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Introduction to the Nisaa Institute for Women’s Development

The Nisaa Institute for Women’s Development, a South African-based NGO, was established in 1994. A group of women activists, who shared a common vision of gender equality, women’s rights and social justice, launched the organization, with the support of the German based Frauen-Anstiftung (FAS).

‘Nisaa’ is the Arabic word for ‘women’. This name was chosen for the organization to symbolize commitment to eradicating patriarchy, and transform the lives of women. Nisaa uses a feminist and human rights framework to achieve gender equality and eradicate violence against women.

Nisaa’s central office for administration and services was opened in Lenasia in 1994. A satellite office was established in 1996 in South Africa’s largest township, Soweto. This was followed by an office in Orange Farm in February 1998, in response to an invitation from the Orange Farm Community Forum, on which Nisaa was represented.

1.1 Nisaa’s Vision and Mission

Nisaa’s vision is to enable women and children to live in a world free of violence and discrimination. Nisaa’s mission is to promote women’s and children’s rights through empowerment, advocacy, service delivery, collaborative partnerships and a transformative agenda in dealing with violence against women at local, national, regional and international level.

1.2 Organisational Values

Nisaa believes that our work with women and their children must:

- Promote the rights and empowerment of diverse women and their children at the levels of the self, the collective and the community,
- Respect, protect, educate and advocate for the rights and safety of women and their children within Nisaa, and during their engagement with external stakeholders.
- Have a feminist philosophy and orientation to our work.
- Have an approach to intervention, which is transformative rather than reformist.

1.3 Strategic Priorities and Objectives

Nisaa’s Strategic Priorities and Objectives are reflected in the services of the organisation.

Sheltering abused women and their children

The overall goal of sheltering is to work pro-actively with women and children who come from abusive relationships. This is done through giving shelter to women and their children, and working with government and civil society institutions towards the role that shelters can play within the eradication of gender based violence and the role that shelters can play in transforming women’s lives.
Introduction to the Nisaa Institute for Women’s Development

Strategic Objectives

- Empower women and their children in their period of residence at the shelter.
- Extend Nisaa’s sheltering activities and advocacy work nationally by serving as the secretariat on the National Shelter Movement of South Africa.
- Promote women and girls’ economic empowerment through skills development and increase their self-reliance in their quest for equality.

Networking, Service Delivery and the Empowerment of Women and their Children

The overall goal is to develop and strengthen strategic partnerships with a range of stakeholders to promote interventions to prevent violence against women and achieve gender justice.

Strategic Objectives

- Strengthen partnerships with stakeholders to provide effective services to survivors of gender-based violence and reduce secondary victimisation.
- Update and improve the range of interventions for abused women and their children.

Activism, Advocacy and Prevention Work

The overall goal of Activism, Advocacy and Prevention work is to engage in Activism and Advocacy on pertinent issues of violence against women in order to achieve gender equality, with a strong focus on working with young people.

Strategic Objectives

- Advocate for gender equality for women through campaigns and public awareness work.
- Work in partnership with like-minded organisations at local, national, regional and international level, to promote the practical realisation of rights for women.
- Continue to raise awareness on the scourge of violence against women.

Organisational Development

The overall goal of organisational development is to strengthen the financial, institutional and governance potential of Nisaa, and profile the organisation so that Nisaa functions effectively, and is appropriately acknowledged.

Strategic Objectives

- Profile and market the organisation so that Nisaa becomes a household name.
- Raise funds for the sustainability of the organisation.
- Strengthen Nisa’s Governance structures.
- Support the ongoing development the staff to enable Nisaa to remain a learning organisation.
- Ensure that Nisaa is innovative in its response to all intervention that work to eradicate violence against women.
Section 1

Chairperson and Director’s Reports
Chairperson’s Report

Ann Naicker
Chairperson of the Board

“It was certainly not a case of business as usual”

“True democracy exists when we treat unequal things unequally”; this is the wisdom of the Greek philosopher Aristotle. Women are born equal in every respect and their equality is enshrined within our constitution and our Bill of Rights, yet women and children continue to fall victim to the exploits of men, through their unacceptable and intolerable behaviour of inflicting harm and violence in its broadest and most inclusive sense.

The world comprises kaleidoscopes of contradictions, and whilst we celebrate and congratulate, Ms Phumzile Mlambo Ngcuka on her appointment as Executive Director of the United Nations Entity for Gender Equality and Empowerment of Women (UN WOMEN), and Geraldine Fraser-Moloketi on her appointment as Special Envoy on Gender for the African Development Bank, we, as women and as a country need to focus our attention on improving the lives of the women who’s voices have been silenced through their negative experiences of a range of violence.

Serving on the Nisaa Board has allowed me to fulfill my purpose and contribution to facilitating and making a difference in the lives of women and children in need. The year under review certainly has seen Nisaa achieve on its strategic objectives and keeping true to Nisaa’s vision and mission statements. Nisaa has focused on numerous interventions ranging from empowering the sheltered women and children through life skills initiatives, to making the lives of children living in the shelters ‘normal’ and pleasurable through sharing their birthdays, spreading their love and demonstrating care and concern over all the children. The radio programme in the Free State, KZN, Western Cape and Gauteng called “Change the Tune” is a powerful medium to convey positive messages of rights, responsibilities, freedoms and growth to women and children. The invitation for abused women to write their stories and share their pain whilst journeying through therapy, provided a window of opportunity for 20 participants to make good of pain. HIV/AIDS is a continuous educational marathon within which Nisaa invests tremendous amount of support and energy in creating awareness and prevention. Girls and women are most vulnerable due to the power imbalances and power dynamic’s which exist within our society. Nisaa will tirelessly forge on contributing to the campaign for an AIDS-free generation.

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Chairperson’s Report

The media has also been instrumental in show-casing the highs and lows of the interrelationships between males and females. Who could forget the atrocities of the rape of a four month old baby who had to undergo reconstructive surgery and her seven year old brother who was sodomised, or the gang rape of the 17 year old teenage girl in the Cape. Our very own “celebrities” have been cause of major concern and have shattered the lives and created a huge divide in the confidence and perceptions of how males relate to females. Oscar Pretorius, Mr. Blade-running and Mr. Vavi (COSATU) have engaged with women in very “lethal” ways. These two gentlemen have marred women in ways which are irreversible. Whilst the media have tried to present a balanced approach to the gender dynamics and the government has implemented multiple campaigns on gender awareness, sexual rights and opposing women abuse, these high profile SA citizens have ignored the countries collective call and collaboration for advancing the empowerment of women. Nisaa has taken advantage of the strategic relationship with Eskom and have benefited from the consulting and guidance provided by the senior managers. In following the proposed action plan, Nisaa will no doubt be able to deliver on their entire strategic agenda, in particular the issue of governance and public relations. Opportunity still exists for Nisaa to partner with the Academy of Sexology and the Film and Publication Board. Further opportunities to formulate a workable funding model remains the responsibility of the chairperson to co-create with the other members.

CONGRATULATIONS, to Nisaa on their remarkable work, continuous efforts in contributing to the dignity, physical, emotional and psychological empowerment of women and children, especially in the face of scarce resources. My expression of gratitude is also extended to all staff, volunteers, donors, fellow board members and other unnamed stakeholders that contribute in any form or manner to the work of Nisaa. To the Executive Director and her power team, you are all Super-Human beings performing such extraordinary feats against all odds.

I salute each and every person, past, present and future who walk through the doors of Nisaa with broken wings and leave with wings that span and spread wider than their souls. To the Nisaa Leadership and Staff, THANK YOU for your strength and being RAIN-MAKERS. Here is to another year of rain-making. May GOD guide you all. May

Peace be with you all.

Miss Adolinda Ann Naicker
(Acting Chairperson 2012/2013)
Director’s Report

Dr. Zubeda Dangor
Executive Director

The last financial year proved to be incredibly challenging for Nisaa and many other NGOs. Over the last couple of years many NGOs were forced to close down while others had to downsize or retrench staff to keep their organisations going.

Nisaa was not spared this challenge. In April 2012, six staff members had to be retrenched. This was an extremely difficult process and the organisation has not been able to replace them. The funding scenario has changed significantly over the past couple of years and it is evident that NGOs have to work smarter and harder with fewer resources in order to achieve their goals.

Despite these challenges, the organisation managed to remain a going concern and still carry out its programme mandate. During the last financial year we managed to conduct a raffle as a fund raiser and continue to reach out to several funders.

Nisaa has continued its collaboration with the African Gender Network based in Uganda, the national CEDAW task team and the Shukumisa Campaign. Nisaa still continues to work as the secretariat of the National Shelter Movement of South Africa. Of note was the collaboration Nisaa developed with the community of Lenasia in which men took the initiative to host a Men’s March and invited Nisaa to be a participant. It was heartening to see that violence against women is indeed not only a women’s issue but a community concern. Nisaa’s partnership with Pro Bono and Fasken Martineau has enabled clients to receive legal advice. The partnership has also highlighted poor service delivery and secondary victimisation of survivors of domestic violence at the Lenasia South Police Station.

Over the past year Nisaa assisted 1913 clients through counselling. This is 635 more clients than the previous reporting period. The number of clients at the Soweto office doubled as opposed to the previous year. This could be attributed to the fact that there was a fire at the Soweto office which displaced the staff and services for a long time.

Nisaa has also embarked on a book writing project in which previous residents of the shelter and abused women who have received counselling from Nisaa were invited to write their own stories. The planning for this programme took place in the first three months of 2013. The programme will be implemented later in 2013.

Nisaa has extended its shelter stay for abused women to six months and this has reduced the number of clients that were accommodated in the past year. However, the clients receive a more intensive service and are assisted with issues of empowerment. Shelter residents had the opportunity to learn beading and jewellery making, they attended self-esteem workshops, two workshops on HIV/AIDS and gender based violence as well as yoga classes to enable them to feel centred.

