

Masiphephe Network

Consolidated Mapping Report of Economic Empowerment Programs, Key Institutions and Resource Person Contact Details

2023



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Abbreviations and Acronyms

AD	Angelo Design
CCI	Centre for Community Impact
CEO	Chief Executive Officer
CSO	Civil Society Organisation
CoP	Chief of Party
CGE	Commission for Gender Equality
ERAP	Emergency Response Action Plan
ESL	Economic Strengthening and Livelihoods
FGD	Focus Group Discussion
FOVOC	Foundation for Victims of Crime
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
GHJRU	Gender, Health, and Justice Research Unit
IDP	Integrated Development Plan
INK	Inanda, Ntuzuma, and KwaMashu
KIn	Key Informant number
KZN	KwaZulu-Natal
NDA	National Development Agency
NSP	National Strategic Plan
M&EM	Monitoring and Evaluation Manager
PJ	Pathways to Justice
POPI	Protection of Personal Information (act)
PPOs	Provincial Programme Officers
TA	Technical Assistance
ToR	Terms of Reference
TWG _s	Technical Working Groups
USAID	United States Agency for International Development
NSP on GBVF	National Strategic Plan on Gender Based Violence and Femicide

1. Introduction and Background

Empowering women in entrepreneurship is not only a matter of social justice but also an economic imperative. Empowering women in entrepreneurship is crucial for fostering economic growth and reducing gender inequality. When women are given equal opportunities and support in starting and growing businesses, it can lead to increased innovation, job creation, and economic growth. Moreover, it contributes to greater gender equality and overall societal well-being.

The mapping process began by conducting a comprehensive assessment of the Masiphephe Network project sites. This was undertaken to understand the current state of access to entrepreneurship resources and opportunities for Gender-Based Violence (GBV) survivors, particularly women in those areas. Identify the specific opportunities that exist, challenges, and barriers they face.

The mapping process involved engaging stakeholders to gather their insights and feedback, GBV survivors (including Zazi Club Members), and key institutions. This was done through key informant interviews and Focus Group Discussions (FGDs) across the Masiphephe network sites.

Based on the assessment findings and stakeholder input, the consultant has identified specific needs and gaps regarding access to entrepreneurship resources viz access to capital, training, mentorship, market access, etc. The key document guiding this specific assignment is the CCI Stakeholder Mapping Strategy for the Gender-Based Violence and Local Governance Response Project. This document defines Stakeholder Mapping as “a collaborative process of research, debate, and discussion that draws from multiple perspectives to determine a key list of stakeholders across the entire stakeholder spectrum.”

This process may also include visual representation of a stakeholder analysis, organizing the stakeholders according to key criteria with which they will be managed during the project. Some of those criteria may include interest, influence, financial stake, emotional stake, beneficiaries, and those on the periphery who are still important enough to keep in the loop.

Stakeholders analysis is a process of systematically gathering and analysis qualitative information to determine whose interests should be taken into account when developing and/ or implementing a policy or program

1.1 Purpose of Stakeholder Mapping for Improving Economic Access for GBV Survivors

In Year 6, the Masiphephe Network project focus is on improving access to entrepreneurship resources and opportunities for women at Masiphephe Network project sites. The activities of this objective are specifically designed interventions that contribute towards all the outcomes of the National Strategic Plan on Gender Based Violence and Femicide (NSP on GBVF) (2020 - 2030), with a key focus on pillar Five - Economic Power. In order to achieve this objective, CCI has taken a decision to:

1. Conduct a rapid assessment of the needs of the survivors with regards to economic empowerment;
2. Conduct rapid assessment of economic empowerment programmes, key institutions, and resource person contact details;
3. Identify current intervention programmes and opportunities and key resource persons to help reduce women's economic vulnerability;
4. Coordinate the facilitation of skills development sessions for women GBV survivors and Zazi club members;
5. Assist GBV survivors and Zazi club members to access grants and microfinance;
6. Assist GBV survivors and Zazi clubs to manage their small business finances, cash flow, and customers;
7. Assist the GBV survivors and Zazi club members to market their small businesses; and grow their business initiatives;
8. Utilise the mapping to create succinct information of the services, locations of stakeholders, and the coordinates to locate the local stakeholders; and
9. Utilise the stakeholder information to update the Masiphephe Network database.

