



COSATU DRAFT GENDER BASED VIOLENCE HARASSMENT AND FEMICIDE (GBVHF) STRATEGY 2022

CONTENTS

PAGE

1. Introduction.....	3
2. Foundational Principles.....	3
3. Definition of GBV within SA context	4
4. GBV Prevalence during COVID-19	4
5. Causes of or contributors to GBV	5
6. How GBV Manifests itself.....	6
6.1 GBV in the World of Work.....	6
6.2 GBV in Society	10
6.3 Systemic and Structural GBVHF	12
7. Impact of GBV.....	13
8. COSATU Strategy for Addressing GBV	15
9. Theory of Change.....	20
10. Monitoring and Evaluation.....	23
11. Way Forward	25

1. INTRODUCTION

This COSATU Strategy on GBVHF is responding to the rising incidents of GBV in the World of Work and the persisting culture of silence that accompanies it both in the World of Work and within the Federation and Affiliates.

The federation has consistently taken resolutions on the issue of GBV and harassment and perhaps the most in-depth and far-reaching submission on gender concerns including GBV and sexual harassment is to be found in Chapter 8 of the September Commission Report of 1995. It laid a foundation for much of COSATU and affiliates work on gender equality, GBV and sexual harassment policies and/ or approaches.

This Strategy on GBVHF is also incorporating key outputs from the Advocacy Campaign that the federation worked on from 2020-2021.

The aims and objectives of the COSATU Strategy are to guide the actions and interventions of the federation and its affiliates in addressing, reducing and targeting the eradication of incidences of GBVHF primarily in the world of work and secondarily in society.

This Strategy must be read in conjunction with the COSATU Gender Policy, the COSATU Sexual Harassment Policy and the COSATU Sexual Harassment Manual.

2. FOUNDATIONAL PRINCIPLES

The Foundational Principles of the COSATU Strategy combine both international and national policies that the federation is in agreement with. These Foundational Principles are derived from international conventions, protocols, resolutions and/ or recommendations from organs such as the United Nations, the ILO; AU and SADC Protocols and Trade Union Organisation policies and strategies as well as national documents, legislation, policy, such as the SA Constitution, relevant SA legislation, relevant SA Policy, the National Strategic Plan on GBV and Femicide, Trade Union policies and COSATU policies on Gender Equality and Sexual Harassment.

To this end it is important to note the UN's Universal Declaration of Human Rights, the UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the Beijing Declaration and its Platform for Action (BDPFA), the Convention on the Rights of the Child, the UN Declaration on Violence Against Women (UNDEVAV), the ILO Philadelphia Declaration, ILO Fundamental Principles and Rights at Work, the ILO Resolution concerning gender equality at the heart of decent work, the ILO Convention 190 on the Elimination of Violence and Harassment in the World of Work, the AU Maputo Protocol (on the Rights of Women in Africa), the SADC Protocol on Gender and Development, ITUC and ETUC policies on GBVH.

At national level we note the SA Constitution in particular Chapter 2, the Criminal and Related Matters Amendment Act (Act 12 of 2021), the Criminal Law (Sexual Offences and Related Matters) Amendment Act (Act 13 of 2021), the Domestic Violence Amendment Act (Act 14 of 2021), the National Strategic Plan on GBV, the COSATU Gender Policy, the COSATU Sexual Harassment Policy and the COSATU Sexual Harassment Manual (guide for users of the Sexual Harassment Policy).

For clarity and simplicity we have reduced all the above to these foundational principles:

The right of all persons to **equality**

The right of all persons to **inherent dignity**

The right of all persons to **health, safety and security at all times**

The right of all persons to **be heard**

The right of all persons to **life**

The right of all persons to **representation**

The right of all persons to **information and education**

Ubuntu, Mutual Respect and Mutual Value

Non-sexism, Non-racism and Egalitarianism

3. DEFINITION OF GBVH WITHIN THE SOUTH AFRICAN CONTEXT

GBV in South Africa is omni-present, ubiquitous, all-pervasive and permeates every social institution and every organisation in society. It disproportionately affects women, impacts on individual bodies (emotional, humiliation, loss of freedom, loss of opportunities, loss of privacy, loss of personal integrity) and also impacts on social, economic and political factors beyond the individual. It is a form of discrimination that seriously inhibits women's ability to enjoy human rights and fundamental freedoms on a basis of equality with men.

Gender Based Violence Harassment and Femicide occurs in an environment of unequal power relations between men and women, race groups and classes. It occurs as a result of patriarchy and the systems and structures that patriarchy has built and the interplay between patriarchy, capitalism and racism. It occurs with the support of culture and tradition. It occurs in the context of obliviously accepted and consciously contested norms and values of the society.

The capitalist economy benefits from the interplay of capitalism, racism and patriarchy in South African society where the inequalities reinforce each other to normalise racism, class inequalities, bullying and misogyny.

Whilst GBV affects mostly **women**, other sub-groups within society do experience various forms of GBV to a lesser extent (as the statistics will show) as that experienced by women e.g. **LGBTQIA, disabled people, boys and men**.

GBV in the world of work occurs in various ways (see section 6 of this Strategy) to women who work on the farms, to young men who work in the schools, to young women who work in retail, to LGBTQIA individuals who work in the private or public sector, to men or women who work in private homes and to women who work in the military and the police etc.

This Strategy is meant for COSATU as a collective structure of trade unions to address the scourge of GBV that has taken away freedoms and rights from people, especially women and girls. This Strategy is tasking COSATU with the collective responsibility to combat and hopefully eradicate GBV in the world of work, the economy first as well as anywhere else it exists.

4. GBV PREVALENCE DURING COVID-19

This section is included in this strategy to alert COSATU of additional factors that may impact on the experience and reporting of GBV. Emerging information and data in 2020 indicates that levels of GBV intensified during the COVID-19 lockdown and that many intimate relationships cracked under the pressures brought on by the pandemic and pandemic mitigation measures. This was represented by increased reporting on GBV and an increased number of femicides. Statistics coming out of various sources. The increased reporting revealed that South Africa is woefully unprepared to deal with levels of GBV, which made it worse under pandemic conditions where women and girls were under lockdown with their abusers. The SA Medical Research Council added that these shocking figures would have been worse, were it not for an alcohol ban. The Federation COSATU will need to anticipate impacts of any pandemic or upheaval on the issue of GBV. Our learnings at this time tell us to anticipate spikes in GBVHF incidents during periods of pandemics and instability and to be ready to improve service provision to victims of GBVHF at these times.