The Community Dialogues and Advocacy project is an exciting new initiative. The aim of the programme is to enable women to mobilise communities to take control and ownership of their problems and to advocate on behalf of themselves once the skills have been devolved by Nisaa. The programme is collaborative and participatory in nature and involves community members. It is a three year programme which has started in 2013 with the assistance of the BMZ and Oxfam Germany.
A programme partnership was established with CSVR, Thohoyandou Victim Empowerment Programme and Nisaa. Nisaa carried out survivor workshops in Orange Farm and the monitoring and evaluation report provided excellent feedback at all levels. Participants were pleased about the training and the sensitivity with which the facilitators understood the women and reported that the workshops were well organised and that the content was easily understandable. Participants benefitted a great deal.

The drumming campaign was conducted in partnership with mehlo-maya and was supported by the MTN Foundation. Mehlo-maya provided the artistic input, using arts for social activism and Nisaa provided the gender information as well as services to people involved in drumming at stations and taxi ranks. The partnership worked well and allowed for the smooth implementation of the campaign with the kick off at Park Station in Johannesburg. Despite the setbacks experienced by Nisaa organisational policies have been reviewed early in 2013 by the staff and the board with the assistance of labournet. The policies are current and aligned with the Labour Relations Act.

Nisaa also worked with a group of senior Eskom managers who were undergoing leadership training at the Henley Business School and worked with Nisaa simultaneously on organisational issues. Nisaa benefitted from the experience and skills the managers brought to bear on issues of organisational development which is helpful in enhancing the organisation at a range of levels.

We welcome the new Nisaa board members and look forward to a supportive, co-operative and fruitful period of collaboration in the interest of Nisaa. I would also like to take the opportunity to thank the community, funders, staff, students and volunteers without whose commitment Nisaa would not be able to flourish. Your commitment and dedication is highly appreciated.

Nisaa’s resolve to empower women to become conscious actors in the social change and transformation process continues in the face of declining resources, the backlash against women claiming their rights and the many challenges faced in working with the range of stakeholders in the sector.
Section 4

Programmes Report
Counselling Services

To ensure compliance with Nisaa’s strategic focus and transformative agenda in dealing with violence against women, the counselling sessions that we engage in with clients aim to empower women and children to enable them to stand up against discrimination and challenge societal beliefs and stereotypes which undermine women.

Nisaa is proud to report that over the past year, we have provided assistance to 1913 clients, 635 clients more than the previous reporting period. The graph below illustrates the substantial increase in clients over the year per office.

331 of the 1913 clients were seen at the Lenasia office. This is 31 more than the previous reporting period.

In Orange Farm we saw 910 clients. This number has steadily increased over the years. While this is also a good reflection on Nisaa, as people are accessing our services, it also highlights the great need for our services in the community. It was also encouraging to hear the South African Police Service in Orange Farm mentioning Nisaa as an organisation which is unique from other similar organisations because of the quality of the counselling services provided.

The Soweto office has more than doubled the number of clients during this reporting year. In the previous reporting period, the number of clients who received counselling from this office accounted for only 258 clients. The staff at the Soweto office worked hard to make the office known to the community of Soweto and this materialized as the number of clients increased to 672 during this reporting year. People are now aware that there is a counselling service that they can receive in Soweto.

Of the 1913 clients, 494 were male clients who were seen for one session and thereafter referred to organisations that provide specialised services for men. A further 790 clients became ongoing clients throughout the reporting period. The remaining 629 clients were once off clients.

The numbers highlight an incredible improvement from last year and could be attributed to a number of factors. These are highlighted below:

- The profiling of Nisaa as an organisation together with awareness raising regarding the services offered by Nisaa in Soweto, Lenasia and Orange Farm
- A better understanding with stakeholders in terms the work that Nisaa does results in more and relevant referrals. In addition, the networks and relationships built has allowed for sharing of information and the extension of existing networks.
- Our partnership with Pro-Bono and Fasken Martineau (Incorporated in South Africa as Bell Dewar Inc.) affords Nisaa clients the opportunity to obtain legal assistance
- Campaigns, awareness and consciousness raising on the issue of violence against women in and around the communities we serve
- Counselling skills have improved after the immense focus on capacity building for counsellors during the previous year
- Contracts our clients enter into with our counsellors where clients have to commit themselves to attend counselling sessions. The amount of sessions will depend on the intensity of the presenting case
- The new TIR Technique that counsellors apply in the sessions. This technique has proven to yield results quicker.
In addition to counselling, our clients are also provided with practical assistance and information sessions on how to apply for protection orders, maintenance application and divorce proceedings. Through this clients are empowered to access their rights and to make informed decisions.

Our partnership with Pro-Bono and Fasken Martineau has also made it possible for our clients to receive legal advice. Over the period of review 26 women received legal advice. Of particular note, this partnership has, through a case we had presented them with, brought the poor service delivery to domestic abuse survivors at the Lenasia South Police Station under the spotlight. Nisaa has always experienced difficulty with the conduct of certain police officials at the Lenasia South Police Station. For instance certain police officials refuse to allow complainants of domestic abuse to lay charges when they report abuse. On some occasions when breaches of protection orders were reported, the Station Commander failed to arrest the perpetrator and on one occasion he even sat down with the perpetrator, had tea and ridiculed our client in front of the perpetrator despite being aware of the terms of the protection order that was granted. Some clients have reported secondary trauma or further trauma as a result of interaction with police officers. One client mentioned that on report of a breach of a protection order, she was asked to accompany officers to look for her perpetrator. She sat in the back of the police vehicle where officers continuously and deliberately brushed up against her body and this made her feel extremely uncomfortable but because she was reliant on their assistance she remained silent. Clients have also reported being ridiculed by officers and even the Station Commander at the Lenasia South Police Station. Investigations into the complaint against the police officers and Station Commander were launched and Nisaa staff members were questioned, however the client did not want to testify against the police officers. Unfortunately this is often what happens. Our clients do not want to go up against another man and often do not have the energy to fight another battle. There was another case involving the Lenasia South Police accidently releasing a perpetrator of rape. In this case action was taken against the police officer concerned. Overall counselors have reported a slight improvement in service delivery at this police station, however a lot more can still be done.

Types of abuse reported
April 2011 - March 2012

- Emotional: 36%
- Financial: 18%
- Verbal: 28%
- Physical: 13%
- Sexual: 5%
4.1.1 Counselling of Children

During the reporting period 63 children were seen at intake by qualified social workers, and counsellors. Following the decision taken in the previous year, after intake these children were referred to child specialist organisations for further assistance, which include Teddy Bear Clinic, Childline, the Child Protection Unit and Kidz Clinic.

A case of note that Nisaa would like to share follows:

A 17 year old learner was referred to Nisaa by one of the surrounding secondary schools where Nisaa conducts date rape workshops.

A Life Orientation activity required learners to go out and do 67 minutes of community work in honour of Mandela Day. Nthato (not her real name) went to the Police Station with a friend to complete this task. While at the SAPS office they were sent to an officer who assists learners and allocates tasks to them. According to Nthato she and her friend were given tasks in different offices. While Nthato was completing the task allocated to her, the male officer who allocated their tasks, came in and started touching her in an inappropriate manner. He pushed her against the wall, fondled her breasts and tried to kiss her.

Nthato shared that although she tried to scream her voice never came out. She highlights being afraid of being raped and killed by a man who was meant to serve and protect the citizens of the country. The police officer stopped because they heard footsteps of someone coming in their direction.

She mentioned that she felt ashamed. She blamed herself and questioned her behaviour and whether or not she somehow sent him the wrong message. “Why me?” she asked. These thoughts tormented Nthato.

The counsellor empathised, summarised and explored Nthato feelings. She reflected upon the client’s feelings and validated how the client felt. The counsellor explained to Nthato that it was not her fault that the man acted the way he did. Information on rape and sexual assault was provided to the client. The counsellor explained that the conduct of the police officer was against the Law and according to the Children’s Act of 2005, children are to be protected hence this had to be reported. Through telephone consultation with family members Nthato was assisted to lay a charge of Sexual Assault and referred to Teddy Bear for counselling and further intervention.

It was later confirmed that a case was opened and she was been counselled at Teddy Bear. Nisaa endeavours to do all we can to help expose unlawful behaviour towards children.

It was later established that Nthato had moved to another province to live with relatives.
4.1.2 Internships

Over the period of review, we have had the following social work and psychology students placed at Nisaa:

- Two, 3rd year social work students from the University of the Witwatersrand undertook their practical placement from February 2012 – November 2012 at the Orange Farm and Lenasia office. Both these students were helpful in seeing clients at the two offices, and were also required to carry out a project within the organisation to further our work. Both students chose to assist us in our date rape campaign. This will be discussed later in the report.
- One, 4th year social work student from the University of Johannesburg undertook her placement at the Soweto office from February 2012 – November 2012. Again the student was very helpful with clients who walked into the Soweto office. Her project was also carried out with secondary school pupils where she ran group sessions on the effects of domestic violence in the life of a teenager. The group consisted of 10 pupils. Feedback from the school was very positive in that they felt that she really connected with the pupils. The fourth year student completed her internship with distinction.
- Two social auxiliary work students undertook their practical placement at the Orange Farm and Lenasia office from July 2011 – July 2012. These students assisted with various administrative tasks. For instance the student in the Lenasia office also assisted the Shelter staff members in taking shelter clients through the rules of the shelter. They also participated in campaign work such as the interface between gender based violence and HIV and AIDS.
- At present there are 4 social auxiliary work students undertaking their practical placement at the Lenasia, Soweto and Orange Farm offices.
  - A student from the S.A College of Applied Psychology completed 126 hours for her practical placement at the Lenasia office in June and July 2012. She also assisted with walk-in clients in terms of counselling.
  - Finally Nisaa also had a German student who completed a six week volunteer placement at the Lenasia office during July – August 2012. She assisted the organisation with various administrative tasks including data capturing, research for campaign work and also assisted in monitoring and evaluation tasks for some campaign work.

The students have all been of great assistance to Nisaa and we take pride in developing professionals by providing the students with the opportunity to put their theory into practice.

