



FOR JUDGES & COUNTRY MANAGER

LOCAL GOVERNMENT VERIFICATION AND SCORING PACK
GENDER SCORECARD FOR LOCAL GOVERNMENT

DATE: _____ 16/04/2015 _____

COUNTRY: _____

NAME OF COUNCIL: _____

CATEGORY: _____

NAME OF PRESENTER: _____

NAME OF JUDGE: _____

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

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	Previous score – 2012	Previous score- 2013	2015 council score	2015 judges score
POLICY FRAMEWORK							
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"> Existence of plan Plan signed and adopted Plan shared with Council and Community Plan integrated Public events on gender eg International Women’s Day 	<ul style="list-style-type: none"> Copy of the gender policy/action plan Copy of the Council strategy/work plan Minutes and records of meetings Photos Media coverage 	Gender Action Plan For the progress in the district council there are only men, in village council there are both women and men councillors.	3	4	4	
GOVERNANCE							
Representation							
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> No of men councillors = No of women councillors = 	Official records	3 femmes pour 6 hommes 35%	0	0	2	
3. There are equal numbers of women and men in decision-	<ul style="list-style-type: none"> Mayor/Chair of Committee = M/F Deputy 	Official records	25% According to the new local	0	2	2	

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making positions in Council, Mayoral committee, chairs of committees etc.	mayor/deputy chair of committee = M/F <ul style="list-style-type: none"> No of committees chaired by women = No of committees chaired by men = 		government act there are women representatives				
Participation							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> Examples of issues raised by women in Council and what difference these have made. 	Council minutes	Most of the time there is parity	0	2	3	
Public participation							
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> Examples of types of meetings held, representation/ participation by women and men 	Photos Media coverage Minutes	No not most times, actually more women are present for public meetings and events	4	4	4	

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MAINSTREAMING GENDER INTO EXISTING PROGRAMMES							
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> • Market places designed and no of stands allocated to women. • Local finance schemes of council, no of women and men who have benefited. • Local finance schemes linked to Council, no of women and men who have benefited. 	LED plans, how gender reflected Statistics on finance schemes.	yes	4	4	3	
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> • No of women in jobs created by Councils • No of men in jobs created by councils • Evidence of women and men being employed in 	Council employment statistics by sector and area of work	Generally there are both men and women since the application of the local government act (no generalisations)	0	2	4	

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	non-traditional areas						
Procurement							
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"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Procurement policy – how gender is integrated into this.	Everyone is integrated; contracts are given to both sexes.	2	2	4	
Climate change and sustainable development							
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	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; involvement of 	Climate change policy Records of meetings Photos/video	There is a awareness raising campaign which is ongoing concerning composting and recycling which affects men and women	2	3	3	

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taken.	women and men.						
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> • How waste management is handled. • How women are involved. • Proportion of women in waste projects 	Waste management plans Gender statistics on waste management Photos; video	There are clean up campaigns, there are various awareness campaigns regarding the benefit of using less plastic in the community and its positive eco-friendly impact. There is also a consensus on the use of eco-friendly bags.	4	3	4	
Land and housing							
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> • How gender is integrated into allocation of land and houses • No of women allocated land and housing by council • No of men allocated land and housing by 	Policy on land and housing	This is not disaggregated according to sex, it is applied to the community as a whole rather than on the gender.	0	2	3	

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	Council.						
Water and sanitation							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> No of women on water/sanitation committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	The progress has been the up rise of women in management level.	2	4	2	
Environmental health							
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	Records of campaigns Photos/video	There are ongoing awareness campaigns, for example with the help of NATRESA, HIV/AIDS, NCD, VECTOR management in collaboration with the ministry of	4	4	4	

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			Gender.				
HIV/AIDS and care work							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> • Existence of policy • Messages underscore unequal power relations between women and men; • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 	HIV and AIDS policy – gender dimensions		0	2	3	
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"> • Existence of care work projects supported by Council or in which Council is a partner. • Remuneration/ 	Records of projects Examples of what these have achieved Photos, videos	Don't have many cases but if someone comes forward we will receive him with pleasure	1	2	2	

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	training/support for care givers in these projects <ul style="list-style-type: none"> No of women, no of men involved in care work 						
Social development							
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> Types of facilities for sports and recreation, extent to which these cater to the needs of women and men. No of women, no of men who make use of facilities 	Records of facilities Gender disaggregated data	Both sexes are included, there are more women in the sports sector, including in pétanque (ground bowling) race cycling, atheism and so on.	4	4	4	
GENDER SPECIFIC PROGRAMMES							
Gender Based Violence (GBV) flagship plan							
17. There is sufficient lighting on streets and in public spaces;	<ul style="list-style-type: none"> Existence of street lights No of streets named No of streets 			4	4	4	

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	all streets are named clearly, and names are gender aware	named after women • No of streets named after men					
<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"> • Campaigns launched during the Sixteen Days • Budget from Council for campaigns • Other resources mobilised • Follow up to campaigns • Results achieved 	Reports Photos Video Budget	<i>Seminars are often organized in order to sensitize the community</i>	2	4	3	
<i>Response and coordination</i>							
19. There is a good working relationship between the police and community, especially women. Women	<ul style="list-style-type: none"> • How the Council works with the police on GBV • Existence of committees on GBV • No of women 	Records Photos Video	There is a good relationship because there is in all villages community policing in collaboration with the district villages and	4	4	4	

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	are equally represented in community policing forums.	and no of men on these committees	concerned ministries. Meetings organized often between the police and the women				
EMPLOYMENT PRACTICES AND ENVIRONMENT							
Selection and recruitment							
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 an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> No of women in management No of men in management CEO/head of administration =M/F Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics – not really at all		2	2	2	
Capacity building							
21. Gender training	<ul style="list-style-type: none"> Gender 	COE reports		4	4	4	

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	is provided for both women and men in the council, at all levels and is done in a systematic way.	training conducted as part of COE's • Changing lives as a result of gender training	Changing lives profiles				
Working conditions and environment							
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> • Maternity and paternity leave • Flexi time • Family days • Sexual harassment policy • How sexual harassment cases are dealt with 	Work place policies	There is a law implemented concerning sexual harassment or any other types of human rights abuse.	2	2	3	
GENDER MANAGEMENT SYSTEM							
Gender structures							
23. The Council has set up a gender structure, including a gender focal person that is empowered to	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often does it 	COE and council records		4	3	2	

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	do its work. Gender is written into the job descriptions of key functionaries.	meet					
Budgets							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion of budget • Gender reflected in mainstream budget 	Budget	There is little action allocated gender mainstreamed budget (will be more precise tomorw)	4	4	2	
Monitoring and evaluation							
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"> • Regular reports to management on gender action plan. • Corrective action taken. • Score card used for benchmarking. 	Not really		4	4	2	
TOTAL				60%	75%		

