

MOSHUPA REVISED GENDER ACTION PLAN

1. Gender Policy Framework

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Gender Policy Framework									
Strategic objective: Increase council's level of awareness around national, regional, international commitments that the country has made especially the Post 2015 SADC Protocol on Gender and Development, SDG s and the National Gender Policy.									
<i>What is the current level of awareness ?</i> 60%	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	State Parties shall develop and strengthen specific laws, policies and programmes to achieve gender equality and equity.	An active in draft or approved by the local authority.	Women, girls, men and boys through community platforms Council Management Gender Committee	Implement workshops and meetings to sensitize the society at large about gender issues.	Informed community & stakeholders	Gender committee,	30 th April 2017	
			Gender sensitive policies and bi-laws in place.	Council departmental heads, community	Develop and adopt bye laws that are gender sensitive.	Gender responsive policies, to address issues of gender justice & equality.	Gender committee and Council management	01 st Dec 2017	
<i>Has a gender policy framework been drafted and approved?</i>		Laws and policies put in place to enable women to have equal opportunities with men to participate	Policy active in a draft or approved by the local authority	Gender committee & Council management	Implementation on Gender Policy in existence	Gender responsive council and introduction of gender sensitive budget.	Council management & Gender Committee	01 st April 2017	

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Yes as a Council we are guided by statutes like the Domestic Violence regulations of 2013 and Domestic Violence Act of 2008.									
<i>Has a gender action plan been drafted and approved?</i> Yes, there is an approved action plan and a reviewed one is to be approved.			An active gender action plan in draft or approved by the Council.	Gender Committee, Council and other stakeholders	Review of the adopted action plan	Approved and functional plans	Senior Assistant Council Secretary, Sub Council Chairman, Sub Council	01 st February 2017	
<i>Does the local authority</i>			Local authority has a GC?	Council management	Through scheduled	Better understanding of	Council management , Gender	31 Dec 2017	

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<p>have a Gender champion at political level?</p> <p>Yes, there is a Gender champion at political level</p>			<p>Yes a Gender Champion is in place, she is the Chairperson of the Gender committee.</p> <p>Local authority have a Gender committee targeting Mayor or Chairperson as part of GC to ensure complete buy-in.</p>	and the political wing.	meetings and workshops , discuss all aspects necessary for women development, primarily looking at the existing policies and government initiatives in existence.	policies and programmes.	champion and the gender committee		
GOVERNANCE									
Representation									
Strategic objective: To ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures by 2030.									
<p><i>What is the % of women councillors in the local authority?</i></p> <p>15.4%</p>	End all forms of discrimination against all women and girls everywhere by 2030	State Parties shall, <u>ensure equal and effective representation</u> of women in decision making positions in the political,	Percentage of women in local government	Women, girls, boys, men, women caucus,	-Sensitisation of the general public -Giving women councillors influential positions of influence and	Increase in percentage of women councillors by	Women Commissioner and Gender champion	2019	

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		public and private sectors including through the use of <u>special measures</u> as provided for in Article 5.			responsibility , -Conduct consultation meetings and workshops				
<i>What proportion of women councillors are there in leadership positions in the local authority, e.g. as chairs of committees?</i> Out of the 15.4% women councillor representation only 7.7% of women councillors are in leadership positions.			Percentage of women councillors in leadership positions?	Women and men Councillors	Consultation meetings with different stakeholders	Confident and influential women councillors. Women decision makers.	Women Commissioners and Political parties.	2019	
Strategic objective :To educate communities and raise awareness about the importance of women's equal representation in local authorities									
<i>Has there been a 50/50</i>	Ensure women's full and	Legislative measures and public	Mapping of number and	Men and women, youths	Sensitization and	50% representation of women councillors	Gender committee, Gender	2017	

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<i>campaign or any other awareness raising on women's equal participation ?</i>	effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	types awareness campaigns. Percentage of women in decision making positions in the district. No. of 50/50 Campaign held Percentage of local authority committees chaired by female councillors <i>7.7%</i>		awareness campaigns	in leadership positions and community structures.	champion and Women Commissioner.		
Political participation									
Strategic objective: To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.									
<i>Is there a platform where women from different political parties come together to</i>	Ensure women's full and effective participation and equal opportunities	Policies, strategies and programmes for the establishment and strengthening of structures	Type of policies, strategies and programmes put in place to ensure equal representation of women and men in decision-	Women Councillors	Trainings and workshops of Councillors	Create awareness and increase women representation	Political parties and Women commissioner.	2017	

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<i>discuss their concerns?</i> At political level women caucuses and women's wings exist for women development and empowerment.	es for leadership at all levels of decision-making in political, economic and public life	to enhance gender mainstreaming .	making for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring (Audit)						
<i>Has any networking been done with other women's platforms at other levels e.g district, provincial and national?</i> No			Established multi-parties platforms	Women's Finance House, Emang Basadi, Women's Shelter	Continuous lobbying and provision of the interface for communication	Quality and well considered policies, Fairly represented women councillors		2017	
Strategic objective : To empower women councillors to advocate for gender equality									
<i>Has there been a skills audit? What kinds of skills exist?</i> No	Enhance the use of enabling technology , in particular	Building the capacity of women to participate effectively though	Skills audit conducted	Councillors and staff	Trainings for councillors and staff	Develop a hub of knowledge based on well-developed and skilled leadership.	Gender Committee, Human resources	2017	

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<i>What training has already been done-how many men participated?</i> Capacity building workshops,kgotla meetings Entrepreneurship skills training for women	information and communications technology , to promote the empowerment of women	leadership and gender sensitivity training and mentoring.	Percentage men and women in gender activities including gender training and community mobilisation activities.		Capacity building trainings for men and women.	Capacitated men and women in gender related activities	HRD and Administration	2017	
			No. of skills training institutions in the district. 0	Men and women , councillors and the public at large	Trainings,meetings and workshops.	Capacited men and women	Gender Committee and Council management .	2017	
			No. of skills trainings conducted.	Men and women , councillors and the public at large	Trainings,meetings and workshops	Capacited men and women	Gender Committee and Council management	2017	
Strategic objective : To empower men on gender issues and mobilise their support									
<i>What training has already been done – how many men participated?</i>		By 2030, State Parties must ensure the inclusion of men in all gender-related activities, including gender training and community mobilisation.	No. of men trained on gender issues	Men councillors, council employees and the general public.	Capacity building workshops for men and women	Capacitated men, women and the youth,	Gender Committee, Men Sector Council management	2017	
			No. of trainings conducted 4	Men councillors, staff and men government officials.	Capacity building workshops for men and women	Capacitated men ,women and the youth.	Gender Committee, Men Sector Council management	2017	

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<i>How many dialogues with male Cllrs have been held?</i> 2			Number and types of dialogues held involving men	Male councillors	Holding male councillors dialogues on gender issues.	Sensitized male councillors on gender	Gender Committee, Men Sector Council management	2017	
			No. of male councillors attending dialogues (11)	Male councillors	Holding male councillors dialogues on gender issues.	Sensitized male councillors on gender	Gender Committee, Men Sector Council management	2017	
Public participation									
Strategic objective : To ensure that women and men participate equally in local government and community matters									
<i>What is the representation of women and men in ward committees?</i> 30% women, 70% men	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic	By 2030 ensure that 50% of decision-making positions in all public and private sectors are held by women including through then use of affirmative action measures.	Percentage of women and men in ward committees	Men and women in communities	To encourage women to be confident and to vote for one another during committee elections.F or the	50/50 representation of women and men in ward committees	The Gender committee and community at large.	March 2016	

