africa. This project will further contribute to the experience that GETNET is acquiring in working with local government budgets.

The Gender and Local Government Training Course now consists of three modules—Gender Awareness, Gender and Integrated Development Planning, and Gender and Local Government Budgets. This course has been developed according to the principles of outcomes-based education (OBE) and has been submitted for accreditation with the Services SETA and the South African Qualifications Authority. All the manuals incorporate outcomes and assessment criteria.

During the second half of 2003 GETNET began to train councillors and officials from the Southern Cape. The objective is to build the skills of rural municipalities to integrate gender considerations into their plans and activities, and to assist with the formulation of gender mainstreaming strategies.

Special projects in local government

The best practice research project was a special programme initiated as a result of the Gender and Local Government Transformation Conference, hosted by GETNET in December 2002.

The objective was to identify and recognise municipalities performing well in gender mainstreaming and to share these case studies with other municipalities and stakeholders in the gender and local government transformation process. These case studies also provide a resource for GETNET's local government programme.

Four municipalities participated in the research project in 2003—Plettenberg Bay and Makana

local municipalities, and Nelson Mandela and City of Cape Town metropolitan councils. The research project began with a three-day gender awareness workshop with representatives from the four participating municipalities. This was held in George from 27–29 May 2003.

On 16 July the four municipalities presented their case studies at a seminar to a select audience of role players in the local government sector.

Another special project was the research project on the gender policy framework for local government. The project was a result of the need for the development of a municipal gender policy framework, expressed by participants at the conference.

GETNET sees an urgent need for the extension of the National Gender Policy Framework to include the local government sphere in South Africa.

We also recognise the importance of working with the Department of Provincial and Local Government (DPLG) and the South African Local Government Association (SALGA) in assisting to develop the local government gender framework. GETNET has been pursuing a partnership with both stakeholders for this purpose.

GETNET also gathered valuable experience when the organisation was contracted to make presentations on the National Gender Policy Framework at public hearings by the Offices of the Status of Women in the Northern Cape (2002) and the Eastern Cape (2003).

Insights gathered during these presentations and in local government will be compiled into a guidebook for municipalities wishing to formulate gender policy.

HIV/Aids, gender-based violence and poverty (Triangle Framework) action research

GETNET continuously seeks to improve its programmes to make them relevant to target groups. This process of learning has contributed to the development of frameworks and materials that respond to the Southern African context. In pursuit of this objective, GETNET realised that there was a need



Participants at SADC training

to integrate the gender aspects of HIV/Aids, gender-based violence (GBV) and poverty in the GETNET suite of programmes.

The result was the development of the Triangle Framework at the GETNET SADC gender training workshop held in Johannesburg in October 2001. It looks at how gender interfaces individually with HIV/Aids, gender-based violence and poverty, and takes into account the links between GBV and HIV/Aids, between GBV and poverty and between poverty and HIV/Aids. Although there are organisations, networks and alliances that work with aspects of the model, the issues are seldom integrated. GETNET's achievement in this case has been to engage in action research that has successfully identified and established the intersectionality of these issues.

In 2002 GETNET integrated these issues in training programmes and materials. This was piloted in the Eastern Cape with the Department of Welfare and used in the Men and Masculinities training programme. In 2003, the action research continued in national and SADC gender training workshops (in April and in October) and in three Men and Masculinity training workshops (one in July and two in November).

GETNET has gathered information to be written up as a module to be fully integrated in all its programmes. This is planned for 2004. The module will be further tested and submitted for accreditation in 2005.

Accreditation

In keeping with the developments in education and training in South Africa, GETNET has sought to submit its programmes for accreditation to the South African Qualifications Authority (SAQA). Progress was made in 2003 with the submission of most of the requirements from SAQA.

The application for accreditation of GETNET and its programmes entailed reviewing policies and procedures related to training, evaluation, assessment and institutional arrangements to facilitate the providing of accredited training courses. With the assistance of accreditation consultant Mike Adendorf, GETNET submitted its application to the Services Seta, along with all the adapted training manuals and participant handouts. Two members of staff have applied to be recognised as SAQA-accredited facilitators and assessors. As part of this process, GETNET also modularised its courses. The modularisation initiative is based on both accreditation principles, and their potential for consultancy opportunities. GETNET is one of the few NGOs that have gone through the accreditation process. Our experience is being used by other NGOs seeking to be accredited. The main outcome and achievement of this process is that GETNET was able to develop an outcomes and assessment criteria framework specific to gender education and

training. This is significant in the light of the challenges of the current absence of “gender standards” in SAQA. In July 2003, SAQA called a meeting to initiate a discussion on the constitution of the gender equality standard generating body. GETNET Director Pethu Serote was one of the nominees.