2. Stakeholder Mapping Strategy

The landscape of stakeholders can change over time. New stakeholders may emerge, while others may lose relevance or change their interests. Ongoing mapping allows organisations to stay up to date with these changes and adjust their engagement strategies accordingly. The consultant is of the view that stakeholder mapping is an iterative and ongoing process that will help CCI to manage their relationships with stakeholders within the economic cluster from

government, the private sector, civil society and within media, in a proactive and strategic manner.

CCI's GBV Stakeholder Mapping Strategy document outlines the process of how the stakeholder mapping process must be done. Based on this strategy, a mapping tool was developed and used in the initial mapping activities in 2018-2019. The mapping tool has been revised to make it more concise and to be easily applied primarily through online (telephone) mapping.

3. Approach, Methodology and Timelines for Mapping

3.1. Stakeholder Selection Criteria

The selection criteria for organisations were two-fold:

1. All organisations involved in GBVF prevention, response, and mitigation at the local community project site level; and
2. The organisation's activities/objectives must be in line with Pillar 5 of the NSP on GBV with the following distinct elements:
 - a) They must have programmes in place that focus on GBV survivor's economic empowerment.
 - b) Is the organisation involved with skills development toward economic empowerment?
 - c) Are there organisations that assist GBV survivors with job readiness programmes?
 - d) They must be willing to participate in the Masiphephe network.

3.2. Sampling Approach

Purposive sampling was used to identify a sample that could provide adequate information about the research topic (Patton, 1990). The snowballing sampling method was also used during interviews and Focus Group Discussions when an informant raised pertinent issues that would necessitate and identify a new informant. Interviewees were also asked to identify potential participants. This allows for the rapid assessment to have more respondents.

The following steps were followed to undertake this assessment:

1. Compile a database of economic empowerment programmes, key institutions, and resource person contact details;
2. Conduct Key Informant Interviews using a structured questionnaire;
3. Conduct Focus Group Discussions using a Focus Group Discussion Questionnaire as a guide; and
4. Thematic data analysis.

The section below details the methodological approach and tools.

Secondary data analysis - This approach was used in the compilation of economic empowerment programmes, key institutions, and resource person contact details. The desktop review of key documents (not older than 5 years) included but were not limited to the following:

- Identified Organisation's Annual Reports;
- Identified Organisation's Annual Plans;
- Relevant Government Policy documents and Annual Reports (Economic Services and Infrastructure Development Cluster); and
- Relevant Research Reports.

Key Informant Interviews (KIs) were conducted using the qualitative research methodology. The qualitative interviews consist of open-ended questions and provide qualitative data. Qualitative interviews are also called in-depth interviews because they can be used to obtain deeper information about a participant's thoughts, beliefs, knowledge, reasoning, motivations, and feelings about a topic. A standardised open-ended questionnaire was used to guide the interview (attached as Annexure 1). Notes were taken during the interviews, and the interviews were recorded (Voice Recorder using a Cellphone). Immediately afterward, the KI notes were written up, and the transcription process of the recording was done.

Focus Group Discussions (FGDs) - A focus group is a research method that brings together a small group of (usually 4 to 10) people to answer questions in a moderated setting. The group is chosen due to predefined demographic traits, and the questions are designed to shed light on a topic of interest. FGDs place parts of social life into a larger whole. It is hard to understand women's experiences without listening to their whole stories and understanding their lived experiences. It requires one to develop an ability to draw on a variety of skills, such as listening, nonverbal interaction materials, and approaches as they may be needed. Many abused interviewees are

dissatisfied and isolated. A Focus Group Discussion Guide was developed to guide the focus group discussions (Attached as Annexure 2). This tool largely validated data collected from key informants' interviews.