4.1.3 Writing Project for Survivors of Violence Against Women

Nisaa recently embarked on a new project which seeks to encourage abused women’s help seeking behaviour by exposing the general public to real life experiences of violence against women. Nisaa requested a total of 10 shelter women and 10 women who have been to Nisaa for counselling to go through a therapeutic writing process. Writing enables the survivor to step back and to reflect on her life, it offers perspective, enables a clearer understanding of one’s past and present reality, and it helps make the truth plain. Writing takes the survivor into a depth of introspection, and can serve as the beginning of a longer, more profound evolution. It is hoped that the product of such writing can serve as an inspiration to individual readers in similar situations (e.g. women who experience violence). It can also be drawn on in ongoing public awareness work and can add to ongoing organisational learning around what works and how best to take up issues of violence against women.

As the project has just begun, there is not much to report at this stage. The planning and recruitment of participants for this project has been successfully completed. In this phase of the project, 10 participants were taken through the project and how the process would unfold so that participants were able to make informed decisions of whether or not to participate in the project. Their permission to publish their stories was also sought.

It is anticipated that this project will run smoothly and both the survivors going through the process and the general reader would be able to benefit from the end product.
The Nisaa shelter is a crisis shelter that is able to house 22 women and their children for a period of three months, however if the need arises the stay can be extended for a further three months depending on the case. The Nisaa shelter housed 22 women and 25 children during the period April 2012 to March 2013. This is lower than the previous two years. The reason could be that Nisaa is very strong about the fact that it is a crisis shelter, and therefore the incident has to have taken place no longer than two weeks before the client seeks admission. Secondly it could be that the shelter does not accommodate women who are destitute. Finally women with male children over the age of 12 years pose a challenge as the shelter cannot accommodate male children over the age of 12. Women who do present with this criteria are referred to other shelters that are able to meet their needs.

During the stay at the shelter women and children receive different interventions to address their needs. The case study below highlights the positive changes that women feel as a result of the holistic approach taken while women stay at the shelter.

Abuse is a silent killer that many of us are not aware of. How do you speak out, against a loved one, a loved one you don't want to hurt?

I am a victim of abuse and I stand strongly against the abuse of women and children. The only reason I find myself standing up to it, is because Nisaa empowered me with the wisdom and knowledge to say no to abuse.

Nisaa's approach was filled with a combination of compassion and a practical demonstration of care when they put me in a place of safety. The counsellors at Nisaa helped me take courage to get out of the gates of hell called abuse, which also released an inner power that I can do it. I became empowered because I realised how I was crippled by my circumstances and I could find a crutch of new hope. This changed everything for me.

My stay at the shelter opened doors of opportunities, of strength and confidence. Life seeped in slowly when the shelter staff at Nisaa together with the women at the shelter journeyed with me with their own candles that paved a road to recovery. Slowly, we ignited the flames that went off with the breeze of adversity. I finally reached my destination and found myself on a road of true peace and happiness which birthed a new life of hope.

The holistic approach mentioned above included:

**Counselling**

The women in the shelter are offered formal counselling sessions on a weekly basis with their counsellor. These sessions focus on the empowerment of women to take control of their lives and to start making decisions for themselves and their children. For instance, the women are provided with various options and the opportunity to decide whether they want to open a case or apply for a protection order. The women are also encouraged to think about and make plans for their future as well as that of their children. This helps women refocus their thoughts to a life after abuse. Counsellors are also available between sessions to assist women if any other problems or questions arise. The house mothers are also all trained counsellors who are able to deal with crisis situations if counsellors are not available or if a counsellor is required after hours.
Shelter Services

Support Groups

Support group sessions are held bi-monthly with the women in the shelter. The topics for the groups are sometimes decided upon by the women depending on their needs. The counsellors would also choose topics which are relevant to the issues that the women are dealing with and which the counsellors feel would benefit the women. The topics covered for the reporting period include:

- Abuse and the different forms of abuse – exploring what abuse is and the different forms thereof, including emotional, sexual, economic and physical abuse.
- Human rights/women rights – informing them about their rights as a human and as a woman and what steps they could put in place to ensure that their rights are not violated.
- The cycle of abuse.
- The wheel of power.
- Sex in relationships.
- Feelings.
- Parenting skills- including positive discipline.
- Self love.

Two of the sessions that really stand out in terms of impact are highlighted below:

- Sex in a relationship: A topic not openly discussed by many because of socialisation.
  - At first women felt ashamed talking about sex and they shared how they never had powers to initiate (stigmatised by partners).
  - The safe environment allowed them to talk about the pressure experienced in relationships. Some stated they engaged to minimise the conflict.
  - Being told that it was ok for women to discuss sexual boundaries with partners surprised them, some were open to give it a try as they saw the value of being open and honest about one’s sexual needs.
- Feelings
  - This assisted clients to engage and share about when they feel good or bad and what contributes to the way they feel.
  - It also allowed them to reflect about the last time they felt happy.
  - It felt good when women shared stories about the good time they had at shelter while watching a comedy. The room was filled with giggles and laughter. They said it had been a long time since they laughed like that. This improved group dynamics and cohesion amongst the women at the shelter at the time.

The group sessions were successful, but not held as often as the shelter staff would wish for it to happen. This is because the women have other more pressing commitments – like attending to medical needs or having to apply for documents. Some of the women in the shelter are also employed. It is therefore difficult to run a support group when there are too few women to work with.

Skills and Wellness Programmes

The women at the shelter are encouraged to participate in a beading project, called Basadi Pele, offered at Nisaa. This project teaches women how to make jewellery using a range of beads. Not only does this teach the women the necessary craft skills, it also opens entrepreneurial ventures for the women.

Nisaa also hosts different workshops for the women from the shelter. Two self esteem workshops were conducted for the women of the shelter as well as two workshops on interface between HIV/AIDS and domestic violence. These workshops will be discussed later in the report.

The women also participated in yoga classes that were held weekly over a period of 6 months during period under review.

House Meetings

House meetings are held monthly. The house meetings are an important feature of the shelter given that women come from different backgrounds, different racial groups and religion and can sometimes be intolerant of each other. The purpose of the meetings is to ensure the smooth running of the shelter and also to maintain a safe and comfortable stay for the women and children in the shelter. During the meetings any issues affecting the women and their children in the shelter are addressed and resolved. The rules of the shelter are visited and stressed upon.
Shelter Services

4.2.1 Children’s Activities

Children are taken through an induction process when they arrive at the shelter to familiarise them with what a shelter is. This process assists the children in understanding the changes during their stay at the shelter and helps them settle in with greater ease. Children are also informed about the rules of the shelter as well as the support that is there for them. Thereafter, there is an assessment that is done with the children. This is done by qualified, registered social workers or counsellors. Findings from the assessment are shared with parents with the permission of the child. This assists the parent-child relationship and draws the family closer to each other. When intensive counselling intervention is needed, children are referred to Teddy Bear Clinic, Childline, the Child Protection Unit or Kids Clinic.

The following case illustrates how the counsellor’s intervention has strengthened the relationship between a mother and her daughter.

A mother of three girls was having difficulty with her eight year old daughter. The mother looked defeated as she related that her daughter was stubborn and will do anything to annoy her. She said that her daughter is always getting into trouble with other residents. She shared that her daughter was rude to her and the other children in the shelter. She added that her daughter would influence some children to beat up or swear at other children. She stated that this behaviour was new and sometimes she blamed herself for taking the children away from their home.

The child counsellor explained the following to the parent:

- Children view the world and see things differently because of their limited, yet developing emotional and intellectual capacity. As much as they are affected by violence at home they also have emotional attachments to the perpetrators, especially if he is a parent. It is challenging for children to be moved away from a parent, familiar surroundings and ‘normal’ routine. It was explained that her daughter was hurting and she needs more love and assurance that things will get better.

- In addition, children respond to what parents are feeling. If the mother is stressed, the child will pick it up and this overwhelms them further as they do not know how to handle the emotion. As a parent one should always try to create a safe space for communication with the child. Share plans and concerns in an age appropriate manner and let them know they can share their own feelings too. Build up an internal support system for each other.

- The child’s behaviour was addressed in an indoor activity (drawing and colouring of family) and through story reading (Cinderella). The child saw how important and fortunate it was to have a loving mother as others do not have that (Biblio Therapy).

This has enabled the mother and daughter to better understand and to communicate with each other.

Education

Being in the shelter does not interfere with the children’s education. This year we had enrolled 3 children at schools closer to the organisation for safety reasons. School uniforms for the children who were enrolled at new schools were provided by the organisation or the school.

Life skills programs with different topics such as child abuse, children’s rights, good and bad secrets and my body were discussed with the children. This enhances their self-esteem as well as empowers them about their rights. It also educates them on what to do and where to report the abuse.
Shelter Services

Indoor Activities

The children are engaged in age appropriate activities. This may include puzzles, painting, cutting and pasting to enhance cognitive development. Children are also encouraged to borrow books from the Nisaa Resource Centre to read at the shelter. Mums with little children are also encouraged to read with their children. In addition to cognitive stimulation, it also strengthens the bond between mother and child.

During this reporting period we celebrated six birthdays for children during their stay at the shelter. This is to ensure that the children feel special and appreciated even though they are away from home and other family members. For some children it was their first birthday celebration with a cake and presents. A child that celebrated a birthday at the shelter stated “This is my first birthday party as my mum and dad never remember my birthday.” Another child said “Even if our parents remember our birthdays they don’t have money to buy us a cake or a present.”

During the festive season the children at the shelter were treated to a Christmas party. This was made possible through generous donations from the community. The children enjoyed the event and they were really excited about the gifts that they received. For some of the children this was the first time that they attended a Christmas party. One of the children mentioned that they sometimes attend Christmas parties but the adults ended up fighting and added that it ruins the party.

Nisaa respects the diverse religions and ensures that each woman’s religious rights are adhered to.

