

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
BOTSWANA
COUNCIL: PALAPYE SUB DISTRICT



DATES: 15 - 17 AUGUST 2012



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Introduction

Gender Links in partnership with Botswana Association of Local Authorities (BALA) in partnership with Gender Links held a workshop from the 16-17 JAUGUST2012 at Palapye Sub District Council 2012. The workshop was part of the COE process roll out stage 4 and 5, involving gender action plan workshops for councillors scheduled to take place in Botswana. This is a follow up of the 'At the Coal Face' study" launched and a strategy document developed by BALA in partnership with Gender Links on February 2009.

The workshop was official opened by the Assistant Council Secretary Mr G.T while the mission and vision of Gender Links and the objectives were presented by Gender Links Country Manager Keabonye Ntsabane. A brief background on the workshop and the partnership between BALA were presented by BALA program manager Ms Ludo Matshameko. In her presentation she briefed the participants on the BALA strategy, training of the BALA councillors and a consultative meeting held on the current roll out of the local government workshops the current partnership, which was speared by the then Minister of Local Government Dr. Margaret Nasha, who is now the speaker of the Parliament.

Objectives of the workshop were to:

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

Process and activities

Participants

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

Workshop content

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

Facilitators

The workshop facilitators were BALA Programme Manager, Gender Links Coordinator and Councillor Patrick Manthe, Chairperson for the Mogoditshane Sub Council and Executive member of BALA. Women's Affairs Department senior gender officer was part of the facilitation team.

Discussions

SADC Gender Protocol

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

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

Decision making positions

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

At the Coalface - Gender and Local Government in Botswana

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

Stereotypes reinforcement

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

Networks

In terms of the networks, the councillors said they are aware of existing services and programmes but they do not know how they function and relate to each other.

Participants are also not aware of the specific services they provide and recommended that there is a need to ensure that during the international commemorations these networks must be invited to inform the councillors on the services they provide. The participants were provided with the following counselling service list; Emang Basadi, Kagisano Women's Shelter and Kweneng drop-in Shelter, Life Line and Child Line.

SADC Gender Protocol

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

Gender Based Violence

The participants were grouped and asked to write type of gender based violence they experience in their Sub District. The types of violence were as follows; Physical, Rape, incest, defilement and passion killing. According to the participants counselling and reporting of on gender based violence is always reported at the Police Station , kgotla and social work department .The participants said currently they do not have a drop in centre therefore if there are any cases which needs temporary shelter they refer Participants to Gaborone City at the women's shelter. During the discussions it was also mentioned that sexual abuse among students is being experienced as well as teenage pregnancy.

Sexual harassment was one of the gender based violence experienced which at workplaces. Participants were also informed on domestic violence act and given copies of the summarized Setswana version by Women's Affairs department The discussion on gender based violence was very interactive as there were lot of debate around the subject men mentioning that even women beat them and rape them yet government change laws to protect women than men . Men also mentioned that when they report violence against them to the Police they do not take them serious and laugh at them, saying in most cases they sent them home and not register the case

Gender and Conflict Resolution at community level

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

Gender, Climate Change and Sustainable Development

Participants were divided into three groups and give questions to answer on climate change. Participants reported in groups that climate change has affected farming of which mostly women especially in Botswana. The participants further mentioned

that women and girls are the most affected as whenever harvesting is not good girls will be forced to leave schools and assist farmers in other villages. They also mentioned that due to climate change Botswana is experiencing floods and rain storms. Participants further mentioned that even winter and summer have become colder than before. A summary on climate change was presented to illustrate the impact of it and that it is a gender dimension as well

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

Challenges

- The council had other meetings so not all the staff attended expected
- The council staff and councillors are not well informed on the Instruments government has signed with other Head of States which result in International commemoration
- Another workshop to be scheduled on gender related issues

Recommendations

- The council to identify gender focal task force
- The council to mainstream gender into their already existing activities to minimise costs
- BALA , Gender Links to organise a workshop on reviewed laws and legislation on gender based Violence
- Participants also recommended that District Commissioner or magistrate be invited to inform them on affiliation proceeding act
- The council will edit and adopt the plans developed