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	and public life				2016 Village Development Committee elections we see more women voted for committee participation.				
			Percentage of women in Ward Development Committees	Men and women in communities	To encourage women to be confident and to vote for one another during committee elections.	50/50 representation of women and men in ward committees	The Gender committee and community at large	March 2016	
<i>Are there gender disaggregate</i>		Women and men participate	Gender or sex disaggregated data available	Women and men in the community	Ensuring that women and men	Equal participation of men and women	Gender Committee		

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<i>d statistics on the consultative meetings?</i> Yes.The ratio of men and women in ward/village development committes is...		equally in all governance structures.	(attendance registers)		participate equally by giving equal opportunity for participation to both men and women during consultative meetings.				
<i>Have any meetings or forums been conducted with men's groups?</i> Workshops has been held for both men and women		Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Number and types of meetings with men's groups	Men in the community	Holding gender training workshops and campaigns with both men and women as participants	Successful campaigns and workshops with both men and women included	Gender Committee and Men Sector		

PLANNING

Strategic objective: *To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.*

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<p><i>Is the local authority's strategic plan gender aware?</i></p> <p>Yes there is gender mainstreaming in both council projects and programmes.</p>			An analysis or review of Strategic plan by gender forums, number of both men and women involved in review	Council management and councillors	Taking advantage of council management retreat camps, Sub council committee meetings and council management meetings.	Number of consultative meetings held and the number of both men and women who participated.	Council management and the gender committee.	2017	
			Gender Responsive Strategic Plan adopted	Council management and councillors	Implementation of the adopted strategic plan	Implementation of strategic plan	Council	2017	
<p>Strategic objective: <i>To ensure that women are consulted about their needs when drawing up Council plans.</i></p>									
<p><i>Has the gender desk been involved in the strategic planning process? Have the</i></p>		Equal participation of women and men in policy formulation and implementation	Percentage of women and men involved in the strategic planning	Council management and councillors	1 consultation meetings for drawing 2016/2017 strategic plan	No of men and women taking part in policy formulation.	Council management	2016	

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<i>views of women and men been taken into account in the plan?</i> Yes, the Gender Focal Person and Gender committee was involved in council strategic planning at council management retreat level		n of economic policies.							
			Gender desk established Gender disaggregated planning meeting attendance records	Council	Ensuring that there is gender mainstreaming in council programs and have gender responsive budgeting.	Gender mainstreaming in council programmes	Gender Committee & council management	2017	
EMPLOYMENT PRACTICES AND ENVIRONMENT									
Strategic objective: To increase the representation of women employed in the local authority by 2030.									

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<p><i>What steps have been taken to prioritise gender equity in performance plans?</i></p> <p><i>The Sub District is led by a male & assisted by a female while at political level council is led by a male & assisted by male.</i></p> <p>Most council departments are led by women & are at for decision making positions. The Deputy District Commissioner is a woman and District AIDS</p>	<p>By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>States Parties shall conduct time use studies, adopt policy measures to recognize and value unpaid and domestic work through the provision of public services and infrastructure, and promote shared responsibility between men and women to ease the burden of multiple roles played by women.</p>	<p>Percentage of women in elected positions with a bearing on economic decision making.</p> <p><i>Are the employment policies and practices gender sensitive?</i></p>	<p>Employees</p>	<p>Introducing staff development programmes by assisting female employees with educational loans, tuitions fees, workshops fees, study leaves and giving decision making responsibilities.</p>	<p>27.5% of total number of council employees are women therefore a good number of them will be empowered have good qualifications that match their male counterparts.</p>	<p>HRD and Admin Department</p>	<p>April 2018</p>	

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Coordinator and her assistant are females.									
<p><i>What are the current gender statistics of employees in the local authority?</i></p> <p><i>Ratio of male to female council employees is 5:12 =29%</i></p> <p><i>What % men and women occupy management positions – what is the breakdown per department?</i></p> <p><i>Management Position: Female-Male ratio is 3:9= 25%</i></p>		State Parties shall further implement the provisions on the multiple roles of women in accordance with the SADC Protocol on Employment and Labour	Percentage of women and men in relevant management positions in the various departments at and local level	Council Employee and council management		Gender segregated data on council employees	HR & Admin	2016	0

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Admin and Social Services: 2:2 =50%men 50% female Finance:5:6 = 55%men, 45% females Audit: 1:0= 100% male Environment 1:0= 100% male Engineering: 1:11 92%men, 8% females									
Selection and recruitment									
Strategic objective: To ensure that the recruitment and selection process offers equal opportunity to women.									
<i>What kind of employment equity plan is in existence?</i> The employment policy is in place and there is equal opportunity for both men and women	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empower	State parties shall undertake reforms to give women equal rights, and opportunity to economic resources and control and ownership over productive	An audit and list of various equity plans the local authority implements	Disadvantaged women, youth and the disabled persons.	To formulate affirmative actions biased towards vulnerable groups women, youth and people living with disability. Interview panel should	Increased number of women in positions commonly known to be for women and <i>vis versa</i> .	HRM and Admin Department	April 2017	0

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to apply for jobs	ment of all women and girls at all levels	resources, land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.			be gender balanced.				
<i>What are the targets for ensuring women's equal representation at all levels? 50/50 by 2017</i>			Skills audit implemented Quota of various departments with regards to women's representation at various levels		Conduct skills audit and introducing staff development programmes on necessary skills needed for personal and professional growth. Encourage female employees with educational Support employees through short courses, workshops, and offer them study leaves.	To have a balanced employment rate per gender including managerial position.	HRD and Admin Department	April 2018	0
<i>Has gender been incorporated into policies and processes?</i>		Eradication of occupational segregation and all forms of	Adopted policies and recruitment process (guidelines or frameworks)		Implementati on of the Employment Act and labour laws which does	Sensitized communities.	Social and community development department, LAPAD secretary	April 2018	

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<p>Yes, There is a 15% preferential scheme of tenders specifically reserved for the vulnerable groups to compete for that is women, youth and people living with disability. Council has an arrangement of offering community based day care centres grants for their management , through the council rehabilitation office, grants are reserved for the</p>		<p>employment discrimination.</p>			<p>not discriminate according to gender</p>				

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people living with disability.									
<i>Are women and men paid equally for the work they do?</i> Yes they are paid equally	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	States Parties shall, with regard to the special measures provisions in Article 5, develop strategies to ensure that women benefit equally from economic opportunities, including those created through public procurement processes	Salary scale audit for women and men		. Increase involvement of women contractors(raise awareness, provide support & training on tender procedure) -minor quotes to be reserved for women -tender board regulations 50/50(male/female sitting) -encourage big companies to sub contract women owned enterprises	Equally paid women and men	HRM and Admin Department	2016	

