

SELEBI PHIKWE TOWN COUNCIL

GBV ACTION PLAN 2017/18

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>	Selebi Phikwe Community	Increase Gender knowledge on human rights and policies through capacity building workshops, training and meetings.	An informed community on Gender issues.	Selebi Phikwe Town Council Gender Committee, Selebi Phikwe Town Gender Committee and other stakeholders.	31 March 2018	P15 000.00
<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 action plan been drafted and approved?</i> Yes, there is an			An active Gender Action Plan had been drafted and approved by the Local Authority.	Council and other Stakeholders	Implementation of the approved action plan.	Increased Awareness on Gender Issues.	Lobatse Town Council Gender Committee, and other	31 March 2018	P60 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
approved action plan							stakeholders.		
<p>Does the local authority have a Gender champion at political level?</p> <p>The Gender Champion is the Controller of Fire Services in the Administrative wing</p>			<p>The Gender Champion is in place. He is the Controller of Fire Services.</p> <p>Local Authority has a Gender Committee targeting the Management through Gender Campion since he had influence in the Council management.</p> <p>The Council Mayor is the Ex-officio member and in full support of the Gender Committee and Gender Activities.</p>	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	P2 500.00
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</i>	End all	State Parties	Increased	Women	Lobbying for	Increased	-Selebi	31 March	P2 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>women councillors in the local authority?</i> 38%	forms of discrimination against all women and girls everywhere by 2030	shall, <u>ensure equal and effective representation</u> of women in 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.	support of women in politics		the support of women in politics and private sector positions to reduce the gap between women and men.	number of women in decision making positions	Phikwe Town Council Gender Committee -Town Mayor.	2018	
<i>What proportion of women councillors are there in leadership positions in the local authority, e.g. as chairs of committees?</i> 67% of women councillors are in leadership positions. Therefore the proportion is 4:2			60% of women in politics are in leadership positions i.e. chairing committees.	Women in councillors	Training and development	Confident and influential women councillors. Women decision makers.	Selebi Phikwe Town Council leadership	31 March 2018	P10 000.00
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> Yes 50/50 campaigns were conducted in	Ensure women's full and effective participation and equal opportunities for	Legislative measures and public awareness campaigns to emphasise that women's representation and	Planned 50/50 campaign would be held in June 2017. Percentage of local authority committees	Women, Men and youth	Awareness campaigns	Understanding the concept of 50/50	Selebi Phikwe Town Council Gender Committee	31 March 2018	P12 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
2013.	leadership at all levels of decision-making in political, economic and public life	participation are an important component of democracy and good governance.	chaired by women: 30%						
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> No									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Strategic objective : To empower women councillors to advocate for gender equality									
<i>Has there been a skills audit? What kinds of skills exist?</i> There is none	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 - wellness campaigns and Commerations	Well informed women leadership	-Gender committee -BALA -Gender Links	31 March 2018	P15 000.00
<i>What training has already been done?</i> Council leadership workshops, Gender Responsive Budgeting workshops were done in 2010.			Participation and engagement of leadership in Gender activities	Women Councillors	Training of the new Council leadership	Informed leadership	-Gender Committee -Gender Affairs	31 March 2018	P12 000.00
Strategic objective : To empower men on gender issues and mobilise their support									
<i>What training has already been done – how many men participated?</i> Nothing has been done. It is in the plan.		By 2030, State Parties must ensure the inclusion of men in all gender-related activities,	Less cases of GBV in the community	Men and boys	Training to be done	Capacitated men and boys	Gender Committee and Men's Sector	March 2018	P15 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>How many dialogues with male Cllrs have been held?</i> None. Planned to host one		including gender training and community mobilisation.	Number of male councillors attending dialogues	Male councillors	Having male councillors dialogue on Gender issues	Awareness of male councillors on Gender issues	Gender committee Men Sector	March 2018	P5 000.00
Public participation									
Strategic objective : To ensure that women and men participate equally in local government and community matters									
<i>What is the representation of women and men in ward committees?</i> 82% women and 18% men.	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	Enhancement of men and women	Capacitated men and women	Gender Committee	March 2018	P10 000.00
<i>Are there gender disaggregated statistics on the consultative</i>		Women and men participate equally in all	Gender or sex disaggregated data not available.	Men and Women	Formulate attendance Register disaggregating	Equal participation of men and women in meetings	Gender Committee	April 2017	P1 500

