

Annex D: Gender action plan for North-west district council

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
I. GOVERNANCE						
Representation						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2030.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates. <ul style="list-style-type: none"> Strengthen women's wing and ward committees Increase awareness level on women leadership at cell level Lobby for funding for women candidates 	Political parties(leader), woman commissioner	<i>Representation of women councillors in office 0 % (0 women out of 17 men)</i>	<i>To have Increased the representation of women in council by 30%</i>	2019	<i>P45 000.00</i>
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos. <ul style="list-style-type: none"> To ignite debate on women representation at party level 	Political parties	<i>What is the % of women in the different political parties? Where they are usually placed on the party list? To inquire information</i>	<i>What is the target % increase women's representation in political parties?</i>	2018	<i>P0.00</i>
	Engage with Traditional Authorities on women's representation in local politics. <ul style="list-style-type: none"> Lobby traditional leaders to encourage women representation 	Political parties, councillors	<i>The Botswana Democratic Party (BDP) has engaged traditional authorities on women's representation</i>	<ul style="list-style-type: none"> <i>3 meetings with local authorities annually</i> <i>Success of meeting measured through attendance</i> 	2019	<i>P0.00</i>

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	in politics					
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in the council including management and other committees.(management, council committees, sub council)	Human resource, council clerk	<i>Statistics of women in leadership exists(to get data from office of HR back at office)</i>	Sex disaggregated statistics on women in leadership positions in the council.	<i>October 2015</i>	<i>P0.00</i>
	Take measures to ensure equal representation of women in leadership positions in council. <ul style="list-style-type: none"> • Include all female sectional heads into sub management committees • Appointing women into council leadership positions (Adjudication, Ipelegeng Coordinator, Transport, Wellness, Gender, CPC,recruitment board) 	Sub, Management Committee, Sub Council,	<i>There is 17 % of women in leadership positions in the council, i.e. Chairperson/ vice chair of council and on committees?</i>	50% of all leadership positions to be held by women.	2018	P0.00
To educate people and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women. <ul style="list-style-type: none"> • Include gender issues in the agenda in all 	councillors	<i>Awareness on importance of electing women has been in the form of political rallies, kgotla meetings, seminars, workshops</i>	<ul style="list-style-type: none"> • <i>The general public sensitised</i> 	2018	P0.00

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	staff meetings • Conduct survey on knowledge of gender issues					
Participation						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS) :?	Political parties, BALA, Woman commissioner	<i>Women's multi party caucus exists</i>	Multiparty women's caucus established	2018	P0.00
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political parties, BALA, woman commissioner	<i>Grooming programmes for women exists within the BDP</i> :?	<i>Grooming programmes for women to take place every two years</i>	2018	P30 000.00
	Network with regional and international women's caucuses	Political parties, BALA, woman commissioner	<i>Networks have been created in Swaziland, Nigeria and Namibia</i> :?	<i>Three networks to be established</i>	Ongoing	P0.00
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit (No women councillor currently). • Conduct workshops on gender issues for the current councillors and female officials	Human Resource, gender committee	<i>One workshop has been held</i>	Number of Workshops held	annual	P30 000.00
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	Political parties, BALA, Gender Links, WAD	<i>Seminars and workshops conducted for women for empowerment</i>	<i>Seminars and workshops conducted</i>	2016	P30 000.00