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<p><i>What is the policy on maternity leave and paternity leave?</i></p> <p>In terms of the Labour Act, three months maternity leave and breastfeeding periods as per the Labour Act as well. No paternity leaves are being granted.</p>	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Draft or adopted Policy in place for maternity leave and paternity leave.		Approval of maternity leave. To discuss further on issues regarding paternity leaves.	Educated employees on the labour Act- (maternity, paternity, emergency leaves and compassionate leave)	HRM and Admin Department	December 2016	
Capacity building									
Strategic objective: To ensure that training is done to educate all employees and community groups on gender									
<p><i>What training has already been done?</i></p> <p>Councillors and management sensitised during</p>		State Parties shall review, amend and enact laws and policies that ensure women and men have equal access	Number of capacity training given on policies and strategies.		Conducting trainings on: GBV at workplace, Gender awareness campaigns, Adoption of the Gender	Educated and gender sensitive employees, councillors and community at large.	HRM and Admin department, Gender Committee, Wellness Committee	December 2017	

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<p>retreat camp on April 2016 at Lobatse. Capacity building and entrepreneurial skills training for 20 gbv women survivors in Moshupa and the compilation of an I Story book in 2015/2016. Training of stakeholders on gbv and also members of the District Child Protection Committee. Holding Kgotla meetings at Molomojang, Ralekgetho, Pitseng and Tshwaane</p>		<p>to wage employment, to achieve full and productive employment, decent work including social protection and equal pay for work of equal value for all women and men.</p>			<p>Action Plan by Council. Request for Gender specific budget.</p>				

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villages to sensitise communities on gbv. Workshops for school communities were conducted at Tshwaane and Ralekgetho. Council has morning prayers on Mondays and Wednesdays where the employees are educated on different issues including gender related matters.									
Work conditions and environment									
Strategic objective: Address issues of sexual harassment in the local authority.									
<i>Is there a sexual harassment</i>	Eliminate all forms of violence against all	States Parties shall: by 2030, enact and enforce	Percentage of women and men experiencing sexual	All employees	*Adoption of the Sexual harassment	Sexual harassment policy in place.	HRM and Admin and Gender Committee	December 2017	

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<i>policy in existence?</i> There is a draft sexual harassment policy in place; however, issues of sexual harassment are also covered in the Code of Conduct.	women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	legislation prohibiting all forms of gender based violence;	harassment in work place		<i>policy by Full Council</i> *Educating the employees on sexual harassment policy	Knowledgeable and motivated employees on sexual harassment.			
<i>What kind of safety measures are in place currently?</i> Penalties/charges in the code of conduct		Ensure that perpetrators of gender based violence, including domestic violence, rape, femicide, sexual harassment, female genital mutilation and all other forms of gender based violence are tried by a court of competent jurisdiction	Draft or adopted sexual harassment policy or procedures		*Adoption of the Sexual harassment policy by Full Council *Educating the employees on sexual harassment policy	Sexual harassment policy in place. Knowledgeable and motivated employees on sexual harassment.	HRD and Admin and Gender Committee	December 2017	
LOCAL ECONOMIC DEVELOPMENT									

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Strategic objective : To facilitate access to equal employment opportunities									
<p><i>Is there gender disaggregated data on jobs created through the local authority's local economic development activities?</i></p> <p><i>YES</i></p> <p><i>Through the programmes of poverty eradication, poverty alleviation and people living with disability grants a number of both men and women have managed to be economically empowered.</i></p>	Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	By 2030, review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	<p>Percentage of women, men, youth ,Elderly & People with Disability in economic decision making</p> <p>Percentage women owning businesses, land and property</p> <p>Percentage of women accessing financial services</p> <p>No. of policies and laws reviewed so as to become gender aware</p>	women, men, youth ,Elderly & People with Disability	Gender mainstreaming in all Council programmes for the benefit of the disadvantaged groups and continuous mobilisation and sensitisation of management for inclusion of gender issues in all decisions made.	50% Reduced unemployment rate amongst disadvantaged groups	Finance committee, Gender committee, Council management	April 2017	

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<i>Through the 15% preferential scheme, women, youth and people living with disabilities managed to get tenders which gave them a financial muscle.</i>									
	By 2030, ensure that all men and women, in particular the poor and the vulnerable , have			women, men, youth ,Elderly & People with Disability	Facilitation of business management training skills		Finance committee, Gender committee	December 2018	

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	equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including but not limited to micro finance as the primary								

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	source of access.								
Strategic objective : <i>To provide gender aware support to the emerging business sector including micro enterprise</i>									
<i>How gender aware is the local authority's assistance to the development of local businesses with an emphasis on emerging businesses?</i> Council is gender aware and is considering men and women on allocation of space and other investment opportunities .	By 2030, ensure that all men and women, in particular the poor and the vulnerable , have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriat	State parties shall by 2030, adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.	Policies and programmes in place to support entrepreneurship development; especially for women, youth, people with disabilities and emerging entrepreneurs.	women, men, youth ,Elderly & People with Disability	Gender awareness meetings, Gender mainstreaming on all. Local economic development policy.	Gender informed formal and informal sector	Finance committee, Gender committee	April 2017	

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	e new technology and financial services, including but not limited to micro finance as a primary source of access.								
Strategic objective : To ensure that women and men have equal access to appropriate financial resources									

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Does the local authority have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? Council at the moment have a financial scheme in form of revolving fund for women groups.	By 20130 ensure that men and women have access to appropriate and inclusive financial services and that these are designed and implemented to address the access to finance barriers faced by women in particular.	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Number of emerging entrepreneurs that have succeeded in securing funding for their business? <ul style="list-style-type: none"> • Number of women • Number of men • Number of PWD • Number of youth 	women, men, youth ,Elderly & People with Disability	Gender mainstreaming in all	Financially empowered women, men, youth, Elderly & People with Disability. Resolution that determine access to, control of, and benefit from productive resources.	Finance committee, Gender committee, Economic Planning Unit		
Strategic objective: To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.									
Does the local authority have any technology schemes or influence		Ensure that women have equal rights to access training and opportunities in	Number of women, men, youth, Elderly & People with Disability with access to training and opportunities	women, men, youth ,Elderly & People with Disability	Council to provide space for technical colleges where	*Offering of short course for employees or in-service trainings. *Sensitized women and men and make use of	Finance committee, Gender committee	December 2018	