Annexures

Annex A: Programme

DAY/TIME	ACTIVITY	WHO
DAY ONE:		
8:00 – 8:30	Registration	Gender Links
8:30 – 8:45	Welcome Remarks. Official Opening	The Council Chairperson
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	Gender Links
Key gender concepts		
9:00 – 10:30	Sex and gender	Councillor Manthe Mogoditshane Sub Council
10:30 – 11:00	<i>TEA</i>	
11:00-13:00	Group work on stereotypes	Ms. Ludo Matshameko
	Report back	
Gender, governance and transformative leadership		
14:00- 15:30	Access, participation, transformative leadership Group work (role plays)	Ms Ludo Matshameko BALA
	Report back	
15:30 - 16:00	<i>TEA</i>	
16:00 – 16:45	<i>At the Coalface</i> DVD Plenary discussions	Gender Links Keabonye Ntsabane
DAY TWO:		
8:00 – 8:30	Registration	
8:45 – 9:00	Reflections, Eyes and ears	Participants
Gender Based Violence		
9:00 – 10:30	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue	
10:30 – 11:00	<i>TEA</i>	
Gender and the economy		
11:00 – 12:00	The unwaged work of women	Gender Links
12:00 – 13:00	Care work	
13:00 – 14:00	<i>LUNCH</i>	
Local Economic Development		
14:00 – 15:00	Gender and local economic development Strategies for local economic development	Gender Links

DAY/TIME	ACTIVITY	WHO
Sustainable Development (Climate Change)		
15:00 – 16:00	Definitions / background Impact of climate change on gender	Gender Links
Conflict Resolution		Gender Links
16:00 – 17:00	What is conflict? Conflict at the local level	Gender Links
DAY THREE:		
8:00 – 8:30	Reflections, Eyes and ears	Participants
Developing a Gender Action plan		
8:30 – 9.30	Exercise: Key gender issues in local government	Gender Links and BALA
9.30- 10.30	Developing a gender and GBV action plan	
10:30 – 10:45	<i>TEA</i>	
10:45 – 13:00	Developing a gender and GBV action plan	
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 15:30	Developing a gender and GBV action plan	Gender Links /BALA
15:30 – 15:45	<i>TEA</i>	
Prioritising the action plans		
15:45 – 16:15	Review of action plan and agreement on gender task team to finalise plan	Gender Links and BALA
16:15 – 16.45	Way forward and agreement on how the plan is to be adopted	
16:45 – 17.00	Official Closing	Senior Assistant Council Secretary

Annex B: Participants list

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
1. Montshitsi Thabeng	M	Palapye Sub Council	Councillor and Vice Chairman	00267-71138742	-	-
2. M Thabeng	M	Palapye Sub Council	Councillor	00267-7429238	-	-
3. Joseph Dintwa	M	Palapye Sub council	Councillor	00267-7429238	-	-
4. Joseph Kerona	M	PalapyeSub Council	Councillor	00267	-	-
5. Victor Maletse	M	Palapye Sub Council	Councillor	00267-7150443	-	-
6. Tshokodiso Raboloko	M	PalapyeSub Council	Councillor	00267-71753482	-	-
7. Pako Dick	M	Palapye Services	Councillor	00267-71868604/72515156	-	-
8. Masego Ngwato	M	Palapye Sub Council	Councillor	00267-76690000/4920802	00267-4921541	-
9. Charles Otoo	M	Palapye Sub council	Councillor	00267-490822	00267-4921541	
10. Itumeleng Molato	F	Palapye Sub council	Public relation officer	00267-4930854	00267-4921541	
11. Jomo Bolofete	M	Palapye Sub Council	PAA	00267-4921092	00267-4921541	
12. Nattash Maphane	F	Palapye Sub council	PHEOA11	00267-4930869	0026-74921541	
13. J Makhura	M	Palapye Sub Council	Councillor	00267-71730285/72918914	-	
14. Phillip Legole	M	Palapye Sub Council	Driver	00267-71798817	0026-74921541	
15. Ofentse	M	Palapye Sub Council	Driver	00267-71902621	-	

