

GENDER AND GENDER BASED VIOLENCE ACTION PLAN FOR Fond duSac.....

The fields to be completed are:

- **Who** – who/ which department/s will responsible of the action?
- **What is the baseline data** - what is the starting point, answer the questions?
- **What is the target / indicator** – what is the ultimate goal of the council and how will achievement of this goal be measured, answer the questions?
- **When** – what is the timeframe in which this should be completed?
- **Budget** – what is the budget required for this action to be completed?

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
GENDER POLICY FRAMEWORK						
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Councils should have standard training on national, regional and international commitments made by the country at each induction session of new staff.	District Council and Gender Links	Gender Links Workshop	Council focal persons/Steering Committee to make sure that this is done	2015	
	Setting of Gender Committee, Employ Focal Person and set counselling and liaison office.	Village	Association of Women Village Councillors	Gender Committee if any		
Ensure that there is there is a gender policy in the council and it is implemented.	Advocate for the development and implementation of a gender policy for the council.	Council and Gender Committee	Gender Links workshop and Association of Women Village Councillors	Policy document approved		
Gender issues are given a high	Provide training for key	Gender	Possibly Association of	Political Champion on		

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political profile by the Council and has a political champion	councillors on gender issues to ensure that gender issues are championed by key politicians.	Committee	Women Village Councillors... Any other possibilities	gender issues		
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 2015.	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota	All political parties	Five female councillors	At least 50%	Next election 2018	
	Ensure that there is gender balance on all community committees.	Chairperson	Association of Women Village Councillors (AWVC)	The AWVC consists of women only. To encourage men to participate in the committee	As soon as possible	
To ensure that women are equally represented in leadership positions in the Council.						
	Encourage women to participate by mentoring and coaching them into these roles	Gender Committee	The President is a woman	All councillors to be trained	July 2013	

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To educate communities 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.	Those trained above	This was done during the village elections	Communities well trained	On going	
	Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon	Gender Committee and those trained by Gender Links	Gender Links Workshop	Sensitisation programmes	On going	
Participation						
To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.	Ensure that women and men participate equally in council meetings.	Chairperson	Only two women councillors	Training of councillors		
	Ensure that women have an influence on decisions taken by the council.	Female Village Councillors	Ideas from women are not taken into consideration	Training of councillors		
	Network with other local, national and provincial	AWVC	No networking	Ministry of Local Government and Gender		

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	women's caucuses.			Links to help in women's caucuses		
To empower women councillors to articulate what are regarded as "women's issues."	Conduct a skills audit of women's councillors.	Gender Committee	Only those who attended GL workshop	Skills audit		
	Induction programmes for new councillors with follow up refresher courses.	AWVC and Gender Committee	Only those who attended GL workshop	Induction programme		
To empower men on gender issues and mobilise their support.	Host gender training workshops for male and female councillors and officials.	Gender Committee and AWVC	Gender Links workshop	Gender Training for all councillors		
	Host monthly gender dialogues with male councillors and officials.	Gender Committee and AWVC	No Dialogues done	Monthly dialogues	On going	
Public participation						
To ensure that women and men participate equally in community matters	Collect, disaggregate and analyse data on communities.	Village Councillors	No audit done	To do an audit of the needs of the community by sex	Oct 2014	

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				Local Government Directories 2014		
	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women. Talks and meeting	Gender Committee and AWVC Leader / president	No male participation	At least 30% men involved in meetings organised by women	Dec 2014	
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, contracts and employment opportunities and HIV and AIDS	Village Councillors in collaboration with NEF and Ministries concerned	Communities at large not aware of important information	At least 50% of village people aware of services		
II. PLANNING						
To ensure that targeted planning and service delivery takes place in the council women are consulted equally	Ensure targeted gender planning and service delivery takes place in the council	Gender committee/Village Councillors	Women are not consulted	Lobby so that women are involved in planning		

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in policy-making processes.		and District Councillors				
	Ensure strategic objectives of the Council explicitly mention gender.	Council/ Gender Committee, AWVC	Gender is not mentioned	Lobby so that gender is mentioned		
	Ensure that there are gender indicators in all plans.	Gender committee	Association of Women Village Councillors	Budget for gender issues		
	Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies.	Council/ Gender Committee, AWVC	No audit done	Audit on the needs and constraints of women		
To ensure that women are consulted about their needs when drawing up plans for the council.	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Gender committee/ Village Councillors and District Councillors	Not aware of vision and mission	Adapted Vision and Mission to be posted on notice board		

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	Consult with both women and men when drawing up plans.	Gender committee/Village Councillors and District Councillors	This has never been done	At least 50% women involved		
	All units and departments should include gender indicators in their business plans.	Council	No figures available	Business plans to include gender indicators		
	Conduct surveys prior to planning to determine the needs of both women and men.	Village Councillors	No figures available	Audit on needs of both women and men		
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	Village Council	Not available	Develop a questionnaire		

