



## **Situational analysis report**

**Country: Botswana**

**Name of Council: Chobe District Council**

## **Analysis**

### **Strengths**

The council has Gender Based Violence and Gender action Plan and the buy in to address gender equality both from the Politicians and council management through workshop conducted by Gender Links and BALA.

### **Challenges**

- Transfer of top management and some staff who are trained on gender equality
- No specific budget for gender.

## **Scorecard**

<b>TARGET</b>	<b>SCORE OUT OF 10</b>			
	<b>COUNCIL</b>	<b>GL</b>	<b>AGREED</b>	<b>Do not know</b>
<b>Policy frame work</b>	5	3	4	
<b>Governance</b>	3	3	3	
<b>Gender Specific Programs</b>	5	3	3	
Employment practises and environment	8	8	8	
Gender mainstreaming system	3	3	3	
<b>Total</b>	27	24	24	

## EMPLOYMENT PRACTICES AND ENVIRONMENT

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Top management	2	100	0	0
Senior Management	3	23	10	77
Professional	27	343	14	66
Secretarial/ clerical	12	80	3	20

**Participants list**  
**Meeting with management of Chobe District Council**  
**Venue: Conference Room**  
**Date: 9 June 2011**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
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Scotch Matsaunyane	M	Chobe District Council	CPPHEMO	00267-6250275	00267-6250368	
Michael Joseph	M	Chobe District Council	CIA	00267-6250275	00267-6250368	
Mandla Tlhabano	M	Chobe District Council	Senior Public Relation Officer	00267-6250275	00267-6250368	
Eric Botshelo	M	Chobe District Council	SCA	00267-6250758	00267-6250368	
Ludo Matshameko	f	BALA	Project Manager	00267-3912063	00267-3912063	<a href="mailto:kmatshameko@bala.org.bw">kmatshameko@bala.org.bw</a>

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Keabonye Ntsabane	f	Gender Links	Coordinator	00267-3188250	00267-3188251	coordbotswana@genderlinks.org.za

**Attendance statistics by gender**

<b>Females</b>	<b>4</b>	<b>40 %</b>
<b>Males</b>	<b>6</b>	<b>60 %</b>
<b>TOTAL</b>	<b>10</b>	<b>100%</b>