

GABORONE CITY COUNCIL

GENDER ACTION PLAN

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Gender Policy Framework									
Strategic objective: Increase the local authority's level of awareness around national, regional, international commitments that the country has made especially the Post 2015 SADC Protocol on Gender and Development, SDG s and the National Gender Policy.									
<i>What is the current level of awareness?</i> 50%	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	State Parties shall develop and strengthen specific laws, policies and programmes to achieve gender equality and equity.	<i>Proportion of GBV cases reported. Number of cases reported to the police per year.</i>	Gaborone Community	Information dissemination through workshops and seminars	An informed community on Gender issues.	Gaborone City Council gender committee	31 March 2018	
<i>Has a gender policy framework been drafted and approved?</i> Yes it has been aggregated.		Laws and policies put in place to enable women to have equal opportunities with men to participate	N/A	N/A	N/A	N/A	N/a	N/A	N/A
<i>Has a gender</i>			An active Gender	Council and	Implementation	Increased	Council	31 March	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>action plan been drafted and approved?</i> Yes, there is action plan			Action Plan had been drafted	other Stakeholders	of the approved action plan.	Awareness on Gender Issues.	gender Committee, and other stakeholders.	2018	
<i>Does the local authority have a Gender champion at political level?</i> The Gender Champion is the Deputy Town Clerk in the Administrative wing			The Gender Champion is in place. He is the Deputy Town Clerk – Technical Services. Council has a Gender Committee Council has Gender commissioner-she is honourable councillor	Council, Community and Stakeholders	Influencing the Council Management in driving Gender Activities.	Gender aware Council and community on Gender responsive plans.	Council Gender Committee	31 March 2018	
GOVERNANCE									
Representation									
Strategic objective: To ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures by 2030.									
<i>What is the % of women councillors in the local authority?</i> 22%	End all forms of discrimination against all women and girls	State Parties shall, ensure <u>equal and effective representation</u> of women in	Increased support of women in politics	Women	Lobbying for the support of women in politics	Increased number of women in decision making positions	- Gender Committee -Gender commissioner -Gender champion	2019	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	everywhere by 2030	decision making positions in the political, public and private sectors including through the use of <u>special measures</u> as provided for in Article 5.							
<i>What proportion of women councillors are there in leadership positions in the local authority, e.g. as chairs of committees?</i> 15% of women councillors are in leadership positions.			50% of women in politics are in leadership positions i.e. chairing committees.	Women in council	Training and development	Confident and influential women councillors.	Council leadership	2018	
Strategic objective :To educate communities and raise awareness about the importance of women's equal representation in local authorities									
<i>Has there been a 50/50 campaign or any other awareness raising on women's equal participation?</i> 50/50 campaigns to be conducted	Ensure women's full and effective participation and equal opportunities for leadership at all levels of	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important	Planned 50/50 campaign would be held by 2018. Percentage of local authority committees chaired by women: 22%	Women and youth	-workshops -women pitso -kgotla meetings	Informed women and youth	Gender committee	2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
with the assistance from Gender links and council contribution as well.	decision-making in political, economic and public life	component of democracy and good governance.							
Political participation									
Strategic objective: To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.									
<i>Is there a platform where women from different political parties come together to discuss their concerns?</i> Currently there is no such forum	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming .	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Has any networking been done with other women's platforms at other levels e.g district, provincial and national?</i>				N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Yes, There is Pitso ya Bomme									
Strategic objective : To empower women councillors to advocate for gender equality									
<i>Has there been a skills audit? What kinds of skills exist?</i> Yes this has been done through public speaking and participation in gender activities.	Enhance the use of enabling technology , in particular information and communications technology , to promote the empowerment of women	Building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Taking a lead in advocating for gender activities and issues affecting women	Women councillors	Training, Pitso, wellness campaigns, women's forum and commemorations.	informed women leadership	-Gender committee -BALA -Gender commissioner -Gender Links	2018	
<i>What training has already been done?</i> Council leadership workshops, Gender Responsive Budgeting workshops			Participation and engagement of leadership in Gender activities	Women Councillors	Training	Informed leadership	-Gender Committee	2018	
Strategic objective : To empower men on gender issues and mobilise their support									
<i>What training has already been done – how many men</i>		By 2030, State Parties must ensure the inclusion of men in all	Less cases of GBV in the community	Men and boys	Training	Capacitated men and boys	Gender Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>participated?</i> 70% -Pitso ya Borre -Sexual Reproduction - International Men's Day commemoration		gender-related activities, including gender training and community mobilisation.							
