"Coming together is a beginning, staying together is progress, and working together is success." - Henry Ford
Contents

1 Chairperson’s Report .................................................. 4
2 Director’s Report ........................................................ 6
3 Programme Report ...................................................... 8
   3.1 Counselling Services ............................................ 8
   3.2 Shelter ............................................................... 10
   3.3 Training .............................................................. 13
   3.4 Media ................................................................. 19
   3.5 Public Awareness ............................................... 19
4 Partnerships .............................................................. 27
5 AIDS and Women ........................................................ 30
6 My Experiences at Nisaa as a VSO Volunteer ............. 36
7 Financials ................................................................... 38
8 Nisaa Board of Directors, Staff and Volunteers ......... 40
   8.1 Nisaa Board of Directors ..................................... 40
   8.2 Nisaa Staff .......................................................... 40
   8.3 Nisaa Volunteers .................................................. 40
9 Acknowledgements ...................................................... 42
   9.1 Donors ................................................................. 42
   9.2 Private Sector Companies and Institutions ........... 42
   9.3 And the Following Individuals ................................. 43

Vision
Enabling women and children to live in a world free of violence

Mission
Nisaa promotes women’s and children’s rights through:
• Counselling and shelter services
• Awareness and Advocacy
• Training
• Research
• Developing local, national, regional and international partnerships

Messages posted by Nisaa at the AWID Conference
The 2009 elections have come and gone, we’re officially in recession, there’s a black man in the White House and soccer fever continues to grip the country in the wake of the FIFA Confederations Cup. Yet, throughout all this, violence against women is on the increase. We saw this grossly manifested in the xenophobic attacks that left many homeless, injured or dead.

The issues of women and children’s rights and freedom remains a major concern both nationally and internationally. Although much has been said by the democratic government about the importance of ensuring that women play a vital role in the country, little besides the “percentage game” has been achieved in the area of the empowerment. The private sector also has not vigorously addressed the issues of women and children’s rights.

As Nisaa enters its sixteenth year of service to the community and country it is hard to believe that Nisaa has only been in existence for such a short time. In many respects Nisaa, due to the outstanding contributions, cutting edge conversations and excellent services could be seen as a child who is way beyond its years.

For Nisaa this has been another productive, demanding and eventful year. The fruits of Nisaa’s ground work over the years finally paid off with the creation of the National Shelter Movement of South Africa (NSM-SA) which was formed during the February 2008 Nisaa Shelter Conference in Gauteng. Nisaa continues to play a key role in this initiative as the Secretariat and is also represented on the Executive Committee. This Movement plays a vital role in sharing best practices, dealing with common challenges and ensuring the growth of the shelter sector in South Africa and ultimately, the continent.

I am also proud of the training and counselling services that Nisaa has continued to roll out. These services includes the counselling of children, face-to-face counselling, telephonic counselling and in some cases email counselling whilst the training includes basic and advanced counselling as well as peer counselling. These services aim to empower women and children as well as the communities which Nisaa serves.
Nisaa’s work in advocacy and awareness raising in promoting women and children’s rights is phenomenal. This year saw the development of two innovative programmes that have made a major contribution to the ethos of the organisation. These were:

- The partnership with Channel Africa which saw the production of thirty pre-packaged radio programmes and the development of a further 30 on gender and gender based violence which were aired in 54 African.

- The Consent is Sexy Campaign had a major impact on the student community of the University of the Witwatersrand and prompted the University to review their Sexual Harassment policy.

On a sad note, Ms. Hajra Ismail, the PA to the Director relocated to Cape Town in December 2008. Ms. Feroza Van Der Merwe also takes a new road in her life’s journey. We wish them well in their future endeavours and thank them for their valuable contribution to the work of the organisation and specifically of their support to the Director.

The Rose in our midst has wilted. We thank Rose Phahle for his contribution and know that his fragrant presence on the board during the past .... years will be sorely missed.

Sincere thanks to the Director, Dr. Zubeda Dangor for her commitment and dedication to Nisaa and its work. We value and appreciate the loyalty and enthusiasm of the staff who toil tirelessly to serve the many women and their children. My fellow Board Members, your perseverance and allegiance is humbling. My heartfelt thanks to you all.

At a time when funding for many organisations is fast dwindling, we wish to thank our donors and sponsors for their continued support during the past year. We also want to acknowledge your loyalty and commitment to Nisaa’s work and campaigns.

We look forward to another year where the organisation moves from GOOD to GREAT!

Hendrina Khanyile
Chairperson
As another year passes and Nisaa enters its sixteenth year of operation the staff and board of Nisaa have much to be proud of. The past year has certainly not been ‘business as usual’. The worldwide economic recession has raised concerns for Nisaa and other NGO’s. It has created uncertainty about the reduction in funding and raised risks and vulnerabilities for the organisation that have to be well managed. It is also true that these kinds of crises bring along opportunities for us to recognise and work with.

In August 2008, after a period of twelve years Nisaa’s Soweto office was relocated from the Protea Magistrates Court to Mambo Primary School in Chiawelo. This move had been in the pipeline for a long time as the Protea Court required the office space for its own use.

In the past year Nisaa has emphatically focused on partnership development. Partnerships with individual NGOs, and organisations such as Volunteer Services Overseas and others were strengthened. In particular Nisaa initiated the partnership with shelters across South Africa and hosted the second conference on Sheltering. The National Shelter Movement of South Africa was the birth child of the 2008 Nisaa Shelter Conference in Gauteng. Nine provincial representatives were elected and Nisaa was invited to be the secretariat and is represented on the executive committee. Together with the executive committee and the provincial representatives, the NSM-SA is going from strength to strength.

With regard to our programmes over the past year, we are especially passionate about Nisaa’s partnership with Channel Africa. We have produced thirty pre-packaged radio programmes which were aired in 54 African countries and will also be aired on a national South African radio station. Channel Africa is also excited about this partnership and has invited Nisaa to produce a further thirty radio episodes on gender and gender based violence, which they will air in the future. We believe that the medium of radio has huge potential for raising public awareness in South Africa and beyond our borders.

Another campaign that we are excited about is the
pilot of the Consent is Sexy Campaign which was carried out at the University of Witwatersrand campus. Again partnerships were developed with the relevant university authorities and the campaign was well received by the students and staff. The pilot suggests that this campaign has huge impact. Already the University has reviewed their sexual harassment policy. This campaign will probably be continued until its sustainability can be established at the university.

In terms of international networking, Nisaa together with Masimanyane and Norwegian Church Aid were involved in working with an Iraqi women’s group from Basra called ‘Peace for me and her’.

Some training took place in Istanbul, Turkey and in November the group visited Nisaa and Masimanyane Women’s Support Centre and attended the AWID conference in Cape Town.

Organisationally, Nisaa conducted a strategic thinking workshop and subsequently strategic planning with staff, the board and friends of Nisaa. In addition a stakeholder survey was conducted to determine whether Nisaa still had its finger on the pulse. Nisaa staff were intensively consulted about operational issues and joint planning was conducted with staff and management.

In the last year, many staff members received the advanced Training of Trainers certificates after being trained at Nisaa. Other staff also attended a workshop on the Amended Sexual Offences Act at the National Prosecuting Authority.

Nisaa was fortunate to have a VSO volunteer from India, Ms. Snigdha Sen join us. She has assisted the organisation tremendously. Nisaa is highly appreciative of her commitment and her contribution.

We are grateful to the board of Nisaa for their dedication and involvement at Nisaa both in the gender based violence sector and in ensuring our accountability to our funders, the public and to ourselves. Some board members also attended the AWID international feminist conference together with several Nisaa staff as well as a conference on Trafficking.

Nisaa could not have undertaken all its work in the gender violence sector without the hard work of the staff and management. The nature of Nisaa’s work dictates that human resources are a vital component of service delivery.

We would not be able to reach the many women and children who need support without the staff. Staff efforts and commitment are commendable.

A big thank you is in order to Mr. M. D. Gotshelo, the principal of Mambo Primary School for welcoming and housing Nisaa’s Soweto office at his school.

We say goodbye to Feroza Van der Merwe, our outgoing finance manager who will be dearly missed by all. We thank her for her contribution and wish her well in all her future endeavours.

Finally, I wish to thank all Nisaa’s funders, friends and well wishers. Our work cannot be done without your support.

Dr Zubeda Dangor
Executive Director
3.1 Counselling Services

One of Nisaa’s core functions is counselling. A basic principle of counselling is that everyone is capable of solving their own problems and the counsellor facilitates this process for the client. In this regard, our counselling sessions are not only seen as a means of talking over your problem, it is also viewed as a process of empowerment. Through counselling women are allowed to express themselves in a contained environment, are treated with dignity and are provided with information that allows them to access their rights.

Nisaa offers face-to-face counselling as well as telephonic and in some cases email counselling. Generally clients have one counselling session a week. This allows the client to have some time to assimilate any new revelations from the counselling session. Counselling occurs in all three of Nisaa’s offices, i.e. Lenasia, Soweto and Orange Farm. During the period of review, Nisaa counselled 505 clients in Lenasia, 827 clients in Soweto and 1283 clients in Orange Farm, totaling 2615 clients.

