

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP

BOTSWANA

COUNCIL: LOBATSE TOWN COUNCIL



DATES: 26 – 28 APRIL 2010



Participants developing gender action plan at the workshop in Lobatse, picture by Roos van Dorp

Table of contents	Page
Overview	3
Discussions	4
Challenges	5
Conclusions	5
Recommendations	6
Annexes	
Annex A: Workshop programme for Lobatse Town Council	7
Annex B: Workshop participants list for Lobatse Town Council	9
Annex C: Official opening speech	
Annex D: Gender Action Plan for Lobatse Town Council	16
Gender based violence action plan for Lobatse Town Council	44
Annex E: Message and slogans for gender based violence (Lobatse Town Council)	54
Annex F: Workshop evaluation for Lobatse Town Council	58
Annex G: Gender and Local Government Summit and Awards Concept paper	60

Overview

Gender Links in partnership with Botswana Association of Local Authorities (BALA) held a workshop from 26 – 28 April 2010 for the Lobatse Town Council in Lobatse, Botswana. The workshop was the tenth of the 16 gender action plan workshops for councillors scheduled to take place in Botswana. The workshops are a follow up of the research titled *At the Coalface*, Gender and local Government in Botswana which found that local councils 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.

The workshop was officially opened by Mrs Muyenzenlwa Bulie, First National Bank manager of Lobatse Branch. Among other officials present were the Chairperson of Ghanzi District Council D.D. Tlharese, BALA Program Manager Ms. Ludo Matshameko, Lobatse Deputy Mayor Mrs. Malebogo Kruger, who welcomed us on behalf of the Mayor, and Gender Links staff members. Other dignitaries included the Town Clerk and Deputy Town Clerk of Lobatse Town Council.



Mrs Muyenzenlwa Bulie, First National Bank manager of Lobatse Branch

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 localising the national action plan to end gender based violence

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

There were 42 participants at the workshop, of which 16 were men and 26 were women. The participants were made up of councillors and officials from Lobatse Town 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 staff, BALA Women Commissioner and Deputy Mayor of Lobatse and Director Tlharese, and some councillors who were

trained by Gender Links in Johannesburg as part of a training of trainers, to facilitate the course. All the facilitators have experience in gender issues.

Discussions

SADC Protocol on Gender and Development

Participants had limited information on the Gender Protocol. They mentioned that they have heard about the protocol in the media but did not have specific information on the contents and the importance of the protocol. On the issue of gender, some of the participants said they have participated in the commemoration of 16 Days of Activism on Violence against Women and Children. Some of the participants mentioned that the first activity commemorated by their council is in 2009 in collaboration with BALA and Gender Links at "Take Back the night" workshop which was followed by a march to New look location



Deputy Mayor of Lobatse Town Council M. Kruger addressing the meeting

Decision making positions

On the issue of women not properly represented in decision making positions, the men said women do not support each other. The women on the other hand refuted claims made by men and said that women are not represented because the environment is not conducive for women. The participants said the councils have been left behind in addressing issues such Gender Based Violence and Women in decision making and power sharing. The participants said time has come that political parties conduct workshops in their constituencies and educate the public on the importance voting for men and women who are capable.

Networks

Councillors have limited information on services provided by the gender movement. In terms of the Networks, the councillors were not aware of existing services and programmes but they do not know how they function and relate to each other. Gender Links then briefed them on the services provided by WAR, Life Line, Emang Basadi, WILSA and Kagisano Womens Shelter Project.

Gender Based Violence

The participants gave examples of gender based Violence prevailing in the country that justifies gender based violence does exist. Participants were informed of the types of violence such as emotional, battering, defilement, incest, murder and rape. Participants were also informed of the just passed domestic violence act. However the men emphasised that they are also experiencing violence but there are reluctant to report on it as most of the NGOs are managed by men and are already biased to men. Though participants knew and acknowledged all the types of gender based violence, they were

not aware of the international, regional and local human rights instruments addressing it. During the discussions, it became evident that gender based violence is a serious issue of concern which needs to be addressed. At the end it was resolved that they need to have information in order for them to not only address the issue, but also to share the information with different committees they interact with.

Southern Africa Local Government and Gender Justice Summit and Awards

Participants were taken through a PowerPoint presentation on the first Southern Africa local government and gender justice summit and awards that took place in March 2010 and were advised on how to participate in the second summit scheduled for 2011. The application process and adjudication process was explained and pamphlets were distributed to all participants. See the attached concept paper attached at **Annex I**.

Challenges

- Some Councillors were not able to commit all their time to the workshop, due to their busy schedule.
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to them.
- Councillors felt that there is a need to increase workshop days looking at the content.
- Participants felt that the gender and local government plan is very demanding



Participant presenting on group work on sex and gender concepts

Outputs

- Gender Action Plan for South East District Council and Gender Based Violence action plan for South East District Council: **Annex D**
- Message and slogans for gender based violence (South East District Council): **Annex E**

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 second local government and gender justice summit and awards taking place in 2010.

Conclusion

At the end of the workshop, the councillors agreed that they need to continue leaning about gender based violence. They also agreed that they need to take an active role in addressing the issue. The participants also concluded that it is important or the

councillors to understand gender issues, as they represent the electorates who are both men and women. They also agreed that for human development, both men and women have to be represented in decision making positions, because they have different needs, skills and ideas.

Both the local government plan and the gender based plan have been developed. The plan will be sent to the council to review and approve it. Overall the participants felt that the workshop was critical as it addressed the issues which councillors deal with in the course of their duties.

Recommendations

- An introductory course on gender issues is needed before this kind of workshop
- More time is needed for this type of workshop.
- The workshop should include political parties
- Gender Links should make follow ups on planned activities
- Councillors should be encouraged to fundraise and commemorate some key days and implement some activities in the plan
- The educational materials to be localised
- Gender Links should run more workshops on gender.
- Political parties should ensure that women are in leadership positions
- Gender equality should be encouraged at all levels and sectors of society.
- Men should be included in DVD productions



Participants at the workshop during exercise on GBV

Way forward

The workshop report and action plans will be compiled by Gender Links and send back to the council for final editing and adoption for implementation.