National and SADC gender training programme

Since its inception GETNET has recognised the need to develop skills for intervention among the individuals entrusted with the responsibility to implement gender transformation in organisations. The introduction of the gender co-ordinators’ programme was a response to this identified need. In the 10 years of GETNET’s existence, this programme has developed into a national and SADC focus, extending our services into the region. The programme targets individuals responsible for gender mainstreaming in organisations and institutions, with an emphasis on entry-level gender coordinators or gender focal persons, and those responsible for gender in the SADC regional NGO’s.

The national gender training workshop, focusing on the SA context, took place from 8-11 April 2003 in Strand, Western Cape. The SADC gender training workshop took place from 6-12 October 2003 in Cape Town. The target group comprised gender co-ordinators and gender focal persons in government, NGOs, private sector and organised labour as well as gender practitioners generally. SADC gender training programme participants were from Malawi, South Africa, Zambia and Zimbabwe and mainly from the donor community.

The workshops covered the following areas:

- Gender awareness
- Gender planning frameworks and tools of analysis
- Intersections between gender, HIV/Aids, gender-based violence and poverty
- Regional and country-specific national gender machineries and policy frameworks
- Tools for gender analysis of government budgets

Men and masculinities training and conference

The GETNET Men and Masculinities programme has been running since 1996. It has become a flagship in the GETNET suite of programmes and has attracted a lot of attention. It has come to the notice of many individuals, organisations and institutions that the resolution of some of the major social challenges, such as HIV/Aids and gender-based violence, requires the constructive involvement of men. In this way, the programme has become more popular, especially with institutions whose workforce is constituted predominantly by men.

The highlight of this programme was GETNET’s conference, “Building Effective Partnerships Between



Men and masculinities conference

Men and Women for the Achievement of Gender Equality” held from 1-3 December 2003, in Strand, Western Cape. The conference was inspired by the positive results of the programme in raising awareness and enabling men to define their constructive role in reducing the incidence of HIV/Aids infections and understanding their role in decreasing gender-based violence.

The conference was planned to coincide with the period that covered both the 16 days of Activism Against Gender Violence Campaign (25th November – 10th December) and World Aids Day (1st December), as one of the lobbying and advocacy roles of the programme’s focus.

The objectives were:

- To create a platform for discussion and debate on issues relating to masculinity and gender equality by key role players in the field;
- To bring men and women together as stakeholders, in order to encourage partnerships for the achievement of gender equality;
- To consolidate learning and experiences and to develop further strategies that will guide work with men towards gender equality; and
- To use the opportunity provided by the heightened awareness and media coverage during the 16 Days of Activism and HIV/Aids day to focus on the gender aspects of these issues, especially the role of men.

The conference made recommendations on strategies that can be adopted to build partnerships between men and women. Some of the information from the conference will be used to consolidate the men and masculinity training programme and materials. A report of this conference has been produced and is available.

GETNET ran a training workshop from 28–30 July with participants mainly from the non-profit sector. The HIV/Aids unit of the University of Cape Town also invited GETNET to run a day’s workshop focusing on masculinities and HIV/Aids. The expertise and experience GETNET has accumulated working in the area of men and masculinities was also used by a regionally-focused television series, *Soul City*, where GETNET facilitated focus group discussions on “manhood” and conducted research on masculine sexuality and

men as partners and parents. Other activities in this programme included:

- Two workshops held in Johannesburg and Durban in October 2003, commissioned by Diakonia for its project partners;
- Five reference group meetings held to support the activities of the programme;
- A seminar held in recognition of National Women's Day;
- Invitation and participation of the GETNET masculinities trainer in a radio talk show; and
- Participation of the GETNET staff and panel trainers in two Men's Marches (1st and 25th November) to observe 16 Days of Activism Against Violence Against Women.

Consultancy

GETNET is committed to the sustainability of both its work and the organisation. GETNET uses the skills, knowledge and experience of both the staff and the Panel of Trainers and accepts requests and tenders for contracts from clients. In 2003, income generated through this programme amounted to 22% of the budget. The proceeds enabled GETNET to meet core costs that were not met by donor funding.

One of the important assignments that GETNET carried out was to conduct a capacity needs assessment of the South African gender machinery. This project, which was an initiative of the SADC Gender Unit, covered 10 SADC member states. Pethu Serote was contracted as the SA national consultant to carry out this project. The process included the development of a proposal to address the capacity needs identified.

The proposal, which has been adopted by the National Gender Machinery Forum, focuses on the improvement of the Machinery's coordination and communication through the strengthening of the Provincial Gender Machinery Forums.

The implementation will be piloted as soon as funding is secured for the process.