<i>How many dialogues with male Cllrs have been held?</i> None. Planned to host one			Number of male councillors attending dialogues	Male councillors	Having male councillors dialogue on Gender issues	Awareness of male councillors on Gender issues	Gender committee	2018	
Public participation									
Strategic objective : To ensure that women and men participate equally in local government and community matters									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>What is the representation of women and men in ward committees?</i>	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	By 2030 ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.	Percentage of women and men in ward committees	Women and Men	Consultation through community forums	Capacitated men and women	Gender Committee, stakeholders	2018	
<i>Are there gender disaggregated statistics on the consultative meetings?</i> Yes		Women and men participate equally in all governance structures.	Gender or sex disaggregated data available (attendance registers)	Men and Women	Encouraging equal participation of men and women in meetings	Equal participation of men and women in meetings	Gender Committee. Council departments	2018	
<i>Have any meetings or forums been conducted with men's</i>		Ensure the inclusion of men in all gender related activities,	Number of meetings with men groups.	Men and boys	Ensure that men are trained and participate equally in	Gender mainstreaming in the community	Gender committee. Council departments	2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>groups?</i> Yes. -Pitso ya Borre. - International Men's Day. -Football tournament		including gender training and community mobilisation.			Gender issues.				
PLANNING									
<i>Strategic objective : To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.</i>									
<i>Is the local authority's strategic plan gender aware?</i> Yes there is gender mainstreaming in both operational and strategic plans.			An analysis and review of strategic plan by gender forums, and number of men and women involved in reviews.	Council	Implementation of the adopted strategic plan.	Fulfilled objectives	Gender committee -council reforms personnel	2018	
<i>Strategic objective: To ensure that women are consulted about their needs when drawing up Council plans.</i>									
<i>Has the gender desk been</i>		Equal participation of women and	Include views of women and men in the strategic	Council employees	Drawing of Performance Development	2 meetings of budget and Performance	Leadership and Gender Committee	2017/18	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)	
<p><i>involved in the strategic planning process? Have the views of women and men been taken into account in the plan?</i></p> <p>Yes, the Gender Focal Person and Gender committee was involved in council strategic planning</p>		men in policy formulation and implementation of economic policies.	plan		Plan of 2016/17	Development Plan.				
EMPLOYMENT PRACTICES AND ENVIRONMENT										
Strategic objective: <i>To increase the representation of women employed in the local authority by 2030.</i>										
<p><i>What steps have been taken to prioritise gender equity in performance plans?</i></p> <p>Gender</p>	By 2030, achieve full and productive employment and decent work for all women	States shall conduct time use studies, adopt policy measures to recognize and value unpaid care and	Parties shall use adopt measures to unpaid and	Percentage of women in leadership positions with a bearing on economic decision making.	Managers	Encourage executives to empower women	More women in higher position	HR & Admin	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
sensitive staff development programmes are currently in place.	and men, including for young people and persons with disabilities, and equal pay for work of equal value	domestic work through the provision of public services and infrastructure, and promote shared responsibility between men and women to ease the burden of multiple roles played by women.							
<i>What are the current gender statistics of employees in the local authority?</i> Management Position: 2-females and 11-males. Non-managerial staff: 903 males and 958 females		State Parties shall further implement the provisions on the multiple roles of women in accordance with the SADC Protocol on Employment and Labour	Percentage of women and men in relevant management positions in the various departments in the local authority.	Managers	Encourage executives to empower women	More women in higher position	HR & Admin	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>What % men and women occupy management positions – what is the breakdown per department?</i></p> <p>Management Position: HR & Admin: 1 Female; Social Services: 1 female; Finance: 1 Male; Audit: 1 Male; Environment: 1 Male; Engineering: 1 Male; Buildings: 1 male. Legal Services: 1 Male Town clerk 1male</p>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Deputy town clerks 2 males									
Selection and recruitment									
Strategic objective: To ensure that the recruitment and selection process offers equal opportunity to women.									
