

**REPORT**  
**CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP**  
**BOTSWANA**

**COUNCIL: KGATLENG DISTRICT COUNCIL**



**DATES: 4-6 MAY 2010**



Honourable Council Chairperson Steven Makhura addressing the workshop



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## Executive summary

The workshop was undertaken in partnership with Gender Links and the Botswana Association of Local Authorities (BALA) which played a key role in mobilising the participants of the workshop. The workshop was the 12<sup>th</sup> of the gender action plan workshops for councillors scheduled to take place in Botswana in all 16 districts and these workshops are a follow up of the research by Gender Links and other partners titled '*At the Coalface, Gender and Local Government in Southern Africa*' which found that local councils in Botswana have not begun to address gender issues very effectively. The study was launched in February 2009 and a draft gender strategy for local government was developed.

Welcome remarks were made by the Kgatleng Council Secretary, Mr. Jimmy Nsala. The workshop was officially opened by Honourable Councillor Reverend M.W. Moruakgomo, President of BALA. Among other officials present were Honourable Council Chairperson Mr. S. Makhura of Kgatleng District Council, BALA Projects Manager Ms. Ludo Matshameko and Gender Links staff members. The full speech is attached at *Annex G*.



Rev. Moruakgomo delivering Key note address  
Picture by Roos van Dorp

### *Objectives*

- Build gender analysis skills of local councillors and officials, and local government associations;
- Develop gender action plans with local councils as well as localising the national action plan to end gender based violence
- Popularise the SADC Protocol at council level and community level through the civic leaders,
- Develop a gender action plan for the local councils
- Build the gender analysis skills of councillors and staff, including on gender and governance; gender planning and policy concepts.
- Develop GBV work plans for rolling out at local level.
- Popularise the local government summit to be held in South Africa in 2011.

## Process and activities

### *Workshop content*

The workshop made use of the Botswana Local Government Gender Action Plan manual which covers six modules; the SADC Protocol on Gender and Development, Key Gender Concepts, Gender and Governance, Key Gender Planning Concepts, developing a local gender action plan and developing a local 365 Day Action Plan to address GBV. See the full workshop programme at **Annex A**.

### *Participants*

The participants were made up of councillors and staff from Kgatleng District Council and were of different age groups and had different educational and professional backgrounds, see the full participants list attached at **Annex B**.

### *Facilitators*

The workshop facilitators were Gender Links Coordinator Keabonye Ntsabane, BALA and Programme Manager Ludo Matshameko.

### ***Discussions***

#### **SADC Protocol on Gender and Development**

Participants were given an exercise in a quiz form to find how much knowledge they have on the SADC Gender Protocol. Participants have heard in the news that Botswana has not signed the SADC Protocol on Gender and Development but not in detail. Most of them did not know when the summit took place even the summarized articles of the Gender Protocol. The participants have not heard about the Protocol through its inception process, it also came out clear that councillors and staff are not aware some of the international instruments signed by the government of Botswana.

The Participants were taken through the summarised SADC Gender Protocol articles. The participants realised that even though Botswana has not signed the Protocol on gender and development, government is implementing some of the issues addressed in the protocol, such as policies on HIV/AIDS, Education and Training, the Media and Gender Based Violence as part of the six critical areas of concern identified by Botswana during the 1995 World Beijing conference. A video on the Gender Protocol was shown and this gave some in-depth understanding about the protocol and other views of why other governments and Botswana in particular have not signed, and views of their Attorney Generals such as Botswana and Mauritius.



Participants in group work on gender stereotypes

The Gender Links Coordinator informed them of some consultative meetings with the Minister of Labour and Home Affairs by the Alliance and Gender Links, as an effort to advocate and lobby for signing. The participants were also informed that government of Botswana complains of mandatory language and that since the protocol binds and can not be signed with reservation, they find it difficult to commit to especially during these times of the recession.

#### **Gender Based Violence**

The participants were divided in groups and given questions to answer whether there is gender based violence in Botswana, what types of violence they have heard about .The participants were asked if their council they have experienced Gender Based Violence, and if so, what action did they take. In responding participants informed facilitators that an employee in their council was murdered by his partner and this alone shocked them

and as a result sensitised them to come out with activities to address it. According to this council they organised a march in collaboration with the church, the Police, village elders and other networks in which they prayed and spoke with one voice to condemn such killings in their village.

The facilitator then briefed them about defilement and incest which is another causes of gender based violence which in Botswana men often practise. This also was discussed at length, the social workers revealed that such cases are worrisome especially that families are reluctant to report them as it looks like it is culturally accepted in the community. The council further informed us that they have formed a committee within the council to continuously address gender based violence. Gender based violence is one of the presentations which participants become very active and interacted actively as it is one of the problems in the country.

The facilitator then informed the participants that the Gender Protocol calls to half gender based violence by 2015. The participants were further briefed about 16 Days of Gender Based Violence Against Women and Children and that it is recommended that Gender Based Violence become a 365 Day Calendar.

### **Decision making positions**

A video of "At the Coal Face" was shown and participants were given opportunity to share what they have learned. They were able to explain that countries in the SADC share same challenges of less representation of women in council and at Parliament. The participants also learnt that as politicians they have role to play to challenge the existing quotas in their respective countries and educate voters on the importance of voting for both men and women during elections. Participants were also informed on the SADC Gender Protocol quota. The councillors were informed about the findings of the study on the status of women in the councils of Botswana and this motivated a lot of debate and church of negative attitudes.

### **Networks**

The councillors were informed of available networks that deal with gender and provide counselling services. The following organisations were listed and informed them of the services they provide, for example Emang Basadi, WILSA, BOMWA, BOCONGO, Ditshwanelo, Women's Shelter Women's Against Rape, Life Line, Gender Links, BALA and Women's Affairs Department. The Participants appreciated the networks.

### **Southern Africa Local Government and Gender Justice Summit and Awards**

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants were briefed on the first Southern Africa local government and gender justice summit and awards that took place in March 2010. The application process and adjudication process for the next annual summit scheduled for 2011 was explained and pamphlets were distributed to all participants. See the attached concept paper attached at **Annex I**.

## Challenges

- Botswana is going through a recession therefore it will delay to implement the plan
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to the topics
- Councillors felt that there is a need to increase workshop days due intensive exercises in the manual
- Transfer of management in the council might compromise the implementation of the plan the new staff will have to be oriented which is not possible to be done in the council

## Outputs

- Gender Action Plan for Kgatleng District Council and Gender Based Violence action plan for Kgatleng District Council: **Annex C**
- Message and slogans for gender based violence (Kgatleg District Council): **Annex D**

## Outcomes

- A clear strategy for addressing gender issues at the local level, focussed on the specific needs of the council.
- Commitment to implement the 16 Days of Activism plan in this period onwards.
- Sharing of good practices and arousing interest so that Councils could volunteer to participate in the first local government and gender justice summit and awards taking place in 2010.

## Conclusion

The Participants realised the importance of such workshops and feedback that in future they will ensure that such feedback are conducted.

Both the local government plan and the gender based plan have been developed. The plan will be sent to the council to review and adopt.

Overall the participants felt that the workshop was critical as it addressed the issues which councillors deal with in the course of their duties, see the composite workshop evaluation at **Annex E**.

## Recommendations

- Kgatleng Council will mainstream gender into their planned wards consultative meetings
- Information learnt will be disseminated to the electorates at ward consultative meetings
- The dissemination of information learnt in the workshop should be done at the individual families and departmental levels with family members and colleagues respectively.

- Kgatleng Council will come up with activities on ending GBV during 16 Days International commemoration
- Develop a networking strategy with other councils to drive the education further to the people
- To request the Minister of Labour and Home Affairs to address full councils on why Botswana has not yet signed the protocol and progress made so far in respect to the protocol.