Outdoor Activities

Once per quarter the children are taken on an excursion – whether educational or for entertainment. These outings are planned around the school calendar, during school holidays so as not to disrupt the children’s education. The children went to the movies and had fun choosing their menus at McDonald’s. They were taken to a park where they were allowed to run free and they played with other children from the community that were at the park. The children were also treated to a day at the Johannesburg Zoo. The children enjoyed this outing and they were fascinated by the snakes and other animals at the Zoo.

4.2.2 The National Shelter Movement of South Africa

The National Shelter Movement of South Africa (NSM-SA) has been growing from strength to strength over the years. It proudly hosted its second Annual General Meeting in October 2012. The Meeting was well attended and Ms. Z. Domingo from the Department of Community Safety was the guest speaker.

In addition with a limited budget and support from a few funders, the NSM-SA has managed to:

- Visit two provinces (the Northern Cape and KwaZulu Natal) where the executive team visited a number of shelters and managed to hold annual general meetings for shelter managers. During these visits the executive found that:
  - In KwaZulu Natal, a great deal of work has to be done in the province to enhance and develop the partnerships between shelters. Currently there are different groups who do not necessarily work together and this was not satisfactory.
  - In the Northern Cape, shelters were also brought into a forum and a meeting with the Department of Social Development in the Northern Cape was held for the first time in order to seek a more collaborative approach to working on the issues of violence against women.
- Held a meeting with executive and provincial representatives and conducted workshop on policies in shelters for seven provinces
  - Strengthen the relationship with the National Department of Social Development. As such the NSM-SA has:
    - Attended a workshop and review of the VEP national policy guidelines. Written feedback was provided in response to the request to do so.
    - Held two meetings with the Director of National Department of Social Development
    - Engaged better with the National Department of Social Development’s who has developed greater interest in partnering with the NSM-SA and are recognising the body as an important potential partner.
    - The Executives of the NSM-SA were also invited to VEP summits in their provinces as well as to the National Summit by National Department of Social Development where presentations were done outlining the difficulties that shelters are facing with funding, standardisation and other issues.
    - Identify a new provincial representative for KZN as one of the representatives resigned in February 2013. A provincial representative was identified for the Mpumalanga province and the NSM-SA is in negotiations with National Department of Social Development to identify a representative for the Limpopo province.
    - Raised funding to assist and capacitate organisations with regards to information technology gaps and requirements.
Held a meeting with the executive and provincial representatives from the seven provinces. This meeting saw the following discussions taking place:

- A presentation from Project Preparation Trust (PPT) was delivered by the project manager. The presentation explained the different types of Special Needs Housing available and information on who qualifies for this. She also explained how organisations dealing with abused women and children who want to look at second and third stage housing could benefit from this project.
- Fundraising ideas from most provincial representatives were shared with all present as all shelters are experiencing funding crises.

Going forward the NSM-SA would like to be able to sit on the steering committee of the Africa Network on Women’s Shelters (ANWS). This is being explored. In addition there are many unregistered shelters in Provinces which we would like to assist to become registered, but we do not have the capacity and resources to do this. We are also trying to form Women’s Shelter Movements in all the provinces to strengthen the provincial shelter representatives and staff.

4.2.3 Basadi Pele - Economic Empowerment Project

The Basadi Pele project is an economic empowerment project for women from the shelter as well as the communities that we work in. The project started in 2010 on a small scale as the organisation did not have funding to secure this project.

The aim of the project was to empower women psychologically and economically, to develop and grow the project into an income generation project for women working on the project and to assist Nisaa in becoming somewhat financially less dependent on funders. Being financially independent is the ultimate goal in the lives of many, particularly for women in abusive relationships as this would mean that they would have the option to get out of the abusive relationship. It would mean that they would slowly be able to gain their independence and realize their self-worth. They would be able to regain control over their own lives and live their lives free of the everyday violence and abuse that they experienced.

There is currently a group of 13 women who attend the workshops. Although there are numerous requests by other women to join the group we don’t have the resources to accommodate more women.

One of the most striking benefits for the women in the group is that they have formed a bond within the group and this serves as their support system as they discuss their problems and draw strength and support from each other. The women are also grateful that they have somewhere to go to instead of just sitting at home.
Below is some feedback from the women in the project when they were asked about the project:

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Before I came to Nisaa I was depressed and I was only thinking about how I would like to end my life. I was treated badly by my family and my husband. Now I have a new life. I sell beads and I am happy. I never thought I would do this. I never thought I would have a new life.
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This year I have learned a lot. I have learnt how to make beaded jewellery and other items. I have also learnt how to reduce the risk of contracting HIV. I have also learnt about the link between HIV and AIDS and Gender Based Violence. During this period we have had about 20 women attend the activities that were available for them. The Self Esteem workshops really helped the women understand themselves better and they have become more confident in their ability to voice their opinions and do things for themselves. The workshop on the Interface between HIV and AIDS and Gender Based Violence also helped them understand the link between the two as well as how to reduce the risk of contracting HIV. They also attend other wellness programs such as Yoga and learnt the technique of breathing and how to stay calm and relaxed.
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The Self Esteem workshops really helped the women understand themselves better and they have become more confident in their ability to voice their opinions and do things for themselves. The workshop on the Interface between HIV and AIDS and Gender Based Violence also helped them understand the link between the two as well as how to reduce the risk of contracting HIV. They also attend other wellness programs such as Yoga and learnt the technique of breathing and how to stay calm and relaxed.

In the drive towards empowerment, women are also given different responsibilities where they learn a bit of administration work e.g. filing in registers, filing and answering of the telephone.
The Training Department has continued its activities that were outlined in Nisaa’s operational plans. The utmost has been done in order to reach targets and deadlines. However, due to a lack of funding, the Advocacy Training and Train the Trainer programme have not been carried out.

A major highlight for the training department is that we have received accreditation for a year’s course in Gender Practice with the Health and Welfare SETA. We await proper documentation before Nisaa is able to roll out the programme.

4.3.1 Basic Counselling Training

The Basic Counselling course is offered to members of the community as well as other organisations. The objective of this course is to provide basic counselling skills to participants; as well as raise awareness on Gender and Gender Based Violence.

Two Basic Counselling Courses were conducted over the period of review, where 17 women successfully completing the course. One course is still in progress with 11 women attending the course. In general the course has received positive feedback from participants. Some verbatim comments follow:

“I had been counselling unofficially for many years without the proper skills, and I am very glad that I had the opportunity to equip myself with the skills that would allow me to counsel effectively.”

“This course has changed my life and my family members have remarked on how maturely I behave since I have started the course”.

4.3.2 Advanced Counselling Course

The Advanced course is a follow up of the Basic Counselling Course. Participants who have successfully completed the Basic Counselling Course are provided with the opportunity to participate in the Advanced Counselling Course. These skills equip them to deal with the psycho-social issues relating to domestic violence. Participants also have the necessary skills and knowledge that would enable them to contain survivors of domestic violence.

One Advanced course has been completed with one male and eight females. Participants from this course have also provided positive feedback. Some verbatim responses are:

“I feel that I am now well equipped to counsel at the organisation that I volunteer at.”

“I have learnt a lot about HIV/AIDS while doing research for my presentation and I will now be able to assist people living with AIDS in my community”

4.3.3 Self Esteem

Women who have experienced abuse of any form report feelings of intense worthlessness and inadequacy. They have very low self esteem and this transcends to the different areas in their life and hinders them from realising their true potential. Consequently, these women are afraid to seek help or become empowered and independent. This course helps women to regain their self esteem and builds the confidence of women who have experienced domestic violence. The survivors are encouraged to share their experiences in a safe environment and are lead through different steps that would facilitate their healing.

Three self esteem courses have been completed with a total number of 29 women. Women from the Basadi Pele beading project and the shelter attended the trainings. Some of their responses were captured and are highlighted below:

“I will not allow anyone to hold me back or tell me that I am stupid or worthless”.
Trainings and Workshops

“My studies have been put on hold because of my partner’s abuse and I will now make sure that I complete them as I want to be independent.”

4.3.4 Peer Counselling

The life skills based Peer Counselling Course promotes the development of knowledge, skills, attitude and values needed to bring about behavioural change. The course enables youth to better understand and prevent domestic violence, as well as the spread of HIV and AIDS and prevents young people to succumb to peer pressure and substance abuse. The course also provides the youth with the skills to stand up to bullying of any type. A total of six youth were trained from the community and these are some of their responses:

“You have to respect women as they are your mothers and sisters and have their own rights.”

“Drugs are a scourge, freely available in our surroundings and I will never take them as I now understand what they will do to my mind and body.”

4.3.5 Interface between Gender Based Violence and HIV and AIDS

In order to inform and educate the communities about the vulnerability of women to HIV and AIDS, Nisaa conducts a two day workshop centred on the intersections of Gender Based Violence and HIV and AIDS. Over the course of the year, 20 women were trained on the Interface between Gender Based violence and HIV and AIDS. These participants were from the Basadi Pele project and the shelter.

4.3.6 Organisational support

Five staff members from Crescent Haven Orphanage attended a workshop at Nisaa after they approached Nisaa to assist in the capacity building of some of their staff members. They had requested training on Domestic Violence and Anger Management. Participants said that after the workshop they could understand why some of the children at the orphanage displayed dysfunctional behaviour.

4.3.7 Partnership with the Centre for the Study of Violence and Reconciliation

During the period of review, Centre for the Study of Violence and Reconciliation (CSVR) approached Nisaa and the Thohoyandou Victim Empowerment Project (TVEP) to partner with them on a project that looked at strengthening work on primary prevention initiatives.

One component of this project allowed Nisaa to conduct a series of ten workshops with a group of 11 survivors of domestic violence in Orange Farm. The process looked at engaging survivors in an exploratory session whereby survivors were provided with a safe space and given the opportunity to share their experiences of abuse with the group. This allowed survivors to see that they were not alone and that their feelings were shared by the other survivors of abuse. This also helped the women to discover coping strategies. Monitoring and evaluation sessions highlighted that some of the participants felt that these sessions were really helpful, that it made them feel safe and one person mentioned that she feels like her health has improved.