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
Motshidiemang						
16. Malebogo Phuthogo		Palapye Sub Council	Councillor	00267-71887701	-	
17. Kabo Ketshabile		Palapye Sub Council	Councillor	00267-76761435	-	
18. Freddy Mokokwana		Palapye Sub Council	Councillor	00276-72571629	-	
19. Dithapelo Tshotego		Palapye Sub Council	Councillor	00267-71760429	-	
20. Michael Motshidi		Palapye Sub Council	Councillor	00267-71889418	00267-4924419	mikemotshidi@yahoo.com
21. Selina Samson		Palapye Sub Council	Journalist	00267-71923896	00267-4920718	ssamso@gov.bw
22. Goloswang Ramogala		Palapye Sub Council	ACS	00267-4930812	00267-4921541	
23. Susan Sekgwa		Palapye Sub Council	Senior Education Administrator	00267-4930823	00267-4921541	ssekgwa@gmail.com
24. Shaka Moremi	F	Palapye Sub Council	SES	00267-72855145	0026762484520	tshekisofaith@yahoo.com
25. Mothei Mothei	M	Palapye Sub Council	E.H.S	71599056	00267-2484520	emtawanana@gmail.com
26. Baleseng Marumo	F	Palapye Sub Council	COA	71638333	00267-2484520	Lshamu2001@yahoo.com
27. Gagoope Koontse	M	Palapye Sub Council	Intern Officer	00267-4630246	00267-4630329	gagoopekoontse@yahoo.com
28. Ontlametse Tshenolo	M	Palapye Sub Council	LAPAD Secretary	00267-4930839	00267-4921541	ontlametsetshenolo@yahoo.com
29. Mopaki Godfrey	M	Palapye Sub Council	IT officer	00267-4930808	00267-4921541	dmopaki@gov.bw

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
30. Lazarus Tumagole	M	Palapye Sub Council	Councillor	00267-76048401	-	-
31. Margaret Otlhogile		Palapye Sub Council	SHRO	00267-73383473	--	-
32. Kelebale Rampa		Palapye Sub Council	Principal Accountant	00267-71400434	-	krampa@gov.bw

Annex C: Official opening speech

Official opening speech and welcome remarks by Assistant Council Secretary Mr. GT Ramogalom for Palapye Sub Council Gender and Local Government 15-17 August 2012 - Gender Links and Botswana Association of Local Authorities Workshop (BALA)

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

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

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

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

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

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

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

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

Annex D: Gender Action Plan Palapye Sub Council

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL IN BOTSWANA

The fields to be completed are:

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

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GENDER POLICY FRAMEWORK								
Increase council’s level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	The level of awareness on gender based violence is very low within the council	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	The council to conduct 2 workshops on the SADC Protocol on Gender an Development and the National Policy and other related policies	The council to conduct a baseline study and develop an action plan developed.	Have a report on the outcomes of the workshops	BALA, WAD, Gender Links and Gender Focal Person(Sub Council)	2012	
Gender issues are given a high political	There is no political champion in the	The council intends to have at least all	50% of Local Champions	Consultative meeting with Councillors in the	Report and Local	Council task force	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
profile by the Council and has a political champion	council	council wards have political champions	identified	identified wards	champion			
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.	There are five women councillors	At least fifty per cent of decision making positions in public and private sectors are held by women; affirmative action measures in effect	30 % increase of women in Politics	Briefing at the full council meeting on the importance of encouraging voters to increase women in political level positions	Minutes of the full council	Council ,WAD Emang Basadi	On-going	
To ensure that women are equally represented in leadership positions in the Council.	There are two n women chairing committees	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	5 women to be given opportunity to lead the council committees	Women will be encouraged to take positions during selections	Women Chairing positions of leadership in the council committees	Council secretary Councillor	On-going	
To educate communities and raise awareness about the importance of women's equal representation in local councils	Has there been a 50/50 campaign or There has never been any campaign on women's equal rights	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	To conduct kgotla meetings and issuing of pamphlets fliers to disseminate information.	Conduct community mobilisation for a kgotla meeting	To have informed community and be able to articulate issues of women representation	All key players and stakeholders	Quarterly	
Political participation								
To increase	There is a multi-	Policies, strategies and	To have a	To have mobilisation of	To have	All Political	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
participation by women because their concerns are often side-lined or overshadowed by political party concerns.	party women's caucus at a national level	programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	decentralised multi-party women's caucus	concerned groups	capable women who are confident and are able to articulate well on national matters.	Parties Emang Basadi, BALA, Gender Links and Information Services.		
To empower women councillors to advocate for gender equality	There has never been any skills audit done	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	To conduct a skills audit	Capacitate women councillors through workshops and seminars	Women councillors empowered	All political parties, BALA, WAD, Gender Links	2012	
	Training on Gender Justice and Local government		1 workshop has been conducted by gender Links	To organise 2 workshops on gender related issues addressing maintenance	Report of the workshop	Council, Magistrate, Police	2012	
To empower men on gender issues and mobilise their support.	The training held in this council and 26 men participated with women	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Conduct an empowerment workshop for men on gender issues.	Mobilisation of men and hold panel discussions for the gender issues to be debated.	Have men be well informed on gender issues and articulate them.	Council, BALA and Gender Links	2012-2013	
	There has never been any training for men.		26 men participated and had	A plan has been developed on governance and Gender Based Draft	Draft plan and report	BALA /WAD	2012	
	Yes dialogue has been held during							

