

**REPORT**  
**CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP**  
**BOTSWANA**  
**COUNCIL: KANYE ADMINISTRATION SUB DISTRICT**



**DATES: 12 -13 AUGUST 2013**



<b>Table of contents</b>	<b>Page</b>
Introduction	3
Discussions	4
Challenges	6
Conclusions	6
Recommendations	6
Annexes	
Annex A: Programme	
Annex B: Participants' List	
Annex C: Gender Action Plan for Local Council Flagship Project - Ending Gender Based Violence	
Annex D: Evaluation	

## **Executive summary**

Gender Links in partnership with Botswana Association of Local Authorities (BALA) in partnership with Gender Links held a workshop from the 12 - 14 August 2013 at Kanye Sub District Council. The workshop was part of the COE process roll out stage 4 and 5, involving gender action plan workshops for councillors scheduled to take place in Botswana. This is a follow up of the 'At the Coal Face' study launched and a strategy document developed by BALA in partnership with Gender Links on February 2009.

The workshop was official opened by the councillor of Lerotsi West ward and sub council vice chairperson Mrs Pananki Koloï while the mission and vision of Gender Links and the objectives were presented by Gender Links Country Manager Keabonye Ntsabane. A brief background on the workshop and the partnership between BALA were presented by BALA program manager Ms Ludo Matshameko. In her presentation she briefed the participants on the BALA strategy, training of the BALA councillors and a consultative meeting held on the current roll out of the local government workshops the current partnership, which was spearheaded by the then Minister of Local Government Dr Margaret Nasha, who is now the speaker of the Parliament.

### *Objectives of the workshop were to:*

- Build gender analysis skills of local councillors and officials, and local government associations
- Develop gender action plans with local councils as well as localizing the national action plan to end gender based violence
- To provide foundation concepts on sex ,gender and gender stereotypes
- Build knowledge and skills in key sector areas such as local economic Development, climate change, HIV/AIDS, Care work and Gender Based Violence.

## **Process and activities**

### *Participants*

The participants were 33 of which 22 were men while 11 were women as attached in **Annex B**. Participants were made up of councillors and officials from Tonota Sub council.

### *Workshop content*

The workshop covered topics in the Gender mainstreaming in Local Government centres of excellence training manual. The manual covers six modules on SADC protocol on Gender and Development, Key Gender Concepts, Gender and Governance, Key Gender Planning Concepts and a 365 Gender Action Plan. Other topics included gender and the economy, climate change, care work and conflict resolution.

### *Facilitators*

The workshop facilitators were BALA Programme Manager, Ms Ludo Mathameko Gender Links Country manager. Women's Affairs Department senior gender officer was part of the facilitation team. She briefed the participants on the role of Gender Affairs and some of the reviewed laws such as

## **Domestic Violence Act and Gender Based Violence Indicators Research**

The participants were briefed on the domestic violence and were encouraged to organise another workshop with Gender Affairs to be sensitised on the act. Gender Links Country Manager informed them on gender based line indicators research conducted by Gender Links in collaboration with Gender Affairs and launched by the honourable Minister of Labour and Home Affairs Mr Jenamiso Batshu. The council were given copies of the summarised pamphlets of GBV indicators research

The senior gender officer also informed them on the International Women's Day and the International commemoration of 16 Days of gender based violence Against Women and Children and sensitised the council to participate and organise the event.

### ***Discussions***

During the course of the workshop the following discussion ensued:

## **SADC Gender Protocol**

Participants did not have information on the SADC Gender Protocol. Some mentioned that they have heard about the protocol in the media but did not have specific information on the contents and the reasons of why Botswana had not signed any of the articles. Councils were not even aware of most of the instruments signed by government such as 1997 SADC Declaration and the existing gender policy. Participants read through the protocol individually while the facilitator summarised in Setswana to understand it better. There participants were shown the DVD on the protocol which then also gave them better understanding on the protocol.

Participants had different views, some were of the view that the protocol should be signed while others says, Botswana did well not to sign as there are no resources available for implementation. Both councillors and officials did not have in depth understanding of the Gender Protocol. Some councillors felt it was not necessary to talk about the protocol in Botswana since we have not signed.

On the issue of gender based violence, they said they have never organised the commemoration of 16 Days of Activism on Violence against Women and Children. They lamented that the commemorations do not provide detailed information on gender issues. Most of the participants struggled to explain the definition of sex and Gender. Then they were asked to open pages 34 -39 and work on the exercises on definitions of sex and gender.

## **Decision making positions**

On the issue of women not equally represented in decision making and Power sharing positions in political parties, agreed that it is a living document and recommended that a similar workshop should be organised for political decision makers saying that alone it is not possible to change political attitudes towards women. The male councillors said women are always shy even if they are given opportunities they will rather support any man even though they are not aware of his capabilities. Other participants said women cannot make it as running for political office is expensive and some men don not support their women with resources claiming that politics is a dirty place.

## **At the Coalface - Gender and Local Government in Botswana**

The 'At the Coalface' research report was a good tool for this workshop especially that councillors were resistant to accept that women are less represented in councillors. During presentations they were often referred to the study findings. This then made them to believe that the workshop is not an influence of outside.