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		Human Resource, Council chairperson, Council secretary	<i>Setswana and English used during council meeting</i>	<i>Use of English and Setswana during council meetings</i>	Ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	SACS	<ul style="list-style-type: none"> <i>There is an induction programme for new councillors</i> <i>Induction programme not gender sensitive</i> 	<i>Induction programmes that are gender sensitive</i>	2019	P30 000.00
To empower men on gender issues and mobilise their support.	Gender training workshops for male councillors and officials.	gender committee	<ul style="list-style-type: none"> <i>Gender training workshop for 3 male councillor and 10 men officials taken place</i> 	<i>Number of men trained on gender issues</i>	Annually	P30 000.00
Community mobilisation						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collect, disaggregate and analyse data on community meetings.	Gender committee	Data on community participation does not exist	Gender disaggregated data on the community participation.	2019	P0.00
	Encourage men/women to participate in implementation of community activities that are traditionally considered to be only of concern to women/men.	Councillors, gender committee, VDCs	<i>Statistics on community participation does not exist</i>	<i>Gender disaggregated data on community participation</i>	2019	0.00
To ensure that women are consulted and participate	Conduct consultations through Kgotla meetings	Gender committee,	<i>Community consultations are</i>	<i>Women issues being taken on board on policy</i>	Annually	P15 000.00

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equally in policy-making processes.	and workshops	specific departments implementing the policy/ programme	<i>made but there is currently no gender disaggregated data</i>			
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops annually with men's groups, and audit the impact of the training	Gender committee	<i>No workshop conducted</i>	<i>One workshop for up to 40 stakeholders conducted in a year</i>	annually	P50 000.00
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	<ul style="list-style-type: none"> Review of Council publicity from a gender perspective developing materials that challenge stereotypes. Train PROs on gender mainstreaming system 	PRO, gender committee	<i>Council publications not reviewed</i>	Gender aware publicity materials.(Output) Number (tbd) of articles reviewed	annually	30 000
II. GENDER SPECIFIC PROGRAMMES						
Early learning						
To provide affordable child care to free women to participate in the labour force,	Empower VDC and public to establish affordable child care centres	S & CD, Education Department, building Control committee,	<i>There are 2 VDC child care facilities</i>	<ul style="list-style-type: none"> 10 Affordable child care facilities established 	2018	P250 000.00

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III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	<ul style="list-style-type: none"> De-bush pedestrian walkways revise house numbering install street light name streets and educate the public on their importance 	Physical planning, Roads department, Electrical, Arch and Buildings	<ul style="list-style-type: none"> 23 streets names submitted for approval in one village (Gumare) 4streets lit in one village (Gumare)and 1 street lit in the other village (Shakawe) LAPCAS is ongoing and taking care of house numbering 	What is the target? How many streets named by when? tbd	<ul style="list-style-type: none"> street naming, revision of house numbering by 2019 Street lighting- 2020 Debushing- annually 	P40000 00 0.00
	Conduct business forums to lobby the business people to assist people in need (clothing, shelter and rationing).	Councillors, S & CD,	No meetings have been convened	# of people in need supported by the business community	One meeting annually	P50 000.00
To educate people and to raise awareness, especially of single-headed households, who suffer disproportionately as a result of natural disasters that destroy their homes and livelihoods.	Conduct Awareness programmes that target men and women, on the management of disasters.	Fire department, S&CD,DA	People addressed on the management of disasters through kgotla meetings- no data	Reduction of people/ households affected by 50%	2018	P50 000.00
	Train community members on how to handle emergencies, including first aid.	Fire department, Environmental Health	No Communities trained on handling emergencies	Old and young people, rural dwellers to be trained (35% of population)	Annually	P50 000.00

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To ensure that building control measures are enforced, and in particular women are well informed on the process	Sensitize the public, especially women on the importance of following building control measures to ensure safety	Building Control committee	<i>Not done</i>	<i>Two consultative forums held in a year</i>	annually	0.00
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Set and monitor specific targets to ensure gender parity in employment opportunities created by local government.	SACS, Human resource	<i>What are the current statistics of women and men employed by the council? Data to be provided</i> <i>To enquire from the council</i>	<i>To attain 50/50 employment for men and women</i>	2016	0.00
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	HR, GENDER COMMITTEE	<i>Data on unemployed women to be provided</i>	<i>Percentage increase in the number of employed women</i>	2018	P10 000.00
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	SACS, S&CD, Councillors	<i>Vote item for women empowerment not in existent</i>	<i>Vote Item for women empowerment in budget</i>	2016	P0.00
	Inform women about economic opportunities in liaison with GAD and other stakeholders	Gender committee, Councillors, DEDC	<i>Nothing has been done so far</i>	<i>Number of women utilising the opportunities</i>	2018	P0.00
To obtain sex disaggregated data on unemployment levels in communities	Request for data from the statistics office.	Gender committee	<i>No data</i>	<i>All the required data available</i>	2016	P0.00