Key Informant Interviews (KIIs) - were conducted using qualitative research methodology. Qualitative interviews consist of open-ended questions and provide in-depth information about a participant's thoughts, beliefs, knowledge, reasoning, motivations, and feelings about a topic. A standardised open-ended questionnaire was used to guide the interview (Attached as Annexure 1). Notes were taken during the interviews, and the interviews were recorded (Voice Recorder using a Cellphone). Immediately afterward, the KII notes were written up, and the transcription process of the recording was done.

3.3. Data Management and Analysis

Data was recorded on the completed interview schedules (field notes as well as recordings). The recordings were then transcribed and compiled, compared, coded, and analysed by themes. Themes were developed after an initial reading of the material to include the range of relevant issues discussed by the KIs and the FGDs. The data were then analysed for commonality (similarities) and differences in descriptive topics, and central ideas that arose both in the interviews and focus group discussions. This process was expedited by some data being 'pre-coded' through concepts as set out in the Terms of Reference and CCI's internal project documents.

3.4. Confidentiality and Anonymity of Key Informant

Confidentiality refers to a condition in which the researcher knows the identity of a research subject but takes steps to protect that identity from being discovered by others. Verbal consent was sought from all Key Informants as well as Focus Group Discussion participants and they were assured of confidentiality. The consultant also ensured consistency with the provisions of the Protection of Personal Information (POPI) act.

The key informants were assured that their names would not appear in the report; however, some of what they may say will be quoted verbatim in the report to add value and emphasis to the assessment results.

A simple code has been used to identify each Key Informant. KIn stands for Key Informant number, and a numerical value is added e.g., KIn1 stands for Key Informant Number 1. The Focus Group Discussion Participants are represented by Pn (Participant number).

3.5. Limitations and Mitigation

Access to and availability of relevant government officials and private sector managers have been crucial factors in the consultancy. The consultant has encountered a few challenges regarding Key Informant interviewees, which include:

- Interviewees cancelling appointments at the last minute,
- Reluctance to share information.

4 Findings

4.1. Sample Size and level of Participation

The following table outlines the activities in this activity:

Activity	Number and	Sector
	NDA	Public Sector
Mpumalanga KIs	FOVOC	CSO
	Angelo Skills Development	CSO
	Potters House	CSO
	Commission for gender	Public Sector
Gauteng	R Labs	CSO
	ENS	Pro Bono Law Firm
KZN	DSD	Public Sector
	Ubuntu Development	CSO

4.2. Stakeholder Data-Base

The deliverables for this assignment include identifying economic empowerment programmes, key institutions, and contact details for resource persons. To achieve this, a centralized Masiphephe Stakeholder database was developed by CCI's Economic Strengthening & Livelihoods Coordinator (ESL) and the Monitoring and Evaluation (M&E) Manager. The consultant collected data and populated the database. The database is on Google Sheets to allow multiple people to work on it simultaneously. It is subdivided into the respective provinces supported by the Masiphephe Network. The consultant continues to add new stakeholders to this database.

Masiphephe Network

4.3. Stakeholder Database: Captures

The table below shows stakeholders identified and captured on the stakeholder database on the Google Sheet.

Province	Name of Entity	Sector
Mpumalanga	<i>National Development Agency</i>	<i>Public Sector</i>
	<i>Foundation for Victims of Crime FOVOC</i>	<i>CSO</i>
	<i>Angelo Skills Development</i>	<i>CSO</i>
	<i>Potters House</i>	<i>CSO</i>
	<i>Commission for gender</i>	<i>Public Sector</i>
	<i>Mpumalanga Department of Economic Development and Tourism Ehlanzeni District Municipality</i>	<i>Public Sector</i>
	<i>Mpumalanga Department of Economic Development and Tourism Nkangala District Municipality</i>	
Gauteng	<i>Mpumalanga Department of Agriculture and Rural Development</i>	<i>Public Sector</i>
	<i>R Labs</i>	<i>CSO</i>
	<i>ENS</i>	<i>Pro Bono Law Firm</i>
	<i>Gauteng Department of Economic Development</i>	<i>Public Sector</i>
	<i>Gauteng Department of Economic Development</i>	<i>Public Sector</i>
KwaZulu-Natal	<i>Gauteng Department of Sport, Arts, Culture and Recreation</i>	<i>Public Sector</i>
	<i>KZN Department of Social Development (KZN DSD)</i>	<i>Public Sector</i>
	<i>KZN Department of Economic Development and Tourism</i>	<i>Public Sector</i>
	<i>KZN Department of Agriculture and Rural Development</i>	<i>Public Sector</i>
	<i>Smart Exchange</i>	<i>SOE</i>
	<i>Ubuntu Development</i>	<i>CSO</i>