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	this training with male councillors.		dialogue during the BALA Gender Links workshop	report				
Public participation								
To ensure that women and men participate equally in local government and community matters	At ward level women dominate in the committees.	At least 50 per cent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Intensify kgotla meetings	Have the meetings well publicised to have a better attendance	Acquisition of information and knowledge.	Councillors, Dikgosi, Village development committees Media.	On going	
	There is no gender disaggregated data on the meetings	Women and men participate equally in all governance structures.	Conduct survey	To have surveys conducted at the kgotla meetings and engage other stakeholders.	Have updated statistics on the disaggregation of data for the meetings	Public relations Department, Councillors, Dikgosi, Village Development Committees teams.	2013	
	There has never been any workshops conducted on gender issues with men groups	Ensure the inclusion of men in all gender related activities, including training and community mobilisation.	Conduct workshops conducted with men sector	Mobilisation of men sector	Have well informed men on gender issues. Workshop report	BALA, Gender Links, WAD, BALA	2012	
PLANNING								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	The council's strategic plan is not gender aware		Incorporate gender related issues in our planning systems.	Ensure that all the departments include gender issues and have gender aware plans.	Have a strategic plan which incorporates gender issues.	All heads of departments	2012	
To ensure that women are consulted about their needs when drawing up Council plans.	There is no gender desk and has not been involved in the planning process	Equal participation of women and men in policy formulation and implementation of economic policies.	Incorporate gender related issues in the sub council strategic plan	Sensitise all key stakeholders on gender related issues and solicit their buy in	Ownership of strategic plan by all stakeholders.	All councillors and council employees	2014	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal employment opportunities	There is no gender disaggregated data on jobs created through the council activities	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Industrial class jobs are not granted according to gender equality	Educating the community on employment opportunities during council visit to different wards	Expect a mixture of both males and females and participation of both genders	HR, Community leaders	2012	
To provide gender aware support to the informal sector	The council ensures that both men and women are assisted in regardless of their gender	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the	Issuance of licences on first come served bases	Continuing accepting applications on the basis of the first come served policies are facilitated at the ministerial services	Issuance of the licences	Commercial Affairs and physical planning	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		contribution of women in the formal and informal sectors.						
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
Ensure that the council understand the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change	No, audit has been done on climate change	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Sensitisation of council staff and councillors on climate change critical	Workshop with the community on basic information on climate change	Report and knowledge gained Sensitise them not to withdraw their teenager from school due to lack of food especially during drought time	Council and Ministry of environment Community	2012	
To involve women in projects and green business ventures, e.g. waste management.	There are no green business ventures	Women benefit equally from economic opportunities, including those created through public procurement policies.	Tenders are awarded to cleanness village competitions recycling of papers and flowerpots	Encourage the community to pick up litter at a small fee	Cleanness of the environment	Environmental Health section in the council	On going	
HIV AND AIDS AND CARE WORK								
Prevention								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on	Yes ,the Council has disaggregated data on HIV /AIDS	Collect and analyse baseline data against which progress in achieving targets will	Data have been collected and is available in the council	To analyse data and educate Tonota about the current situation in the council.	Data reports availability	NACA, Council	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the pandemic in the Council.	,statistics is not housed here but we get it from Ministry of health and National Aids control Program	be monitored.	Data is at Ministry of Health	The Council will make copies available in the council				
To run gender-aware prevention campaigns	Yes, prevention campaigns emphasis on the dangers of multiple and concurrent partners	Develop gender sensitive strategies to prevent new infections.	Number of participation and condoms disbursed with the number of morning shows	Have morning talk shows and disbursement of condoms	An increase in the number of prevention campaigns	NACA, Council	2012	
	Female condoms are available at the clinics		Mal condoms availed and collected in numbers	To look for female condoms	Female condoms availed	NACA, Council	2012	
To ensure that messages of generational sex and multiple partners are addressed	The council participated the awareness campaigns with other departments in the districts The council has joined other stakeholders in in commemorating and promoting 16 days Campaign in the past	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.	Number of workshops and kgotla meetings held and the number of participants	To conduct workshops and kgotla meetings on inter-generational sex and multiple partner.	Reduction in prevalence	NACA, Council	2012	