Rev. Moruakgomo delivering official opening speech Picture by Roos van Dorp

### **Way forward**

- Gender Links will compile the draft plans and send back to the Council Secretary
- Adoption of the plan by the council and staff
- Resolutions should be implemented and the specified targets should be met
- Follow up workshops to be held twice a year.

## Annexes

### *Annex A: Workshop programme*

TIME	ACTIVITY	WHO
<b>DAY ONE</b>		
8:00 - 8:30	Registration	Gender Links, Ms. Roos van Dorp
8:30 - 8:45	Welcome Remarks	Kgatlang Council Secretary, Mr. Jimmy Nsala
08.45 - 09.00	Official Opening	Honourable Councillor Reverend M.W. Moruakgomo, President of BALA
09.00 – 09.10	Vote of thanks	Honourable Council Chairperson Mr. S. Makhura, Kgatlang District Council
09.10 - 09:20	Introductions and objectives <ul style="list-style-type: none"> <li>• To provide background and agree on objectives for the workshop</li> <li>• To develop guidelines of participation</li> <li>• Eyes and ears</li> </ul>	Mrs. Keabonye Ntsabane, Gender Links Coordinator
9:20 - 10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane, Gender Links Coordinator
<b>10:30</b>	<b>TEA</b>	
<b>Module one: Key gender concepts</b>		
10:30 - 11:30	Sex gender, and stereo types	Mrs. L. Matshameko, BALA Projects Manager
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	Mrs. L. Matshameko, BALA Projects Manager
13:00 - 14:00	<b>LUNCH</b>	
<b>Module two: Gender and Governance</b>		
14:00 - 15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30 - 15:45	<b>TEA</b>	
15:45 - 17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	
<b>DAY TWO</b>		
8:00 - 8:30	Recap, eyes and ears	Participants
8:30 - 9:00	What we learned from the scorecard	
<b>Module Three: Key gender planning concepts</b>		
9:00 - 10:00	Practical and Strategic needs	

<b>TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
10:00 - 10:30	<b>TEA</b>	
10:30 - 12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	All Facilitators
12:00 - 13:00	<b>LUNCH</b>	
<b>Module four: Draft gender action plan framework</b>		
14:00 - 17:00	Group 1: Governance Group 2: Gender in existing programmes Economy, procurement, housing, transport, utilities Group 3: Gender in existing programmes Health, HIV and AIDS, environmental health, social development Group 4: Employment practices and environment Group 5: Gender management system	All facilitators
<b>DAY THREE</b>		
8:30 - 9:30	Report back, eyes and ears	Participants
<b>Module five: Localising plans to end gender based violence</b>		
9:30 - 10:00	Key GBV provision in the SADC Protocol on Gender and Development	Mrs. Keabonye Ntsabane
10:00 - 10:30	GBV as a key service delivery issue	Mrs. Keabonye Ntsabane
10:30 - 11:00	<b>TEA</b>	
11:00 - 13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00 - 14:00	<b>LUNCH</b>	
14:00 - 15:00	Communicating local GBV action plans	Mrs. Keabonye Ntsabane
15:00 - 16:00	Developing messages and slogans for the campaign	All facilitators
16:00 - 16:15	<b>TEA</b>	
16:15 - 17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
17:00 - 17:05	Closing Remarks	Kgatleng District Council
<b>DEPARTURES</b>		

**Annex B: Workshop participants list**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
1. Tebogo D Ratsoma	F	Kgatleng District Council	5749482	5777216	tratsoma@gov.bw
2. Augustine Kaisara	M	Kgatleng District Council	5777411	5777216	www.akaisara@gov.bw
3. Jimmy Nsala	M	Kgatleng District Council	5777411	5777216	
4. Stephen Makhura	F	Kgatleng District Council	71317783	5777064	stephenmakhura@yahoo.com
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6. Patrick Hersey	M	CLLR - Kgatleng District Council	71389554		
7. Bonana Rabasha	F	KDC - Kgatleng District Council	71619460	5777216	
8. P J B Kgetse	M	CLLR - Kgatleng District Council	71389556		
9. M Mandoze	M	Kgatleng District Council	71246745	5777216	mmandoze@hotmail.com
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13. Toko Malwetse	M	CLLR - Kgatleng District Council	72984126		
14. Joseph Setoutwe	M	CLLR - Kgatleng District Council	5710433/ 71694614		
15. Terence Thebe	M	CLLR - Kgatleng District Council	72456997		Terence.thebe@yahoo.com
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17. E P Ramosako	M	CLLR - Kgatleng District Council	71389476		

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
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21. W Senwelo	M	CLLR - Kgatleng District Council	74137339		
22. Rosemary Pilane	F	CLLR - Kgatleng District Council	71320646		
23. Thonana Kegapetswe	M	CLLR - Kgatleng District Council	74683710		
24. E Dibuseng	M	Kgatleng District Council	72171072		edibuseng@yahoo.com
25. Elija Mogomotsi	M	CLLR - Kgatleng District Council	71444729		
26. Molefe Molefe	M	CLLR - Kgatleng District Council	71317775		
27. Justice Paledi	M	CLLR - Kgatleng District Council	71392233/ 5745368		
28. Monica Tsie	F	Kgatleng District Council	71653658	5773400	mttsie@gov.bw
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30. Patrick Modise	M	Kgatleng District Council	5710295	5777216	ptrckmodise@yahoo.co.uk
31. K Pilane	F	Kgatleng District Council	5777411	5777216	
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33. G S Bodika	M	Kgatleng District Council	71223507		
34. B Hule	M	Kgatleng District Council	71658593		
35. J T Mosinyi	M	Kgatleng District Council	71320653		
36. L Selala	F	BALA	72406533		lsselala@yahoo.com
37. Unity Mpapane	F	Kgatleng District Council	72439926	5777216	ugaonyadiwe@yahoo.com
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<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
39. K T Mooketsi	M	Kgatleng District Council	71320662		Tona Comm@yahoo.com
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41. Montwedi Mbulawa	M	Kgatleng District Council	71222001	5777216	mmbulawa@yahoo.ca
42. M. Moruakgomo	M	BALA / Kgatleng District Council	71320661		
43. Keabonye Ntsabane	F	Gender Links	3188250	3188251	coordbotswana@genderlinks.org.za
44. Roos van Dorp	F	Gender Links	3188250	3188251	progbotswana@genderlinks.org.za
45. Ludo Matshameko	F	BALA	3912063		kmatshameko@bala.org.bw