4.4. Unemployment levels in the supported sites

Secondary data analysis included analysing the levels of unemployment in the project support sites.

Emalahleni Local Municipality: According to the 2022/23-2026/27 Integrated Development Plan (IDP), the unemployment rate in eMalahleni decreased from 27.3% in 2011 to 25.3% in 2015 and 26.6% in 2016. The eMalahleni unemployment rate was the 5th lowest among all the municipal areas of Mpumalanga. In terms of the recent Socio-Economic Review and Outlook (SERO) Report, unemployment is 28.2%, which is 1% below the national unemployment rate of 29%. In 2018, the unemployment rate for females was 34.8%, and that for males was 23.9%, according to the latest Municipal Profile Report. The youth unemployment rate, according to the Census figure, was 36.0%, with an especially high rate for females. Unemployment among females is assumed to result from low levels of education and inadequate skills, impacting their employability.

Mbombela Local Municipality: The draft Integrated Development Plan (IDP) 2022-2027 states that unemployment within the Mbombela municipal area increased by 4% between 2016 and 2020. The unemployment rate (expanded definition) thus stood at 35.3% during 2020, up from 31.3% in 2016. It can also be observed that the female unemployment rate within the municipal area increased to 39.1% in 2020 from 35.2% recorded in 2016, reflecting an increase of 3.9%. This is largely due to the fact that the economy has not been performing well within the entire country, owing to factors such as a lack of sufficient investment and the economic effects of the COVID-19 pandemic, which led to lockdowns and subsequent business closures. This resulted in detrimental economic consequences, and businesses were forced to lay off their employees.

Youth unemployment is one of the major challenges facing the country, and the City of Mbombela is no exception to this ticking time bomb problem. This age group is highly active and constitutes the highest proportion of the City of Mbombela's total population. In 2016, youth unemployment (expanded definition) for the Municipality stood at 42.9%. In 2020, this number climbed to 49.3%, indicating a 6.4% increase. This is unsustainable, and more concerted efforts need to be made to reverse these figures. The number of jobs shed as a result of COVID-19 pandemic disruptions during 2020 is estimated at 21,722. Furthermore, the employment level between 2016 and 2020 indicated an average decline of 0.6% per annum.

EThekweni Municipality: Unemployment, poverty, and a lack of finances are major concerns for residents, and the high cost of living and inflation were cited by many as the main reasons they felt their economic situation would be worse in five years' time.