Annexes

Annex A: Workshop programme

TIME	ACTIVITY	WHO
DAY ONE		
8:00 - 8:30	Registration	Gender Links – Ms. Roos van Dorp
8:30 - 8:45	Welcome Remarks	Mrs. M. Kruger, BALA Women's Commission Coordinator and Lobatse Deputy Mayor
08.45 - 09.00	Official Opening	FNB Lobatse Branch Manager – Mrs. Bulie
09.00 - 09:15	Introductions and objectives <ul style="list-style-type: none"> • To provide background and agree on objectives for the workshop • To develop guidelines of participation • Eyes and ears 	Mrs. Keabonye Ntsabane-Gender Links Coordinator
9:15 - 10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane Gender Links Coordinator
10:30	TEA	
Module one: Key gender concepts		
10:30 - 11:30	Sex gender, and stereo types	Mrs. M. Kruger, BALA Women's Commission Coordinator
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	Mrs. M. Kruger, BALA Women's Commission Coordinator
13:00 - 14:00	LUNCH	
Module two: Gender and Governance		
14:00 - 15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30 - 15:45	TEA	
15:45 - 17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	
DAY TWO		
8:00 - 8:30	Recap, eyes and ears	Participants
8:30 - 9:00	What we learned from the scorecard	
Module Three: Key gender planning concepts		
9:00 - 10:00	Practical and Strategic needs	
10:00 - 10:30	TEA	
10:30 - 12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data	All Facilitators

TIME	ACTIVITY	WHO
	Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	
12:00 - 13:00	LUNCH	
Module four: Draft gender action plan framework		
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
DAY THREE		
8:30 - 9:30	Report back, eyes and ears	Participants
Module five: Localising plans to end gender based violence		
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	TEA	
11:00 - 13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00 - 14:00	LUNCH	
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	TEA	
16:15 - 17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
17:00 - 17:05	Closing Remarks	Lobatse Town Council
	DEPARTURES	

Annex B: Workshop participants list

NAME	SEX M/F	ORGANISATION	PHONE	FAX	E MAIL
1. Moreeng	F	Lobatse Town council	72570758		
2. K Kealeboga	F	BOPA	5330379	5332011	kjmajoto@gov.bw
3. MSO Mantle	M	CLLR (LTC)	71201123		
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5. M Ipotseng	F	LTC-PR	5330762	5330293	mipotseng@gov.bw
6. O D Mafoko	F	LTC-PR	5330762	5330293	odmfk@yahoo.com
7. Zubeida Raphnel	F	LTC-CLLR	72708001	5300349	
8. M G Dikgang	M	LTC-Electrical	72542950	5332458	
9. I R Galeromelwe	F	LTC-Education	71446886	5332458	
10. MM Boah-Pusuo	F	LTC-5andCD	5330431	5332458	Bbgahi@yahoo.com
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13. M B Kruger	F	BALA Facilitator	74477757	5332458	
14. B Tebele	F	LTC-SandCD	5330254	5332458	
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20. B Dirame	M	LTC	72945054	5332410	
21. S L Babopeng	F	LTC-Procurement	5330392	5332458	sbabopeng@gov.bw
22. T Siwela	F	LTC	5330392	5332458	
23. C Sintala	F	LTC	5300744	5332458	csintala@gov.bw
24. D M Leohogole	M	LTC-CLLR	74578409		
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NAME	SEX M/F	ORGANISATION	PHONE	FAX	E MAIL
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30. Lesego Mosarwa	F	LTC	5305833	5332458	lemosarwa@gov.bw
31. Maleke Ramodimo	M	LTC	5330051	5332458	
32. Tshepiso Tlhomamisang	F	Botswana television	3658134		t-tlhomza@yahoo.com
33. Keikantse Kedisitse	F	BTV	3658037		keikantseked@yahoo.com
34. Tsaone Seanego	F	LTC	5305866	5332458	tseanego@gov.bw/sunkiepunkie@yahoo.com
35. Pearl Ntaleng	F	LTC-CLLR	5333319/71 568604		pearlntaleng@yahoo.com
36. Rosemary Bosilong	F	LTC-CLLR	71201120		
37. Florah B Mpetsane	F	NEDC	72601865	2489290	
38. Keabonye Ntsabane	F	Gender Links	3188250	3188251	coordbotswana@genderlinks.org.za
39. Roos van Dorp	F	Gender Links	3188250	3188251	progbotswana@genderlinks.org.za
40. Mokwadi Ditlhobolo	M	Bye –law EN Officer	5330392/71 778089		
41. David Gasefete	M	Chief Transport Officer	5330392/71 625885	5330692	
42. DD Tlharese	M	BALA	71743266/	6596547	tlharese@yahoo.com

Participants

Male	38 (83%)
Female	62 (17%)
Total	42

Annex C: Official opening speech

Mrs Muyenzenlwa Bulie, First National Bank manager, Workshop on Gender and Local Government –Lobatse Town Council - 26th to 28th April 2010, in partnership with Gender Links and Botswana Association of Local Authorities Workshop (BALA).

Director of Ceremonies Let I begin by thanking the Lobatse Town Council, Gender Links and BALA, for inviting me to officially open this workshop. I personally feel very pleased to witness the implementation of these local government workshops becoming a reality.

I want to acknowledge the councilors and senior staff from the Lobatse Town Council to have availed themselves out of their busy schedule, this alone demonstrates their commitment on gender related issues.

Director of ceremonies let me remind you that this workshop is part of the study; *“At the Coalface”: Gender and Local Government in Southern Africa*, which was carried out in Botswana. In this study it has been revealed that Botswana need to redouble its efforts to increase women’s representation and participation in Local Government.

The study further outlines the following findings; women are underrepresented in local government and that there are variations between councils for an example Lobatse Town Council had 14 councilors in all, out of which only 5 were women.

Director of ceremonies these results of the study justifies the need for such a workshop to address all these gender gaps. I therefore would like to assure the donors of this workshop and the councilors represented here that council districts fully support these initiatives training by BALA and Gender Links.

I am informed by the organizers that you will focus on unpacking gender concepts, including looking at planning and budgeting from a gender perspective and these are some of the issues we need to understand properly in our planning processes

I therefore urge honorable councilors the council staff management to participate fully and effectively to make this workshop a success.

In Conclusion

The participation of both men and women in decision making is very critical especially in democratic country such as Botswana. Director of ceremonies I have no doubt that by the end of the three days we will come out with implementable work plans.