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To promote equal representation of women in the tourism industry and commercial agriculture	Educate women on opportunities on tourism industry and commercial agriculture	Gender committee	<i>No education conducted</i>	Number of educational activities undertaken	<i>annually</i>	P10 000.00
Procurement						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	Gender committee, LAPAD	<i>no training done</i>	<i>At least one workshop undertaken</i>	<i>anually</i>	P10 000.00
	Implement and monitor quotas for women for the awarding of council contracts clarify?	LAPAD, Gender committee	<i>Data to be provided</i>	<i>15% of all tenders to be reserved for women</i>	<i>2016</i>	P0.00
	Reserve 50% of the adjudication committee membership for women	SACS, Sub-Council	30% women sit on the tender board.	To increase women by 20 %	<i>2016</i>	P0.00
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.	Gender committee	<i>Poverty eradication strategy not mainstreamed to gender</i>	Mainstreamed gender in the poverty reduction strategy	<i>2018</i>	P15 000.00
	Conduct assessment of women to facilitate improved access to social grants, including food security nutrition	S & CD	<i>Two assessments undertaken</i>	<i>Conduct two assessments annually</i>	<i>anually</i>	P15 000.00
	Facilitate the implementation of income-	DEDC, Gender	<i>Data will be provided</i>	<i>Number of income generating activities implemented</i>	<i>2016</i>	P15 000.00

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	generating activities, improve resources allocated and implement monitoring.	committee				
	Liaise with and support CBOs and NGOs already working with poor households.	SACS, S&CD, Gender committee	<i>liaised with 2 trusts and 1 NGO</i>	<i>Number of trusts and NGOs being supported</i>	2018	P30 000.00
Business support						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Gender committee, Councillors	<i>Data to be provided</i>	<i>Number of women in small businesses linked with opportunities in big businesses</i>	annually	P10 000.00
	Develop a business directory on local business	economic planner	<i>The directory does not exist</i>	<i>Up to date Directory developed</i>	2016	P0.00
	Finalise the PPP strategy	SACS	<i>Strategy under development</i>	<i>Developed strategy</i>	2016	P0.00
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	Gender committee, S & CD	<i>Data to be provided</i>	<i>One training</i>	annually	P0.00
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	S&CD LEA, Gender committee	<i>One benchmarking undertaken</i>	<i>Number of mentoring activities undertaken</i>	2016	P0.00
Informal sector						
To promote equal access to	Link women to investment	Gender	<i>What are the statistics of</i>	<i>What is the target number of</i>	2015	P0.00

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markets.	opportunities	committee	women in the informal sector?	new formal businesses to be formed?		
	Integrating women with partnerships, joint ventures etc.	WAD, NGOs, LEA, S & CD	How have women been integrated in partnerships and managers? Not aware to make a follow-up	What is the target% increase of women in partnerships?	2015	P0.00
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	Gender committee, Housing	No data	Gender disaggregated data on housing collected.	2017	0.00
	Lobby Tawana Land Boards to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards	Gender committee, Sub Council	Gender not mainstreamed in to the land policy	A land policy that is gender sensitive	2018	0.00
	Reserve 50% of membership of housing committee to women	Housing committee	Housing committee constituted of 6 members; 3 men and 3 women	50% of the housing committee should be women.	2016	0.00
	Increase the range of housing and land options available to poor households; including subsidies for poor women	Housing, S & CD,	There are only two options available in SHHA	Increase in the number of options	2018	0.00
To ensure that women's needs are taken into account because they are mostly affected by inadequate	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Building control	No assessment on Living environments	Report on the assessment of living environments	2018	0.00