## **Stereotypes reinforcement**

This is one of the practical exercises which is effective in changing participants mind set on women's roles. Participants were able to come out with their own definition of stereotype. The exercise made participants to understand better stereotypes found in proverbs songs and admitted that they have major contribution to the way women roles are defined in the society. This exercise also raised some interesting debate that some participants suggested that some songs, proverbs need to be revised while others feel they entertain.

## **Networks**

In terms of the networks, the councillors said they are aware of existing services and programmes but they do not know how they function and relate to each other. Participants are also not aware of the specific services they provide and recommended that there is a need to ensure that during the international commemorations these networks must be invited to inform the councillors on the She also informed them on the International Women's Day and the International women's day commemoration of 16 Days of gender based violence events and sensitised the council to participate and organise them. She informed them that the days service list; Emang Basadi, Kagisano Women's Shelter and Kweneng drop-in Shelter, Life Line and Child Line.

## **Gender Based Violence**

The participants were grouped and asked to write type of gender based violence they experience in their Sub District. The types of violence were as follows; Physical, Rape, incest, defilement and passion killing. According to the participants counselling and reporting of on gender based violence is always reported at the Police Station , kgotla and social work department. The participants reported from their groups that there is gender based violence in their area which involves rape, physical, emotional, defilement and incest.

## **Gender and Conflict Resolution at community level**

The participants were divided into four groups to discuss the type of conflicts they sometimes experience in their council. The groups presented on types of conflicts such as the destitute food basket and other hand outs. They even explain how they settle the disputes through meetings and explain to the politicians the destitute policy and how it works. Participants were informed of types of conflict such as inter-government relations, local government relations, intra-community relations, and full council meetings respectively. The groups were then given a case study on Ruth Chitekwele on page 126 of the manual and findings shared among the group.

## **Gender, Climate Change and Sustainable Development**

Participants were divided into three groups and give questions to answer on climate change. Participants reported in groups that climate change has affected farming of which mostly women especially in Botswana. The participants further mentioned that women and girls are the most affected as whenever harvesting is not good girls will be forced to leave schools and assist farmers in other villages. They also mentioned that due to climate change Botswana is experiencing floods and rain storms and drought which have affected farming country wide. Participants further mentioned that even winter and summer have become colder and hot than before. A summery on climate change was presented to illustrate the impact of it and that it is a gender dimension as well

Participants presented in the plenary session and have responded very well. The facilitator then summarised with a power point on the climate change.

### **Challenges**

- They do not have a budget for gender equality
- Transfer of officers and the management will affect implementation of the plan developed
- They have many activities yet the staff is not adequate

### **Recommendations**

- The council to identify gender focal task force
- The council to mainstream gender into their already existing activities to minimise costs
- The council will share information during their visit to council wards
- The council will edit and adopt the plans developed

## Annexes

### **Annex A: Programme**

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
<b>DAY ONE:</b>		
8:00 – 8:30	Registration	Gender Links
8:30 – 8:45	Welcome Remarks.  Official Opening Hon Councillor Mrs Pananki Koloji	The Acting Assistant Senior Council Secretary Mrs Hirschfeld
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	Gender Links
<b>Key gender concepts</b>		
9:00 – 10:30	Sex and gender Role of Women’s Affairs Department on gender equality and empowerment of women	Keabonye Ntsabane  Country manager
10:30 – 11:00	<i>TEA</i>	
11:00-13:00	Group work on stereotypes	Ms. Ludo Matshameko
	Report back	
<b>Gender, governance and transformative leadership</b>		
14:00- 15:30	Access, participation, transformative leadership Group work (role plays)	Ms Ludo Matshameko BALA
	Report back	
15:30 – 16:00	<i>TEA</i>	
16:00 – 16:45	<i>At the Coalface</i> DVD Plenary discussions	Gender Links Keabonye Ntsabane
<b>DAY TWO:</b>		
8:00 – 8:30	Registration	
8:45 – 9:00	Reflections, Eyes and ears	Participants
<b>Gender Based Violence</b>		
9:00 – 10:30	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue	
10:30 – 11:00	<i>TEA</i>	
<b>Gender and the economy</b>		
11:00 – 12:00	The unwaged work of women	BALA Ludo Matshameko
12:00 –	Care work	

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
13.00		
13:00 – 14:00	<i>LUNCH</i>	
<b>Local Economic Development</b>		
14.00 – 15.00	Gender and local economic development Strategies for local economic development	BALA Ludo Matshameko
<b>Sustainable Development (Climate Change)</b>		
15:00 – 16:00	Definitions / background Impact of climate change on gender	Keabonye Ntsabane Gender Links Country manager
<b>Conflict Resolution</b>		
16.00 – 17.00	What is conflict? Conflict at the local level	Keabonye Ntsabane Gender Links
<b>DAY THREE:</b>		
8:00 – 8:30	Reflections, Eyes and ears	Participants
<b>Developing a Gender Action plan</b>		
8:30 – 9.30	Exercise: Key gender issues in local government	Gender Links and BALA
9.30- 10.30	Developing a gender and GBV action plan	
10:30 – 10:45	<i>TEA</i>	
10:45 – 13:00	Developing a gender and GBV action plan	
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 15:30	Developing a gender and GBV action plan	Gender Links /BALA
15:30 – 15:45	<i>TEA</i>	
<b>Prioritising the action plans</b>		
15:45 – 16:15	Review of action plan and agreement on gender task team to finalise plan	Gender Links and BALA
16:15 – 16.45	Way forward and agreement on how the plan is to be adopted	
16:45 – 17.00	Vote of thanks	Senior Assistant Council Secretary Mrs Hirschfield

## ***Annex B - Official opening speech***

*Official opening speech and welcome remarks by Assistant Council Secretary Mr. GT Ramogalo for Palapye Sub Council*

The director of ceremony let me begin by thanking the organizers, Gender Links and the Botswana Association of Local Authorities (BALA), for having honoured Palapye Sub District Council by extending the invitation to us to officially open this workshop. It is a great honour to ensure that Palapye council have opportunity to be sensitized on gender based violence

Director of ceremonies, I would like to acknowledge our councillors and senior staff from Palapye Sub District Council to have availed themselves out of their busy work schedules.