5. CAUSES OF GBV AND/ OR CONTRIBUTORS TO GBV

5.1 Patriarchy, Culture, Tradition and Structure of Society

Most research reveals that patriarchy is the primary or basic cause of GBV. Patriarchy dictates the gender hierarchy with men at the top and women at the bottom. Patriarchy is a belief that is anchored in cultural beliefs, practices and norms and values of societies on the globe. Traditions that develop from these cultural beliefs lead men to believe that they are superior and in charge and women to believe that they are inferior. Patriarchy also leads men to believe that they have ownership over women in their families or the women that they are intimate with. The structures of society are also constructed in a manner that recognises men's superior status e.g. most leadership positions across the globe are held by men even in the most developed countries. In these arrangements, violence is a big feature. GBV against women is normalised to the point that toxic patriarchy has developed a rape culture where women are sexually harassed, raped, battered and even murdered with impunity.

Patriarchy is also vicious to women, men and people who do not conform to the binary sexual divide and its rules that are based on superiority and inferiority. Religion and religious texts are invoked to indicate how unacceptable those people are. Underlying all of this is the economic structure of society with the haves and have-nots, where power lies with the haves and powerlessness and active disempowerment lies with the have-nots. This makes rich men more powerful than poor men, women, disabled people, youth, children and non-binary individuals.

Race is also an important feature of the social structure making people of colour who comprise the global majority to form a hierarchy below white people making rich white men the bosses of everyone else and this is the case in South Africa. In this structure all sectors and sub-sectors of society fall in line with the hierarchy making it exceedingly difficult for e.g. a poor black woman to get justice in a GBV case against any man, let alone a rich white man; which leads to issues of non-reporting of other GBV cases. This way GBV is perpetuated. The Safety and Security officers (police) as well as the judiciary are also influenced by the social structure which frustrates women, children and other marginalised groups seeking justice for various forms of GBV and other crimes against them.

5.2 Socio-Economic Factors

Poverty is also another factor that causes/contributes to GBV. Whilst GBV is present in all strata of society and challenging to prove or to get punishment for amongst the rich, it is more prevalent amongst the poor. This fact alone should make the argument for the reduction of socio-economic injustice stronger and for all states and stakeholders to have the attainment of socio-economic justice at the centre of all outcomes. Poor people are least likely to receive up-to-date information and knowledge, they are the least likely to access public services and they are the least likely to be taken seriously in the modern day social structure exacerbating issues of GBV amongst poor communities.

5.3 Psycho- Social Factors

At the individual level there are many psychological and emotional factors that contribute to GBV. In South African society, large sections of the population are used to dealing with hardship and pain and the emotional and psychological conditions of people do not receive any attention. Few people in South African society have any knowledge or skills in controlling what is happening inside them such as hunger, anger, frustration, depression, mental illness, hopelessness, helplessness and powerlessness. They are forced to bear these in silence, without being able to process, because of socio economic hardship and lack of space to offload and emotionally process. The common child rearing practices often punish, humiliate, use violence and shame boy children for showing emotions. Adult bullying and mistreatment of children, under the guise of parenting, has been normalised. Socialisation of children and adults teach cultural and patriarchal norms concerning strength for boys and men and being admonished to not show any form of weakness (read emotion) and in this frame, seeking help is seen as weakness. The fact that the history of the South African nation is

deeply entrenched in violence from pre-colonial, colonial, apartheid eras right into the post-democratic era indicates that the nation itself needs healing and to learn new ways of dealing with challenges; which is difficult to do whilst one has a lot going on inside. In addition, when we talk about GBV we do not often consider this aspect and the responses to GBV do not have a strong psycho-social element. This is going to be critical going forward thanks to the NSP on GBV and Femicide and COSATU's push for better and progressive solutions.

5.4 Drugs and Alcohol

The abuse of drugs and alcohol in South Africa follows as a result of the history mentioned above. The nation needs healing and in the absence of healing as psycho-social services are so expensive, many people self-medicate with alcohol and drugs. In addition, psycho-social services, whilst they are needed by all, are not popular in our society. According to SAPS many incidents of GBV and violence happen whilst people are drinking or have been drinking. Many rapes, sexual assaults, physical assaults, molestations, incest, murders and femicides occur as a result of alcohol and/or drugs. Options to deal with this can include dealing with the underlying psycho-social issues that drive drug and alcohol consumption as well as reducing access to these substances.

6. HOW GBVHF MANIFESTS ITSELF IN THE WORKPLACE AND IN SOCIETY

COSATU has been consistent on campaigns for socio-economic justice and has taken up various actions towards the elimination and eradication of GBVH(F) from all workplaces and society.

6.1 GBVHF in the world of work

GBVHF manifests itself and is experienced in a range of different ways as ff:

6.1.1 Bullying

Bullying takes many forms in the world of work (and in the trade union). This may take the form of undermining of a person's thoughts, ideas, inputs, submissions and proposals. Women, especially African women in the South African context, tend to experience this a lot. It may take the form of ridicule and ostracization or discrimination, being set apart from other employees. Being shouted at or intimidated. Some of the words that can be used are "useless" "incompetent" and threats or threatening language can be used. The bullying may serve multiple purposes such as: forcing employees to work longer hours, forcing employees to cover for the boss in a work deployment/ meeting/ consultation, serving to cover a Manager's own sense of incompetence or inadequacy, punishing someone for not acceding to anybody's sexual interest, being understood to be unapproachable for sexual favours, forcing an employee to quit the job.

6.1.2 Sexual Harassment

The definition we have chosen for its comprehensive nature is taken from the Sexual Harassment Policy of COSATU as follows:

"6.1.2.1. Any conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, demeaning, compromising, embarrassing, threatening, humiliating and/or offensive to the recipient.

6.1.2.2 Where a person's rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person's job or position in the union.

6.1.2.3 Conduct that creates an intimidating, hostile or humiliating working and/or organisational environment for the recipient.

6.1.2.4 This can include unwelcome physical, verbal or non-verbal harassment.

6.1.2.5 Sexual harassment is most commonly perpetrated by men towards women as a result of sexism and the unequal power relations that exist between them, however it is also possible that men may experience sexual harassment.

6.1.2. 6 Same-sex harassment

6.1.2. 6.1. Sexual Harassment can occur between people of the same sex, and is also covered by this policy and procedure.

6.1.2.7 Forms of harassment

There are various forms of sexual harassment that range from subtle attention to the most extreme forms of violence, like rape. Examples of sexual harassment may include the following, but are not limited to the listed examples:

6.1.2.7.1. Physical form

Touching, and any other bodily contact, such as patting, pinching, fondling, grabbing a person around the waist, interfering with a person's ability to move, molestation, assault, attempted rape or rape.

6.1.2.7.2 Verbal form

Sexual advances, repeated requests for a date that are turned down, unwanted flirting, telephone calls, text messages, emails or other forms of written and/or electronic transmission with sexual overtones, sex related jokes or insults, inappropriate enquiries about a person's life, whistling, and comments about a person's clothing and/or body.