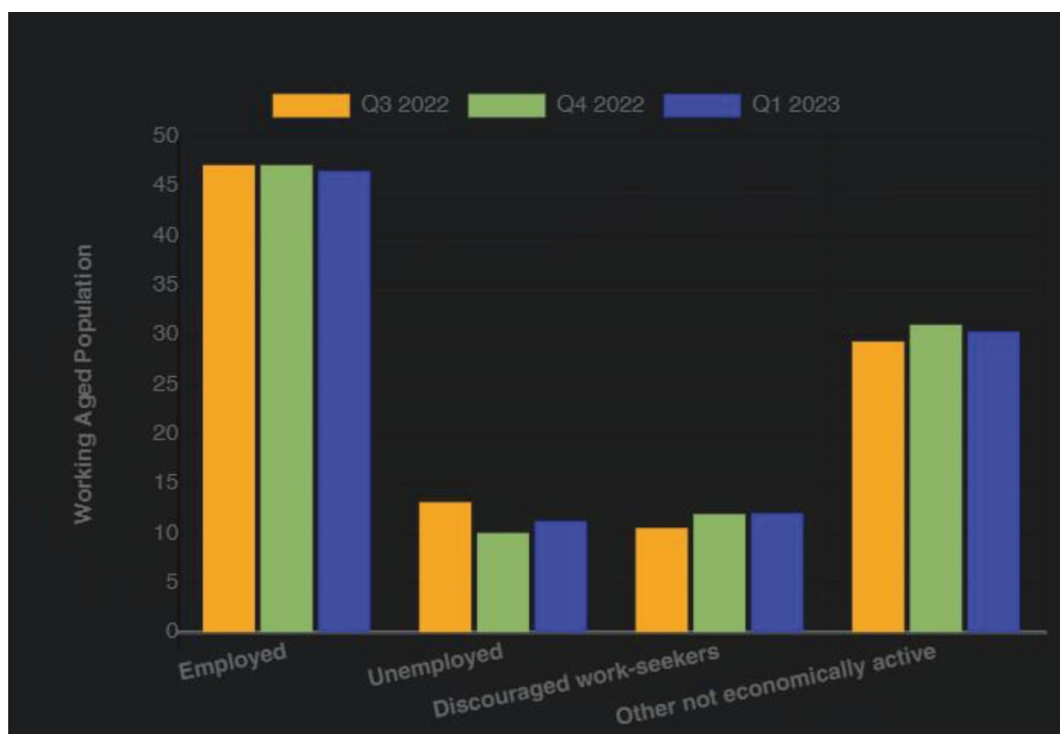


Figure 1 above shows the Youth Unemployment Rate in Durban (Q1 2023).

The challenges of unemployment and employability was raised by a number of KI as well in the FGDs. KI(n2) put " Most of the young women we deal with have given up on looking for work, they just live and boyfriends or father of their children are the ones that gives them money".

4.5. Participant's understanding of the Year 6 Focus

When FGD participants were asked about their understanding (What comes to mind) following the programme presentation the tone for the FGD by the PPO. Participant number 3 summed it up when she stated that:

"Kgale ke attenda di workshops lidi trainings but e ke Gauta (I have attended and participated in a number of workshop and trainings but this is gold)"

The statement by Participant Number 3 was repeated in not so many words in all the FGDs.

4.6. Disempowerment of GBV Survivors

During the FGDs, a question was posed about the causes/drivers of GBV in the areas where the participants come from. The participants at all sites indicated the various key drivers including alcohol, drug abuse Poverty, and financial dependency on a partner.

The issue of financial dependency was aptly put by Pn 2 when she stated that:

“lgirlfried allowance iyona eza nezinkinga ngoba thina, nam ngiyazifaka makes us to go back to lomuntu oku abhusazayo ngoba phela sifuna amaWeave no soft life (Girlfriend allowance increases vulnerability because women including myself like to look and feel beautify, this leads women to keep going back to the abuser”

K12 also indicated the difficulty that women face especially the widowed. Hence the Committee for Gender Equality has initiated a process to assist widowed with the challenge they faced of double taxation. This work has resulted in the cancelation of the secondary tax for widows.

4.7. Businesses Owned by GBV Survivors

Only one organisation was found to be owned and managed by GBV survivors in KZN. This enterprise came not by design but due to circumstances. In Mpumalanga especially eMalahleni the consultant was able to identify 5 businesses that are owned by the Zazi Club members. These micro enterprises came about from an initiative supported by FHI 360. Participant number 3 (Pn3) said the following about her enterprise:

“We received training for 7 months on how to run our business and I got 350. My business is Achar and abantu bayayithanda (my customers likes my product)”

During the FGD discussions, many Zazi members have been toying with the Idea of starting a business and following the FGD and the presentation by the Provincial Programme Officers (PPOs) and the ESL coordinator are now more motivated to pursue their enterprises

Pn9 put it “Yaz kade ngangi plana ukuvula ibusiness but ngingekho sure ukuthi lizosebenza but ya manje zoliqala serious (I have always wanted to start my own business but was not entirely sure if it will succeed, but now I will definitely start it)”

4.8. Availability of Support and Resources

The KIs indicated that there is a myriad of support that their organisations provide even though they are not specifically focused on GBV survivors but more women and youth are a target for their economic empowerment programmes.