Looking back over the year, Nisaa has been faced with numerous challenging cases. On the 8th of April 2008, two siblings approached Nisaa to support them as they went to the trial of their sister who was allegedly killed by her live-in lover. The woman, Anna Jacobs, was shot to death in 2006. The live-in lover was a prime suspect as he took her to hospital and claimed she was a stranger whom he'd helped when she was being mugged. He moved out of their house the same night and blood that matched Anna’s DNA was found in his sister’s car, whose seats had been changed. Staff

A Nisaa poster highlighting how an abused childhood can impact relationships later on in life.
and volunteers attended the court sessions at the Johannesburg High Court on the 24th of April, 5th to the 9th of May, 14th to the 15th of May and then finally the 30th of May 2008.

A second case that Nisaa was involved in, that began in 2007 is that of Katherine Ngwadla’s daughter. She was killed by her boyfriend on the 27th of February 2007. On the 21st of May 2008, Nisaa Orange Farm Staff and volunteers attended the final hearing at Vereeniging Court. The accused, Thankiso Mofokeng, was sentenced to 25 years in prison.

Nisaa has also run support group sessions. The support groups offer clients the space to reflect and understand that domestic violence or any violence against women, while unacceptable, is a phenomenon that many other women experience. It also gives women the opportunity to help and support each other, to share their experiences, to draw strength and inspiration from each other and to empower each other. These groups are very effective as the environment created is safe and supportive and women thus find it easier to come to terms with their own situations. During the period of review Nisaa ran one support group with abused women in Soweto. The support group started in 2007, and continued into 2008. The women met at the Jabavu Clinic once a week on a Tuesday. The group had eventually reached a stage where Nisaa’s Social Worker could let go and on the 29th of May the support group sessions were finally terminated. Another support group with young people was initiated. The group were to meet every Thursday. Unfortunately, this group was unable to run its course as the young women were unable to commit and went on to look for employment.

Counselling Children

In many cases children also need counselling as they might have witnessed abuse between their parents. Nisaa has a counsellor who is trained in play therapy and is specifically tasked with providing counselling for these children. Witnessing domestic violence can have a detrimental effect on the child’s development through adulthood if left unattended.

In this regard, Nisaa has established strong links with the schools in the area. As a result of Nisaa’s Date Rape Campaign, one of Nisaa’s public awareness campaigns, schools are aware of Nisaa’s services often refer some of their learners to us. Issues of disruptive behaviour, truancy, alcohol and drug abuse and reclusion are also referred to Nisaa, and it is often found that these behaviour patterns are linked to domestic violence. Should this not be the case, Nisaa has extensive networks and working relationships with relevant organisations where these children can be referred.

During the period of review a total of 48 children between the ages 3 and 18 years were counselled. The counselling sessions initially focus on building relationships. This requires that a trusting relationship be formed between the counsellor and child, ensuring that a secure climate is created for the child, allowing for more open and honest communication during the sessions. Children also need to be in a safe, secure and trusting environment in order to build a sense of self-worth and self-esteem.

Two particular cases that need mention are highlighted below. These cases draw attention to the intensity, and challenging and delicate nature of the

“When bad men combine, the good must associate, else they will fall, one by one, an unpitied sacrifice in a contemptible struggle” Edmund Burke
cases that Nisaa is sometimes faced with.

The first case was that of a 6 year old boy who was brought in after having accidentally shot his 4 year old cousin. Two weeks after the incident had taken place, the little boy began having nightmares about the incident and was crying and screaming out in his sleep. His mother then brought him in for counselling explaining to the counsellor that he had witnessed the accidental shooting of his cousin. The incident took place when the entire family was in the lounge and the two children were left to play in one of the bedrooms. During the counselling session, the little boy admitted that he had not just witnessed the shooting, but had in fact accidentally shot her after having found the gun under the mattress in the bedroom they were playing in. The counsellor then called in his mother into the session to explain that he had in fact shot his cousin while playing with the gun. During the joint session the counsellor observed that the little boy’s behavior towards his mother was very aggressive. He had pushed her away and had raised his hand to her in a threatening manner. During the next session, the counsellor saw the little boy again and he had professed hatred towards guns and had told the counsellor that he had broken and thrown all of his toy guns away. Towards the end of the session, the counsellor had called the mother in again, and on her attempt to probe the issue after her observations of the little boy’s behavior towards her, she became defensive, and stopped the conversation. Her following appointments were not kept despite numerous attempts from the counsellor who had called to re-schedule.

A second challenging case was that of an incident where a husband had shot his wife, his wife’s brother and his wife’s sister-in-law over a family feud. During the incident, a second brother had seen that the matter was tense and decided to take the children away from the scene. Unfortunately just as they were approaching the gate to leave, they heard the gunshots and turned back to find their respective parents had been shot. Initially only the brother’s children had been brought in for counselling. There were three children between the ages of 2 and 7 years. The 2 year old child was too little to be counselled, however the 4 and 7 year old children were counselled. During one of the sessions the children were asked to draw pictures. Both children drew pictures of their home, and a car that were empty. The children expressed that they felt a sense of emptiness and being alone. All the while the family feud was still rife and the children had to be taken away for fear of their safety. They moved away to another location in South Africa where they continued counselling. The attending counsellor and uncle touched based with Nisaa on a regular basis to update the concerned Nisaa counsellor about the well being of the children.

At a later date a child from the man who had shot his wife was also brought in for counselling on insistence by a local school principal. The little boy had not been told that his mother was shot and killed by his father. The principal refused his admission into the school as he was afraid that the little boy may find out about it from another source at school. During his first session at Nisaa, his grandmother, who had accompanied him to the session, explained that the little boy was not told about the incident as they were trying to protect him. The counsellor explained that it was important for him to know and go through the process of grieving. The counsellor prepared the grandmother on how to go about breaking the news. The grandmother was still reluctant to tell him and said that she would need to consult with her family first. On the second session, before the grandmother was allowed to tell him, the counsellor asked to speak to the child alone in order to assess his emotional state and intellectual capacity. During this session with the child, the counsellor had found out that the little boy had already known about the death of his mother at the hands of his father. He had overheard it from a conversation that two of his family members had had. He however pretended not to know for fear of being reprimanded for ease-dropping. He insisted that the counsellor not tell his grandmother that he actually did know. The counsellor agreed for the moment and then gave him the opportunity to express his feelings. He was allowed to cry and was given the opportunity to grieve. In the

“We can learn from crayons, some are sharp, some are pretty, some are dull and some weird name and all are different colours... but they all exist very nicely in the same box.” Unknown
following session, the grandmother had told her grandson what had happened and this gave both of them the opportunity to cry and console each other. At that point however the grandmother had not told him that it was his father who had shot his mother. The counsellor intervened and let the grandmother know that in fact the little boy did know. The counsellor placed much emphasis on the needs of the child and had a few more sessions with the little boy and his grandmother. To a certain extent, half the battle was won, when the little boy was given the opportunity to grieve over his loss not only of his mother, but his father who was now in jail and his two cousins whom he was close to and were so abruptly taken away from him. On follow-up sessions, when he seemed to be coping, the counselling sessions were terminated, however the counsellor does follow-up on his wellbeing once in a while.

3.2 Shelter

The shelter service offered is another of Nisaa’s core services. Our shelter is a crisis shelter and thus we are only able to house clients between four and six weeks. We offer accommodation to both women and their children whose lives have been affected by gender based violence. During the period of review 79 women and 104 children were accommodated at our shelter.

Whilst at the shelter women and their children receive counselling and support services from the social worker and counsellors. Counselling is provided to every woman once a week. Children are attended to as well. Women sometimes leave their homes without any personal belongings, including any important documentation and medication. In this regard Nisaa also provides weekly sessions whereby some of these needs are addressed. These include:

- Sessions whereby women are assisted with grant applications, protection orders, maintenance orders, etc.;
- Sessions assisting women with exit plans;
- HIV/AIDS awareness programmes are conducted;
- The Domestic Violence Act is simplified for the shelter clients so that they can access their rights. It also explains the different roles of other stakeholders such as the role of the police, the District surgeons and witnesses.
- Women are also directed to other institutions for assistance e.g. Department of Housing to make housing applications or to Department of Social Development for Child Support Grants and the Department of Home Affairs for identity documents. Nisaa also refers clients to the Legal Aid Board for assistance with divorce and custody matters.
- Women are involved in group work sessions where topics such as self esteem, domestic violence, parenting skills and divorce issues being discussed;
- Women are also encouraged to spend as much time...
as possible with their children in an attempt to create as normal a situation as possible. Also these women often get caught up in their own problems and tend to neglect their children. Example of activities that moms would do with their children the reading of a bedtime story around bedtime, involving of children in little chores.

The staff have formed a working relationship with various relevant stakeholders and this makes it easier for clients to seek assistance with matters such as those highlighted above. For instance during the year, we encountered a client who was diagnosed with TB and was on treatment at a clinic in her district. However when she arrived at the shelter, she didn’t bring any of the required medication with her and she thus had to visit a local clinic. The client was refused treatment. Nisaa then accompanied the client to the clinic where her circumstances were explained and only then did the clinic provide her with medication. On another occasion, another client was unable to apply for grants as proof of residence was required as per FICA regulations. Nisaa intervened and called the Department of Social Development to explain the situation and they then accepted a letter from Nisaa as proof of residence.