I have been informed that this workshop is a follow-up on the Gender and Local Government Strategy Workshop that was held from 9-13 February 2009 at The Big Five Lodge in Gaborone still by Gender Links and BALA where by all the authorities of the councils were present . This presents a picture of a true partnership with the Ministry of Local Government. Director of ceremonies the Big Five Gender and Local Government Strategy Workshop held at the Big Five in Gaborone was to facilitate the government's commitment to gender equality in the daily business of the councils. The Director of ceremony, allow me to remind the participants of this workshop that the success in the implementation of the strategy lies in their effective participation during the workshop and also their unreserved commitment to the outcomes of the workshop.

The "At the Coalface" research has revealed that countries in the region would not meet the SADC targets if special measures are not adopted. According to the study, women in Botswana though less represented in local government make a positive difference in their communities in areas such safety and security, education, infrastructure development and health. Botswana therefore needs to do more to ensure they improve representation of women both in council and at parliament level.

Director of ceremony the study has revealed that, there are variations between councils in the representation of women. For example Palapye currently has 22 Male and 2 females. The director of ceremonies, the results of the study justifies the need for a workshop like this one with an aim to address these gender gaps. I therefore would like to assure Gender Links, BALA and the participants in this workshop that Palapye Sub District Council fully supports the training initiatives by BALA and Gender Links.

I have been informed by the organizers, that the workshop will focus on unpacking gender concepts and engaging in planning and budgeting that is gender sensitive. Indeed this is pivotal ingredient for the council planning processes. "I therefore declare this workshop officially opened."

In conclusion, the council will try its best to fundraise for Gender based Violence, and to ensure that they will commemorate upcoming 16 days and select a gender task force. The councillors will ensure that when they visit their constituencies they

address them on gender based violence and the importance of electing women in positions of councilors and parliament.

**Annex C: Programme**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
1. Kgaodi Molly	F	Kanye Sub Council	Councillor	76312543	N/A	N/A
2. Gaoladise Lesego	M	Kanye Sub Council	Councillor	72829279	N/A	N/A
3. Chilongo Nonki	F	Kanye Sub Council	Staff	76763471	N/A	N/A
4. Tom Kagisanyo	M	Kanye Administrative Authority	Councillor	71891683	N/A	N/A
5. Tshane Mosimanegape	M	Kanye Sub Council	Councillor	5441631/ 71453582	N/A	N/A
6. Hirschfeld Neo	F	Kanye Administration Authority	Agt ACS	75408903	544062	N/A
7. Majeramane Nsununguli	M	Kanye Administration authority	S.O	76961678	N/A	N/A
8. Mosetlha Tshiamiso	M	Bopa	I.O	76773266	N/A	N/A
9. Motlhabi C	F	Police	CST	75942293	N/A	N/A
10. Mhutsiwa G	M	Police	S.I.C.S.T	74469506	N/A	N/A
11. Mothoemang T	M	Kanye Administrative Authority	S.B.L.E.O	5443319	N/A	tmothoemang@gov.bw
12. Sebona G.O	F	Kanye Administrative Authority	P.R.O	54403319	N/A	ownersebona@yahoo.com
13. Kalayamore Tshiamo	M	Kanye administration Authority	P.O	5442442	N/A	N/A
14. Seametso G	M	Kanye administration Authority	Councillor	72674701	N/A	alecseametso@yahoo.com
15. Letshabo S	M	Kanye administration Authority	Councillor	71745076	N/A	superletshabo@gmail.com
16. Gotsilewame Kgangetsile	M	Kanye administration Authority	Councillor	72939416	N/A	N/A

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
17. Habana Donald	M	Kanye administration Athority	Councillor	71271337	N/A	N/A
18. Moepswa Lillian	F	Kanye administration Athority	Senior Personal Secretary	73270132	5440625	imoepswa@gov.bw
19. Matshameko Ludo	F	BALA	N/A	N/A	N/A	N/A
20. Galathwe Vincent	M	Gender Links	N/A	3188250	3188251	N/A
21. Ntsabane Keabonye	F	Gender Links	Country Manager	3188250	3188251	
22. Mohubu Grace	F	Kanye administration Athority	Cleaner	N/A	N/A	N/A
23. Tiroyabone Lebogang	F	Kanye administration Athority	Cleaner	N/A	N/A	N/A
24. Modise Penny	F	Kanye administration Athority	Cleaner	N/A	N/A	N/A
25. Rammuna Patrick Keoagile	M	Kanye administration Athority	Councillor	71203895/751 71444	N/A	kgpatrammuna@gmail.co m
26. Kwape Obuile	F	Kanye administration Athority	Economic Planner	5443334	N/A	obeakwpza@yahoo.com
27. Enthaile Tumisang	M	DBS	N/A	5443967	N/A	N/A
28. Mekwe Tebogo	M	Kanye Administrative Authority	A.E.P[Intern]	5403334	N/A	tebza- mekwe@yahoo.co.uk
29. Rakgabo Gomotsegang	F	Kanye Administrative Authority	Personal Secretary	5401327	5440625	N/A
30. Dibeela Joyce B	F	Kanye Administrative Authority	Administrative Officer	73557280	N/A	JoycebDibeela@yahoo.co m
31. Nkomokana Seolebaleng	F	Kanye Administrative Authority	Councillor	74322481	N/A	N/A