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>meetings?</i> NO.		governance structures.			participation of men and women in meetings				
<i>Have any meetings or forums been conducted with men's groups?</i> No		Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Number of meetings with men groups.	Men and boys	Ensure that men area trained and participate equally in Gender issues.	Gender mainstreaming in the community	Gender committee	2017	P5 000.00
PLANNING									
Strategic Objective: <i>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			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	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
and strategic plans.									
Strategic objective: <i>To ensure that women are consulted about their needs when drawing up Council plans.</i>									
<i>Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into account in the plan?</i> No the Gender Focal Person and Gender committee was not involved in council strategic planning		Equal participation of women and men in policy formulation and implementation of economic policies.	Include views of women and men in the strategic plan	Community	Drawing of Performance Development Plan of 2018/19	2 meetings of Budget and Performance Development Plan.	Leadership and Gender Committee	2017/18	P15 000.00
EMPLOYMENT PRACTICES AND ENVIRONMENT									
Strategic objective: <i>To increase the representation of women employed in the local authority by 2030.</i>									
<i>What steps have been taken to prioritise gender equity in</i>	By 2030, achieve full and productive	States Parties shall conduct time use studies, adopt	Percentage of women in leadership positions with a	Managers	Encourage executives to empower women	More women in higher position	HR & Admin	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>performance plans?</i></p> <p>Staff development programmes are silent on earmarking female employees to posts however we have some females in management positions.</p>	<p>employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>policy measures to recognize and value unpaid care and 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.</p>	<p>bearing on economic decision making.</p>						
<p><i>What are the current gender statistics of employees in the local authority?</i></p> <p>Management Position: 8-females and 10 males. Non-managerial staff: 350 males and 367 females</p>		<p>State Parties shall further implement the provisions on the multiple roles of women in accordance with the SADC Protocol on Employment and Labour</p>	<p>Percentage of women and men in relevant management positions in the various departments in the local authority.</p>	<p>Managers</p>	<p>Encourage executives to empower women</p>	<p>More women in higher position</p>	<p>HR & Admin</p>	<p>On-going</p>	<p>P0.00</p>

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 Female; Audit: 1 Female; Environment: 1;Female Engineering: 1 Male; Buildings: 1 male. Legal Services: 1 Male Education 1; Female Fire Services 1: Male</p>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Ipelegeng 1: Male									
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 women and girls at all levels	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 Management	On-going	P0.00
<i>What are the targets for ensuring women's equal representation at all levels?</i> 50/50 by 2018									
<i>Has gender been incorporated into policies and processes?</i>		Eradication of occupational segregation and all forms	Adopted policies that give preferences to women, youth	Women, youth, people with disability	Adherence to the procurement policy by the	Special group would be empowered	Local authority	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Yes, there is Local Procurement Scheme and awarding of micro procurement tenders.		of employment discrimination.	and people with disability.		procuring entity.				
<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 value	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	P0.00
<i>What is the policy on maternity leave and paternity leave?</i> In terms of the	Adopt and strengthen sound policies and	Enact and enforce legislative measures prohibiting the	Women are given maternity leaves and lactating period.	Women in Local authority	Implementation of maternity leave mothers are given lactating	Healthy women at the workplace	Human Resource	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Labour Act, three months maternity leave and breastfeeding periods as per the Labour Act as well. No paternity leaves are being granted.	enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.			period.				
Capacity building									
Strategic objective: To ensure that training is done to educate all employees and community groups on gender									
<i>What training has already been done?</i> Leadership orientated and gender focal persons have not been trained the committee is new.		State Parties shall review, amend and enact laws and policies that ensure women and men have equal access to wage employment, to achieve full and productive employment, decent work including	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 shows, and commemorations	Well informed and gender sensitive leadership, employees and community	Gender Links	31 March 2018	P20 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		social protection and equal pay for work of equal value for all women and men.							
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	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 reporting platforms. To create a platform for reporting i.e box to deposit reports, Tool Free number.	Informed employees on the issues of sexual harassment. Freedom to report incidences of sexual harassment.	S & CD Police	March 2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>What kind of safety measures are in place currently?</i> Penalties/charges in the Public Service Act	and other types of 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 Public Service Act	Informed employees	Local authority	On-going	P0.00

LOCAL ECONOMIC DEVELOPMENT

Strategic objective : *To facilitate access to equal employment opportunities*

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>NO</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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	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> Council is gender aware and is considering men and women on allocation of space and other investment opportunities.	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 a 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 scheme institutions e.g. LEA, Gender Affairs, CEDA.	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	Holding workshops with financial schemes to sensitize the entrepreneurs	Informed and empowered entrepreneurs	District Economic Development Committee and Local Authority	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	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.							
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 went to women? Is there a policy and or point system in place to redress gaps?</i>	By 2030, empower and promote the social, economic and political inclusion of all,	State Parties shall, by 2030, and with regard to the affirmative action provisions of Article 5, introduce measures to							

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>30 :70 % Council to come up with policy and or point system in place to redress gaps</i></p>	<p>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>ensure that women benefit equally from economic opportunities, including those created through public procurement processes.</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 resources and control and ownership over</p>							