To raise awareness that there is an increased risk of	There are awareness campaigns in the	Information on services available to survivors of gender	Number of participants and number of	To conduct workshops and meetings	Reduction in prevalence	Council, NACA	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
contracting HIV/AIDS as a result of sexual assault.	Council on the link between gender violence, HIV and AIDS	based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	workshops held					
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	PEP is not available in all clinics	Avail post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Number of women availing themselves for PEP	To conduct kgotla meetings and workshops on women to encourage them to avail themselves for PEP and emergency contraception	Reduction in rate of new infections	NACA, Council	2012	
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	90% of women and men go for VCT at Tebelopelo Centres which are available country wide	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women and men educated on voluntary counselling and testing	To conduct kgotla meetings and workshops	Reduction in the number of new infections	NACA	Council, NACA	
Social development								
To make community and sporting facilities more accessible to women and girls and ensure that they	No work has been done with women groups to benefit from sporting facility in the	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Community and sporting facilities in place	To establish community and sporting facilities	Utilisation of community and sporting	Council	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
benefit equally from such facilities.	community				facilities			
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	Most of the statistics from the council is supplied by the Police There are only child neglect cases on gender based violence	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Reduced number of GBV reported cases and openly talking about GBV by people(public)	Have data on GBV cases available	Liaise with the Police and other service provision departments to have data available	Have a comprehensive report on the GBV cases.	SandCD, Police	2012
		Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Linkage of all relevant sectors to help combat GBV	Have Sectoral reports indicating challenges and constrained and recommendations	Formation of multi sectoral committee to address GBV	Strategic plan to address GBV	All relevant stakeholders and council	
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	Yes the council has participated in awareness campaigns in the past Yes ,the council actively participated and promote the 16 Days Campaign in	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	An active community on GBV issues-supporting fellow community members on GBV cases and evident behavioural	Conduct workshops and seminars, kgotla meetings and political rallies	Have a well-informed society	SandCD, Councillors and the Chief	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	the past		change in the society					
		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	Have full participation of men in the GBV related activities.	Conduct workshops facilitated by men to share the knowledge they acquired.	Common understanding of GBV issues by all genders	All relevant stakeholders	2012	
Response								
To implement actions that are effective in responding to GBV in your council	There are few street lights in this sub district	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Use the funds to provide street lights, road signs and street naming	Public education and request for funds to have more campaigns and have facilities for both community and survivors to form support groups	Effective utilisation of available facilities	Council and all relevant stakeholders	2012	
	The police stations within the district use their existing offices there are no (private room, female officers etc.) to deal with cases of GBV	Specialised facilities, including support mechanisms for survivors of gender based violence.	Consultative meeting with Police department and allocation of house	Meeting held discussing private rooms for survivors	Rooms identified at the police	Council Police ,community	On going	
	There are no rooms , police use other officers rooms	Community sensitisation programmes regarding available services and resources for survivors of gender based violence.	Functional programs	Form rehabilitation and counselling	A more empowered and compassionate society. A house identified for counselling	Community, Council	2012	
		Establish special	Survivors	Satellite police formation	Have an	Council,	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.	getting prompt and timely services/assistance	of committees comprising professionals like lawyers, doctors and therapists	accessible integrated and sensitive services to survivors	Police		
Support								
To implement a plan and actions that supports survivors of GBV	The GBV survivors use the social welfare officer for counselling	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	Effective and efficient utilisation of the centres	Utilise government property as centres. VDC, Solicit NGO's, retired professionals	Availability of safety shelters		2012	
	Publications for gender based violence are distributed by women's Affairs Department	Active community on issues concerning GBV.	Availability of publications on gender	Order pamphlets from relevant ministries	Publications on gender distributed	WAD BALA Emang Basadi Child line	On going	
Coordination								