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
32. Sengwaketse J	M	Kanye Administrative Authority	P.T.O[E]	71470768	5408511	jsengwaketse@gmail.com
33. Pitsane P.P	M	Kanye Administrative Authority	P.T.O	5443339	5408511	N/A
34. Motsumi Jonny	M	Kanye Administrative Authority	A.P	5403388	N/A	N/A
35. Mooketsi Daph	F	Kanye Administrative Authority	C.T	5403388	N/A	N/A
36. Motlhaodi Luke M	M	Kanye Administrative Authority	E.H.S	5403355	N/A	N/A
37. Gaolaolwe L	M	Kanye Administrative Authority	Councillor	72829279	N/A	N/A
38. Khwae Sebegu M	F	Kanye Administrative Authority	SACS	71110555	5440625	maorekiwakhwae@yahoo.com
39. Koloji Pananki	F	Kanye Administrative Authority	Vice chairperson	74447206	N/A	N/A
40. Mafoko Kgalalelo	F	Kanye Administrative Authority	S.C.A.O	73224132	5440625	N/A
41. Lesang Gladys N	F	Kanye Administrative Authority	Councillor	72608589	N/A	N/A

## Annex E – Gender Action Plan Kanye Sub Council

### COE GENDER PLANNING FRAMEWORK – KANYE SUB COUNCIL

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	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	NGO’s on gender based issues e.g. Emang Basadi, women affairs, men sector, Dikgosi, village committees and police, child line, guidance teachers	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	1.workshops conducted on National Gender Policy 2.kgotla meetings held on National Gender policy 3.% of people interviewed	1.holding quarterly workshops on gender based policies 2.kgotla meetings quarterly per ward/village 3.distribution of flyers	Workshops Reports Kgotla meetings held	Government Gender NGOs and public sector organisations	October 2013-2015	
Ensure that there is a	None	Laws and policies put	1.gender	1.identify gender	Gender	PROs	Oct	