#### **Attendance statistics by gender**

<b>Females</b>	16	36%
<b>Males</b>	29	64%
<b>TOTAL</b>	<b>45</b>	<b>100%</b>

**Annex C – Gender Action Plan for Kgatleng District Council**

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>I. 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.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Political parties for women in politics, IEC, NGOs, BALA, Women's Commission	The council has 2 women and 25 men transforming to 7.4%	The council target to get a 42.6% increase indicator and fielding more women	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Political parties, BALA, caucus for women in politics	The council has approximately 70% of women membership in political parties and are placed in lower level organisation mobilisation	The council targets a 50% increase for representation in leadership	2012	
	Engage with Traditional Authorities on women's representation in local politics.	Chiefs, Headman, church leaders, politicians, caucus for women in politics	The council has never had such engagement	The council target 23 wards and hold 2 meeting per ward and increase turn up to meeting, fielding more women politician		
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in local government including management and other committees.	Council (HR) management	Do any such statistics exist currently?  Yes the council have the statistics	Sex disaggregated statistics on women in leadership positions in local government.		
	Take measures to ensure equal representation of women	Politicians, managers, supervisors	What is the % of women in leadership positions in the council, i.e.	50% of all leadership positions to be held by women.	2014	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	in leadership positions in council.		Chairperson/ vice chair of council and on committees?  Women are not represented in leadership positions, there are no women in both chairman and vice chairperson positions			
To educate people 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.	Politicians, caucus for women in politics, BALA women commission	The council has never had awareness raising campaigns in this regard	Communities to be targeted, 23 wards in the district	2012	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Education secretary, politicians	The council has never had such engagement before	Success will be measured by increased participation of women in politics and in leadership positions	2012	
Participation						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS)	Politicians, BALA, Women commission, caucus of women in politics	There is a multi caucus meeting	Multiparty women's caucus established in two areas as a pilot	2012	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into	Politicians, caucus of women in politics, women	Yes women's wing do exist which membership include other women from other political parties.	The target is to have 12 women to be groomed and more numbers of women fielded in 2014	2014	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	leadership positions	commission				
	Network with regional and international women's caucuses	BALA, women commission, caucus of women in politics	There has never been such networking done in the past	To discuss formation of a regional and international network 2 countries	2012	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	Politician, BALA, WOMEN COMMISSION	There has never been skills audit done before	Data on the specific skills of councillors will be made available once audit has been conducted .	2014	
	Training needs identified by women councillors eg gender, public speaking and assertiveness.	Politicians, women's wing, caucus for women in politics	There has never been training done before	be measured? Target number of courses attended by councillors?  We target to have 30 women to be trained and a 42.6% increase in level of participation No of fielded	2014	
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Politician, council management	What are the current rules in this regard?  Both Setswana and English in use	To continue with English and Setswana language.	ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	Council, BALA	The council has a general induction for all councillors and not specific to women because is for everyone	The council has 27 trained and training is once after elections	2014	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Council, BALA, Women commission, caucus for	The council has never done any training	Targeted Councillors, administrative staff	2012	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
		women in politics				
	Gender dialogues with male Councillors and officials, including community leadership	Council, BALA	The council has never held any dialogues with male councillors	The council targets to have gender dialogues twice every year	2012	
Community mobilisation						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	politicians	There is no data on the community	Gender disaggregated data on the community.	2012	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.	Community leadership, politicians	The council currently does not have any statistics available	This will be measured by Number of men who participated	2012	
To ensure that women are consulted and participate equally in policy-making processes.	Conduct specialised participation exercises for women, and ensure that their concerns are captured in policy	Politicians, women's caucus, BALA	There are no statistics on the gender disaggregated data	The council target to have 1 one study conducted	2014	
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops with men's groups, and audit the impact of the training	Politicians, council, BALA	NO workshops have been conducted for men	To conduct 2 workshops with men groups	2012	
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	Council, politicians, BALA, Women, NGOs	The council has never done review of the publications	To produce Gender aware publicity materials.	2016	
<b>II. GENDER SPECIFIC PROGRAMMES</b>						
Early learning						
To provide affordable child care to free women	Greater coordination between the council and	Council, Ministry of	The council coordinate day care centres through	Ongoing	2010-2012	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</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 participate in the labour force,	the Ministry of Education in provision of quality early childhood development facilities.	Education	social welfare department			
	Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	Council, Ministry of education	Fees determined by individual owners	It is a standard requirement can not being changed	2012	
<b>III. GENDER IN EXISTING PROGRAMMES</b>						
<b>Security and emergency services</b>						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	Council Physical planner Roads Fire CAA Agriculture Land board	Nothing is in placed	Target to plan for Main streets and access roads / 150 sign per annum	2016	
	Lobby businesses to assist people in need.	Banks Building merchants NGO's CBOs Parastatals Private Sector	There has never been the support offered before	The council targets 8 Financial institutions, 5 builders merchants, 10 private contractors	2011	
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.	Fire Dept Red Cross CAA Net Care Med Rescue	None, we have to start educating people	50 % reduction in the number of people who lose their homes due to fires	2016	
	Train community members on how to handle emergencies, including first aid.	Red Cross Net Care Med Rescue Hospitals	No such training has been conducted	The council targets 1 person per village per year	2011	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
		OP, disaster office				
To ensure that building control measures are enforced, in particular are well informed on the process	To provide critical information, particularly for women, on building and construction in order to ensure safety	Physical planning dept Building control SHHA BHC		The council targets 2 Kgotla meetings per annum	2011	
<b>The economy and job creation</b>						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Set and monitor specific targets to ensure gender parity in employment opportunities created by local government.	VDC Dikgosi Councillors SandCD (VET)	To obtain statistics form HR Department	To ensure that there is parity on employment by initiating a task force within management to address this issue and meet quarterly.		
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	VDC Dikgosi Councillors Labour office	These statistics are currently unknown, to collect from labour office	Increase labour by 10% per annum	2011	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	Dept WAD Agriculture CEDA NDB	There is no such vote item in the council	The council target 1000 women in Kgatleng District	2013	
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD	Currently we do not know information to enquire from HR office  Contact SandCD for data and plan for workshops	The council target to have 2 workshops per annum, the indicator will be the number of workshops conducted and the workshops reports	2012	
To obtain sex disaggregated data on	Conduct surveys, collect data and analyse it.	CSO SandCD	Data is there but unknown	Availability of gender disaggregated data.	2011	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
unemployment levels in communities		Ipelegeng Labour dept	To collect data on unemployment from CSO			
Procurement						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	Kgatleng Adjudication board Council	There is no information existing at the moment	The council still has to determine that a meeting need to be initiated	2011	
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	Councillors MLG	The council has 2 women in the board	In increase membership women to 50%	2012	
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	Council District Administration Tribal administration	The council does not have any incentives	On going	2012	
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.	Council District Admin Land boards Tribal Administration	Has any kind of assessment been done in the past?  The council does not have any assessment in place	To be discussed with SandCD	2012	
	Facilitate improved access to social grants, including food security nutrition	Council District Administration	What kind of access do women have to social grants at the moment? What are the stats?	What is the target increase in the number of women accessing social grants?  To be discussed with Social	2011	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
				Development in the council		
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	Council District administration	What types of income generating activities are already being facilitated and with what kind of success?  Not available	What is the indicator? How will this be measured?  To be discussed with the social welfare office in the council	2012	
	Liaise with and support CBOs and NGOs already working with poor households.	Council District administration	What kind of support is being provided for NGO's and CBO's currently?  To enquire from the council	How will this be measured?  To be determined	2011-2012	
Business support						
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	SHHA Physical planning department with community and other stakeholders	Yes ,the council has the data but not disaggregated	Gender disaggregated data on housing established		
	Ensure gender balance on housing committees; and lobby for a quota for women	Council	The council has one woman out of eleven men, that is 8.3%	50% of the housing committee should be women.	2011	
	Increase the range of housing and land options available to poor households; including subsidies for poor women	Council Social Services	Unknown /To enquire from Social Services	What is the target increase in the number of women owning land?  Unknown		