6.1.2.7.3 Non-verbal form

Leering/staring, winking, public display or posting/transmitting of emails or pictures of an offensive, sexually suggestive or derogatory nature, playing sexually suggestive music and indecent exposure.

6.1.2.8 Quid pro quo harassment

Transactional sex (the demand for sexual favours) in return for, amongst others, a job, a promotion, favourable working conditions, retention of employment, improved benefits, or to secure a salary increase. This is also referred to as quid pro quo sexual harassment. This could also apply to the demand for sexual favours in return for representation by the union.

6.1.2.9. Sexual Favouritism

Sexual favouritism occurs when a person who is in a position of power rewards only those who submit to his/her sexual advances. Other employees who do not submit to sexual advances are unfairly treated in the union or at work, for example, being denied promotions, salary increases, or victimised through unfair disciplinary measures being instituted against them.

6.1.2.10. Hostile work and organisational environment

6.1.2.10.1. Where there is unfair treatment of a person who refuses sexual advances, or a current or former sexual partner, this creates a hostile work and organisational environment and constitutes sexual harassment.

6.1.2.10.2. Similarly, unfair treatment of a current or former sexual partner, or a person refusing sexual advances, which may be interpreted as creating the conditions for that person to resign from the job or the union, also constitutes sexual harassment.

6.1.2.10.3. Staff or union members can experience indirect sexual harassment as a consequence of witnessing the sexual harassment of others. This has the effect of creating an intimidating and hostile work and organisational environment, since they may fear facing the same treatment.

6.1.2.10.4. Harassment and/or ridicule of lesbians, gays, bisexuals, transgendered and intersex individuals on the basis of their sexual orientation and/or identity also contributes towards a hostile work and organisational environment and is considered an offence under this policy”

6.1.3 Psychological and emotional abuse as well as Gaslighting

Manipulation can be in the form of coercion or being tricked or managed or directed towards a particular action. The emotional abuse which may be in the form of displaying yo-yo emotions of explosive anger, being supportive and kind the next minute and confusing the victim about how to feel and what to expect. This also trains them (victims and targets of abusers) to be more submissive and to allow any kind of abuse out of being manipulated or out of fear. Gaslighting is also a psychological manipulation of people in order to confuse them about whether they are being bullied or not, being sexually harassed or not, being discriminated in terms of race/ gender or not. Gaslighting is the most evil trick in the arsenal of abusers. A victim of gaslighting ends up doubting her own sense of reality and begins to think that she is crazy.

6.1.4 Stalking

“Understanding the exact definition of stalking is the first step to preventing it. Stalking can be described as repeated, unwanted contact that makes the victim feel afraid or distressed.

A wide variety of behaviours fall under the umbrella of stalking, including:

- Following the victim or lying in wait for them
- Leaving or sending unwanted gifts and parcels to the victim’s home or workplace
- Damaging the victim’s property
- Threatening harm to the victim or their property, friends, family, or pets
- Defaming the victim’s character by spreading rumours or filing false complaints with police or the victim’s employer
- Lying to the victim’s employer, family, or friends in order to obtain more information about the victim

Cyberstalking, stalking behaviours carried out through technology, is especially worrisome. Victims may never actually see their stalker, making it more difficult to apprehend them.

Examples of cyberstalking include:

- Tracking the victim using GPS or cameras
- Gathering information on the victim via listening devices, computer spyware, or the Internet
- Sending unwanted online messages or images
- Posing as the victim online and posting unflattering or false information about them
- Using information acquired online to intimidate the victim by calling them or showing up at their home or workplace

In the case of co-worker stalking, the stalker has easy access to the victim. Here are some examples of internal stalking behaviors:

- Leaving gifts on the victim's desk
- Taking “souvenirs” from the victim's workspace
- Monitoring the victim while at work
- Accessing the victim's personal information through confidential workplace files
- Need to be physically close to the victim or touching them
- Staring at the victim for long periods of time without speaking”
- Source: <https://i-sight.com>

6.1.5 Sexual assault

This can range from inappropriate touching, to a life-threatening attack, rape or any other penetration of the mouth, vagina, anus or drug facilitated sexual assault. It's a myth that victims of sexual assault always look battered and bruised. A sexual assault may leave no outward signs, but it's still a crime.

6.1.6 Rape

“This is an unlawful sexual activity, most often involving sexual intercourse, against the will of the victim through force or the threat of force or with an individual who is incapable of giving legal consent because of minor status, mental illness, mental deficiency, intoxication, unconsciousness, or deception. In many jurisdictions, the crime of rape has been subsumed under that of sexual assault. Rape was long considered to be caused by unbridled sexual desire, but it is now understood as a pathological assertion of power over a victim.

The legal definition of rape has changed substantially since the late 20th century. The traditional definition was narrow with respect to both gender and age; rape was an act of sexual intercourse by a man with a woman against her will. As rape is now understood, a rapist or a victim may be an adult of either gender or a child. Although rape can occur in same-sex intercourse, it is most often committed by a male against a female. Rape is “the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”

Rape is often explained as stemming from a patriarchal system in which women are viewed as the property of men. Whatever its origins, rape is a serious crime and is treated as a serious crime in most countries. In many rape trials, the guilt or innocence of the accused hinges on whether or not the victim consented to sexual intercourse. The determination of consent often can lead to distressing cross-examinations of rape victims in court. As a result, many rape victims choose not to report the crime to police or refuse to press charges against their assailants. Even when brought to trial, those charged with rape have a higher-than-average rate of acquittal, mainly because it is difficult to prove a crime for which there are usually no third-party witnesses and because the testimony of women often may be given less credence than that of men. Rape is thus both underreported and under-prosecuted.

While working or on duty, American employees experienced 36,500 rapes and sexual assaults from 1993 to 1999 (Duhart, 2001). Women are the victims in 80% of rapes and sexual assaults that take place in the workplace (Duhart, 2001). Between 2005 and 2009, rape/sexual assault accounted for 2.3% of all nonfatal violence in the workplace” (<https://nsvrc.org>)

“The South African Supreme Court of Appeal and Constitutional Court have ruled that the employer is **vicariously liable** for sexual violence perpetrated by his employee on a co-employee or on a third party in the workplace or in what can be considered as an extension of the workplace.”(<https://researchgate.net>)

There was not much evidence of rape in the South African workplace found in literature except for empirical evidence of rapes of domestic workers who were able to report such incidents in a report on domestic workers' experience of GBV. That report, "*Scared and Isolated: the story of SAs domestic workers and GBV*" gives an interesting picture of how domestic workers' humanity is completely negated by their abusers to such an extent that people who rape domestic workers have no guilt or fear of punishment for raping them. Other empirical data on workplace rape came out of three cases of femicide where the victims were found dead with signs of rape in the workplace. This suggests that it is very possible (or it is perfectly logical to assume) that survivors of workplace rape were seriously traumatised and feared for their lives that they could not even report these encounters out of that fear.