“Our company has branches in Cape Town and Zambia and Botswana we provide future skills. Future skills is basic coding, Social Media Advertising”

4.9. Economic Empowerment

Economic empowerment programmes for GBV survivors should be tailored to the specific needs and circumstances of survivors in the implementation sites, considering factors such as cultural diversity and regional disparities. Additionally, partnerships with local organisations and community leaders are essential to ensuring the success and sustainability of these initiatives. The statement above was made clear during the FGDs as well as in the KI interviews. For instance, in KZN and Mpumalanga, agriculture was mentioned as a feasible business proposition.

Kin 2 indicated that “most of the applications we get for funding especially from Women Cooperatives if for small-scale farming”

Pn 11 stated that “We are looking for land where we can start farming even if it’s not a big piece of land.”

4.10. Skills Development: Type of Skills Programme

Skills development programmes for survivors of GBV are crucial in helping survivors regain their independence, self-confidence, and economic stability. These programmes aim to empower survivors by providing them with the skills and knowledge needed to secure employment or start their own businesses.

Creating a supportive and empowering environment is essential for the success of skills development initiatives for GBV survivors. Organisations such as the Foundation for Victims of Crime offer their clients a variety of skills training in partnership with various organisations.

Kin4 stated that *“Each survivor’s journey is unique, and programmes should be flexible and adaptable to meet their individual needs. We have empowered our clients with sewing machines that were donated by one of our partners and they now run their own individual enterprises”*

There are various skills programmes available for women including basic computer skills, Cashier Training, Sewing and Computer skills.

4.11. Participant’s recruitment and selection

Most public sector organisations such as the National Development Agency (NDA)

issue requests for funding through newspaper adverts, social media, and online. However, the use of social media for recruitment is prevalent in the Civil Society CSO. Kin6 indicated that:

“When we get funding and have made a determination of how many participants we can take. We send out a WhatsApp message and also put it on our Facebook Page. We then shortlist and interview prospective participants. This process helps us to retain all our participants and it gives us comfort that we have the right candidates for each skill programme”

4.12. Number of GBV Survivors Empowered (Type of Initiative)

It was difficult to ascertain the number of GBV survivors empowered from the FGD and the interviews. This is primarily because of the fact that most programmes are geared towards women empowerment in general. Only FOVOC was able to say with certainty that over the years they have empowered 259 GBV survivors.

4.13. Success Stories-Economic Empowerment

These success stories highlight the importance of economic empowerment in the recovery and rehabilitation of GBV survivors. By providing survivors with the tools, skills, and support they need to become financially independent, these initiatives and programmes contribute significantly to their overall well-being and resilience.

FOVOC (Victim Empowerment-Shelters) in eMalahleni is a non-profit organisation. Some of their



Foundation for Victims of Crime

31 March · 🌐

Oooh this is wonderful and hats of to our GBV survivors who have been doing the Dressmaking project since January 2023. Only 14 Days to go to finish off the project of Empowering them. They have learnt how to make a garment, top, short, trousers and a dress. Next 2 weeks it's all about graphic design classes. Welldone and Womandla to these women of strength. Thank you all the partners for this wonderful project. [#nyamukara](#) [#godishanang](#) [#gbvawareness](#) [#columbus](#) [#MpumalangaShelterMovement](#) [#victimsupportcentre](#) [#StopGBV](#) [#vocationalskills](#)

dress-making graduates have formed a cooperative and were able to get orders to manufacture, supply, and deliver school uniforms. They have extended their services to survivors of GBV by providing skills training in various industries like textiles, and computers. FOVOC has helped numerous survivors' independence to regain their economic status.