Annex D: Gender Action Plan for Lobatse Town Council

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
I. GOVERNANCE						
Representation						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Emang Basadi, Gender Links and Political parties	There are 6 women councillors and 7 male councillors. This is 49% 2009-2014	We target 50% representation	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	All Political Parties	There are 60% of women in political parties who are placed in lower positions like chairs and catering.	We target 50% representation	2014	
	Engage with Traditional Authorities on women's representation in local politics.	Dikgosi	No the engagement has not taken place	We intend to hold 2 meetings per year and the measurement will be done through engagement of Dikgosi in the meeting and their attendance.	Yearly	
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.	BALA, Central Statistics Office,	We are not aware of the existence of such statistics.	Sex disaggregated statistics on women in leadership positions in local government available. There is 19.8% of women councillors nation wide and 6 women in Lobatse Town Council	Ongoing	
	Take measures to ensure equal representation of	Trade Unions, BALA,	What is the % of women in leadership positions in	50% of all leadership positions to be held by	2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	women in leadership positions in council.	Emang Basadi, Gender Links	the council, i.e. Chairperson/ vice chair of council and on committees? Not aware There is 50% of women in the positions 2009	women.		
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.	Gender Links, Politicians, Dikgosi, BALA, WAD	We have conducted workshops and publications have been produced.	We are targeting 11 wards. Targeting 11 communities(2 per year)	2011/2012	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Ministry of Education	No there has never been such engagement	The success will be measured by the number of meetings held EDG committee and Ministry of Education (6 meetings).	2011/2012	
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)	Political Parties	Yes ,there is a multi party women's caucus	Multiparty women's caucus has been established	On going	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political Parties, NGO's BALA,IEC	Yes there are grooming activities within political parties.	There are variations with 65% BDP,20% of women groomed and 50% of women to be groomed	On going	
	Network with regional and international women's caucuses	BALA and Gender Links	Yes, there have been networking with other organisations before.	One regional network to be established	2012/2013	
To empower women councillors and	Conduct a skills audit.	Gender Links, WAD, BALA	No there haven't been any skills audit	Data on the specific skills of councillors available.	2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
officials to articulate what are regarded as "women's issues."	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	BALA, Lobatse Town Council	We have done orientation training	There has been 70% increase in the level of participation and will be measured the number of women participation effectively with 1 per annum	2012/2013	
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Gender Links, BALA	The first language is used in the meetings.	We intend to have one common understanding	2015	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	Council, BALA	Yes there is a program which target women by including them within the program. It is gender sensitive	The target is 100% and all of the councillors have been trained and is done annually	Yearly	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Gender Links, BALA, Council, Emang Basadi	Gender and Local Government with 4 men participating	We target 7 males and 11 males	Yearly	
	Gender dialogues with male Councillors and officials, including community leadership	Dikgosi, Men Sector, BALA	No there haven't been any dialogues conducted	It will be done on quarterly basis	2011/2012	
Community mobilisation						
To ensure that women and men participate equally in community matters and	Collected, disaggregate and analyse data on communities.	Council, CSO, BALA, Gender Links and IEC	There is no data existing but will be done	Gender disaggregated data on the community.	2011/2012	
	Encourage men to participate in implementation of	Dikgosi, Men Sector, WAD	We are not aware of the statistics	This will be measured	2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
that policy making is informed by accurate data.	community activities that are traditionally considered to be only of concern to women.			by number of men participating in implementation of common act. That are traditionally considered to be only of concern to women		
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS	BHC,WUC, BONELA,DEPT OF LABOUR	There exist utilities payment of bills, housing, employment, HIV/AIDS and it exist in English and Setswana	The target is the number of people we intend to train on issues affecting women with all indigenous language.	2015	
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	Emang Basadi, WAD, Gender Links, LTC	There is no data available and we considering doing it in due course	We target to do it on quarterly basis(4 times in a year)	2011/2012	
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	Men Sector, LTC, Dikgosi	There are no workshops conducted but we are considering doing them in future	They will be done twice in a year	2011/2012	
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	LTC,MLG,BALA	There has not been any reviews done before but we intend to do them in future	Gender aware publicity materials available. Yearly	2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
II. GENDER SPECIFIC PROGRAMMES						
Early learning						
To provide affordable child care to free women to participate in the labour force,	Greater coordination between the council and the Ministry of Education in provision of quality early childhood development facilities.	LTC, Ministry of Education, Church groups	There is model day care and the Early Childhood Policy that has been implemented by the Ministry	The target are children	On-going programme	
	Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	LTC	The current fee is P200 per term which is affordable	It is targeting disadvantaged parents	On-going programme	
	Ensure pre-primary education is policy compliant	LTC, Ministry of Education	Yes ,the policy is compliant because we follow the policy that has been formulated by the Ministry	Policy compliant pre-primary education	On-going	
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	LTC	All roads in Lobatse have been named except for the new ones	We intend to name all the new roads by the end of the year	December 2010	To use road signage vote
	Lobby businesses to assist people in need.		No, it is not applicable in townships	Business people in the community		
To educate women and to raise awareness, especially of women-headed households in	Awareness programmes that target women, on the prevention of fires.	LTC	The community has been taught about fire and ambulance services	We target to reduce it by 5%	2011/2012	
	Train community members on how to handle emergencies, including first aid.		There is no training having been done	The community should be taught about first aid	2011/2012	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.						
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	LTC	Approval of plans, issuance of occupant's certificates and inspection of building	Property owners	On-going	
The economy and job creation						
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.	LTC	There are more women than men but it in managerial and decision making positions there are more men than women	We intend to increase the number of women in managerial position	2010	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	LTC, NGO's and LEA	The figures are not available	We target to have 10% increase but we have training in capentry,catering and dress making is already in process	On-going	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based	LTC	There is no such vote I existence but a plan needs to be put in place	We are targeting women with this	Next financial year,2011/2012	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	on a gender analysis					
	Inform women about economic opportunities in liaison with WAD and other stakeholders	LTC, Stakeholders, NGO's, Labour Departments and parastatals	There are vacancy adverts and training opportunities put on the notice boards and the media	It has shown that after training they open their own companies with more women applying for the jobs	On-going	
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	LTC	There is no data available but when the plan is implemented we will have it available	Availability of gender disaggregated data. There is no data available but will be available after we have conducted the survey	2011/2012	
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.	LTC	There is no support existent for women	We intend to have a 10% increase	2010/2011	
	Implement and monitor quotas for women for the awarding of council contracts		There is no statistics available	It is a 15% quota which is monitored by checking the number of women tendering	2012/2010	
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	LTC	There is only one woman in the tender board	50% women on the tender board. Majority of managers are men who comprise the adjudication committee therefore very difficult to attain the 50%	2013	
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	LTC	At the moment there are no such incentives because most of the	To target that women own enterprises	2014	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			tenders awarded are for construction purposes	recognised		
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.		What are the current poverty statistics? What % of women live in poverty? Is there any kind of poverty eradication strategy in place? There are no statistics available but can refer to the Ministry of Labour and Home Affairs and the Office of the President	What is the indicator? How will this be measured? Not applicable		
	Facilitate improved access to social grants, including food security nutrition	LTC, Central Government	What kind of access do women have to social grants at the moment? What are the stats? They have access to the grants after all the assessment has been done	What is the target increase in the number of women accessing social grants? NOT APPLICABLE In the year 2007-08 there was only one woman and 2008-09 there were four women	On going process	
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	LTC	There is the catering, dress making, carpentry etc. They(women) are monitored by their trainers to ensure their businesses do not collapse	The total number of projects against successful projects	on-going process	
	Liaise with and support CBOs	LTC,CBO,NGO,	There is no support	By the council being	2010	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and NGOs already working with poor households.		provided, at the moment we are still recipients	able to support some CBOs and NGOs		
Business support						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Ministry of Trade and Industry, LTC and parastatals	There are more men than women in the business sector even though there is no research to justify	We target to increase the number of women in the business sector by 10%	2011/2012	
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	LEA,CEDA,LTC parastatals	The information exist from the SandCD department	It will be measured by the number of people coming to the offices to enquire	Ongoing process	
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	LTC	Is there any existing skill development and business support for women? There is support for women offered by the SandCD Department	What is the target number of women to be empowered by training and support? NOT APPLICABLE The target is for both sexes but majority of those who came are women	On going	
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.		Does any support exist form women-headed companies currently? Refer to the Ministry of Trade and Industry	What is the target number of women-headed companies to be formed? How will support be measured? NOT APPLICABLE		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises		Has any such mentoring been undertaken before? Refer to LEA and Ministry of Trade and Industry	What is the target? How many small enterprises mentored?		