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housing.						
To ensure women and men's have equal access to housing subsidies.	Educate women on housing policies and subsidies.	Housing, councillor s	<i>no gender disaggregated data on information dissemination</i>	<i>Increased uptake of housing programs by women</i>	Annually	P10 000.00
	Disaggregate and capture existing data; a mechanisms for continuous data capture	Housing, councillor s	<i>Data to be provided</i>	Gender disaggregated data and statistics	Annually	0.00
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Housing	<i>Policy review ongoing</i>	<i>A gender sensitive policy</i>	2016	0.00
Transport						
To ensure that women's transport needs are established and met and to ensure that public transport is made safer for women and children.	Collect gender disaggregated data to establish whose needs are being met and whose are not.	gender committee	<i>No data</i>	Disaggregated data available	2016	0.00
	Taxi and bus stations and stopping points to be developed to a standard that ensures that travelling is safe for all people, especially women and children.	gender committee, building control, electrical, roads	<i>Study on safety of passengers on bus stations and stopping points not conducted</i>	<i>Police statistics to measure the level of violence at bus stops</i>	2016	50 000.00
	Improvement of pedestrian safety on our roads	Roads	<i>Data to be provided</i>	<i>How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities?</i>		50 000.00

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To empower women to participate in the male-dominated transport sector.		Transport , HR				
	Employ women to drive, buses and haulage		<i>No woman driver for bus or truck in the Okavango Sub council</i>	<i>Number of women trained to drive busses and trucks</i>	2016	0.00
Water, sanitation and electricity						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	Environmental health, S&CD, Economic planning, gender committee	<i>No disintegrated data</i>	<i>Gender disaggregated data</i>	2016	P10 000.00
	Provide affordable services to poor households.	Environmental health, S&CD, gender committee	<i>No data</i>	<i>Number of households provided with affordable services</i>	2016	0.00
	Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector.	LAPAD, environmental, ipelegeng	<i>Data to be provided</i>	<i>50% should be women</i>	2016	0.00
	Ensure that women are consulted prior to the provision of services.	Environmental Health, ipelegeng	<i>Consultations done through kgotla meetings</i>	<i>Number of women consulted</i>	2016	P15 000.00
	Involve women in the management and maintenance of these	Environmental health,	<i>Data to be provided</i>	<i>Number of women involved in the management and maintenance of the services</i>	2016	0.00

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	services and facilities.	ipelegeng				
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Create an environment committee in which women and men are equally represented, including waste management and recycling projects	Environmental health,	<i>There is a Health committee in place</i>	<i>Establish gender balanced health committee</i>	Ongoing	P5 000.00
	Increase the frequency of refuse collection.	Environmental health	<i>Refuse collected once a week</i>	<i>Refuse to be collected bi-weekly</i>	2016	P10 000.00
	Provide and maintain public toilets in strategic areas	Environmental health	<i>There are two sets of public toilets maintained daily</i>	<i>Number of toilets built in strategic areas</i>	2018	P100 000.00
	Review the waste management policy from a gender perspective.	Environmental health	<i>Waste management policy does not exist</i>	<i>Gender sensitive waste management policy</i>	2018	0.00
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Develop gender aware HIV and AIDS public education and awareness campaign.	Wellness committee , gender committee	<i>Information passed during wellness activities</i>	<i>Gender sensitive HIV/AIDS public education campaigns</i>	Annually	10 000.00
Social development						

