

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
BOTSWANA
COUNCIL: MOSHUPA SUB-COUNCIL



DATES: 20 - 22 SEPTEMBER 2010



Table of contents		Page
Overview		3
Workshop discussions		4
Challenges		5
Conclusions		6
Recommendations		6
Annexes		
Annex A:	Workshop programme for Moshupa Sub Council	8
Annex B:	Workshop participants list for Moshupa Sub Council	10
Annex C:	Gender Action Plan for Moshupa Sub Council	17
	Gender based violence action plan for Moshupa Sub Council	42
Annex D:	Message and slogans for gender based violence (Moshupa Sub Council)	48
Annex E:	Workshop evaluation for Moshupa Sub Council	56
Annex F:	Gender and Local Government Summit and Awards Concept Paper	61

Overview

The gender and gender based violence action plan workshop for Moshupa Sub-Council took place from 20-22 September 2010 and the purpose of the workshop was to popularise the SADC Protocol on Gender and Development in all the local districts in Botswana and develop local gender and gender based violence action plans that will be rolled out in the respective local councils.

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

Welcome remarks were made by Senior Assistant Council Secretary, G.M. Nyathi. The workshop was officially opened by Sub Council Chairperson Hon. Lentswe Mosanako. A vote of thanks was done by District Officer, Mrs. G. Modise. Among other officials present were BALA officials Hon. Cllr. P.C. Manthe and Ms. Ludo Matshameko and Gender Links staff members.

Objectives

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

Process and activities

Workshop content

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

Participants

The participants were made up of councillors and staff from Moshopa Sub-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, the BALA Programme Managers, P.C. Manthe and L. Matshameko, and, who were trained by Gender Links in Johannesburg as part of a training of trainers to facilitate the course.

Discussions

SADC Protocol on Gender and Development

Participants have heard about the SADC Gender Protocol in the news but not in detail and some of the councillors said they were not informed even during the drafting stages of the protocol. Some councillors even said that some of the instruments signed internationally by Government of Botswana; they were not aware of.

The participants were taken through the summarised SADC Protocol on Gender and Development articles (pamphlet) and through this exercise, the participants realised that Botswana has not signed the SADC Protocol. Issues in the protocol such as HIV/AIDS, Education and Training, Media and Gender Based Violence are critical of concern in Botswana and are also addressed in the Six Critical areas of concern which were discussed at the Beijing World Conference held in 1995 in Beijing China. A DVD on the Gender Protocol was shown and this gave some in-depth understanding about the protocol and other views of why other governments and Botswana in particular have not signed, and the views of the Attorney Generals of Botswana and Mauritius.

The Gender Links' coordinator informed the participants on the consultative meetings with the Minister of Labour and Home Affairs by the Alliance and Gender Links as an effort to advocate and lobby for signing. The participants were also informed that government of Botswana complains of mandatory language and that since the protocol is a legal binding document and cannot be signed with reservation it is not ready to sign at this point in time.

Gender Based Violence

The participants were divided in groups and given questions to answer as to whether there is gender based violence in Botswana, what types of violence are taking place and shared their views on this. In responding the participants condemned the so called 'passion killings', which are common in Botswana. The facilitator then briefed the participants about other forms of violence such as defilement and incest, which are also practised in Botswana. The GBV exercise was one of the exercises in which participants interacted very actively.

The facilitator then informed the participants that the SADC Protocol calls to half gender based violence by 2015. The participants were further briefed on the 16 Days of Activism on Violence Against Women and Children Campaign and that it is recommended that Gender Based Violence is addressed 365 Days a year. Participants were shown the "At the Coal Face" DVD and given opportunity to interact through discussions. After that a gender and GBV action plan was developed.

Networks

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

Southern Africa Local Government and Gender Justice Summit and Awards

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

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 the topics;
- Councillors felt that there is a need to increase workshop days.

Outputs

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

Outcomes

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

Conclusion

At the end of the workshop, the councillors agreed that they need to continue learning 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 for the councillors to understand gender issues, as they represent the electorate 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, see the composite workshop evaluation at **Annex E**.

Recommendations

- Council will mainstream gender into their planned wards consultative meetings;
- Information learnt should be disseminated to the electorates at ward consultative meetings;
- The dissemination of information learnt in the workshop should be done at the individual families and departmental levels with family members and colleagues respectively;
- Council will come up with activities on ending GBV;
- Develop a networking strategy with other councils to drive the education further to the people;
- To request the Minister of Labour and Home Affairs to address full councils on why Botswana has not yet signed the protocol and progress made so far in respect to the protocol.

Way forward

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

Annexes

Annex A: Workshop programme

TIME	ACTIVITY	WHO
DAY ONE		
8:00 - 8:30	Registration	Gender Links
	Prayer	
	Introduction	
8:30 - 8:45	Welcome Remarks	Senior Assistant Council Secretary, G.M. Nyathi
08.45 - 09.00	Official Opening	Sub Council Chairperson Hon. Lentswe Mosanako
09.00 - 09:10	Vote of thanks	District Officer, Mrs. G. Modise
09.10 - 09:30	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
9:30 - 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	Hon. Cllr. P.C. Manthe, Project Officer BALA
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	Mrs. L. Matshameko, BALA Projects Manager
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	Mrs. L. Matshameko, BALA Projects Manager
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	All Facilitators

TIME	ACTIVITY	WHO
	Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	
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	Ms. Ludo Matshameko
	DEPARTURES	

Annex B: Workshop participants list

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
1. Benjamin Magodi	M	Moshupa Sub District	72258030		
2. Johnson Monare	M	Moshupa Sub District	71688948		monarejmc@yahoo.com
3. Kgopolo Ramosesane	M	Moshupa Sub District	72146252		
4. Dinko K Lodi	M	Moshupa Sub District	75201580		
5. Leon Phiri	M	Moshupa Sub District	71523552		
6. Pearl P Rakgabo	F	Moshupa Sub District	71673683		
7. Dankie B K Ramasire	F	Moshupa Sub District	74290450		dankienissi@yahoo.com
8. Kenalemongwe Mopipi	M	Moshupa Sub District	71606124		
9. G T Sethibe	M	Moshupa Sub District	71645204		
10. A Dibeela	M	Moshupa Sub District	71664766		
11. S Nkomana	F	Moshupa Sub District	74322481		
12. D Habana	M	Moshupa Sub District	71271337		
13. K Gotsilewame	M	Moshupa Sub District	72939416		
14. N M Lekoba	M	Moshupa Sub District	72151312/71604666		
15. L Mosanako	M	Moshupa Sub District	71664773		
16. Peter A Sethibe	M	Moshupa Sub District	71834040		
17. Tefo Clifton Taunyane	M	Moshupa Sub District	71863304		Tctaunyane76@yahoo.com
18. G Sobatha Lelatlhego	F	Moshupa Sub District	72175955/5449270	5449296	sobatha@yahoo.com
19. G C Maswabi	F	Moshupa Sub District	71288050/	5449296	
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21. E Ramorula	F	Moshupa Sub District	71669912	5449296	Ellenramorula@yahoo.com