The extra activities available to clients at the shelter, such as computers facilities, a sewing machine, and other facilities, allow clients to explore their potential and creativity and gain back some of the self-esteem they lost. They share their skills with each other and realize that they can earn an income from starting with certain projects. For instance a woman at the shelter began making beaded cellphone pouches which she was able to sell. Nisaa supports their initiatives by supplying them with some of the raw material they require.

Nisaa sometimes encounters challenges with difficult personalities at the shelter. We have times they the clients are able to get along well with each other and then there are times where clients just cannot seem to cohabitate. The most common issue we are faced with is racial intolerance. This has a negative impact on the children as well. When adults fight and the children are exposed, they inevitably get involved and this makes the atmosphere very unpleasant for staff and other clients at the shelter. We had an incident at the shelter where two clients were unable to resolve their differences. After numerous attempts to resolve the issue, Nisaa’s shelter staff were left with no option but to ask both clients to leave.

As far as possible the shelter staff try to create a pleasant homely atmosphere for the shelter women and their children. We create an atmosphere of inde-
pendence encourage them to take control over their lives. They are provided with a set of keys to give them some responsibility and the freedom to move in and out of the shelter should they want to go for a walk, visit the shops or take their children to a park. Nisaa staff are in and out of the shelter on a regular basis throughout the day to ensure that they are amenable to clients at all times. This approach tries to give shelter clients a sense of normality in their lives and allows clients to cope on their own once they have left the shelter. However, this approach proved to be costly for Nisaa. In January 2009 a client was left alone in the shelter over the weekend. When staff returned on Monday, they realized that the client had left and most of the shelter equipment was stolen. This included the television set, the microwave, kettle, etc. After some investigation it was discovered that the client, with the assistance of her boyfriend, had stolen the shelter equipment. It was very expensive to replace the equipment, but more importantly it had prejudices the other potential clients at the shelter, as we are now more wary of the clients we would accept into our shelter, clients would be given less freedom of movement and would be monitored more strictly. It also required more security services over a 24 hour basis.

Women at the shelter with children who are of a school-going age and are not from the vicinity of the shelter are often assisted in finding schools to ensure that children’s right to education is sustained. Alternatively should the child not be safe at his/her school, Nisaa’s child care worker would liaise with the relevant schools and assist the child keep up with the curriculum.

Children residing at the shelter also receive therapeutic counselling sessions. Group work is conducted where abuse and anger are key topics discussed. These sessions often reveal that many abused children believe in violence as the only way to solve problems. Other children become bullies due to their experience of domestic violence. The child counsellor explores ways of dealing with anger in a positive manner and stresses the importance of communication when attempting to solve problems.

During the period of review, children from the shelter were also taken on educational outings to the zoo. Nisaa also arranged an arts and crafts workshop for the children. This workshop included other children from the community to allow the children to interact with each other and enjoy themselves. On other occasions they may be taken to the theatre, celebrations such as Youth Day or sometimes just to the park. This allows them to just be children.

When our clients leave the shelter exit interviews are conducted by the shelter staff as a way of getting the feedback about the services we offer and how we could improve. They are also offered an option of ongoing counseling sessions if they still need the service. With this option, follow up sessions take place from our offices as we have to keep the shelter a safe place for women.

Nisaa’s shelter staff attend meetings hosted by other NGOs working in the shelter movement, the Department of Social Development and the Gauteng Shelter Network. This kind of networking has greatly enhanced the shelter services offered by Nisaa as it is possible to share experiences with others and learn best practices service providers. Nisaa is also proud to have been invited to give a presentation at the first World Shelter Conference on Sheltering in Canada. The presentation at the conference resulted in a referral to our shelter.

During the period of review we had a client referred to us telephonically by her sister who lives in Canada. The client was originally from an Africa country and married in South Africa. She had no friends or family in South Africa and was in an abusive relationship for eight years. When she arrived at Nisaa, she had very little clothing and no documentation. The client was afraid to remain in South Africa and wanted to return to her family. With the assistance of the Embassy and Human Rights commission, the client was able to obtain the relevant travel documents. She managed to find her way safely to her family and Nisaa received an email from the family thanking us for the role we played in ensuring her safety.
3.3 Training

Basic Counselling Course

One of our ongoing training programmes at Nisaa is the Basic Counselling Course. The course runs for 12 weeks with one session per week. It is aimed at providing participants with a good understanding of the dynamics of abuse and foundation counselling skills for domestic violence and rape. This enables participants to provide basic support to survivors of gender-based violence. Some of the topics covered in the course include the following:

- Gender awareness;
- Rape;
- Abuse;
- Communication skills;
- Counselling relationship;
- Counselling skills.

The courses are completed with a practical, verbal and written exam that determines the extent to which participants understood the content of the material covered.

During the period of review a number of potential participants were screened with regards to interest in the course, expectations, ability to learn and share experiences, current skill levels, commitment, and to determine the use of skills on completion of the course. Four basic counselling courses were completed, with 56 participants successfully completing the course. In addition three new classes started in January 2009. As a result of some postponed sessions, these courses will be completed in April 2009.

An evaluation of the content and the facilitation is conducted after each session. This ensures that Nisaa is able to deal with challenges as they arise. The evaluations also assist Nisaa in keeping the sessions relevant and on par with participants levels of understanding. Some comments from participants who have completed the course are highlighted below:

- ‘I feel empowered after doing this course as I have learnt many new skills.’
- ‘I definitely want to go further, and help others.’
- ‘This course has helped me to handle my own problems effectively.’
- ‘The course was helpful in terms of understanding myself better.’
- ‘It gave me the opportunity to view life openly and share my pain with others’
- ‘I will use the information obtained in my daily life’.

Advanced Counselling Training session

“Tell me and I forget, show me and I remember, involve me and I understand” Chinese proverb
On completion of the course, the participants are required to give back 30 hours of voluntary services to the community through Nisaa. This is a positive process as it allows participants to put into practice some of the learning from the course and an opportunity to give back to the community. Nisaa understands that not all participants from the course are able to counsel and therefore participants are encouraged to partake in other aspects of Nisaa’s activities. This may include anything from administrative work such as filing and answering phones to participating in Nisaa’s campaign activities.

Once participants have completed their 30 hours of community service, they are issued with certificates to confirm that they have successfully completed the programme.

**Advanced Counselling Course**

Another ongoing training programme at Nisaa is the Advanced Counselling Course. This course runs for 14 weeks with one session per week. It is aimed at building on from the lessons learnt from the Basic Course and thus focuses on more in-depth skills. It attempts to further introduce participants to a broader sense of counselling skills and techniques. As a result, only people who have successfully completed the Basic Counselling Course are permitted to do the Advanced Course. Some of the topics covered in the course include:

- Refresher on Basic Counselling;
- Stages of counselling;
- Advanced counselling skills;
- Crisis counselling;
- Domestic violence;
- Rape trauma;
- Child abuse;
- HIV & AIDS;
- Drug and alcohol abuse;
- Suicide;
- Burn out and stress.

As with the Basic Counselling Course, an exam is conducted at the end of the programme and participants are required to give time back to the community, completion of which results in the issuing of a certificate.

Three Advanced Counselling Courses were completed during the period of review with a total of 28 candidates successfully completing the course. One Advanced Counselling Course started in February 2009. This course will be completed in June 2009.

As with the Basic Counselling Course, participants are requested to evaluate the course after each session. Some of the comments include:

- ‘Content is well prepared.’
- ‘Handouts were helpful.’
- ‘I have learnt presentation skills and learnt how to do research after doing this course.’
- ‘I feel better equipped to counsel and help other people.’
- ‘With the information I got, I will help myself.’

**Self Esteem**

Nisaa conducts self-esteem workshops as well. The course targets women, especially survivors of domestic violence. It aims to explore techniques to assess and build self-esteem – an aspect of oneself that often needs to be nurtured after having been through any type of abuse. It is designed to allow for focus on the self, one’s beliefs about the self and capabilities and also teaches assertiveness skills. The course is interactive and lets people share their experiences in a safe environment. The workshop is conducted over a period of four weeks with one session per week. Some of the topics covered during the programme include:

- Self – esteem and development.
- Emotional abuse.
- Maintaining control of one’s life; and
- The importance of independence.

Three self esteem workshops were conducted between April 2008 and March 2009, with a total number of 28 participants completing the course. As with other courses offered at Nisaa, an evaluation was conducted at the end of the course to obtain participant feedback.

“No matter how much work a man can do, no matter how engaging his personality may be, he will not advance... if he cannot work through others”  
*John Craig*
Some comments from participants are highlighted below:

- ‘I have discovered myself and learnt things I never knew about myself.’
- ‘The self esteem course has “opened my eyes” to the real me.’
- ‘I feel empowered to handle myself better in my relationships.’

**Peer Counselling**

The Peer Counselling Course targets the youth and aims to train teenagers to provide basic support to their peers when the need arises. In addition to the basic yet vital skills, participants are provided with a resource list of organisations and people to whom they would be able to refer their peers. To provide an indication as to what the content of the course includes, some of the topics are listed below:

- Child abuse;
- Drugs;
- HIV & AIDS;
- Date rape;
- Communication skills.