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Informal sector						
To promote equal access to markets.	Link women to investment opportunities	LTC	What are the statistics of women in the informal sector? There are more women than men in the informal sector	What is the target number of new formal businesses to be formed? We intend to increase the number of women in the formal business sector	2011/2012	
	Integrating women with partnerships, joint ventures etc.		How have women been integrated in partnerships and mergers?	What is the target% increase of women in partnerships? Not applicable		
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	LTC ,SHHA, Min of Lands and Housing	Does any such data currently exist? Yes but the data need to be edited	NOT APPLICABLE Gender disaggregated data on housing. 50% of women with land rights	2015/16	
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards Training of Land Board on gender issues (through Ministry of Lands)	MP's ,councillors, NGO's Gender Links, WAD	Do any policies exist to ensure women's access to land? There is shortage of land in Lobatse surrounded by hills and the soil is clay as such there hasn't been any training	What is the target increase in the number of women owning land? NOT APPLICABLE 30ha of land from farms around Lobatse with 50% of land boards to be trained NOT APPLICABLE	2015	
	Ensure gender balance on	LTC	How the housing	50% of the housing	2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	housing committees; and lobby for a quota for women		committee is currently constituted? Housing committee constitutes 50% women and 50% men	committee should be women. NOT APPLICABLE		
	Increase the range of housing and land options available to poor households; including subsidies for poor women	LTC	Previously there was no land tenure for women and this still exists in some areas under chiefs Currently in Lobatse women are allocated land	What is the target increase in the number of women owning land? NOT APPLICABLE 50% of women owning subsidised land NOT APPLICABLE	2015	
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.		Has any kind of assessment of living environments been done? There is no any statistics that shows any unsatisfactory living environment	How will this be measured? Customer satisfaction survey? NOT APPLICABLE		
	A policy on low-impact economic activities to be undertaken from dwelling units.	Central government, councillors, MP'S	Only registered destitute are assisted	50% of low income households assisted	2015	
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	LTC	What information exists on women and housing? Is there existing material that can be used regarding policies and subsidies? There is no information that exist but women and	How will this be measured? NOT APPLICABLE		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			men are assisted equally			
	Disaggregate and capture existing data; a mechanisms for continuous data capture	Local Government, Ministry of Lands and Housing	What are the stats on housing subsidies, who accesses them? Housing subsidies are equal and standardised to everyone	Gender disaggregated data and statistics Not applicable		
	Audit housing plans.	LTC	Have any audits been done in the past? Yes	Audit There are 75 of housing plans audited	2015	
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Parliament , counsellors, NGO's House of Chiefs, Local authorities	Has any policy review taken place? No there have never been review taken place	How will this be monitored? Review of current housing policies every 5 years	2015	
Transport						
To ensure that women's transport needs are established and met and to ensure that public transport is made safer for women and children.	Collect gender disaggregated data to establish who uses public transport, whose needs are being met and whose are not. Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	Dept of Transport Department of Transport Botswana Police Traffic Department	Lack of statistics and data for public transport users – are there any statistics in this regard? There is no statistics available What studies have been done in this regard? Has any regulation been done? We can consult the transport the transport department about studies done and there are regulations having been done	Statistical data Network with the department of transport to provide statistical data How will this be measured? Police statistics? What is the target %decrease in violence? Proper regular monitoring by the department of transport and police with 50%	2012 2015	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
				decrease in violence		
	There should be effective policing to ensure that taxi's comply with safety standards and laws, including that they be registered and that they go for regular roadworthy tests.	Department of Transport and the Police	What kind of policing is there currently? There is a road worthy tests available with testing and registering of taxis every 3 months	What is the target % decrease in violence/ accidents/ deaths? We target 80% decrease in violence ,accidents and deaths every 3 months	2011	
	Taxis should be made safer, including eliminating transport pirating	Department of Transport and Police	Taxi owners are always encouraged to have seat belts, fire extinguishers, tyres and shock absorbers	We target to have 80% reduction in transport pirating	2011	
	Pedestrian safety, especially in informal settlements.	LTC, Central Government Roads Department, Department of roads	There is no statistics but we will consult with the relevant department of transport for the provision of the statistics	Decrease in number of people involved I the accidents with a target of 95% decrease in pedestrian fatalities.	2011	
To empower women to participate in the male-dominated transport sector.	Gather gender disaggregated data on who owns and drives taxis, buses and haulage transport	Department of transport	There is no data existing in the council on who own taxis, but we are going to consult the relevant department of transport for the provision of statistics.	The target is to have a 50% increase of women in the transport sector	2015	
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.	Department of transport and women in the society	There are a few women (about 21%) who owns and drives taxis	We are targeting a 50% increase of women taxi drivers/men	2015	
Water, sanitation and electricity						
To ensure that women, who	Undertake community assessment on use of services	LTC, Ministry of Health	We are not sure of any assessment that has	We intend to have a 50% decrease of	2012	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	and disaggregate data by sex		been done but we can consult with the department	women who are disproportionately affected by adequate service delivery		
	Provide affordable services to poor households.	LTC	The council provide collection of refuse, sewage collection, provision of skips, debushing and desilting	We target to have a 80% provision of affordable services to poor households	2015	
	Council to provide subsidies for those who cannot afford	LTC, NGO's, Women's Affairs Department	Yes, there are women employed in the sector with about 2% of women	We target 50% of women to be employed in this sector	2015	
	Create jobs through awarding tenders, community projects, cash for work and training for women in this sector.		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? NOT APPLICABLE		
	Ensure that women are consulted prior to the provision of services.	LTC, NGO's, WAD	Women are empowered through education in kgotla meeting and workshop	We target to have 50% of women consulted prior to the provision of services	2015	
	Align services to the needs of women.	LTC, NGO's, WAD	There is a 50% service delivery	We target to have 80% increase in services aligned to the needs of women	2015	
