

MAUN ADMINISTRATIVE AUTHORITY REVISED GENDER ACTION PLAN

1. Gender Policy Framework

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Strategic objective: Increase council'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> <i>Only one workshop was held with the council management and councillors on SADC Protocol on Gender and Development.</i>	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.	Gender sensitive policies and bye-laws in place.	Council management and political wing	Adoption and implementation of approved and applicable Gender sensitive policies and bye-laws. To revise policies and bye laws.	Gender responsive council.	Gender committee	2017-2018	P10 000.00
			An active gender action plan in draft or approved by council.	Women ,men, girls and boys	Execution of the activities outlined in the action plan Review of the adopted action plan	Final document decentralised through council department approved by council management and political wing	Gender committee Women commissioner	2017 - 2018	P5 000.00
<i>Has a gender policy framework been drafted and approved.</i> <i>No</i>		Laws and policies put in place to enable women to have equal opportunities with men to participate	Council has a GC? Yes Local Authority has identified a Gender champion	Local Authority and Gender committee	Appointment of the gender champion Induction of the gender champion to carry out his/ her roles in the process of gender mainstreaming	Active involvement of the gender champion in the processes of gender mainstreaming	Gender champion	2017-2018	P0.00

					Monitoring and evaluating progress of gender action plans				
<i>Has a gender action plan been drafted and approved</i>			Council has a GC? Yes Local Authority has identified a Gender champion	Local Authority and Gender committee	Appointment of the gender champion Induction of the gender champion to carry out his/ her roles in the process of gender mainstreaming Monitoring and evaluating progress of gender action plans	Active involvement of the gender champion in the processes of gender mainstreaming	Gender champion	2017-2018	P0.00
Does the council have a Gender champion at political level? No			Council has a GC? Yes Local Authority has identified a Gender champion	Local Authority and Gender committee	Appointment of the gender champion Induction of the gender champion to carry out his/ her roles in the process of gender mainstreaming Monitoring and evaluating progress of gender action plans	Active involvement of the gender champion in the processes of gender mainstreaming	Gender champion	2017-2018	P0.00
GRAND TOTAL									P15 000.00

2. GOVERNANCE

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
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 municipality?</i> 3/26 = 11.5%	End all forms of discrimination against all women and girls everywhere by 2030	State Parties 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.	Percentage of women in local government	women	Lobby for equal representation of men and women in local government	Equal representation of men and women in local government	Gender committee	2017- 2018	P0.00
<i>What proportion of women councillors are there in leadership positions in Council, e.g. as chairs of committees?</i>			Percentage of women councillors in leadership positions?	Women in politics	Engage women's wing in political parties to identify women who have leadership potential and groom them into leadership positions	Equal representation in leadership positions	Gender champion / women commissioner	2017- 2018	P0.00
Strategic objective : To educate communities and raise awareness about the importance of women's equal representation in local councils									
<i>Has there been a 50/50 campaign or any other awareness raising on women's equal participation.</i>	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political,	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of	Number and types awareness campaigns conducted. Percentage of women in decision	Women	conduct awareness campaign on the importance of women's equal participation	Equal participation in decision making platforms Percentage increase of level of awareness on gender issues	Gender committee, political parties, Dikgosi	2017- 2018	P15 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	economic and public life	democracy and good governance.	making positions in the district No. of 50/50 Campaign meetings held			through participation in various activities geared towards gender equality			
			Percentage of council committees chaired by female councillors			Increase in number of committees chaired by women councillors.			
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>	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.	Type of policies, strategies and programmes put in place to ensure equal representation of women and men in decision-making for building the capacity of women to participate	Women's political wing	To support and provide women's wings in all parties with opportunities to network with other parties	Network existing with regional and international women's caucus Active networks in place	Gender committee, political parties	2017- 2018	P12 500.00
<i>Has any networking been done with other women's</i>				Political wing, women commissioner	Two workshops held to share information on policies and programmes in	Equal representation of men and women in	Gender committee, women commissioner,	2017- 2018	P15 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>platforms at other levels e.g district, provincial and national?</i>			effectively through leadership and gender sensitivity training and mentoring (Audit) Established multi-parties platforms		place that will enhance equal representation of men and women in leadership positions Organise and hold a seminar to capacitate men and women with necessary skills to enable them to participate on gender issues at large. Establish and strengthen multi-party alliances/ platforms	leadership positions Active participation of men and women on gender issues	political parties		
Strategic objective : To empower women councillors to advocate for gender equality									
<i>Has there been a skills audit? What kinds of skills exist?</i> No skills audit has been conducted	Enhance the use of enabling technology, in particular information and communications technology, to promote the	Building the capacity of women to participate effectively though leadership and gender sensitivity	Skills audit conducted	Women councillors	Conduct skills audit	To have enough data regarding skills women councillors have	Human resource, Audit, Gender committee	2017- 2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>What training has already been done?</i> Capacity building was conducted, Three female councillors	empowerment of women	training and mentoring.	Percentage men and women in gender activities including gender training and community mobilisation activities.	Political wing					
			No. of skills training institutions in the district.	Women councillors	Identify people with the skills and providing them with necessary skills to be trainer of trainees	Trainer of trainees identified	Gender committee	2017-2018	0.00
			No. of skills trainings conducted.	Women councillors	Organise skills training workshops for women	Well capacitated women	Gender committee	2017-2018	10000.00
Strategic objective : To empower men on gender issues and mobilise their support									
<i>What training has already been done – how many men participated?</i> Capacity building was conducted,		By 2030, State Parties must ensure the inclusion of men in all gender-related activities, including gender training and	No. of men trained on gender issues	Male councillors	To organise more workshops for men on gender issues	Well capacitated men	Gender committee	2017-2018	10000.00
			No. of skills trainings conducted	Male councillors	Organise skills training workshops for men	Well capacitated men	Gender committee	2017-2018	10000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
One male councillor		community mobilisation.							
<i>How many dialogues with male Cllrs have been held?</i> <i>None</i>		community mobilisation.	Number and types of dialogues held involving men	Councillors	Organise and hold dialogues with all councillors	Informed and gender sensitive male councillors Active participation on gender issues	Gender committee	2017-2018	P7 500.00
			No. of male councillors attending dialogues	Councillors	Organise and hold dialogues with all councillors	Informed and gender sensitive male councillors Active participation on gender issues	Gender committee	2017-2018	P0.00
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 development committees / village development committees?</i>	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political,	By 2030 ensure that 50% of decision-making positions in all public and private sectors are held by women including through then	Percentage of women and men in ward committees	Men and women	To advocate for reservation of leadership positions To encourage woman to vote for one another during committee meetings	Equal participation in WDC /VDC Equal representation in leadership positions	Gender committee	2017-2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
There are 160 women and 74 men in all village development committees in the local authority.	economic and public life	use of affirmative action measures.			To empower women to have self-confidence				
			Percentage of women in Ward Development Committees	Men and women	To advocate for reservation of leadership positions To encourage woman to vote for one another during committee meetings To empower women to have self-confidence	Equal participation in WDC /VDC Equal representation in leadership positions	Gender committee	2017-2018	P0.00
<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	To encourage all departments to design a clear attendance register showing male or female category	Gender disaggregated statistics Clear identification of most participants by sex	Gender committee	2017-2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<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 and types of meetings with men's groups	Men's groups	To conduct meetings or forums with men's groups	Active participation of men's groups in GBV Improved working relations with Gender committee	Gender committee	2017-2018	P0.00
PLANNING									
<i>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>Is the Council's strategic plan gender aware?</i> No			An analysis or review of Strategic plan by gender forums, number of both men and women involved in review	Council	Advocate for the involvement of the gender focal person and gender committee during the strategic planning review process	Gender balanced strategic plan	Gender committee	2017-2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			Gender Responsive Strategic Plan adopted	Council	Implementation of the gender responsive strategic plan	Gender issues adequately addressed	Gender committee	2017-2018	P0.00
Strategic objective: <i>To ensure that women are consulted about their needs when drawing up Council plans.</i>									
<p><i>Has the gender desk been involved in the strategic planning process?</i></p> <p>No</p> <p><i>Have the views of women and men been taken into account in the plan?</i></p> <p>No</p>		Equal participation of women and men in policy formulation and implementation of economic policies.	Percentage of women and men involved in the strategic planning	Council	Advocate for the involvement of the gender Focal Person during the strategic planning processes	Gender balanced strategic plan	Gender committee	2017-2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			Gender desk established Gender disaggregated planning meeting attendance records	Council	Establishment of the Gender desk and Gender disaggregated tracking tool	Adequate reporting of gender issues in the council Gender mainstreaming achieved within the council	Gender Committee	2017-2018	P0.00
GRAND TOTAL									P80 000.00