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
22. K Sehurutshi	F	Moshupa Sub District	72276930	5449296	ksehurutshi@gmail.com
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24. S R Tlhagopi	M	Moshupa Sub District	71638055	5448084	tlhagopi@yahoo.com
25. K Gola	M	Moshupa Sub District	71796759	5449296	
26. L Fidzani	F	Moshupa Sub District	5449250	5449296	Lf6053@gmail.com
27. M J Mogotsi	F	Moshupa Sub District	5447052	5449296	
28. G M Nyathi	F	Moshupa Sub District	5449260	5449296	gabobofane_nyathi@yahoo.co.uk
29. J Lekula	M	Moshupa Sub District	5449260	5449296	
30. Vincent O Galatlhwe	M	Gender Links	3188250	3188251	gvincentonthusitse@yahoo.com
31. G N Masie	M	Moshupa Sub District	72714943/5449270	5449296	
32. B Modise	F	Moshupa Sub District D A	72748075/71328089	5449296	
33. A N Motsewabeng	F	Moshupa Sub District DHMT	5449338/71687770	5449296/5449167	
34. D S Mangole	F	Moshupa Sub District Supplies	71281272	5449296	dmangole@gov.bw
35. B N Disele	M	Moshupa Sub District	71861421	5449296	bdisele@gmail.com

Attendance statistics by gender

Females	14	40%
Males	21	60%
TOTAL	35	100%

Annex C: Gender Action Plan for Moshupa Sub Council

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
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.	Politicians, GL, Emang Basadi and Media	What is the % of women councillors in the council? The percentage is 18%	What is the target % increase women's representation? We target to have a 32% increase for women	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Politicians and NGO's	What is the % of women in the different political parties? Where they are usually placed on the party list? Is 60% and usually on administrative duties	What is the target % increase women's representation in political parties? We intend to have 50% in decision making positions	2014	
	Engage with Traditional Authorities on women's representation in local politics.	Emang Basadi, Politicians and WAD	Has any such engagement taken place? Yes it has taken place	What is the target – how many meetings? How will success be measured? We target both men and women and it will be done on quarterly basis and the results will measure success	2014	
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.	Political Parties	Do any such statistics exist currently? There is no statistics	Sex disaggregated statistics on women in leadership positions in local government. Women to have increase	2010	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Take measures to ensure equal representation of women in leadership positions in council.	Emang Basadi, NGO's, WAD	What is the % of women in leadership positions in the council, i.e. Chairperson/ vice chair of council and on committees? It is at 5%	To increase the percentage increase of women in leadership position	2015	
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.	Political parties, NGO's, Emang Basadi, WAD	What kind of awareness rising has been or is being done in this regard? Engagement of NGO's, Emang Basadi and WAD	What is the target – who to target, how many people, which communities? Educate voters, women, community at large	2014	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Political parties, GL, teachers	Has any such engagement taken place to date? No it has not taken place	How will success be measured? Through percentage increase	2015	
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)	Emang Basadi, GL, WAD	Is there a multi party women's caucus? Women's wing	Multiparty women's caucus established	2011	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political leaders	Do any such grooming programmes exist within political parties? Not existing	What is the target – how many women groomed over what period? We target women and we have not groomed any	2012	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Network with regional and international women's caucuses	Political parties, NGO's, WAD	Has any such networking been done in the past NGO's	What is the target? How many networks established?		
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	NGO's	Has there been a skills audit? What kinds of skills exist? No there has never been any skills audit	Data on the specific skills of councillors. The target is both men and women councillors and the staff	2011	
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	Emang Basadi, WAD	What training has already been done? Gender and local government workshops	What is the target % increase in level of participation? How will this be measured? Target number of courses attended by councillors? To have 50% of both men and women	2011	
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Councillors	What are the current rules in this regard? There is nothing at the moment	What is the target? Councillors who do not know the language	2011	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	Government officials	Is there currently an induction programme? How does it target women? Is it gender sensitive? Yes the programme exists both women and men and it is not gender	What is the target? How many councillors trained? How often? Men and women before councillors trained once in five years	2014	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			sensitive			
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Gender links, BALA, WAD	What training has already been done – how many men participated? Gender and local government workshop where 18 men participated	Target number of male councillors and officials who participate in gender training? 30		
	Gender dialogues with male Councillors and officials, including community leadership	NGO's WAD	Have any dialogues with male cllrs been held? There is no dialogue	Target number of gender dialogues eg. one a month? No dialogue	2014	
Community mobilisation						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	NGO's	What data exists on the community currently? There is no existing data	Gender disaggregated data on the community. both men and women	2011	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.		What are the current statistics on public participation/ participation in public meetings? There is no statistics on public participation	How will this be measured?		
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as	Councillors, NGO's WAD	What information currently exists? In what languages? There is basic information with	What is the target? What information, how many languages? The community at large	2010	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS		language not designed to suit the entire community			
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	WAD, Emang Basadi	What are the gender disaggregated stats on the consultative meetings?	What is the target number of specialised participation exercises to take place? To have at least 50% of women	2011	
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	GL	Have any workshops been conducted with men's groups? There is nothing at the moment	Target number of workshops held with men and target groups reached? Did not hold any workshop		
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	GL	Has any review of council's publications been done? No there is nothing a the moment	Gender aware publicity materials. The community at large	2011	
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.	NGO'S, Ministry of Education	What kind of coordination is currently in place? There is nothing in place	What is the target The target is children	2011	
	Review pre-primary and kindergarten fees to make them more	Council and parents	What is the current fee structure? Not aware of the fee	What is the target?	2011	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	affordable; and facilitate better access for disadvantaged children.		structure			
	Ensure pre-primary education is policy compliant	Council	Is pre-primary education currently policy compliant	Policy compliant pre-primary education		
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.	Physical planner, roads engineer, tribal admin, VDC, land board	How many streets are named? How many require naming? Currently no streets are named with 21 streets that require naming	What is the target? How many streets named by when? To have 21 streets named	2011	
	Lobby businesses to assist people in need.		Has any such support been offered in the past?	Which business should be targeted? How many?		
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires.	Police D.C, Sandcd, Kgosi, Fire department,	What kind of education has been done in the past? There is nothing done yet	What is the target % reduction in the number of people who lose their homes due to fires? No statistics		
	Train community members on how to handle emergencies, including first aid.	Red cross, police nurses.	Has any such training been given in the past? Yes it has been done	Who should be targeted? How many people, how often, which areas? Community with 50 per cluster annually, all clusters in moshupa	2011	
To ensure that building control measures are	To provide critical information,	Physical planner, environmental health,		Community with 80% compliance for all new	2011	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
enforced, in particular are well informed on the process	particularly for women, on building and construction in order to ensure safety	architecture and building		structures		
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.	HR, SACS, Administration	What are the current statistics of women and men employed by the council? We are not aware of the statistics	What is the target? How will it be monitored? HR to give the statistics on men and women employed quarterly	2011	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	HR, Admin, SACS, Sandcd, VDC	What are the unemployment figures? What proportion of women to men are unemployed? Statistics is not known	What is the target % increase in women employed?	2011	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	Finance and development planning, sandcd, sac, councillors	Does any such vote item exist? Ye it exists but is currently not allocated funds	What is the target?	2012/13	
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD, Sandcd, councillors	What kind of information exists on employment opportunities for women? There is no information on this	What is the indicator? How will this be measured?	2013	
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	CSO	Is there any data on unemployment levels? No	Availability of gender disaggregated data.	2013	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To promote equal representation of women in the tourism industry and commercial agriculture	Facilitate development and entry of women into the tourism industry and commercial agriculture		What is the representation of women in the tourism industry?	What is the target % of men and women participating in the tourism industry?		
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.	Admin, councillors, supplies, Sandcd	Does any information or support exist for women in this regard? No	What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women? 50% of tenders awarded to women	2011	
	Implement and monitor quotas for women for the awarding of council contracts	LAPAD Secretary	What are the current statistics? Is there a point system, ie. How many points are awarded for gender, should this be increased?	What will the quota be? How will it be monitored?		
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	SACS, Lapad secretary, councillors	How many women sit on the tender board at the moment? 5 women and 5 men	.	2011	
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.		Do any such incentives exist?	What is the target?		
Poverty eradication						
To develop a gender sensitive strategy to	Lobby for the mainstreaming of		What are the current poverty statistics? What	What is the indicator? How will this be measured?		