These sessions were followed with sessions which were tailored to address their needs and assist them with either legal or practical knowledge. With regards to legislation, Nisaa sought assistance from ProBono who were able to send out practicing attorneys to facilitate the sessions. As such some of the topics that were covered during these sessions included:

- Domestic Violence
- The Domestic Violence Act
- The Sexual Offences Act
- Customary Marriage
- Will’s Act
- Interface between Gender Based Violence and HIV and AIDS
- Conflict Management
- Anger Management
- Self Esteem
Overall responses from the women highlighted positive changes. A few comments from survivors are provided below:

- “I now love myself, I don’t stay in door and I am independent.”
- “I was a very angry person. I could not control my anger at all but now I can really control it. I am now more positive about my life and about life as a whole.”
- “I love myself and I see that I am important.”
- “It built me so much, I feel I was living on a pill but now since I met Nisaa I don’t take that medicine. I am healed. I don’t need pills I can control my anger so I have learnt a lot. Now I have no complaints. I call Nisaa my Doctor.”
- “I have changed. When I came to the workshop I felt like a mad person but after the workshop I was free.”
- “There is light in my life and I can now see changes.”
- “I was depressed, now I am happy I thought I was useless...workshops helped me feel better.”

In addition below are two stories that women wanted to share with Nisaa:

I was a woman who used to cry a lot because I was abused by my husband. He worked but he did not support my children. I even attempted to kill myself and my children one day – I thought – who will look after them if I leave them behind.

Nisaa helped me a lot. I received acceptance, empathy, and found a reason to live. I got a better understanding of my life. I realized that I was also a human being who was important, who deserved a life free from violence. So I would like to thank Nisaa for helping me. May Nisaa continue to help other people. Lots of women need the organization in their lives. May other women also receive the joy and happiness I found.

Phambili Nisaa phambili

My name is Buhle (not real name) I come from Orange Farm. I had a huge problem when I heard about Nisaa. I decided to visit the Nisaa office where I met Fikile she is person centered. I had a problem with my mother-in-law this problem started in 2006. She was abusing me verbally and emotionally. After coming to Nisaa I felt a new chapter was opened in my life. I attended counselling sessions which were very helpful to me.

She referred me to Nisaa at Lenasia office where I started attending a course which took 1 year. The course taught me lots of things. I was not aware that I was emotionally and verbally abused. The other thing that the course taught me was to accept myself and to be myself. Counselling for me is better than medicine because it has healed my inner self. I learnt that I must help other people and not hold within me what I have learned because it can help other people as well. Nisaa is very important in our community because Nisaa helps many people and I wish they can go to other provinces because of high rate of violence in this country and the community that I live in. When there is someone that I know who is experiencing problems of domestic violence I refer them to Nisaa. NISAA IS OUR GIFT FROM GOD.

Phambili Nisaa phambili

CSVR also hosted a joint learning exchange conference for survivors from Orange Farm and Thulamela, Thohoyandou. Representatives from the Loskop Community Task Team, KwaZulu Natal, were also invited to this conference. The Loskop Task Team implemented a number of gender-based violence prevention initiatives following a study that focussed on the linkages of culture and sexual and gender based violence. This Task Team was established after some women from Loskop decided to take the findings of the study further by implementing prevention initiatives in the Loskop community. Two other representatives were drawn from the migrant community, “Women on the Journey” which was formed after CSVR’s work on the xenophobic attack of foreign nationals in May 2008. A group of migrant women formed an action group which continuously contributes to prevention of all forms of violence and torture in various ways.

This conference was held from the 3rd December 2012 to the 6th December 2012 at Indaba Hotel and Conference Centre which is located in Four Ways in Johannesburg. One of the positive outcomes of the conference was that the women of the conference were determined to begin to address gender-based violence in their respective communities by speaking out, supporting other women from their communities who are experiencing abuse and to lead local advocacy initiatives to prevent further gender based violence.
4.4.1 The Date Rape Campaign

Nisaas Date Rape Campaign has always been a great success. The campaign aims to increase awareness and understanding around the physiological development of teenagers, gender, dating, sex, date rape and HIV and AIDS. 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 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, sex and rape. This campaign was conducted between April and December 2012 in secondary schools in Lenasia, Soweto and Orange Farm. We reached 2302 pupils from 6 schools through campaign activities during the past year. Responses and discussions that stood out most prominently are highlighted below:

- Discussions around homosexuality were raised.
- Myths and stereotypes were addressed.
- A group of grade 10 children had discussions around the belief that girls often claim to have been raped while in fact they had consensual sex. Debate around this was encouraged and participation was high with many different opinions were expressed – e.g. girls often shout rape for fear of persecution from parents, or that dating is actually where one explores issues of sex. When this discussion was correlated with a question in the date rape assessment sheet that looks at the same issue it was found that 85% of the boys believe this to be the case, however the girls were less sure with 56% of girls mentioning that they were unsure of the answer, 25% disagreeing with the statement and only 19% of the girls agreeing with the majority of the boys.
- There was a realisation that rape can happen within intimate relations. This then lead to a discussion on whether they themselves were products of a rape. This leads one to question whether or not these children live in abusive homes and hence the questioning of their conception. The same discussion was raised at another school where the facilitators felt that there were pupils who needed counselling, but the school did not allow it, highlighting that the school had enough counsellors to assist their children.
- Female learners highlighted that they would generally not ask for help as one would believe them. This situation is unacceptable and Nisaas is looking into how to address it.
- The pupils voiced an appreciation for the discussion about sex with an adult who would be able to provide useful, factual information and who is also non-judgemental (as opposed to parents, teachers, and sometimes nurses).
- Discussions also brought forward the fact that most pupils began dating as it was either trendy to do so or because of peer pressure.
- Questions around what to do if a case of rape is not handled properly were also asked. The facilitator provided helpful, practical information of what one should and could do. For instance what information to have on hand, to take note of who the investigating officer is, and who to complain to should the need arise.

Public Awareness and Advocacy

In one of the schools that have been very reluctant to give us permission to conduct the date rape campaign, an interesting discussion came up around getting male partners aroused and then refusing to go through with the sexual act. Some girls highlighted that they went through with the act because they thought that their partners would be ‘hurt badly’ if they didn’t go through with it. It was later found that there is a myth that the youth believe. The myth is that if males do not ejaculate, they develop a disease called ‘High Spermicidal Pressure’. The facilitator at the time was not aware of this myth as it was the first time she had come across the term. Research into the matter exposed the myth. The facilitators felt that there were pupils who needed counselling, but the school did not allow it, highlighting that the school had enough counsellors to assist their children.

In conducting an analysis of knowledge, attitude and beliefs after having gone through the Date Rape Campaign, the following picture emerged.
Public Awareness and Advocacy

Amongst the male pupils there is great disparity amongst the reluctant school and the other schools. A very different picture is painted with the female pupils. This is interesting as the discussions held with this school highlights that the girls felt voiceless or felt as if they would not be believed if they spoke out. Pupils also expressed some appreciation towards the facilitators, who they viewed as non-judgemental and informative.

Towards the end of the financial year, Nisaa was fortunate to receive funding towards this project from BMZ – the Federal Ministry for Economic Cooperation and Development (henceforth referred to as BMZ), and Oxfam Germany, which meant that we would be able to review and revise the existing Date Rape Campaign. The team worked well together in obtaining permission and conducting focus group discussions with three schools – two in each of the three areas in which Nisaa operates – one with teachers and one with teenagers. The discussions looked at the issues around sex, dating and rape which concerned them the most, or which they felt they needed more information on. In addition Nisaa also wanted to know from the teachers and pupils how they felt these issues can be addressed. Results of the focus group discussions with teenagers highlighted the following:

- Being a teenager is difficult because of the challenges that one faces as a teenager with regards to peer pressure, trying to fit in, school work, parents and society. Teenagers viewed this time of their lives as a learning curve where they make mistakes, but learn from them.
- Body perceptions were varied in that some teenagers embraced the changes that their bodies were going through, while others didn’t. Girls especially mentioned menstruation as difficult.
- Dating was also viewed as an opportunity to explore. However many maintained that it is quite stressful. This is because many are not ready to date. They are forced or pressured into dating. There is also the expectation to take the relationship to higher levels that many teenagers are not ready for.
- Discussions about the consequences of being sexually active highlighted that there is a general understanding of possible consequences of being sexually active, however there was no mention of or discussion about protection. As such it can be inferred that the knowledge they have about the consequences of being sexually active has not changed behaviour and attitudes towards sex. This inference is confirmed by Stats SA who found that an average of 7.5% of teenage girls aged 16 – 19 were pregnant in 2011.
- There is a general consensus that rape is forced sex or sex without consent. However there were a few teenagers who felt that sex where one agrees to sex and then changes one’s mind cannot be considered as rape and that rape within a marriage does not exist. The same set of teenagers felt that men only rape when under the influence of alcohol.
- Teenagers are also aware of the help available to rape survivors with many highlighting that they would be willing to report the rape. While this is good, many do not understand what rape really entails and therefore the number of rape cases that may be reported would not be an accurate reflection of the number of actual rapes that occur amongst teenagers.
- There is very limited understanding of rights and responsibilities with regards to rape.

