

## FORM 9: LOCAL GOVERNMENT SCORECARD

<http://www.genderlinks.org.za/psc/gscIndex.php>

### GENDER SCORECARD FOR LOCAL GOVERNMENT

**NAME OF COUNTRY: Namibia**

**NAME OF COUNCIL = Berseba**

**SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD**

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>Previous score – year</b>	<b>Previous score-year</b>	<b>Previous year score-year</b>	<b>2015 council score</b>	<b>2015 judges score</b>
<b>POLICY FRAMEWORK</b>								
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women’s Day</li> </ul>	<ul style="list-style-type: none"> <li>• Copy of the gender policy/action plan</li> <li>• Copy of the Council strategy/work plan</li> <li>• Minutes and records of meetings</li> <li>• Photos</li> <li>• Media coverage</li> </ul>	Berseba council work according to the labour act and affirmative action				4	3
<b>GOVERNANCE</b>								
<b>Representation</b>								
2. There are	<ul style="list-style-type: none"> <li>• No of men</li> </ul>	Official records	Number of men				4	4

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	equal numbers of women and men councillors in the Council.	councillors = • No of women councillors =	councillor-2 Number of women-3					
3.	There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	• Mayor/Chair of Committee = M/F • Deputy mayor/deputy chair of committee = M/F • No of committees chaired by women = • No of committees chaired by men =	Official records  Mayor-male Deputy chairperson committee-female				4	3
<b>Participation</b>								
4.	Women and men participate equally in Council meetings and influence decisions	• Examples of issues raised by women in Council and what difference these have made.	Council minutes  Woman councillors are the driving force in the meeting				4	2

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	taken by the Council.								
<b>Public participation</b>									
5.	There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women and men</li> </ul>	Photos Media coverage Minutes	Woman mostly attend public gathering Hiv/aids Social services Health care worker				4	3
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>									
6.	The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who</li> </ul>	LED plans, how gender reflected Statistics on finance schemes.					3	2

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	have benefited.							
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Council employment statistics by sector and area of work	Council employed 4 people 1 female, 3male Council appoint acting coe . council is in the process of employ the secretary to coe				4	2
<b>Procurement</b>								
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	Procurement policy – how gender is integrated into this.	Catering jobs are given to women				4	2

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<b>Climate change and sustainable development</b>								
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>	Climate change policy Records of meetings Photos/video	No climate change policy  Council has adapted the national disaster plan in order to draft their assistance granted to natural disaster				4	2
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are involved.</li> <li>Proportion of women in waste projects</li> </ul>	Waste management plans Gender statistics on waste management Photos; video	Waste management supervisors is a woman  Basket system is out there is only 15 left Most of the house have flush toilet				3	3
<b>Land and housing</b>								
11. The Council keeps sex disaggregated	<ul style="list-style-type: none"> <li>How gender is integrated into</li> </ul>	Policy on land and housing	Build together policy				4	2

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data on title deeds and housing, and is promoting women's equal access	allocation of land and houses <ul style="list-style-type: none"> <li>No of women allocated land and housing by council</li> <li>No of men allocated land and housing by Council.</li> </ul>		Provided land for the community					
<b>Water and sanitation</b>								
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> <li>Examples of the difference women have</li> </ul>	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	Community toilet Construction process				3	2

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	made							
<b>Environmental health</b>								
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>Types of campaigns</li> <li>Involvement by women</li> </ul>	Records of campaigns Photos/video					4	3
<b>HIV/AIDS and care work</b>								
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>Existence of policy</li> <li>Messages underscore unequal power relations between women and men;</li> <li>Prevention of parent to child transmission</li> <li>Men are encouraged to go for VCT</li> <li>Women and men have equal access to treatment</li> </ul>	HIV and AIDS policy – gender dimensions	Hiv aids campaigns alcohol and drugs abuse local testing day				4	3

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15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> <li>Existence of care work projects supported by Council or in which Council is a partner.</li> <li>Remuneration/training/support for care givers in these projects</li> <li>No of women, no of men involved in care work</li> </ul>	Records of projects Examples of what these have achieved Photos, videos	Council support care works groups Catholic aids action group  Community garden that council allocated and given to the community CCE group				3	2
<b>Social development</b>								
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>No of women, no of</li> </ul>	Records of facilities Gender disaggregated data	Soccer field in place but not up to standard Netball and volleyball				1	2



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	men who make use of facilities							
<b>GENDER SPECIFIC PROGRAMMES</b>								
<b>Gender based violence (GBV) flagship plan</b>								
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> <li>• Existence of street lights</li> <li>• No of streets named</li> <li>• No of streets named after women</li> <li>• No of streets named after men</li> </ul>		Have street light in place and in good condition				3	3
<i>Public awareness campaigns</i>								
18. The Council participates in campaigns to raise awareness on gender- based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>• Campaigns launched during the Sixteen Days</li> <li>• Budget from Council for campaigns</li> <li>• Other resources mobilised</li> <li>• Follow up to campaigns</li> <li>• Results achieved</li> </ul>	Reports Photos Video Budget	<i>Council involved in prayer campaign for women and child abuse</i>				3	2

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	<i>Response and coordination</i>							
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> <li>• How the Council works with the police on GBV</li> <li>• Existence of committees on GBV</li> <li>• No of women and no of men on these committees</li> </ul>	Records Photos Video	Women against violence group				4	4
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>								
<b>Selection and recruitment</b>								
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is	<ul style="list-style-type: none"> <li>• No of women in management</li> <li>• No of men in management</li> <li>• CEO/head of administration</li> </ul>	Council employment statistics	Council employed 4 women 7 men Women coe head of administration finance department is a woman				4	4

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	<p>an affirmative action policy for ensuring 50% by 2015.</p> <p>=M/F</p> <ul style="list-style-type: none"> <li>• Examples of women in non traditional areas of decision-making eg finance</li> </ul>							
<b>Capacity building</b>								
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> <li>• Gender training conducted as part of COE's</li> <li>• Changing lives as a result of gender training</li> </ul>	COE reports Changing lives profiles	Coe reports Training provided by GL				4	4
<b>Working conditions and environment</b>								
22. The work place is family friendly; there is a sexual harassment policy that is	<ul style="list-style-type: none"> <li>• Maternity and paternity leave</li> <li>• Flexi time</li> <li>• Family days</li> <li>• Sexual</li> </ul>	Work place policies	No paternity no sexual harassment policy but have adapted the policy in the labour act				2	3

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enforced.	harassment policy <ul style="list-style-type: none"> <li>• How sexual harassment cases are dealt with</li> </ul>							
<b>GENDER MANAGEMENT SYSTEM</b>								
<b>Gender structures</b>								
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who and how often does it meet</li> </ul>	COE and council records	Gender focal person  Gender champion				4	4
<b>Budgets</b>								
24. A share of expenditure is explicitly targeted at promoting	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of</li> </ul>	Budget					3	2

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	gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> <li>• budget</li> <li>• Gender reflected in mainstream budget</li> </ul>						
<b>Monitoring and evaluation</b>								
	25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> <li>• Regular reports to management on gender action plan.</li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>	Minutes lists are available Council has a camera that they have never used				3	2
<b>TOTAL</b>							<b>96</b>	<b>68</b>