To ensure that efforts to address GBV are conducted in a coordinated manner	No, there is no multi sector committee for addressing GBV in the local council but at the district commissioners office	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Formation of a task force on gender based violence	Selection and development of terms of reference for the task force	Task force elected and functioning	Council secretary and management	2012	
Budget allocation								
To ensure that Councils commit budget and resources to addressing GBV	There is no budget for gender based violence		Draft proposal for gender based violence	Submission of this budget during strategic planning	20% approved budget for gender based	Planning Department HR	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
					violence			
Monitoring and evaluation								
To ensure that efforts to address GBV are monitored and evaluated	No baseline	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Template and methodology for monitoring identified	I identify officers to monitor	Data and report available	The Council management	2013	
Best practices								
To showcase best practices to end GBV	Currently the council does not have any best practice to end gender based violence		Identified best practice project in the community	Select the best practice	Best Practice available	Council staff	2013	
EMPLOYMENT PRACTICES AND ENVIRONMENT								
To increase the representation of women employed in the council.	Two draft plans have been developed to as a priority to mainstream gender equity in partnership with BALA and Gender Links.	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	52% of decision making positions in the Sub Council are held by women	The recruitment percentage needs to be maintained at this level	In line with empowering women because it shows that they are left behind in most fields.	HR Council secretary	2014	
	50 % are men and 50% of women occupy management positions –Break down per department is 60 female and 40 male	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	Have 50% of women and 50% of men	The percentage needs to be maintained	Increase participation of men and women where necessary	MLG and HR	On going	
	Human resource manager and		Staff lists updated on	To fill existing vacant posts.	To enhance service	HR, MLG,	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	council secretary are responsible for ensuring that targets are met Yes, it is included in their contract		monthly basis to give the real picture of employment.		delivery	Stakeholders		
			The percentage of recruitment	Maintain the status quo	There will be equal opportunities.	CS,HR, DPSM		
Selection and recruitment								
	Men and women are paid equally for the work they do	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	Scales are equal	Men and women progress equally	Help to restore issues of gender equality at work	CS,HOD,DP SM	2014	
	2008 Policy on maternity is 84 days and full salary	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Full pay on confinement and children should be spaced by 2 years.	Employees should be sensitised about the policy when recruitment or driving workshops departmental meetings	They have knowledge or know their rights concerning maternity leaves	HODs, HR,SACS,D PSM,CS	On going	
Capacity building								
To ensure that training is done to educate all employees and community groups on gender	Gender and Local government training has been conducted by BALA and Gender Links	Ensure equal participation of women and men in decision making by outlining in place policies, strategies and programmes for the establishment and strengthening of	Implementation of some of the activities in the drafted plan	GL and BALA should be invited to hold workshops to train and sensitise staff councillors at least twice a year. Councillors and staff should address their community/society about all gender issues.	The community at large will be informed and educated and gender equality reduced	GL and BALA, Staff, Councillors	2012- 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		structures to enhance gender mainstreaming.						
Work conditions and environment								
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	The crèches/ Preschools are available	Provide protection benefits for women and men during maternity and paternity leave.	Availability of Day Care Centres and Preschools at least 3 more	Build more day care centres and ensure that they provide basic education and care	Help to reduce burden upon women at home	Council, Home Economics(SandCD)	2013	
	Crèches are there but not adequate	Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by women.	Applications advertised for crèches approved	Programmes should be put in place	Help bring Gender Equality	Council	2013	
	The programs are there			Build more empowerment crèches to encourage more private		Council	2013	
	The private crèches in the community		Private crèches	Issue adequate licences for crèches		Council	2014	
	Public service act for 2008 is available		Public service act of 2008 being disseminate	Sensitise staff about the act, make sure every staff abide by the act	Help to reduce issues of harassment behavioural change at the workplace.	The Council	On going	
Address issues of sexual harassment in the council.	The safety measures in place is discipline by management	Enact legislative provisions adopt and implement policies, strategies and programmes that define and prohibit	Staff are able to report sexual harassment in management and there is	Disciplinary hearing held against the culprit defendant	Sexual harassment will be reduced	Council	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.	discipline for that					
GENDER MANAGEMENT SYSTEM								
Gender structures								
Budget, monitoring and evaluation			There is no budget for advancing gender equality	Request for a small budget and draft the proposal including gender activities and monitoring of gender activities	30% budget available	Council HR	2013	