<b>STRATEGIC OBJECTIVE/ OUTCOME</b>	<b>BASELINE</b>	<b>SADC PROTOCOL TARGET - 2015</b>	<b>INDICATORS</b>	<b>ACTIONS</b>	<b>OUTPUT</b>	<b>WHO</b>	<b>TIME FRAME</b>	<b>BUDGET</b>
gender policy in the council and it is implemented		in place to enable women to have equal opportunities with man to participate	shortfalls identified 2.policy drafted 3.policy presented and approved 4.% publication coverage	shortfalls in all aspects 2.draft the policy 3.presentation for approval 4.policy publication 5.monitor the implementation	policy documented	Council Secretary Council committees Presidential affairs	2013/14	
Gender issues are given a high political profile by the Council and has a political champion	There is no gender champion currently		Champion identified in the council	A meeting to be held and recommend for a champion	Champion in place	Council BALA Gender Links	October	
<b>GOVERNANCE</b>								
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.	5/23 councillors are women	At least 50% of decision making positions in public and private sectors are held by women; affirmative action measures in effect	Workshops/ seminars held on equal representation Number of congresses addressed on equal representation	1.holding workshops and seminars to educate politically ambitious women on the importance of standing for elections 2.encourage individual political parties to have reservation schemes to empower women through addressing political parties congresses	1.5no.of workshop/s eminars held on equal representati on report 2. 5no. of congresses addressed on equal representati on report	Gender NGOs Political parties Media	On going	
To ensure that women are equally represented in leadership positions	Out of 20 leadership positions, only 8 are held by women	Policies, strategies, and programmes for building capacity of women to participate	10 workshops on equal representation on leadership	1.educate men to compromise on leadership posts by holding workshops	Workshops on equal representati on on	PROs Council Secretary Committees	Oct 2013/2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
in the Council.	40%	effectively through leadership and gender sensitivity training and mentoring.	position	emphasising on 50/50 campaign 2.sensetise men on reduction of emotional temperance on women in leadership positions by holding psychosocial retreats where they will be taught these aspects	leadership position report 2.1 retreat biannually.	Presidential Affairs NGOs		
To educate communities and raise awareness about the importance of women's equal representation in local councils	There has not been a campaign or awareness on women 's equal participation or 50/50	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	10 workshops on the importance of equal representation	1.educate men to compromise on leadership posts by holding workshops emphasising on 50/50 campaign 2.sensetise men on reduction of emotional temperance on women in leadership positions by holding psychosocial retreats where they will be taught these aspects	Workshops on equal representati on on leadership position report.	PROs Council Secretary Committees Presidential Affairs NGOs	Oct 2013-2014	
<b>Political participation</b>								
To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.	Multi caucus party for women in politics is not the mandate of the council	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	4 workshops on the importance of women participation in political parties	1.educate men and women on the importance of women participation on political parties 2.sensetise men on reduction of emotional temperance on women in leadership positions by holding psychosocial retreats where they will	4 workshops conducted on the importance of women participatio n on political parties Report	PROs Council Secretary Committees Presidential Affairs NGOs	Oct 2013-2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				be taught these aspects				
To empower women councillors to advocate for gender equality	There has not been a skills Audit done	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	3 sensitisation workshops to be conducted on the importance of gender equality for women councillors	1.Educate men to compromise on leadership posts by holding workshops emphasising on 50/50 campaign 2.sensetise men on reduction of emotional temperance on women in leadership positions by holding psychosocial retreats where they will be taught these aspects	Report produced	PROs Council Secretary Committees Presidential Affairs NGOs	February 2014	
To empower men on gender issues and mobilise their support.	What training No training has been done on gender related activities to empower men	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	50 % men trained on gender equality	Consult with the management on gender training for men in the council	Report compiled	Gender links , BALA Gender Affairs	February 2014	
Public participation								
To ensure that women and men participate equally in local government and community matters	Representation of women and men in ward committees  There are three G?	At least 30 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Ensuring that at least 20% of women are encouraged participate in community work	Ensure that both women and men are recruited	Women and women participated at equally numbers	The council  Village Development committees	2013-2014	
	There are no gender disaggregated statistics on the consultative	Women and men participate equally in all governance structures.	Keep registration of participation of women in community	Compile statistics during kgotla or ward meetings	Data collected and report	The council  Drought relief program	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	meetings		meetings					
	There are no workshops conducted with men's groups	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Number of men invited to the meeting	2 days workshop with the men sector and other men groups in the community on gender related issues	Report of men attended the workshop	The men Sector groups	2013	
PLANNING								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	The Council strategic plan is not gender aware		Reviewed the council strategy and mainstream gender	Conduct a meeting in the council to discuss ways of mainstreaming issues of gender	Gender mainstreamed strategic plan	The council management	2013-2014	
To ensure that women are consulted about their needs when drawing up Council plans.	There is no gender desk in the council Yes, views of men and women have been taken on board in planning	Equal participation of women and men in policy formulation and implementation of economic policies.	1.no of consultation carried out and meetings with women organisations held 2.no of kgotla meetings held	Equal participation of women and men policy formulation and implementation of economic policies	1.one consultation meeting with women's organisation held 2. No of kgotla meetings held	PROs Council Secretary Committees Presidential Affairs NGOs	2013-2014	
Local economic development – The economy and job creation								
To facilitate access to equal employment opportunities	This was the first awareness workshop on	Equal opportunity: ensure that women and men have equal	10% of women employed in	Recommend a gender focal person officer Create data base that	Gap that exist between	-Principal HR Officer -SACS	5 year plan 2014/2018	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	gender carried out	chance to participate in and implement economic decisions and policies.	KAA council departments/divisions	shows current employment according to females/males per department/division Consult management Conduct a workshop that will come up with an employment gender biased plan.	employment rates of men against women is closed  Ensure equal chance of employment opportunities between women and man will be achieved.			
To provide gender aware support to the informal sector	The council is not gender aware to be able to provide assistance to the informal sector	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	Not of successful workshops conducted between council and the informal sector.	-invite gender focal person -consultation -Conduct workshop in partnership with informal sector and other stakeholder dealing with entrepreneurship issues -design a training plan -conduct training -monitor and support	Increase in number of workshop Increase gender awareness Support to informal entrepreneurship skill will be imported to both women and men in the informal sector	Gender Affairs LEA CEDA SACS Councillors Economic Planners DDC Gender Affairs Department	5 years 2014/2018	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED?  Are these gender aware?	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.						
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	The council have no technology schemes	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	The response staff new technology for both men and women	-invite gender focal person -consultation -develop a training plan -conduct training and workshop -implement plans -monitor and support	High level of men and women having access of new technology	SACS IT officer	5 years 2014-2018	
Procurement								
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	What proportion of The council does not keep disaggregated data on tenders given to women. Tenders are warded after advert and both men and women are free to apply	Women benefit equally from economic opportunities, including those created through public procurement policies.	% increase of women in local procurement methods processes	-invite gender focal person -consultation -develop a training plan -conduct training and workshop -implement plans -monitor and support	Increase in number of women winning tenders in council	-LAPAD -Secretary -Technical Officer Economic Planner -Councillors	5 years 2014-2018	
<b>CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT</b>								
Ensure that the council understand the effects of climate	Gender aware audit has been, in the media and	Laws and policies: review all policies and laws that determine	1 day Awareness workshop	Consult with the training department and plan for the workshop	Awareness creation gained	Ministry of Agriculture	Febraury 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
change and they address the effects through instilling measures to address the negative impact of climate change	other stakeholders workshops , but not specifically for the councils	whether women can access, control, and benefit from, productive resources.	organised	Organise a 1 day workshop	Report			
To involve women, as key stewards of the environment, in environmental preservation	Both men and women Are involved in drawing up policies and plans for "going green"	Equal participation of women and men in policy formulation and implementation of economic policies.	Recommend participation of both men and women through a consultative meeting	1 Sensitisation meeting with policy section organised	Report and resolution of meeting conducted	Ministry of Local Government	March 2014	
To take into account the needs of women in emergencies and disasters	Existing management plans are gender aware as both men women are assisted all during disaster	Policy measures to ease the burden of the multiple roles played by women.	Food, tents  Blankets medication donated to both survivors of Disaster	Analyse all needs for men and women needs		District Commissioner Red cross The Council  Social workers	March 2014	
<b>INFRASTRUCTURE</b>								
<b>Housing</b>								
To promote the equal rights of women to land tenure	What proportion of plots (ERF's) are owned by women? Self Help housing Agency	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Data showing the number of women allocated plot	Ensure that the plots are allocated equal to number of men and women who qualify and have applied	Plots allocated	The council	ongoing	
	What is the current state of service delivery?							
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>								
To increase the representation of	What steps have been taken to	At least 50% of decision-making	Increased % of women	To set a % target for women to be employed	At least 50% of	HR SACS	Yearly assessment	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
women employed in the council.	prioritise gender equity in performance plans?	positions in the public and private sectors are held by women including the use of affirmative action measures.	employed		women employed be in decision making			
	What are the current gender statistics of employees in the municipality? What % men and women occupy management positions – what is the breakdown per department?	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.						
	Who is responsible for ensuring that targets are met? Is this included in their contract?		Deadlines met			HR SACS		
	Has any work been done in this area? NO		Applicants are considered according to job specification					
	Have the unions been approached? No		Reduction of queries					
Selection and recruitment								
To ensure that the recruitment and selection process	What kind of employment equity plan is in	Affirmative action measures with particular reference to	N/A	To ensure that all qualifying applicants are employed regardless of	Equal employmen t	SACS HR	ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
offers equal opportunity to women.	existence?	women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.		their gender	opportunity			
	What are the targets for ensuring women's equal representation at all levels?		N/A					
	Has gender been incorporated into policies and processes?		Eradication of occupational segregation and all forms of employment discrimination.	N/A				
	Are women and men paid equally for the work they do?	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	yes					
	Women are given three-month maternity leave	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Having new expectant employees	To induct new employees on conditions of service	Informal /knowledge able staff	HR HODs	on-going	
Capacity building								
To ensure that training is done to educate all employees and community groups on gender	Currently no training has been done on gender for employees and the community	Ensure equal participation of women and men in decision making by outing in place policies, strategies	None	Community aware of gender issues	Sensitising the community about gender issues	Reduction of complaints regarding gender issues	Dikgosi Councillors Council employees i.e. HODs	On going