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over any technology schemes to assist LED? Are these gender aware? NO. Council to provide space for technical collages.		technological fields such as IT and engineering.	in technological fields. Number of men with access training and opportunities in technological fields.		opportunities in technological fields such as IT and engineering are provided. Gender mainstreaming on all	modern technology *liaise with the public libraries and encourage men and women to access free trainings o IT skills.			
Procurement									
Strategic objective: <i>To ensure that women benefit equally from the procurement processes which they have historically been excluded from.</i>									
<i>What proportion of the local authority's tenders over the last year went to women? Is there a policy and or point system in place to redress gaps?</i> <i>30 :70 % Council has a 15%</i>	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or	State Parties shall, by 2030, and with regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefitequally from economic opportunities, including those created through public	Countries with legislated instruments for women, men, youth ,Elderly & People with Disability 's equal participation in tenders at a national, provincial and local level and in all sectors of the economy	Women, men ,youth	Link women's small businesses with opportunities in value chains of growth sectors. -Sourcing economic opportunities -encourage public and private business partnerships	Women benefiting equally from economic opportunities.	Procurement and Tender committee, Adjudication committee	2016	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>preferential scheme, that reserves that portion to be competed for by women, youth and PLWDs</i>	economic or other status Promote public procurement practices that are sustainable, in accordance with national policies and priorities	procurement processes.			with all stakeholders -Empower women on business skills and support -Increase involvement of women headed business(e.g floating tenders)				
		States Parties shall, by 2030 , review their national trade and entrepreneurship policies, to make them gender responsive	Number of national and trade policies that prepare prospective entrepreneurs and promote the interests of women in business.	Women, men ,youth	Gender awareness meetings, Gender mainstreaming in all programmes.	*Trade policy *Women benefiting equally from economic opportunities.	Finance committee, Gender committee	2017	
		State parties shall by 2030, undertake reforms to give women equal rights, and opportunity	Number of women, men, youth ,Elderly & People with Disability with access to: • Economic prospects				Finance committee, Gender committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
		to economic resources and control and ownership over productive resources, land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.	<ul style="list-style-type: none"> Control and ownership over land, property and other productive resources. Access to appropriate and inclusive funding sources for businesses. 						
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT									
Strategic objective: Ensure that the local authority understands the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change by 2030.									
<i>Has there been a gender aware audit done of climate change and its effects and or likely effects?</i> Yes	Promote mechanisms for raising capacity for effective climate change-related planning and	State Parties shall: (a) develop policies, strategies, and programmes to address the gender issues in	Percentage households with access to electricity Percentage of women, men, youth, elderly, people with disability, child headed families and indigenous,	women, men, youth, elderly, people with disability, child headed families and indigenous, peoples,	-Awareness campaigns -Mobilising communities to use other sources of energy -Trainings on conservation methods	-Recycling of waste -Conserved environment -	Environmental Department, Gender Committee.	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
On quarterly basis at District Disaster management committee reports are presented and also coming up with mitigating factors against some environmental conditions. Every year clean up campaigns are done with awards of cleanness village.	management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities	Climate Change in accordance with the SADC Protocol on Environment and Sustainable Development. (b) conduct research to assess the differential gendered impacts of climate change and put in place effective mitigation and adaptation measures.	peoples, and local communities with secure rights to land, property, and natural resources, measured by (i) percentage with documented or recognized evidence of tenure, and (ii) percentage who perceive their rights are recognized and protected						
		State Parties shall by 2030		women, men, youth, elderly,	-Awareness campaigns	-Recycling of waste	Environment committee,	2019	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
		should provide access to clean water and renewable energy technologies to all households, particularly to rural women, including by investing in and promoting the development of alternative safe and clean energies (such as hydropower and solar) in order to reduce reliance on non-sustainable energy sources.		people with disability, child headed families and indigenous, peoples,	-Mobilising communities to use other sources of energy -Trainings on conservation methods	-Conserved environment -Access to clean water and provision of energy systems	EMA, Forestry Commission, Ministry of Lands, Gender Committee, Projects and Planning Committee		
Strategic objective: To involve women, as key stewards of the environment, in environmental preservation									
<i>Are women involved in drawing up policies and</i>	Improve education, awareness -raising	State Parties shall design gender responsive	Local authority has a gender responsive LED plan to promote	women, men, youth, elderly, people with disability,	-Awareness campaigns -drawing up policies and	-Policies for going green in place. -Knowledgeable communities	Environment al Health Department , Department	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>plans for "going green"</i> YES	and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	capacity building, education, and training on environmental management, and climate change for sustainable development initiatives	income opportunities for sustainable energy and recycling projects. Number of trees planted, range management and wetlands conservation plans	child headed families and indigenous	plans for going green, -Embarking on recycling projects and mobilising communities to engage into those projects		of Forestry, Ministry of Lands and Housing, Gender Committee, Projects and Planning Committee		
Strategic objective: To involve women in projects and green business ventures, e.g. waste management.									
<i>Are there any green business ventures?</i> Yes Irrigation schemes are being resuscitated for horticulture projects, recycling of waste,	By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help	State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for environmental management, disaster reduction especially on climate	Local authority with costed gender action plans on environmental management, climate change and sustainable development. No. of green ventures owned by women	women, men, youth, elderly, people with disability, child headed families and indigenous Women and men	-Budgeting for environmental management, climate change and sustainable development. -Mobilising women to embark into	Costed Action plans -Conserved environment	Gender Committee, Gender Committee,	2017 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
	maintain ecosystems, that strengthen capacity for adaptation to climate change,	change for sustainable development.			green ventures. -Providing space for women to engage into green ventures.		Forestry department		
<i>Are there any Programmes and workshops to increase knowledge on improving climate change?</i>	extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.		Awareness programmes and workshops to educate all the designated groups on sustainable greening	Men and women, youths, people living with disabilities	Awareness campaigns, sensitization meetings,	Knowledgeable communities	Gender Committee	2017	
<i>Are there any Programmes targeting young people on sustainable greening?</i> Yes in school youths are participating			Types and number of school programmes on sustainable greening	Young boys and girls, schools	-Carry out educational tours and talks - environmental campaigns	-Educated and informed communities on climate change issues and challenges -Active young people	Environment committee Forestry commission	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<p><i>Are there any policies on sustainable development ?</i></p> <p>Climate change policy, Environmental by-laws are in place.</p>			Development of Adaptation Policies	Men, women, business people, people living with disability, youths	Enforcement of environmental by-laws	Environmental by-laws.	Environmental Department	2017	
Strategic objective: To take into account the needs of women in emergencies and disasters.									
<p>How gender aware are existing disaster management plans?</p> <p>The district disaster management takes into consideration both men and women therefore it is gender aware.</p>		State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for environmental management, disaster reduction especially on climate change for sustainable development	Local authority with costed gender action plans on environmental management, climate change and sustainable development.	Men, women, business people, people living with disability, youths	Review of disaster management plans or policies.	Gender aware disaster management plan.	District Disaster Management committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
INFRASTRUCTURE AND SOCIAL DEVELOPMENT									
Housing									
<i>Strategic objective: To promote the equal rights of women to land tenure</i>									
<i>What proportion of stands is owned by women, men, youth, Elderly & People with Disability? 1.3 is owned by women.</i>	By 2030, ensure access for all too adequate, safe and affordable housing and basic services and upgrade slums.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	National laws on inheritance Percentage of women, men, youth ,Elderly & People with Disability owning land and houses	Women, man, youth ,Elderly & People with Disability	Continuously updating gender disaggregated data.	Equal men and women owning properties	Landboards,	December 2017	
<i>Strategic objective: To women's equal access to housing.</i>									
<i>Do any policies exist to ensure women's access to land tenure? Yes: Land and Housing policy, Self</i>	Undertake reforms to give women equal rights to economic resources, as well as access to	State parties shall by 2030, review all policies and laws that determine access to, control of, and benefit from, productive	Implementation of all National laws on ownership of land & houses.	Women	Implementation of land and housing policy and all other initiatives in place.	Equally distributed land. land and housing policy which addresses gender issues.	Gender committee and Physical Planning committee	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>Help Housing Agency accessed by all including women, Turnkey housing scheme, House Improvement scheme</i>	ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	resources by women in order to: End all discrimination against women and girls with regard to water rights and property such as land and tenure thereof;	Percentage of women, men, elderly, youth and people with disabilities owing land and houses Number awareness campaigns and workshops to educate our people about Land Restitution Legislative Frameworks						
<i>What kind of consultation process exists in residential design? Holistic consultations of stakeholders through,</i>	By 2030, ensure access for all to adequate, safe and affordable housing and basic services and		Number of people who regained their land via land claim programmes	Women	Conducting of consultation and sensitization meetings with stakeholders	Well informed stakeholders	Environment Department , District Disaster Committee, Physical Planning Department, Land board	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>sensitization meetings with stakeholders.</i>	upgrade slums.								
			No. of consultative meetings. Percentage of women. Youths and PWDs attending consultative meetings	Women & Youth					
Water and sanitation									
Strategic objective: <i>To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services</i>									
<i>What services are currently being provided and at what cost? Water and sewer reticulation in high density areas, borehole</i>	By 2030, achieve universal and equitable access to safe and affordable drinking water for all	State parties shall by 2030, review all policies and laws that determine access to, control of, and benefit from, productive resources by women in order to: .End all discrimination	Number of women, men, youth, Elderly & People with Disability with access to human services and existing programs. Distance of human services from clientele, in the case of accessibility.	Women. Youths and PWDs	-mobilizing funds for new water and sewer works from community. -indulging in new energy generating projects .e.g. waste management - a mini research	-Access of water to rural communities -Reticulated residential areas. -clean environment	-Roads and works department. Environmental Health department, Water Utilities Cooperation Botswana Power Corporation	December 2018	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>repairs in all areas.</i>		against women and girls with regard to water rights and property such as land and tenure thereof.	Cost experienced by the clientele as per the poverty datum line.		based on measuring the accessibility of such services by the clientele.				
<i>What kind of consultation process has there been in the past? Participatory and holistic approach</i>	By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation , paying special attention to the needs of women and girls and those in vulnerable situations		Community Consultative meetings. Number of awareness programmes and workshops to educate them on the importance of sustainable livelihood through ecological interventions and safe public spaces.	Women, men and children	Educating the community on the importance of attending and participating in consultation meetings	-Healthy informed community &	Roads and works department, Environmental Health department, Water Utilities Cooperation	December 2018 April 2017	
<i>What is the percentage total coverage (urban and/or rural) of sanitation facilities? 78% both urban and rural</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Social development									
Strategic objective: <i>To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.</i>									
<i>What kind of work is/ has been done with women, men, youth, Elderly & People with Disability?</i> <i>Wellness activities in council caters for both men and women, Public Service Day Activities including sports, games involved both women, men and youth.</i>	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of outreach programs, designed and implemented in order to equip the target group with the knowledge that disability is not inability. Number of referral's made to relevant social support systems within Moshupa and externally.	Women, men ,youth, elderly and people with disability	-Carry out Public addresses -Carryout awareness campaigns and workshops to educate people on sustainable greening and safe public spaces Organise family health day, with different activities and sporting codes.	Educated Women, men, youth, elderly and people with disability on sustainable greening and safe public spaces.	Gender committee, Wellness committee, Environmental Health Department. Ministry of Youth Sports and Culture.	April 2017	
SEXUAL REPRODUCTIVE HEALTH, AND HIV AND AIDS AND WELL BEING									
Strategic Objective: Reduce the maternal mortality.									
<i>What is the Maternal mortality ratio?</i>		Develop and implement policies and programmes to address the	Maternal mortality ratio.	Pregnant mothers	-Recruitment of qualified staff in the health sector	Reduced maternal mortality	Primary Health Care Department(Ministry of Health)	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
No maternal deaths have been recorded in 2016		mental, sexual and reproductive health needs of women and men in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action.			<ul style="list-style-type: none"> -Deployment of Doctors and midwives to local clinics especially in rural areas -Provision of maternal care equipment in clinics - Liaise with health institutions to discuss the challenges, they may be experiencing in relation, to providing SRH services to pregnant women moreover those in rural areas. 				