6.1.7 Femicide

The world of work has not been immune from the GBV in society especially in South Africa. GBV has affected mostly women, as well as other subgroups (LGBTQIA, disabled people and men). GBV in the world of work, as in society, is about abuse of between men and women. There have been cases of Femicide as well where employees ended up killed after complaining about working conditions to management and/ or family. These complaints spoke to physical insecurity in the workplace, sexual harassment and threats of violence from their harassers and bullies. It is exceedingly concerning that Management is completely unresponsive to women workers' complaints about sexual harassment or physical insecurity (health and safety) in the world of work. These incidents of femicide reportedly exhibited signs of rape.

6.2 GBVHF in Society

6.2.1 Intimate partner Violence

Intimate partner violence manifests itself in the following ways:

- Physical assault and battery
- Forced control of and access to a partner's income or finances (financial abuse)
- Forced control of and access to a partner's laptop and/ cell phone
- Use of social media to humiliate, dehumanise and destroy the reputation
- Emotional abuse, insults
- Alcohol and drugs have an influence
- Access to small arms (guns) is a risk
- Rape
- Mostly women of all ages and girls
- Heterosexual relationships and LGBTQIA/ non-binary relationships

6.2.2 Domestic Violence

- Domestic violence is violence that occurs within the home and affects women (in the main), but children are also affected.
- The perpetrators of this violence are usually men (intimate partners in heterosexual relationships; male relatives such as grandfathers, fathers, uncles, brothers and cousins
- It involves beatings, taking away freedoms and can even graduate to femicide
- It is highly influenced by patriarchal and cultural/ traditional notions of owning women in their families as well as problematic and contested interpretations of religious texts (e.g. Bible, Torah and the Koran)

6.2.3 Sexual Harassment & Bullying in Society

- Sexual harassment and bullying affect mostly women and girls
- Sexual harassment involves body language, the sexual looks, the unbidden touching (and groping), whistling and catcalls, pictures and images of nudity/ sexual organs or sexual acts, sexually suggestive comments or discussions
- Women experience this sexual harassment also in the streets, in the community, in education, at the police station, in the political party and in any social space or event
- It often means that the political party, neighbourhood, church, school, university can be a difficult place to be for the victim.

6.2.4 Human Trafficking

Human trafficking in South Africa occurs as a practice of forced labour and commercial sexual exploitation among imported and exported trafficked women, men and children.

- Human trafficking is the result of a combination of several factors, including gender inequality, economic instability, and political conflict.
- People who are targeted for human trafficking are young women, young men and children.
- Social media is often used to lure targets of human trafficking. Sometimes victims are drugged and wake up in transit or in a cargo container.
- It is estimated that there are millions of victims, though only about 50–100,000 cases are found each year. The University of Johannesburg reports that trafficking occurs at a slightly higher rate for girls than boys, with 55.5% of all trafficked people in South Africa being female, and 44.5% being male (wikipedia.com)

6.2.5 Rape

- Rape is also referred to as sexual assault because it involves the use of force or authority and it is done without the consent of a victim. Rapists use violence or the threat of violence or take advantage of a victim's unconsciousness (drunkenness), incapacity, underage status, mental disability, physical disability or junior position. Sex with drunk people constitutes rape, even if that person is your wife or girlfriend or partner
- Typical rape victims are women of all ages and girls. In South Africa, more and more increasingly the rape victims are elderly women.
- Rape more commonly happens between people who know each other, and stranger rape happens, but it is not as common.
- Rape of men by men/or boys by boys in bullying situations or prison and rape of women by women happens in prison. These kinds of rape are the least reported of rapes, even though not all rapes are reported even with the more commonplace male-on-female rapes.
- 118 women and children were raped every day in 2019 in South Africa. According to the South African Police Service, [25,801](#) women were raped from April 2019 to March 2020. The figure was 17,118 for children.

6.2.6 Stalking

- Stalking is a creepy wilful, deliberate and repeated/ ongoing following and surveillance of a targeted person, usually a man following and surveilling a woman. It is a crime under the Domestic Violence Act. It is a violent act that seeks to exercise power and authority over another person and take away her freedom and sense of security.
- Stalking can be done online or in cyberspace hence cyberstalking. It can take on slander and defamation on social media platforms. Whilst men are the leading perpetrators, women also do cyberstalking.
- At worst cyberstalking can involve a person putting cameras in a woman's house and managed remotely (done by highly skilled individuals) and can graduate to femicide.

6.2.7 Control of women's bodies & women's movements

- Can be controlled by intimate partners (includes LGBTQIA)
- Can be controlled by male relatives (grandfather, father, husband, partner, uncle, brother, cousin, son)
- Based on cultural, religious and traditional beliefs of family shame and socially acceptable norms of a “good girl/ woman”
- Can result in femicide where a girl/ woman can be killed for bringing shame to her family or for not respecting the authority of a male in her family. Sometimes the resulting death could be unintentional resulting from the use of excessive force.

6.2.8 Early/ Forced Marriage (Ukuthwala)

- The practice of early or forced marriages or ukuthwala has been outlawed in South Africa. It is included in the Trafficking in Persons Act.
- The practice of forcing/ allowing under-age girls to marry usually elderly men was compelled by socio-economic conditions of poverty.
- This practice, although, started as a pre-colonial practice of rebellion of youth who were in love, in cases where families did not support the relationship it lost its spirit in the modern era as it was used by parents especially mothers to improve the family fortunes.
- The practice has re-inforced the Victorian traditional beliefs that women are property and can in fact be moved similarly to commercial property.
- This practice also closed any possibility for these women to become educated or independent.
- In other cultures, e.g. Indian, forced/ arranged marriage could come with conditions that the woman's education continues and be funded by the husband's family.

6.2.9 Femicide

- Femicide is the intentional killing of women and girls because they are women.
- The murder is motivated by patriarchal and misogynistic beliefs that women are the property of men and must be controlled by men and the killing is a punishment for not recognising the authority of a man, for not observing patriarchal cultural/ religious/ traditional beliefs of the family/community, for suspected cheating, for daring to think of leaving an intimate partner or for wanting a relationship to end or for seeking personal freedom or to show that a woman is of no value.
- The most frequent perpetrators of femicide are women's intimate partners, but other perpetrators are family members, friends, acquaintances, clients of sex workers and strangers.
- Of the cases where a perpetrator had been identified, more than half of the murders (57.1%) were by an intimate partner.
- According to the most recent data from 2017/18, a woman is murdered every 3 hours in South Africa, or 8 women are killed every day.