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<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 women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	VDC	Yes, the living environment, through mass assessment has been done	Mass assessment feedback report produced	2015	
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.  Educate men on housing policies and subsidies	Community	Yes there is existing material that can be used regarding policies and subsidies through  SHHA loans Destitute housing Poverty Alleviation programme	How will this be measured?  It will be measured by both male and female benefit equally from housing policy	2015	
<b>Water, sanitation and electricity</b>						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	Community	Has any assessment been done in the past  No statistics available?	It can be done in 3 phases in a quarter  Atleast reduction of less than 50% of Women not affected by inadequate service delivery	2013	
	Provide affordable services to poor households.	Community and other stakeholders	Portable water sewerage lines are available but do not no costs	What is the target?  Target 70 % of women to have affordable services	2015	
	Council to provide subsidies for those who cannot afford	Water Department and other stakeholders	Free connection of portable water (private connection)	On going support is provided, where payment is needed the council pay	2015	
	Create jobs through awarding tenders, community projects, cash for work and	Community and stakeholders	Are any women currently being employed in this sector (numbers and comparisons)?	What is the target number of women to be employed in this sector?	2011	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	training for women in this sector.		Yes, but exact statistics are unknown	No statistics available, to retrieve and develop target  To liaise with SandCD		
	Ensure that women are consulted prior to the provision of services.	Community and other stakeholders	There are Kgotla and individual consultative by councils  Destitute programmes and development programmes are available	It is an ongoing process every year	Ongoing	
	Align services to the needs of women.	Community and other stakeholders	Intensive consultations are done	The number of women who's needs are addressed at least 60 %	2015	
	Involve women in the management and maintenance of these services and facilities.	Community	Yes, women are involved but the statistics are not known To enquire from the council	At least half of women who can be able to manage these facilities	2015	
<b>Environmental Health</b>						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Create an environment committee in which women and men are equally represented, including waste management and recycling projects	Community	Yes green scorpion group exist	Free education to households on issues regarding environment	Ongoing	
	Increase the frequency of refuse collection.	Community and other stakeholders	Refuse is collected weekly	The refuse should be collect daily	2015	
	Provide and maintain public toilets in strategic areas	Community and other stakeholders	How many public toilets are there in the council? How often are they maintained?	How many public toilets should there be in the council? How often should they be maintained?	On going	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
			1 Ablution leased out to private individuals	6 Ablutions to be maintained as and when required		
	Review the waste management policy from a gender perspective.	Community and other stakeholders	Is there any such policy at the moment?  We are not aware - to enquire	What is the target?		
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Develop gender aware HIV and AIDS public education and awareness campaign.	DMSAC WAD BALA Council	Yes, to continue with the campaign	It is coordinated by all sectors in the council  To be sourced from public health personnel		
To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need for women to have access to Post Exposure Prophylaxis (PEP)	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon campaign, coupled with ongoing awareness campaigns.	All members of the public	How has the council participated in awareness campaigns in the past? Has the council actively participated and promote the 16 Days Campaign in the past?  The Council has not commemorated 16 Days of activism Campaign  Peps is available, in all clinics	The council has undertaken a huge march around the village.  Intensify awareness and this will be measured by increased public participation and report  To commemorate 16Days in November  What is the target % increase in the number of women accessing PEP  To be availed by public health personnel	2010	
Social development						
To make community and sporting facilities more	Collect gender disaggregated data on	Primary school heads	Does this data exist?	Gender disaggregated data on the use of community and	2010	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
accessible to women and ensure that they benefit equally from such facilities.	the use of council community and sporting facilities.  Primary school sporting facilities are used, and these of the community	and the community	To be sourced by youth officer	sporting facilities to be availed by youth officer		
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.	SandCD Department	Some pamphlets are available in clinics and they are not gender sensitive	It will be measured by the Increase in number of men assuming child care responsibilities	2010	
<b>IV. EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
To increase the representation of women employed in the council.	Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.	DPSKL and council secretary	What steps have been taken to prioritise gender equity in the employment practices of the council?  No jobs are reserved for men only, people are employed on merit	50% women in all areas of employment by 2015  Kgatlang superseded the SADC expectation	2010-2012	
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.	DPSM and council secretary	What are the current gender statistics of employees in the council? What % men and women occupy management positions – what is the breakdown per department?  Information to be availed but with top management there is 1 male as CS and 2 female DCS'S	What is the target % increase in the number of women employed by the council? What is the target % increase in mgmt positions and departments?  This can only be determined by DPSM	2010	
To ensure that staff development						
	Devise and implement a	HR			2010	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
programmes are gender sensitive	range of capacity-building options for employees and cllrs.	Department	Wellness committees in 2 unit teams	This will be measured by number of staff members having the same level of understanding in work related matters		
	Mentoring new cllrs and employees.	HR Department	As any mentoring of new cllrs been done?  Yes through a workshop every five after elections	New councillors were informed in 2009 on council related matters and this is measured by the number of councillors equipped with knowledge	Ongoing	
	Identify skills needs among communities and skills gaps in key economic sectors.	HR Department	Have any needs assessments been done?  Yes, needs assessments have been made through a questionnaire	This will be measured by the number of people identified their needs. Increased number of people resourced on their needs	Ongoing	
	Develop targeted skills development programmes.	HR Department	Yes, skills have been developed through workshops and short courses	Number of staff taken for workshops and short courses and number of people equipped with knowledge	Ongoing	
<b>Work conditions and environment</b>						
To facilitate women's equal participation in the workplace.	Review maternity leave provisions to ensure that women are able to take three months full maternity leave through the contributions of both local government and Social Security.	DPSM	Women are given three months maternity leave with full pay	Three months full maternity leave through the contributions of both local government and Social Security.	It has long been started	
	Meetings times should take the needs of all employees into	Council secretary and council	There is no policy for meetings but meetings	The target is to observe meeting times all the time by	Ongoing	

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	consideration and not run too late.	management	times are respected except on special occasions	all managers		
	Provide child care facilities for municipal employees.	SandCD	Day care centres are provided by the council through SandCD	Target number of child care facilities? To be sourced from SandCD	2010	
	Provide flexible work arrangements for parents.	DPSM	Is there any such arrangement currently?  Nursing mothers are released at 3PM	What is the indicator? How will this be measured?  Information to be sources from HR	2010	
<b>V. GENDER MANAGEMENT SYSTEM</b>						
<b>Planning</b>						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Council WAD BALA Gender Links Consultant	The mission and vision is silent about gender	To consult as staff and councillors to review the vision and mission to be gender sensitive	2010/11	
	Conduct surveys prior to planning to determine the needs of both women and men.	Council Gender Links	No surveys have been done, surveys will be conducted	Gender aware survey results from the research that we will conduct	2011/12	
	Consult with both women and men when drawing up plans.	Council DDC	No, such consultations have not taken place	Will make consultation based on the number of clusters. Target group will be; Both men and women Gender sensitive plans and vision and mission statement	2010/11	
	All units and departments should include gender indicators in their business plans.	Council	No units/departments in the council use gender indicators in their business plans	All council units and departments to have gender sensitive business plans	2010/11	
	Councils should	Council	No, customer satisfaction	Both men and women and	2010/11	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	administer customer satisfaction surveys that are disaggregated and analysed according to gender.		surveys have been administered in the past	quarterly surveys will be conducted Atleast once a year		
Gender structures						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.	Council CEO Women's Affairs Department	No there is no work done yet in the establishment of structures	GMS established gender structure that constitute the gender machinery , that commit managers .  Creation of a budget and a structure for a coordinator	2014/15	
	Recruit/appoint/hire gender focal points.	CEO	No, gender specialist has been recruited	To appoint a gender focal person Establishment of a post for a gender focal person	2014/15	
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	Heads of the Council Departments	Has any work been done in the establishment of structures;  No work has been done in the past establishing the structures	Reports and plans from departments on gender issues	2010/11	
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	Senior Managers	No one is presently responsible for gender in the council	Submission of progress reports by senior managers Gender progress reports from Senior managers should be included in the agenda	2010/11	
	Gender to be written into the job description and performance agreements of senior managers and GFP.	Heads of department and CEO	Gender is not written into the job descript and performance agreements of senior managers	Inclusion of gender in performance development plans for all staff members	2010/11	
	Gender should be a standing item on the	Heads of department	Currently there is no item	Gender should be a standing item in the agenda of	2010/11	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	agenda of management committee meetings.	and CEO	in the management committee agenda	management committee meeting		
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Council CEO	Yes the committee is there which responsible for gender including staff and councillors	Rolling out of the committees to other stakeholders and villages	2010/11	
	Form a multi party women's caucus.	Council Chairman	Yes , there is a structure which brings women but at national level not rural( Women Caucus)	Establishment of a multi-party women's caucus at rural level		
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	Council CEO And Council Chairman	No gender focal points have been established in all departments	Establishments of focal points and reports from all department	2010/11	
	Establish linkages with gender machinery in other municipalities.	Council CEO and Chairperson	Have any linkages been established?  No linkages has been established currently	Forum for all local authorities  To enquire	2011/12	
<b>Budget, monitoring and evaluation</b>						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.	Council Economic Planners	Yes, it exists and is applied but not based on gender	All statistics disaggregated by gender from population Census reports	2010/11	
	Conduct a gender analysis of the Council and departmental budgets to ensure that expenditure responds equally to the needs of women and men.	Council CEO and Chairperson	There is no budget allocation for advancing gender equality	The indicator will be ;  Budgeting of funds Asking for donor funding Intergraded gender in the already existing budget	2011/12	
	Recommend resource	Head of Social	Has the action plan been	Preparation of budget plan	2011/12	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	and Community developments	costed?  The action Plan is still in draft the one developed by Gender Links and BALA	and preparation of activities, it will be mainstreamed in the strategic Plan of the council		
	Ensure that departments allocate resources to gender priorities.	Deputy CS Finance and administration	Departments do not allocate resources to gender priorities	The indicator will be when the budget has been allocated on gender plans	2011/12	
Capacity building						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	Deputy Council Secretary and Finance and Administration	This is the first training conducted by Gender Links and BALA on gender	One workshop was held with the council staff and councillors  There should be a training plans	2011/12	
	Liaise with service providers to provide training programmes.	Deputy Manager Finance and Administration	No training has been done	Availability of training programmes planned	2011/12	
	Facilitate training programmes among councillors, officials and community groups.	Head of Departments and Councillors	What training has already been done?  None at the moment	Target number of cllrs, officials and community groups trained?  Calendar of operation on training programmes	2011/12	
	Ongoing mentorship and support through linkages with civil society.	Emang Basadi Gender Links Department of Social Services	Do any such programmes exist?  Yes such programmes exist	Target number of cllrs and officials involved in such programme?  The contacts and connections we have with them Achievements that we will	2010 and ongoing	