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>What is the percentage of births attended by skilled health personnel?</i> 85%			Percentage of births attended by skilled health personnel	Pregnant mothers and their partners	Awareness campaigns Statistics collected and compiled	Reduced number of home deliveries. Reduced numbers of still births or other complications that may be caused by lack of skilled personnel.	Primary Health Care Department, Village Health Committee Gender Committee	April 2017	
<i>What is the coverage of iron -folic acid supplements for pregnant women</i> All the health facilities are offering iron supplements to pregnant mothers who registered for ante-natal care for free			Coverage of iron -quantity compared to demand and population of folic acid supplements for pregnant women -number of women booked for ante-natal-care. - percentage of women receiving iron-folic acid supplements	Pregnant mothers	-Procurement of iron supplements Collect Statistics and compile indicating the trend of women that have received folic acid supplements, and identifying the challenges that have left women	Increase in the number of pregnant women receiving iron folic acid supplements	Primary Health Care Department, Village Health Committee Gender committee	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
						lacking iron supplements.			
<i>What is the contraceptive prevalence rate?</i>		Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action.	Contraceptive prevalence rate and distribution.	Men, women, Youth who are sexually active	Carry out outreach programs, through the Kgotla sensitising the community at large about contraceptive and their benefits. Sensitising Kgotla and health facility meetings on family planning, and school talk and Public address	-Increased number of women enrolling for contraceptives.		April 2017	
<i>What is the met demand for family planning?</i> Family planning methods are accessible at			Met demand for family planning (percentage of women helped with family planning)	Men, women, Youth who are sexually active	-outreach meetings on family planning -Ensure accessibility of family planning	-Increase in the number of sexually active people receiving contraceptives.		June 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
all health facilities. Furthermore, condoms are accessible in all the parts of the district for free.					methods such as condoms, by placing them at community cites such as the clinics and Kgotla.				
<p><i>What is the Percentage of young people receiving comprehensive sexuality education?</i></p> <p>Through the school syllabus, all schools provide sexuality education. Morning talks target all who attend to all local health facilities including the youth. Health</p>			<p>Percentage of young people receiving comprehensive sexuality education.</p> <p>Percentage of students enrolling on programs such as peer associate</p>	Youths	<p>-Public talks</p> <p>-Sensitisation meetings and workshops for youths.</p> <p>-Formulation of PACT groups with primary, junior and secondary levels.</p>	<p>Increased in % number of young people receiving comprehensive sexuality education</p> <p>Number of youth oriented organisations within the schools.</p>	<p>Gender committee</p> <p>Primary Health Care Unit(DHMT), Districts AIDS Coordinator</p>	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Campaign in communities.									
Strategic objective: <i>Ensure health facilities are accessible to women</i>									
<i>How many mobile clinics are there currently? Which communities do these clinics service?</i> Currently the District has an arrangement of Mobile Clinics across the District in settlements far from health facilities.	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	State parties shall on issues relating to health, adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Number of clinics or mobile clinics exists in the local authority.	Women, men, children	-Continuous support of settlement communities with mobile health stop services.	Number of mobile health stops operational	Primary Health Care Unit(DHMT)	April 2017	
HIV AND AIDS AND CARE WORK									
Prevention									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Strategic objective: To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Local authority.									
<i>Does the local authority have gender disaggregated data on HIV and AIDS?</i> Yes	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	States Parties shall take every step necessary to adopt and implement gender sensitive policies and programmes, and enact legislation that will address prevention, treatment, care and support in accordance with, but not limited to, the Maseru Declaration on HIV and AIDS; SADC Sponsored CSW resolution on Women, Girls and HIV; UN Political	Statistics on HIV and AIDS and other diseases that are gender disaggregated and include youth, and people with disabilities. No. of gender aware campaigns No. of female condoms distributed	The whole community at large.	Carry out campaigns sensitising communities on HIV/AIDS prevention	A strong community with zero cases of HIV infections.	DHMT, Gender Committee, District AIDS Coordinator	April 2017	
<i>Do prevention campaigns emphasise differences in power relations between women and men?</i> Yes prevention campaigns emphasise differences			No. of female condoms distributed Percentage of females using female condoms	Men, women, youth	-Prevention campaigns -Sensitisation meetings	Well informed community	DHMT, Gender Committee, District AIDS Coordinator	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
in power relations between women and men		Declaration on HIV and AIDS.							
<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners?</i> Yes, campaigns emphasise the dangers of multiple concurrent partners				Men, Women, Youth	-Sensitisation kgotla meetings, -Carry out Public campaigns, - Distribution of educational materials to the community	Reduction in the number of people with Multiple concurrent partnerships	DHMT, Gender Committee, District AIDS Coordinator	April 2017	
Strategic objective: To run gender- aware prevention campaigns									
<i>Is the female condom available? If so where?</i> They are available in health facilities though they are utilised	By 2030, ensure universal access to sexual and reproductive health-care services, including for family	Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate	Provision of female condoms in government buildings, health facilities and NGO's	Men & Women Sexually active people	Requesting office space, where condoms could be placed for accessibility purposes. -Condom promotion	Established stakeholder relationship in various offices and community structures, within government, parastatals and non-governmental organisations.	DHMT, Gender Committee, District AIDS Coordinator	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
at a low rate.	planning, information and education, and the integration of reproductive health into national strategies and programmes.	and affordable quality health care.			awareness meetings				
			number of female condoms(boxes) distributed	Men & women Sexually active people	Ordering condom packages from suppliers.	Increase in condom distribution and use	DHMT,Gender Committee, District AIDS Coordinator	April 2017	
			No. of collection points for female condoms	Men & Women Sexually active people	Dropping of condom packages. Conduct Trainings on	Increased condom distribution and use	DHMT,Gender Committee, District AIDS Coordinator	April 2017	
			Percentage of females accessing sexual and reproductive services	Men & Women Sexually active people	- female condom use Awareness meetings - outreach programs	Reduction in STIs, unplanned pregnancies and new infections	DHMT,Gender Committee, District AIDS Coordinator	December 2017	
			No. of clinics/organisations offering sexual and reproductive services	Men & Women Sexually active people	-Awareness meetings -stakeholder meeting between clinics and gender committee	Reduction in STIs, unplanned pregnancies and new infections rates.	DHMT,Gender Committee, District AIDS Coordinator	December 2017	