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
address the high levels of poverty that affect mainly women.	gender in the national poverty reduction strategy.		% of women live in poverty? Is there any kind of poverty eradication strategy in place?			
	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.		Has any kind of assessment been done in the past?	Assessment results		
	Facilitate improved access to social grants, including food security nutrition		What kind of access do women have to social grants at the moment? What are the stats?	What is the target increase in the number of women accessing social grants?		
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	Sandcd, Land board, Agriculture	What types of income generating activities are already being facilitated and with what kind of success? 13 projects, tswana fowl, small stock, bee keeping horticulture	What is the indicator? How will this be measured? Number of women exiting social welfare programmes	2012	
	Liaise with and support CBOs and NGOs already working with poor households.	Sandcd, District commissioner, tribal admin, VDC's	What kind of support is being provided for NGO's and CBO's currently? Council through sandcd	How will this be measured? Number of poor households assisted by the CBOs and NGO's and 10 per year		
Business support						
To enhance women's	Link women's small		What is the proportion of	What is the target %		

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
participation in the business sector, particularly in big business where they are poorly represented	businesses with opportunities in the value chains of growth sectors.	Trade and industry cooperatives	women to men in the business sector?	growth?		
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	Economic planner, sandcd councillors, CEDA, lea	Does such information exist? Yes	How will this be measured? Number of partnership engaged in community trust	2012	
	Encourage public and private business partnerships with all stakeholders	Sandcd, economic planner, councillors	Are there any such partnerships? Has anything been done in this regard? pa	What is the target number of partnerships to be formed?		
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.		Is there any existing skill development and business support for women?	What is the target number of women to be empowered by training and support?		
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.	BEDIA	Does any support exist form women-headed companies currently? No	What is the target number of women-headed companies to be formed? How will support be measured?		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	LEA	Has any such mentoring been undertaken before? No	What is the target? How many small enterprises mentored?		

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Informal sector						
To promote equal access to markets.	Link women to investment opportunities	Sandced, Agriculture community	What are the statistics of women in the informal sector? No statistics	What is the target number of new formal businesses to be formed? NIL		
	Integrating women with partnerships, joint ventures etc.		How have women been integrated in partnerships and mergers? There is no information on this	What is the target% increase of women in partnerships? Not known		
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	Physical planner	Does any such data currently exist? No it does not exist	Gender disaggregated data on housing. Collect data from the land board	2010	
	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)	Physical planner and gender links	Do any policies exist to ensure women's access to land? No there is nothing on this	What is the target increase in the number of women owning land? We target to have a 10% increase	2010	
	Ensure gender balance on housing committees; and lobby for a quota for women	Housing committee council	How the housing committee is currently constituted? There are 4 women and	50% of the housing committee should be women. The committee is gender		