<i>What kind of employment equity plan is in existence?</i> The employment policy is in place and there is equal opportunity for both men and women to apply for jobs	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all	State parties shall undertake reforms to give women equal rights, and opportunity to economic resources and control and ownership over productive resources, land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.	50/50 employment criteria	Women	Panel for promotion and recruitment should be gender balanced. Encourage women to apply for jobs that are believed to be men dominant.	50/50 proportion in the work place.	Human Resource	On-going	
<i>What are the targets for ensuring women's equal representation at all levels?</i> 50/50 by 2018	women and girls at all levels								
<i>Has gender been</i>		Eradication of occupational	Adopted policies that give	Women, youth, people	Adherence to the	Special ground would be	Procurement office	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>incorporated into policies and processes?</i> Yes, there is Local Procurement Scheme and awarding of micro procurement tenders.		segregation and all forms of employment discrimination.	preferences to women, youth and people with disability.	with disability	procurement policy by the procuring entity.	empowered			
<i>Are women and men paid equally for the work they do?</i> Yes they are paid equally	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal	States Parties shall, with regard to the special measures provisions in Article 5, develop strategies to ensure that women benefit equally from economic opportunities, including those created through public procurement processes	Stipulated standard salary scales	Local Authority employees	Implementation of the salary structures	Equal paid women and men	HR & Finance Department	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	value								
<p><i>What is the policy on maternity leave and paternity leave?</i></p> <p>In terms of the Labour Act, three months maternity leave and breastfeeding periods as per the Labour Act as well. No paternity leaves are being granted.</p>	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Women are given maternity leaves and lactating period.	Women in Local authority	Implementation of maternity leave mothers are given lactating period.	Healthy women at the workplace	Human Resource	On-going	
Capacity building									
Strategic objective: To ensure that training is done to educate all employees and community groups on gender									
<p><i>What training has already been done?</i></p> <p>Gender committee has been trained.</p>		State Parties shall review, amend and enact laws and policies that ensure women and men have	Number of workshops, talk shows and meetings held	Local authority employees and the community	Conducting management workshops, orientation of gender focal persons, kgotla meetings, talk	Well informed and gender sensitive leadership, employees and community	-Gender committee -Gender links	2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Males to be trained on gender issues. Females to be trained on GBV		equal access to wage employment, to achieve full and productive employment, decent work including social protection and equal pay for work of equal value for all women and men.			shows, and commemorations				
Work conditions and environment									
Strategic objective: Address issues of sexual harassment in the local authority.									
<i>Is there a sexual harassment policy in existence?</i> There is a section in the Public Service Act that regulates the code of conduct in the Public Service.	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of	States Parties shall: by 2030, enact and enforce legislation prohibiting all forms of gender based violence;	Percentage of women and men experiencing sexual harassment in the workplace.	Local authority employees	Implementation of the section in the Public Service Act. Establishment of friendly reporting platforms	Informed employees on the issues of sexual harassment. Freedom to report incidences of sexual harassment.	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>What kind of safety measures are in place currently?</i></p> <p>There is disciplinary hearing board in Council</p>	exploitation	Ensure that perpetrators of gender based violence, including domestic violence, rape, femicide, sexual harassment, female genital mutilation and all other forms of gender based violence are tried by a court of competent jurisdiction	To ensure the copy of Public Service Act is available to every department	Local authorities employees	Implementation of the Sexual Harassment policy as well as Public Service Act.	Informed employees	Local authority	On-going	
LOCAL ECONOMIC DEVELOPMENT									
Strategic objective : <i>To facilitate access to equal employment opportunities</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>Is there gender disaggregated data on jobs created through the local authority's local economic development activities?</i></p> <p>Yes</p>	Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	By 2030, review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	% of women, youth, people with disabilities having access to jobs created by Councils.	Women, youth, people with disabilities	Create a gender disaggregated data to fast track the uptake of target groups. Creating positive discrimination procedures to accommodate the uptake	Equal employment opportunities for women, youth and people with disabilities	Local authority	Ongoing	
	By 2030, ensure that all								

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including but not limited to								

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	microfinance as a the primary source of access.								
Strategic objective : <i>To provide gender aware support to the emerging business sector including micro enterprise</i>									
<i>How gender aware is the local authority's assistance to the development of local businesses with an emphasis on emerging businesses?</i> There is ongoing training of micro businesses funded under the poverty eradication scheme.	By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural	State parties shall by 2030, adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.	Programmes in place to support entrepreneurship development; especially for women, youth and people with disability	Women, men, youth and people with disabilities	Implementation of the local economic programmes and gender mainstreaming	Informed on issues of economic empowerment programmes	Local authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	resources, appropriate new technology and financial services, including but not limited to microfinance as the primary source of access.								
