

SOUTH EAST DISTRICT COUNCIL

RAMOTSWA -BOTWANA

1.Gender Policy Framework

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
Gender Policy Framework									
Strategic objective: Increase the local authority's level of awareness around national, regional, international commitments that the country has made especially the Post 2015 SADC Protocol on Gender and Development, SDG s and the National Gender Policy.									
<i>What is the current level of awareness?</i> 50%	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	State Parties shall develop and strengthen specific laws, policies and programmes to achieve gender equality and equity.	An active in draft or approved by the local authority.	Women, girls, men and boys	Gender sensitization meetings Trainings	-Gender responsive budget -Gender aware women and girls	Gender committee, Finance Committee	31 Dec 2017	45000 (June 16)
			Gender sensitive policies and bi-laws in place.	Council departmental heads, community	Adoption and implementation of gender sensitive policies and bylaws Trainings Sensitization	Gender responsive council. Gender sensitive budget. Knowledgeable community	Gender committee, Finance Committee	31 Dec 2017	
<i>Has a gender policy framework been drafted and approved?</i> Yes it has been aggregated.		Laws and policies put in place to enable women to have equal opportunities with men to participate	Policy active in a draft or approved by the local authority		Implementation of the council adopted Gender Policy	Gender responsive council culminating in production of gender sensitive budget.	Social Services, Gender Committee	31 Dec 2017	

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<p><i>Has a gender action plan been drafted and approved?</i> Yes, there is an approved action plan and a reviewed one is to be approved.</p>			An active gender action plan in draft or approved by the local authority.	Council and all stakeholders	Review of the adopted action plan	Gender responsive plans	Social Services, Bala Gender committee, Full Council	31 Dec 2017	3000
<p><i>Does the local authority have a Gender champion at political level?</i> Yes, there is a Gender champion at political level</p>			<p>Local authority has a GC? Yes a Gender Champion is in place, she is the Chairperson of the Gender committee.</p> <p>Local authority have a Gender committee targeting Mayor or Chairperson as part of GC to ensure complete buy-in.</p>	Council and Gender committee stakeholders	Recommending to council on gender issues affecting the district. Monitoring and evaluating progress on gender action plans.	Gender aware council, Gender responsive plans	Council	31 Dec 2017	2000.00

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			The Council Chairperson is an ex-officio member of the Gender committee.						
GOVERNANCE									
Representation									
Strategic objective: To ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures by 2030.									
<i>What is the % of women councillors in the local authority?</i>	End all forms of discrimination against all women and girls everywhere by 2030	State Parties shall, <u>ensure equal and effective representation</u> of women in decision making positions in the political, public and private sectors including through the use of <u>special measures</u> as provided for in Article 5.	Percentage of women in local government	Women, girls, boys, men	-Sensitisation of the general public -Giving women councillors influential positions of influence and responsibility, e.g chairperson of committees like the Projects and Planning committee.	Fairly represented council	Human Resources and Admin	2017	
<i>What proportion of women councillors are there in leadership positions in the local authority, e.g. as chairs</i>			Percentage of women councillors in leadership positions? 50%	Women Councillors	Training and development	Confident and influential women councillors. Women decision makers.	Human Resources	2017	

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<p><i>of committees?</i></p> <p>50% of women councillors are in leadership positions. Therefore the proportion is 1:2</p>									
Strategic objective :To educate communities and raise awareness about the importance of women's equal representation in local authorities									
<p><i>Has there been a 50/50 campaign or any other awareness raising on women's equal participation ?</i></p> <p>Yes 50/50 campaigns were conducted with the assistance from Gender links and council</p>	<p>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.</p>	<p>Mapping of number and types awareness campaigns.</p> <p>Percentage of women in decision making positions in the district- 35% No. of 50/50 Campaign meetings held-7 campaigns were held since gender</p>	<p>Men and women, youths</p>	<p>Sensitization and awareness campaigns and Training</p>	<p>Fairly represented council and community structures.</p>	<p>Gender committee, Human resources</p>	<p>2017</p>	

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contribution as well.			committee establishment Percentage of local authority committees chaired by female councillors 25%						
Political participation									
Strategic objective: To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.									
<i>Is there a platform where women from different political parties come together to discuss their concerns?</i> Currently there is no such forum at district level	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political,	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming .	Type of policies, strategies and programmes put in place to ensure equal representation of women and men in decision-making for building the capacity of women to participate effectively through	Women Councillors	Training of Councillors	Policy consistence	Human resources and Admin	2017	

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<p><i>Has any networking been done with other women's platforms at other levels e.g district, provincial and national?</i> Yes, Women in Local Government Forum (WILGIF)</p>	economic and public life		leadership and gender sensitivity training and mentoring (Audit) Established multi-parties platforms	Women councillors and officers	Continuous lobbying and provision of the interface for communication	Quality and well considered policies, Fairly represented council	Human resources and Admin	2017	
Strategic objective : To empower women councillors to advocate for gender equality									
<p><i>Has there been a skills audit? What kinds of skills exist?</i> Yes this has been done through various systems audits and leadership skills exist.</p>	Enhance the use of enabling technology , in particular information and communications technology , to promote the empower	Building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Skills audit conducted	Councillors and staff	Trainings	Skilled leadership	Gender Committee, Human resources	2017	
<p><i>What training has</i></p>			Percentage men and women in gender activities		Capacity building trainings for	Capacitated men and women in	HRD and Administration	2017	

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<i>already been done?</i> Capacity building workshops, Gender Responsive Budgeting workshops	ment of women		including gender training and community mobilisation activities.		men and women.	gender related activities			
			No. of skills training institutions in the district. 2	Men and women staff and councillors	Trainings and refresher courses	Capacited men and women	HRD and Administration	2017	
			No. of skills trainings conducted.	Staff and councillors	Trainings and refresher courses	Capacited men and women	HRD and Administration	2017	
Strategic objective : To empower men on gender issues and mobilise their support									
<i>What training has already been done – how many men participated?</i> 80%		By 2030, State Parties must ensure the inclusion of men in all gender-related activities, including gender training and community mobilisation.	No. of men trained on gender issues 110	Men councillors, staff and men government officials.	Capacity building workshops for men and women	Capacited men and women	HRD and Administration	2017	
			No. of trainings conducted 4	Men councillors, staff and men government officials.	Capacity building workshops for men and women	Capacited men and women	HRD and Administration	2017	
<i>How many dialogues with male</i>			Number and types of dialogues held involving men	Male councillors	Holding male councillors dialogues on gender issues.	Sensitized male councillors on gender	HRD and Admin	2017	