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			3 men	balanced		
	Increase the range of housing and land options available to poor households; including subsidies for poor women	SHHA, Sandcd, Housing committee	Previously there was no land tenure for women and this still exists in some areas under chiefs	What is the target increase in the number of women owning land? To have a 50% increase in women owning land	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.	SHHA, Sandcd housing committee	Has any kind of assessment of living environments been done? Yes it has been done	How will this be measured? Customer satisfaction survey? statistics	On-going	
	A policy on low-impact economic activities to be undertaken from dwelling units.	Commercial	What are the current regulations in this regard? Policies are under consultation	How will this be measured?	On-going	
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	Sandcd, SHHA committee	What information exists on women and housing? Is there existing material that can be used regarding policies and subsidies? There is no information existing on women and housing	How will this be measured? Numbers of men and women having access to housing subsidies	2010	
	Disaggregate and capture existing data; a mechanisms for continuous data capture	SHHA, Sandcd	What are the stats on housing subsidies, which accesses them? SHHA sub council have statistics and access them	Gender disaggregated data and statistics It stands at 50%	2010	
	Audit housing plans.	Auditors and audit committee	Have any audits been done in the past? No they have not been done	Audit		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Housing committee and sub council	Has any policy review taken place? No it has not taken place	How will this be monitored? If there is a task committee for this	2011	
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.	Dept of roads and transport	Lack of statistics and data for public transport users – are there any statistics in this regard? No there is no statistics on this	Statistical data Is not available	2011	
	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 roads and transport	What studies have been done in this regard? Has any regulation been done? No there is nothing done yet	How will this be measured? Police statistics? What is the target %decrease in violence? There is no statistics available	2011	
	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.	DTRP, Transport and Traffic police	What kind of policing is there currently? How is taxi's currently registered? How often do they go for roadworthy tests? Check points by the police .Taxis are registered through DTRS	What is the target % decrease in violence/ accidents/ deaths? How often should taxis be roadworthy? To reduce the violence by 50% and taxis should be road worthy in six months	2012	
	Taxis should be made safer, including eliminating transport pirating	DTRS and traffic police	What kind of safety features do taxi's currently have? Seat belts	What is the target? Introduce mini buses to enhance competition	2011	
	Pedestrian safety,	VDC and Community	What are the current	How will this be measured?	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	especially in informal settlements.	at large	statistics on pedestrian safety? There is no statistics	Police statistics? What is the target % decrease in pedestrian fatalities? To have the facilities reduced by 50%		
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	Transport and DRTS	What data currently exists? Number of drivers with the PSV	What is the target? To increase by 50%	2015	
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.	Emang Basadi, VDC and councillors	Are there any female taxi owners or drivers? Yes they are there	What is the target % increase in women taxi owners and drivers We intend to increase it with 50%	2015	
Water, sanitation and electricity						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	Water utilities and water affairs, BPC	Has any assessment been done in the past No there has never been assessment	What is the target/ timeframe in which to do this? 80% increment	2016	
	Provide affordable services to poor households.	Sandcd	What services are currently being provided and at what cost? Water	What is the target? To build them electrified houses	2016	
	Council to provide subsidies for those who cannot afford	Sandcd, SHHA, electrical department	What is currently being done to help the poorest people to get access to basic services. Build them houses, give them food and water, pay school fees for their children	What is the target? 100%	2016	
	Create jobs through	Sandcd, WAD, LAPAD	Are any women currently	What is the target number	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	awarding tenders, community projects, cash for work and training for women in this sector.		being employed in this sector (numbers and comparisons)? No there are no women in this sector	of women to be employed in this sector? 50% of women to be employed		
	Ensure that women are consulted prior to the provision of services.	Sandcd, Emand Basadi, task force to be initiated	What kind of consultation process has there been in the past? There is nothing in place	What is the target? To use structures that we have been using .e.g. kgotla meetings for consultation	2011	
	Align services to the needs of women.	WAD, Sandcd	What is the current state of service delivery? The current state is general	What is the target? Have 50% improvement	2015	
	Involve women in the management and maintenance of these services and facilities.	SACS	Are any women currently being involved in this role (numbers and comparisons)? there is no statistics available	What is the target number of women to be involved? Have 50% of women involved	2015	
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Create an environment committee in which women and men are equally represented, including waste management and recycling projects	Environmental Affairs	Does such a committee already exist? Yes the committee exist	What is the target? To maintain and increase the current number	2011	
	Increase the frequency of refuse collection.	Environmental health	How often is refuse collected? Weekly	How often should refuse be collected? Every 3 days	2015	
	Provide and maintain public toilets in strategic areas	Environmental health	How many public toilets are there in the council? How often are they	How many public toilets should there be in the council? How often should	2015	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			maintained? There is nothing on this	they be maintained? 3 toilets to be cleaned daily		
	Review the waste management policy from a gender perspective.	Environmental health	Is there any such policy at the moment? No there is no policy	What is the target? To have Atleast 1	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.	Tebelopele, DMSAC, BOFWA, BOCCAIP councillors	What are the current statistics? We are not aware of the statistics	Gender disaggregated data To cover 34 villages in the sub district 50% of the 34 villages	2011	
	Develop gender aware HIV and AIDS public education and awareness campaign.	Health facilities, General public	Is there any such campaign at present? Yes it is there	What is the target? How many people reached over what period? How will it be coordinated? To cover 34 villages,50% of all people in this villages commemoration days at kgotla meetings	2011	
	Advocate for and promote the female condom and so that women have free access to them.	Women AIDS Coordinators, DMSAC Committee	Is the female condom available? If so where and at what cost? Yes health facilities offices and they are there	What is the target % increase in number of female condoms available for use by women? 50% availability	2010	
	Gender sensitive sex education in schools.	Teachers Aids coordinators, Health Education offices	What sex education is currently being taught in schools? Is this gender sensitive? Guidance and	How will this be measured? By the number of schools covered in the sub district	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			counselling and yes it is gender sensitive			
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.	Tebelopele, community workshops, coordinators Aids	How has the council participated in awareness campaigns in the past? Has the council actively participated and promote the 16 Days Campaign in the past? Workshops, commemorations, drama competitions, drama competitions Is PEP readily available at all the health facilities? A how many facilities is it available? Yes and there are 6 outreaches	What is the target? How will this be measured? To cover all 34 villages with 10% drop from the previous data What is the target % increase in the number of women accessing PEP 80% of women	2011	