<b>GENDER ACTION PLAN FOR KGATLENG DISTRICT COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
				have		
	Assess impact of training.	Council CEO	What training has already been done?  No training has been done	What is the indicator? How will this be measured?  Staff and councillors	2011/11	
	Gender sensitivity training for both male and female councillors	BALA Gender Links Women's Affairs Department	What training has already been done?  Training has been done through the Gender and Local government workshop	Target number of cllrs, officials and community groups trained?  Production of the plan	2010/11	
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	Council CEO and Chairperson	Training has been done on gender and gender Based violence	Target number of cllrs, officials and community groups trained for more mainstreaming  27 Councillors 13 Officials 40 in total	2010	
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender eg Women's Day; Sixteen Days campaign.	Head of Social and Community Development	The council has embarked on huge campaign on gender based Violence Awareness has been done on Passion Killings June 16, Day of the African Child Day of the elderly	Every year a campaign will be conducted for the Council staff employees	2010/11	
	Prepare pamphlets, advertising, posters, logo etc.	Head of Social and Community Development	Yes, posters against child abuse are available	Posters will be developed for both men and women, boys and girls this time being gender neutral	2010/11	

## Action plan framework for Kgatleng District Council 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.	Schools, councils, business community, ministry of education skills and development	The council get the statistics on GBV from the Police but do not keep it	Keep the statistic in the council from the Police for referral in case of workshops and full council meetings for councillor s	2011	
	To form research unit. Prepare questionnaire to counselling and guidance staff.					
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.		What is the state of street lighting in the council?  Currently 42km with 1050 poles street lighting	-There is need for 20km more(600) -Roughly 75% current -Police statistics/future statistics after installation to improve on sexual abuse cases	2011/2012	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Council, BPC, Community	The Council Have lighting maintenance plan which include: 1)routine maintenance 2)reactive maintenance 3)night patrols	Lighting master plan with clear targets and indicators -We are targeting to implement 20 kms (which is 600 poles)	2011/2012	
	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 municipality to develop land marks	Roads, council, community, district leadership	What percentage of streets are named/ unnamed? -None	What is the target, i.e., how many streets to be named by when? -100% main roads and access roads	2016	
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g.		Are there any community policing and safety forums? Do they focus on GBV?	What is the target, how many safety forums per area?  -community and 4 times a year	2016	

<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>
	community policing forums, etc.		Yes			
	Involve street hawkers in crime watchdog projects.	Council, community	-yes, street vendors are involved in safety projects through council inspections	What is the target -100%compliance by street vendors	2016	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	VDC, WAD, PTA, YOUTH, Emang Basadi, GL, WAR	Do any programmes on GBV exist within the council?  None	We target to Plan for 3 activities, measure 3 activities conducted, report available, partnerships established	2010 July, September 2010, Nov 2010	
	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	Police, dikgosi, HODs, councillors	Has the council actively participated and promote the 16 Days Campaign in the past?  No, the council has not commemorated gender based violence	1 plan for 2 activities, 1 plan for 2 activities conducted reports availed	2010 Nov	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Cluster	No, the council has not participated take back the night	Established subcommittee, number of sub committee meetings held, and twice a year	2010 September, December	
	Promote involvement of men and boys in ending gender violence.	Men sector, YOHO, Youth sports and culture, GL	Have men and boys been targeted in campaigns to end GBV?  No men and boys have not been targeted for gender based violence	What is the target? How will this be measured?  Plan for one activity -1 activity conducted -Report available	2010	
	Monitor and evaluate impact of all public awareness campaigns	SandCD	Have awareness campaigns been monitored and evaluated?  No CAMPAIGNS MONITORED	It will be targeted by Bi annual monitoring twice a year -Bi annual data received	2010	

<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>
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV 1)March, churches addressing GBV 2)Gender committee	Community and other stake holders, eg Emang Basadi Gender Links	Do any best practices exists – have they been documented  Yes, best practices exist, church meetings , and yes they have been documented	How many best practices should be collected  2 best practices for staff, clrs sharing GBV problems from wards		
Response						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	Community and other sake holders	What actions are being taken to ensure that CPF's are effective  Public awareness campaigns, formation of CPF	What measure should be taken  To ensure that CPF are functional in every ward	2012	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs		How many places of safety and care are there within the council?  2 and these are Khurutshe and Kgomodiatshaba	What is the target increase in the number of places of safety and care?  To increase in 2 wards	2016	
	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 ongoing support in collaboration with various community structures.		Is there any such database at present?  There is no data base	Database of services and facilities  Database to develop by 2011	2011	
	Encourage role modelling of survivors and victims		Is any role modelling being done at present?  NIL	What is the target? How will this be measured?  Affected victim will open up in large numbers	2016	
	Establish gender units and family counselling services at people centres with		Are there any such units or services?	What is the target? How will this be measured?		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	appropriate resources		BOFWA			
	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.		Do clinics highlight the link between HIV and AIDS and GBV?  Only on HIV/AIDS	What is the target? How will this be measured?  No target since they are relocating to contract government		
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders		There is only one counselling facility (1)	To provide 23 facilities if resources available	2016	
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.		What are the stats on HBC for survivors of GBV?  No stats	What is the target? How will this be measured?  Equal participation of both male and female	2016	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.		Currently there is no statistics on Gender Based Violence in the council	The council to liaise with the Police on statistics		
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	Police	Are any of the police stations within the council equipped (private room, female officers etc) to deal with cases of GBV?  No information	What is the target % increase in number of reported cases and convictions GBV? How will this be measured? Police stats?  No stats ,to enquire from the Police		
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.  If houses have security walls	Trained gender councillors and GBV Committee	Audit on gender Based Violence support services has not been done	Audit results available	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>
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist. Homestead	VDC, NGOs, Dikgosi	The council has not committed any resources for gender based Violence	Budget / resource allocation committed	2012/2013	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	GBV committee	The council has embarked Partially on a program to economically empower women by SandCD department	LIMID programmes can be intensified I.e. tailoring poultry and vegetables garden	2012	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.  Kgatleng District(GBV committee)	Kgatlang District Council	Yes, multi- -sector committee have been established but not yet rolled out to villages	Establishment of multi-sector committee Disseminating information to new members from other villages Roll out the committees to the villages kgotla meetings Formation of main committee in a village Formation of ward committees	October 2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed. Neighbourhood care	The community, GBV Committee	The relationship is cordial, but it need to be further strengthened	This will be measured ;  -through workshops, meetings, drama, community prayers, and counselling	October 2010	
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council, BALA, GL, Ministry of Labour and Home affairs, Ministry of Defence and Security	Is there currently any budget allocation for addressing GBV  There is no budget allocated GBV currently	Budget allocation of x amount This action plan budgeted for The council will budget for workshops, commemorations and campaign, the budget will be for BWP 60 000	2010/2011	