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities.	Construct parks that are gender friendly	Ipelegeng	<i>Only one park under construction</i>	Number of gender friendly parks operational	2016	150 000.00
	Encourage women to participate in traditionally male sports, e.g. Soccer and boxing.	Gender committee , wellness	<i>There are male and female sporting facilities at primary schools and RAC</i>	<i>number of women participating in traditionally male sports</i>	2016	0.00
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.	Gender committee	<i>Parenting programmes not in place</i>	<i>Men taking parenting responsibility</i>	2017	10 000.00
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the representation of women employed in the council.	Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.	SACS, Human Resource	<i>Nothing done to prioritise gender equity in the employment practices of the council</i>	50% women in leadership positions areas of employment	2018	0.00
	Obtain buy-in and support of unions for increased gender equity in the employment profile of the council.	SACS, councillors, human resource	<i>Unions not approached regarding gender equity in the employment profile of the council</i>	<i>Unions advocating for gender equity in the employment profile of the council approached and functional</i>	2017	0.00
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage men/women to apply.	Human Resource , SACS	<i>Job advertisements open to everyone and not specify for women to apply</i>	<i>50% of employees to be women</i>	2016	0.00
	Selection panels should be gender balanced.	Council secretary	<i>Selection panel is balanced</i>	Gender balance on selection panels.	2016	0.00

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	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way. Experience and qualifications should both be taken into account in evaluating suitability for posts.	Human Resource ,Senior Assistant Council secretary	<i>Interview questions do not discriminate and those who qualify are hired on merits</i>	<i>Gender sensitive selection policies</i>	2016	0.00
	Incorporate gender into structure system policies and processes.	Senior assistant Council secretary ,Gender Committee	<i>Gender not incorporated into structure system policies and processes</i>	Gender sensitive structure systems and policies	2018	0.00
To ensure that staff development programmes are gender sensitive	Succession and staff development plans should have a specific focus on upgrading the skills of women and their promotion to senior decision-making positions.	Senior Assistant Council secretary , Human Resources	<i>Succession and staff development plans not in place</i>	<i>Gender sensitive Succession and development plan</i>	2017	0.00
	Undertake a skills/ qualification audit and assessment of all council employees.	Human resource	<i>Skills audit on going</i>	Results of the skills audit report	2016	0.00
	Devise and implement a	HODs,	<i>Short term training plan in</i>	<i>Number of employees trained</i>	Annually	0.00

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	range of capacity-building options for employees and cllrs.	Human resource, SACS	<i>place</i>			
	Mentoring new employees.	Human Resource	<i>New appointees are inducted every term</i>	<i>This will be measured by number of employees inducted</i>	2016	0.00
	Identify skills needs among communities and skills gaps in key economic sectors.	S & CD, Economic planning	<i>Community needs assessment are to be carried out</i>	<i>Community skills profile</i>	2017	P15 000.00
	Develop targeted skills development programmes.	S & CD, Economic planning, human resources	<i>No list of targeted skills</i>	<i>Database of skills development programmes</i>	2017	0.00
	Facilitate women's entry to skills development programmes.	S & CD, gender committee	<i>Data to be collected</i>	<i>number of women enrolled and graduating from the skills programmes</i>	2017	0.00
Work conditions and environment						
To facilitate women's equal participation in the workplace.	Meetings times should take the needs of all employees into consideration and not run too late.	Human Resource , SACS	<i>Currently not considered Not aware</i>	<i>Number of women participating in council activities</i>	2016	0.00
	Provide child care facilities for council employees.	SACS, S & CD	<i>No child care facilities in place</i>	<i>number of child care facilities?</i>	2020	150 000.00
	Provide flexible work arrangements for parents.	Human Resource , HODs	<i>Mothers provided with one hour recess for a year and no hour given for the fathers</i>	<i>Number of men and women given flexible hours</i>	2016	0.00