In the Eastern Cape, GETNET undertook a series of public hearings for the Office on the Status of



Score consultancy

Women on the National Gender Policy and a plan for provincial implementation.

GETNET contributed to the research on South Africa for the Centre for Applied Legal Studies (CALS): African Gender and Development Index (AGDI).

The team also conducted four gender awareness training sessions for Sports Coaches Outreach (SCORE), and completed an impact assessment for the Youth Development Network (YDN).

For the television shows Soul Buddyz and Soul City, GETNET conducted research on fatherhood to determine positive ways to bring up young boys and held a male focus group discussion on manhood in order to develop scripts for the next series. GETNET reviewed programme scripts to evaluate the portrayal of masculinity for Soul City.

Training on the links/intersection between HIV/Aids and gender was conducted for the UCT Aids Project and gender awareness training was held for Western Cape project partners of the National Development Agency (NDA).

Diakonia contracted GETNET to provide men and masculinities training for project partners in KwaZulu Natal and Gauteng, and the City of Cape Town commissioned training on gender mainstreaming in the municipality.

Social responsibility

GETNET is committed to the responsibility of using some of the resources generated to contribute to the development goals of the sector and of our country. During the year, GETNET undertook a number of social responsibility projects. These included facilitation at the Sister to Sister annual conference. GETNET also facilitated subsidised awareness raising training for the Agency for Refugee Education, Skills Training and Advocacy (ARESTA) and also facilitated sections on capacity building for community-based women interested in local government for Women in Leadership.

Organisational successes

During the year GETNET has operated in an efficient and effective manner, with good financial management and administrative systems, and has provided staff with a working environment that is conducive to fulfilling job descriptions.

GETNET prides itself with the contribution that it has made to the development of skills for gender transformation among its Panel of Trainers and among its participants.

GETNET was honoured to host Ms Noelene Heyser, the Executive Director of UNIFEM, when she visited Cape Town to launch the publication, Women, War & Peace by Elisabeth Rehn and Ellen Johnson, at the South African Parliament.

The GETNET website has been a major success both as a marketing tool for products and services and as a resource for learners and trainers.

BEHIND OUR SUCCESS

The Board

- Dr Ngoato Takalo (Chairperson), Vice Chancellor, University of the North-West.
- Mr Jeremy Daphne, Commissioner, Commission for Conciliation, Mediation and Arbitration.
- Ms Rosieda Shabodien, Independent Consultant.
- Mr Moses Cloete, Director, International Labour Research Group.
- Ms Rita Edwards, Director, Women on Farms Project.
- Mr Geoffrey Mamputa, Independent Consultant, Letsema OD Solutions
- Ms Mihloti Mathye, Gender Specialist, Development Bank of Southern Africa
- Mr Kaizer Thibedi, Independent Consultant, EES-NATA

The Staff

During 2003, a staff development plan was implemented, based on a skills assessment. The following staff members benefited:

- Elizabeth Schutter
Event Management Course
- Nadeema Taliep
Management Development Programme – University of Western Cape and Pastel training
- Charmaine Fortuin
Advanced Diploma in Management, University of the Western Cape,
- Celeste Fortuin
Masters Degree (Gender Studies) University of the Western Cape
- Cikizwa Mdliva
Office Administration
- Pethu Serote
Strategic Leadership Training
- All staff
Local Government Finance and Accreditation



Getnet staff

Thanks to our funders

The GETNET Staff and Board would like to express their appreciation and gratitude for the financial support from its donors. This support was critical in GETNET achieving its objectives in 2003.

- The Austrian Development Cooperation through the North-South institute
- CS Charles Mott Foundation
- Hivos
- The Heinrich Boll Stiftung
- Interfund.

GENDER EDUCATION AND TRAINING NETWORK

(Association incorporated under the NPO Act — 006-659 NPO)

ABBREVIATED FINANCIAL REPORT for the year ended 31 December 2003

INCOME STATEMENT	RANDS
<i>Total Income</i>	1,829,069
Grants	1,114,933
Income generation	567,306
Interest received	146,830
 <i>Total Expenditure</i>	1,595,927
Office Administration	174,482
Salaries and Consultants	893,805
staff development	12,198
Meetings - Board and staff	30,069
Training/Workshops	269,440
Travel	21,610
Publications	30,468
Materials Development	47,632
Networking	25,570
Programme Consultants	90,653
Surplus/(Deficit) for year	233,142
 Surplus brought forward 2002	1,470,148
Funds carried forward 2004	1,703,290

Auditors: Douglas & Velcich

Donor contribution

- 29% – Austrian Development Fund
- 22% – Hivos/Interfund
- 15% – Mott Foundation