6.3 Systemic and Structural GBVHF

Structural or systemic GBV refers to the harm that women experience as a result of the arrangements of social, political and economic life in our world that mostly affect women and, in fact, allow 1-on-1 GBV to continue perpetually and to increase. These structural arrangements that perpetuate patriarchy and inequality in social, political and economic life are violent because they cause injury to people, especially women, children, women, the disabled and LGBTQIA.

Understanding structural or systemic GBV may represent a breakthrough in addressing GBV at an interpersonal level. Understanding GBV in this way has the potential to ensure transformation of our societies in a manner that is inclusive,

that protects every person's right and ensures better safety and protection in our communities and improved socio-economic benefits and decent livelihoods for all. It would ensure that we do not trivialise women's workplace issues, concerns and complaints in a society that has normalised the abuse and violence against women. It can ensure that the value placed on the life of a man, a woman, a girl or a boy, a disabled or non-binary person is equal; and is respected equally. The potential for thorough going and sustainable transformation in seeing GBV this way is thus increased.

An analysis of the sub-sectors within the economy will show how patriarchy and its attendant GBV are embedded in these economic structures, in both the public and the private sector. It permeates institutions and organisations in our social and political life as well.

Patriarchy, misogyny, machoism, inequality can be removed from our social, economic and political life and zero-tolerance for GBV, inhumanity, torture and cruelty can be attainable.

Patriarchy is a system that has developed over thousands of years. It uses the ideology of sexism which bases inequality of women, dispossession of women and super exploitation of women on biological differences. It grasps at tradition, culture and religious text to suggest that the exploitation of women is God-given. This system and ideology uses misogyny (hatred and suspicion of women) that is targeted at women who transgress patriarchal norms as the enforcer of these patriarchal norms. From misogyny, it is a stone's throw to Gender Based Violence, Harassment and Femicide.

In the South African context, the Sexual division of labour, unpaid labour or reproductive work which, in the main, is done by women is the material basis of patriarchy. The crisis of care under capitalism where poor women bear the ever-increasing burden of taking care of others in their families such as children, the disabled and the elderly themselves, because the impact of globalisation has forced the South African state to withhold investment in the care economy. Only the wealthy and sections of the middle class can afford quality care for these groups who need care. Being forced by capitalist conditions to undertake this work, women are not acknowledged for it and instead are seen as disposable people in the 21st century and are in fact punished for it. This is the case because they lose opportunities for generating incomes and for earning decent livelihoods. In this SA context, patriarchal beliefs and values posit control of women's sexuality as desirable e.g. the virginal inspections of young maidens which is practiced mostly in the Zulu culture. Patriarchy also takes control of women's economic participation and here women are encouraged to be stay at home Moms so that they can depend on male partners. It is true that many women make this choice to be housewives; but it is an area that can be researched in order to find out whether it is a real choice of women. Patriarchy in South Africa controls women's access to land, with male relatives using their power to dispossess female relatives of land that they inherited. The material basis of patriarchy in the South African context also shows up against women who dare to dream of being participators in the economy on an equal footing with men for example women are often denied access to credit and financial investment.

7. IMPACT OF GBV

7.1 In the World of Work

GBV in the world of work is a human rights infraction and a criminal offence and has a direct influence on the economic rights and benefits of the victims or survivors. Often the GBV abuse and experience affects the emotional and psychological well-being of the victim. In addition to all the health, psycho-social and loss of life impacts of GBV mentioned below, economic impacts of GBV include:

- Low productivity as a result of the psycho-social impacts of GBV. Women who have PTSD as a result of GBV find it hard to concentrate and focus on their jobs.
- The frequent times-off taken by victims of GBV also contribute to low productivity
- The frequent times-off mentioned above can also contribute to the lowering of take-home pay of the victims of GBV in the workplace and at home.

- Victims of workplace GBV are most likely to receive bad performance reviews and lose performance bonus and promotion opportunities.
- Victims of GBV can be blamed for the experience of GBV and lose out on opportunities for promotion and/ or pay improvement.
- Being a victim of GBV also contributes to the post-employment benefits of women exacerbating an already difficult problem of post-employment women's poverty.
- Workplace GBV victims also experience loss of income when they choose to resign from a job, because the psycho-social impacts and difficult working conditions often prove unbearable for women to wait till finding another job before resigning.

7.2 In Society

7.2.1 Individual Impact

Who provides a comprehensive run-down of the impacts of GBV on women in the WHO Guidelines for Researching Violence Against Women. "Gender-based violence is associated with serious health problems affecting both women and children, including injuries, gynaecological disorders, mental health disorders, adverse pregnancy outcomes, and sexually transmitted infections (STIs). Violence can have direct consequences for women's health, and it can increase women's risk of future ill health. Both population-based research and studies of emergency room visits in the United States indicate that physical abuse is an important cause of injury among women. Documented injuries sustained from such physical abuse include contusions, concussions, lacerations, fractures, and gunshot wounds. Population-based studies indicate that 40 to 75 percent of women who are physically abused by a partner report injuries due to violence at some point in their life. Nevertheless, injury is not the most common physical health outcome of gender-based abuse. More common are "functional disorders"—ailments that frequently have no identifiable cause, such as irritable bowel syndrome; gastrointestinal disorders; and various chronic pain syndromes, including chronic pelvic pain. Studies consistently link such disorders with a history of physical or sexual abuse. Women who have been abused also tend to experience poorer physical functioning, more physical symptoms, and more days in bed than do women who have not been abused. For many women, the psychological consequences of abuse are even more serious than its physical effects. The experience of abuse often erodes women's self-esteem and puts them at greater risk of a variety of mental health problems, including depression, anxiety, phobias, post-traumatic stress disorder, and alcohol and drug abuse. Violence and sexual abuse also lie behind some of the most intractable reproductive health issues of our times—unwanted pregnancies, HIV and other STIs, and complications of pregnancy. Physical violence and sexual abuse can put women at risk of infection and unwanted pregnancies directly, if women are forced to have sex, for example, or if they fear using contraception or condoms because of their partner's reaction. A history of sexual abuse in childhood also can lead to unwanted pregnancies and STIs indirectly by increasing sexual risk-taking in adolescence and adulthood. There is a growing body of research indicating that violence may increase women's susceptibility to HIV infection.¹¹⁷⁻¹²⁰ Studies carried out in Tanzania and South Africa found that seropositive women were more likely than their seronegative peers to report physical partner abuse. The results indicate that women with violent or controlling male partners are at increased risk of HIV infection. There is little information as yet to indicate how violence increases women's risk for HIV. Dunkle and colleagues suggest that abusive men are more likely to have HIV and impose risky sexual practices on their partners. There are also indications that disclosure of HIV status may put women at risk for violence. Violence can also be a risk factor during pregnancy. Studies from around the world demonstrate that violence during pregnancy is not a rare phenomenon. Within the United States, for example, between 1 percent and 20 percent of currently pregnant women report physical violence, with the majority of findings between 4 percent and 8 percent. The differences are due partly to differences in the way women were asked about violence. A recent review found that the prevalence of abuse during pregnancy is 3 to 11 percent in industrialized countries outside of North America and between 4 and 32 percent in developing countries, including studies from China, Egypt, Ethiopia, Mexico, India, Nicaragua, Pakistan, Saudi Arabia, and South Africa. Violence during pregnancy can have serious health consequences for women and their children. Documented effects include delayed prenatal care, inadequate weight gain, increased smoking and substance abuse,