During the period of review ten students, ranging in age from 16-18, participated in the Peer Counselling Course. These students were from the MH Joosub High School and Nirvana Secondary School. Feedback from the participants of the course indicates that the course not only provides participants with the relevant skills to attend to or support their peers, it also provides them with a wealth of knowledge that gives them the confidence to speak to adults about the situations they are often faced with. These are highlighted in the verbatim comments below:

- ‘I can now discuss things with my parents and teachers, I was afraid to discuss before the course.’
- ‘Many questions that niggled me have been answered.’
- ‘A very interesting course, it was different to what we normally learnt about.’

**Advocacy Training**

The Advocacy Training is one that Nisaa has offered over a number of years now. The training is conducted in two parts. The first part consists of a three day workshop where participants are taken through the content of the course, participants are then given the opportunity to design and implement an advocacy campaign and finally participants are taken through a two day follow up workshop where feedback is provided. The objectives of the training are thus to:

- equip participant organisations with practical and theoretical advocacy skills.
- identify and liaise with organisations dealing with gender based violence and HIV & AIDS in KwaZulu-Natal and Western Cape.
- raise awareness amongst the NGOs and CBOs on the interface between gender based violence and HIV and AIDS.
- train participants on designing and implementing an advocacy campaign on the identified issue within their communities.
- develop an advocacy plan of action as a follow up to the workshop.

During the period of review, two provinces were targeted, namely KwaZulu – Natal and the Western Cape. The first two workshops were conducted on the 18th – 20th June, 2008 and on the 30th July – 1st August, 2008. 10 participants attended the KwaZulu-Natal Workshop and 11 participants attended the Western Cape workshop. Follow up training sessions were conducted on the 29 – 30 October for KwaZulu Natal and 3rd – 4th December for Western Cape.

Feedback from participants of the training are highlighted below:

- ‘The workshop was educational and informative.’
- ‘The method used allowed us to interact and share experiences and ideas.’
- ‘I can apply the skills and processes of advocacy and succeed on the issue I am advocating.’

A challenge that presented itself at the training was...
that it is often difficult to gain commitment from participants to follow through on their task to initiate an advocacy campaign in their respective communities and as a result to attend the follow up sessions. In an attempt to overcome this challenge, Nisaa will execute the programme slightly differently in the future. Instead of a two part training course, the training will be conducted over five consecutive days. This will ensure that the task of developing an advocacy campaign will be followed through with greater assistance from Nisaa. In 2009 this concept will be tested.

Nisaa is proud to say that while the training has been conducted in all nine provinces, the information and the message it contains is still relevant and in demand. A number of the organisations in KwaZulu Natal, Limpopo and Free State have requested that the training be conducted again as not all NGO’s / CBO’s in the provinces were reached.

**Intersectionality between Gender Based Violence and HIV and AIDS Training**

A programme that has found immense success and is supported by the Provincial Department of Health is the Intersectionality Training. Conducted widely around the Gauteng Province for various community members and service providers, this training involves a two day workshop that aims to:

- create awareness in communities on the intersection between gender-based violence and HIV and AIDS.
- train women in communities on the intersection between gender-based violence and HIV and AIDS.
- interrogate each link and explore how it affects women in particular.
- explore the involvement of men in the fight against Gender Based Violence and HIV and AIDS.
- discuss gender stereotypes and the vital politics of gender.
- explore cultural costume and cultural camouflage and how these perpetuate gender based violence and the spread of HIV and AIDS.
- assist communities to initiate useful and sustainable dialogues which can aid in the eradication of stigma and discrimination towards people infected and affected.
- discuss rape and HIV and AIDS with the view to introducing Post Exposure Prophylaxis (P.E.P)
- encourage both women and men to know their status and promote mutual faithfulness among the sexually active population.

Some of the topics included in the training are:

- Gender
- Myths and stereotypes
- Gender and culture
- Power and abuse
- Rape
- Basic information about HIV and AIDS, and PEP
- The intersectionality between gender-based violence and HIV and AIDS

The number of participants targeted for this training course totalled a phenomenal 1200 women around the six regions of the province. However Nisaa exceeded this target and managed to reach more than 1 405 women in the six regions. Some participant feedback includes the following:

- ‘I did not know that there is a link between Gender Based Violence and HIV and AIDS.’
- ‘I will be able to help women in my community to understand the relationship of Gender Based Violence and HIV and AIDS.’
- ‘The course was educational and encouraging.’
- ‘The open discussion let us get to know each other.’

Overall the workshops have been well received and the results mostly positive.
**Train the Trainer**

Train the Trainer is a training programme that is aimed at capacity building and staff development with particular emphasis on training, however, Nisaa does extend the training to other organisations as well. The training programme is an intense one that is conducted over five consecutive days. It includes valuable theory as well as an opportunity to put the theory into practice. The training follows an experiential learning approach. Some of the topics covered in the course include:

- Johari’s window;
- Planning a workshop;
- Needs assessment – a contextual understanding of the community;
- Logistical arrangements;
- Facilitation techniques;
- Team building;
- Teachback assignment – presentation of a topic of choice using the acquired skills.

During the period of review one Train the Trainer course was conducted with Nisaa staff and volunteers. A total of nine participants were taken through the course. Some participant feedback is highlighted below:

- ‘I have learnt how to be creative when conducting training.’
- ‘I can now plan a successful training.’
- ‘I enjoyed the bit about co-facilitating the most as I was co-facilitating without proper training.’
- ‘The training was a bit challenging, but an eye opener as well.’
- ‘I feel confident to conduct a presentation.’
- ‘I enjoyed the experiential learning cycle and I can also apply it to my life.’

**Other Trainings**

2008 was seen as a year full of challenges with particular emphasis on the spate of xenophobic attacks in our informal settlements. Non-nationals were attacked with women and children being the most vulnerable during these attacks. As a result, Nisaa was approached by the Centre for the Study of Violence and Reconciliation (CSVR) to raise awareness on the Intersectionality between Gender Based Violence and HIV & AIDS. These workshops were aimed at women who were based in the Usindiso shelter. Eight presentations were conducted with different groups of women. Each presentation was for 2 hours.

Nisaa also facilitated a dialogue on the impact of gender based violence on women and children affected by xenophobic attacks. This dialogue was conducted in Rabie Ridge which was also affected by xenophobic attacks. Nisaa’s involvement in the programme was on request from the City of Johannesburg.

**Staff Development**

As a result of persistence and sheer determination the Training Manager at Nisaa was able to arrange for staff development activities.
and volunteers to be a part of a workshop hosted by Department of Justice’s Sexual Offences Unit on the Amended Sexual Offences Act. This was part of staff development and eight Nisaa staff members attended this workshop. Most of the attending members of staff highlighted that the training was informative, necessary and very empowering.

As part of staff development Nisaa trainers attended a two day Prepare and Enrich training course with Family Life Centre (FAMSA).

During the upcoming year, Nisaa will be undergoing an accreditation process to ensure that all courses conducted at Nisaa are accredited with the Health and Welfare Seta.

### 3.4 Media

Nisaa has enjoyed a lot of media coverage over the past year.

- On the 8th of August, an interview with a trainer at Nisaa was aired by the East Wave Radio community station in Lenasia;
- On the 12th of August, one staff member and one volunteer were invited to be guests on the local TV show ‘Chatroom’. The show involved debate around the issue of younger women dating married men.
- In August, the Director of Nisaa was interviewed about the Launch of the National Shelter Movement of South Africa on Lotus FM.
- On the 13th of November Thabo Mkhize from The Times newspaper requested a comment on the life expectancy of women due to HIV & AIDS which appeared in the paper of the 14th of November 2008.
- Also in November, the Soweto outreach office together with Mambo Primary School and the Department of Community Safety were featured in the local Soweto newspaper when commemorating the 16 Days of Activism for No Violence Against Women and Children.
- On the 9th of December Nisaa also appeared on SABC 3 on a popular talk show hosted by Noleen Maholwana-Sangqu on the 16 of Activism for No Violence Against Women and Children. The show was titled “Are we doing enough to fight violence against women?”
- On the 30th of January one of our Orange Farm Counsellors, accompanied by our Trainers attended the shooting of a TV Debate Show. The topic of discussion was Polygamy.
- On the 19th of March, The Rising Sun a local newspaper in Lenasia featured an article about Nisaa receiving a donation from Old Mutual.
- During the course of the year, the Director of Nisaa also agreed to an interview with Channel Islam International.

### 3.5 Public Awareness

**Intersectionality Talks Between Gender Based Violence and HIV and AIDS**

Originating from the Red and White Ribbon Campaign, this programme offers a much needed information session on the interface between Gender Based Violence, and HIV and AIDS. While Nisaa has been conducting this campaign over a number of years, it is still relevant and necessary. Some comments and findings prominently featuring in individual reports that warrant such a conclusion are highlighted below:

- The talks seem to market Nisaa’s services, drawing clients to the organisation;
- Nurses at the various clinics emphasised the importance of such awareness campaigns;
- It provides a platform for people to voice their concerns around both issues;
- There still seems to be a lot of resistance and
antagonism around the emphasis on women when speaking of gender and gender based violence, particularly by men;

- There is also hostility and questioning of government for favouring women and women’s issues over men;
- There is questioning of government’s decision to roll out ARVs to rape survivors only and not to all those who are HIV positive;
- Concern was raised with regards to the lack of participation from teenagers at the congregation.