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To address issues of sexual harassment in the council.	Develop and implement a sexual harassment guideline	SACS, Human Resource, gender committee	<i>Sexual harassment guideline not in existence</i>	<i>Sexual harassment guideline in place</i>	2016	0.00
	Workplace education and awareness on sexual harassment guideline	PRO, Human Resource gender committee, wellness	<i>No awareness conducted</i>	<ul style="list-style-type: none"> • <i>Awareness of sexual harassment</i> • <i>Reporting of sexual harassment cases</i> 	2016	0.00
	Code of conduct to ban the use of sexist jokes and language.	Human Resource, SACS, gender committee	<i>Code of conduct on the ban of sexist jokes and language not in place</i>	<i>Code of conduct addressing sexist jokes and language in place</i>	2016	0.00
V. GENDER MANAGEMENT SYSTEM						
Planning						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.	SACS, Council management	<i>Current mission, vision silent on gender</i>	<i>reviewed the council mission vision and incorporating gender dimension in it</i> <i>Indicator will be the reviewed mission, vision of the council</i>	2018	0.00
	Conduct surveys prior to planning to determine the needs of both women and	SACS, Council manage	<i>Surveys are conducted prior planning but are gender silent</i>	Gender aware survey conducted and results produced.	annually	10 000.00

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	men.	ment				
	All units and departments should include gender indicators in their business plans.	SACS, HODs	<i>Gender indicators not included in business plans</i>	<i>Gender sensitive business plans developed</i>	2016	0.00
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	SACS, HODs,	<i>Customer satisfaction surveys administered and include sex</i>	<ul style="list-style-type: none"> <i>Customer satisfaction surveys in each department to be administered</i> <i>Surveys to be analysed and results gender disaggregated.</i> 	2016	0.00
Gender structures						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Recruit/appoint/hire gender focal persons.	SACS,HR, Gender Committee, Councillors	<i>Gender focal persons exists but on voluntary basis</i>	Gender focal persons position created and appointed.	2016	
	The gender coordinator should be assisted by gender focal points in all	GFP,HODs,	<i>No Gender Committee established</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2016	0.00

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	departments, making the gender committee					
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	SACS, HODs	<i>Gender focal person and HODs are responsible for gender mainstreaming</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2016	0.00
	Gender to be written into the job description and performance agreements of senior managers and GFP.	SACS, HODs	<i>Gender not written in the PDPs of senior managers</i>	<i>Accountability on gender through PDPs.</i>	2016	0.00
	Gender should be a standing item on the agenda of management committee meetings.	SACS, HODs, council chairpersons	<i>Gender not a standing item in the council meetings' agenda</i>	<i>Gender as a standing item in the council agenda of council meetings and reported on</i>	Annually	0.00
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	SACS, Council Chairpersons	<i>No committee in council responsible for gender</i>	Gender equality committee mobilised.	2019	0.00
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	SACS, Gender Committee, Sub Management	<ul style="list-style-type: none"> <i>No terms of reference in existence</i> 	Gender Committee formed with terms of reference in operation	2016	0.00
	Publicise the establishment of the gender machinery.	Gender committee	<i>GMS does not exist</i>	<i>Publicised GMS once established</i>	2016	0.00

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Establish partnerships with gender machinery in other councils.	GFP, SACS	<i>No partnerships not established</i>	GMS Networked	2017	P10 000.00
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.	Heads of department	<i>Sex disaggregated data exists but not applied</i>	All statistics disaggregated by sex.	Ongoing	0.00
	Gender indicators to be formulated for each department/ programme and HR management.	SACS, HODs	<i>Council score card does not have gender KPIs</i>	Gender KPIs integrated into council score card.	2016	0.00
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	SACS, gender committee, wellness committee S & n CD	<i>Action plan not costed</i>	• Gender budget	annually	0.00
Capacity building						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	Gender committee, HODs	<i>Gender machinery training is on going</i>	• <i>Not members of the gender machinery trained</i> • <i>2 workshops held</i>	2016	15 000.00
	Facilitate training programmes among councillors, officials and community groups.	Gender committee, HODs and Councillors	<i>Training has not taken place</i>	• <i>All councillors and community groups trained</i>	2016	15 000.00