STIs, vaginal and cervical infections, kidney infections, miscarriages and abortions, premature labour, foetal distress, and bleeding during pregnancy. Recent research has focused on the relationship between violence in pregnancy and low birth weight, a leading cause of infant deaths in the developing world. Although research is still emerging, findings of six different studies performed in the United States, Mexico, and Nicaragua suggest that violence during pregnancy contributes to low birth weight, pre-term delivery, and to foetal growth retardation, at least in some settings. A recent meta analysis of existing studies confirms that intimate partner violence during pregnancy is indeed associated with a significant, albeit small, reduction in birth weight. In its most extreme form, violence kills women. Worldwide, an estimated 40 to more than 70 percent of homicides of women are perpetrated by intimate partners, frequently in the context of an abusive relationship. By contrast, only a small percentage of men who are murdered are killed by their female partners, and in many such cases, the women are defending themselves or retaliating against abusive men. Violence is also a significant risk factor for suicide. Studies in numerous countries have found that women who have suffered domestic violence or sexual assault are much more likely to have had suicidal thoughts, or to have attempted to kill themselves.”

7.2.2 National Economic Impact

At a national level KPMG estimates that GBV costs South Africa between R28.4 billion and R42.4 billion per year – or between 0.9% and 1.3% of GDP annually. This figure also illustrates the urgency for the eradication or reduction of GBV in South Africa. These financial resources could be used elsewhere within the developing nation of South Africa.

7.2.3 Political Impact

GBV or the threat of GBV reduces the voice of women in political matters. Many women do not participate in political meetings because the freedom to participate in these meetings is taken away by intimate partners and male members of their families. Even when they do attend these meetings, they are unable to voice their ideas and opinions. Politics, therefore, does not have maximal input from women. Politics in South Africa is also characterised by elements of sexual harassment. This does a lot to discourage women from participating in politics as representatives. Whilst this may be the case for representation and leadership, over 60% of people who vote, are women.

7.2.4 Social Impact

Victims of GBV tend to withdraw from social events and relationships with friends, relatives and end up isolated and being only in touch with their abusers. This exposes them to more abuse and a deepening sense of the impacts of abuse. They do not participate in social events and their contribution is lost in social and community events, worsening the position and conditions of women in the social sphere.

8. COSATU STRATEGY AND ACTIONS FOR ADDRESSING GBV

8.1 Information and Knowledge Gathering and Dissemination

To get information on GBV COSATU and her affiliates will:

- Conduct literature review
- Conduct a quick survey on GBV in the workplace
- Collating information
- Conducting research on incidences and experiences of GBV
- Hold discussions and workshops

Sharing information and knowledge:

- On Prevention
- On Help and services for GBV
- Through Campaigns and programmes on GBV
- On Legislation and Policy on GBV
- On Reports on GBV
- Through discussions, talks, seminars annually
- Through Workshops at provincial and national level every three years
- Through presentations from GBV authorities (academics, police, soc dev etc.) annually
- Through knowledge sharing with the participation of people with experience (annually and these will need to be sensitively handled, COSATU may need guidance from counsellors, psychologists and socialworkers)

8.2 Organising, Mobilising, Lobbying and Advocating

COSATU will put gender-based violence on the agenda of the federation by raising awareness about sexual harassment, GBV and Femicide amongst their leaders in the CEC, PEC, local and the affiliates.

COSATU will include GBVHF in the negotiations agenda and collective agreements. COSATU will labour to ensure that procedures for making and processing complaints, as well as preventing sexual harassment are introduced or reviewed or strengthened in all workplaces.

COSATU will ensure that C190 is nationalised to ensure that work is safe for everyone as well as protect the rights of all workers, including young women seeking employment.

COSATU will ensure that those sectors that are isolated or where work happens in isolation, in private homes, remote company/employer facilities are especially protected.

COSATU will ensure that issues of domestic violence are discussed for the purpose of ensuring that workplaces are responsive to the needs of their workers. Some guidelines need to be created to ensure that confidentiality is maintained around these issues in the workplace.

COSATU will work towards workplace safety planning that takes into account GBV incidents in the world of work, paid leave for victims of GBVHF in the workplace and in the home, protection from discrimination or adverse action, and access to a women's advocate or other designated support persons within the workplace.

COSATU will labour to provide GBV education and resources to workers who are experiencing violence, whether they are victims or perpetrators in order to end GBVHF.

COSATU will ensure that the National Office Bearers of COSATU are staunch advocates for Gender Equality and the eradication of any belief or practice that promotes gender inequality and GBVHF in the world of work and in society.

The Education and Awareness Campaign will focus on building a shared understanding of GBV in the South African context, in communities, in the workplace and in the trade union context. Engagements on building awareness will be in the form of:

- ▶ Seminars/ Webinars that could cover, amongst other topics:
 - What is GBV?
 - Sexual Harassment in the Workplace
 - ILO C190 & R206

- NSP
 - GBV Resources (where can you get help)
 - Resolution on Peace and Security
 - GBV internationally (warzones)
- ▶ Community Radio/TV & SABC Slots
 - ▶ Workshops
 - ▶ GBV slot at CEC, CC & Congress
 - ▶ Special NGCC Task Team on GBV: to plan, to track and monitor, to evaluate

As part and parcel of Advocacy, COSATU will ensure that it holds discussions with a range of stakeholders to ensure **gender-conscious transformation** through a range of interventions that form part of the **'365 days of activism'** as follows:

- ▶ Stakeholder Engagement (ongoing from January 2022)
- ▶ Alliance Engagement (Ongoing from November 2021)
- ▶ C190 & R206 Seminar/ Webinar on March 8 "International Women's Day"
- ▶ Provincial Workshops
 - GBV in the home and community (transforming gender relations)
 - GBV in the workplace
 - Role of Government
 - Role of the police
 - COSATU members role in GBV
 - Male Gender Champions/ Working with men and boys
 - Women's leadership in society
- ▶ 16 Days of Activism Campaign
 - **25 November** -Popularise 190, R206 and SA response/ ratification process/outcome AND the National GBV Council (and its processes)
 - Work with Alliance Partners
 - Work with aligned stakeholders on the 16 Days Campaign
 - COSATU is on all media platforms speaking about workers' and community issues around GBV
- ▶ GBV Slot at CEC, CC and Congress
 - CC GBV Task team to develop the concept note
 - CC to discuss and adopt the concept note
 - CC to drive implantation of Concept Note for CC and Congress