Strategic objective : To ensure that women and men have equal access to appropriate financial resources									
Does the local authority have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? Yes Council has influence over financial	By 2030 ensure that men and women have access to appropriate and inclusive financial services and that these are designed and implement	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and	Number of emerging entrepreneurs that have succeeded in securing funding for their business.	Women, men, youth and people with disabilities	Referrals of target groups and provision of supportive documents to assist the target groups to secure financial assistance	Informed and empowered entrepreneurs. Financed businesses for women, men, youth and people with disabilities.	Local Authority LED financial schemes	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
scheme institutions e.g. LEA, Gender Affairs, CEDA.	ed to address the access to finance barriers faced by women in particular.	training as men.							
Strategic objective: To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.									
Does the local authority have any technology schemes or influence over any technology schemes to assist LED? Are these gender aware? NO.		Ensure that women have equal rights to access training and opportunities in technological fields such as IT and engineering.	N/A	N/A	N/A	N/A	N/A	N/A	
1. Procurement									
Strategic objective: To ensure that women benefit equally from the procurement processes which they have historically been excluded from.									
<i>What proportion of the local authority's tenders over the last year</i>	By 2030, empower and promote the social, economic	State Parties shall, by 2030, and with regard to the affirmative action	Workplace instruments put in place to facilitate equal participation of men, women,	Men, women, youth, people with disabilities	Training of target groups on procurement processes. Reserved	Equitable distribution of tenders to the target group	Local authority	ongoing	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)	
<p><i>went to women? Is there a policy and or point system in place to redress gaps?</i></p> <p><i>Council uses a quota system to award tenders and quotations to redress gaps</i></p>	<p>and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.</p>	<p>youth, people with disability in tendering processes</p>		<p>percentage of tenders to the target group for equitable distribution</p>					
		<p>States Parties shall, by 2030, review their national trade and entrepreneurship policies, to make them gender responsive</p>								
		<p>State parties shall by 2030, undertake reforms to give women equal rights, and opportunity to economic</p>								

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		resources and control and ownership over productive resources, land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.							
2. CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT									
Strategic objective: <i>Ensure that the local authority understands the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change by 2030.</i>									
<i>Has there been a gender aware audit done of climate change and its effects and or likely effects?</i>	Promote mechanisms for raising capacity for effective climate change-related planning and management	State Parties shall: (a) develop policies, strategies, and programmes to address the gender issues in Climate	N/A	N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	nt in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities	Change in accordance with the SADC Protocol on Environment and Sustainable Development. (b) conduct research to assess the differential gendered impacts of climate change and put in place effective mitigation and adaptation measures.							
		State Parties shall by 2030 should provide		N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		access to clean water and renewable energy technologies to all households, particularly to rural women, including by investing in and promoting the development of alternative safe and clean energies (such as hydropower and solar) in order to reduce reliance on non-sustainable energy sources.							
Strategic objective: To involve women, as key stewards of the environment, in environmental preservation									
<i>Are women involved in drawing up policies and plans for</i>	Improve education, awareness-raising and	State Parties shall design gender responsive capacity	N/A	N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>"going green"</i>	human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	building, education, and training on environmental management, and climate change for sustainable development initiatives							
Strategic objective: To involve women in projects and green business ventures, e.g. waste management.									
<i>Are there any green business ventures?</i>	By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production	State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for environmental management, disaster reduction especially on climate change for sustainable development.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Are there any Programmes and workshops to increase knowledge on improving climate change?</i> No	, that help maintain ecosystem		N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Are there any Programmes</i>			Types and number of school programmes on	School youth	Innovation of green school projects.	Improved attitudes towards sustainable	Schools Local authority	Ongoing	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>targeting young people on sustainable greening?</i> yes	s, that strengthen capacity for adaptation to climate change,		sustainable greening		Quizzes, essays on sustainable greening	climate change	Climate change partnerships		
<i>Are there any policies on sustainable development ?</i> No	change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.		N/A	N/A	N/A	N/A	N/A	N/A	N/A
Strategic objective: To take into account the needs of women in emergencies and disasters.									