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
				•		
	Assess impact of training.	Gender committee	<i>Trainings still at inception stage</i>	<i>Impact Assessment Survey</i>	2017	
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	Gender committee	<i>Gender analysis training not taken place</i>	<i>All councillors and gender committee trained</i>	2018	
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender e.g. Women's Day; Sixteen Days campaign.	Gender committee	<i>Council has participated on gender events through S&CD</i>	<ul style="list-style-type: none"> • <i>Calendar with special gender events</i> • <i>Publicity on gender issues</i> 	annually	0.00
	Prepare pamphlets, advertising, posters, logo etc.	Gender committee & CD	<i>Publicity materials on gender issues does not exist</i>	<i>Publicity materials on gender issues</i>	annually	20 000.00
	Run competitions, sporting activities that challenge stereotypes.	Gender committee	<i>Competitions on challenging stereotypes not conducted</i>	<i>Devise activities to challenge stereotype</i>	annually	25 000.00

Annex E: Gender based violence action plan for North-west district council

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Gender committee	<i>No gender safety audits currently</i>	<i>Report with GBV indicators and statistics</i>	2017	0.00
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Village Development Committee, Physical planning, electrical	<i>Only one tower light existing</i>	<i>Illumination rate</i>	2018	15 000.00
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Electrical, Physical planner, Economic planner	<i>no lighting master plan</i>	Lighting master plan with clear targets and indicators developed	2019	50 000.00
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. to develop land marks	Physical planning, roads, economic planning	<i>No street has been named</i>	<i>Streets have been named and the names are gender sensitive</i>	2019	50 000.00
Public awareness campaigns						
To educate communities to challenge and eradicate	In partnership with NGOs and CBOs stretch Sixteen	Gender committee,	<i>The council does not have programmes on GBV</i>	<ul style="list-style-type: none"> • <i>Develop programmes for GBV</i> 	2017	35 000.00

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
gender based violence.	Days of Activism campaign to a year long campaign	councillors		<ul style="list-style-type: none"> Draw calendar for 365 days campaign against GBV 		
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Coucillors	<i>The council has participated in 16 Days Campaign</i>	<i>Draw calendar for 365 days campaign against GBV</i>	Annually	15 000.00
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Gender committee	<i>Council has participated on high profile campaigns at a lower note</i>	<i>Reduction in GBV statistics</i>	2019	15 000.00
	Promote involvement of men and boys in ending gender violence.	Gender committee	<i>Men and boys have been involved in campaigns to end GBV.</i>	<ul style="list-style-type: none"> Number of men and boys participating and leading GBV campaigns 	2018	5 000.00
	Monitor and evaluate impact of all public awareness campaigns	Gender Committee	<i>Awareness campaigns have not been monitored or evaluated</i>	<i>Report on the campaign results</i>	2018	0.00
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Gender committee	<i>The council has not participated in the 'Making IT work for Gender Justice</i>	<ul style="list-style-type: none"> Council join Making IT work for gender Justice Participate in at least one cyber dialogue during the 16 days campaign once in a year 	Annually	5 000.00
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	Gender committee	<i>Best practices for ending GBV not documented</i>	<i>One best practice to be collected in each ward and documented</i>	2016	10 000.00
Response						

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To implement actions that are effective in responding to GBV	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	S & CD, Gender Committee Councillors	<i>Referral and financial support in place</i>	1 place of safety built	2020	25 000.00
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence.	Gender Committee, S & CD	<i>Council does not have a database of services available to survivors and victims of GBV.</i>	Database of services and facilities documented	2016	0.00
	Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	Gender Committee, S & CD	<i>Council does not have programs specifically for GBV victims</i>	Number of programs/ trainings implemented	Annually	50 000.00
	Encourage role modelling of survivors and victims	Gender Committee, S&CD	<i>There is no role modelling in place for survivors and victims of violence</i>	<i>Number of people to become role models</i>	2018	0.00
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	Gender Committee, S&CD, Focal Committee, Police	<i>Limited control over stakeholder processes</i>	<i>Number of facilities providing post- traumatic services</i>	2019 2019	30 000.00
	To sensitize men to participate on home based care issues in order to alleviate the	Gendercom mitee, S&CD	<i>No statistics on HBC for survivors of GBV</i>	<i>Number of men participated Home Care activities.</i>	2018	15 000.00