Mass programmes planned at appropriate times as relevant

COSATU will identify **NGCC Comrades** who will drive the GBV campaign and ensure that the GBV work continues in rhythm with all other NGCC work. As part of the Advocacy Campaign, COSATU will begin an extended Stakeholder Engagement process from February 2022 on the question of GBV with the following Stakeholders:

- ▶ Media (SABC, Multichoice, Community Radio Association, Community TV Association, Print Media, Social Media Organisations)
- ▶ Government leadership
- ▶ Dept of Women, Youth and PD
- ▶ Police
- ▶ DSD
- ▶ Business Leadership (BUSA, BBC, NAFCOG)
- ▶ NEDLAC
- ▶ Traditional Leaders Organisation
- ▶ SALGA
- ▶ FBOs
- ▶ NGOs
- ▶ Judicial Organs (Concourt, Justice Dept etc.)
- ▶ VCs' Council
- ▶ Principals' Association
- ▶ TVET Principals' Association

COSATU will begin a process of identifying partnerships to work with and to augment its work on GBVF. Some of the partners could be:

- ▶ Alliance Organs
- ▶ NGOs
- ▶ CBOs
- ▶ FBOs

8.3 Policy Work

Internal trade union policy or strategies to ensure that union members are highly conscientized and educated on the question of patriarchy, its toxicity and interphase with GBV

Internal policy that ensures NOB and CEC/NEC accountability on the handling of GBVHF in the federation and Affiliates

Internal policy that will ensure that GBVHF is addressed comprehensively in the world of work and the economy

COSATU will make submissions to government on GBV legislation and policy, the strengthening thereof and share those submissions with the membership through workshops for in-depth discussions

8.4 Programme Development and Implementation

Developing programmes on GBV demands a comprehensive approach.

GBV programmes can include:

- Data gathering/ information and knowledge sourcing
- Materials Development
- Media strategies and tactics
- Education and Training programmes
- Segmentation of target population in line with their training needs
- Development of media material
- Campaigning plans
- Monitoring and Evaluation activities
- Reports, recommendations

8.5 Programme Monitoring and Evaluation

As part of the strategy COSATU will Monitor and Evaluate the implementation of the GBV Strategy. The NGCC will track how the environment is bending and changing to the interventions being implemented to reduce and eradicate GBV.

8.6 Strengthening Responses and Holistic Transformation

COSATU will implement comprehensive strategies and programmes will lead to information and pointers about whether the programme is yielding the desired results or not. The task of strengthening interventions and responses will be undertaken by the NGCC after considering M&E reports on the GBV Strategy.

Having looked at the structural and systemic nature of GBV, COSATU will ensure the holistic transformation of the institutions it has access to such as workplaces and the world of work, the Alliance and others as possible. The social institutions have been built on inequality, discrimination and competition which then brings in different types of violence. Holistic transformation must be aimed at eradicating inequality, discrimination and competition and build genuine and substantive equality, integration and co-operation. With this understanding in mind, COSATU will ensure **gender equality in leadership representation and impact across the Alliance; transformation of systems and culture or organisational ethos** to support equality, integration and co-operation; ongoing education and awareness-raising towards the equal society and the values that are needed in this equal society. In this economy and society that COSATU will build or influence; equality will not be tampered by sex, gender, ability/disability/race, colour, creed, age or anything.

8.7 Additional interventions on the COSATU Strategy

COSATU and her affiliates will develop a case reporting system

COSATU GBVH Strategy must start with the establishment of the commission on SH which can be GBVH commission

Naledi toolkit needs to be updated with the addition of elements of the GBVHF Strategy to be included in the naledi toolkit

COSATU programme that has not been implemented - training of SH commissioners and disciplinary officers, young women workers and MGCs - these proposals are currently too broad- need narrowing down

SH policy commitments - SH commission and disciplinary structures must be expanded to include GBVHF

The NGCC will be prioritised for training on the implementation and monitoring of the impact of the Strategy

9. THEORY OF CHANGE

Interventions (as above including M&E)

9.1 Underlying Principles for the Theory of change

- Context is critical- implement interventions that suit your environment
- The state has primary responsibility for action on VAWG and GBVF
- Holistic and multi-sectoral interventions most likely to have impact
- Social change (gender transformation) makes the difference
- Backlash is inevitable but manageable
- Women's rights and gender equality activists and organisations create and sustain change
- Empowering women is both the means and an end
- Women must lead the struggle against VAWG and GBVF

9.2 What is the change we want to see over time?

9.2.1 In five years

Within the federation?

Our GBVH Commissions have long been trained (including in the Affiliates)

Our GBVH Commissions are empowered to do their work

Members know what GBVHF is

Members are empowered to bring complaints about GBV and Sexual Harassment in the Federation and Affiliates

Members are bringing complaints

All meetings of the Federation and Affiliates start with a reminder about the SH Policy and the GBVHF Strategy of the Federation/ Affiliates

All leaders and managers know the SH Policy and GBVHF Strategy in detail

Potential Office Bearers are vetted thoroughly and independently to ensure that members do not unknowingly elect an abuser or GBVH perpetrator

Induction of new Office Bearers, staff members and Managers at all levels on GBVH

The federation has a psycho-social mechanism that has budgeted for any victim and perpetrator of GBVH

The federation collects data on GBVH incidents and their resolution

The whole world knows that COSATU has zero-tolerance for GBVH

SH and GBVF is a punished offence, a leader or Manager who commits any of these infractions is (**suspended/expelled?**) from the federation/affiliate

In the economy?

All employers have GBVH policies

All employees who work in isolation have a security app that assists in recording incidents of GBVH and stores them in a cloud

All employers have collective bargaining agreements on handling GBVH in the workplace

All employers have budgets for psycho-social mechanisms in cases of GBVH

Employers have regular information sessions about GBVH policies

Employers collect and analyse data about GBVH cases and how they are resolved

Employers ensure that workers are empowered to bring GBVH complaints

Employees who bring GBVH cases are protected from secondary harassment

Employers have thoroughly trained personnel to handle and/ or refer GBVH cases

Induction of new employees and Managers includes detailed discussion and information about GBVH

In society?