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<i>Cllrs have been held?</i> 7			No. of male councillors attending dialogues	Male councillors	Holding male councillors dialogues on gender issues.	Sensitized male councillors on gender	HRD and Admin	2017	
Public participation									
Strategic objective : To ensure that women and men participate equally in local government and community matters									
<i>What is the representation of women and men in ward committees?</i> 30% women, 70% men	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	By 2030 ensure that 50% of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.	Percentage of women and men in ward committees	Men and women in local government	To reserve responsibility positions for women. To encourage women to be confident and to vote for each other during committee selections	50/50 representation of women and men in ward committees	HRD and Administration	2017	
			Percentage of women in Ward Development Committees	Men and women in local government	To reserve responsibility positions for women. To encourage women to be confident and to vote for	50/50 representation of women and men in ward committees	HRD and Administration	2017	

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					each other during committee selections				
<i>Are there gender disaggregated statistics on the consultative meetings?</i> Yes		Women and men participate equally in all governance structures.	Gender or sex disaggregated data available (attendance registers)	Women and men in the community	Ensuring that women and men participate equally by giving equal opportunity for participation to both men and women during consultative meetings.	Equal participation of men and women	HRD and Admin Department		
<i>Have any meetings or forums been conducted with men's groups?</i> Workshops has been held for both men and women		Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Number and types of meetings with men's groups	Men in the community	Holding gender training workshops and campaigns with both men and women as participants	Successful campaigns and workshops with both men and women included	s/services HR		5000 (thru wellness)
PLANNING									
Strategic objective : To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.									

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<p><i>Is the local authority's strategic plan gender aware?</i></p> <p>Yes there is gender mainstreaming in both operational and strategic plans.</p>			An analysis or review of Strategic plan by gender forums, number of both men and women involved in review		Holding committee meetings: Council , sub-committee, stakeholder feedback and Campaigns. review meetings	Consulted women in policy making process.	Council and government departments.	2017	
			Gender Responsive Strategic Plan adopted	Council	Implementation of the adopted strategic plan	Fulfilled objectives	Council	2017	
<p>Strategic objective: <i>To ensure that women are consulted about their needs when drawing up Council plans.</i></p>									
<p><i>Has the gender desk been involved in the strategic planning process? Have the views of women and men been</i></p>		Equal participation of women and men in policy formulation and implementation of economic policies.	Percentage of women and men involved in the strategic planning		9 consultation meetings for drawing 2016 work plan	Holding Eight budget consultation meetings and 2 area committee meetings in 2016	Consulted district women and men.	Roads and Works committee	

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<i>taken into account in the plan?</i> Yes, the Gender Focal Person and Gender committee was involved in council strategic planning									
			Gender desk established Gender disaggregated planning meeting attendance records	Council	Ensuring that there is gender mainstreaming/ Gender responsive budgeting.	Gender mainstreaming in council	Gender Committee	2017	
EMPLOYMENT PRACTICES AND ENVIRONMENT									
Strategic objective: <i>To increase the representation of women employed in the local authority by 2030.</i>									
<i>What steps have been taken to prioritise gender equity in performance plans?</i>	By 2030, achieve full and productive employment and decent work for all women	States Parties shall conduct time use studies, adopt policy measures to recognize and value unpaid care and	Percentage of women in elected positions with a bearing on economic decision making. Are the employment	Employees	Introducing staff development programmes by assisting female employees with educational loans, tuitions fees, workshops fees, study	30% of total number of employees being women	HRD and Admin Department	By December 2017.	

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Staff development programmes are currently in place therefore female employees are earmarked for decision making positions. Managerial responsibilities are being given to female employees i.e The Town Manager for Murewa, Gender Focal Person, Accountant and District AIDS Coordinators are females.	and men, including for young people and persons with disabilities , and equal pay for work of equal value	domestic work through the provision of public services and infrastructure, and promote shared responsibility between men and women to ease the burden of multiple roles played by women.	policies and practices gender sensitive?		leaves and giving decision making responsibilities.				
<i>What are the current gender statistics of</i>		State Parties shall further implement the provisions on	Percentage of women and men in relevant	Management					

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<p><i>employees in the local authority?</i> Management Position: Female-Male ratio is 3:9= 25% Non managerial staff: 5:12 =29%</p> <p><i>What % men and women occupy management positions – what is the breakdown per department?</i> Management Position: Female-Male ratio is 3:9= 25%</p>		<p>the multiple roles of women in accordance with the SADC Protocol on Employment and Labour</p>	<p>management positions in the various departments at and local level</p>						

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Admin and Social Services: 2:2 =50%men 50% female Finance:5:6 = 55%men, 45% females Audit: 1:0= 100% male Environment 1:0= 100% male Engineering: 1:11 92%men, 8% females									
Selection and recruitment									
Strategic objective: To ensure that the recruitment and selection process offers equal opportunity to women.									
<i>What kind of employment equity plan is in existence?</i> The employment policy is in place and there is equal opportunity for both men and women	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empower	State parties shall undertake reforms to give women equal rights, and opportunity to economic resources and control and ownership over productive	An audit and list of various equity plans the local authority implements	Disadvantaged women and the disabled persons.	*To advertise for jobs and the advert should encourage ladies and the disabled to apply *To recruit women *The panel should be comprised of at least two ladies or should be gender balanced	Increased number of woman from 27.5% to 50%	HRD and Admin Department	December 2015	

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to apply for jobs	ment of all women and girls at all levels	resources, land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.							
<i>What are the targets for ensuring women's equal representation at all levels? 50/50 by 2017</i>			Skills audit implemented Quota of various departments with regards to women's representation at various levels		Introducing staff development programmes by assisting female employees with educational loans, tuitions fees, workshops fees, study leaves and giving decision making responsibilities.	27.5% of total number of employees being women	HRD and Admin Department	By December 2017.	
<i>Has gender been incorporated into policies and processes? Yes, there is a Finance committee recommendation that 50% of development levies is mandatory channelled to all wards for</i>		Eradication of occupational segregation and all forms of employment discrimination.	Adopted policies and recruitment process (guidelines or frameworks)		*Construction of maternal facilities *Continuous sensitization of communities through Ward meetings	Sensitized communities. Established maternal health centres	Social Services Committee	December 2017	