These comments and findings are consistently used to keep the content of our talks relevant to community raised concerns and issues.

As such the campaign goes out to various public spaces such as clinics, churches, social clubs and libraries where a team of dedicated members of staff and volunteers enthusiastically address these community congregations on the issue. Leaflets and red and white ribbons are handed out to people. The information leaflets serve as a point of reference should clarity of information be sought. They also contain contact details for a number of organisations nationally, to ensure that people are able to seek assistance should this be required.

Over the year Nisaa has addressed a staggering 190 112 people in the six regions of Gauteng. This is a joint initiative that saw a concerted effort from the training team and the public awareness team. It should be noted that this figure does not accurately reflect the number of people addressed as staff members and volunteers report that some people do not want to sign the attendance registers. Some of the institutions addressed include:

- A Clinic in Zone 3 Sebokeng;
- Wildebeest Clinic;
- Stretford Clinic;
- A Clinic in Finetown;
- Lenasia South Clinic;
- Impumelelo Clinic;
- Jabavu Clinic;
- Mofolo South Clinic;
- A ZCC Church in Evaton;
- Usindiso Shelter for the Destitute;
- Dobsonville Clinic;
- Zola Clinic;
- Hanyani Clinic;
- Moroka Clinic;
- Zanempilo Home Based Care Centre in Pretoria;
- Diepkloof Clinic;
- Pimville Clinic;
- St Michaels Anglican Church in Sebokeng, Zone 3;
- A Community Health Centre in Orange Farm, Ext 7.

Due to the unrelenting statistics of gender based violence and HIV and AIDS, Nisaa will continue conducting these talks and disseminate updated and relevant information to members of the community.

**Date Rape Campaign**

Nisaa’s Date Rape Campaign is a long standing campaign that addresses Secondary School learners with the aim of increasing awareness and informing them about date rape. The campaign makes use of a workbook that provides learners with reading material, and the opportunity to debate around the issue. An information booklet is also distributed to make the

---

**The Updated Date Rape booklet includes vital new info for teens**

The new Date Rape Information booklet contains information about the way in which survivors of rape should be treated at the police station and by medical professionals. In addition the booklet provides information that looks at:

- Types of abuse;
- Rape, date rape, drug related rapes;
- Myths and facts about rape and date rape;
- HIV and AIDS;
- Protective measures to guard against being the victim of a drug related rape;
- How you might feel after being raped;
- A list of national agencies that can be contacted for help (for females and males).
necessary information available to learners. On completion of the workshop, learners are asked to complete a survey that assesses their knowledge, beliefs and attitudes about gender and sex.

In September 2008, Nisaa’s date rape booklet was updated to include information from the amended version of the Sexual Offences Act. Please see the box on page 20.

Survey results from Grade 10 learners in Lenasia and Orange Farm

Knowledge – rape and its effects

• Both the boys and the girls in Lenasia and Orange Farm have some idea of what rape is, however there are also quite a number of learners who are not too sure about this.
• Girls have a clearer understanding of who commits rape than the boys in both communities.
• In both communities, girls also understand the potential negative psychological consequences of date rape better than the boys.

Beliefs – gender roles and jealousy

• Learners from schools in Lenasia are uncertain whether or not today’s society is prescriptive regarding gender roles. On the other hand learners from a school in Orange Farm show that boys tend to agree that society is prescriptive regarding gender roles, while some girls agree with this other girls disagree.
• In both communities, boys are somewhat more inclined to believe that jealousy is a part of love. In Orange Farm the girls have a differing perception, with similar numbers of girls feeling that jealousy is an aspect of love and others not accepting this.
• The school in Lenasia reveals that both the boys and the girls feel strongly that sex is not the only way to show love with girls especially adamant about this. However the school in Orange Farm reveals something different with regards to the boys who say that sex is indeed the only way to truly prove love for a partner.
• Findings in both communities reflect that girls also strongly reject the notion that they are only interested in material aspects of relationships (cash, clothes, etc.). The boys are less sure about this.

Attitudes – perceptions of women, dating and sex

• In both communities, both genders have mixed feelings about girls agreeing to have sex and then turning against boys. In both groups roughly a third are non-committal about this. The boys tend to believe that this is true slightly more than the girls.
• The school in Lenasia reveals that girls are resolute that they do not need to defer to men, or to spend their time focusing on their future marriages. Whilst almost half of the boys agree with the girls, many other boys are ambivalent or would like the girls to be more submissive. The girls in Orange Farm are of the same opinion as the girls in Lenasia, however the boys would like to be able to dominate the girls and both genders think that it is a good idea for the girls to focus mainly on their future marriages and domestic roles.
• Findings in both communities reflect that both genders agree that boys and girls have similar potential and are equally capable of achieving goals they set for themselves in life,
• Regarding the rules for dating, boys and girls in Lenasia and Orange Farm see things in the same way and support each other. Both genders feel that girls should be free to refuse dates, and the majority of boys and girls agree that the responsibility for paying for dates should be shared between them.
• In Lenasia neither gender believes that it is acceptable to have sex with a person of any age, however in Orange Farm only the girls feel that it is unacceptable while the boys are not too bothered about the age of potential sex partners.
During the period of review, a total of 1451 learners were addressed across four schools in Soweto, four schools in Orange Farm and one school in Lenasia.

Although the campaign is one of Nisaa’s long standing campaigns, Nisaa is always learning and trying to update the content of the campaign workshops. Surveys conducted after the workshops are helpful in this regard as they provide the campaign with much needed direction with regards to where the focus of future such campaigns should be. For instance, it is interesting to see learners of the same age from different geographical locations having such disparate opinions and perceptions of the issue. It highlights different needs within the various communities that Nisaa works in. To illustrate this point, survey results from grade 10 learners in Lenasia and Orange Farm are provided in the box on page 21.

**Consent is Sexy Campaign**

Statistics on violence against women in South Africa, specifically rape, show that the incidence is higher than in most countries. Firstly Vetten highlights that South Africa has the highest number of reported rape cases in the world. At the same time research by the Medical Research Council (MRC) also highlights that only one in nine rape cases are reported. Another study conducted by the MRC estimated that as many as one out of every two women in South Africa will be raped in her lifetime and what is often overlooked is that in the vast majority of cases, women know their attackers. It could be a partner, friend, or a date. Low-level sexual abuse within relationships is also common for a variety of reasons – misunderstanding; confused boundaries; low-self-esteem; a feeling of entitlement; possessiveness and ignorance of sexual rights to name but a few.

These statistics highlighted a need for a campaign around rape, sex and sexual rights. Nisaa believes that awareness and education are key to changing perceptions and dispelling the myths around sex and sexual violence within our communities. Thus the concept “Consent is Sexy” was introduced. A world renowned phrase, the Consent is Sexy campaign is a campaign that advocates for the values of respect in relationships and open and honest communication about sex. The core message of the campaign is therefore “Consent is Sexy” with a secondary message saying “Real Men Respect Women”.

The primary objectives of this campaign are to:

- Influence young people in intimate relationships by encouraging mutual respect. This is fundamental to creating a loving relationship, without violent and harmful conflict;
- Influence young people in intimate relationships to gain knowledge and understand the dimensions around sexual and reproductive rights
- Get people talking about sex, sexual and reproductive health, and thereby influence a positive change in attitudes;
- Inform the students about how and where to get help.

Scenes from the Consent is Sexy pilot campaign run at the University of the Witwatersrand.
Consent is Sexy was introduced to the University of Witwatersrand, where the campaign was piloted. The campaign is intended to target students in tertiary educational institutions in and around South Africa. Students of today will be our intellectual and ethical, professional, political and institutional leaders of tomorrow and as such they will carry much influence in our society in the future.

The campaign at the University of Witwatersrand made use of the following elements:

- Exhibition stand
- Pledges
- Interactive website
- Voting event – Is it always ok to say no?
- Competitions
- Debate

The results from the pilot were very positive, as students were engaging with the issues and asking questions. Out of 934 students who participated in the Voting Event, 98.8% voted yes, it is always ok to say no. We had a total of 1147 pledges committing to only ever having consensual sex. In addition, students at the university have taken ownership of the issue and begun an Every Women’s Society. Also, Wits now has in place an improved sexual harassment policy and want to continue with such a campaign.

While the campaign was well received, it was a pilot and there are a number of suggestions made to improve on the campaign. These include possibly looking at a three year partnership with Universities who agree to partner with Nisaa on the Consent is Sexy Campaign. Activities for the three years would include the following:

### Activities in Year 1:
- 6 months – preparations and negotiations with the tertiary institute
- 6 months – preparatory workshops for stakeholders

### Activities in Year 2:
- Campaign activities
- Exhibition stand
- Pledge
- Interactive website
- Voting event – Is it always OK to say no?
- Competitions
- Debate

### Activities in Year 3:
- evaluation and sustainability

### Radio Programme – Change the Tune

Change the Tune is an exciting and informative radio programme that Nisaa has been working on. It consists of 30 pre-packaged episodes on various gender and gender based violence issues ranging from ‘What is Domestic Violence’ and ‘Single Parenting’ to ‘Women in Media’ and ‘Theatre for Change’, ‘The Female Condom’ to ‘The Girl Child’ and ‘Empowering Women’ and extends to controversial issues such as ‘Attack on Black Lesbians’. The structure of each episode follows an interesting approach in that it consists of:

- An Interview Corner where South African gender activists, experts or ordinary people are interviewed. This makes up approximately 12 minutes of the programme.
- A Profile Corner that highlights important women on the continent who are making a difference. They include personalities such as Graca Machel, Fatima Meer and Betty Makoni.
- An Information Corner that provides the listener with important information such as ‘What is Rape’, ‘Recognising the Signs of Child Abuse’ and ‘The Interface Between Gender Based Violence and HIV and AIDS’.
- An Arts Corner which looks at including a relevant poem, an extract from a play or a story told by a woman.