3. EMPLOYMENT PRACTICES AND ENVIRONMENT

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
EMPLOYMENT PRACTICES AND ENVIRONMENT									
<i>Strategic objective: To increase the representation of women employed in the council by 2030.</i>									
<i>What steps have been taken to prioritise gender equity in performance plans?</i> Staff development	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	States shall conduct time use studies, adopt measures to recognize and value unpaid care and domestic work through provision	Parties shall conduct policy to unpaid work of Percentage of women in elected positions with a bearing on economic decision making. Are the employment policies and	employees	Introducing staff development programmes by assisting female employees with educational	Increased number of employees being women	SACS, HR	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
programmes are currently in place therefore female employees are earmarked for decision making positions.	work of equal value	public services and infrastructure, and promote shared responsibility between men and women to ease the burden of multiple roles played by women.	practices gender sensitive?		loans, tuition fees, study leaves according them with decision making responsibilities.				
<p><i>What are the current gender statistics of employees in the municipality?</i></p> <p>249 males 290 females</p> <p><i>What % men and women occupy management positions – what is the breakdown</i></p>		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 at and local level	Management	Ensure that equal opportunities are given to all employees for managerial positions		SACS, HR	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>per department?</i> 11 Women 16 Men									
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 act 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.	An audit and list of various equity plans the council implement	Women, Youth, Elderly & Disabled Persons	To advertise for jobs and the advert should encourage ladies and the disabled to apply.	Increased number of women in the workplace	SACS, HR	2017- 2018	0.00
<i>What are the targets for ensuring women's equal representation at all levels?</i>			Skills audit implemented Quota of various departments with regards to women's	Women, Youth, Elderly, People living with disability	Introducing staff development programmes by assisting female	Increased number of women employed	SACS, HRD	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
50/50 by 2018			representation at various levels		employees with educational loans, study leaves and giving decision making responsibilities.				
<i>Has gender been incorporated into policies and processes?</i>		Eradication of occupational segregation and all forms of employment discrimination.	Adopted policies and recruitment process (guidelines or frameworks)	Men, Women, youth	Advocate for the implementation of recruitment policies and guidelines. Ensure that the processes of recruitment are not biased	Sensitized communities	SACS, HRD	2017- 2018	0.00
<i>Are women and men paid equally for the work they do?</i>	By 2030, achieve full and productive employment and decent work for all women and	States Parties shall, with regard to the special measures provisions in	Salary scale audit for women and men	Men, Women, Youth, People living with Disability	Operationalization of the works council (collective bargaining)	Equally paid men and women.	SACS, HR	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Yes	men, including for young people and persons with disabilities, and equal pay for work of equal value	Article 5, develop strategies to ensure that women benefit equally from economic opportunities, including those created through public procurement processes							
<i>What is the policy on maternity leave and paternity leave?</i> In terms of Labour Act, three months maternity leave and breastfeeding periods as per the Labour Act as well. No	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.	Draft or adopted Policy in place for maternity leave and paternity leave	Men & Women	Ensure that the organization adhere to the Labour Act. Encourage staff members especially women to follow the right procedures in seeking redress when not	Educated employees on the Labour Act (maternity, paternity and compassionate leave)	SACS, HRD	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
paternity leaves are being granted					granted their deserved time.				
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> Councillors capacity building workshop at Fire station for five days, training coordinated by gender links at MAA council chamber		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 social protection and equal pay for work of equal value for all women and men.	Number of capacity training given on policies and strategies.	councillors	Conducting trainings on GBV at workplace Adoption of the Action plan by Full Council	Educated and gender sensitive employees, councillors and communities.	HRD, Gender Committee	2017- 2018	5 000.00
Work conditions and environment									
Strategic objective: Address issues of sexual harassment in the council.									
<i>Is there a sexual</i>	Eliminate all forms of violence	States Parties shall:	Percentage of women and men	Men, Women, Youth & People	Advocate for the	Implementation of the sexual	SACS, HRD	2017- 2018	P7 500.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>harassment policy in existence?</i></p> <p>There is a draft sexual harassment policy in place; however issues of sexual harassment are also covered in the Code of Conduct.</p>	<p>against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p>	<p>by 2030, enact and enforce legislation prohibiting all forms of gender based violence;</p>	<p>experiencing sexual harassment in work place</p>	<p>living with Disability</p>	<p>adoption of the sexual harassment policy by full council</p> <p>Organise and hold workshops to educate employees on sexual harassment policy.</p>	<p>harassment policy in place.</p> <p>Knowledgeable and motivated employees on sexual harassment.</p>			