	Involve women in the management and maintenance of these services and facilities.	LTC, NGO's, WAD	Yes, we have women in this positions	We target to have 50% women involved	2015	
Environmental health						
To involve women, as key stewards of the	Create an environment committee in which women and men are equally	LTC, Ministry of Health, Go's	We do not have such committee	We target to have at least 2 committees existing in which	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
environment, in environmental preservation projects or making business ventures from the environment.	represented, including waste management and recycling projects			women and men are equally represented		
	Increase the frequency of refuse collection.	LTC	Its collected once a week	Its supposed to be collected twice a week	2012	
	Provide and maintain public toilets in strategic areas	LTC	About 6 public areas have public toilets and are regularly maintained	There is supposed to be 10 public toilets and should be maintained every 3 months	2012	
	Review the waste management policy from a gender perspective.	Local government and Ministry of Heath	Yes there is the committee	The policy should be reviewed every 2 years	2012	
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Gender disaggregated data on HIV/AIDS for the council; integrate gender considerations local HIV/AIDS programmes.	LTC, DMMSAC, Tebelopele, Bocaip, Hospitals	There is 60% of women who are HIV/AIDS infected as opposed to 40% of men.	Gender disaggregated data collected Decrease the high percentages of infected women by 30%	2012	
	Develop gender aware HIV and AIDS public education and awareness campaign.	LTC, Tebelopele, Bocaip, Hospitals	Yes there is the campaign offered by the LTC, Tebelopele, Bocaip etc.	We intend to sensitize the whole Lobatse community on HIV/AIDS by addressing kgotla meeting, different forums and workshop	2010/2011	
	Advocate for and promote the female condom and so that women have free access to them.	LTC, Tebelopele, Bocaip, Hospitals	Yes, it is available and they are for free from the hospitals, clinics and other institutions	We intend to have a 5-10% increase in availing the condoms	2012	
	Gender sensitive sex education in schools.	LTC, Tebelopele, Bocaip and Hospitals	Education is gender sensitive and is on HIV/AIDS issues, rape,	This will be measured by the reduction in numbers of teenage	On-going	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			reproduction, pregnancy	pregnancy reduced percentage of HIV/AIDS,STD's infection reduction in multiple sex partners		
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.	LTC, Tebelopele, Bocaip, Hospitals, churches, WAD, social clubs	Health educators are already holding workshops on awareness, kgotla meeting, public education and yes the council has participated and promoted the 16 days campaign in the past having organised a march and candle light memory in relation to 16 days campaign Yes they are readily available to all health facilities in Lobatse	The public will own HIV/AIDS issues,GBV issues and join hands in fight against GBV and HIV/AIDS We intend to include all women in Lobatse	On-going	
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	LTC, Tebelopele, Bocaip, Hospitals Churches, Social Clubs, WAD	Most of the women population go for the VCT as opposed to men	All women population and men should go for VCT	On going	
Treatment						
To facilitate improved access to free	Gender disaggregated statistics on access to treatment and care; policy	Hospitals, LTC	Most women as opposed to men access free	Gender disaggregated data collected	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
treatment nationally	measures to rectify this.		treatment	Increase the number of men accessing free treatment		
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.	LTC, Hospitals	The council take and keep record of the defaulters who are mostly men and take them to the ARV's which are freely provided and this facilitate accessibility on ARV's	Sensitise males to take ARV's accordingly and it should be a continuous thing	2012	
Social development						
To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities.	Collect gender disaggregated data on the use of council community and sporting facilities.	LTC,BDF,BMC,BNSC	Yes, it does exist at the LTC Sporting Club and in other stakeholders	Gender disaggregated data on the use of community and sporting facilities made available Increase the number of females involved in use of community sporting facilities and increase the number of sporting facilities	2012	
	Ensure that every library has a section on women's literature.	National Library Service, LTC	There are no facilities available in the National library	We intend to increase the number of library services and provide a section on women's literature	2013	
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	National Library Services, LTC, Police	We do not have mobile libraries available	Provide mobile libraries once a week to make reading accessible to women especially Peleng and Wood hall areas	2013	
	Design programmes to ensure that women and men benefit	LTC, BNSC, BDF, Police, Prisons, LMH	There is constituency league and out of school	We intend to increase	2013	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.		groups	participation in the constituency leagues and out of school activities as well as increase in the number of constituency teams and out of school groups		
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.	LTC, WAD, VDC, political parties and churches	Yes, they already exist such programs	We intend to have an increase number of women in the decision making positions	2012	
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.	LTC,BC,Police,BDF,Prisons, railways,churches,claworks ,flotek,DC,High Court	Yes during kgotla meetings, public education churches, NGO's organised forums	We will measure a decrease in number of males neglecting their children and taking the land in their children upbringing	2011	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
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.	LTC	The system in place works well for us therefore we feel it is excellent	50% women in all areas of employment by 2015	On-going	
	Address gender imbalances in departments – increase number of women employed	LTC	More men occupy management positions as compared to women	We do not have the statistics but we target to have 50% women	On-going	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.			and 50% men		
	Include women's targets as a non negotiable component of senior managers contract.	LTC	LTC(HR) ensure that the targets are met though they are not included in their contract	Include a non negotiable component of senior manager contract for women's target	On-going	
	Align the work place skills Plan to the Affirmative Action plan.	LTC	Yes, there is work having been done with particular reference to the skills aligned at the work place	How will this be measured? NOT APPLICABLE	On-going	
	Obtain buy-in and support of he unions for increased gender equity in the employment profile of the council.	LTC ,Unions	Yes, the unions has been approached	An increase in managerial posts for women	On-going	
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	LTC	There is nothing in place but recruitment is done without gender awareness	An increase in the number of women applying for advertised posts	2011	
	Selection panels should be gender balanced.	LTC	It is well represented by both males and females	Gender balance on selection panels.	On-going	
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way. Experience and qualifications should both be taken into		Experience, qualifications are taken into consideration but they are not gender sensitive	What is the target? To be gender sensitive NOT APPLICABLE		