<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>
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.	The council BALA, Gender links	No because we never had any GBV activities	Targets and indicators  Establish GBV activities and monitor them , we evaluate them annually ,reduction of GBV, plans mainstreaming during reviews of 5 year plan	2011	

**Annex D - Messages and slogans for gender based violence**

<b>Arena for action</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
Individual			
Abused woman or man	<ul style="list-style-type: none"> <li>• Report the abuse to the social workers and police.</li> <li>• Report to the police</li> <li>• Counselling</li> <li>• Don't give in to abuse /violence</li> <li>• Be brave to report abuse</li> <li>• Report to the police</li> <li>• Counselling</li> <li>• Abuse is not the end of the world /life</li> <li>• Go tla siama</li> <li>• Don't give in to abuse /violence</li> <li>• Be brave to report violence</li> </ul>	<ul style="list-style-type: none"> <li>• Report abuse ,stop GBV</li> <li>• Police station 1<sup>st</sup> stop</li> <li>• Stand up against violence</li> <li>• Police station 1<sup>st</sup> stop</li> <li>• Stand up against violence</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,TV, Newspapers, Kgotla meetings</li> <li>• Media ,Kgotla</li> <li>• Radio ,Television</li> <li>• Media ,Kgotla</li> <li>• Radio ,Television</li> </ul>
Abused child	<ul style="list-style-type: none"> <li>• Report the abuse to the social workers ,teachers, parents, nurses, child line</li> <li>• Report to parent or relative</li> <li>• Problem shared, problem solved, speak out</li> <li>• Report to parents or relative</li> <li>• Be open and say the truth,</li> <li>• Problem shared ,problem solved, speak out</li> </ul>	<ul style="list-style-type: none"> <li>• Report child abuse</li> <li>• Bolela!</li> <li>• Speak out against violence</li> <li>• Bolela!</li> <li>• Speak out</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,Television ,pamphlets ,news papers</li> <li>• Media</li> <li>• Pamphlets and drama</li> <li>• Media</li> <li>• Pamphlets and drama</li> </ul>
Abusive men	<ul style="list-style-type: none"> <li>• Stop abusing women and children</li> <li>• Counselling</li> <li>• Real men don't abuse</li> <li>• Abuse doesn't pay</li> <li>• Counselling</li> <li>• Real men do not abuse</li> <li>• Abuse doesn't pay</li> </ul>	<ul style="list-style-type: none"> <li>• Stop Gender Based Violence</li> <li>• Emisa! Stop!</li> <li>• Cowards abuse</li> <li>• "Stop "N Emisa!!</li> <li>• Cowards Abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,Television, News papers</li> <li>• Media, Kgotla</li> <li>• Radio, Television, Newspapers</li> <li>• Media, Kgotla</li> <li>• Radio, Television, News papers, drama groups</li> </ul>

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
• Family/ Household			
Mother, father, guardian	<ul style="list-style-type: none"> <li>• Report matter to the police, Kgosi</li> <li>• Abuse breaks family</li> <li>• Report matter to the relative, police, Kgosi</li> <li>• Abuse breaks family</li> </ul>	<ul style="list-style-type: none"> <li>• Tsaya kgato</li> <li>• Your family, your pride</li> <li>• Tsaya kgato</li> <li>• Your family your pride</li> </ul>	<ul style="list-style-type: none"> <li>• Media, Kgotla, family counselling</li> <li>• Television, radio</li> <li>• Media, personal contact ,family counselling</li> <li>• Television, radio</li> </ul>
Parenting	<ul style="list-style-type: none"> <li>• Teach families about GBV</li> <li>• Report matter to the police</li> <li>• Love your children</li> <li>• Listen to your children</li> <li>• Report matter to the police, kgosi</li> <li>• Love your children</li> <li>• Listen to your children</li> </ul>	<ul style="list-style-type: none"> <li>• Tsaya kgato</li> <li>• Your children your future</li> <li>• Tsaya kgato</li> <li>• Your children your future</li> </ul>	<ul style="list-style-type: none"> <li>• Media, kgotla, family counselling</li> <li>• Radio, television, newspapers</li> <li>• Media, personal contact, family counselling</li> <li>• Radio, television, news papers</li> </ul>
• Community			
Community	<ul style="list-style-type: none"> <li>• Report all cases related to GBV to the police and social workers</li> <li>• Report the matter to the police, kgosi, social workers</li> <li>• Violence is a crime</li> <li>• Report to police, kgosi, social workers</li> <li>• Violence is a crime</li> <li>• Report violence /abuse</li> <li>• Protect yourself against violence</li> </ul>	<ul style="list-style-type: none"> <li>• Report violence</li> <li>• Nna le boikarabelo/be responsible</li> <li>• Don't abuse</li> <li>• Be responsible</li> <li>• Don't abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,television ,kgotla meetings ,</li> <li>• Empowering groups</li> <li>• Media ,kgotla and social gathering</li> <li>• Kgotla meetings ,radio ,television</li> <li>• Media ,kgotla and social gathering</li> <li>• Radio ,television ,newspapers and kgotla meeting</li> </ul>
Schools	<ul style="list-style-type: none"> <li>• Teach learners about GBV and be aware of child molesters</li> </ul>	<ul style="list-style-type: none"> <li>• Beware of molesters</li> <li>• Ngwana ikuele</li> </ul>	<ul style="list-style-type: none"> <li>• Radio, bill boards, television, kgotla meeting ,news papers</li> </ul>

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
	<ul style="list-style-type: none"> <li>• Report to Head teacher ,guidance and counselling teachers and parents</li> <li>• Abuse affects us all</li> <li>• Abuse destroys our future</li> <li>• Report to school Head ,guidance and counselling teachers ,parents</li> <li>• Don't abuse others</li> <li>• Abuse destroys our future</li> <li>• Abuse affects us all</li> <li>• Report abuse and speak out</li> </ul>	<ul style="list-style-type: none"> <li>• Say no to abuse</li> <li>• Ngwana ikuele</li> <li>• Say no to abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Peer groups, media, (talk back), family counselling</li> <li>• Drama , debate, pamphlets</li> <li>• Peer groups, media, family counselling</li> <li>• Drama debate</li> </ul>
Religion	<ul style="list-style-type: none"> <li>• Violence and Christianity don't go together</li> <li>• Report the matter to church elders and to the police</li> <li>• God loves us all ,don't abuse</li> <li>• Report to church elders</li> <li>• God loves us all</li> <li>• Nobody was born abuser</li> <li>• An eye for an eye</li> </ul>	<ul style="list-style-type: none"> <li>• Stop GBV and spread the gospel</li> <li>• Tsalwa sesha/sokologa</li> <li>• Abuse is a sin</li> <li>• Sokologa / tsalwa sesha</li> <li>• Abuse is a sin</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,Television ,churches ,kgotla meetings</li> <li>• Counselling by church elders ,media</li> <li>• Church crusade ,songs radio ,newspapers</li> <li>• Counselling by church elders ,media</li> <li>• Crusades gospel music radio ,television ,newspapers</li> </ul>
Sports	<ul style="list-style-type: none"> <li>• Sporting activities keeps you fit and away from abusive behaviour</li> <li>• Report to team manager ,and police</li> <li>• Sports keeps one away from wrong doing, it relaxes mind</li> <li>• Report to team manager, police</li> <li>• Sporting refreshes mind, keeps away from wrong doing</li> </ul>	<ul style="list-style-type: none"> <li>• Kick out violence</li> <li>• Be exemplary</li> <li>• Healthy against abuse</li> <li>• Be exemplary</li> <li>• Fitness against abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,television ,sports ground ,kgotla ,newspapers ,pamphlets</li> <li>• Supporters choir ,team counselling ,media</li> <li>• Bill boards and television</li> <li>• Supporters choir ,team counselling ,mental and physical fitness</li> </ul>