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.	Tebelo pele, DHTM, DMSAC committee	What are the statistics? What is the % of men and women who go for VCT? There is 70% of women and 30% of men	What is the target % increase in number of women and men going for VCT? 40% increase for men and 15% increase for women	2011	
Treatment						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	Health educators, DHTM	How many women compared to men access free treatment? 705 WOMEN AND 30% OF MEN	Gender disaggregated data 40% increase in men and 15 % in women	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.	DHTM, pharmacists	What does the council do to facilitate access to ARV's? What stats exist in this regard? Donated caravans to clinics and nurses dispensing.3 clinics and 3 outreaches	What is the target? How many people receive treatment? Over what period? We intend to have 50% increase in outreaches at strategic locations	2011	
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.	D.C, Education secretary	Does this data exist? Not aware of the data	Gender disaggregated data on the use of community and sporting facilities. If not they should be set up	2011	
	Ensure that every library has a section on women's literature.	D.C, Ministry of Education	Are there currently any such facilities in the libraries? No	What is the target?		
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	Sandcd,D.C,Mensector	Are there any mobile libraries? No there is no library	How often should they operate? Which areas should be targeted? To mobilise action within a year	2011	
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.	Councillor staff	What programmes currently exist? Staff football team	What is the target? To form women football teams	2011	
	Organise events and displays that celebrate	BALA, GL, WAD, Women politician,	Do any such programmes exist?	What is the target? How ill this be measured?	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	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.	Sandcd	The programme does not exist	Children and success will be measured by activity held and report		
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.	Sandcd, Emang Basadi, GL	Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive Yes workshop	How will this be measured? Interviewing individual, both men and women	2011	
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.	SACS(HR)	What steps have been taken to prioritise gender equity in the employment practices of the council? Nothing	50% women in all areas of employment by 2015		
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions	SACS,CS(HR)	What are the current gender statistics of employees in the council? What % men and women occupy management positions – what is the breakdown per department? Nothing available	What is the target % increase in the number of women employed by the council? What is the target % increase in mgmt positions and departments?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and address the departments where the greatest imbalances exist.					
	Include women's targets as a non negotiable component of senior manager's contract.	SACS,CS(HR)	Who is responsible for ensuring that targets are met? Is this included in their contract? SACS and HR and yes it is included in the contract	Contract Review quarterly	2011	
	Align the work place skills Plan to the Affirmative Action plan.	SACS,HR	Has any work been done in this area?	How will this be measured?		
	Obtain buy-in and support of he unions for increased gender equity in the employment profile of the council.	Unions and Labour Movements	Have the unions been approached? Not yet addressed on this issue	How will this be measured? Steps to be taken within 6 months		
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	SACS(HR)	What is the baseline? There is nothing in place	What is the target?		
	Selection panels should be gender balanced.	SACS(HR)	How are selection panels currently constituted? No particulars,	Gender balance on selection panels. The current position might not support this		
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way.	SACS(HR)	What are the current practices? Are they gender sensitive? Yes they are gender sensitive	What is the target?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Experience and qualifications should both be taken into account in evaluating suitability for posts.					
	Develop comprehensive employment equity plans.	SACS(HR)	What kind of employment equity plan is in existence?	HR/ EE Policy		
	Apply job preservation policy to meet women's targets.	SACS(HR)	What are the women's targets?	HR/EE policy		
	Incorporate gender into structure system policies and processes.	SACS(HR)	Has gender been incorporated into any policies and processes? No it has not been incorporated	Gender sensitive structure systems and policies		
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.	SACS(HR)				
	Undertake a skills/ qualification audit and assessment of all municipal employees.	SACS(HR)	Has any kind of skills audit been done in the past?	Results of the skills audit report		
	Devise and implement a range of capacity-building options for employees and cllrs.	SACS,BALA	What kinds of capacity building options exist already? Workshops are used	What is the indicator? How will this be measured? Increased capacity index		
	Mentoring new cllrs	BALA,SACS	As any mentoring of new	What is the indicator? How	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and employees.		cllrs been done? No there is nothing	will this be measured? Enhanced contribution of work with increased contribution		
	Identify skills needs among communities and skills gaps in key economic sectors.	BALA	Have any needs assessments been done? Yes it has been done	What is the indicator? How will this be measured? Continuous interaction		
	Develop targeted skills development programmes.	BALA,PS,BOCCIM	Has any such skills development been done? Yes limited	What is the indicator? How will this be measured?		
	Facilitate women's entry to skills development programmes.	GL, BALA, Emang Basadi	What has already been done to facilitate women's entry to programmes? Workshops programmes	What is the target % increase in number of women accessing programmes? 15% increase per annum	2012	
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.	SACS	What are the current provisions for maternity leave? As per act	Three months full maternity leave through the contributions of both local government and Social Security.		
	Provide and standardise paternity leave and accompany this with a programme on responsible	SACS	What are the current provisions for paternity leave? Are there any current programmes around responsible	How much paternity leave should be allowed? Share with maternity subject to infants condition	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	fatherhood. Possibly consider shared maternity and paternity leave		fatherhood? Has to conform with employment act			
	Meetings times should take the needs of all employees into consideration and not run too late.	HOD's, SACS	What is the policy on meeting times? Commence on the end of time set up conveniently	What is the target? What should the times be? Suitable to all	2011	
	Provide child care facilities for municipal employees.	SACS	What child care facilities are currently available? VDC Day Care Centres and private	Target number of child care facilities? Provide in 50% of settlement	2012	
	Provide flexible work arrangements for parents.	SACS	Is there any such arrangement currently? No there is no such arrangement	What is the indicator? How will this be measured?		
	Act upon employees who are not making maintenance payments.		Has this issue ever been addressed? How?	What is the indicator? How will this be measured?		
	Conduct awareness programmes on parenting responsibilities.	Sandcd (SACS),DHMT	Are there any such programmes? No there is no such	What is the indicator? How will this be measured?		
	Support and expand crèches.	Community VDC	What crèche facilities exist? Yes, VDC and private ownership	Target number of crèche facilities? 50% of villages	2012	
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	Police, Sandcd, SACS, Emang Basadi	Is there a sexual harassment policy in existence? Follow the act	Implementation of the Sexual harassment policy How will this be monitored? Long acts reported, interview	2012	
	Workplace education	SACS, HOD, Sandcd	Is there any such	How will this be measured?		