<i>How gender aware are existing disaster management plans?</i> The district disaster management takes into consideration		State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for	Equal number of women and men assisted on emergencies and disasters	Women, men	Budget allocation for emergency relief	Women, men assisted according to their needs during emergencies and disasters	Local authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
both men and women therefore it is gender aware.		environmental management, disaster reduction especially on climate change for sustainable development							
6. INFRASTRUCTURE AND SOCIAL DEVELOPMENT									
a. Housing									
<i>Strategic objective: To promote the equal rights of women to land tenure</i>									
<i>What proportion of stands is owned by women, men, youth, Elderly & People with Disability?</i>	By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of land allocated to men and women	Men and Women	Encourage women to apply for land in large numbers	Women would have access to shelter and basic services	Local Authority	Ongoing	
<i>Strategic objective: To women's equal access to housing.</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>Do any policies exist to ensure women's access to land tenure? Yes: Land Allocation criteria is based on the requirements, therefore it is gender sensitive.</i>	Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	State parties shall by 2030, review all policies and laws that determine access to, control of, and benefit from, productive resources by women in order to: End all discrimination against women and girls with regard to water rights and property such as land and tenure thereof;	Women would have access to land allocation	Women	Adhere to set standard and policies for land allocation	Women would have access to land tenure	Local authority	On-going	
<i>What kind of consultation process exists in</i>	By 2030, ensure access for all too		Active policies approved by Local Authority	Women	Adaptation, implementation and review of policies	Well informed women	Local authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>residential design? Holistic consultations of stakeholders through EIA, sensitization meetings with stakeholders.</i>	adequate, safe and affordable housing and basic services and upgrade slums.								
b. Water and sanitation									
Strategic objective: <i>To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services</i>									
<i>What services are currently being provided and at what cost? Council assists the registered less privileged people with Water and sewer reticulation expenses e.g. payment</i>	By 2030, achieve universal and equitable access to safe and affordable drinking water for all	State parties shall by 2030, review all policies and laws that determine access to, control of, and benefit from, productive resources by women in order to: .End all discrimination against women and	Number of less privileged people with access to portable and good sanitation	Less privileged groups i.e. orphans, destitute persons and people with disabilities	Payment of water connection and sanitation	Benefit and access to basic water and sanitation	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>of bills and connection of water and sewer reticulation to orphans, people with disability and destitute persons.</i>		girls with regard to water rights and property such as land and tenure thereof.							
<i>What kind of consultation process has there been in the past? Participatory and holistic approach</i>	By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable		Quarterly beneficiary meetings	Destitute persons and people with disabilities	Convening quarterly consultation meetings with beneficiaries	Well informed community	Local Authority	On-going	
<i>What is the percentage total coverage (urban and/or rural) of sanitation facilities? 80% urban</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	situations								
c. Social development									
Strategic objective: <i>To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.</i>									
<i>What kind of work is/ has been done with women, men, youth ,Elderly & People with Disability? Formation of various sporting activities through the wellness program.</i>	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women, men partaking in sports	Women, men	Established sporting codes Quarterly wellness activities. Provision of gym rooms and aerobics sessions	Healthy women and men and accessibility of sporting facilities.	Local authority	On-going	
7. ENDING GENDER BASED VIOLENCE									
Prevention									
Strategic objective: <i>To contribute to the SADC Gender Protocol target of reducing current levels of gender violence by 2030.</i>									
<i>What are the current statistics on</i>	Significantly reduce all forms	State Parties shall by 2030 adopt	Proportion of GBV cases reported to the Local	GBV survivors	Develop a tracking tool for GBV cases	Have a tracking tool in place	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>GBV in the local authority?</i>	of violence and related death rates everywhere.	integrated approaches, including institutional cross sector structures, with the aim of eliminating current levels of gender based violence.	Authority per year		Psychosocial support activities in place				
Public awareness campaigns									
Strategic objective: To educate communities to challenge and eradicate gender based violence.									
<i>How has the local authority participated in awareness campaigns in the past?</i> Yes. Commemoration of the national 16 Days of Activation against GBV, <i>Has the local authority actively</i>		States Parties shall, review, reform and strengthen their laws and procedures applicable to cases of sexual offences and gender based violence.	Number of activities held	Community	Educate the community through workshops and meetings	Informed community	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>participated and promote the 16 Days Campaign in the past?</i> Yes, attending and participating in commemoration of activities.									