![Chart showing Knowledge, Attitude, and Beliefs for Grade 10 Boys and Girls across different schools.](chart.png)
Discussions with teachers highlighted the following:

- Teachers have highlighted that the issue of sugar daddies is quite rife in the Orange Farm community. This was attributed to poverty.
- Teachers also observed that there is a general disrespect among boys and girls. They attributed this to socialisation. A few teachers also felt that there was a battle of the sexes to dominate and that in current times women feel as if they can do everything on their own, "when in fact we need to be working together to raise our children." These teachers also felt that adult relationships are too casual and this is escalating divorce rates and single parenting in the country.
- These adults are our teenagers primary role models. There was also a comment made about some men feeling a sense of ownership over their wives because they take care of their families. They added that this leads to the treatment of women as commodities and/or servants. It was noted that before marriage, men take care of themselves, but after they get married, their wives are expected to do things for them.
- It was also said that there are very few platonic relationship when dating and that children want to explore sexually.
- Teachers often find children or girls who were pregnant before they went into secondary school, which means that teenagers are sexually active in Primary School already.
- Teachers mentioned that while the subject of sex is discussed, pupils do not often open up during class discussions, but some do approach teachers in confidence. They generally felt that there is a need to conduct sex education by an external person who the children are free to open up to.
- Teachers raised four different issues that they felt pressured pupils into dating:
  - The first is around the need to belong. This kind of peer pressure forces teenagers into dating and having early encounters with sex, whether they are personally ready or not.
  - The second was that of sugar daddies. It was highlighted that circumstances at home plays a role in this regard. Teachers feel that when parents are at work, children feel as if they can do as they please.
  - The third issue that teachers raised was that they feel teenagers are afraid to express their sexuality.
  - The final point mentioned was that pupils generally feel comfortable enough to talk to their teachers but not with regards to sexual harassment.
- Concerns voiced by teachers highlighted that parent's participation in educating children about sex in general is lacking and the effects of unprotected sex especially with HIV and AIDS that is so prevalent in South Africa.
- Teachers mentioned that cultural practices promoted male dominance over women. Men need to get a woman to explore and experiment with. In addition it was also mentioned that cultural boundaries were blurred and manipulated women and that morals and values have been lost.
- All teachers felt that external help from social workers or organisations like Nisaa would be appreciated as the social issues that they are forced to deal with are often not equipped to deal with and that it taken them away from the work they were hired to perform. They felt that this disadvantaged other students.

As such there is a great need for the date rape campaign and Nisaa will revise the current campaign to take into consideration all findings from the focus group discussions. Nisaa will also look at extending the time spent with children to four sessions of 45 minutes each, as oppose to a once off session of 45 minutes.
Public Awareness and Advocacy

4.4.2 Community Dialogues and Advocacy Project

The Community Dialogues and Advocacy Project is a new initiative that has been made possible with financial assistance from BMZ and Oxfam Germany. The aim of the project is to mobilise and motivate communities to act against violence against women by taking ownership of their problems. The project looks at capacitating community members with valuable skills that remain in the community once Nisaa's intervention is complete. The project will take place in two phases:

Community Dialogues; and Advocacy.

The project is planned to take place over three years with each year being dedicated to one of the three suburbs in which we operate. The first year will focus on Orange Farm.

The project takes on a very collaborative and participatory approach with community councillors, stakeholders and ordinary members of the community. On successful entry into the community, Nisaa recruited and selected community members to be trained to facilitate the Community Dialogues. By the end of March 2013, the first training had taken place with five facilitators. This first session gave a broad overview of the six stages of community change. These stages are:

• Building relationships,
• Identifying concerns,
• Exploring concerns,
• Decision making,
• Action and
• Review/Reflection.

Focus however was placed on the first two stages. The training took place over three days. The facilitators had to learn two important listening skills in conducting the community dialogue. These skills included active listening and strategic listening. Facilitators were also provided with tools to engage community members in discussions that are focused and guided. These tools included story-telling, looking at strengths and weaknesses, historical timelines, socio-cultural dynamics, transacting, walking and mapping, risk mapping for vulnerable children and the river of life. The facilitators were required to understand the tools well and to identify in themselves the qualities that facilitators would require in implementing each tool required. As such they would be able to select an appropriate tool. Facilitators were also told that it is important to correct any misconceptions that may arise. There was also a session on how they could find people to be part of the dialogues as well as possible challenges that they might encounter when identifying and recruiting community members. In addition facilitators learnt how to document the process of dialogues, which include capturing the community perspectives as well as facilitator perspectives. This included the implications for the facilitator in terms of his / her involvement and support to the community. Thereafter, each facilitator was tasked with recruitment of at least 20 community members and then to implement learning and identify issues of violence against women that affect their communities. This implementation is scheduled to take place during the month of April and two weeks of May. Facilitators will be supervised, debriefed and expected to write reports.

This process was facilitated through a baseline survey that determines the extent and types of violence against women in the communities. Respondent demographics were reflective of the Orange Farm community:

• A large number of respondents (just under 50%) were between the ages of 20 and 29 years with numbers slowly decreasing as age increased. Also there were a higher number of male respondents in the age category 20 – 29 with a greater number of women in older age categories. This is reflective of the fact that men often leave the home in search of job opportunities and that the women are left behind to look after the family.

• There is also a greater number of males who further their education as opposed to females corresponding with just under 40% of the females who highlighted that they were unemployed in comparison to just over 20% of males. With gendered lenses, this reflects a factor that contributed to the disempowerment of the female population of Orange Farm.

• Substantially more men than women reported making their household decisions on the basis of immediate and survival needs. Although quite a number of women avoided this research question, those women who did answer the question emerged as relatively more likely to base their household decisions on non-survival and longer term considerations.

• Interestingly, the main source of information on violence against women is from the television, followed by radio.
Public Awareness and Advocacy

With regards to knowledge of violence against women, it can be said that there is more than a fair amount of knowledge and understanding of what constitutes violence against women, and a good understanding of the interface between violence against women and HIV infection. There was a great deal of uncertainty with regards to the law against marital rape which was passed in 1993. While a fair number of respondents understood that marital rape can occur (63% of males and 65% of female), there is still quite a number of respondents (approximately 20%) who believe that a husband cannot rape his wife, with a further 7% of respondents who marked ‘unsure’ and 8% of respondents did not answer.

Attitudes and behavior with regards to violence against women were also measured. Scenarios posed in terms of justifying physical violence highlights that approximately two-thirds of the male and female respondents understand that physical violence under any circumstance is not justifiable. A further one-fifth (approximation) feel that it is justifiable and the remaining respondents were either unsure or did not respond. A similar ratio was found when posing scenarios of sexual aggression, verbal abuse and financial abuse.

Respondents were also asked if they would ever suggest condom usage. Just over 55% of males and females mentioned that they had no problem in suggesting condom usage. Of the 45% remaining respondents, approximately 33% mentioned that they trusted their partners and therefore did not suggest use of a condom, 9% of females and 7% of males said that their partners did not want to. A further 5% of females highlighted that they were afraid to suggest condom usage and a reciprocal 5% of males said that they do not believe in condoms.

Respondents also highlighted a need to be involved in prevention initiatives which is helpful in that the Community Dialogues and Advocacy Project’s main aim is to mobilize communities to act against violence against women.

Nisaa is very excited about this project and anticipates remarkable achievements in terms of community involvement and commitment to the issues at hand.
4.4.3 Change the tune! Radio Programme

This programme is a long standing, evolving programme. It was conceptualised to be an interactive discussion with listeners on a national radio programme. We however were not able to successfully negotiate with the national radio stations. Nisaa then took to developing a series of 52 pre-recorded episodes with assistance from Channel Africa – a radio station that broadcasts to over 6 million people across 54 African countries. The episodes were packaged into two series of 26 episodes each, with each episode including 30 minutes of themed topics on gender and violence against women. The radio station then aired the episodes and despite it’s success, Nisaa felt that it was not reaching grassroots people in South Africa where the information is required. In South Africa, Channel Africa can only be heard through a satellite signal. As such Nisaa then took Series one to nine community radio stations (one in each of South Africa’s nine provinces) over the period of two years. Nisaa reached a phenomenal 1.3 million people nationally through nine community radio stations. This was made possible primarily though funding made available from Oxfam Canada. We were also supported by Volunteer Services Overseas and the African Women’s Development Fund.

Over the past financial year, Nisaa was able to reach just under 400 000 people in four provinces through community radio stations. Results from these radio stations are reflected below:

- Inanda Radio – KwaZulu Natal
- Monitoring and evaluation was done in two ways – written and telephonic. Feedback reflects the following:
  - The programme is well liked in the community. In fact Nisaa got an email from a listener. Her email read as follows:
    “Thank you for the motivation you are giving to women on Inanda FM. I was also once married and in an abusive relationship and can therefore relate to most of the things you are referring too. I have been separated from the man for 5 years, he does not support the kids nor see them, he refuses to sign divorce papers although I have pleaded him too, for couple of times. When I go to the local magistrate, I get told I need to know where they can get hold of him as he is my husband. Sometimes the staff at the Magistrate rubs it on, now I understand why most women end up in jail and I still consider myself that I did not end up in jail for killing my perpetrator. It is so sore, only a person who has been there will understand it. I am still suffering, as I am still legally married to him.” - The Counselling and Shelter Manager liaised with her through email and referred her to an appropriate organisation in the vicinity.
  - They reported that the programme is well packaged and topics are good as they are relevant to the community. The contact person went so far as to mention that they felt that the package was so good, that they found it hard to pick out points that they could discuss further. They have however used the manual and gotten people in from the community for on-air live discussions.
  - While they mentioned that they are mandated to run programmes in English, they feel that the programme would have had a far wider reach had it been in isiZulu.
  - Lentswe Community Radio – Free State
  - Monitoring and evaluation reflects the following:
  - They highlighted that audiences responded well to the programme. There was a lot of phone-ins with generally positive feedback. What is good about this radio station is that they recorded all conversations that were part of the programme and are willing to share the recordings. Samples of these recordings can be made available to Oxfam Canada as soon as we receive them.
  - The programme was reported as being a value-add to current programming and the content was also reported as being appropriate for listeners.
  - They also however highlighted the issue of language. While he mentioned that there were a lot of responses, he also said that there would have been a lot more had the programme been in a local language.
  - Audience responses highlight the fact that they learnt a lot from the programme and that they were glad to have such programmes. They even requested a rebroadcast in the next year.
  - Episodes that were highlighted to be the most effective, were the following:
    - The episode that looked at the abuse of women in general
    - The episode that had a person talk about her experiences of being molested by her step father.
Public Awareness and Advocacy

- Univen Community Radio - Limpopo Province
- Monitoring efforts highlighted the following findings:
  - The programme presenter reported that the content was relevant to the community. "Programmes were well structured, easy to follow and easy to understand."
  - It was also reported that the programme was a definite advantage to the community as the information was not new, but it was put together in an interesting manner that made people take notice of what was being said.
  - The content was appropriate for the particular show that it was aired on as it targeted women in particular.
  - The programme was aired every working day for the period of approximately five weeks. The presenter highlighted that this worked well for them as people were continuously being given information on the same topic, reinforcing the information.
  - The presenter unfortunately did not use the workbook that was presented to them as she highlighted that there was no space for it in her show. In other words, there wasn't enough time to have on-air discussions with listeners in the manner that we had hoped.
  - A general comment that the presenter made was that she wished that there were more such episodes for them to air.
- Bush Radio in the Western Cape
- Monitoring and evaluation feedback highlighted the following:
  - The content was relevant to the community. In fact, the radio station already has a daily slot that deals with issues of gender and gender-based violence. They therefore felt that the programme fitted well with the radio stations current programming.
  - The radio station did have the opportunity to hold live discussions and debates about the content of the programme.
  - Also due to miscommunication within the studio, the presenter did not get the workbook that was meant to have been used to guide discussion and debate with listeners. This was corrected after the monitoring and evaluation process. As a result, we look forward to better feedback from the radio station in future monitoring and evaluation initiatives.