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development of mothers shelters and ECD centres.									
<i>Are women and men paid equally for the work they do?</i> Yes they are paid equally	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities , and equal pay for work of equal value	States Parties shall, with regard to the special measures provisions in Article 5, develop strategies to ensure that women benefit equally from economic opportunities, including those created through public procurement processes	Salary scale audit for women and men		Operationalization of the Works Council (Collective bargaining)	Equally paid women and men	HRD and Admin Department	December 2017	100
<i>What is the policy on maternity leave and paternity leave?</i>	Adopt and strengthen sound policies and enforceabl	Enact and enforce legislative measures prohibiting the dismissal or	Draft or adopted Policy in place for maternity leave and paternity leave		Approval of maternity leave. To discuss further on issues regarding paternity leaves.	Educated employees on the labour Act- (maternity, paternity and	HRD and Admin Department	December 2017	

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granted.	e legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.	denial of recruitment on the grounds of pregnancy or maternity leave.				compassionate leave)			
Capacity building									
Strategic objective: To ensure that training is done to educate all employees and community groups on gender									
<i>What training has already been done?</i> Councillors Capacity Building Workshop at ZIPAM and Chibanguza Hotel by Ministry of Local Government and		State Parties shall review, amend and enact laws and policies that ensure women and men have equal access to wage employment, to achieve full and productive employment,	Number of capacity training given on policies and strategies.		Conducting trainings on: *GBV at workplace, *10 Gender awareness campaigns, *Adoption of the Gender policy by Full Council. * Gender budgeting workshop.	Educated and gender sensitive employees, board (councillors) and community	HRD and Admin department	December 2017	

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ZRWE CN, Training coordinated by Ministry of Women's Affairs and ZRW CN, Training facilitated by Gender Links and ZRW CN respectively. Capacity building workshop by Silvera House		decent work including social protection and equal pay for work of equal value for all women and men.							
Work conditions and environment									
Strategic objective: Address issues of sexual harassment in the local authority.									
<i>Is there a sexual harassment policy in existence?</i> There is a draft sexual harassment policy in place, however, issues of sexual	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual	States Parties shall: by 2030, enact and enforce legislation prohibiting all forms of gender based violence;	Percentage of women and men experiencing sexual harassment in work place		*Adoption of the Sexual harassment policy by Full Council *Educating the employees on sexual harassment policy	Sexual harassment policy in place. Knowledgeable and motivated employees on sexual harassment.	HRD and Admin and Gender Committee	December 2017	

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harassment are also covered in the Code of Conduct.	and other types of exploitation								
<i>What kind of safety measures are in place currently?</i>		Ensure that perpetrators of gender based violence, including domestic violence, rape, femicide, sexual harassment, female genital mutilation and all other forms of gender based violence are tried by a court of competent jurisdiction	Draft or adopted sexual harassment policy or procedures		*Adoption of the Sexual harassment policy by Full Council *Educating the employees on sexual harassment policy	Sexual harassment policy in place. Knowledgeable and motivated employees on sexual harassment.	HRD and Admin and Gender Committee	December 2017	
LOCAL ECONOMIC DEVELOPMENT									
<i>Strategic objective : To facilitate access to equal employment opportunities</i>									

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<p><i>Is there gender disaggregated data on jobs created through the local authority's local economic development activities?</i></p> <p><i>NO</i></p>	Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	By 2030, review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	<p>Percentage of women, men, youth ,Elderly & People with Disability in economic decision making</p> <p>Percentage women owning businesses, land and property</p> <p>Percentage of women accessing financial services</p> <p>No. of policies and laws reviewed so as to become gender aware</p>	women, men, youth ,Elderly & People with Disability	Gender mainstreaming on all, Gender awareness meetings	50% gender disadvantaged groups' allocated workspace. Reduced unemployment rate and demand for work space	Finance committee, Gender committee	December 2017	
	By 2030, ensure that all			women, men, youth ,Elderly &	Facilitation of business		Finance committee,	December 2017	

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	men and women, in particular the poor and the vulnerable , have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including but not			People with Disability	management training, Workplace allocation		Gender committee		

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

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opportunities .	property, inheritance, natural resources, appropriate new technology and financial services, including but not limited to microfinance as a the primary source of access.								
Strategic objective : To ensure that women and men have equal access to appropriate financial resources									

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Does the local authority have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? yes.	By 20130 ensure that men and women have access to appropriate and inclusive financial services and that these are designed and implemented to address the access to finance barriers faced by women in particular.	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Number of emerging entrepreneurs that have succeeded in securing funding for their business? <ul style="list-style-type: none"> • Number of women • Number of men • Number of PWD • Number of youth 	women, men, youth ,Elderly & People with Disability	Gender mainstreaming in all	Financially empowered women, men, youth, Elderly & People with Disability. Resolution that determine access to, control of, and benefit from productive resources.	Finance committee, Gender committee		
Strategic objective: To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.									
Does the local authority have any technology schemes or influence		Ensure that women have equal rights to access training and opportunities in	Number of of women, men, youth, Elderly& People with Disability with access to training and opportunities	women, men, youth ,Elderly & People with Disability	Council to provide space for technical collages where opportunities in technological	*Space for technical collages. *Sensitized women and men and make use of modern technology	Finance committee, Gender committee	December 2017	

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over any technology schemes to assist LED? Are these gender aware? NO. Council to provide space for technical collages.		technological fields such as IT and engineering.	in technological fields. Number of men with access training and opportunities in technological fields.		fields such as IT and engineering are provided. Gender mainstreaming on all				
Procurement									
Strategic objective: <i>To ensure that women benefit equally from the procurement processes which they have historically been excluded from.</i>									
<i>What proportion of the local authority's tenders over the last year went to women? Is there a policy and or point system in place to redress gaps?</i> <i>30 :70 % Council to come up</i>	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or	State Parties shall, by 2030, and with regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefitequally from economic opportunities, including those created through public	Countries with legislated instruments for women, men, youth ,Elderly & People with Disability 's equal participation in tenders at a national, provincial and local level and in all sectors of the economy	Women, men ,youth	Encourage business women to register with the State Procurement Board.	Women benefiting equally from economic opportunities.	Procurement committee	December 2017	