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

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	municipality to develop land marks					
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Police Council community	There are crime clustering groups and Neighbourhood programme but do not focus on gender but the majority are women	To continue with these clusters and ensure that both men and women participate	On going	
	Involve street hawkers in crime watchdog projects.		Street vendors not involved in safety projects	Involve 50 % of street vendors and hawkers in safety projects	2013	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a yearlong campaign	BALA, Gender Links, Emang Basadi, Women's Affairs, Police	There are no programmes in the council that focus on GBV	Develop programmes that focus on GBV and target the community at large and other interest groups, churches, youth which will be measured by the number of campaigns conducted..	2012	
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Council, NGO's and CBO's	The council has not actively participated in 16 days campaign	Active participation of the council in the 16 days campaign involving all communities of Mahalapye Sub District and conduct kgotla meetings	2012	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Electrical engineering , Bye law, Ipelegeng(Council)	The council has not taken any part in the take back the night campaign-mandated to provide street lighting, bush clearing and cluster policing	The council to involve all members of the community in the campaign-especially women and children	2012	
	Promote involvement of men and boys in ending gender	SandCD, Men Sector,	Men sector exists but men have never been targeted in the in	Men sector to be part of the committee involved in campaign in	2013	

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

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

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

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Established District Committee	There are no targets and indicators for measuring progress in the council	The council will have an evaluation report	2013	

Annex E: Evaluation form

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN	7	14	2	0	1
2. PROGRAMME CONTENT	7	15	1	0	
3. FACILITATION	4	13	5	0	
4. GROUP WORK	7	10	5		
5. OUTPUTS vs EXPECTATIONS	2	18	3	0	
6. LEARNING OPPORTUNITY	3	13	3	1	
7. NETWORKING OPPORTUNITY	2	13	8	0	
8. ADMINISTRATIVE ARRANGEMENTS	6	13	3	0	2
9. DOCUMENTATION	13	9	5	1	
10. OUTCOMES AND FOLLOW-UP PLANS	1	21	0	0	

Comments

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

- Group work on stereo types
- Development of council plans in groups
- Presentation on gender concepts
- Definition on gender based violence enabled me to understand that both men and women can be in position of leadership in regardless of their sex
- Both sessions were all informative
- Gender mainstreaming
- Definition of sex and gender
- Drafting of the action plans on gender based violence which has been least importance in the council planning
- Gender, governance and transformative leadership
- Gender , governance and transformation leadership
- Gender , governance and transformative leadership was useful as it applies to the council programs
- Gender based violence through group work as we were able to interact
- Conflicts resolution as it will enable us to resolve the on-going conflicts on some of the programs delivery in the council
- Group work as participants were active in discussions and DVD play as it t assisted us to understand the SADC Gender Protocol on development
- Gender Based violence
- SDC gender protocol that it has not been sign by Botswana yet the articles in it are critical to Botswana citizens

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

- None, most of the sessions were useful
- All the session played a grateful role especially the gender planning exercise

- Gender equality made us aware that both men and women can perform any job in regardless of their sex
- All sessions were very useful
- Issues of politics as government employees are not allowed to be involved on political issues.
- All sessions were useful as they were new to us
- Conflict resolution since do not apply to councils
- All topics were use full except that the duration of the workshop was too short
- Conflict resolution was not relevant to our programs
- Violence Against women and Children
- Conflict resolutions as their home related
- The unwaged work of women as it gives impression that women are not taken care of
- Political issues are not allowed to be discussed at work unless you are a politician

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

- I will share information at Political rallies, Kgotla and church meetings
- Use kgotla meetings to create awareness on gender based violence
- By conducting workshops on gender issues so that they can be informed
- Will discuss what I have learnt at Political rallies
- Share information at kgotla meetings with r the community
- To share information with my family and work mates
- To share information with my electorates
- Drafting of the plan
- To conduct workshop with my work mates
- With my family
- Through Facebook and networks and at public rallies

4. Any other comments

- Generally it was a good workshop
- The workshop has added more value and increased knowledge and experience
- Workshop should be held in working premises
- I wish issues of gender should be followed and addressed at sub district level
- Three days was not enough for the workshop wish could be 5days
- Wish participants could listen to presentations than talking a lot
- Workshop was very good
- Workshop should be held every year although it will be expensive
- The facilitator was very emotional not willing to take other participants views