Figure 2. FOVOC Good a Story to Tell

4.14. Child Maintenance as Economic Empowerment

FGD participants were asked if they know of any organisation that provides child maintenance support. All participants know about support officers at the courts. Only one organisation ENS Pro Bono was found to be supporting women with child maintenance as well as the case officers at courts.

Child maintenance payments provide a reliable source of income, which is crucial for custodial parents to meet the basic needs of their children. This financial stability can reduce the risk of poverty and financial insecurity. This sentiment was prevailing across all FGD and Pnó aptly when she stated that:

“Child maintenance yenzelana idrama umuntu azikahle ukuthi unengane nawe bense yena angafuni ukuthengela umtwana ukudla but utshwala uyakwazi (Child maintenance is a source of conflict. A person knowing fully well that he has fathered a child with you but does not contribute to the child upkeep, but he can buy alcohol for his friends)”.

4.15. Economic Empowerment- requirements by FGD participants

At least 98% of the total FGD participants were Zazi Club members. This is a social movement for young women that promotes women empowerment. They are young women who graduated from the Stepping Stones training project. The following are economic empowerment support that were:

- 1) Assistance to register Non-Profit Organisations,
- 2) Assistance with registering companies,
- 3) Training in financial literacy,
- 4) Job seekers readiness programme including job interview preparation,
- 5) Development of CVs,
- 6) Access to land for farming business,
- 7) Access to funding opportunities, and
- 8) Access to government and private sector procurement.

5. Conclusion and Recommendations

Economic empowerment for GBV survivors in South Africa is a crucial and multifaceted approach to help survivors regain control over their lives, achieve financial independence, and break the cycle of violence. South Africa faces significant challenges related to GBV, and economic empowerment programmes can play a pivotal role in addressing this issue. This project has the potential to shift the paradigm and create self-sufficient and motivated GBV survivors. It is then of critical importance that the

Masiphephe Network designs programmes that are specific to the needs and interests of GBV survivors. The programme design should consider their educational background, previous work experience, and individual goals. This intervention must also provide the following:

Design programmes that are specific to the needs and interests of GBV survivors. Consider their educational background, previous work experience, and individual goals.

1. **Trauma-Informed Approach:** Recognise that survivors may have experienced significant trauma. Provide a safe and supportive environment where they can heal while learning new skills.

Achieving GBVF NSP Pillar 5 –A Provincial Symposium for CSOs and Government

CCI together with its partners must organise a provincial symposium focusing on the NSP Pillar 5 implementation. The symposium can be convened through the provincial gender machineries, or CCI to lead.

In alignment with the NSP on GBVF's Pillar 5 on Economic Power, the Symposium programme will focus on 3 out of 4 outcomes of the pillar, as follows:

- I. Accelerated initiatives that address women's unequal economic and social position through access to government and private sector procurement, employment, housing, access to land, financial resources and other income generating initiatives;
 - II. Demonstrated commitment through policy interventions, by the South African state, private sector and other key stakeholders to eliminate the impact of economic drivers of GBV; and
 - III. Strengthened child maintenance and related support systems to address the economic vulnerability of women.
2. Life Skills Training: Life skills is essential, life skills such as communication, time management, financial literacy, and stress management. These skills are valuable both personally and professionally.
 3. Vocational Training: The programme must provide vocational training in fields where there is demand for workers. Harambee Youth Employment Accelerator has identified plumbing as arena where young women can benefit the most. Plumbing has the potential to be economically viable.
 4. Entrepreneurship Training: Offer courses on entrepreneurship and small business management for survivors interested in starting their own businesses. This can help them become economically independent.
 5. Job Placement Assistance: Help survivors find job opportunities by offering job placement services, resume-building workshops, and interview preparation.
 6. Mentorship and Support: Pair survivors with mentors who can provide guidance and support as they transition into the workforce or entrepreneurship.
 7. Legal and Psychosocial Support: Ensure that survivors have access to legal and psychosocial support services to address any ongoing legal or emotional issues.

6. Annexures

1. Updated Stakeholder database



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