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	burden that is shouldered by women.					
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	S & CD, police, councillors, Gender Committee	<i>Data to be provided on GBV.</i>	<i>Reduce cases of GBV by 50%</i>	2020	0.00
Support						
To implement a plan and actions that supports survivors of GBV	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	SACS, S&CD, Gender Committee	<i>Data to be provided</i>	<i>Budget allocated to places of safety.</i>	2020	40 000.00
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Gender Committee, S&CD	<i>Council has programmes for economic empowerment for the community and are not specific to reduce vulnerability to gender based violence</i>	<i>50% of GBV survivors enrolled in economic empowerment programs</i>	2018	20 000.00
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	Gender committee	<i>Multi-sector committee on GBV not established</i>	Establishment of multi-sector committee	2017	0.00
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Gender Committee, S&CD	<i>Data to be provided</i>	<i>Percentage of GBV cases resolved.</i> <i>What is the target? How will it be measured?</i>	Annually	0.00
Budget allocation						
To ensure that Councils commit budget and resources to addressing	Allocate budget and resources to addressing GBV	SACS, Gender Committee	<i>There is no budget for addressing GBV</i>	Budget allocated to address GBV	Annually	0.00

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
GBV						
Monitoring and evaluation						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Gender Committee	<i>Targets and indicators not integrated into the plan</i>	<i>Compliance to targets and Indicators.</i>	2017	0.00

Annex F - Messages and slogans for gender based violence (North-west district council)

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual			
Abused woman or man	Dangers of Gender Based Violence	GBV can cause mental trauma	Posters, radio, TV, songs, d
Abused child	Dangers of Gender Based Violence	GBV- Scar for Life	Posters, radio, TV, songs, drama
Abusive men	Need for counselling	Be Responsible: Change your behaviour	Posters, radio, TV, songs, drama
Family/ Household			
Mother, father, guardian	<ul style="list-style-type: none"> • Gender Based Violence is a crime punishable by law • Parents should express their feelings and understanding about GBV 	North West District GBV free by 2016	Workshops, kgotla meetings, workplace visits and addresses
Parenting	Importance of reporting GBV in the home	Parents in Unity Against GBV to 0 % GBV nation by 2016	Home Visits, kgotla meetings, PTA meetings, posters
Community			
Community	Ways of preventing GBV	Say No to Crime and Abuse	Kgotla meetings, advertisements, concerts (Choir competitions)
Schools	<ul style="list-style-type: none"> • Importance of speaking out • Where to get help 	Safety from GBV is a right	School syllabus, TV (Talk back show), radio lessons
Religion	Curbing abuse on women and children	Look up to Christ and live	Youth camps, pre marital counselling, sermons, Sunday school classes
Sports	Ways of defending oneself from abuse	Run away from abuse	Newspapers, television, athletics competition, gym classes
Society			
Political leadership	Reduction of gender based violence	Leaders Against Gender Based Violence	Seminars, workshops, campaigns, kgotla meetings, radio, television
Criminal justice System	Application of GBV Acts	Tsibogelang Dikgetsi tsa Kgokgontsho	Seminars, workshops, campaigns, marches

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Media	Balance reporting	Balance reporting: Strategy for reducing GBV	Campaigns, marches, posters, workshops
Culture	Discourage discriminatory culture	Kick discriminatory Culture: reduce GBV	Kgotla meetings, PTA (Parents Teachers Association) meetings