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<i>with policy and or point system in place to redress gaps</i>	economic or other status	procurement processes.							
	Promote public procurement practices that are sustainable, in accordance with national policies and priorities	States Parties shall, by 2030 , review their national trade and entrepreneurship policies, to make them gender responsive	Number of national and trade policies that prepare prospective entrepreneurs and promote the interests of women in business.	Women, men ,youth	Gender awareness meetings, Gender mainstreaming on all	*Trade policy benefiting equally from economic opportunities. *Women	Finance committee, Gender committee	December 2017	500
		State parties shall by 2030, undertake reforms to give women equal rights, and opportunity to economic resources and control and ownership over productive resources, land and other forms of property, financial services, inheritance,	Number of women, men, youth ,Elderly & People with Disability with access to: <ul style="list-style-type: none"> • Economic prospects • Control and ownership over land, property and other productive resources. • Access to appropriate and inclusive funding sources for businesses. 				Finance committee, Gender committee	December 2017	

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		and natural resources in accordance with national laws.							
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT									
<i>Strategic objective: Ensure that the local authority understands the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change by 2030.</i>									
<i>Has there been a gender aware audit done of climate change and its effects and or likely effects?</i> Yes this was done and resulted in construction of rocket (coal) barns that were constructed by council for tobacco farming communities and also many other sustainable	Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women,	State Parties shall: (a) develop policies, strategies, and programmes to address the gender issues in Climate Change in accordance with the SADC Protocol on Environment and Sustainable Development.	Percentage households with access to electricity Percentage of women, men, youth, elderly, people with disability, child headed families and indigenous, peoples, and local communities with secure rights to land, property, and natural resources, measured by (i) percentage with documented or recognized evidence of tenure, and (ii)	women, men, youth, elderly, people with disability, child headed families and indigenous, peoples,	-Awareness campaigns -Mobilising communities to use other sources of energy -Trainings on conservation methods	-Established woodlots -Conserved environment -	Environment committee, EMA, Forestry Commission, Ministry of Lands, Gender Committee, Projects and Planning Committee	2017	