Strategic objective: To ensure that messages of generational sex and multiple partners are addressed

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<p><i>How has the local authority participated in awareness campaigns in the past? Has the local authority actively participated and promote the 16 Days Campaign in the past?</i></p> <p>Yes, through engaging in the 16 Days of activism activities and attending the commemoration.</p>	By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.	Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	<p>Number of awareness campaigns effectively conducted.</p> <p>No. of awareness campaigns attended by the Local authority.</p>	Men, women, boys and girls	<p>Organise activities, that honour the 16 days of commemoration.</p> <p>Commemorate 16 Days of activism and provide financial and material assistance</p>	Commemorations done Sensitised communities		December 2017	
<p><i>Are there any awareness campaigns in the local authority on the link between gender</i></p>	programmes.	Information on services available to survivors of gender based violence AND Laws on gender based violence	No. of awareness campaigns on the link between GBV, HIV and AIDS	Men, women and youth employed or volunteering within the Moshupa Sub District Council.	Implement HIV/AIDS awareness campaigns	Increase in the uptake of treatment, after the implementation of HIV/AIDS awareness campaigns.	Social and Community Development Department, Gender Committee, District AIDS coordinator.	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<p><i>violence, HIV and AIDS?</i></p> <p>Yes, Meetings or wellness days are normally covered to address HIV/AIDS related issues.</p>		provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.							
<p>Strategic objective: To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.</p>									
<p><i>Is PEP readily available at all health facilities? If not, at how many facilities is it available?</i></p> <p>PEP is available at health facilities only</p>	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of	States Parties shall, ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall	<p>Proportion of facilities providing PEP</p> <p>No. of health facilities offering PEP</p> <p>Percentage of women infected receiving PEP</p>	Sexual Violence survivors	<p>-Collecting statistics of women receiving PEP services, from 2016-2017.</p> <p>-Conduct Campaigns to educate women on PEP</p>	<p>-Increase in the number of health facilities offering PEP.</p> <p>-Increase in the number of women receiving PEP services.</p>	DHMT	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
	exploitation	include: a. emergency contraception; b. ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV; and c. preventing the onset of sexually transmitted infections							
Strategic objective: <i>To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.</i>									
<i>What is the % of men and women who go for HTS?</i>		Collect and analyse baseline data against which progress in achieving	Number of women and men counselled for HCT	Women and men	-HTS campaigns -awareness campaigns	Increase in the number of people who know their status. Increase in the number of women	Social Services Committee DAAC	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
		targets will be monitored.				and men who accessed HTS services.			
			Percentage of men and women tested for HIV	Women and men	-HTS campaigns	Increase in the number of people who know their status. Reduced number of HIV/AIDS related cases.	Social Services Committee DAAC	December 2017	
Treatment									
Strategic objective: <i>To address unequal access to treatment; especially inhibitions by men to accessing treatment</i>									
<i>What proportion of women compared to men access free treatment?</i>	Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the Internatio	Ensure universal access to HIV and AIDS treatment for infected women, men, girls and boys by 2030.	Free treatment access ratio Percentage of men and women on ART	PLHIV	Ensuring that all patients visiting a health centre receive treatment. Ensuring that drugs are always available at health centres. Sensitizing men and women to go for treatment	Equal access to treatment	District AIDS Coordinator, Department of Primary Health	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
	nal Conferenc e on Population and Developm ent and the Beijing Platform for Action and the outcome documents of their review conferenc es				when they fall ill				
Care									
Strategic objective: Ensure that the local authority addresses the gendered dimensions of care work									
<i>What proportion of care givers in the community are women?</i> Most Care givers are women	Recognize and value unpaid care and domestic work through the provision of public services,	State Parties shall, by 2030 develop and implement policies and programmes to ensure the appropriate recognition of the work carried out by	Number of women that are care givers.	Percentage of female care givers	Sensitising men on the issue that care work is for both men and women. Providing the necessary facilities for care work i.e. equipment	Motivated women care givers Men participating in care work	District AIDS Coordinator, Department of Primary Health	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>Do care givers receive any remuneration?</i> Caregivers give do not receive remuneration but they get incentives in the form of bags, t-shirts and allowances	infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	caregivers, the majority of whom are women, and to allocate resources and psychological support for caregivers as well as promote the involvement of men in the care and support of people living with HIV and AIDS	Number of care givers funded	No. of care givers receiving remuneration	Sourcing of funds from donors to incentivise caregivers Budgeting for the caregivers needs	Motivated caregivers	District AIDS Coordinator, Department of Primary Health	December 2017	
<i>What support do care givers receive?</i>			No. of care givers receiving support	Caregivers	Monitoring and evaluation of caregivers work	Effective care work	District AIDS Coordinator, Department of Primary Health	December 2017	
<i>Do care givers receive training? What kind?</i> Yes they receive basic palliative care training			Number of trainings conducted for care givers.	Caregivers	Recommend Heather Chimhoga and FACE Zimbabwe to do refresher trainings for caregivers	Trained caregivers	District AIDS Coordinator, Department of Primary Health	December 2017	
			No. of care givers trained	Caregivers	Recommend Heather Chimhoga and FACE	Trained caregivers	District AIDS Coordinator, Department	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
					Zimbabwe to do trainings for caregivers		of Primary Health		
<p><i>Are there any efforts to involve men in care work?</i></p> <p>There is equal opportunity for men and women to volunteer for care work</p>			-Number of awareness campaigns conducted				District AIDS Coordinator, Department of Primary Health	December 2017	
			-Number of dialogues held with men specifically on importance of care work. Percentage of male care workers	Men	-Dialogues with men	Increase in the number of male care workers	District AIDS Coordinator, Department of Primary Health	December 2017	
ENDING GENDER BASED VIOLENCE									
Prevention									
Strategic objective: To contribute to the SADC Gender Protocol target of reducing current levels of gender violence by 2030.									
<p><i>What are the current statistics on GBV in the local authority?</i></p>	Significantly reduce all forms of violence and related death rates	State Parties shall by 2030 adopt integrated approaches, including institutional cross sector structures,	Existence of National/provincial and local action plans to end GBV	Community	-Compilation of local action plan to end GBV -coordinate activities intended to sensitise communities	Local action plan done and adopted	Gender committee Council management	December 2016	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
	everywhere.	with the aim of eliminating current levels of gender based violence.			on gbv(workshops, meetings)				
			Proportion of budget allocated to the GBV implementation of plans	Stakeholders and council management	-Allocation of budget to implementation of GBV plans	-GBV activities implemented in the district -decrease in the number of GBV cases	Gender committee	April 2017	
Public awareness campaigns									
Strategic objective: To educate communities to challenge and eradicate gender based violence.									
<i>How has the local authority participated in awareness campaigns in the past?</i> Educating communities through kgotla meetings, ran workh0ps for stakeholders and during school talk, <i>Has the local authority actively participated and promote</i>		States Parties shall, review, reform and strengthen their laws and procedures applicable to cases of sexual offences and gender based violence.	Number of campaigns conducted	Men, Women, Youth, Elderly, People living with disabilities, PLHIV	-Conduct Awareness campaigns - Commemorate 16 Days of Activism. -Distribution of IEC material	-No of participants reached -Decrease in GBV cases	Gender committee	December 2016	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<p><i>the 16 Days Campaign in the past?</i> Yes, During the Council Monday and Wednesday morning staff sessions teachings are carried out.</p>									