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
<ul style="list-style-type: none"> <li>• Bill boards and television</li> </ul>			
<ul style="list-style-type: none"> <li>• Society</li> </ul>			
Political leadership	<ul style="list-style-type: none"> <li>• Formulate policies that address Gender Based Violence</li> <li>• Report to party leadership and police</li> <li>• A good leader will stand against abuse</li> <li>• Report to party leadership and police</li> <li>• Importance of preaching against violence</li> </ul>	<ul style="list-style-type: none"> <li>• Address GBV issues</li> <li>• Be exemplary/Nna sekao</li> <li>• Leader don't abuse</li> <li>• Be exemplary</li> <li>• Leader don't abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Radio, kgotla meetings, television, political rallies</li> <li>• Political gatherings, kgotla, media, workshops and counselling</li> <li>• Political seminars/rallies, radio, television</li> <li>• Kgotla, political gathering, organise workshops and counselling</li> <li>• Radio, television, rallies, seminars and congresses</li> </ul>
Criminal justice System	<ul style="list-style-type: none"> <li>• Create conducive environment for GBV victims</li> <li>• Investigate matter fully in a welcoming, safe environment</li> <li>• Justice should take course against violence</li> <li>• Have a welcoming environment and investigate the matter fully, privacy and security</li> <li>• Punish abusers accordingly</li> <li>• Justice should take its course against abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Protect GBV victims</li> <li>• Accessible and Fair</li> <li>• Zero tolerance to abuse</li> <li>• Accessible and Fair!</li> <li>• Zero tolerance to abuse</li> </ul>	<ul style="list-style-type: none"> <li>• Radio ,television, kgotla meetings</li> <li>• Counselling kgotla meetings, police gathering etc</li> <li>• Bill boards, television, radio</li> <li>• Counselling and kgotla meetings</li> <li>• Billboards radio, television</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Cover GBV stories positively and provide information on GBV</li> <li>• Media to avoid raising sensitive issues but must report</li> <li>• Report to MISA</li> <li>• Speak out against violence</li> </ul>	<ul style="list-style-type: none"> <li>• Spread GBV message</li> <li>• Professional reporting</li> <li>• Zero tolerance to abuse</li> <li>• Professional reporting</li> <li>• Zero tolerance to abuse</li> </ul>	<ul style="list-style-type: none"> <li>• News paper, radio, television</li> <li>• Media</li> <li>• News papers, radio, television</li> <li>• Media</li> <li>• News papers, radio,</li> </ul>

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
	<ul style="list-style-type: none"> <li>• Join hands against abuse</li> <li>• Avoid sensitive issues</li> <li>• Report to MISA</li> <li>• Join hands against abuse</li> <li>• Speak out against violence</li> </ul>		television
Culture	<ul style="list-style-type: none"> <li>• Stop cultural practices that encourages women abuse</li> <li>• Promote positive culture against abuse e.g mosadi ke galase</li> <li>• Promote positive culture against abuse e.g mosadi ke galase</li> </ul>	<ul style="list-style-type: none"> <li>• Stop abuse /teach culture</li> <li>• "No to negative culture</li> <li>• No to negative culture</li> </ul>	<ul style="list-style-type: none"> <li>• Kgotla meetings, drama</li> <li>• Kgotla meetings, drama groups</li> </ul>

### ***Annex E: Summarised evaluation***

	<b>EXCELLENT</b>	<b>GOOD</b>	<b>FAIR</b>	<b>POOR</b>	<b>VERY POOR</b>
<b>1. PROGRAMME DESIGN</b>	<b>9</b>	<b>12</b>			
<b>2. PROGRAMME CONTENT</b>	<b>15</b>	<b>6</b>			
<b>3. DOCUMENTATION</b>	<b>10</b>	<b>11</b>			
<b>4. FACILITATION</b>	<b>9</b>	<b>10</b>			
<b>5. GROUP WORK</b>	<b>8</b>	<b>12</b>			
<b>6. OUTPUTS</b>	<b>5</b>	<b>13</b>	<b>4</b>		
<b>7. OUTPUTS vs. EXPECTATIONS</b>	<b>6</b>	<b>12</b>		<b>4</b>	
<b>8. LEARNING OPPORTUNITY</b>	<b>13</b>	<b>7</b>	<b>1</b>		
<b>9. NETWORKING OPPORTUNITY</b>	<b>11</b>	<b>9</b>	<b>2</b>		
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	<b>11</b>	<b>10</b>	<b>1</b>		

### **Comments**

#### **1. Which session did you find most useful? Why?**

- Women in politics. It opens avenue to really articulate how marginalised women are in local politics
- We learned a lot that will deliver the message and make difference to the community because we exchange ideas
- I found group work most useful because ideas come out how to go about the whole process
- Both session teach and guides me
- Gender plan and development to help public within the district
- All the session were useful
- Sex gender and stereotypes. Discussion showed that most people are rooted into their old beliefs
- All three sessions, the set up and presentation were excellent
- Sex, gender and stereotypes, it shows me how stereotyped I was before
- All the three sessions were useful. The set up and the presentation were excellent and the content superb
- Stereotypes and protocol
- The issue gender in politics, disparity of the two gender ,low representation of women at council level
- Objectives of the workshop ,because I learnt a lot of things about gender equality
- Gender and local governance ,it opened a can of worms on political representation with regard to women representation .ultimately issues of why women are few in areas of highest responsibility were addressed and initiatives to tackle such inequality
- All because I have learnt that we must be equal (both women and men)

- Roadmap to equality
- The third and the last session was not useful in my opinion because I learnt a lot about gender links, I am now aware of gender issues and importance of considering equality in men and women
- Gender Based Violence because it reflected exactly the environment in which we live in most of constituents live within an environment of violence
- The session on gender and stereotypes as it emerged that as society we still hold on to certain values that have since been installed in us
- Making the plans
- Planning session
- Sex ,gender and stereotypes .It clarifies the differences between sex and gender and cleared most that men and women can perform the same roles equally.

## **2. Which session did you find least useful? Why?**

- None
- Most of sessions were excellent
- To me most of the sessions were so good
- Both sessions because it helps me to understand the difference
- All
- None
- Developing a plan to end GBV was not adequately explained
- N/A
- DVD Roadmap to equality .It can not reach as many people as it should be
- N/A
- Group discussion some members were not committed
- None
- None
- None because I have gained more experience about gender
- N/A
- No session was least ,I feel all session were useful
- Not even one
- The meaning of protocol may be not be useful as some countries have not signed and reasonably so because certain provisions in the protocol may be difficult to fulfil
- None all are useful
- Gender and local government plan, most of the areas during the session was not quite relevant, it was now business.