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		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 in least developed countries and small	State Parties shall: (a) develop policies, strategies, and programmes to address the gender issues in Climate Change in accordance with the SADC	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)
	island developing States, including focusing on women, youth and marginalized communities	<p>Protocol on Environment and Sustainable Development.</p> <p>(b) conduct research to assess the differential gendered impacts of climate change and put in place effective mitigation and adaptation measures.</p>							
		State Parties shall by 2030 should provide access to clean water and renewable energy		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)
		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 "going green"</i>	Improve education, awareness and human and institutional capacity	State Parties shall design gender responsive capacity building, education, and training on environmental	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)
	on climate change mitigation, adaptation , impact reduction and early warning	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 , that help maintain ecosystems, that strengthen capacity for	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			N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Are there any Programmes targeting young people on sustainable greening?</i> No			N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Are there any policies on sustainable</i>			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>development?</i> No	adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.								
Strategic objective: To take into account the needs of women in emergencies and disasters.									
How gender aware are existing disaster management plans? The district disaster management takes into consideration both men and women therefore it is gender balanced.		State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for environmental management, disaster reduction	Number of women assisted on emergencies and disasters	Women	Budget for emergency relief	Women would be assisted on emergencies and disasters	District Disaster management Committee and SPTC Gender Committee	On-going	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		especially on climate change for sustainable development							
3. INFRASTRUCTURE AND SOCIAL DEVELOPMENT									
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.							
<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 balanced</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	P0.00
<i>What kind of consultation process exists in residential design?</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	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>Holistic consultations of stakeholders through EIA, sensitization meetings with stakeholders.</i>	adequate, safe and affordable housing and basic services and upgrade slums.								
4. 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 of bills and connection of water and sewer reticulation to orphans, people with disability and destitute persons.</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 girls with	Number of 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	
<i>What kind of</i>	By 2030,								

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>consultation process has there been in the past? Participatory and holistic approach</i></p> <p><i>What is the percentage total coverage (urban and/or rural) of sanitation facilities?</i></p> <p>100% urban. All 19 destitute persons with plots have been connected.</p>	<p>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 situations</p>	<p>regard to water rights and property such as land and tenure thereof.</p>	<p>Quarterly beneficiary meetings</p>	<p>Women Destitute persons and people with disabilities</p>	<p>Convening quarterly consultation meetings with beneficiaries</p>	<p>Well informed community</p>	<p>Local Authority Gender Committee</p>	<p>On-going</p>	<p>P10 000.00</p>
<p>5. Social development</p> <p>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></p>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<p><i>What kind of work is/ has been done with women, men, youth ,Elderly & People with Disability?</i></p> <p><i>Formation of various sporting clubs by women</i></p>	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 partaking in sports	Women	Established sporting clubs	Healthy women and accessibility of sporting facilities.	Local authority	On-going	P10 000.00
ENDING GENDER BASED VIOLENCE									
Prevention									
Strategic objective: To contribute to the SADC Gender Protocol target of reducing current levels of gender violence by 2030.									
<p><i>What are the current statistics on GBV in the local authority?</i></p> <p>16 abuse cases have been reported in 2016</p>	Significantly reduce all forms of violence and related death rates	State Parties shall by 2030 adopt integrated approaches, including institutional cross sector	Proportion of GBV cases reported to the Local Authority per year	GBV survivors	Develop a tracking tool for GBV cases	Have a tracking tool in place	Local Authority (S&CD, Police)	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	everywhere.	structures, with the aim of eliminating current levels of gender based violence.							
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 Activism against GBV, <i>Has the local authority actively participated and promote the 16 Days Campaign in the past?</i> Yes, through campaigns		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	P10 000.00
<i>Has the local authority in any way provided</i>		Ensure the inclusion of men in all	Number of people reached (attendance	Women and men	Hold workshops to reach highly populated	Community Talk Shows, Kgotla Meetings, Sports	Gender Committee	On-going	P20 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>gender awareness education programmes to men and women?</i> NO.		gender related activities including gender training and community mobilisation.	register)		areas	Tournament, Youth Activation			
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 economic development of women to reduce their reliance on others to support themselves?</i> The local authority conducts multi training annually to empower women	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking of persons and sexual and other	Put in place harmonised data collection mechanisms to improve research and reporting on the types and modes of trafficking to ensure effective programming and monitoring.	Number of women trainees	Women	Continuous training incorporating changes in trends determined through research	Continuous follow-ups and encouraging council to buy their products and services	Local Authority	On-going	P15 000.00
<i>What is the state of street lighting in the local authority?</i> 60% of street lights are functional	types of exploitation	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							