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>What kind of safety measures are in place currently?</i></p> <p>Penalties and charges in the code of conduct.</p>		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	Draft or adopted sexual harassment policy or procedures	Men, Women, Youth & People living with Disabilities	<p>Advocate for the adoption of the sexual harassment policy by full council</p> <p>Organise and hold workshops to educate employees on sexual harassment policy.</p>	<p>Implementation of the sexual harassment policy in place.</p> <p>Knowledgeable and motivated employees on sexual harassment.</p>	SACS, HRD	2017- 2018	P7 500.00
GRAND TOTAL									P20 000.00

4. LOCAL ECONOMIC DEVELOPMENT

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>Strategic objective : To facilitate access to equal employment opportunities</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>Is there gender disaggregated data on jobs created through Council local economic development activities?</i></p> <p>NO</p>	<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</p>	<p>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.</p>	<p>Percentage of women, men, youth ,Elderly & People with Disability in economic decision making</p> <p>Percentage women owning businesses, land and property</p> <p>Percentage of women accessing financial services</p> <p>No. of policies and laws reviewed so as to become gender aware</p>	<p>Women, men, youth and people living with disability</p>	<p>To advocate and lobby for creation of equal employment opportunities</p> <p>Set and monitor specific target to ensure gender parity in employment created by both council and local government</p>	<p>Increased accessibility to equal employment opportunities</p> <p>Reduced unemployment rate</p>	<p>SACS,HR and Gender committee</p>	<p>2017-2018</p>	<p>P30 000.00</p>
	<p>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</p>			<p>Women, men, youth and people living with disability</p>	<p>To capacitate all men and women with prerequisite skills</p>	<p>Improved livelihoods</p>	<p>Gender committee</p>	<p>2017-2018</p>	<p>P0.00</p>

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	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 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 council assistance to the development of local businesses with an emphasis on emerging businesses.</i>	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	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	Policies and programmes in place to support entrepreneurship development; especially for women, youth, people with disabilities and emerging entrepreneurs.	Men, Women, youth and people living with disabilities.	Gender awareness meetings. Gender Mainstreaming on local economic development policy.	Gender informed informal sector.	Finance Committee and Gender Committee.	2017-2018	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Council is gender aware and considering men and women allocation of space and other investment opportunities.	control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including but not limited to microfinance as a the primary source of access.	contribution of women in the formal and informal sectors.							
Strategic objective : To ensure that women and men have equal access to appropriate financial resources									
<i>Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware?</i> Yes – implementation of preferential	By 20130 ensure that men and women have access to appropriate and inclusive financial services and that these are designed and implemented to address the access to finance barriers	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 training as men.	Number of emerging entrepreneurs that have succeeded in securing funding for their business? <ul style="list-style-type: none"> Number of women Number of men Number of PWD 	Women, men, youth, elderly & people living with Disability	Advocate for the Implementation of preferential schemes To ensure adherence to all available LED schemes	Financially empowered women, men, youth, elderly & people living with disability. Resolutions that determine access to, control of, and benefit from productive resources.	Finance Committee, Gender Committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
schemes (award of tenders)	faced by women in particular.		<ul style="list-style-type: none"> Number of youth 						
Strategic objective: To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.									
Does the Council 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.	Number of women, men, youth, Elderly & People with Disability with access to training and opportunities in technological fields. Number of men with access training and opportunities in technological fields.	Men, women, boys, girls, youth, elderly & people living with disability	Capacity building on computer literacy	Empowered men and women Increased use of the modern technology	Finance Committee, Gender Committee	2017- 2018	P5 000.00
Procurement									
Strategic objective: To ensure that women benefit equally from the procurement processes which they have historically been excluded from.									
What proportion of Council tenders over the last year went to	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,	Countries with legislated instruments for women, men, youth ,Elderly & People with	Women, men, youth, Elderly & People living with Disability	Encourage the disadvantaged group to register their businesses with the state	Increased number of tenders awarded to women	Procurement committee	2017- 2018	P0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p>women? Is there a policy and or point system in place to redress gaps?</p> <p>Proportion not known since scheme was only implemented in 2015.</p> <p>Yes – implementation of preferential schemes (award of tenders)</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>introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.</p>	<p>Disability 's equal participation in tenders at a national, provincial and local level and in all sectors of the economy</p>		<p>Procurement Board.</p> <p>Educate existing personnel on preferential scheme</p> <p>Ensure adherence to Statutes</p> <p>Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.</p>	<p>Women benefiting equally from economic opportunities.</p>			
		<p>States Parties shall, by 2030, review their national trade and entrepreneurship policies, to make</p>	<p>Number of national and trade policies that prepare prospective entrepreneurs and promote the</p>	<p>Men, Women, Youth, Elderly & People living with Disability</p>	<p>Advocate for the implementation of the Trade Policy</p>	<p>Woman benefiting equally from economic opportunities</p>	<p>Finance Committee, Gender Committee</p>	<p>2017- 2018</p>	<p>P5 000.00</p>

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		them gender responsive	interests of women in business.		Organize and hold gender awareness meetings				
		State parties shall by 2030, 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.	Number of women, men, youth ,Elderly & People with Disability with access to: <ul style="list-style-type: none"> • Economic prospects • Control and ownership over land, property and other productive resources. • Access to appropriate and inclusive funding sources for businesses. 	Men, women, youth, Elderly, People living with Disability	Organize and hold workshops to educate disadvantaged groups on the economic prospects that they could benefit from. Link them with funders in the local community in order to facilitate the growth of their businesses.	Economic awareness raised among disadvantaged groups Increased accessibility to funding sources for businesses.	Finance Committee, Gender Committee	2017- 2018	P7 500.00
GRAND TOTAL									P57 500.00

5. CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Strategic objective: <i>Ensure that the council understand 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 island developing States, including focusing on women, youth and local and marginalized communities	State Parties shall: (a) develop policies, strategies, and programmes to address the gender issues in Climate 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.	Percentage households with access to electricity Percentage of women, men, youth, elderly, people with disability, child headed families and indigenous, peoples, and local communities with secure rights to land, property, and natural resources, measured by (i) percentage with documented or	Women, Men, Youth, Elderly, People living with Disability	Mobilise communities to use other sources of energy. Organize and conduct trainings on conservation methods Intensify awareness campaigns	Conserved environments Established woodlands	Environmental Department, Gender Committee	2017- 2020	P30 000.00
		State Parties shall by 2030 should provide access to clean water and renewable energy technologies	recognized evidence of tenure, and (ii) percentage who perceive	Women, Men, Youth, Elderly, People	Mobilise communities to use other sources of energy.	Conserved environments	Environmental Department, Gender Committee	2017- 2020	P30 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		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.	their rights are recognized and protected	living with Disability	Organize and conduct trainings on conservation methods Intensify awareness campaigns	Established woodlands			
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> Yes women were consulted and involved in drawing up climate change policies and programmes	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	State Parties shall design gender responsive capacity building, education, and training on environmental management, and climate change for sustainable development initiatives	Council has a gender responsive LED plan to promote income opportunities for sustainable energy and recycling projects. Number of trees planted, range management and wetlands conservation plans	Women, Men, Youth, Elderly, People living with Disability	Intensify awareness campaigns Advocate for the drawing up and implementation of policies and programmes for going green Embarking on recycling projects and mobilising communities	Policies for going green in place Knowledge able community members	Environment Department, Gender Committee	2017- 2020	P40 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
					to engage into those projects				
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 adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.	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.	Council with costed gender action plans on environmental management, climate change and sustainable development.	Women, Men, Youth, Elderly, People living with Disability	Budgeting for environmental management, climate change and sustainable development.	Cost effective measures in place	Environment Department, Gender Committee	2017- 2020	0.00
			No. of green ventures owned by women	Women, youth	Organise capacity building workshop to encourage women to embark into green ventures	Increased number of women taking part in green businesses	Environment Department, Gender Committee	2017- 2020	P20 000.00
<i>Are there any Programmes and workshops to increase knowledge on improving</i>			Awareness programmes and workshops to educate all the designated groups on sustainable greening	Women, Men, Youth, Elderly, People living with Disability	Organize workshops to sensitize communities on climate change	Knowledge able communities	Environment Department, Gender Committee	2017- 2020	P20 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>climate change</i>					Intensify awareness campaigns to educate all designated groups on sustainable green development.				
<i>Are there Programmes targeting young people on sustainable greening.</i>			Types and number of school programmes on sustainable greening	Youth, boys and girls, schools	Organise and hold competitions on environmental conservation Ensure implementation of sustainable greening programmes in schools	Active young people involved in environmental conservation	Environment Department, Gender Committee	2017- 2020	P10 000.00
<i>Are there any Policies on sustainable development ?</i> Yes there is a climate change policy and			Development of Adaptation Policies	Women, Men, Youth, Elderly, People living with Disability	Ensure implementation of the environmental by- laws and climate policy	Communities abiding to the environmental by- laws	Environment Department, Gender Committee	2017- 2020	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
environmental by-laws are in place									
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 team takes into consideration both men and women therefore it is gender aware.		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	Council with costed gender action plans on environmental management, climate change and sustainable development.	Women, Men, Youth, Elderly, People living with Disability	Review of the disaster management plans and policies	Gender aware disaster management plan	District Disaster Management committee, Gender committee	2017- 2020	0.00
GRAND TOTAL									P150 000.00

6. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Housing									
Strategic objective: To promote the equal rights of women to land tenure									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>What proportion of stands is owned by women, men, youth, Elderly & People with Disability?</i>	By 2030, ensure access for all too 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.	National laws on inheritance Percentage of women, men, youth ,Elderly & People with Disability owning land and houses	Men, women, youth, elderly & people living with disability	Encourage the relevant departments to continuously collect and update gender disaggregated data	Equal ownership of property	Housing Department, Gender Committee	2017- 2018	0.00
Strategic objective: <i>To women's equal access to housing.</i>									
<i>Do any policies exist to ensure women's access to land tenure?</i> Yes, Land and Housing Policy	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	Implementation of all National laws on ownership of land & houses. Percentage of women, men, elderly, youth and people with disabilities owing land and houses Number awareness campaigns and workshops to	women	Advocate for the implementation of the Land and Hosing Policy	Equal distribution of land	Planning Committee, Gender Committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		and tenure thereof;	educate our people about Land Restitution Legislative Frameworks						
<i>What kind of consultation process exists in residential design?</i>	By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.		Number of people who regained their land via land claim programmes	Women	Conducting consultation and sensitization meetings with stakeholders	Well informed stakeholders	Planning Committee, Gender Committee	2017- 2018	0.00
			No. of consultative meetings. Percentage of women. Youths and PWDs attending consultative meetings						
Water and sanitation									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
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?</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 regard to water rights and property such as land and tenure thereof.	Number of women, men, youth ,Elderly & People with Disability with access to basic services	women, men, youth ,Elderly & People with Disability	Indulging in new energy generating projects e.g. waste management	Increased accessibility to basic services	Gender committee	2017- 2018	0.00
<i>What kind of consultation process has there been in the past?</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 situations		Community Consultative meetings: Public Hearings Mayoral Imbizos	Women, Men, Youth ,Elderly & People with Disability	Encourage communities to take part in consultative meetings	Informed communities	Gender committee	2017- 2018	0.00
<i>What is the percentage total coverage (urban and rural) of sanitation facilities?</i>		60%							
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>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>hat kind of work is/ has been done with women, men, youth ,Elderly & People with Disability</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 awareness programmes and workshops to educate them on sustainable greening and safe public spaces	Women, Men, Youth ,Elderly & People with Disability	Conduct awareness campaigns and workshops to educate people on sustainable greening and safe public spaces	Educated and informed community members	Gender committee	2017- 2018	P5 000.00
GRAND TOTAL									P5 000.00