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	and awareness on the SHP		awareness? Yes it is there	Reports		
	Code of conduct to ban the use of sexist jokes and language.	Staff councillors and management	Is there such a code? No there is no such code	What is the target? Involve both parties	2011	
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.	Council (sandcd),D.A, VDC's ,VET	What does the current mission and vision statement say about gender? There is nothing in place	What is the target? People experiencing Gender Based Violence	2011	
	Conduct surveys prior to planning to determine the needs of both women and men.	Council, VDC, DA, Sandcd	Have any such surveys been conducted in the past? There have never been conducted	Gender aware survey results.		
	Consult with both women and men when drawing up plans.	Council, DA, Tribal Admin	Have any such consultations taken place in the past? No consultation has been made	What is the target? How many consultation? What is the target group, how many? GBV affected people and will be done twice, people affected,50 people	2011	
	All units and departments should include gender indicators in their business plans.	Council ,DA	Do any units/ departments in the council use gender indicators in their business plans?	What is the target? People experiencing GBV	2011	
	Councils should administer customer satisfaction surveys that are disaggregated	Councils, D.A	Have any such customer satisfaction surveys been administered in the past?	What is the target? How many surveys, how often etc? People affected by GBV and	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and analysed according to gender.		No work has been done	2 surveys every six months		
Gender structures						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.	Council, D.A	As any work been done in the establishment of structures; No work has been done	GMS established, vested with authority, strategy, plan and resources.	2011	
	Recruit/appoint/hire gender focal points.	Council, D.A	Has a gender specialist been recruited? Not yet recruited	Specialist staff appointed.		
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.		As any work been done in the establishment of structures; No work has been done	GMS established, vested with authority, strategy, plan and resources.	2013	
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	Council D.A	Who is currently responsible for gender in the council?	GMS established, vested with authority, strategy, plan and resources.	2012	
	Gender to be written into the job description and performance agreements of senior managers and GFP.		Has gender been written into the performance agreements of senior managers and GFP?	Accountability on gender through PAs.		
	Gender should be a standing item on the agenda of management committee meetings.	Council, D.A. Management	Is there such an item on the management committee mtg agenda? Not yet established	What is the target? Establishment of gender management structure	2011	
	Establish a gender committee comprising	Councillors, management, D.A	Is there a committee in Council responsible for	Gender equality committee.	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.		gender? Not yet established	Not yet established but needed		
	Form a multi party women's caucus.	Local political parties	Is there currently a structure to bring together women councillors around common concerns? Not yet established	Women's caucus established.	2012	
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	Council and D.A	Have gender focal points been established in all departments? Have TOR been drafted? Not yet been drafted	GFP formed; TOR for GFP	2012	
	Publicise the establishment of the gender machinery.	Council, D.A	Is the GMS known, has it been publicised? Not known and yet publicised	What is the indicator? How will this be measured? Reduction in GBV numbers publication	2012	
	Gender machinery to prepare their own strategic plans.	Council, D.A	Does the GMS have a strategic plan Not yet established	Strategy and action plan adopted.		
	Establish linkages with gender machinery in other municipalities.	BALA, GL	Have any linkages been established? Yes	GMS Networked Establish gender machinery in councils	October 2011	
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender	Obtain sex-disaggregated data.	Council, D.A	Does sex disaggregated data exist? Is it applied? Not in existence and not applied	All statistics disaggregated by gender.		
	Gender indicators to be	Council, D.A	Are there gender KPIs in	Gender KPIs integrated into		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
priorities.	formulated for each department/ programme and HR management.		the City score card?	city score card.		
	Ensure that women and men participate equally in public consultations on planning and budgets.	Council, D.A,V DC	What sort of consultation takes place at the moment? Are both women and men involved? Consultation done through VDC, Kgotla meeting and workshop	What is the target, how will this be measured? Dikgosi	2012	
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men.	Council, D.A.	Are there direct or indirect budget allocations for advancing gender equality? Not yet established	What is the indicator? How will this be measured?		
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	Council ,D.A and Health	Has the action plan been costed? Not yet costed	Costing of this action plan.		
	Ensure that departments allocate resources to gender priorities.	All council and D.A Department	Do departments allocate resources to gender priorities? Nothing in place	What is the indicator? How will this be measured? Awareness and reduction in GBV cases	2012	
Capacity building						
To ensure that training is	Facilitate skills training	Council, Emang	What training has	How many workshops to	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
done to educate all employees and community groups on gender.	for members of gender machinery.	Basadi, D.AGL, BALA	already been done? There is nothing done yet	take place? How many trainees? Two workshops to take place targeting 50 people as maximum number two to four days		
	Liaise with service providers to provide training programmes.	BALA, GL, NGO, Emang Basadi	What training has already been done? There is nothing in place	What is the indicator? How will this be measured? Participation of council, D.A and other stakeholders	2012	
	Facilitate training programmes among councillors, officials and community groups.	BALA, GL, NGO, Emang Basadi	What training has already been done? Nothing in place	Target number of clrs, officials and community groups trained? Minimum of 50 people	2012	
	Ongoing mentorship and support through linkages with civil society.	BALA, GL	Do any such programmes exist? Yes they exist and are GBV	Target number of clrs and officials involved in such programme? Maximum of 50 people per session	2012	
	Assess impact of training.	Council,(SACS)	What training has already been done? Gender Equality by Bala and GL	What is the indicator? How will this be measured? We were able to identify impact awareness report	On-going	
	Gender sensitivity training for both male and female councillors	BALA,GL	What training has already been done? Gender Equality reveal study of at the coal face	Target number of clrs, officials and community groups trained? When the female and male councillors are aware of gender equality sensitiveness	2010	
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	Council, BALA, GL, NGO's	What training has already been done? Gender Equality	Target number of clrs, officials and community groups trained? 44 people	2010	