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	account in evaluating suitability for posts.					
	Develop comprehensive employment equity plans.	LTC WAD GL BALA	There is no such plan existing	HR to establish employment equity plan	2011	
	Apply job preservation policy to meet women's targets.	LTC	There are less women in management positions	An increase in management posts by women	2012	
	Incorporate gender into structure system policies and processes.	LTC	No, gender has not been incorporated into any policies and processes	Gender sensitive structure systems and policies put in place We aim to incorporate gender into policies and processes	2011	
To ensure that staff development programmes are gender sensitive	Succession and staff development plans should have a specific focus on upgrading the skills of women and their promotion to senior decision-making positions.	LTC	The development plans do not have any specific focus on upgrading the skills of women and their promotion	The staff development programmes should be gender sensitive	2011	
	Undertake a skills/qualification audit and assessment of all municipal employees.	LTC	Yes, it has been done through PBRS, Balance score card, Appraisal PDP	Results of the skills audit report available Revision of PDP, PBRS, Balance Score Card often	Quarterly	
	Devise and implement a range of capacity-building options for employees and cllrs.	LTC	We have workshop and short courses	Increased knowledge of employees and councillors on field areas, career areas and current affairs	On-going	
	Mentoring new cllrs and employees.	LTC	Yes, there was mentoring done through orientation,	New employees and councillors fitting well	On-going	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			induction and workshops	into the already existing system.		
	Identify skills needs among communities and skills gaps in key economic sectors.	LTC community	Yes, it has been done through councillors, sandcd during mass consultation meetings	Presentation of needs from the community addressed	On-going	
	Develop targeted skills development programmes.		Yes, it has been done through rehab poverty alleviation	Poverty eradication and more programmes will be established	On-going	
	Facilitate women's entry to skills development programmes.	LTC	Rehabilitation and poverty alleviation programmes	We target to have a 60% increase in women to address the women's accessing the programmes	2011LT	
Work conditions and environment						
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.	LTC	Taking all the 3 months accordingly	Three months full maternity leave through the contributions of both local government and Social Security. The benefit is in existence and on-going	On-going	
	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave	LTC	There is no such arrangement in place	There is no such arrangement but we therefore intend to establish	2011	
	Meetings times should take the needs of all employees into consideration and not run too late.	LTC	There is no meetings done often	It is regularly planned with times	2011	
	Provide child care facilities for	LTC	Child welfare clinics and	They are very fine and	On-going	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	municipal employees.		day care centres	work well for us		
	Provide flexible work arrangements for parents.	LTC	Yes, there are initiatives lie breast feedings mothers are released to go home to breast feeding	Work well for the councillor	On-going	
	Act upon employees who are not making maintenance payments.	LTC	There is nothing being done upon employees who are not making maintained payments	We aim to establish a committee that will act upon employees who are not making maintenance payments	2011	
	Conduct awareness programmes on parenting responsibilities.	LTC	Yes there are such programs that exist through workshops and mass communication	Equal responsibility of parenting	On-going	
	Support and expand crèches.	LTC	There are council owned crèches and private owned in the town	We will target 13 crèches	On-going	
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	LTC	There is no such policy at the present moment	We intend to establish a sexual harassment policy and a result on decrease in reported cases of sexual harassment	2011	
	Workplace education and awareness on the SHP	LTC	No ,education awareness SHP is being given to employees	Provide education ad awareness on the SHP	2011	
	Code of conduct to ban the use of sexist jokes and language.	LTC	Yes, there is a code assimilated from the office of the president	Code of conduct awareness by al employees hence an improvement in code of conduct	On-going	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
V. GENDER MANAGEMENT SYSTEM						
Planning						
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.	LTC,UCD	The Mission and vision of the Lobatse Town Council statements are not gender neutral	The target is to organise one day workshop with management to review the mission statement measure it by having reviewed the mission statement	2010/11	
	Conduct surveys prior to planning to determine the needs of both women and men.	LTC,UCD	There has not been any surveys conducted yet	Gender aware survey results be made available in the council. We need to conduct the survey in the ext financial year	2011/2012	
	Consult with both women and men when drawing up plans.	LTC,UCD	Yes the consultation has been conducted at kgotla meetings	Community members VDC about 4 consultations in each umbrella	2011/2012	
	All units and departments should include gender indicators in their business plans.	LTC,UCD	Gender is not mainstreamed in the department	The target is for all the department to mainstream gender into their plans	2011/2012	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	LTC,UCD	They have conducted but not disaggregated and analyze according to gender based violence	Base on Gender balance regardless of age group	2011/2012	
Gender structures						
To establish structures that constitute the	Council should have a gender coordinator in the office of the CEO.	LTC,UCD	No, it has not been done	GMS established, vested with authority, strategy, plan and resources.	2012/2013	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
gender machinery and to obtain the commitment of all managers				Yes		
	Recruit/appoint/hire gender focal points.	WAD	No, recruitment has been done yet but we can do recruit	Specialist staff appointed. From staff members	2012/2013	
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	LTC	Not yet	GMS established, vested with authority, strategy, plan and resources.	2012/2013	
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	LTC,	There is no one responsible for the gender in the council	GMS established, vested with authority, strategy, plan and resources. It has been agreed upon	2012/2013	
	Gender to be written into the job description and performance agreements of senior managers and GFP.	MLG,LTC,WAD	No it has not been written on the performance	Accountability on gender through PAs. been agreed	2012/2013	
	Gender should be a standing item on the agenda of management committee meetings.	LTC,UDC	No, there is no such item in the management committee	We target to roll it to all management committee meeting	2011/2012	
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	BALA,LTC,WAD	No there is no such committee in the council responsible for gender	Gender equality committee established in all council employees.	2011/2012	
	Form a multi party women's caucus.	Women's wing within the district	There is women caucus structure at national level but not at district level	Women's caucus established at district and functioning.	2010/2011	
	Prepare Terms of Reference	Political Women's Wing and	No it has been drafted	NOT APPLICABLE	2011/2012	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	for gender machinery, and clarify reporting procedures.	Gender committees				
	Publicise the establishment of the gender machinery.	WAD	No ,it is not known and it has not been established	We intend to publish the document and the measure can e in place after the document as been published	2010/2011	
	Gender machinery to prepare their own strategic plans.	WAD,BALA,	Does the GMS have a strategic plan No there is no such plan	NOTAPPLICABLE	2011/2012	
	Establish linkages with gender machinery in other municipalities.	Within and outside municipality	Have any linkages been established? No, there has not been any linkage established	NOT APPLICABLE No it has not yet been Networked Not applicable	2012/2013	
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring, and evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.	LTC	No, it has no been established	No but we have agreed to disaggregate it in the next coming year	2011/2012	
	Gender indicators to be formulated for each department/ programme and HR management.	LTC	No ,it is not there	Gender KPIs integrated into city score card. Agreed to have it included in the next financial year	2011/2012	
	Ensure that women and men participate equally in public consultations on planning and budgets.	UDC	It takes place at the kgotla meetings and political rallies and women's wings	Mobilising and motivate participation by women in planning and budgets	2011/2012	
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs	LTC	No, there are no such gender budgets but we have a general budget	We intend to have 50% participation women and men	2012/2013	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	of women and men.					
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	LTC	No ,the action plan has not been costed	Costing of this action plan being mainstreamed and resources allocated. We intend to have it costed	2012/2013	
	Ensure that departments allocate resources to gender priorities.	LTC	No they do not allocate resources to gender priorities	We intend to have a gender sensitive budget	2013/2014	
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.	LTC	The training has been done on Basic concept on gender protocol and gender based violence	We intend to do it on annual basis	2011/2012	
	Liaise with service providers to provide training programmes.	Emang Basadi	Gender concept and gender protocol and gender based violence	Positive feedback through workshops undertaken and topics covered	2012/2013	
	Facilitate training programmes among councillors, officials and community groups.	LTC	Gender and Local government workshop training held for councillors and groups	We target all councillors and VDC umbrella villages health teams and community policing	2011/2012	
	Ongoing mentorship and support through linkages with civil society.	LTC	No mentorship programs are not yet in existence	Target number of cllrs and officials involved in such programme	2011/2012	
	Assess impact of training.	LTC	Basic concepts on Gender and Gender Protocol	Formulation of gender committees within the councils	2011/2012	
	Gender sensitivity training for both male and female	LTC	Basic concepts on Gender Protocol and gender	All councillors and the campaign teams need	2010/2011	