7. SEXUAL REPRODUCTIVE HEALTH, AND HIV AND AIDS AND WELL BEING

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Strategic Objective: Reduce the maternal mortality.									
<i>What is the Maternal mortality ratio</i> No maternal mortality recorded in 2016		Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men in accordance with the Programme of	Maternal mortality ratio	Pregnant mothers	Intensify services offered to pregnant mothers Increase accessibility to clinics with maternity wing	Women receiving maternity services on time Improve service delivery	Gender Committee, DHMT	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Action of the ICPD and the Beijing Platform for Action.			<p>Increase the number of clinics with maternity wing</p> <p>Ameliorate contributory factors towards the maternal mortality rate such as rough terrains.</p> <p>Intensify the educational programmes on pregnant mothers and their families to know the right procedures to follow during pregnancy.</p>	<p>offered to pregnant mothers</p> <p>Informed community members on family health</p>			
<i>What is the percentage of births attended by skilled health personnel</i>			Percentage of births attended by skilled health personnel	Pregnant mothers and their partners	<p>Intensify the educational programmes on pregnant mothers and their families to know the right procedures to follow during pregnancy.</p> <p>Encourage pregnant mothers and their partners to visit clinics and facilities with trained health personnel and</p>	<p>Increase d number of births registered at health facilities</p> <p>Informed families on health care and birth methods</p>	DHMT, gender - committee	2017- 2018	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
					adequate resources during delivery.				
<i>What is the coverage of iron, folic acid supplements for pregnant women</i> All health facilities are offering iron supplements to pregnant mothers who book for anti-natal care			Coverage of iron -quantity compared to demand and population of folic acid supplements for pregnant women -number of women booked for ante-natal-care. - percentage of women receiving iron-folic acid supplements	Pregnant mothers	Advocate for the procurement of iron supplements to ensure sufficient supply to pregnant mothers.	Healthy pregnant mothers and babies	DHMT	2017- 2018	0.00
<i>What is the contraceptive prevalence rate</i>		Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action.	Contraceptive prevalence rate (per number visited the family planning) and distribution.	Sexually active people	Awareness campaign on family planning Ensure availability of contraceptives in public places	Increase in the number of people using contraceptives	DHMT, Gender Committee	2017- 2018	0.00
<i>What is the met demand for family planning</i>			Met demand for family planning (percentage of women helped with family planning)	Sexually active people	Awareness campaign on family planning and demonstration on different family methods	Increase in the uptake of family planning methods	DHMT, Gender Committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
						Good family planning practices			
<i>What is the percentage of young people receiving comprehensive sexuality education</i>			Percentage of young people receiving comprehensive sexuality education	youth	Advocate for the establishment of youth friendly service centres Organize and execute youth friendly campaigns in schools	Increase in the percentage of youth receiving comprehensive sexuality education	DHMT, Gender committee	2017- 2018	P20 000.00
Strategic objective: <i>Ensure health facilities are accessible to women</i>									
<i>How many mobile clinics are there currently? Which communities do these clinics service?</i>	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and	State parties shall on issues relating to health, adopt and implement legislative frameworks, policies ,programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Number of clinics or mobile clinics exist in the municipality	Men, Women, Youth, Elderly & People living with Disability	Request for the increase of mobile clinics Advocate for binding and gazetted schedule of mobile clinics	Increase in the number of people accessing health care Communities will receive the desired service on time	DHMT, Gender committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	affordable essential medicines and vaccines for all								
HIV AND AIDS AND CARE WORK									
Prevention									
Strategic objective: To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.									
<i>Does the Council have gender disaggregated data on HIV and AIDS?</i> No	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	States Parties shall take every step necessary to adopt and implement gender sensitive policies and programmes, and enact legislation that will address prevention, treatment, care and support in accordance with, but not limited to, the Maseru Declaration on HIV and AIDS; SADC Sponsored CSW resolution on Women, Girls and HIV; UN Political	Statistics on HIV and AIDS and other diseases that are gender disaggregated and include youth, and people with disabilities. No. of gender aware campaigns	Men, women, youth, elderly & people living with disability	conduct prevention campaigns advocate for the collection of gender disaggregated data on HIV and AIDS within the council	<i>Gender disaggregated data on HIV and AIDS available</i>	DHMT,HR, Gender committee	2017- 2018	P10 000.00
<i>Do prevention campaigns emphasise differences in power relations between women and men?</i>			No. of female condoms distributed Percentage of females using female condoms	Men, women, youth, elderly & people living with disability	Conduct prevention campaigns emphasizing differences in power relations between men and women.	Well informed communities	DHMT, Gender Committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Yes		Declaration on HIV and AIDS.							
<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners?</i>				Men, women, youth, elderly & people living with disability	Organise and hold sensitisation campaigns emphasizing the dangers of multiple concurrent partners. Empower communities with life skills to make well and informed choices	Behaviour change achieved	DHMT, Gender committee	2017- 2018	P10 000.00
Yes									
Strategic objective: To run gender- aware prevention campaigns									
<i>Is the female condom available? If so where?</i>	By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into	Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Provision of female condoms in government buildings, health facilities and NGO's	Sexually active people	Intensify awareness campaigns on the promotion of condoms Ensure the availability of the condoms in all designated areas	Increase in the condom distribution and use	DMHT, Gender committee	2017- 2018	0.00
The female condom is available in all public toilets placed, hair salons , bars and clinics.			number of female condoms (boxes) distributed	Sexually active people	Increase the distribution of condoms	Increase in the condom distribution and use	DMHT, Gender committee	2017- 2018	0.00
			No. of collection points for female condoms	Sexually active people	Conduct a training for all areas with dispensary boxes for condoms to ensure refill is done on time	Efficient distribution of condoms	DMHT, Gender committee	2017- 2018	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	national strategies and programmes.		Percentage of females accessing sexual and reproductive services	Sexually active people	Organize and hold awareness campaigns on sexual reproductive services	Reduction in STIs, unplanned pregnancies and new infections Increase in the number of people accessing sexual reproductive services	DMHT, Gender committee	2017- 2018	0.00
			No. of clinics/organisations offering sexual and reproductive services	Men, women, youth, elderly & people living with disability	Organize and hold awareness campaigns on sexual reproductive services	Reduction in STIs, unplanned pregnancies and new			