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.						
Work conditions and environment								
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	What childcare facilities are currently available?	Provide protection benefits for women and men during maternity and paternity leave.	None	Introduction of child care facility	Having child care facility	SACS SandCD HODs		To be in place by 2016
GENDER MANAGEMENT SYSTEM								
Gender structures								
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	Has any work been done in the establishment of structures?	Establish and strengthen structures to enhance gender mainstreaming.	Increase in women holding higher positions/,responsibilities	Sensitive community through kgotla meeting	Balanced gender for higher position of responsibility	SACS Community leaders	On going	
	Has a gender technical task team: comprising		None					

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	the GFP has been formed?							
	Have gender focal points been established in all departments? Have TOR been drafted?		None					
	Has a gender specialist been recruited?		None					
	Has gender been written into the performance agreements of senior managers and GFP?		None					
Budget, monitoring and evaluation								
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	There is no sex disaggregated based on gender equality	Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Sex disaggregated established to monitor and evaluation of gender equality	Selections of activities from this developed mainstreaming gender action plan	Analysed sex disaggregated data of  Activities undertaken compiled	The council  Gender Affairs BALA Gender Links	on-going	
To ensure that resources are being allocated to gender priorities.	There is no direct budget allocations for advancing gender equality	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources	There is no direct budget	Gender activities will be mainstreamed in the already existing	Small budget allocation being put in place	The council	2012- 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		have been allocated to all gender groups.						
	Yes , men and women benefit equally in the budget depending on the program		yes					
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	We still need to compile the statistics	Collect and analyse baseline data against which progress in achieving targets will be monitored.	5% reduced GBV reported cases	Public education -kgotla meetings -school -workshops -village leadership	Behavioural change Community ownership and commitment	Gender Affairs Kgosi Cllrs Police SandCD Youth group leaders	2014	
		Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Active participation by all stakeholders	Form gender violence committees in all wards	Improved dissemination of GBV information	GBV committee members	2014	
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	How has the municipality participated in awareness campaigns in the past? Has the	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of	Commemoration activities -women day -June 16 -16 days of activism against abuse	Partnership with BALA and Gender Links Department of Social services	Improved dissemination of information Reduction in GBV cases	GBV committee	March 2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	municipality actively participated and promote the 16 Days Campaign in the past?	society.	of women and children					
		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	Sensitise all men sector groups in our sub district	Involve them in all communications Call general meeting in order to form committee in the village	Improve coverage knowledge	Gender affairs Police GBV Committee	March 2015	
Response								
To implement actions that are effective in responding to GBV in your council	What is the state of street lighting in the municipality?  2% of street lane got lights	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Installing street lights in most wards of council by 3%	Raise funds by introducing tariffs Requesting for funds from central government	Accessible and effective response to GBV reports Reduction in GBV cases	Council	March 2015	
	Are any of the police stations within the municipality equipped (private room, female officers etc.) to deal with cases of GBV?	Specialised facilities, including support mechanisms for survivors of gender based violence.  Community sensitisation programmes regarding available services and resources for survivors of gender based violence.	Focal person GBV consultation rooms available	Informing other stakeholders on specialised facilities available to utilise	Accessibility of services by community	GBV committee Police	March 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.						
Support								
To implement a plan and actions that supports survivors of GBV	How many places of safety and care are there within the municipality?	Provide specialised facilities, including support mechanisms for survivors of gender-based violence. Plus/minus 10						
	How many counselling facilities are there within the municipality?		Revival of support mechanisms to support programme	Conduct consultative meeting with all stakeholders	Functional support centres and mechanisms	GBV Committee	March 2014	
	What publications and information exists on where to get help, and how is this being disseminated currently?		Workshops Flyers Meetings available for dissemination of information		Improved information coverage within the council	GBV Committee	March 2014	
Coordination								
To ensure that efforts to address GBV are conducted in a coordinated manner	Is there a multi sector committee for addressing GBV in the local council?  NO	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.		Establish GBV committees	Formed GBV committees	Wide coverage	Gender focal person SandCD Police	March 2014