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

- By furthering research into gender based issues
- We have to involve the community and church leaders
- To encourage /get in touch with the community/wards
- I am to address community about this Gender Links program
- I am to try by all means to teach other people so that they can all know about what I have gained from this workshop

- Will make sure that other people benefit from what I have learnt
- Engage the village leaders ,churches and schools
- As a leader I must take it to my ward and disseminate to my people as it should be
- Engage the village leaders ,churches , school heads ,villagers through kgotla meetings and even sensitise this issues during funeral and other events
- Disseminate information to my co workers in my department
- To pass information to Batswana and to my colleagues at work
- Will talk in meetings ,funeral and other gathering
- At work
- This changes the way I was thinking and I will go and teach my community
- I am prepared to disseminate information to my colleagues
- I will start making activities in my department which will sensitise people about Gender Links issues
- By embarking on gender based violence campaign through election of ward committees and dissemination of information to my constituents through kgotla meetings
- It will be of great benefit in future as one has always taken certain things for granted i.e. how representation of women in political positions and how they can be assisted to overcome any obstacle in their political endeavours
- Inclusion in council plans
- I will hold kgotla meetings with members of my ward .Meet with village development committee in my area to disseminate this information

#### **4. Any other comments**

- Can this be undertaken in rural areas
- What I like most is that they were facilitating about gender equality therefore means that gender in equality is coming to an end as I wish but all in all we have learnt a lot because this workshop was an eye opener to some of us
- It encourages you to keep it up because the workshop has helped me a lot
- Gender links is a very good lesson because most under helping public both men and women
- The program has taught me a lot about Gender
- Gender is not all about women but for both sex therefore issues for discussion should not only base on women
- The workshop need to held frequently and follow up to be carried out .Evaluation should be done
- It should be done annually until our nation be aware of this information
- This workshops needs to be held frequently and follow ups to be carried out .Evaluation and monitoring process to be conducted
- This was an eye opener, I learnt most of the things I did not know about Gender Links
- The topic very interesting, needs at least 5 days not 3 days
- Gender Links should have more workshops of this nature
- Though I attended one day, the workshop was very useful and informative
- Encourages gender links to continue with workshops not to be discouraged
- Very happy to have come across this gender equality workshop
- The workshop was great, it shows it was well organised, I have really learnt a lot

- I feel much is not been done to publicise the message on gender especially by the media, again many blow gender issues out of proportion not really saying the exact concepts or facts about gender
- It is important for society to be sensitised fully on the benefits of bringing women on board on all issues dealing with human development
- Follow up needed as currently funding is scarce
- The presenters really knows their content and were exquisite, K Ntsabane kept the participants awake with relevant jokes and examples. I particularly enjoyed the presentations.

***Annex F: Gender Justice Summit and Local Government Summit and Awards concept paper***



**CONCEPT PAPER**

**Southern Africa Gender Justice Summit and Local Government Summit and Awards**

***365 DAYS OF LOCAL ACTION TO END GENDER VIOLENCE: WHAT WORKS?***

**22 - 24 March 2010**

**Synopsis**

Gender Links (GL) will be holding the first Gender Justice and Local government Summit from 22 - 24 March 2010 in Johannesburg, South Africa. Under the banner "*365 Days of local action to end gender violence*" the summit will include key note addresses and parallel seminars by international and local experts in the field of gender violence at local government level, and gender justice.

The first gender justice and local government summit aims to bring together local government councillors and officials, relevant government ministries and NGOs that work with local government from the region. The summit will feature awards on good practices in ending gender violence, provide an opportunity to document and disseminate these good practices as well as give incentives to local authorities to innovate new and effective strategies for combating violence against women. Parallel seminars on promoting women's representation and effective participation in local government structures will be a key feature at the summit.

**Context**

The SADC Gender and Development Protocol signed in August 2008 set a target for governments to halve current levels of gender based violence by 2015. It also emphasises that States should adopt an integrated approach to address gender violence. The United Nations Secretary General's 2006 report on gender violence highlights that that States should: build and sustain strong multi-sectoral strategies, coordinated nationally and locally; show political commitment as well as build on the work done by non-governmental organizations (NGOs), scale up and institutionalise it and share experiences with other countries

Many local municipalities in at least seven countries, namely South Africa, Namibia, Botswana, Lesotho, Mauritius, Swaziland and Zambia have developed gender action plans where gender violence features as a key service delivery issue. Hence many initiatives to prevention gender violence have been adopted.

For instance, some municipalities have localised the 365 Days of Action against Gender Violence campaign. The 365 days of Action is a concept, adopted by many countries in the region, to extend the 16 days of Activism on Gender violence Campaign to a coordinated and comprehensive year-long response through the development of a National Action Plan to end Gender Violence.

## **Background**

As a region, we realise that the quest to end gender based violence is far from over. Yet, in the same breath we realise that we have had many prominent victories, particularly within the local government sphere, more women now hold prominent positions within the public service and local authorities actively gets involved in activities to counter gender based violence. These 'many victories' are often based on numerous good practice models that can assist many other countries with their own quests and challenges to counter gender violence, therefore it is important for us to share these good practice models in order to see clear and very positive results we aspire to in terms of addressing gender violence and improving women's representation and access.

Many of the gender violence initiatives have succeeded in raising awareness and preventing GBV but very little effort has been made to document and share these rich experiences.

To address this gap, Gender Links working with local government and other strategic partners will host a Gender Justice and Local Government Summit and Awards in March 2010 It is envisaged that this will become an annual event.

The Gender justice and local government Summit 2010 aims to engage with these issues through thematic parallel sessions that will look at strategies that are being used to engage with media local authorities, communities and identify key priorities that need to be addressed and strategies to address these.

## **Who**

The target audience for the summit will include representation from all SADC countries across various categories, (*outlined further*) and these categories are:

- Councillors and officials from local authorised (*e.g. those who have submitted good practises models they wish to showcase, etc*);
- Ministry of gender representatives (*e.g. persons responsible for gender, etc.*);
- Ministry of Local Government representatives (*e.g. Gender focal point persons, etc*);
- Local authorities associations (*e.g. SALGA, ALAN, etc*)
- Gender based violence activists;
- International partners;
- Civil society organizations;
- Other interested individuals or groups

## **Why**

The first Gender Justice and Local Government Summit aims to:

- Provide a platform to debate around local government approaches to preventing gender violence in local communities.

- Affirm the progress that has been made through the first LG and GBV Awards that are expected to attract entries from across the region.
- Contribute towards building a community of and share good practices on addressing gender based violence at local level.
- Provide an opportunity for local government practitioners to develop strategic partnerships and networking opportunities
- Afford all stakeholders the opportunity to interact and present content of what they understand the role of local authorities to be, in turn also affirming their good practise models through the LG and GJ Awards thus broadening the impact and enhance efficiency with regards to addressing gender violence collectively

### Outputs

- A collection of exemplary local government GBV good practises through the awards.
- A daily online conference newsletter.
- A CDROM and handbook of good practices in gender justice and gender and governance at local level.

### Outcomes

- Contributing to the body of knowledge on gender justice and gender and governance at local level in the region and globally.
- Showcasing and sharing innovative local gender violence prevention initiatives in the region.
- Providing the opportunity for participants to network with individuals and organisations from across the region.
- Equipping stakeholders with a practical understanding of what the status on gender violence within the Southern African region, how involved local authorities are in the quest to address gender violence and understand the importance of learning from each others 'good practices'
- Improving access to information (particularly good practice models) on gender violence and the role local authorities have played and still play in our quest to stop gender violence and reach our SADC protocol targets
- Providing stakeholders with practical tools to improve and apply the learnings from the best practices within their respective contexts

### Categories

- **Prevention** of GBV at local level – how do councils work to ensure that GBV does not occur?
- **Response** to GBV at local level – what do councils do to advance legal literacy, work with local police, etc. To ensure redress for victims?
- **Institutional good practices** – E.g. council working together on GBV; e.g. lobbying for a GBV budget in IDPs / Municipality's Annual Strategic Plans, etc
- **Support** around GBV at local level – how do we support those who have experienced GBV
- **Innovative communication strategies** - Messaging, slogans, banners and posters to end GBV that have an impact.
- **Specific GBV campaigns** – *e.g.* 16 Days campaigns, lighting campaigns, etc
- **Individual innovation** – Three prizes will be awarded to individuals who show particular innovation and dedication to ending GBV at the local level.