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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.	All streets should be named so that emergency services can locate women who call for assistance : yes	Village Council	Quite a few streets are unnamed	All streets to be names		
	Establish community policing posts	Council	Community policing done but under representation of women	100% village councillors to be involved in community policing		
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires and other natural disasters Train community members on how to prevent disasters and to handle emergencies, including first aid.	Gender committee/Village Councillors and District Councillors with the collaboration	Gender Links training on Climate Change	All members village communities to be trained		

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		of stakeholders including MID				
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment						
	Ensure that women and men benefit equally from informal trading facilities in the council.	Gender committee/Village Councillors and District Councillors	Gender Links training	Economic empowerment of vulnerable women in the community – at least 30 women		
To obtain sex disaggregated data on unemployment levels in villages	Conduct surveys, collect data and analyse it in conjunction with NGOs and CSO	Gender committee/Village Councillors and District Councillors	No surveys done	Data collected		
Poverty eradication – The National Empowerment Foundation has a mandate to eliminate poverty						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women especially women headed households and align it with the planning unit in the Ministry of Finance	Train women on project management and sustainable livelihoods and network with NGOs	Gender Links and NEF with the collaboration of Gender committee/Village Councillors and District Councillors	Very few women have been trained	All councillors are trained and become trainers		
	Liaise with and support CBOs and NGOs already working with poor households.	Gender committee/Village Councillors and District Councillors and NEF	Audit done by NEF on poor households	All councillors to be aware of poor households		
Business support – Gender and Local Economic Development						
To promote women's participation in the business sector where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Gender committee/Village Councillors and District Councillors and NEF	No audit done	Audit on the needs of women		
	Encourage public and private business partnerships.	Gender committee/Village	This is new	Work in collaboration with National Women Entrepreneur Council		

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		Councillors and District Councillors and NEF		and SMEDA		
To empower women entrepreneurs through business skills and support	Facilitate skills development, access to information and finance, and business support for poor women.	Gender committee/Village Councillors and District Councillors and NEF	This is new	Work in collaboration with National Women Entrepreneur Council and SMEDA		
Informal sector						
To promote equal access to markets.	Link women to growth sectors.	District Council and SMEDA	This is new	Work in collaboration with National Women Entrepreneur Council and SMEDA		
	Engage in campaigns to raise the profile of gender e.g. Women's Day; Father's Day, Sixteen Days campaign.	Gender Focal persons	This is new for villages	Work in collaboration with Gender Links to develop a plan		
INFRASTRUCTURE						
Housing – the NEF has a mandate to make sure that needy and vulnerable people have decent housing with infrastructure						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To promote the equal right of women to housing						
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Disseminate information on housing issues Acquire land for urban housing.	Ministry of Housing and NEF	Audit by NEF on housing for poor households	All poor households to have their houses	2014-2015	
Water, sanitation and electricity						
All houses are connected with water	Make sure that the good service continues	On going	All houses are connected with water	Make sure that the good service continues	On going	
	Ensure proper waste management	Ministry of Public Utilities	Waste management in all villages	Make sure that the good service continues	On going	
	Engage Power Supply Authority for networking	Ministry of Public Utilities	Electricity in all household	Make sure that the good service continues	On going	
Environmental health – Climate Change and sustainable development – The Ministry of Environment has put up projects for the whole country						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Women are consulted in the environment projects	Gender committee/Village Councillors and District Councillors and Ministry of Environment	Women not involved officially	Projects on the environment	On going	
HEALTH – Health is free and all Districts have health care centres						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Ensure health facilities are accessible to women	Fully established maternity facility	Ministry of Health	No Health care centre in all villages	More health care centres	2015	
HIV and AIDS – Making Care Work Count – Public education is being done by the Aids Unit of the Ministry of Health. ARV and PEP are all free						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Ensure that council keeps gender disaggregated data on HIV/AIDS	AIDS Unit of the Ministry of Health	Information not available for each village	Councillors to have figures of HIV positive people in their villages		
	Develop gender aware HIV and AIDS public education and awareness campaign. Making Care Work Count	Gender committee/Village Councillors and District Councillors and Ministry of Health	No Gender Aware HIV and AIDS campaign	Gender Aware HIV and AIDS public education developed and awareness done		
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and	Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities.	Gender committee/Village Councillors	PEP is available in all health facilities	Awareness on PEP		

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
emergency contraception in the event of a sexual assault.		and District Councillors and Ministry of Health				
Treatment						
Social development						
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities	Gender committee/Village Councillors and District Councillors and Ministry of Youth and Sports	Village Halls Children's playground Good lighting Good security	Develop a questionnaire to know the use of women on facilities available		
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.	Gender committee/Village Councillors and District Councillors	No audit done	To design a questionnaire		
V. GENDER MANAGEMENT SYSTEM						
Gender structures						
To establish structures that constitute the gender machinery and to ensure that	The council has set up a gender structure, including a gender focal person, which has	Council and village Council	Association of Women Village Councillors	AWVC to work in close collaboration with NGOs and Gender Links	On going	