Improvement in understanding of GBVHF

Local structures (politics, faith, CSO, NGO, TU, business) have integrated GBVHF into their programmes

Local structures are keeping data on GBVHF incidents and their resolution

Local structures are ensuring that no-one with a GBVHF record is in leadership or management, potential leaders are vetted

Human rights defenders are protected by the community from patriarchy, misogyny, capital and hatred (hate crimes)

LGBTQIA+ individuals are respected in all communities

GBVHF perpetrators and hate crime perpetrators are punished legally

Community members are empowered to report GBVHF incidents

9.3 In 10 years

Within the federation?

COSATU has conducted ongoing Monitoring on the impact of the Strategy on the Federation, Affiliates (in partnership with relevant research/ academic institutions)

COSATU has good records about sexual harassment in the Federation and Affiliates

COSATU has a record of good practice on the question of addressing GBVHF in the Federation and Affiliates

All backlash incidents are managed by the Gender Committee

More cases of GBVHF have been reported and addressed

COSATU and Affiliates' capacity to vet potential Leaders and Managers has increased

COSATU has conducted two objective Evaluations of the impact of the Strategy in the Federation and Affiliates

In the economy?

COSATU has caused Employers to conduct Monitoring and Evaluation of the implementation of C190 in South Africa's workplace and world of work

South Africa has good records of GBVH in the world of work

South Africa has become a resource for best practice on handling GBVHF in the world of work

More cases of GBVH have been reported and handled

At least one objective Evaluation Report on the state of GBVHF in the world of work

In society?

Local organisations/ institutions conduct ongoing Monitoring of the implementation of NSP GBVF in South Africa's communities

South African structures have good records of handling GBVHF in the communities

South Africa has become a resource for best practice on handling GBVHF in the communities

More cases of GBVHF have been reported and handled successfully

The SAPS are now working much better with stakeholders on handling GBVHF in communities

At least one objective Evaluation Report on the state of GBVHF in South African communities

The Evaluation Report reflects on additional benefits/ impacts of implementing the NSP-GBVF

9.4 In 20 years

Within the federation?

All women, LGBTQIA+, disabled people and men are empowered to report incidents of GBVH in the federation and Affiliates

The relevant leadership is quick to act on issues of GBVH

Women, LGBTQIA+, and disabled people are easily elected into leadership positions in the Federation and all Affiliates

All Affiliates have established gender structures and adopted gender policies which are implemented

Bureaucratic barriers to women, LGBTQIA+ and disabled people participation in the union have all been removed

Incidents of GBVH have been reduced in the Federation and Affiliates

In the economy?

All women, LGBTQIA+, disabled people and men are empowered to report incidents of GBVH in the world of work

The relevant leadership (governance/ management) is quick to act on issues of GBVH

Women, LGBTQIA+, and disabled people are easily elected into leadership positions in the world of work

All employers have established gender structures and adopted gender policies which are implemented in the world of work

Bureaucratic and cultural barriers to women, LGBTQIA+ and disabled people participation in the world of work have all been removed

Incidents of GBVH have been reduced in the world of work

In society?

All women, LGBTQIA+, disabled people and men are empowered to report incidents of GBVH in the community

The relevant leadership and SAPS are quick to act on issues of GBVHF

Women, LGBTQIA+, and disabled people are easily elected into leadership positions in the community

All community structures have established gender structures and adopted gender policies which are implemented

Bureaucratic and cultural barriers to women, LGBTQIA+ and disabled people participation in the community have all been removed

Incidents of GBVHF have been reduced in South African society

10. MONITORING AND EVALUATION OF GBV PROGRAMMES AND INTERVENTIONS

10.1 Introduction

Monitoring is routine and regular tracking of program that is ongoing and it tracks program performance over time.

Evaluation is to determine how effective the programmes have been and it checks whether objectives have been met

10.1.1 Understand the M&E Challenges of GBV which are:

- Not a straightforward matter to see contribution of multi stakeholders and role players
- Sensitive nature of the information and hidden forms of violence which creates problems for data collection and methodology
- Changing violence levels are difficult to measure and interpret
- Ethical issues in researching, monitoring and evaluating GBV
- The Monitoring and Evaluation Plan of the GBV Strategy

10.1.2 Purpose of M&E in GBV

- Measure the volume (size) and nature of inputs and outputs
- Is the programme implemented as planned
- Assess the program outcomes and impact
- Identify successes and shortcomings, make necessary adjustments in the program
- Inform donors and decision-makers and influence change that may be necessary

10.1.3 Typical M & E Questions

- Were resources made available to program in the quantities and at the times specified by the program plan?
- Were the program activities carried out as planned?
- Which program activities were more effective and which were less effective?
- Did the expected changes occur? How much change occurred?
- Can observable outcomes be attributed to program efforts?
- Did the target population benefit from the program and at what cost?

Program Goal must be broad and long-term e.g. to implement interventions that reduce / eradicate GBV in the world of work

Program objectives and outcomes must be SMART

- Specific: identifies concrete events or actions that will take place
- Measurable: quantifies the amount of resources, activity, or change to be expended and achieved
- Appropriate: logically relates to the overall problem statement and desired effects of the program
- Realistic: provides a realistic dimension that can be achieved with the available resources and plans for implementation
- Time-bound: specifies a time within which the objective will be achieved

10.1.4 Characteristics of Good Indicators

- Valid: accurate measure of a behavior, practice or task
- Reliable: consistently measurable in the same way by different observers
- Precise: operationally defined in clear terms
- Measurable: quantifiable using available tools and methods
- Timely: provides a measurement at time intervals relevant and appropriate in terms of program goals and activities
- Programmatically important: linked to the program or to achieving the program objectives that are needed for public health impact

10.2 Common Indicator Metrics

Counts

no. of legal and service organizations for violence against women and girls (VAW/G) survivors

no. women and children using VAW/G social welfare services

Calculations: percentages, rates, ratios

% of health units with at least one service provider trained to care for and refer survivors

% of women aged 15-49 who have ever experienced physical violence from an intimate partner

Index, composite measures

gender-equitable men (GEM) scale – sexual relationship power scale

Thresholds

presence, absence; pre-determined level or standard

Input	Process	Output	Outcome	Impact
Human, technological, auto and financial resources to use in the program	How will you conduct the programme?	What is the output?	What is the outcome?	What is the impact?
Indicators	Indicators	Indicators	Indicators	Indicators

11. WAY FORWARD

1. The Strategy of COSATU will be discussed as thoroughly as possible between now and the National Congress of 2022 and adopted with the necessary amendments at the Congress.
2. A Baseline study on GBV in the world of work will be conducted within three months of Congress.
3. Monitoring of the Strategy will be conducted on an ongoing (every second year after Congress for Central Committee) basis.
4. Comprehensive M&E will be conducted every Congress Year to inform any improvements (strengthening of interventions) that may be necessary so that these can be adopted at Congress.