FRAMEWORK GENDER ACTION PLAN FOR LOBATSE TOWN COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	councillors		based violence	to be trained		
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	LTC	There is not any training having been done yet	Target 50 of cllrs, officials and community for training	2011/2012	
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender e.g. Women's Day; Sixteen Days campaign.	LTC and the Community	16 days of Activism Against Gender Based Violence and take back the night	By the best practice submitted to the GL summit 2010 report of the workshop and march under taken	2011/2012	
	Prepare pamphlets, advertising, posters, logo etc.		No there has not been any job done on advertising and posters	By the number of pamphlets prepared	2011/2012	
	Run competitions, sporting activities that challenge stereotypes.	LTC	No there has not been any competition of activities challenging stereo types	Number of sporting activities held by the council challenging stereo types	2014/2015	

Gender based violence action plan for Lobatse Town Council

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
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.	Police Lobatse Town Council	There is no statistics on Gender Based Violence	Collect data on gender based violence	By end of Financial year	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	WDC Health Committee Child Welfare LTC	No audit has been done in the past	Results of audit Women's Safety Assessment Focus group established Establish focus groups	By end of Financial year	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	LTC BPC	60% of the Lobatse street have lights	40% improvement in street lighting Stats on sexual assault not available Comparison between current situation and previous Not available	End of Financial year	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turnaround time	LTC	There is no master Lighting plan	Lighting master plan with clear targets and indicators Develop a lighting master plan	End of Financial year	
	Name all streets clearly so that police and other	LTC Roads Dept.	100% of streets are named	New streets will be named at the end of the financial year	End of Financial year	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	Attorney General				
	Conduct safety awareness programmes and establish a watchdog community including all community based structures e.g. community policing forums, etc.	LTC Police Crime Prevention Committees Neighbourhood watch Private Securities	They are there but they don't focus on GBV	What is the target, how many safety forums per area? Create those that are focused on GBV. 1 per ward	By end of 2 nd ¼ (end of September)	
	Involve street hawkers in crime watchdog projects.	LTC Police	Street hawkers are not involved in watch Dog projects	To involve street hawkers in safety projects	2010	
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 yearlong campaign	Women's shelter Emang Basadi Women's Affairs	There are programs within the council such as, Counselling through S and CD Referral to relevant institutions	1. Chiefs, Teachers 2. Workshop conducted Awareness of GBV by target groups	On-going	11/12
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day	Member of Parliament Councillors	Has the council actively participated and promoted the 16 Days Campaign in the past, for the first time with BALA and Gender Links	1. Lobatse Community (3 wards) 2. No. of participants Report produced Attitude (reduced GBV)	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Campaign and plan for 365 days					
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Gender link Women's Affairs Police	The council has participated at the Take back the night at in 2009	1. Unsafe areas Newlook (railway line) Peleng – Behind bus rank 2. No. of participants Quarterly report	2011	11/12
	Promote involvement of men and boys in ending gender violence.	Men's sector Gender links	No, men and boys have not been targeted for gender based violence	1. Constituency league Sunday social teams 2. No. of participants Reports	Once a year 2011	11/12
	Monitor and evaluate impact of all public awareness campaigns	NGOs	Have awareness campaigns been monitored and evaluated? Evaluation reports available	What is the target? How will this be measured? All planned activities Conducted Evaluation reports available on of reports	2011	11/12
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV De bushing open spaces Lighting Provision of Street lighting)	LTC	Do any best practices exists – have they been documented Yes De bushing have been done in the following wards Pitikwe, Peleng, Bus Rank Lighting Bus rank Street	How many best practices should be collected (De bushing) Rail Reserve (Maipei) Motswedi	2010	
Response						

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF). Revive UF Clusters Resuscitate Community Policing Sub stations Resuscitate (Sub cluster Stations)	LTC Police Community	What actions are being taken to ensure that CPF's are effective Avail Areas for CPF to operate (open spaces) (Public Address System)	What measure should be taken PREVENTION Public Education on safety measures should be in place	July 2010	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs		There are no places of safety in the council	Intend to allocate one house from the council for survivors of gender based violence	2011	
	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? NIL	Database of services and facilities Not applicable	2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Encourage role modelling of survivors and victims Formation of target group	LTC	There is no modelling being done but there is Counselling provided	Involve other stake holders (Churches, faith groups, Dikgosi, Molaodi etc. Police	2011	
	Establish gender units and family counselling services at people centres with appropriate resources	LTC NGOs	Are there any such units or services? Counselling	What is the target? How will this be measured? By timely Reporting Quarterly NOT APPLICABLE	2011	
	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.		They only concentrate on HIV/AIDS through the following programs; Health Education Health Talk Media programme	To mainstream gender based violence in the already existing educational programs	On going	
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	LTC	How many counselling facilities are there within the council?	How many more facilities to be provided? NOT APPLICABLE		
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	LTC	What are the stats on HBC for survivors of GBV? Non	What is the target? How will this be measured? Nil - NOT APPLICABLE		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	LTC	The council get the statistics from the police	By 2015 we reduced GBV BY 50%	2010	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	LTC	They have Private rooms to deal with issues of Gender based violence , but not adequate	To work closely with the police to ensure that they have enough private office to address s issues of GBV	Ongoing	
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Community Men Sector Women's Affairs Dept. Police Council BONELA	Has any such audit been done? Destitute audit on temporary Accommodation has been done in (Peleng)	Audit results to be made available - To establish GBV Shelters	2011/2012	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Community Men Sector Women's Affairs Dept. Police Council BONELA	Has the council committed any resources to supporting survivors of GBV Yes , the council has committed resources to Counselling and Public Education to survivors of GBV	Budget / resource allocation GBV Votes within council budget Funds from NGOs	2011/2012	
	Establish day care centres for the elderly to ensure their safety.	Community Men Sector Women's Affairs Dept. Police	Do any such day care centres exist No	How many centres to be established or supported Men's hostel Women's hostel	NOT APPLICABLE	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Council - BONELA				
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	community policing clusters	The council has embarked on the following programs to empower women economical - Public Education Counselling Rehabilitation programme	What kind of programmes will be embarked on To invite support groups for GBV Survivors To educate them on violence prevention methods	Ongoing	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	S and CD Women's Affairs Emang Basadi Men Sector Dikgosi Local Authorities	Has any such committee been established No multi-Sectoral committee has been established to tackle GBV	Establishment of multi-sector committee in collaboration with SNC D in the Council	2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Police Wood hall Lobatse Police	The relations is going well with other stakeholders	By reinforcing our existing relations with the Local Police Stations	2010	
Budget allocation						