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
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.	Council, D.A and NGO'S	What kind of special gender events and campaigns has the council participated in? What kind of awareness raising has been done?	What is the indicator? How will this be measured?		
	Prepare pamphlets, advertising, posters, logo etc.	Council, D.A, NGO'S, CBO's	Has any work been done in this area? No there is no work done in the area	What is the indicator? How will this be measured?		
	Run competitions, sporting activities that challenge stereotypes.	Council, D.A, NGO's, CBO's	Have any such activities been done in the past? No there is nothing having been done in the past	What is the indicator? How will this be measured? Public awareness and sensitivity, monitoring the number of reported cases		

Action plan framework for Moshupa Sub Council for ending GBV

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.	Botswana Police	He council does not have this information/statistics, which should be sourced by the police. The police should report on statistics to the council sub forum.	Number of audit conduction for reduction of GBV	2015	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Public	No such audit has been done in the past	Results of audit Women's Safety Assessment Focus group established		
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	LSDA	2% council houses and RAC (Rural administration committee)	To gather information from Electrical Department	2015	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turnaround time	LSD BPC	To get information from the Botswana Power Corporation	Lighting master plan with clear targets and indicators Number of areas covered	2015	
	Name all streets clearly so that police and other emergency	LSD	Not aware of the percentage of unnamed streets	Set a percentage of streets to be named	2015	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks					
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Police Communities	Twantsho boneketshi Neighbourhood watch	One per village	2015	
	Involve street hawkers in crime watchdog projects.	LSD	Are street vendor involved in safety projects? - No, to be sensitised about the project	Number of street hawkers	2015	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	SandCD DA	No programme on GBV yet	To establish one base GBV Programme	2011	
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Councillors (officers) Council	The Council has not participated in 16 Days campaigns yet	to hold / address to hold kgotla meetings together concerned / relevant stakeholders	2011/12	
	Mount high profile campaigns to reclaim	Council Land Board	How has the council participated in the Take Back the Night	What is the target? How will this be measured?	2011/12	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Police	campaign in the past? No	To target undeveloped plots and open spaces and liaise with land board to identify owners for their development (Hiking stops)		
	Promote involvement of men and boys in ending gender violence.		Have men and boys been targeted in campaigns to end GBV? - No	To target two constituency tournaments	2012/13	
	Monitor and evaluate impact of all public awareness campaigns	Council Police	Have awareness campaigns been monitored and evaluated - No	Target all areas we covered for evaluation	2012/13	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.		Has the council participated in such events?	What is the target? How will this be measured?		
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	GL BALA Council	Do any best practices exist – have they been documented No	How many best practices should be collected Formation of GBV District Committee against GBV Decentralisation to villages within the sub district	Jan-June 2011 July-Dec 2011	
Response						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	Council BPS Community	What actions are being taken to ensure that CPF's are effective Crime presentation committee Cluster Policing	Educate them on GBV Rotate cluster members	July-Dec 2011 Jan-June 2011	
	Strengthen and support shelters and	Council SandCD	No places of safety and care within the council	Due, intending to source office accommodation at old		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	places of safety for survivors of gender based violence in liaison with NGOs			Mphuthe CJSS		
	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.	Council Gender Links BALA	Is there any such database at present - No	Database of services and facilities Office for counselling and refer women to the women's shelter in Molepolole	2011	
	Encourage role modelling of survivors and victims	Council	No there is no role modelling done at present	4 survivors to be identified	2012	
	Establish gender units and family counselling services at people centres with appropriate resources	Council Police Service Clinics	No Services or units	Victim reporting and counselling rooms at police stations and clinics	2012	
	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	Council clinics	Posters and charts on GBV and HIV/AIDS	Extend to households	2012	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	AIDS.					
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	Council Police	SandCD Tsholofelo Trust	To establish two more, Takatokwane and Salatwe	2015	
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	Health and SandD	To avail statistics on GBV	Encourage men to participate in HBC and the target here is the number of men participating in HBC	2012	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Police and Council	Currently there are no statistics on GBV in the council	Keep data of reported cases and those attended to with 20% by 2012	2012	
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Emang Basadi Family Police Shelter Council	Yes an audit has been done	Audit results To retrieve the report and send the available findings	Jn-March 2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council MLG	No the council has not committed any resources to this	To ensure that resources are allocated for supporting survivors of GBV		
	Establish day care centres for the elderly to ensure their safety.	Councillors Council MLG	No such day care centres do not exist	Establish at least one day care centre in Letlhakeng	2011/12	
	Ensure that women	Council	No its has not yet addressed	To ensure that women		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	are economically empowered to reduce their vulnerability to gender violence.	Home Affairs NGO's	this issue	utilise existing government programmes (eg limid, bread for p schools)		
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	Social work	No not yet established such a committee	Establishment of multi-sector committee		
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Council	Custer formation Twantsho borukhutlhi committees	What is the target? How will it be measured? % of effective clusters		
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council	Currently there is no budget available	Budget allocation of a certain amount for workshops with leading statistics on GBV		
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.	Council management	No it is not integrated yet	Targets and indicators		

Annex D: Messages and slogans for gender based violence –Moshupa Sub Council

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	Se sites themselves on abuse and counsel themselves	Report violence	Radio, kgotla meetings, church etc.
Abused child	Assurance(safety love and care)	Report abuse. Say no to strangers	Radio, Poster(at schools)
Abusive men	Abuse as a crime	Abuse as a crime	Radio, Kgotla
Family/ Household			
Mother, father, guardian	Be sensitised on gender based violence	Stop abuse	Radio, Kgotla, Church
Parenting	Proper upbringing of children	Be exemplary to your children	Radio,kgotla,church,social gathering
Community			
Community	Be sensitised on gender based violence	Together we can stop abuse	Social gathering, kgotla, church, radio dikhwaere
Schools	Be sensitised on gender based violence and assurance	Report abuse immediately, don't fear, you are protected	Posters and brochure, drama ,newsletter
Religion	Be sensitised on gender based violence	Modimo ga o battle kgokgontsho	Church, radio
Sports	Be sensitised on gender based violence	Stop abuse	Radio, posters, team
Society			
Political leadership	Be sensitised on gender based violence	Stop abuse, be a role model	Freedom square, council, gatherings, funeral (social gathering
Criminal justice System	The system should not be lenient on culprits of violence	The law will catch you, that threat can be real	Radio

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Media	They must report the truth, they must avoid pre-emptying violence	Report the truth, you are the mouth piece	Workshops
Culture	Societal norms and values should not encourage violence	Culture is dynamic	Radio, church, kgotla social gathering, dikhwaere

Annex E: Summarised evaluation

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN	19	12			
2. PROGRAMME CONTENT	19	10	1		
3. DOCUMENTATION	18	11	2		
4. FACILITATION	15	15	1		
5. GROUP WORK	8	17	4	1	
6. OUTPUTS					
7. OUTCOMES AND FOLLOW UP PLANS	3	17	5		
8. LEARNING OPPORTUNITY	15	14	3		
9. NETWORKING OPPORTUNITY	7	22	2		
10. ADMINISTRATIVE ARRANGEMENTS	15	14	2		

