



# GBVF Health Check

Self-improvement tool to help organisations on their GBVF Maturity Journey

## Purpose

The purpose of this "GBVF Health Check" survey is to help organisations in South Africa assess how they are doing when it comes to GBVF-related behaviours, policies, and practices in the workplace and to identify actions to improve their performance and their alignment with good practices in the field.

## How will the completed surveys be processed?

Individual surveys filled out by members of an organisation will be anonymous. These will be aggregated and shared with the organisation's designated focal person (who registers the organisation on the [www.endinggbvf.org](http://www.endinggbvf.org) website). Results from all participating organisations will be aggregated by municipality, district and province to identify trends and to allow each organisation to compare its results with the aggregated results of its peers.



## Organisation Maturity Levels

| Level 1   | Level 2  | Level 3  |
|---|--|--|
| The organisation has started the gender maturity journey, but more still needs to be done in putting policies in place and working on the organisational behaviour and culture. | The organisation has policies and implements some of these, yet this is not improving the organisational culture and behaviour. The organisation needs to move to action to improve the gender maturity journey. | The organisation is committed to a Big, Ambitious goal that will continuously move the organisation into achieving substantive gender maturity, and there are no limits. |

## Steps

Link to Register  
[www.endinggbvf.org](http://www.endinggbvf.org)

1

### Register the Organisation on [www.endinggbvf.org](http://www.endinggbvf.org)

Someone representing the organisation (Focal Person) registers the organisation on the Amplifier Platform - [www.endinggbvf.org](http://www.endinggbvf.org). In a municipality, for instance, this person can be the Gender Focal Person, the HR Manager, the Mayor, or any other official responsible for gender-related work.

As part of the registration, the focal point will fill out general information about the organisation, and they will complete one GBVF Health Check survey.

2

### Ask colleagues in the organisation to fill out the survey

When they complete the first survey, the focal person will receive an automated verification mail with a unique survey link to their organisation. The focal person will forward the link to others in the organisation.,

The link will be embedded in a draft email, asking colleagues to complete the survey within ten days. It will also reassure them about their anonymity and the importance of answering questions candidly (the purpose of this survey is not to judge the organisation but to guide its improvement efforts). The Focal Person can forward the email with a cover note, or they can customise it and send it out to all in their organisation.

3

### Share Results with Others in the Organisation

One month after the initial email, the Focal Person will receive the aggregated results of all the submissions from their organisation. This will include links to resources to help the organisation improve its score in targeted areas.

The Focal Person will receive guidance to conduct a similar process every quarter. This will help the organisation track progress on its self-improvement journey.