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development projects were undertaken by council e.g woodlots competitions and irrigation schemes resuscitation.	youth and local and marginalized communities	(b) conduct research to assess the differential gendered impacts of climate change and put in place effective mitigation and adaptation measures.	percentage who perceive their rights are recognized and protected						
		State Parties shall by 2030 should provide access to clean water and renewable energy technologies to all households, particularly to rural women, including by investing in and promoting		women, men, youth, elderly, people with disability, child headed families and indigenous peoples,	-Awareness campaigns -Mobilising communities to use other sources of energy -Trainings on conservation methods	-Established woodlots -Conserved environment -	Environment committee, EMA, Forestry Commission, Ministry of Lands, Gender Committee, Projects and Planning Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
		the development of alternative safe and clean energies (such as hydropower and solar) in order to reduce reliance on non-sustainable energy sources.							
Strategic objective: To involve women, as key stewards of the environment, in environmental preservation									
<i>Are women involved in drawing up policies and plans for "going green"</i> Yes women were involved in drawing up the Climate change policy	Improve education, awareness and human and institutional capacity on climate change mitigation, adaptation, impact reduction	State Parties shall design gender responsive capacity building, education, and training on environmental management, and climate change for sustainable development initiatives	Local authority has a gender responsive LED plan to promote income opportunities for sustainable energy and recycling projects. Number of trees planted, range management and wetlands conservation plans	women, men, youth, elderly, people with disability, child headed families and indigenous	-Awareness campaigns -drawing up policies and plans for going green, -Embarking on recycling projects and mobilising communities to engage into those projects. -Conservation of wetlands -establishment of plantations	-Policies for going green in place. -Knowledgeable community -Established woodlots -conserved wetlands	Environment committee, EMA, Forestry Commission, Ministry of Lands, Gender Committee, Projects and Planning Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
	and early warning								
Strategic objective: To involve women in projects and green business ventures, e.g. waste management.									
<i>Are there any green business ventures?</i> Yes horticulture projects,	By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather,	State Parties shall by 2030 develop and implement gender responsive policies, strategies, projects and programmes for environmental management, disaster reduction especially on climate change for sustainable development.	Local authority with costed gender action plans on environmental management, climate change and sustainable development.	women, men, youth, elderly, people with disability, child headed families and indigenous	-Budgeting for environmental management, climate change and sustainable development.	Costed Action plans	Gender Committee,	2017	
			No. of green ventures owned by women	Women and men	-Mobilising women to embark into green ventures. -Providing space for women to engage into green ventures.		Established woodlots -Conserved environment	2017	
<i>Are there any Programmes and workshops to increase knowledge on improving</i>			Awareness programmes and workshops to educate all the designated groups on sustainable greening	Men and women, youths, people living with disabilities	Awareness campaigns, sensitization meetings,	Knowledgeable communities	HRD and Admin, Gender Committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>climate change?</i> Yes	drought, flooding and other disasters and that progressively improve land and soil quality.								
<i>Are there any Programmes targeting young people on sustainable greening?</i> Yes in school			Types and number of school programmes on sustainable greening	Young boys and girls, schools	Management of the woodlots competitions programme	-Established woodlots. -Active young people	Environment committee Forestry commission	2017	
<i>Are there any policies on sustainable development ?</i> Climate change policy, Environmental by-laws are in place.			Development of Adaptation Policies	Men, women, business people, people living with disability, youths	Enforcement of environmental by-laws	Environmental by-laws.	Environment committee	2017	
Strategic objective: To take into account the needs of women in emergencies and disasters.									
<i>How gender aware are existing disaster management plans?</i>		State Parties shall by 2030 develop and implement gender responsive policies,	Local authority with costed gender action plans on environmental management, climate change	Men, women, business people, people living with	Review of disaster management plans or policies.	Gender aware disaster management plan.	District Disaster Management committee	2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
The district disaster management takes into consideration both men and women therefore it is gender aware.		strategies, projects and programmes for environmental management, disaster reduction especially on climate change for sustainable development	and sustainable development.	disability, youths					
INFRASTRUCTURE AND SOCIAL DEVELOPMENT									
Housing									
<i>Strategic objective: To promote the equal rights of women to land tenure</i>									
<i>What proportion of stands is owned by women, men, youth, Elderly & People with Disability? 1.3 is owned by women.</i>	By 2030, ensure access for all too adequate, safe and affordable housing and basic services and upgrade slums.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	National laws on inheritance Percentage of women, men, youth ,Elderly & People with Disability owning land and houses	Women, man, youth ,Elderly & People with Disability	Continuously updating gender disaggregated data.	Equal men and women owning properties	Housing department	December 2017	
<i>Strategic objective: To women's equal access to housing.</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<p><i>Do any policies exist to ensure women's access to land tenure?</i> Yes: <i>Land and Housing policy</i></p>	<p>Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws</p>	<p>State parties shall by 2030, review all policies and laws that determine access to, control of, and benefit from, productive resources by women in order to: End all discrimination against women and girls with regard to water rights and property such as land and tenure thereof;</p>	<p>Implementation of all National laws on ownership of land & houses.</p>	<p>Women</p>	<p>Implementation of land and housing policy.</p>	<p>Equally distributed land. land and housing policy which addresses gender issues.</p>	<p>Gender committee and Planning committee</p>	<p>December 2017</p>	
			<p>Percentage of women, men, elderly, youth and people with disabilities owing land and houses Number awareness campaigns and workshops to educate our people about Land Restitution Legislative Frameworks</p>						
<p><i>What kind of consultation process</i></p>	<p>By 2030, ensure access for</p>		<p>Number of people who regained their</p>	<p>Women</p>	<p>Conducting of consultation and sensitization</p>	<p>Well informed stakeholders</p>	<p>Environment committee</p>	<p>December 2017</p>	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>exists in residential design? Holistic consultations of stakeholders through EIA, sensitization meetings with stakeholders.</i>			land via land claim programmes		meetings with stakeholders		and Agric committee		
			No. of consultative meetings. Percentage of women. Youths and PWDs attending consultative meetings						
Water and sanitation									
Strategic objective: <i>To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services</i>									
<i>What services are currently being provided and at what cost?</i>	By 2030, achieve universal and equitable access to safe and	State parties shall by 2030, review all policies and laws that determine access to,	Number of women, men, youth ,Elderly & People with Disability with access to basic services	women. Youths and PWDs	Budgeting for repairs and maintenance of boreholes, -mobilizing funds for new water and sewer	Reticulated residential areas. -clean environment	Roads and works department, Environment department	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>Water and sewer reticulation in high density areas, borehole repairs in all areas.</i>	affordable drinking water for all	control of, and benefit from, productive resources by women in order to: .End all discrimination against			works from community. -indulging in new energy generating projects eg waste management				
<i>What kind of consultation process has there been in the past? Participatory and holistic approach</i>	By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation , paying special attention to the needs of women and girls and those in vulnerable situations	women and girls with regard to water rights and property such as land and tenure thereof.	Community Consultative meetings: Public Hearings Mayoral Imbizos	Women, men and children	Educating the community on the importance of attending and participating in consultation meetings	Citizen budget -Healthy community Informed community	Roads and Works Department	December 2017	
<i>What is the percentage total coverage (urban and/or rural) of sanitation facilities? 78% both urban and rural</i>									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
Social development									
<i>Strategic objective: To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.</i>									
<i>What kind of work is/ has been done with women, men, youth ,Elderly & People with Disability? Establishmen t of women, men, youth ,Elderly soccer and netball clubs. Pool and duty games for men and youths.</i>	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of awareness programmes and workshops to educate them on sustainable greening and safe public spaces	Women, men ,youth, elderly and people with disability	Carryout awareness campaigns and workshops to educate people on sustainable greening and safe public spaces	Educated Women, men ,youth, elderly and people with disability on sustainable greening and safe public spaces.	Gender committee and Social Seervices committee	December 2017	
SEXUAL REPRODUCTIVE HEALTH, AND HIV AND AIDS AND WELL BEING									
Strategic Objective: Reduce the maternal mortality.									
<i>What is the Maternal mortality ratio?</i>		Develop and implement policies and programmes	Maternal mortality ratio	Pregnant mothers	-Build mothers shelters -Establish clinics	Reduced maternal mortality	Social Services committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
No maternal deaths have been recorded in 2016		to address the mental, sexual and reproductive health needs of women and men in							
<i>What is the percentage of births attended by skilled health personnel?</i> 85%		accordance with the Programme of Action of the ICPD and the Beijing Platform for Action.	Percentage of births attended by skilled health personnel	Pregnant mothers and their partners	-Build mothers shelters -Establish clinics -Awareness campaigns	Reduced number of home deliveries	Social Services committee	December 2017	
<i>What is the coverage of iron? -folic acid supplements for pregnant women</i> All the health facilities are offering iron supplements to pregnant mothers who book for ante-natal care			Coverage of iron -quantity compared to demand and population of folic acid supplements for pregnant women -number of women booked for ante-natal-care. - percentage of women receiving iron-folic acid supplements	Pregnant mothers	-Procurement of iron supplements	Increase in the number of pregnant women receiving iron folic acid supplements	Social Services committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>What is the contraceptive prevalence rate?</i>		Develop and implement policies and programmes to address the mental, sexual	Contraceptive prevalence rate (per number visited the family planning) and distribution.	Sexually active people	-sensitisation meetings on family planning	-increase in the number of people using contraceptives	Social Services committee	December 2017	
<i>What is the met demand for family planning?</i> Family planning methods are accessible at all health facilities. Furthermore, condoms are accessible in all the parts of the district		and reproductive health needs of women and men in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action.	Met demand for family planning (percentage of women helped with family planning)	Sexually active people	-sensitisation meetings on family planning -Ensure family planning methods are available in all the wards	-Increase in the number of sexually active people receiving	Social Services committee	December 2017	
<i>What is the Percentage of young people receiving comprehensive sexuality education?</i> 52% of the young people are receiving comprehensi			Percentage of young people receiving comprehensive sexuality education	Youths	-Video screenings for youths -Sensitisation meetings for youths	Increase in the percent of young people receiving comprehensive sexuality education	Social Services committee DAAC	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
ve sexuality education in all schools and at Mangwende Youth centre									
Strategic objective: <i>Ensure health facilities are accessible to women</i>									
<i>How many mobile clinics are there currently? Which communities do these clinics service?</i>	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	State parties shall on issues relating to health, adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Number of clinics or mobile clinics exist in the local authority.	Women	-Application for mobile clinics to the MOHCC -Budgeting for setting up of mobile clinics	Number of mobile clinics established	Social Services Committee	December 2017	