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they have the authority to carry out their work and to obtain the commitment of all managers.	a budget and is empowered to do its work.					
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	A share of expenditure is explicitly targeted at promoting gender equality.	District Council	A budget is given to the AWVC	A specific budget to promote gender equality		
	Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	Council and Ministry of Local Government	No baseline	Indicators in place		
To ensure that resources are being allocated to gender priorities.	Ensure that departments allocate resources to gender priorities.	District Council	Budget only to AWVC	Budget for gender priorities		
Capacity building						
To ensure that training is done to educate all employees and community groups on gender	Diversity and gender training is provided for both men and women in the council, at all level and is done systematically	Gender committee/Village Councillors and District Councillors with the collaboration of Gender Links	Gender Links Workshop	Establish a programme		
	Facilitate skills training for members of gender machinery; liaise with service providers to provide training;	Gender committee/Village Councillors and District Councillors with the	Gender Links Workshop	Establish a programme		

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		collaboration of Gender Links				
	Facilitate training programmes among councillors, officials and community groups and asses impact of the training. Gender sensitivity, analysis training for both male and female councillors and officers.	Gender committee/Village Councillors and District Councillors with the collaboration of Gender Links	Gender Links workshop	Develop a tool to assess impact of the training		
To raise awareness on gender issues and challenge the belief that gender is a “women’s issue”.	Engage in campaigns to raise the profile of gender e.g. Women’s Day; Family’s Day, Sixteen Days campaign.	Focal person	Working with ministry of gender and GL on gender programmes and pamphlets, advertising, posters, logo etc	Compile a calendar of special days gender and campaigns		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE - 2014						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
365 Day Action Plans						

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE - 2014						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention -						
Women's safety	Ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	District Council and Village Council	All public places are safe	Do an audit where lightings are needed	February 2014	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies.	District Council and Village Council	Not all streets are have names	Do an audit of name plates needed and send to District Council	September 2014	
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	District Council and Village Council	Community policing	To design programmes for safety awareness	August 2014 and on going	
	Host workshops, discussion sessions, etc on topical issues related to woman and child abuse during the Campaign period	District and Village Councils in collaboration with Gender Ministry	No baseline	Hold workshops on topical issues and Participate in the 16 days campaign	August 2013 and on-going	
	Reclaim spaces that have become unsafe through community action	District Council	From District council	Make sure that all spaces are safe	On going	
<i>Public Awareness Campaigns</i>						

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE - 2014						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To educate the communities on Gender Based Violence	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign.	District Council, Gender Ministry and Gender Links and NGOs	No base line	Develop programmes and participate in the 16 days campaign with specific projects	August 2013 and on going	
	Promote involvement of men and boys in ending gender violence.	District Council, Gender Ministry and Gender Links and NGOs	No baseline	Work in Collaboration of Men Against Violence	August 2013 and on going	
	Monitor and evaluate impact of all public awareness campaigns	District Council and village council	No baseline	Develop a monitoring tool	February 2014	
Response and best practices						
To support the regional and national efforts to respond to GBV Showcase best practices	Supporting the development of police community forums (CPF) and initiatives and ensuring that GBV is high on the agenda.	Gender committee/Village Councillors and District Councillors with the collaboration of stakeholders	No baseline	Document all best practices on GBV	On going	
	Establish gender units and family counselling services at community/social centres with appropriate resources Refer victims of abuse and violence for additional professional intervention and assistance, if necessary	Family Support Bureaux	No baseline	Develop a counselling service in community centre	On going	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE - 2014						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed. Liaise closely with the police; ensure a private room for victims of GBV	Village Councils; NGOs; police and FSB	No baseline	Keep records of all meetings with the police	On a monthly basis as	
		Family Support				
Support						
To provide information on where survivors of GBV can get help.	Circulate Ministry's and NGO 's publications and pamphlets on where to get help.	District and Village Councils	Gender Links Workshop	Pamphlets in hand	November 2014	
To implement a plan and actions that support survivors of GBV	Establish day care centres for the elderly to ensure their safety.	Ministry of Social Security	No day care centre	Council to work in close collaboration with Ministry of Social Security regarding a day care centre	On going	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	District Council, Village Council and Gender Links	The project of Gender Links	Training of survivors of GBV	ongoing	
To facilitate a comprehensive and coordinated response to GBV	Utilise Council's and other village meetings to disseminate information on Gender-based Violence and the abuse of children	Village Councils with the collaboration of Child Protection Unit and the Family Support Bureaux	Gender Links workshop	Regular dissemination of information on GBV and child abuse	On going	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE - 2014						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Creating mechanisms to ensure co-ordination and sustained momentum	Village Council	Gender Links workshop	Develop projects and participate in the National Summit	October 2013	
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	District Council	No budget on GBV	Budget allocated	Next council meeting	
	Include 16 Days / 365 Days in the Council's plan	District Council	No baseline	Item on the Agenda of the Council	Next Council Meeting	
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. Aligning key indicators that will be used as the basis for assessing progress at village level whole year round and during 16 days.	District Council with information from Village Council	No Indicators	To develop set of indicators	2015	