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
		shall develop strategies to prevent and eliminate all social, cultural and harmful practices, such as child 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> GBV survivors are empowered through council Local Economic Empowerment programme, Gender Affairs, and Poverty			Number of empowered GBV survivors	Women	Training and of GBV survivors	Empowered and independent GBV survivors	Local Authority	On-going	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
Eradication Programme									
<p><i>Are any of the police stations within the local authority equipped (private room, female officers etc.) to deal with cases of GBV?</i></p> <p>Yes. They are well equipped and female officers are available and private consulting room also available</p>		<p>State Parties shall, by 2030, review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence to eliminate gender bias.</p>	<p>Number of private rooms available within the Police stations</p>	<p>Women</p>	<p>Adherence to Gender ethics</p>	<p>Better handling of GBV cases</p>	<p>Police, Gender committees and NGOs</p>	<p>On-going</p>	<p>P0.00</p>
		<p>Ensure justice and fairness are accorded to survivors of gender-based violence in a manner that ensures dignity, protection and respect</p>							

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>How many places of safety and care are there within the local authority?</i> There are no centres in the Local Authority which acts as a place of safety in terms of emergencies		By 2030, State Parties shall establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender based violence.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>How many counselling facilities are there within the local authority?</i> There are a number of counselling facilities available in Selebi Phikwe Town Council (5) (S&CD, Kagisano, Silence Kills, Humana People to People, Gender Affairs)			N/A	N/A	N/A	N/A	N/A	N/A	N/A
Strategic objective: <i>To ensure information on support to GBV survivors is accessible.</i>									
<i>What publications and information exists on where to</i>		State Parties shall by 2030;	Number of people coming forth to various	Community	Continuous dissemination of information	Informed community	Local Authority	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>get help, and how is this being disseminated currently?</i> Information is disseminated during Commemorations and Campaigns, Kgotla and Full Council Meetings		Provide accessible information on services available to survivors of gender based violence.	centres of 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> No. we do not have a Local District Gender Committee		Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence half by 2030.	Number of committees formed to address Gender issues	Community	To revive the Local District Gender Committee	Multi Sectoral Committee formed	Gender Committees	March 2018	P2 500.00
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>		Ensure gender sensitive budgets and planning,	Proportion of budget allocated to GBV plans	Community	Allocation of budget and resources for implementation	Activities implemented in the District and decrease in the	Gender committee	On-going	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
NO.		including designating the necessary resources towards initiatives aimed at empowering women and girls			of GBV plans	number of GBV cases			
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> There are no Documents as at now.	By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of documents in place	Community	To source funds to print Pamphlets.	Informed community and decrease in GBV cases in Selebi Phikwe	Gender committee	March 2018	P5 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
	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, In 2013 and 2014 the Local Authority participated in the GL summit and other platforms.			Number of summits attended and projects presented	District, National and Regional Summits	Showcasing Gender cases at summits	Case studies shared	Local authority	On-going	P30 000.00
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> No, It is not visible displayed as it is in the offices.		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 to be posted on Council Facebook page	Visibility of Centre of Excellence	Gender Committee	April 2017	
<i>Is the local authority's website linked to the COE page and vice versa?</i> No.			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?</i>		Build/ strengthen the capacity of media practitioners	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>No.</i>		and the general public to enhance their awareness on gender equality in communication and information, including through social media							
<i>No of case studies presented at summits? 3 Case studies namely: Economic Development, COE, Climate Change</i>			<i>Number of case studies presented</i>	Summits	To present case studies at summits	Increase and improve evidence for progressive development	Gender Committee	March 2018	P0.00
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 is the local Gender Committee made of	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all	Establish and strengthen structures to enhance gender mainstreaming.	Number of meetings held	Community and the work force	Establishment of the District Gender Committee Gender and its Action Plan	Improved Gender mainstreaming at the organizations and local authority	Local Authority	On-going	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
departmental Gender Focal Persons within the Council.	and build effective, accountable and inclusive institutions at all levels								
<i>Is the Gender Management System known, has it been publicised?</i> Yes, it is well known and it has been publicised through full council and departmental meetings in the local authority.			Number of platforms where Gender work is reported	Work force	To increase and strengthen publications	Increased numbers of people knowledgeable about Gender Management Systems	Gender Committee Local authority	April 2017	P5 000.00
<i>Is there a committee in the local authority responsible for gender?</i> Yes, a Gender Committee has been established			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	Gender Committee	April 2017	P0.00
<i>Has gender been written into the</i>			Signed Performance Agreements	Senior Managers, GFP and	To sign agreements	Number of Gender tasks implemented	Senior Managers, GFP and	April 2017	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET (BWP)
<i>performance agreements of senior managers and GFP?</i> Yes			between the employer and the implementer	departmental focal persons			departmental focal persons		
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	P0.00
Strategic objective: To ensure that resources are being allocated to gender priorities.									
<i>Are there direct or budget allocations for advancing gender equality?</i> NO.		Ensure that all national and local budgets sufficiently represent the needs 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	P0.00

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>		women and men; assessment of 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	
<i>TOTAL BUDGET</i>									P238 000.00