Comments

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

- GBV I learnt a lot about violence, the programme had open much and also it helps to work more with other stakeholders
- Score card because of itemised proper arrangement
- I liked the fact sheet, electoral system and approaches to quotas where by I think our quota system should be changed to give women chance
- When design action plans because it was enlightening us to make our plans easily and also to have gender balance in the workplace and also to help women to be active in politics
- Every was fine
- Facilitation, we got to discuss issues with the facilitators who were easy to interact with ,and had some jokes which will help us to later recall what we have learnt
- Gender balance
- The whole programme on gender equality has been most useful, this has given me an insight on gender equality hence gender aware and gender sensitive
- All sessions were useful, they are an eye opener to us as an organisation to corporate gender issues in our plans
- Sex, gender and stereotypes
- Group work session collective participation and sharing of knowledge
- Sex, gender and stereotypes, it is the basis of understanding gender issues
- Access, participation ,transformation, leadership, at the coalface
- The SADC protocol that our country didn't sign
- Sex and gender because it teaches us that we are equal

- Gender based violence because they is a new law which I didn't know it exist
- All sessions were very important and they were informative and participation
- All sessions were all useful
- Developing GBV plan was encouraging
- Gender mainstreaming
- Sex, gender and stereotypes because now I know the difference between sex and gender
- Scorecard
- Group work, the discussion were eye opening which made some things which have taken lightly to be highlighted
- Gender balance because it was very informative
- Gender equality
- Gender equality, I have learnt a lot about the importance of considering women in leadership
- Gender based violence and the difference and the difference between sex and gender and also gender equality, they is law to protect the affected person
- Gender based violence it teaches about violence
- 30% of women in politics because women will now participate actively in politics and this will bring gender balance
- Group work because I have learnt a lot from others
- DVD Road map to equality this has taught me the relevance of gender equality in local government
- Encourage women to join politics

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

- Plan as it seems have been designed for councillors
- None
- Group work though we had to discuss issues together, some decided not to have any input, some decided to disappear, while some sat down with us and do not participate
- Domestic violence
- None
- None
- Access, participation, transformation and leadership
- Key gender concepts since it preaches discrimination
- None
- None
- Report back
- Parties promote female in terms of leadership position
- All sessions were useful
- None
- None
- They were all useful
- None
- Group work because others wee not committed
- Group work
- Planning because it was very tricky

- None
- None
- Violence against women being beaten in front of their children
- None

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

- At church and during public gathering
- At kgotla meetings as councillor to pass this information to the people
- I will apply this to my colleagues who didn't attend this workshop and also passes this information to my children to have knowledge about them
- I will make good conduct of myself and as Honourable councillor I will teach what I have gained from this workshop to the general public by addressing Kgotla meetings and other forum
- By informing the public gathering and even during Kgotla meetings
- I will disseminate the message through Kgotla meetings
- I will include it in my daily programmes so as to empower other people
- To sensitise my work colleagues, family and friends to be aware of gender based violence
- Lobby with the ministry to consider gender issues when revising the tender (LAPAD) policy, they should consider women empowerment when it comes to tenders
- I will become a member of gender based violence task force when formed in our council and I will inform the people I represent
- By making sure that gender mainstreaming is included in all the activities i , e kgotla meeting, etc
- Spread education to people
- Will teach the electorates in my constituency about the issues of gender equality
- Brief my department about the gender and protocol and the importance of knowing this
- Will hold workshop within my ward to teach the community about gender based violence
- To deliver message to the public
- By mobilising and sensitising community on gender issues
- By training other people
- Mainstream into activities in the department
- Will share with my electorates and form groups
- Through planning concepts
- Given the support I will be able to sensitise my colleagues on the issues of gender based violence in our Monday meeting prayers
- I will sensitise my family, work colleagues and the community on gender based violence, making them aware and sensitive like I am
- I will conduct kgotla meetings
- Since I am a nominated councillor, which means I cover my constituency area I will arrange with the councillors of different wards to have meetings in their wards and address these issues, especially to the youth since I am youth as well
- By educating my colleagues about GBV in the workplace
- Will address kgotla meetings to share the information I gained in this workshop
- Can assist when called upon to run workshop in the other sector

- I will help my co workers and the community at large to sensitise them about issues regarding GBV

4. Any other comment

- Put more awareness about GBV to the whole nation, furthermore 3 days is not enough I will suggest 5 days
- Please continue to re address or repeat as a remembrance
- There was a workload hence a short time
- I will like to urge you to invite chiefs next time
- I wish we had the opportunity to an English manuals as well since Setswana one is difficult to understand
- To encourage gender links and BALA to do their level best to have a regular workshops for gender issues
- The programme as it proves very useful and leaves me wondering how one can impart gender based violence services to the community more so that government have none established
- Councillors must give these kind of workshops the serious attention it deserves, because at the end of the day, they are the ones who should be at the fore front ,they are role models
- Programme of the workshop too much for the planned three days considering the material load
- None
- Well spent time
- None
- To thank facilitator
- To avoid the use of vulgar words at the workshop
- Keep on holding workshops regularly at the council level because councillors are the ones who meet the community anytime
- It seems Gender links is only talking about women issues only
- The workshop to be conducted outside the council facilities, the program to run for 5 days to allow more time for plans to be conducted and presented
- I will like to attend more of these workshops in future
- Some of issues should be noted not discriminate men .This should be necessary be based on the fact that men are at advantage forgetting this might disadvantage men. There should be a balance. What have been achieved should be noted
- Generally the workshop was fairly good
- I wish this kind of workshop could be held yearly
- Councillors should pay more attention and reduce noise during presentations; we lost more time when people were disturbing others by being noisy and making unnecessary comments. We could have saved a lot of time if everybody was attentive

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



CONCEPT PAPER

Southern Africa Gender Justice Summit and Local Government Summit and Awards

***365 DAYS OF LOCAL ACTION TO END GENDER VIOLENCE: WHAT WORKS?
22 - 24 March 2010***

Synopsis

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

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

Context

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

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

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

Background

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

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

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

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

Who

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

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

Why

The first Gender Justice and Local Government Summit aims to:

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

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

Outputs

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

Outcomes

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

Categories

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