The current financial year also looked to initiate a revised method of airing Series two of Change the Tune in that we were looking to pilot a concept called Community Listeners Association. The concept was documented by the FAO-Dimitra Project who successfully created listeners associations. Nisaa would like to adopt a similar approach. The process is briefly outlined below:

- The first step would be to enter into negotiations with the one community radio stations to air series two of Change the Tune. On gaining buy-in, Nisaa was to run a workshop with radio personnel on how to set up and run the listeners associations, their purpose as well as strengthening their capacity in terms of gender and participatory communication. Members of the listeners association would then be chosen from the community in a very participatory manner. The group needs to be representative of the diversity within the community and should not be affiliated with political or religious positions. The participants then come together and listen to the 26 episodes of Change the Tune, discuss the issues raised in a facilitated manner and then in turn raise awareness and generate interest around the programme on air and through informal communication with other members of the community. Planning around the frequency of meetings, time and place for sessions is tabled for discussion. Listening can take place in two ways, individual listening or group listening. Thereafter the discussion takes place in order to reach a better understanding of the problems or issues at hand – looking into the causes, consequences and propositions to act to better the situation. The team \ association, needs to encourage the more silent and marginalized individuals to speak out, not simply to express their opinions, but to understand that what they have to say important.

- Feedback sessions are incorporated into the process. Even though the group is brought together as a result of Change the Tune, it will not solely focus on the radio programme. Rather it will be a community group acting in the best interest of the community. The group will also enable members to share experiences, concerns and needs. This process helps strengthen commitment to the project and gives it a sense of importance.

According to the FAO-Dimitra Project, behaviour change can be seen in the medium term. At this point Nisaa has successfully managed to negotiate with Alex FM to pilot the project in their community.

A monitoring and evaluation session, or feedback session is also built into the process to alleviate the problems that we have had when airing Series one.
Public Awareness and Advocacy

4.4.4 Interface between Violence Against Women and HIV and AIDS

The Interface between Violence Against Women and HIV and AIDS is a programme supported by the Gauteng Department of Health. Over the period under review, Nisaa has managed to reach 12 766 leaders. While this is a fairly large number of people reached, Nisaa was not able to reach its target of 60 000 people. This was the result of a number of challenges. These are noted below:

- Funding for the campaign was only received in the second quarter of the financial year which meant that we could only start the project in July.
- The target audience was changed from community members to women leaders and negotiated to include all leaders, as oppose to the general public as in previous years.
- Peer educators noted great difficulty in managing to secure appointments with organisations, clinics, schools, unions, the SAPS and various other stakeholders, as the identified leaders often felt as if the campaign should have been directed at community members and not leaders as most leaders already know the facts.
- In addition, when approaching organisations and the various other institutions mentioned, peer educators were speaking to small audiences as oppose to the larger audiences in previous years.

While we underperformed quantitatively, qualitatively the work produced was of a good standard. This is evident through the following:

- As a result of the talks and presentations, Nisaa received 72 referrals for people who disclosed that they are in abusive relationships. One specific case which was followed up by one of our social workers in Soweto, was that of an elderly woman who was bed-ridden and being abused by immediate family members. Further to that, 194 people were referred to other organisations and institutions for assistance that Nisaa is unable to provide.
  - Male and female condoms were distributed widely. Approximately 1903 male condoms and 878 female condoms were distributed.
  - Approximately 10 078 educational materials such as pamphlets and leaflets on female condoms were also distributed widely.
  - Further to that, Nisaa has been requested to extend its services to Poortjie, Ivy Park, the Eastrand, Pretoria and a few rural areas as it has been noted that service delivery in these areas are poor.
  - Monitoring and evaluation efforts have highlighted that peer educators were doing a good job in raising awareness and educating audiences. An important suggestion made was for Nisaa to go back and follow up on the audiences that were addressed. This would be good, however it would mean that more funding is required.
  - Feedback from facilitators highlighted the following:
    - The issue of disclosure often renders women helpless as family members either blame them for bringing the illness into their families or turn away from them.
    - Discussions on HIV re-infection and taking responsibility for one’s own safety were brought to the fore. This was followed by discussions on how to use the female condom.
    - Issues around consensual sex and protected sex with an +HIV partner were discussed
    - Issues around the circumcision of men and unsafe practices in this regard also came up
    - Cultural practices and the leadership of the country was also put on the spotlight when issues of polygamy were raised. This is a positive shift in moving discussion to contributing factors of VAW.
    - One discussion saw a male in the audience stand up and encourage other male youth in the audience to walk on the right path, get tested and be safe.
    - Some peer educators highlighted that the information that was given was so enlightening to some audiences where people didn’t even know that they were in abusive relationships. Many discussions have highlighted that abuse was normalized in communities and thought to be a part of marriage and intimate relationships. Women also mentioned that they were afraid to leave abusive relationships or seek help and refuge at shelters as husbands threaten to take other wives and render them homeless. On the other hand in another discussion some men highlighted that women were being abusive to them when they refused to cook and clean for them and when they used their protection orders as a barrier in bed. While other men asked to be engaged further on the issue of violence against women as they wanted to learn more.
    - In some of the sessions, people felt safe enough to open up about their own experiences of abuse.
    - There were also some discussions on children who were raped and the revealing of their HIV status - i.e. whether or not parents can reveal their children’s HIV status to others.
    - Talks with teachers highlighted the problems they are experiencing around teenage pregnancy.
Public Awareness and Advocacy

- The abuse of men has come up as an issue. There is also still a lot of stigma around living with HIV and AIDS. One of our Peer Educators highlighted that older people thought HIV is a disease for the young people and that they were safe therefore they were not using condoms.
- Audiences complained bitterly about the services they received from the police when reporting cases, especially rape. They highlighted that they were mocked.
- The issue of rape within a marriage was also questioned, however the peer educators noted that in any situation, whether married or not, if one person does not consent to sex and is forced in spite of refusing, it is considered to be rape.
- The issue of dating sugar daddies was also raised. It was mentioned that the participant felt neglected by her parents and went looking for comfort outside. There were some vital discussions around rape and secondary victimization of rape survivors especially in the criminal justice system which leads to a very low rate of reporting.
- Some of the talks got people thinking and saw discussions on what communities can do to reduce domestic violence. This is also a positive shift as community members want to take ownership of the problem and attempt to intervene as a community.
- Some discussions highlighted the fact that the media only shows snippets of information and that half truths can be dangerous.
- It is very clear that there is still a need to go out and do these awareness talks as people are still talking about women having more rights than men and discussions around women wearing miniskirts is still looked at as an issue. There is also still a lot of stigma around living with HIV and AIDS. One of our Peer Educators highlighted that older people thought HIV is a disease for the young people and that they were safe therefore they were not using condoms.

- In terms of challenges faced, the following were highlighted:
  - Some peer educators supplemented their discussions with newspaper articles, PowerPoint presentations, charts and other visuals. Some peer educators felt that the provision and demonstration of the use of condoms was also helpful in enhancing the quality of discussions.
  - Many peer educators faced challenges in getting people to sign registers as people are very skeptical about how the information will be used.
  - Peer educators are sometimes told that the statistics they offer are inaccurate as sometimes women report abuse just to get their husbands arrested. Peer educators were not sure how to respond to this statement. As such this was identified as a capacity building area that will be addressed in the future.

The Interface Campaign has been very successful and will be continued by Nisaa during the next financial year. In addition, the intervention is also a very good marketing tool for Nisaa.
Public Awareness and Advocacy

4.4.5 Drumming to End Violence Against Women

The event and subsequent installations until March 2013 received a fair amount of attention from the media. This is highlighted again in the section highlighting media exposure that Nisaa has enjoyed over the course of the year. Another point of note was the partnerships built and maintained over the duration of the campaign. These included:

- Amnesty International
- City of Johannesburg
- PRASA

The roll out took place in 11 railway stations, taxi ranks and public spaces. The 11 sites are listed below:

- Park Station
- Lenasia Shopping Centre
- Yeoville Recreation
- Bara Tazi Rank
- Orlando Railway Station
- Mayfair Railway Station
- Bree Street Taxi Rank
- Zoo Lake
- Constitution Hill
- Wits University Orientation Week
- Rissik Street Bridge

In each place crowds gathered, however, it is difficult to give exact numbers as people came and went. It is estimated that the installations reached thousands of people. At each site material was handed out with the national toll free help line; people were on hand to give information to anyone who asked for assistance; pamphlets of available services were given out; and information about the campaign was made available.

In addition three interactive drumming sessions were held with the youth in the communities in which Nisaa works. The three sessions were attended by 45 youth. The interactive drumming sessions were accompanied by a small workshop of gender and violence in which the following topics were covered:

- A brief introduction of Nisaa
- Gender and gender stereotypes
- Violence in our everyday environment
- Bullying and peer pressure
- Self-esteem
- Introduction to the drumming campaign

The youth really enjoyed the sessions and were active participants of both the gender and violence workshop, and the drumming sessions.