<b>STRATEGIC OBJECTIVE/ OUTCOME</b>	<b>BASELINE</b>	<b>SADC PROTOCOL TARGET - 2015</b>	<b>INDICATORS</b>	<b>ACTIONS</b>	<b>OUTPUT</b>	<b>WHO</b>	<b>TIME FRAME</b>	<b>BUDGET</b>
Budget allocation								
To ensure that Councils commit budget and resources to addressing GBV	Is there a budget line for addressing GBV in the Council?			Collect data on GBV				

**Action plan framework for local councils for ending GBV**

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
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.	Health, Environmental, SandCD, Police and Magistrates Courts	Currently there are no statistics on GBV in the council	The target will be women through a two workshops for the council which will produce an audit report. The indication would be 75% reduction in cases of GBV	2012	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	SandCD Economic, Planning and the Council Secretariat	Gender safety audit never conducted in the past	Results of audit Women's Safety Assessment Focus group established  The target will be women and produce and Audit Report with a reduction of GBV cases by 100%	2013	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Botswana Power Corporation , Ipelegeng/ Council	There are few street lights village and the Ipelegeng Programme is responsible for debushing in public places like cemeteries.	Tonota Sub Council intends to have at least 50% of street lighting and work towards achieving 75% on reduction in cases of	2013	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn-around time		There is no lighting master plan in council	Lighting master plan with clear targets and indicators drawn	2012	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each	Council, Roads Department , Physical planning and Police	There are no named streets in the village	The council intends to have streets named in all the villages	2012-2015	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	municipality to develop land marks					
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Police Council community	There are crime clustering groups and Neighbourhood programme but do not focus on gender but the majority are women	To continue with these clusters and ensure that both men and women participate	On going	
	Involve street hawkers in crime watchdog projects.		Street vendors not involved in safety projects	Involve 50 % of street vendors and hawkers in safety projects	2013	
<b>Public awareness campaigns</b>						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a yearlong campaign	BALA, Gender Links, Emang Basadi, Women's Affairs, Police	There are no programmes in the council that focus on GBV	Develop programmes that focus on GBV and target the community at large and other interest groups, churches, youth which will be measured by the number of campaigns conducted..	2012	
	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	Council, NGO's and CBO's	The council has not actively participated in 16 days campaign	Active participation of the council in the 16 days campaign involving all communities of Mahalapye Sub District and conduct kgotla meetings	2012	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Electrical engineering , Bye law, Ipelegeng (Council)	The council has not taken any part in the take back the night campaign-mandated to provide street lighting, bush clearing and cluster policing	The council to involve all members of the community in the campaign-especially women and children	2012	
	Promote involvement of men and boys in ending gender	SandCD, Men Sector,	Men sector exists but men have never been targeted in the in	Men sector to be part of the committee involved in campaign in	2013	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	violence.	Schools, Friendly Centre, women	the campaigns to end GBV	ending GBV involving out of school and this will be measured by the number of seminars conducted and positive response		
	Monitor and evaluate impact of all public awareness campaigns	SandCD, Women's Affairs, CBO's and NGO's	Monitoring and evaluation of programmes has never been conducted	Conduct mini surveys on the impact of awareness programmes, to determine whether they	2012	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	SandCD	The council has never participated in cyber dialogues	The council to join 'Making IT work for Gender Justice' initiatives	2012	
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	SandCD, NGO'S	There is no record for best practices for ending GBV in the council	Each cluster is expected to present an activity for ending GBV	2013	
Response						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	CEO, SandCD, police	Community policing forums are not monitored	Monitoring of CPFs through seminars and workshops	2012	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	CEO, SandCD, Gender Links, Women's Affairs	There are no places of safety in the township	Convert a caravan into a place of safety	2015	
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide on-going support in	S and CD	There is no database of services and facilities for survivors and victims of GBV in place	Compile data base of facilities of GBV survivors	2013	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	collaboration with various community structures.					
	Encourage role modelling of survivors and victims	S and CD	There is no role modelling at present	Start up role modelling of survivors and victims of GBV	2012	
	Establish gender units and family counselling services at people centres with appropriate resources	S and CD	There are counselling services within the township authority	Publicise the services to the communities and refer all cases of GBV to counselling services	2013	
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.	Primary health, S and CD	Clinics do not highlight the link between HIV/AIDS and GBV	Linkage between GBV and HIV/AIDS to be taught during morning sessions at the clinics at least once every fortnights	2013	
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	S and CD	There is one office responsible for counselling in the township	1 more office for counselling to be set up	2015	
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	S and CD	There are no statistics on HBC for survivors of GBV	Collect statistics on HBC for survivors of GBV	2011	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	S and CD, councillors	There are no statistics on GBV in the township	Collect data on GBV in the township to pave way for decreasing cases of GBV	2011	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	S and CD	There are no private rooms for dealing with cases of GBV	Establish private rooms to encourage 100% reporting of cases of GBV	2013	
Support						