<i>Has the local authority in any way provided gender awareness education programmes to men and women?</i> Yes, through workshops and meetings		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	Number of people reached (attendance register)	Women and men	Hold workshops to reach highly populated areas	Community talk shows, kgotla meetings, sports tournament, youth activation	Local Authority	On-going	
Response									
Strategic objective: To implement actions that are effective in responding to GBV in your local authority									
<i>To what extent has the local authority promoted the</i>	Eliminate all forms of violence against all women	Put in place harmonised data collection mechanisms to improve	Number of women trainees imparted skills.	Women	Enrolment in different training portfolios	Empowered women in the business arena	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>economic development of women to reduce their reliance on others to support themselves?</i> Training of women to equip them with life skills through Home Economics unit	and girls in the public and private spheres, including trafficking of persons and sexual and other types of exploitation	<u>research</u> and reporting on the types and modes of trafficking to ensure effective programming and monitoring.							
<i>What is the state of street lighting in the local authority?</i>		By 2030, enact and enforce legislation prohibiting all forms of gender based violence.	Number of functional streetlights	Community	Inclusion of maintenance replacement and new installation of streetlights in the re-current budget	Continuously functional streetlights. Reduction in crime	Local authority	On-going	
		State Parties shall develop strategies to prevent and eliminate all social, cultural and harmful practices, such as child							

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		marriages, forced marriage, teenage pregnancies, and female genital mutilation.							
Support									
Strategic objective: To implement a plan and actions that supports survivors of GBV.									
<i>What steps has the local authority taken to economically empower women who have experienced GBV?</i> Survivors are enrolled in poverty eradication Programme or referred to Gender affairs for bigger projects			Number of empowered GBV survivors	Women	Assessment, training and funding of GBV survivors	Empowered and independent GBV survivors	Local Authority	On-going	
<i>Are any of the police stations</i>		State Parties shall, by 2030, review and	Number of private rooms available within	Women	Lobbying for private rooms. Adherence to	Better handling of GBV cases	Police, Gender committees	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>within the local authority equipped (private room, female officers etc.) to deal with cases of GBV?</i>		reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence to eliminate gender bias.	the Police stations		Gender ethics		and NGOs		
		Ensure justice and fairness are accorded to survivors of gender-based violence in a manner that ensures dignity, protection and respect							
<i>How many places of safety and care are there within the local authority?</i> There is one centres in the Local		By 2030, State Parties shall establish special counselling services, legal and police units to provide dedicated and	N/A	N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Authority which acts as a place of safety in terms of emergencies		sensitive services to survivors of gender based violence.							
<i>How many counselling facilities are there within the local authority?</i> The Social and Community Development Department provides counselling services to the community as part of their mandate.			N/A	N/A	N/A	N/A	N/A	N/A	N/A
Strategic objective: To ensure information on support to GBV survivors is accessible.									
<i>What publications and information</i>		State Parties shall by 2030; Provide	Number of people coming forth to various centres of	Community	Continuous dissemination of information	Informed community	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>exists on where to get help, and how is this being disseminated currently?</i> Information is disseminated during Council Open Days, commemorat ions and kgotla meetings		accessible information on services available to survivors of gender based violence.	assistance (e.g. Council and Police Stations)						
Coordination									
Strategic objective: To ensure that efforts to address GBV are conducted in a coordinated manner									
<i>Is there a multi sector committee for addressing GBV in the local authority?</i> Yes, we have council Gender Committee		Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence half by 2030.	Existence of gender committee	Community	Quarterly meetings held for the committee Reduced GBV in the workplace	GBV plans and activities overcome	Gender Committees	ongoing	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Budget allocation									
Strategic objective: To ensure that Local authorities commit budgets and resources to addressing GBV									
<i>Is there a budget line for addressing GBV in the Local authority?</i> No. activities done only through mainstreaming		Ensure gender sensitive budgets and planning, including designating the necessary resources towards initiatives aimed at empowering women and girls	Evidence of mainstreamed activities.	Community	Workshops and seminars held	Positive response towards zero tolerance for GBV	Gender committee	On-going	
Monitoring and evaluation									
Strategic objective: To ensure that efforts to address GBV are monitored and evaluated									
<i>What documents on GBV are used by your local authority to inform evidence based programming?</i> -Social media	By 2020, enhance capacity-building support to developing countries, including for least developed countries and small	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of awareness incidences	Community	Information dissemination	Informed community and decrease in GBV cases	Local authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
and the media at large	island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts								
Best practices									
Strategic objective: To showcase best practices to end GBV									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Has the local authority ever showcased GBV case studies at GL Summits or other platforms? Yes, 2016, the local authority participated in the GL summits , together with its initiative project of Mosadithari			Number of summits attended and projects presented	District, National and Regional Summits	Showcasing Gender cases at summits	Case studies shared	Local authority	On-going	
8. VISIBILITY AND COMMUNICATIONS									
Strategic objective: To give visibility to the COE process and to the local authority's commitment to advancing gender equality.									