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
						infections Increase in the number of people accessing sexual reproductive services			
Strategic objective: <i>To ensure that messages of generational sex and multiple partners are addressed</i>									
<i>How has the municipality participated in awareness campaigns in the past? Has the municipality actively participated and promote the 16 Days Campaign in the past?</i> No. the local authority has never participated in the 16 days	By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health	Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Number of awareness campaigns effectively conducted. No. of awareness campaigns attended by the Council	Men, women, youth, elderly & people living with disability	To actively participate in the 16 days of activism and provide financial and material assistance to other organization partaking in the campaign.	Commemorations conducted	Gender committee	2017- 2018	P30 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
campaigns in the past	into national strategies and programmes.								
<p><i>Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS?</i></p> <p>Yes, there is an HIV and AIDS Policy in the workplace</p>		Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	<p>Number of awareness campaigns conducted</p> <p>No. of awareness campaigns on the link between GBV, HIV and AIDS</p>	Men, women, youth, elderly & people living with disability	<p>Conduct a review of the HIV and AIDS Policy in the workplace</p> <p>Conduct a workshop to sensitize the employees on the available statutes</p>	Level of knowledge increased among employees	HR, Gender committee	2017- 2018	P10 000.00
<p>Strategic objective: To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.</p>									
<p><i>Is PEP readily available at all health facilities? If not, at how many facilities is it available?</i></p> <p>PEP is only available at Letsholathebe</p>	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual	States Parties shall, ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include: a. emergency	<p>Proportion of facilities providing PEP</p> <p>No. of health facilities offering PEP</p> <p>Percentage of women infected receiving PEP</p>	Survivors of sexual violence	Advocate for the roll out of PEP to other clinics such as Maun General hospital and Moeti Clinic	Increase accessibility to PEP to survivors of sexual violence	DHMT, Gender committee	2017- 2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
11 Memorial hospital	and other types of exploitation	<p>contraception;</p> <p>b. ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV; and</p> <p>c. preventing the onset of sexually transmitted infections</p>							
Strategic objective: <i>To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.</i>									
<i>What is the % of men and women who go for HCT.</i>		Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women and men counselled for HCT	Men and women	Intensify the HTC campaign	Increase in the number of people who know their status.	DHMT, Gender committee	2017- 2018	0.00
			Percentage of men and women tested for HIV	Men and women	Ensure accessibility to the ART treatment	Increase d uptake on the roll out of the ART treatment	DHMT, Gender committee	2017- 2018	0.00
Treatment									
Strategic objective: <i>To address unequal access to treatment; especially inhibitions by men to accessing treatment</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>What proportion of women compared to men access free treatment?</i>	Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	Ensure universal access to HIV and AIDS treatment for infected women, men, girls and boys by 2030.	Free treatment access ratio Percentage of men and women on ART	People living with HIV	Ensure that all patients visiting a health facility receive treatment. Advocate for the drugs to be readily available at the health facilities. Organise and hold talk shows to motivate men and women to go for treatment when they are enrolled.	Equal access to treatment Improved livelihoods	DHMT, Gender committee	2017- 2018	P10 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Care									
Strategic objective: Ensure that the council addresses the gendered dimensions of care work									
<i>What proportion of care givers in the community are women?</i>	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	State Parties shall, by 2030 develop and implement policies and programmes to ensure the appropriate recognition of the work carried out by caregivers, the majority of whom are women, and to allocate resources and psychological support for caregivers as well as promote the involvement of men in the care and support of people living with HIV and AIDS	Number of women that are care givers.	women	Sensitize men on the issues that care work is for both men and women. Ensure provision of the necessary facilities for care work i.e. gloves and bandages.	Care work carried out equally in the community. Well informed community members	DHMT, Gender committee	2017- 2018	0.00
<i>Do care givers receive any remuneration?</i> No			Number of care givers funded	Men and women	Sourcing of funds from donors to provide incentive to caregivers in cash or kind.	Inspired and motivate caregivers	DHMT, Gender committee	2017- 2018	0.00
<i>What support do care givers receive?</i>			No. of care givers receiving support	caregivers	Initiate the monitoring and evaluation of the caregivers work	Effective care work	DHMT, Gender committee	2017- 2018	0.00
<i>Do care givers receive training? What kind?</i>			Number of trainings conducted for care givers.						
			No. of care givers trained	caregivers	Conduct refresher courses for caregivers	Trained and well equipped	DHMT, Gender	2017- 2018	P30 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Yes caregivers receive basic training on palliative.					Provide psychosocial support to caregivers	caregivers	committee		
<i>Are there any efforts to involve men in care work?</i>			-Number of awareness campaigns conducted	Men, Women	Increase the number of awareness campaigns conducted to motivate men and women to volunteer for care work	Well informed community members	DHMT, Gender committee	2017- 2018	P10 000.00
Equal opportunities are accorded to both men and women to volunteer in care work.			-Number of dialogues held with men specifically on importance of care work. Percentage of male care workers	Men, Women	Increase the number of awareness campaigns conducted to motivate men and women to volunteer for care work	Increase in the number of male workers.	DHMT, Gender committee	2017- 2018	P10 000.00
GRAND TOTAL									P160 000.00