Change the Tune is currently being aired on Channel Africa, a radio station which broadcasts to approxi-
mately 54 African countries, including South Africa and can be heard live on the World Wide Web as well. One radio programme is aired four times over the period of a week. Verbal feedback from Channel Africa is that the radio programmes are well received.

In addition to Channel Africa's verbal feedback, Nisaa conducted a mini evaluation to objectively determine the success of the programme, as well as reveal its strengths and weaknesses. In this regard Nisaa conducted focus groups with community members in four provinces – Eastern Cape, Northern Cape, Gauteng and Mpumalanga. Community radio stations within these four provinces were selected taking into consideration diversity, a rural / urban audience mix, language and size of audience. Participants were asked to listen to three programmes. These three programmes were chosen to represent programmes across the spectrum. The focus groups made use of discussion guides that looked at content, quality, structure, like-ability, interest and flow of the programme.

Generally the programme received positive feedback and is regarded as highly relevant to the South African context. There was also resounding agreement that there is a need for such a programme within our communities. Some interesting findings are tabled in the box below.

The evaluation provides as an encouraging incentive for Nisaa to continue producing another 30 episodes. Channel Africa is also interested in further assisting

Feedback from ‘Change the Tune’ listeners

- The programme was considered highly informative and educational;
- The best way to utilise the programme would be in conjunction with a presenter and a gender activist in studio where issues can be debated on live radio;
- An information booklet could be written to go with the programme, in order to instruct radio presenters on how best to use the material;
- Rural communities responded best to radio programmes which they could closely identify with. It would be important to carefully select the programmes played on various community radio stations so as not to lose the audience;
- While controversial topics were met with some resistance (mostly from older more traditional rural people) it is important not to disqualify them from the potential list of programmes to be aired on the more rural Community Radio Stations;
- Results highlighted that audiences like hearing interviews with celebrities and experts and that it heightens the impact of the message. Nisaa could look at incorporating this into the programme;
- The arts corner was also well received;
- Audiences responded best to one theme per programme only.

Nisaa with this project.

Nisaa will also use the coming year to explore the use of the radio programmes in other avenues. These are listed below:

- Nisaa would like to approach a national South African radio station such as Radio 2000 or SAfm to air the programmes;
- Community radio stations will also be approached to air the programmes. On community radio stations, programmes are to be carefully selected to suit the needs of that community;
• The programme should be used in a more strategic manner. It should allow for the issue to be debated on air. This would need the radio presenters to be given a written guide to highlight the issues that need to be taken forward on air. It would also require a gender activist to be in studio to thrash out the issues being presented.

• The programmes are to be marketed and made available for use in training.

Other Talks and Public Awareness Initiatives

• The Nisaa Orange Farm staff has actively been involved in the Orange Farm Stakeholders Forum throughout the year.

• The social auxiliary worker was a programme director at Orange Farm Multipurpose Centre on HIV and AIDS Orphans on the 15th of June.

• On the 15th of July, the social worker at the Soweto office addressed Joburg City workers on the issue of domestic violence.

• On the 30th of July, the social worker at the Soweto office addressed Dlamini community members on the issue of domestic violence and stress management.

• In July the Soweto staff also engaged in a girl child enrichment programme whereby unemployed girls who have matriculated are provided with a few skills on job hunting and are addressed on the issue of domestic violence. The aim of this intervention is to empower girls coming from an abusive family environment with skills to assist them in securing employment.

• On the 5th of August, a Soweto staff member attended the Play “Blankets of Shame” by Moving into Dance. The play relayed information about domestic violence and sexual assault. It was performed at a primary school in Craighall Park. Nisaa facilitated a discussion after the play had been enacted.

• On the 9th of August a member of staff from the Orange Farm office was a speaker on Gender Based Violence at Remmoho, an NGO in JHB.

• On the 13th of August, a member of staff took part in the Awareness Walk & Talk whereby different speakers from different organisations around Orange Farm gave short speeches on Gender Based Violence.

• On the 25th August a Counsellor from the Orange Farm office assisted Moving into Dance by being available for a question and answer session that took place at the Leshta Secondary School with grade ten learners after they had watched the play called “The Blanket of Shame” at Chris Hani Hall.

• On the 25th of October the Orange Farm Counsellor was invited as a guest speaker at a Women’s Church Conference held at Thuto Ke Lesedi Primary School in Sebokeng.

• On the 14th of November the Soweto Office Co-ordinated a road show in partnership with the Department of Community Safety and Mamabo Primary School. The aim of the road show was to commemorate the 16 Days of Activism for No Violence Against Women and Children by marching through the streets of the community with anti-violence against women messages on placards. Nisaa’s information brochures on domestic violence, rape and the intersectionality between gender based violence and HIV and AIDS were also distributed. Other stakeholders that partook in the event included the Soweto SAPS and Health Women’s forums. The event was captured by a local caxton affiliated newspaper – Chiawelo Urban News.

• On the 27th of November the Social Worker from the Soweto Office presented a paper on the Domestic Violence Act at a forum organised by the Department of Agriculture.

• In December, a Soweto volunteer represented Nisaa at an event hosted by the NPA. The NPA partnered with a number of organisations to host a number of exhibition type events during the 16 Days of Activism. One such event was hosted on the 1st and 5th at two Malls in Soweto where Nisaa displayed and exhibited some of the work that we do. Nisaa was also available for questions and answers.

• On the 5th of December, the Social Worker in Soweto spoke on behalf of Nisaa at a function held by the Department of Agriculture in the Suikerbos Nature Reserve. The topic of discussion was the Domestic Violence Act and the aim of the talk was to educate women on their rights as set out in the Domestic Violence Act and to inform them of the resources available to them should they require assistance on this subject matter.
2008 was a year of partnerships for Nisaa, with one of its more prominent initiatives being that of the launch and development of the National Shelter Movement of South Africa (NSM-SA). Founded in February of 2008 and launched in August of 2008, the development of the NSM-SA was as a result of the first two national shelter conferences in South Africa hosted by Nisaa.

Nisaa now serves as the secretariat to the Movement. Other executive committee members include Ms. Linda Fugard from Sisters Incorporated, an organisation in the Western Cape and Ms. Fancy Malapela from Far North Network on Family Violence in Limpopo. The Movement also has a representative in each province. These members were elected at the second conference.

It is the Movement’s vision to strive to be the united voice on sheltering for women and children affected by gender based violence in South Africa. Thus the Movement aims to collectively advocate for shelter related issues such as the support and funding of second stage housing for abused women and their children.

It is the NSM-SA’s mission to network, advocate and lobby provincial, national and international stakeholders and for NSM-SA to be engaged in service provision, legislation and capacity building on gender based violence and sheltering of abused women and their children in South Africa. Among other goals, the goals of the Movement are to:

- Advocate and lobby for the rights of abused women and their children in shelters and affected by gender based violence;
- Provide provincial shelter network forums for shelters;
- Ensure gender sensitive, effective and efficient service delivery to women and their children in shelters as a result of gender based violence;
- Develop the capacity of NSM, shelters and service provision;
- Engage in legislation relating to gender based violence and sheltering in South Africa;
- Offer space for mutual support, shared experiences and common challenges

“The secret to winning... is working more as a team and less as individuals” Knute Rockne
Achievements of the NSM-SA

Having been officially launched less than one year ago, the NSM-SA has managed to achieve the following:

- The launch of the Movement;
- The development of the NSM structure;
- Elected and selected the secretariat, executive committee, and provincial representatives;
- Development of the vision, mission and goals of the Movement;
- A logo and letterhead were designed;
- Established focus groups for shelters in all provinces;
- Developed the first database of shelters in South Africa;
- Successful fundraising initiatives;
- Partnering with Government and other stakeholders;
- A visit to shelters in other provinces;
- Capacity building for all the provincial representatives;
- Hold regular meetings with the secretariat and executive committee;
- Hold regular meetings with the provincial representatives;
- Develop a constitution and are in the process of registering the Movements as an NPO;
- Presented a paper at the first World Shelter Conference in Canada;
- Presented a paper at a Victim Empowerment Programme, Consultative Summit in Johannesburg;
- Maintained a media presence through various radio, television and newspapers.
Nisaa is also involved in the Sexual Offences Working Group. A group organised to advocate and lobby for improvement in the South African Sexual Offences Act. Years of work has resulted in the new amended version of the Sexual Offences Act in 2007. The working group is now investigating the new Act in terms of practicality and also monitoring the implementation of the provisions of the Act. In this regard, during the 16 Days of Activism for No Violence Against Women and Children, Nisaa had monitored and evaluated various courts, police stations and clinics within the southern parts of Johannesburg to determine whether they were abiding by their respective policy structures and the various provisions underlined by the Amended Sexual Offences Act. Nisaa is also actively involved in the group’s various meetings and trainings on the Sexual Offences Act.