<i>Is the local authority's COE status visibly displayed?</i> <i>Yes: The council attends gender links activities and</i>		State Parties shall by 2030, ensure that women and men can equally access and afford ICTs including internet and hardware	<i>Number of processes noticeable</i>	Community	Gender related programmes on media	Visibility of Centre of Excellence	Local Authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>community workshops, commemorations, meetings, and community platforms</i>									
<i>Is the local authority's website linked to the COE page and vice versa? No.</i>			N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Is the local authority an active member of the Community of Practice? No.</i>		Build/ strengthen the capacity of media practitioners and the general public to enhance their awareness on gender equality in communication and information, including through social	N/A	N/A	N/A	N/A	N/A	N/A	N/A

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		media							
<i>No of case studies presented at summits?</i> Two case studies namely: Best Practice, COE work			<i>Number of case studies presented</i>	Summits	To present case studies at summits	Increased and improved evidence for progressive development	Local Authority	ongoing	
9. GENDER MANAGEMENT SYSTEM									
Gender structures									
Strategic objective: To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.									
<i>Has any work been done in the establishment of structures?</i> Yes, there exists a Gender committee, gender focal person, gender commissioner and gender champion	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions	Establish and strengthen structures to enhance gender mainstreaming .	Number of meetings held	Community and the work force	Implementation of the Gender Action Plan through these structures	Improved Gender mainstreaming at the organizations and local authority	Local Authority	On-going	
<i>Is the Gender Management</i>			Number of platforms where Gender work is	Work force	To increase and strengthen publications	Increased numbers of people	Local authority	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>System known, has it been publicised?</i> Yes, the committee was chosen by council management after briefing and approved request to train the committee	at all levels		reported			knowledgeable about Gender Management Systems			
<i>Is there a committee in the local authority responsible for gender?</i> Yes, council has a fully-functional gender committee which has an activity plan			Number of meetings; schedule of meetings, record keeping, reduced cases, functional facebook page.	Work force and community	Implement the Action Plan; Implement a monitoring and evaluation system to ensure the sustainability of the committee and its action plan.	Reduced GBV cases; Educated community and work force on Gender issues	Local Authority	On-going	
<i>Has gender been written into the performance</i>			Signed Performance Agreements between the	Senior Managers, GFP and departmental	Lobbying for inclusion of gender work in performance	Visibility of gender work in performance plans	Committed workforce to gender work	2017/2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>agreements of senior managers and GFP?</i>			employer and the implementer	focal persons	plans				
Budget, monitoring and evaluation									
Strategic objective: To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.									
<i>Does sex disaggregated data exist? Is it applied?</i> Yes. It applied in most departments		Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Existence of sex disaggregated data	Work force	Educate work force on the importance of keeping sex disaggregated data. Encourage Managers to instruct subordinates to maintain sex disaggregated data.	All departments maintaining sex disaggregated data	Local Authority	On-going	
Strategic objective: To ensure that resources are being allocated to gender priorities.									
<i>Are there direct or budget allocations for advancing gender equality?</i>		Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of	Allocation in the Council re-current budget	Work force and Community	Implement Monitoring and Evaluation to make informed budget decisions	A practical budget for an achieved Gender Action Plan	Local authority	2017/2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>Do women and men benefit equally from budget allocations?</i> Yes, they benefit equally</p>		all spending should reflect how resources have been allocated to all gender groups.	Number of beneficiaries	Women and men	Implementation of Gender responsive budget	Reduced GBV cases, informed community on Gender issues and Gender equality.	Local authority	On-going	