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	S and CD, Police	There has never been an audit on safe houses in the district	The audit will target women, youth and wards	2012-2013	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Economic Planner, SandCD	The council has not committed any resources to supporting survivors of GBV	The council intends to have an audit targeting GBV survivors	2013-2014	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	S and CD, LIMID, Youth and DOSET	The council is helping women to start up projects through home economics but the projects have not been specifically tailored for them to address issues of gender based violence and there is need to mainstream gender into the programmes	Income generating projects and Skills development	2012-2013	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	SandCD, police Cluster, Dikgosi, VET Tribal Admin Secretary	There are no structures in place to address issues of gender based violence	Establishment of multi-sector committee  At village level the council intends to have a multisectoral committee	2012	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	SACS, Police, Dikgosi	There is need for reinforcement with the stake holders	The community at large and will be measured by the reduction in the number of GBV Cases	2012	
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	SACS, Economic Planning	There is no budget for addressing GBV	Budget allocation of 50 % For activities developed in the plan	2013	
Monitoring and evaluation						

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
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.	Established District Committee	There are no targets and indicators for measuring progress in the council	The council will have an evaluation report	2013	

## Annex E: Evaluation form

### Administration information

<b>Sex</b>	<input type="checkbox"/> Male		<input type="checkbox"/> Female			
<b>Country</b>						
<b>City/ Town/ Village</b>						
<b>Age Group</b>	<input type="checkbox"/> 12 - 17	<input type="checkbox"/> 18 -30	<input type="checkbox"/> 31- 40	<input type="checkbox"/> 41 - 50	<input type="checkbox"/> 51 – 60	<input type="checkbox"/> 60 +
<b>Education level</b>	Primary School <input type="checkbox"/>	Secondary School <input type="checkbox"/>	Tertiary <input type="checkbox"/>	Vocational <input type="checkbox"/>	Adult literacy <input type="checkbox"/>	

Please score the following 1-10 where 1= very poor; 10 – excellent

	<b>SCORE OUT OF TEN</b>
<b>1. PROGRAMME DESIGN</b>	<b><u>8</u></b>
<b>2. PROGRAMME CONTENT</b>	<b><u>8</u></b>
<b>3. DOCUMENTATION</b>	<b><u>8</u></b>
<b>4. FACILITATION</b>	<b><u>8</u></b>
<b>5. GROUP WORK</b>	<b><u>8</u></b>
<b>6. OUTPUTS</b>	<b><u>7</u></b>
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	<b><u>7</u></b>
<b>8. LEARNING OPPORTUNITY</b>	<b><u>7</u></b>
<b>9. NETWORKING OPPORTUNITY</b>	<b><u>8</u></b>
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	<b><u>8</u></b>

### Comments

#### Which session did you find most useful? Why?

- Cheating of women and men
- Transformative leadership
- Leadership as it relate to day to day council work
- Climate change as a gender dimension
- Gender equality definition and its concepts because it does not discriminate men and women
- SADC Protocol on gender and development articles and that Botswana is part of them
- Sex and Gender stereotype exercise as it showed us that men and women can do the same work
- Conflict resolution related to our daily work of the council
- Challenges faced by women in politics such as lack of funding during campaigns
- Climate change and how it affect the community such lack of good harvesting
- Facilitation was excellent

#### Which session did you find least useful? Why?

- None, most of the sessions were useful
- All the session played a grateful role especially the gender planning exercise
- Gender equality made us aware that both men and women can perform Working relationship between councillors and officers
- Climate change as a new topic I have heard
- Children's act and gender

- Development of action plans was not clear to me
- Gender based violence as the police always inform the public about
- Campaigning skills for councillors as lack of seriousness from councils
- None

**How will you apply what you have gained from this engagement?**

- Request for slot from other stake holders such as churches ,groups in
- Use kgotla meetings to create awareness on gender based violence
- Kgotla meeting and during wellness activity in our council
- Will discuss what I have learnt at Political rallies
- In the workplace and in my family
- Through Facebook and networks and at public rallies
- Kgotla meetings

**Any other comments**

- Well done and interesting wish could organise another training
- It was great workshop and an eye opener on issues of gender
- The session was more important and learn more
- Urge the organisers to organise more of the gender training
- This exercise was good and the council should take it serious
- Workshop was very good
- Follow-up very important
- An extra workshop needed to learn more
- There was good Learning of opportunity in this workshop
- Workshops of this kind should be conducted regularly because violence is the order of the day
- This workshop was very important to us
- Workshop was very good and the council must