<p><i>Has the local authority in anyway provided gender awareness education programmes to men and women?</i> Yes, kgotla meetings were done for men and women</p>		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	<p>Number of gender awareness programmes run.</p> <p>Number of men that attended.</p> <p>Number or women that attended.</p>	Men and women	-Gender awareness programmes	<p>-Decrease in GBV cases</p> <p>-Increase in the number of men attending gender activities</p>	Gender committee	December 2017	
<p>Response Strategic objective: To implement actions that are effective in responding to GBV in your local authority</p>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>To what extent has the local authority promoted the economic development of women to reduce their reliance on others to support themselves?</i> Council has funded training of 20 gbv survivors on entrepreneurship skills and business planning.	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking of persons and sexual and other types of exploitation	Put in place harmonised data collection mechanisms to improve research and reporting on the types and modes of trafficking to ensure effective programming and monitoring.	No of life skills and economic development workshops for survivors of GBV.	-Survivors of GBV	-Life skills and development training workshop	Survivors of GBV who are empowered	Gender committee, Gender Links	March 2016	
<i>What is the state of street lighting in the local authority?</i> Council has erected street lights in part of		By 2030, enact and enforce legislation prohibiting all forms of gender based violence.	Number of areas with electricity	Men and women	-Connection of street light in Moshupa village	-Street lights operational -Safe and secure community	Gender committee. Physical planning, Roads Department	December 2017	
		State Parties shall develop strategies to prevent and	Number of strategies developed to prevent and	Stakeholders	-Develop strategies to prevent and eliminate all	- Guided implementation of programmes to prevent and	Gender committee Physical planning,	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Moshupa village, the planned bus rank in construction process will also come with street lights.		eliminate all social, cultural and harmful practices, such as child marriages, forced marriage, teenage pregnancies, and female genital mutilation.	eliminate all social, cultural and harmful practices		social, cultural and harmful practices	eliminate all social, cultural and harmful practices	Roads Department		
Support									
Strategic objective: To implement a plan and actions that supports survivors of GBV.									
<i>What steps has the local authority taken to economically empower women who have experienced GBV?</i> Out of the 20 gbv survivors trained on entrepreneurship, council managed to support one			Number of survivors that have been: <ul style="list-style-type: none"> Trained as emerging entrepreneurs Able to secure business funding through local authority interventions Able to secure business 	-GBV survivors	Identify GBV survivors and secure business opportunities for them	GBV survivors receiving business opportunities	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
with laundry project through poverty eradication, one is awaiting funding while others will continue to be considered for funding.			opportunities from local authorities. <ul style="list-style-type: none"> Able to secure affordable places to trade. 						
<i>Are any of the police stations within the local authority equipped (private room, female officers etc.) to deal with cases of GBV?</i> They are well equipped and female officers are available, in Moshupa		State Parties shall, by 2030, review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence to eliminate gender bias.	Percentage of referred cases of sexual and gender-based violence against women and children that are investigated and sentenced.	Perpetrators of sexual and gender based violence	-follow ups on reported cases	Perpetrators of sexual and gender based violence investigated and sentenced	Gender committee	December 2017	
		Ensure justice and fairness are accorded to survivors of gender-based		Perpetrators and survivors of sexual and gender based violence	-follow ups on reported cases	-Counselling provided to both perpetrators and survivors	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
Police station there is a Gender focal person who handles such issues.		violence in a manner that ensures dignity, protection and respect				-Perpetrators of sexual and gender based violence investigated and sentenced			
<i>How many places of safety and care are there within the local authority?</i> No place of safety with the Sub District. Survivors access counselling services from council social workers.		By 2030, State Parties shall establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender based violence.	Number of counselling centres for survivors of gender based violence	GBV survivors	-Ensure GBV survivors are put in places of safety and care where they are available -Sensitisation meeting	-GBV survivors assisted in places of safety and care -Decrease in GBV cases	Gender committee	December 2017	
<i>How many counselling facilities are there within the local authority?</i> Council has 9 social			Number of counselling facilities for survivors of gender based violence	GBV survivors	-Offer counselling services frequently	-Increase in the number of GBV survivors receiving counselling services	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
welfare stations with the sub district where service is offered.						-Accessible counselling centres			
Strategic objective: To ensure information on support to GBV survivors is accessible.									
<i>What publications and information exists on where to get help, and how is this being disseminated currently?</i>		State Parties shall by 2030; Provide accessible information on services available to survivors of gender based violence.	No. of Information Centres established and equipped with appropriate publications and information. Percentage of population accessing information centres	Men and women	-Develop and disseminate IEC materials on gender -Equip information centre with gender IEC materials	Increase in the number of people accessing information on gender	Gender committee	December 2017	
Coordination									
Strategic objective: To ensure that efforts to address GBV are conducted in a coordinated manner									
<i>Is there a multi sector committee for</i>		Adopt integrated approaches, including	Number of committee established to address GBV	Stakeholders	-Conduct gender meetings.	GBV issues in the district addressed	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>addressing GBV in the local authority?</i> Yes, we have a gender committee comprising of different stakeholders.		institutional cross sector structures, with the aim of reducing current levels of gender based violence half by 2030.	Anti-GBV district Task Force in place	Stakeholders	-Establish GBV Task Force comprising of different stakeholders.	GBV issues in the district addressed	Gender committee	December 2017	
			No. of meetings of the Anti-GBV Task Force	Stakeholders	Conduct Anti-GBV taskforce meetings	GBV issues in the district addressed	Gender committee	December 2017	
Budget allocation									
Strategic objective: To ensure that Local authorities commit budgets and resources to addressing GBV									
<i>Is there a budget line for addressing GBV in the Local authority?</i> Yes		Ensure gender sensitive budgets and planning, including designating the necessary resources towards initiatives aimed at empowering women and girls	Gender Responsive Budget in place	Men and women	Budget for GBV issues	GBV issues in the district addressed	Gender committee and Council management	April 2017	
Monitoring and evaluation									
Strategic objective: To ensure that efforts to address GBV are monitored and evaluated									
<i>What documents on GBV are used by your</i>	By 2020, enhance capacity-building	Collect and analyse baseline data against which	No. of Anti-GBV publications available.	-Community at large, Stakeholders	-Conduct Capacity building	Effective implementation of GBV activities	Gender committee	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<p><i>local authority to inform evidence based programming?</i></p> <ul style="list-style-type: none"> -the constitution -Anti GBV Act -National gender policy -General Orders -HIV/AIDS Policy -Children's Act of 2009 -Disserted Wives Act -Matrimonial Causes Act. 	<p>support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics</p>	<p>progress in achieving targets will be monitored.</p>	<p>Percentage of people accessing and aware about Anti-GBV Act or bi-laws in place</p> <p>No. of capacity building trainings on GBV held.</p> <p>Readily available sex, age and disability disaggregated statistics on GBV</p>	<p>and council staff</p>	<p>training on GBV</p> <ul style="list-style-type: none"> -Address kgotla meetings 				