8. ENDING GENDER BASED VIOLENCE

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
ENDING GENDER BASED VIOLENCE									
Prevention									
<i>Strategic objective:</i> To contribute to the SADC Gender Protocol target of reducing current levels of gender violence by 2030.									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>What are the current statistics on GBV in the municipality?</i></p> <p>unknown</p>	Significantly reduce all forms of violence and related death rates everywhere.	State Parties shall by 2030 adopt integrated approaches, including institutional cross sector structures, with the aim of eliminating current levels of gender based violence.	Existence of National/provincial and local action plans to end GBV	Stakeholders	<p>Lobby for formation of district gender committee</p> <p>Enhance stakeholder participation to end GBV</p> <p>Creation of database on GBV</p> <p>Sensitisation of stakeholders and local communities on GBV</p>	<p>Reduced cases of GBV</p> <p>Empowered communities</p> <p>Adequate resource utilisation</p> <p>Improved stakeholder collaboration</p>	District gender committee	2017-2018	0.00
			Proportion of budget allocated to the GBV implementation of plans	stakeholders	Allocation of resources towards implementation of GBV plans	<p>Reduced cases of GBV</p> <p>Implementation of GBV plans</p>	District gender committee	2017-2018	0.00
<p>Public awareness campaigns</p> <p>Strategic objective: To educate communities to challenge and eradicate gender based violence.</p>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>How has the municipality participated in awareness campaigns in the past?</i></p> <p>NO</p> <p><i>Has the municipality actively participated and promote the 16 Days Campaign in the past?</i></p> <p>NO</p>		States Parties shall, review, reform and strengthen their laws and procedures applicable to cases of sexual offences and gender based violence.	Number of campaigns conducted	Women ,men, youth and people living with disabilities	<p>To conduct four (4) outreach campaigns to the communities</p> <p>To participate in 16 days of activism</p>	Informed communities	Gender committee	2017-2018	20000.00
<p><i>Has the municipality in anyway provided gender awareness education programmes to men and women?</i></p> <p>YES</p>		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	<p>Number of gender awareness programmes run.</p> <p>Number of men that attended.</p> <p>Number or women that attended.</p>	Women ,men, youth and people living with disabilities	<p>To conduct gender awareness for MAA officers</p> <p>To conduct gender awareness in the communities</p>	<p>Informed and empowered staff</p> <p>Educated community members</p>	Gender committee	2017-2018	10000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
					<p>To setup an information corner within the information centre at RAC</p> <p>To organise a meeting with guidance and counselling teachers within the Local Authority</p>	Information readily available and accessible			

Response

Strategic objective: To implement actions that are effective in responding to GBV in your council

<i>To what extent has the council promoted the economic development of women to reduce their reliance on others to support themselves.</i>	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking of persons and sexual and other types of exploitation	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.	No of life skills and economic development workshops for survivors of GBV.	Women and survivors of GBV	To conduct empowerment workshops on life skills and economic development	Empowered women and survivors of GBV	Gender committee, stakeholders and GBV survivors	2017-2018	15000.00
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BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Women are assisted with projects through the poverty eradication programme to establish their desired businesses in order to be self-reliant.									
<i>What is the state of street lighting in the municipality?</i>		By 2030, enact and enforce legislation prohibiting all forms of gender based violence.	Number of areas with electricity	Men and women	To advocate for tower lights in built-up areas	Tower lights in place and reduced cases of GBV	Gender committee	2017-2018	0.00
Street lights have been erected only along the main roads while built-up areas do not have street lights		State Parties 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.	Number of strategies developed to prevent and eliminate all social, cultural and harmful practices	Men, women, boys, and girls	Advocate for the implementation of available legislation Develop a mechanism to monitor implementation of strategies	Reduced cases of social, cultural and harmful practices Monitoring mechanism in place	Gender committee and stakeholders	2017-2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Support									
Strategic objective: To implement a plan and actions that supports survivors of GBV.									
<i>What steps has the council taken to economical empower women who have experienced GBV.</i> Local authority has partnered with gender links to equip survivors of GBV with entrepreneurship skills			Number of survivors that have been: <ul style="list-style-type: none"> • Trained as emerging entrepreneurs • Able to secure business funding through council interventions. • Able to secure business opportunities from councils. • Able to secure affordable places to trade. 	Women survivors	To conduct refresher courses every 3 months Advocating for funding from business community To create skills audit among survivors of GBV To help link survivors with the business community for employment opportunities	Improve livelihoods of survivors GBV survivors imparting skills and knowledge to the community Database available	Gender committee	2017-2018	20000.00
<i>Are any of the police</i>		State Parties shall, by 2030, review	Percentage of referred cases of	Victims of GBV	To advocate	Private room for GBV	Gender committee	2017-2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>stations within the municipality equipped (private room, female officers e t c) to deal with cases of GBV?</i></p> <p>NO</p>		<p>and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence to eliminate gender bias.</p>	<p>sexual and gender-based violence against women and children that are investigated and sentenced.</p>		<p>for private room dealing with GBV cases</p> <p>To advocate for a unit specifically addressing GBV cases</p> <p>Advocating for counselling of perpetrators</p>	<p>cases in place</p> <p>Reduction in GBV cases</p> <p>Informed gender aware community</p>			
		<p>Ensure justice and fairness are accorded to survivors of gender-based violence in a manner that ensures dignity, protection and respect</p>		<p>Perpetrators of sexual and gender base violence</p>	<p>Follow up on reported cases and ensure that they are address fairly</p>	<p>Perpetrators of sexual and gender based violence are investigated and sentenced accordingly</p>	<p>Justice system and gender committee</p>	<p>2017-2018</p>	<p>0.00</p>

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>How many places of safety and care are there within the municipality?</i></p> <p>There are 2 places of safety within the municipality but they are non-governmental organisation ;Lorato house and women against rape shelter</p>		<p>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.</p>	<p>Number of counselling centres for survivors of gender based violence</p>	<p>GBV survivors</p>	<p>Advocate for establishment of places of safety run and owned by the municipality</p>	<p>Increase in numbers in places of safety</p> <p>GBV survivors placed on time in places of safety</p>	<p>Justice system and gender committee</p>	<p>2017-2018</p>	<p>0.00</p>
<p><i>How many counselling facilities are there within the municipality?</i></p>			<p>Number of counselling facilities for survivors of gender based violence</p>	<p>Victims of gender based violence</p>	<p>Intensify effective utilisation of counselling facilities</p>	<p>Empowered communities</p> <p>Increased numbers of people utilising</p>	<p>Gender committee</p>	<p>2017-2018</p>	<p>0.00</p>