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

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
differences in power relations between women and men		and HIV; UN Political Declaration on HIV and AIDS.							
<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners?</i> Yes, campaigns emphasise the dangers of multiple concurrent partners				Men, Women, Youth	-Sensitisation meetings	Reduction in the number of people with Multiple concurrent partnerships	Gender Committee & DAMSAC	December 2017	
Strategic objective: To run gender- aware prevention campaigns									
<i>Is the female condom available? If so where?</i> They are available in all public	By 2030, ensure universal access to sexual and reproductive health-	Adopt and implement legislative frameworks, policies, programmes and services	Provision of female condoms in government buildings, health facilities and NGO's	Sexually active people	-Condom promotion awareness meetings	Increase in condom distribution and use	Social Services Committee DAMSAC	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
toilets, hair salons, beerhalls, clinics and Behaviour Change Facilitators households	care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.	to enhance gender sensitive, appropriate and affordable quality health care.	number of female condoms (boxes) distributed	Sexually active people	-Distribution of condoms	Increase in condom distribution and use	Social Services Committee DAAC	December 2017	
			No. of collection points for female condoms	Sexually active people	-Training of condom depot holders	Increase in condom distribution and use	Social Services Committee DAAC	December 2017	
			Percentage of females accessing sexual and reproductive services	Sexually active people	-Awareness meetings	Reduction in STIs, unplanned pregnancies and new infections	Social Services Committee DAAC	December 2017	
			No. of clinics/organisations offering sexual and reproductive services	Sexually active people	-Awareness meetings	Reduction in STIs, unplanned pregnancies and new infections	Social Services Committee DAAC	December 2017	
Strategic objective: <i>To ensure that messages of generational sex and multiple partners are addressed</i>									
<i>How has the local authority participated in awareness campaigns in the past? Has the local authority actively participated</i>	By 2030, ensure universal access to sexual and reproductive health-care services, including for family	Adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate	Number of awareness campaigns effectively conducted. No. of awareness campaigns attended by the Local authority	Men, women, boys and girls	Commemorate 16 Days of activism and provide financial and material assistance	Commemorations done Sensitised communities	Social Services Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>and promote the 16 Days Campaign in the past?</i> Yes, through availing budget for the 16 Days of activism and attending the commemoration	planning, information and education, and the integration of reproductive health into national strategies and programmes.	and affordable quality health care.							
<i>Are there any awareness campaigns in the local authority on the link between gender violence, HIV and AIDS?</i> Yes, there is an HIV and AIDS policy in the workplace		Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include	Number of awareness campaigns conducted No. of awareness campaigns on the link between GBV, HIV and AIDS	Men, women youth	-review of the workplace policy -Awareness campaigns	-Increase in the uptake of treatment	Social Services Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
		preventing the onset of sexually transmitted infections.							
Strategic objective: To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.									
<i>Is PEP readily available at all health facilities? If not, at how many facilities is it available?</i>	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	States Parties shall, ensure that laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include: a. emergency contraception; b. ready access to post exposure	Proportion of facilities providing PEP No. of health facilities offering PEP Percentage of women infected receiving PEP	Sexual Violence survivors	-advocating for more mobile clinics offering PEP	Increase in the number of mobile clinics and facilities offering PEP	Wellness Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
		prophylaxis at all health facilities to reduce the risk of contracting HIV; and c. preventing the onset of sexually transmitted infections							
Strategic objective: To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.									
<i>What is the % of men and women who go for HTS?</i> 37% men and 63% women		Collect and analyse baseline data against which progress in achieving targets will be monitored.	Number of women and men counselled for HCT	Women and men	-HTS campaigns -awareness campaigns	Increase in the number of people who know their status.	wellness Committee DAC	December 2017	
			Percentage of men and women tested for HIV	Women and men	-HTS campaigns	Increase in the number of people who know their status.	Wellness committee DAAC	December 2017	
Treatment									
Strategic objective: To address unequal access to treatment; especially inhibitions by men to accessing treatment									
<i>What proportion of women compared to men access free treatment?</i>	Ensure universal access to sexual and reproductive health and	Ensure universal access to HIV and AIDS treatment for infected women, men,	Free treatment access ratio Percentage of men and women on ART	PLHIV	Ensuring that all patients visiting a health centre receive treatment. Ensuring that drugs are always	Equal access to treatment	DAMSAC Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
3:1	reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	girls and boys by 2030.			available at health centres. Sensitizing men and women to go for treatment when they fall ill				
Care									
Strategic objective: Ensure that the local authority addresses the gendered dimensions of care work									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>What proportion of care givers in the community are women?</i> 53% are women	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	State Parties shall, by 2030 develop and implement policies and programmes to ensure the appropriate recognition of the work carried out by caregivers, the majority of whom are women, and to allocate resources and psychological support for caregivers as well as promote the involvement of men in the care and support of people living with HIV and AIDS	Number of women that are care givers.	Percentage of female care givers	Sensitising men on the issue that care work is for both men and women. Providing the necessary facilities for care work i.e. equipment	Recognition of work carried out by caregivers. A sensitised community	Gender Committee, District AIDS Multi Sectoral Committee	December 2017	
<i>Do care givers receive any remuneration?</i> Caregivers give do not receive remuneration but they get incentives in the form of bags, t-shirts and allowances			Number of care givers funded	No. of care givers receiving remuneration	Sourcing of funds from donors to incentivise caregivers Budgeting for the caregivers needs	Motivated caregivers	Gender Committee, District AIDS Multi Sectoral Committee	December 2017	
<i>What support do care givers receive?</i> They receive kits, bicycles and uniforms			No. of care givers receiving support	Caregivers	Monitoring and evaluation of caregivers work	Effective care work	Gender Committee, District AIDS Multi Sectoral Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>Do care givers receive training? What kind?</i> Yes they receive basic palliative care training			Number of trainings conducted for care givers.	Caregivers	Recommend to do refresher trainings for caregivers	Trained caregivers	Gender Committee, District AIDS Multi Sectoral Committee	December 2017	
			No. of care givers trained	Caregivers	Recommend health department trainings for caregivers	Trained caregivers	Gender Committee, District AIDS Multi Sectoral Committee	December 2017	
-Number of awareness campaigns conducted						Gender Committee, District AIDS Multi Sectoral Committee	December 2017		
-Number of dialogues held with men specifically on importance of care work. Percentage of male care workers			Men	-Dialogues with men	Increase in the number of male care workers	Gender Committee, District AIDS Multi Sectoral Committee	December 2017		
<i>Are there any efforts to involve men in care work?</i> There is equal opportunity for men and women to volunteer for care work									