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
	tics relevant in national contexts								
Best practices									
Strategic objective: To showcase best practices to end GBV									
Has the local authority ever showcased GBV case studies at GL Summits or other platforms? Yes			No. of GBV case studies showcased at GL summits	Gender Committee	-Carrying out projects on ending gbv -Show casing GBV case studies at GL summit	Case studies shared	Gender committee	December 2016	
			No. of summit entries mobilised	Gender Committee	Mobilise gbv projects to showcase at at GL summit	Case studies shared	Gender committee	December 2016	
VISIBILITY AND COMMUNICATIONS									
Strategic objective: To give visibility to the COE process and to the local authority's commitment to advancing gender equality.									
Is the local authority's COE status visibly displayed? Yes: Through participating in gender links project activities and community		State Parties shall by 2030, ensure that women and men can equally access and afford ICTs including internet and hardware	Visibility of COE status	Women, man, youth ,Elderly & People with Disability	To continue doing talks at different forums Develop IEC material such as website, banners, pamphlets	COE status visibly displayed	Gender Committee, IT unit, council management	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>workshops and projects at grass roots level i.e 16 days of activism,kgot la meeting, staff address</i>									
<i>Is the local authority's website linked to the COE page and vice versa? No. Council is in the processes of linking it to COE.</i>			<i>Website links available.</i>	Women, man, youth ,Elderly & People with Disability	<i>Link council website to the COE page and vice versa?</i>	<i>Website linked to COE.</i>	Gender Committee, IT department	December 2017	
<i>Is the local authority an active member of the Community of Practice?</i>		Build/ strengthen the capacity of media practitioners and the general public to enhance their awareness on gender	<i>Membership of the CoP and extent of participation</i>		<i>-Develop database for stakeholders Run stakeholder meetings and workshops on gender equality</i>	<i>-Have database for stakeholders</i>	Gender Committee	April 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
		equality in communication and information, including through social media							
<i>No of case studies presented at summits? 3 Case studies namely Climate change, gender based violence and COE.</i>			<i>No of case studies presented at summits, and no of different categories these are presented in</i>		<i>To Present case studies on the on different categories at summits</i>	Increased number of case studies presented at the summit.	Gender Committee	December 2016	
GENDER MANAGEMENT SYSTEM									
Gender structures									
Strategic objective: To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.									
<i>Has any work been done in the establishment of structures?</i> Yes only the Gender committee	Promote peaceful and inclusive societies for sustainable development	Establish and strengthen structures to enhance gender mainstreaming	Structure in place for gender machinery Gender standing committee	Moshupa Sub district community; Men Women Youths People living with disability	Allocate adequate resource for the established committee to be sustainable.	-Functional, effective gender structures, -Compile Committee Minutes	Council Gender Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
was established and involvement of other stakeholders.	nt, provide access to justice for all and build effective, accountable and inclusive institutions at all levels								
<i>Is the Gender Management System known, has it been publicised?</i> Yes it is known and it has been publicised through full council meetings, Ward meetings, Gender sensitization meetings and consultation meetings.			Functional gender committee	Moshupa district community; Men Women Youths People living with disability	Increasing awareness through Gender sensitization meeting.	Knowledgeable community,	Council Gender committee, Council employees	2017	
<i>Is there a committee in the local authority</i>			Gender balanced committee in place	Moshupa Sub district council has a both; Men and	Mobilise resources for the gender committee.	Records of minutes, Gender sensitive plans and policies	Gender committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
<i>responsible for gender?</i> Yes, council has a fully-fledged gender committee which operates like any other committee of council				Women.					
<i>Has gender been written into the performance agreements of senior managers and GFP?</i>			HR records showing performance agreements of senior and junior officials	Council executive	Ensuring that gender is included in performance agreements of all senior managers.	Performance agreements of senior executive.	Council executive	2017	
Budget, monitoring and evaluation									
Strategic objective: To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.									
<i>Does sex disaggregated data exist? Is it applied?</i>		Ensure gender sensitive and responsive budgeting at the micro and macro levels, including	Tools in place to monitor gender equality Gender specific database on services	Moshupa Sub district community; Men Women Youths	Maintaining sex disaggregated data for monitoring and evaluation to	-Gender disaggregated data. -Have budget for gender activities.	Data capturers	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
		tracking, monitoring and evaluation.	mandated to the local authority	People living with disability The elderly	ensure that gender equality is being strived for.				
Strategic objective: <i>To ensure that resources are being allocated to gender priorities.</i>									
<i>Are there direct or budget allocations for advancing gender equality?</i> Yes. Council budgeted for gender activities to support gender equality.		Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	Specific budget for gender towards advancing gender equality	Moshupa Sub district community; Men Women Youths People living with disability	Carrying out activities that are gender related	Gender responsive budget	Gender Committee and council management	2017	
<i>Do women and men benefit equally from budget allocations?</i> Yes they benefit equally since council give project to			Percentage of total budget allocated to gender activities/projects	Moshupa Sub district community; Men Women Youths People living with disability The elderly	Implementati on of the Gender responsive activities	Gender Committee	2017		
			Percentage of women benefiting from	Women, men, youth	Ensuring that women are consulted	Have gender specific budget in place	Gender Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET US\$
both men and women.			budgetary allocations		and also participate during budget consultations				