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
All churches, health facilities ,social welfare and community development department ;WAR, Love Botswana outreach mission, Maun Counselling Centre, Bofwa, BOCAIP, Bonela, Thuso rehabilitation centre, Tshidilo stimulation centre, YWCA, Red Cross					Create awareness on available counselling facilities	counselling facilities			
Strategic objective: To ensure information on support to GBV survivors is accessible.									
<i>What publications and information exists on where to get</i>		State Parties shall by 2030; Provide accessible information on services available	No. of Information Centres established and equipped with appropriate publications and information.	Men ,women boys, girls, youth and people living with disabilities	To intensify publication and information dissemination	Informed and educated community	Gender committee	2017-2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p><i>help, and how is this being disseminated currently?</i></p> <p>IEC materials are available and disseminated periodically and during awareness campaigns</p>		to survivors of gender based violence.	Percentage of population accessing information centres		Increase IEC materials in public places	Increased number of people accessing information			
Coordination									
Strategic objective: To ensure that efforts to address GBV are conducted in a coordinated manner									
<p><i>Is there a multi sector committee for addressing GBV in the council?</i></p> <p>NO</p>		Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender based violence half by 2030.	Number of committee established to address GBV	stakeholders	To establish a Multi Sector Gender Committee	GBV issues addressed and coordinated	Gender Committee	2017-2018	0.00
			Anti-GBV district Task Force in place	stakeholders	To establish a Multi Sector Gender Committee	GBV issues addressed and coordinated	Gender Committee	2017-2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			No. of meetings of the Anti-GBV Task Force	stakeholders	Instigate the smooth operation of the task force	GBV issues addressed and coordinated	Gender Committee	2017-2018	0.00
Budget allocation									
Strategic objective: To ensure that Councils commit budgets and resources to addressing GBV									
<i>Is there a budget line for addressing GBV in the Council?</i> Budget is being drawn up		Ensure gender sensitive budgets and planning, including designating the necessary resources towards initiatives aimed at empowering women and girls	Gender Responsive Budget in place	Men, women, youth, stakeholders boys and girls	To advocate for adequate funding for effective running of the gender committee	GBV issues addressed effectively	Gender committee	2017-2018	0.00
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 council to inform evidence based programming?</i> Constitution of Botswana,	By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase	Collect and analyse baseline data against which progress in achieving targets will be monitored.	No. of Anti-GBV publications available. Percentage of people accessing and aware about Anti-GBV Act or bi-laws in place No. of capacity building trainings on GBV held.	stakeholders	Capacity building training on available legislation To advocate for implementation of legal procedures	Effective implementation of legislation	Gender committee	2017-2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Penal code, Marriage Act, Children's act, Abolition of Marital Power Act, Domestic Violence Act.	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		Readily available sex, age and disability disaggregated statistics on GBV		To advocate for available legislature to incorporate localised gender issues through amendments and revisions				
Best practices									
Strategic objective: To showcase best practices to end GBV									
Has the council ever showcased GBV case studies at GL Summits or other platforms? NO			No. of GBV case studies showcased at GL summits	GBV survivors	To showcase GBV cases at GL summit	Case studies shared	Gender committee	2017-2018	0.00
			No. of summit entries mobilised		Prepare presentation for summit		Gender committee	2017-2018	0.00
GRAND TOTAL									P65 000.00

9. VISIBILITY AND COMMUNICATIONS

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Strategic objective: To give visibility to the COE process and to the council's commitment to advancing gender equality.									
<i>Is the COE's status visibly displayed?</i> Yes; through participating in gender links project activities and workshops.		State Parties shall by 2030, ensure that women and men can equally access and afford ICTs including internet and hardware	<i>Visibility of COE status</i>	Women, Men, Youth, Elderly & People living with Disability	To display gender related programmes on the website	COE status visibly displayed	HR, IT, Gender Committee	2017- 2018	P10 000.00
<i>Is the councils website linked to the COE page and vice versa</i> No			<i>Website links available.</i>	Council	Link Council website to the COE page	Website linked to COE	HR, Gender committee	2017- 2018	P10 000.00
<i>Is the Council an active member of the Community of Practice</i> No		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 media	<i>Membership of the CoP and extent of participation</i>	Media	To register and be a member of the Community of Practice	An active member of COP	HR, Gender Committee	2017- 2018	0.00
<i>No of case studies</i>			<i>No of case studies presented at summits, and no of</i>	Gender committee	To present case studies on climate	Active participation in the	HR, Gender Committee	2017- 2018	P20 000.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>presented at summits</i> None			<i>different categories these are presented in</i>		change and sustainable development , leadership and COE.	Gender and Development summit			
GRAND TOTAL									P40 000.00

10. GENDER MANAGEMENT SYSTEM

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>Gender structures</i>									
<i>Strategic objective:</i> 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> A Gender committee has been established and is functional	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Establish and strengthen structures to enhance gender mainstreaming.	Structure in place for gender machinery Gender standing committee	Local Authority , Men, Women, Boys, Girls and people living with disabilities	Lobby for adequate resources to insure functionality of the committee Facilitating Gender mainstreaming at departmental level	Functional and effective gender committee Filed minutes of gender committee meetings Participation in district and national summits	Gender champion and Focal person	2017/2018	0.00

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>Is the GMS known, has it been publicised?</i> Yes			Functional gender committee	Local Authority ,Men ,Women ,Boys, Girls and people living with disabilities	Implementation of the action plan Decentralisation of the action plan	Functional and effective gender committee Filed minutes of gender committee meetings	Gender committee	2017/2018	50 000.00
<i>Is there a committee in Council responsible for gender?</i> Yes			Gender balanced committee in place	Local Authority ,Men ,Women and people living with disabilities	Allocation of resources to gender committee Reaching out to communities	Gender responsive community	SACS Finance committee	2017/2018	0.00
<i>Has gender been written into the performance agreements of senior managers and GFP?</i> No			HR records showing performance agreements of senior and junior officials	Chief Executive(SACS)	Ensuring that gender is included in performance agreements of senior managers	Ownership and accountability of Chief Executive	Chief Executive	2017/2018	0.00

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.

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<i>Does sex disaggregated data exist? Is it applied?</i> No		Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Tools in place to monitor gender equality Gender specific database on services mandated to council	Men ,Women, boys and girls and people living with disabilities	Establish and maintain sex disaggregated data	Gender equality achieved by sex disaggregated data and easily accessible	Gender committee	2017/2018	0.00
Strategic objective: <i>To ensure that resources are being allocated to gender priorities.</i>									
<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 women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	Specific budget for gender towards advancing gender equality	Men ,Women, boys and girls and people living with disabilities	To lobby and advocate for direct budget allocation	Gender responsive budget	SACS Finance committee	2017/2018	0.00
<i>Do women and men benefit equally from budget allocations?</i> No			Percentage of total budget allocated to gender activities/projects	Men ,Women, boys and girls and people living with disabilities	Formulate gender responsive budget	Gender balanced budget in place	Gender committee	2017-2018	0.00
			Percentage of women benefiting from budgetary allocations	Women and girls	Ensure consultation, participation and involvement during budget making processes	Gender sensitive budget in place	Council (Local Authority)	2017-2018	0.00
GRAND TOTAL									P50 000.00