A third partnership developed during the period of review, includes that of a Violence Against Women Stakeholders Task Team in Lenasia. As a result of lobby initiatives, the issues our clients are faced with at the Police Stations and Courts were taken up by a Member of Parliament. The Task Team includes various NGO’s, members of the ANC, the South African Police Services team in Lenasia and the members of the National Prosecuting Authority. This task team came together after the 16 Days of Activism and aims to ensure that abused women and their children in and around Lenasia’s rights are maintained and protected by law enforcement agencies. Nisaa has a Member of Parliament on the team to ensure that all stakeholders are held accountable. The team has met three times during the last year. It is the intention of the group to increase public awareness on the issue of gender based violence through the circulation of a newsletter on the issue. While the initiative hasn’t gotten off the ground at this point, we are striving to obtain support from other NGO’s and sponsors for the various printing requirements. Liaising with the police and NPA also helps allay some of the frustrations experienced by clients when receiving services from these teams.

On a provincial level, Nisaa is also part of the Gauteng Shelter Network. The network meets on a regular basis to which is co-ordinated by the Department of Social Development and serves as a platform for shelters to form a working relationship and to standardize shelter services in Gauteng. Stakeholders from various Departments in Gauteng also present their services to the Network in order to inform the Network around issues of accessing services for abused women.

Another partnership includes that which Nisaa has formed with Volunteer Services Overseas, an organisation that seeks to recruit volunteers internationally to share experiences and learn from each other. In the past Nisaa has assisted in the hosting of a number of Namibian organisations to South Africa. The aim was for the Namibians to learn best practices and lessons learnt from shelters in South Africa. Following that, Nisaa was invited to attend a workshop in the Philippines. Currently Nisaa has one international volunteer who is assisting Nisaa with various activities.

Nisaa has also made and maintained partners internationally. We have worked with a group of Iraqi women to help them establish a gender organisation in Iraq. At this stage, it includes a visit by the Executive Director to Turkey, as well as Iraqi women coming to South Africa to learn about how Nisaa operates, what factors add to its strengths and weaknesses.
The incredible assault of the HIV and AIDS pandemic on women has no parallel in human history. ... The pandemic is preying on them relentlessly, threatening them in a way that the world has never yet witnessed.”

Stephen Lewis and James Morris.

### The Global Disadvantage of Women

- Of the world’s one billion poorest people, three-fifths are women and girls
- Of the 960 million adults in the world who cannot read, two-thirds are women
- Fifty five percent of the 75 million children who are out of school are girls
- Although women spend about 70 percent of their unpaid time caring for family members, that contribution to the global economy remains invisible

### The Unequal Status of Women

- In developing countries, women have less access to information, education, employment and productive resources (land, property, credit, etc)
- Globally, women are conspicuously absent from parliaments, making up less than 18 percent of parliamentarians worldwide
- Women everywhere typically earn less than men, both because they are concentrated in low-paying jobs and because they earn less for the same work
- Illustrated below is the Gender Gap Report 2008

#### Gender Gap in a few Southern African Countries

<table>
<thead>
<tr>
<th>Country</th>
<th>Gender Gap Index</th>
<th>Overall Ranking</th>
<th>Health and Survival Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Malawi</td>
<td>0.67</td>
<td>81</td>
<td>81</td>
</tr>
<tr>
<td>Mozambique</td>
<td>0.73</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>Namibia</td>
<td>0.71</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>South Africa</td>
<td>0.71</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>Zambia</td>
<td>0.62</td>
<td>106</td>
<td>106</td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>0.65</td>
<td>92</td>
<td>92</td>
</tr>
</tbody>
</table>

* 1.00 = no gap

** Out of a total of 130 countries

The above illustration represents the closing gender gap with regards to issues such as public representation, economic opportunities, education and the like. While South Africa fairs well and ranks within the top 50 countries with regards to the above aspects, we lag in the area of health and survival, where it ranks 67th.
The Fem inization of AIDS

As with poverty, HIV and AIDS are becoming increasingly feminized. This refers to the increasing and disproportionate impact of the epidemic on women and girls:

- In sub-Saharan Africa, women are disproportionately affected in comparison with men, with especially stark differences between the sexes in HIV prevalence among young people.
- Women and girls become infected and die at younger ages than men and boys.
- The negative impacts of the AIDS epidemic are more severe for women and girls than for men and boys.
- More and More Women are Becoming Infected with HIV in Sub-Saharan Africa. This is highlighted in the graph on the left - HIV Infection in Sub-Saharan Africa.
- Girls and women are becoming infected with HIV at younger ages than boys and men.
- HIV prevalence is much higher among young women than among young men. This is demonstrated below in the graph - HIV Prevalence among 14-25 year-olds.

Women and Girls are Dying at Younger Ages than Men and Boys

In a large group studied over three years, 61 percent of all deaths occurred among women, and women on average died at younger ages than men:

- One result is more children left without mothers.
- A second result is an increasing burden of orphan care on elderly grandparents.

Please see the table on page 31: The Gender Reversal in Life Expectancy in Southern Africa.
The HIV and AIDS Burden that Women Carry

- Women carry many responsibilities, as 1) household managers, 2) major producers of food, 3) carers for the sick, and 4) caretakers of children, including orphans
- Even if personally HIV infected, or ailing from some other illness, women must continue to manage a household, provide care, produce food and generate income
- Massive pressure on women to ensure availability of food for the household, no matter what the cost, even the cost of sex and its risks
- Upon the death of a spouse due to AIDS, women are often stigmatized and driven from their communities, losing land and other assets

The Feminization of AIDS Care

Because hospital care is inaccessible or unaffordable, home care is the only option available to millions showing AIDS symptoms. Home care services are provided principally by communities and families as such home-based care imposes enormous human and financial costs on households, especially for women. This service is only made possible because of the veritable army of women “volunteers”. The implications for women are not adequately appreciated by male-dominated state and social organs.

The Situation of Girls

Taken from school to assist in range of household duties (child care; home management; accompanying person going to clinic; roadside selling; agricultural tasks). This leads to a double loss for girls:
- Loss of the school education that can reduce their vulnerability to HIV infection
- Loss of the better economic prospects that education can bring
They may have to contribute to household survival by being “married off” at an early age, selling sex, working as house servant or being used for other child labour.

An Epidemic of Violence

- Violence against women is the most pervasive of all human rights violations
- Globally, violence against women within relationships is often seen as normal
- Up to half of all adult women have experienced

What Makes Women so Vulnerable?

- HIV and AIDS affect women in different ways than men:
  - On physiological and health grounds women are at higher risk of infection
  - On social and economic grounds they are more vulnerable to infection
  - When AIDS is present women are more extensively affected
  - But although AIDS has a woman’s face, in general it is women who are leading an effective response
  - Social vulnerability of women to HIV infection:
- Few women can negotiate the when and how of sex
- Double standards in society, expecting sexual naiveté from women and experience from men (distorted social meaning of masculinity and femininity)
- Economic and geographic freedom and mobility of her male partner place a woman at risk
- A woman is vulnerable if she is married and remains faithful to her husband
- A woman is vulnerable if she is single or has no partner
violence at the hands of their intimate partners

- Systematic sexual violence against women has characterized almost all recent armed conflicts and is used as a tool of terror and ‘ethnic cleansing’
- Many justice systems are not victim-friendly, resulting in women and girls being blamed for rather than protected from gender-based violence

**Violence against Women**

- 1 in 3 women worldwide will experience violence in her lifetime
- 1 in 5 women worldwide will survive rape or attempted rape
- Some 30% of women are forced into their first sexual experience
- Up to 60% of youth in certain locations feel that forced sex with someone known to you is not sexual violence
- Women who have experienced violence may be up to 3 times more likely to acquire HIV than those who have not

**Violence against Children**

- Globally, 20% of girls and 10% of boys experience sexual abuse as a child
- Nearly 50% of all sexual assaults in the world are against girls aged 15 or younger
- Violence against children takes place in the home, school, community – perpetrators are frequently individuals the children know and trust
- As many as 50% of school-children in some countries report having been physically or sexually assaulted while at school
- Violence against children increases their vulnerability to HIV infection

**The Basic Problem**

HIV and AIDS bring unspeakable additional sufferings and problems to women and girls. It casts a very powerful spotlight on this fault-line in all of our societies. It also brings out in stark reality that discrimination against women is a universal reality and shows how the legacy of systematic bias against women is embedded in the economic, social, political, religious and linguistic structures of our societies

**The Status of Women is at the Heart of the AIDS Epidemic**

“The central issue isn’t technological or biological: it is the inferior status or role of women”...“When women’s human rights and dignity are not respected, society creates and favours their vulnerability to AIDS” (Jonathan Mann, 1995)

**The Goal of Equality between Women and Men**

Major world bodies have stressed the need to move towards the goal of gender equality. This is needed in order to combat HIV and AIDS, even more fundamentally, it is necessary in its own right. AIDS or no AIDS, women and men are essentially equal. Making that equality a lived reality is a major challenge for every individual, community, institution and country.