ENDING GENDER BASED VIOLENCE									
Prevention									
Strategic objective: To contribute to the SADC Gender Protocol target of reducing current levels of gender violence by 2030.									
<i>What are the current statistics on</i>	Significantly reduce all forms	State Parties shall by 2030 adopt	Existence of National/provincial	Stakeholders	-Compilation of local action plan to end GBV	Local action plan done and adopted	Gender committee, full council	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>GBV in the local authority?</i> 301 abuse cases have been reported in 2016	of violence and related death rates everywhere.	integrated approaches, including institutional cross sector structures, with the aim of eliminating current levels of gender based violence.	al and local action plans to end GBV						
			Proportion of budget allocated to the GBV implementation of plans	Stakeholders	-Allocation of budget to implementation of GBV plans	-GBV activities implemented in the district -decrease in the number of GBV cases	Gender committee	December 2017	
Public awareness campaigns									
Strategic objective: To educate communities to challenge and eradicate gender based violence.									
<i>How has the local authority participated in awareness campaigns in the past?</i> Through provision of financial assistance, human resources to conduct the campaigns		States Parties shall, review, reform and strengthen their laws and procedures applicable to cases of sexual offences and gender based violence.	Number of campaigns conducted	Men, Women, Youth, Elderly, People living with disabilities, PLHIV	-Awareness campaigns -16 Days of Activism Commemoration	-Decrease in GBV cases	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<p>and mobilisation of the community</p> <p><i>Has the local authority actively participated and promote the 16 Days Campaign in the past?</i></p> <p>Yes, through financial assistance and attending the commemoration</p>									
<p><i>Has the local authority in any way provided gender awareness education programmes to men and women?</i></p> <p>Yes, seven 50/50 campaigns</p>		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	<p>Number of gender awareness programmes run.</p> <p>Number of men that attended.</p> <p>Number or women that attended.</p>	Men and women	-Gender awareness programmes	<p>-Decrease in GBV cases</p> <p>-Increase in the number of men attending gender activities</p>	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
were done for men and women									
Response									
Strategic objective: To implement actions that are effective in responding to GBV in your local authority									
<i>To what extent has the local authority promoted the economic development of women to reduce their reliance on others to support themselves?</i> The local authority has set up a revolving fund and 5 groups are currently benefitting	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking of persons and sexual and other types of exploitation	Put in place harmonised data collection mechanisms to improve research and reporting on the types and modes of trafficking to ensure effective programming and monitoring.	No of life skills and economic development workshops for survivors of GBV.	-Survivors of GBV	-Life skills and development training workshop	Survivors of GBV who are empowered	Gender committee	December 2017	
<i>What is the state of street lighting in the local authority?</i>		By 2030, enact and enforce legislation prohibiting all forms of gender based violence.	Number of areas with electricity	Men and women	-erect street lights in new wards and all villages of the District	Street and tower lights erected	Council management	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
We managed to erect 1 tower light, four flood lights and 50 solar powered street lights		State Parties shall develop strategies to prevent and eliminate all social, cultural and harmful practices, such as child marriages, forced marriage, teenage pregnancies, and female genital mutilation.	Number of strategies developed to prevent and eliminate all social, cultural and harmful practices	Stakeholders	-Develop strategies to prevent and eliminate all social, cultural and harmful practices	- Guided implementation of programmes to prevent and eliminate all social, cultural and harmful practices	Gender committee	December 2017	
Support									
Strategic objective: To implement a plan and actions that supports survivors of GBV.									
<i>What steps has the local authority taken to economically empower women who have experienced GBV?</i> Currently there are no steps that have been			Number of survivors that have been: <ul style="list-style-type: none"> Trained as emerging entrepreneurs Able to secure business funding through local authority 	-GBV survivors	Identify GBV survivors and secure business opportunities for them	GBV survivors receiving business opportunities	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
taken. Council will consider			<p>interventions</p> <ul style="list-style-type: none"> • Able to secure business opportunities from local authorities. • Able to secure affordable places to trade. 						
<p><i>Are any of the police stations within the local authority equipped (private room, female officers etc.) to deal with cases of GBV?</i></p> <p>They are well equipped and female officers are available</p>		<p>State Parties shall, by 2030, review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence to eliminate gender bias.</p>	<p>Percentage of referred cases of sexual and gender-based violence against women and children that are investigated and sentenced.</p>	<p>Perpetrators of sexual and gender based violence</p>	<p>-follow ups on reported cases</p>	<p>Perpetrators of sexual and gender based violence investigated and sentenced</p>	<p>Gender committee</p>	<p>December 2017</p>	
		<p>Ensure justice and fairness are accorded to survivors of</p>		<p>Perpetrators of sexual and gender</p>	<p>-follow ups on reported cases</p>	<p>Perpetrators of sexual and gender based violence</p>	<p>Gender committee</p>	<p>December 2017</p>	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
		gender-based violence in a manner that ensures dignity, protection and respect		based violence		investigated and sentenced			
<i>How many places of safety and care are there within the local authority?</i> We have 3 places of safety and care which are Heather Chimhoga, Ash-Shukri and Tanyaradzwa		By 2030, State Parties shall establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender based violence.	Number of counselling centres for survivors of gender based violence	GBV survivors	-Ensure GBV survivors are put in places of safety and care -Sensitisation meeting	-GBV survivors assisted in places of safety and care -Decrease in GBV cases	Gender committee	December 2017	
<i>How many counselling facilities are there within the local authority?</i> All the 26 health facilities in			Number of counselling facilities for survivors of gender based violence	GBV survivors	-Offer counselling services frequently	Increase in the number of GBV survivors receiving counselling services	Gender committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
the district offer counselling services									
Strategic objective: To ensure information on support to GBV survivors is accessible.									
<i>What publications and information exists on where to get help, and how is this being disseminated currently?</i> We have IEC materials		State Parties shall by 2030; Provide accessible information on services available to survivors of gender based violence.	No. of Information Centres established and equipped with appropriate publications and information. Percentage of population accessing information centres	Men and women	-Develop and disseminate IEC materials on gender -Equip information centre with gender IEC materials	Increase in the number of people accessing information on gender	Gender committee	December 2017	
Coordination									
Strategic objective: To ensure that efforts to address GBV are conducted in a coordinated manner									
<i>Is there a multi sector committee for addressing GBV in the local authority?</i>		Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing	Number of committee established to address GBV	Stakeholders	-Conduct 4 normal gender meetings, 1 review meeting and 1 budget meeting	GBV issues in the district addressed	Gender committee	December 2017	
			Anti-GBV district Task Force in place	Stakeholders	-Establish GBV Task Force	GBV issues in the district addressed	Gender committee	December 2017	