It is hoped that during the next financial year, this campaign will be developed and implemented on a large scale. It is the campaign’s vision to grow the campaign to a national, African and then global campaign where hundreds of drummers in railway stations around the world starting to drum at a particular point in time. In order to achieve this the campaign has become an independent entity with Nisaa on board as one of the partner organisations specially around training on gender.
Section 5

Media
Media

Nisaa has enjoyed a lot of very good media coverage over the year. These are highlighted below.

The radio coverage Nisaa has received over the past year is:

- Lenz FM - 13 interviews were conducted with Lenz FM. Topics highlighted were as follows:
  - Two interviews on Nisaa’s shelter;
  - House in general
  - Gender and Gender Stereotypes;
  - You Like it, I love it” Bollywood musical concert;
  - The Interface Between GBV and, HIV and AIDS
  - Date Rape
  - Three interviews were with women from the shelter or survivors of abuse;
  - Self Esteem;
  - Nisaa's Basadi Pele Project.

- Eastwave FM - 14 interviews took place as follows:
  - The new Trauma Incident Reduction counselling approach that Nisaa is using;
  - Freedom Day;
  - Nisaa's Basadi Pele Project;
  - Child Protection Week;
  - Date Rape;
  - Peer Pressure;
  - Two on Self Esteem;
  - Women’s Month
  - Two interviews on the Men’s March in Lenasia
  - Nisaa also enjoyed six interviews with Radio Islam and one with CII
  - A presenter from Voice of America also interviewed the Director, Dr. Dangor on the issue of rape in India and South Africa. This went out on radio and was then published on their website.
  - The drumming campaign enjoyed the following media exposure:

- Chai FM interviewed a representative from Nisaa and Mehlo-Maya on the drumming campaign
  - Safm;
  - Radio Today;
  - Radio Sonder Grense;
  - Radio 2000;

- Channel Africa;
- Three interviews with Redi Thlabi on 702;
- French Radio;
- Paarl Community Radio;
- Alex fm.

- Redi Thlabi interviewed the Executive Director and a survivor on 702

In addition during the tragic rape and murder that took place in India, Nisaa was interviewed three times – once with a rape survivor, on Eastwave Radio, one with Lenz FM and one interview with Voice of America. In terms of print exposure during this time, Nisaa was cited in Africa News Net, Mombasa.

In terms of print media:

- Nisaa was also featured in the Rising Sun in an article that Nisaa had written about sheltering;
- The drumming campaign found the following exposure through print media:

- Provantage and PRASA – two articles;
- Islamic Relief;
- Aspire WRHI;
- Jozi Kidz;
- Lenasia Times;
- Photograph in the Citizen

Finally, Nisaa also enjoyed television media coverage:

- Cited on Zee News, an international Indian television news channel.
- The drumming campaign was on the following television programmes:

- SABC 1 – Kidz News;
- SABC 2 – weekend live events listing;
- SABC 3 – 3 Talk
- Kyknet interviewed the Executive Director
Section 7

Financials
### INSTITUTE FOR WOMEN’S DEVELOPMENT (NISAA)
(ASSOCIATION INCORPORATED UNDER SECTION 21)

### STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2013

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**Total Assets**

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**RESERVES AND LIABILITIES**

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**Total Reserves and Liabilities**

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## Financials

### Institute for Women’s Development (Nisaa)

**Statement of Financial Position as at 31 March 2013**

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<tr>
<td>Consultants</td>
<td>2 700</td>
<td>86 697</td>
</tr>
<tr>
<td>General Expenses</td>
<td>30 145</td>
<td>39 334</td>
</tr>
<tr>
<td>Insurance</td>
<td>49 307</td>
<td>51 167</td>
</tr>
<tr>
<td>Interest Paid</td>
<td>-</td>
<td>1 485</td>
</tr>
<tr>
<td>Legal Fees</td>
<td>15 104</td>
<td>13 647</td>
</tr>
<tr>
<td>Motor Vehicle Costs</td>
<td>35 965</td>
<td>25 364</td>
</tr>
<tr>
<td>Operations and Strategic planning</td>
<td>2 072</td>
<td>8 744</td>
</tr>
<tr>
<td>Programme Costs</td>
<td>2 354 515</td>
<td>2 326 094</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>44 148</td>
<td>57 354</td>
</tr>
<tr>
<td>Salaries, Wages and Contributions</td>
<td>790 253</td>
<td>1 393 448</td>
</tr>
<tr>
<td>Security</td>
<td>3 697</td>
<td>4 249</td>
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<tr>
<td>Shelter Costs</td>
<td>-</td>
<td>85 944</td>
</tr>
<tr>
<td>Staff development and Training</td>
<td>29 444</td>
<td>158 638</td>
</tr>
<tr>
<td>Stationery, Subscription and Printing</td>
<td>98 764</td>
<td>147 608</td>
</tr>
<tr>
<td>Telephone, Fax and Postages</td>
<td>76 186</td>
<td>84 044</td>
</tr>
<tr>
<td>Travel and Accommodation</td>
<td>121 263</td>
<td>50 995</td>
</tr>
<tr>
<td>Volunteers</td>
<td>11 500</td>
<td>12 632</td>
</tr>
<tr>
<td>Water, Electricity, Rates, and Tax</td>
<td>82 655</td>
<td>73 526</td>
</tr>
<tr>
<td>Workshop, Seminars and Conferences</td>
<td>1 881</td>
<td>18 546</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>2 326 094</td>
<td>57 354</td>
</tr>
<tr>
<td><strong>Surplus For The Year</strong></td>
<td>214 519</td>
<td>385 252</td>
</tr>
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</table>

**Other Comprehensive Income**

- 783 624

**Assets transferred from Nisaa Trust**

- 783 624

**Surplus For The Year**

- 998 143
Nisaa Board of Directors, Staff and Volunteers

8.1  Nisaa Board of Directors

Mr. Gerald Pillay
Mr. Selby Ramolaise
Ms. Ann Naicker
Ms. Aisha Casoojee
Mr. Calvin Baloyi

8.2  Nisaa Staff

Dr. Zubeda Dangor
Ms. Sima Diar
Ms. Jill Shaskolsky
Ms. Eulande Africa
Mr. Naeem Mohammad
Mr. Haroon Hassen
Ms. Moaza Mohamid
Ms. Romila Pillay
Ms. Jabulile Mokale
Ms. Nyasha Mukuwane
Ms. Thembeka Magojo
Ms. Yvonne Xaba
Ms. Thandile Mfene
Ms. Fikile Thusi
Ms. Moonira Baig
Ms. Princess Bhoolu

Executive Director
Advocacy & Research Manager
Counselling & Shelter Manager (until Jan 13)
Counselling & Shelter manager (from Mar 13)
Finance Manager (until June 12)
Finance Manager (from July 12)
Bookkeeper
Shelter Co-ordinator
Child Care Worker
Social Worker, Lenasia (from Nov 2012)
Social Worker, Soweto and Orange Farm
Counsellor, Soweto
Counsellor, Orange Farm
Counsellor, Orange Farm
Contract Trainer
Housemother
Acknowledgements

Nisaa would like to acknowledge the following donors, institutions and individuals for their support over the past year

9.1 Donors

Anglo American
African Women’s Development Fund
Ausaid
Centre for Violence & Reconciliation
Gauteng Department of Social Development
Gauteng Department of Health
IQRAA Trust South Africa
MTN Foundation
Oxfam Canada
Oxfam Germany

9.2 Institutions

A A Wholesalers
Accenture
Azara Secondary School
Azara Secondary School - Mr. Maharaj
Azara Secondary school - Mr. G. C. Pillay
Bhikha Incorporated Attorneys
Casa Mia Biscuits
Central Demolishers
City Fashions Lenasia
DB Cash & Carry
Dunlop Zone
Edura – I Karolia
Grant Thornton – Shavarna Naidoo
HBZ Bank Lenasia
International Food Supplies
Lala Gowen
Lewis Stores
Kariba Fruit & Veg Distributors
Kings Function Hire
Kinsley coldrinks
Khans Butcher
Koogans
Kulfi Lenasia
Jet Printers - Ebrahim
Rago Foods
Ocean Basket - Lenasia
Solomon Ruben and Ann Winer
Educational Trust and Benefit Trust
Saloojees Book Centre
Sensational Creations
Sweet Hyper
Solanki
Lala Gowen
HBZ Bank, Lenasia
Lenz Public Secondary School
Vutomi High School
Ibhongo High School
Aurora Girls High
Lavela Secondary School
Mehlo Maya – Ms. Bobby Rodwell
Ramakrishna Foundation
Sisters Incorporated
Thamsaqa Secondary School
Trinity Secondary School
East Wave Radio – Mrs. Sharita Nanoo
Lenz FM – Mr. Bash Hoosein

9.3 Individuals:

Ms. Jenny Dry
Ms. Tsholofelo Moloi-National Department of Social Development
Ms. Shaida Kazi - Nishtara
Ms. Zebunnesa N Dangor
Mr. S Joseph
Mr. & Mrs Sader
Mr. Mickey Padayachee ANC
Mr. Ismail Vadi
Ms. Fozia Kolia
Mr. Ismail Dawood (LSP)
Mr. Hitish Bhakta
Mrs. Zalboon Casoojee
Mr. Pasu Govender & Team - Signet Terrace
Mr. Kushen Naidoo & Sharon Pillay
-RMS Carriers
Ms. Fatima Essop
Mr. Abdus Samad – Saaberie Chisty
Lenasia
Physical Address: 19 Link Street,
Extension 1,
Lenasia
1827
Telephone: (011) 854-5804/5
Fax: (011) 854-5718

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752 Roodepoort Road (cnr Potchefstroom Road)
Mofolo South
Soweto
1852
Tel / Fax: (011) 984-8928

Orange Farm
Physical Address: TPA Offices
Orange Farm
Tel / Fax: (011) 850 0637
E-mail: contact@nisaa.org.za
Web site: http://www.nisaa.org.za