Some look at things that are, and ask why I dream of things that never were and ask, ‘Why Not?’ (George Bernard Shaw) Why Not? (with acknowledgement to Martin Luther King)

- I have a dream that one day our world will turn into reality its belief that women and men are fully equal to one another in every respect
- I have a dream that one day the whole world will see our countries in Africa as shining lights of freedom, justice, reconciliation and respect between women and men on an equal footing
- I have a dream that those who follow us will live in a society where they will not be classified by the label of their gender but by the quality of their character
- I have a dream that one day we shall see that there is no more exploitation of women, no more gender-based violence, no more male and female, but we are all one in our common humanity
- This is our dream. This is our faith. This is our hope
- Let us work together to make it happen
6 My Experiences at Nisaa as a VSO Volunteer

By Ms. Snigdha Sen

Volunteer Service Overseas (VSO) is an international organisation working in the development field for the last 50 years. Their focus is on “Sharing Skills, Changing Lives”. VSO recruits professionals with an interest in volunteering and sharing skills, from their recruitment bases in the United Kingdom, Netherlands, Canada, Kenya, Philippines and India and identifies a country in Africa, Asia or Latin America to place them. VSO India recruited me and placed me in South Africa.

Being placed in South Africa was really exciting. It opened a new avenue for me. From the point of application to the day I left my country, India, nine months had passed. In those nine months VSO held two workshops with potential volunteers as part of our preparation. Participants came from different parts of India with different skills and experiences. Within that diversified environment, we had to work, plan and prepare ourselves together for our new ventures. We were also required to research our respective placement countries as thoroughly as possible. The most challenging part of the preparation was to prepare family members and friends to accept my decision to volunteer internationally for the next two years. In addition I had finished all of my assignments at work, planned my finances and tied other loose ends. Those days were hectic.

Finally, I left my India on 17th November 2007 and landed in South Africa on 18th November 2007. Initially I was placed at another organization. This placement did not work. After six months of volunteering, VSO transferred me to the Nisaa Institute for Women’s Development (Nisaa).

On 19th May 2008, I had joined Nisaa as a VSO Volunteer. I was welcomed by the Nisaa family. The Executive Director and others have given me enough space and opportunity to share my skills, thoughts and experiences. I started to feel as if this was the place I was looking for as a VSO Volunteer.

Nisaa is doing commendable work in the field of gender and gender based violence. There are a number of different programmes that Nisaa has, but I love Nisaa’s innovative campaigns the most.

The Director at Nisaa is very open. I remember the day I suggested conducting a Stakeholder Survey after having accompanied the organisation to a Strategic Thinking Meeting. I explained that this would help get an extensive external perspective. I was given the go ahead immediately. The Stakeholder Survey was conducted over 15 days, during which I learnt a lot about the organisation, both from an internal and external perspective. From that day onwards I have been working hand in hand with the Director, managers and staff of Nisaa.

I can acknowledge here that it is not an easy process to share skills in an organisation in a foreign country with a diversified environment. On the one hand the volunteer needs time to understand the organisation. On the other hand, the organisation also needs time to understand the volunteer. At Nisaa, that initial stage was very smooth. I always think back to the advice of my Volunteer Placement Advisor cum trainer from India “We, as International Volunteers should understand the diverse work environment and exchange skills related to that environment”. I always make a conscious effort to uphold this, but sometimes I forget. It helps to get feedback from others as this reminds me.

The more challenging part of volunteering in a foreign country is my personal and social life. I found the social life in South Africa totally different from India. It is very difficult to cope with the change of environment. I must thank the team at Nisaa in this regard as they have comforted me so that I can challenge all my difficulties. I have learnt a lot professionally and personally while here in South Africa. Nisaa definitely has played a crucial role in that. I am confident that I will remember these two years for the rest of my life.
7 Financial Statements
8 Nisaa Board of Directors, Staff & Volunteers

8.1 Nisaa Board of Directors

- Ms. Hendrina Khanyile Chairperson
- Ms. Petal Thring Deputy Chairperson
- Ms. Angelica Pino Secretary
- Ms. Estelle Solomon Treasurer
- Ms. Rowayda Halim
- Mr. Jeremy Daphne
- Mr. Rose Phahle

8.2 Nisaa Staff

- Dr. Zubeda Dangor Executive Director
- Ms. Fozia Dangor Office Manager
- Ms. Feroza Van Der Merwe Finance Manager
- Ms. Sima Vallabh Advocacy & Research Manager (from July 2008)
- Ms. Nditssheni Maanda Training & Media Manager (from July 2008)
- Ms. Pontsho K Segwai Outreach Manager (until August 2008)
- Ms. Hajra Ismail Personal Assistant to Executive Director (until November 2008)
- Ms. Kavitha Maharaj Personal Assistant to Executive Director (Between November and January)
- Ms. Moaza Hanif Personal Assistant to Executive Director (from January 2009)
- Ms. Romila Pillay Shelter Coordinator
- Ms. Jabulile Mokale Child Care Worker
- Ms. Christina Mathipa Counsellor
- Ms. Gladys Mathipa Administrator Director
- Ms. Florina Mekhoe Housekeeper
- Mr. Mahmood Madhi Payroll Clerk
- Ms. Granny Nare Receptionist (until October 2008)
- Ms. Constance Harmse Receptionist (from January 2009)
- Ms. Naledi Deane Social Worker, Soweto

The Director and her PA

The Nisaa counselling team

The Nisaa Shelter team
8.3 Nisaa Volunteers

- Ms. Zanele Yende Counselor, Soweto
- Ms. Nonhlanhla Mashile Social Auxiliary Worker, Orange Farm (until Nov 2008)
- Ms. Thandi Mfene Counselor, Orange Farm
- Ms. Fikile Thusi Counselor, Orange Farm (from January 2009)
- Ms. Moonira Baig Contract Trainer
- Ms. Fouzia Kolia Contract Trainer
- Ms. Patricia Nqwenisa Contract Social Worker, Lenasia Office

- Ms. Elsie Mqwat Lenasia office (until January 2009)
- Ms. Maureen Phampha Soweto office (from January 2009)
- Ms. Lydia Matsimbi Orange Farm office (until December 2008)
- Ms. Fikile Thusi Orange Farm office (from March 2009)
- Ms. Harriet Nhlapo Orange Farm office (until January 2009)
- Ms. Elizabeth Macheke Orange Farm office (until January 2009)
- Mr. Themba Marwa

Nisaa’s Orange Farm staff

Nisaa’s Soweto staff

Nisaa volunteers

Nisaa’s training team

Nisaa’s public awareness and outreach team.
Nisaa would like to acknowledge the following institutions and companies their support over the past year

9.1 **Donors**
- Oxfam Novib
- Gauteng Department of Social Development
- Heinrich Boell Foundation
- Gauteng Department of Health – Multi Sectoral HIV/AIDS unit
- Oxfam Canada
- Norwegian People’s Aid
- First National Bank
- De Beers Fund
- Anglo American Chairman’s Fund
- MTN
- Old Mutual
- Investec
- Accenture
- US consulate
- Volunteer Service Overseas

9.2 **Private Sector Companies and Institutions**
- Makana Investment Corporation
- Semane Engineering Consultants
- Sizwentsaluba VSP
- Nelane Malaka Attorneys
- Ramkrishna Foundation
- Oriental Butchery – Farouk and Ebrahim
- Saaberie Chisty
- Crescent of Hope
- Netcare – Ms Fatima Mitchell
- Azara Secondary School
- Azara Secondary School – Mr. Maharaj
- Azara Secondary School – Mr. G. C. Pillay
- The University of Witwatersrand
- Mehlo Maya – Ms. Bobby Rodwell
- AdlibStudio – Biata and John Walsh
- Lenasia Library – Ms. Zodwa Maluleka
- Pick ‘n Pay – Cape Town
- Pick ‘n Pay - Lenasia
- The Eric Samson Foundation
- Siemens
- Standard Bank, Lenasia – Ms. Mapule Konopi
- Standard Bank, Lenasia – Ms. Ayesha Paruk
- Haberdashery Supermarket – Mr. Ismail Garda
- Independent Institute of Education (Pty) Ltd
- Wild at Heart
- HBZ Bank, Lenasia
- Edura – Caeletonville
- B. K. Group (Pty) Ltd.
- Hudco (Pty) Ltd.
- Investee Private Trust
- Bhikha Incorporated Attorneys - G.I. Bhikha

9.3 **Individuals**
- Ms. Jenny Dry
- Ms. Ruth de Bruyn
- Dr. Lepi Motuba
- Mr. Isu Chiba
- Mr. Mandla Nkuna
- Mrs. N. Lakha
- Ms. Fatima Khan

“We must indeed all hang together, or, most assuredly, we shall all hang separately”. Benjamin Franklin
Nisaa Institute for Women’s Development

Nisaa Lenasia
19 Link St, Lenasia 1827
PO Box 1057, Lenasia 1820
Tel: 011 854-5804/5
Fax: 011 854-5718
contact@nisaa.org.za
www.nisaa.org.za

Nisaa Soweto
Tel/Fax: 011 980-6236
nisaa.soweto@nisaa.org.za

Nisaa Orange Farm
Tel/Fax: 011 850 0637
nisaa.of@nisaa.org.za