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Yes, we have a gender committee		current levels of gender based violence half by 2030.	No. of meetings of the Anti-GBV Task Force	Stakeholders	Establish and conduct Anti-GBV taskforce	GBV issues in the district addressed	Gender committee	December 2017	
Budget allocation									
Strategic objective: To ensure that Local authorities commit budgets and resources to addressing GBV									
<i>Is there a budget line for addressing GBV in the Local authority?</i> Yes		Ensure gender sensitive budgets and planning, including designating the necessary resources towards initiatives aimed at empowering women and girls	Gender Responsive Budget in place	Men and women	Budget for GBV issues	GBV issues in the district addressed	Gender committee	December 2017	
Monitoring and evaluation									
Strategic objective: To ensure that efforts to address GBV are monitored and evaluated									
<i>What documents on GBV are used by your local authority to inform evidence based</i>	By 2020, enhance capacity-building support to developing countries, including for least developed	Collect and analyse baseline data against which progress in achieving targets will be monitored.	No. of Anti-GBV publications available. Percentage of people accessing and aware about Anti-GBV Act or bi-laws in place	Stakeholders and council staff	Capacity building training on GBV	Effective implementation of GBV activities	Gender committee	December 2017	

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<p><i>programming?</i></p> <p>-</p>	<p>countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts</p>		<p>No. of capacity building trainings on GBV held.</p> <p>Readily available sex, age and disability disaggregated statistics on GBV</p>						
Best practices									

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Strategic objective: To showcase best practices to end GBV									
Has the local authority ever showcased GBV case studies at GL Summits or other platforms? No			No. of GBV case studies showcased at GL summits		Showcase GBV case studies at GL summit	Case studies shared	Gender committee	December 2017	
			No. of summit entries mobilised		Showcase GBV case studies at GL summit	Case studies shared	Gender committee	December 2017	
VISIBILITY AND COMMUNICATIONS									
Strategic objective: To give visibility to the COE process and to the local authority's commitment to advancing gender equality.									
Is the local authority's COE status visibly displayed? Yes: Through participating in gender links project activities and community workshops and projects at grass roots level i.e 16 days of activism.		State Parties shall by 2030, ensure that women and men can equally access and afford ICTs including internet and hardware	Visibility of COE status	Women, man, youth ,Elderly & People with Disability	To display gender related programme on the website.	COE status visibly displayed?	HRD and Admin and Gender Committee	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>Is the local authority's website linked to the COE page and vice versa? No. Council is in the processes of linking it to COE.</i>			<i>Website links available.</i>	Women, man, youth ,Elderly & People with Disability	<i>Link council website to the COE page and vice versa?</i>	<i>Website linked to COE.</i>	HRD and Admin and Gender Committee	December 2017	1000-00
<i>Is the local authority an active member of the Community of Practice?</i>		Build/ strengthen the capacity of media practitioners and the general public to enhance their awareness on gender equality in communication and information, including through social media	<i>Membership of the CoP and extent of participation</i>		<i>registering as a member of COP.</i>	<i>An active member of COP.</i>	HRD and Admin and Gender Committee	December 2017	00-00
<i>No of case studies</i>			<i>No of case studies presented at</i>		<i>To Present case studies on the</i>	Increased number of case studies presented at the	HRD and Admin and	December 2017	

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>presented at summits?</i>			<i>summits, and no of different categories these are presented in</i>		<i>following areas at summits: GBV, sexual reproductive health, local economic development and Economic justice.</i>	summit. From 3 to 7.	Gender Committee		
GENDER MANAGEMENT SYSTEM									
<i>Gender structures</i>									
<i>Strategic objective:</i> To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.									
<i>Has any work been done in the establishment of structures?</i> Yes the Gender committee was established and there are functional gender sub-committees in all council wards.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive	Establish and strengthen structures to enhance gender mainstreaming .	Structure in place for gender machinery Gender standing committee	South East district community ; Men Women Youths People living with disability	Allocate adequate resource for the established committees to sustain.	Functional, effective gender structures, Minutes	Council	2017	

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<p><i>Is the Gender Management System known, has it been publicised?</i> Yes it is known and it has been publicised through full council meetings, Ward meetings, Gender sensitization meetings and consultation meetings.</p>	institutions at all levels		Functional gender committee	South East district community ; Men Women Youths People living with disability	Increasing awareness through Gender sensitization meeting.	Knowledgeable community, Minutes	Council	2017	
<p><i>Is there a committee in the local authority responsible for gender?</i> Yes, council has a gender committee</p>			Gender balanced committee in place	South East district community ; Men Women Youths People living with disability	Allocation of resources to the gender committee.	Records of minutes, Gender sensitive plans and policies	Gender committee	2017	

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<i>Has gender been written into the performance agreements of senior managers and GFP?</i> Yes gender has been included in performance agreements of the CEO and GFP.			HR records showing performance agreements of senior and junior officials	Council executive	Ensuring that gender is included in performance agreements of all senior managers.	Performance agreements of senior executive.	Council executive	2017	
Budget, monitoring and evaluation									
Strategic objective: To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.									
<i>Does sex disaggregated data exist? Is it applied?</i> This is being partly done.		Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Tools in place to monitor gender equality Gender specific database on services mandated to the local authority	South East district community ; Men Women Youths People living with disability The elderly	Maintaining sex disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	Gender disaggregated data.	Data capturers	2017	
Strategic objective: To ensure that resources are being allocated to gender priorities.									

BASELINE	SDG	POST 2015 SADC PROTOCOL TARGET	INDICATORS	TARGET GROUP	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET Pula
<i>Are there direct or budget allocations for advancing gender equality?</i> Yes. Council budgeted for gender activities to support gender equality.		Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	Specific budget for gender towards advancing gender equality	South East district community ; Men Women Youths People living with disability	Enhancing consultation meetings so as to reach all groups in the community to include their needs in council service delivery plans.	Gender responsive budget	Council	2017	
<i>Do women and men benefit equally from budget allocations?</i>			Percentage of total budget allocated to gender activities/projects	South East district community ; Men Women Youths People living with disability The elderly	Implementation of the Gender responsive budget.	Council	2017		
			Percentage of women benefiting from budgetary allocations	Women Young girls	Ensuring that women are consulted and also participate during budget consultations.	Council budget	Council	2017	