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council	Is there currently any budget allocation for addressing GBV Currently there is no budget and resources to address GBV	Budget allocation of x amount To be established for addressing GBV	2011/2012	
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.	-S and CD - Multi Sectoral committees	To be developed and integrated in to plans.	Reduction of GBV to a minimal level, to be developed and integrated in to plans.	2015	

Annex E: Message and slogans for gender based violence

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual			
Abused woman or man	<ul style="list-style-type: none"> • Tsaya dikgang tsa kgokgo – ntsho ka tlhwaafalo • If you are abused please seek help 	<ul style="list-style-type: none"> • Speak out 	<ul style="list-style-type: none"> • Media • Media, placards, flyers
Abused child	<ul style="list-style-type: none"> • Se Letlelele go tshwarwa ka tsela e e sa fablegang ke ope fela yo o vakang nae • Do not speak to strangers to avoid abuse 	<ul style="list-style-type: none"> • Cry out loud • Watch out for strangers 	<ul style="list-style-type: none"> • School and media • Media, flyers and placards
Abusive men	<ul style="list-style-type: none"> • Lkgaphe mo go sotlakeng • Behave like a human being 	<ul style="list-style-type: none"> • Be a real men • Stop barbaric behaviour 	<ul style="list-style-type: none"> • Media and men sector • Political rallies, media, kgotla meetings and flyers
Family/ Household			
Mother, father, guardian	<ul style="list-style-type: none"> • Ne Thusaneng go lwantsha kgokgontsho • Let us not protect abusers in the family 	<ul style="list-style-type: none"> • Unite against violence • Talk back and break the silence 	<ul style="list-style-type: none"> • Media • Media, kgotla meetings, flyers and counselling of the family
Parenting	<ul style="list-style-type: none"> • Mmangwana o tshwana thipa ka fa bogaleng • Do not leave children unattended 	<ul style="list-style-type: none"> • Protect your child • Stay alert and take care 	<ul style="list-style-type: none"> • Media • Media, flyers, placards and kgotla meetings
Community			
Community	<ul style="list-style-type: none"> • Bomme le borre, tshwaraga – nelang go 	<ul style="list-style-type: none"> • Kgetsi ya tsie 	<ul style="list-style-type: none"> • Media and kgotla meetings

	<p>tlhabantsha kgokgontsho</p> <ul style="list-style-type: none"> Let us unite against abuse 	<ul style="list-style-type: none"> Don't be a statistic! 	<ul style="list-style-type: none"> Media, kgotla meetings, political rallies and flyers
Schools	<ul style="list-style-type: none"> Bana ke bokamoso jwa sechaba are ba tlhokomeleng No person has the right to abuse 	<ul style="list-style-type: none"> Sireletsa isago Know your rights! 	<ul style="list-style-type: none"> Schools, media, drama groups Placards, flyers, rallies and media
Religion Tshimologo ya	<ul style="list-style-type: none"> Bothale ke go boifa Modimo Don't allow yourself to be deceived by wrong interpretation of scriptures 	<ul style="list-style-type: none"> Rata monghe ka wena Watch out for false preachers! 	<ul style="list-style-type: none"> Religious forums, media Placards, flyers, rallies and media
Sports	<ul style="list-style-type: none"> Use sport to combat abuse Let us be aware of deceivers 	<ul style="list-style-type: none"> Be number 1 against abuse Watch out for fraudsters 	<ul style="list-style-type: none"> Media Placards, flyers, rallies and media
Society			
Political leadership	<ul style="list-style-type: none"> Retla ema le lonarako tsothe kgatlanong le kgokontsho Be aware not to be abused by politicians 	<ul style="list-style-type: none"> Vote against violence Practise what you preach 	<ul style="list-style-type: none"> Political rallies, media Placards, flyers, rallies and media
Criminal justice System	<ul style="list-style-type: none"> Abuse is a punishable offence, there is no room for violence in a justice system Do not take oath under false pretences 	<ul style="list-style-type: none"> Abuse is crime Stop corrupt practices 	<ul style="list-style-type: none"> Courts, police stations, media Placards, flyers, rallies and media
Media	<ul style="list-style-type: none"> Ke molo mo ebile ke tse be ya lona Respect gender equality and report correct information 	<ul style="list-style-type: none"> Report violence Don't be biased 	<ul style="list-style-type: none"> Media Placards, flyers, rallies and media

Culture	<ul style="list-style-type: none"> • Learn to embrace changes into our culture against violence • Let us move along with global changes 	<ul style="list-style-type: none"> • Kgokgontsho ga se ngwao • Be scientific and smart! 	<ul style="list-style-type: none"> • Kgotla meetings, social gatherings • Placards, flyers, rallies and media
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Annex F: Workshop evaluation

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN	13	9			
2. PROGRAMME CONTENT	15	7			
3. DOCUMENTATION	15	7			
4. FACILITATION	15	6	1		
5. GROUP WORK	12	9	1		
6. OUTPUTS	4	15	1		
7. OUTCOMES AND FOLLOW UP PLANS	9	16	2		
8. LEARNING OPPORTUNITY	14	8			
9. NETWORKING OPPORTUNITY	12	10			
10. ADMINISTRATIVE ARRANGEMENTS	5	13	3		

Comments

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

- Gender and governance
- Protocol and the reasons behind drawing such a good document
- Gender action Plans, they made me realise that gender issues for a long time have not been mainstreamed in our plans
- Planning sessions because it was an eye opener as it made us realise that mainstreaming of gender issues in our plans
- Group work as we were all able to engage in the discussions.
- GBV because there is a lot of it and raised a lot of awareness as the experiences in the community
- Sex, gender concepts and stereotypes helped in knowing how to deal with the problem in the future
- HIV/AIDS all issues of health affecting both men and women

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

- Plans
- All sessions were good

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

- Disseminate the gender lessons information to communities
- Share it with other women
- Empower colleagues and sensitize women on their rights and participate in development process including politics

- Engage the community and teach them about the gender issues
- Sharing the knowledge acquired with colleagues at work, family and church because we need to fight the GBV and actively involve women in all decision making

4. Any other comment

- We need more lessons
- More facilitators should be provided to effectively do the work
- More follow up workshops needed and the program be rolled out to schools and other organs like the churches
- The workshop was well coordinated; participation and group discussions were of great benefit.
- The workshop was good
- Regular holding of the workshops of this kind to share with the people on the latest developments on issues.

Annex G: Gender 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.

More Information

The summit is being coordinated by Gender Links based in Johannesburg, South Africa.

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