

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
BOTSWANA

COUNCIL: SEROWE ADMINISTRATIVE AUTHORITY



DATES: 27- 29 JUNE 2012



Table of contents		Page
Overview		2
Discussions		4
Challenges		5
Conclusions		5
Recommendations		6
Annexes		
Annex A:	Gender action plan workshop programme for North-West District Council	8
Annex B:	Workshop participants list for North-west district council	11
Annex C:	Gender action plan and Gender based Violence	17
Annex D:	Official opening speech	52
Annex E:	Workshop evaluation for Serowe Administrative Authority	54

Executive summary

Botswana Association of Local Authorities (BALA) in partnership with Gender Links held a workshop from the 27-29 June 2012 at the Serowe Administration Authority at Serowe Hotel in 2012. The workshop was one of the already workshops held in 16 District Councils as 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 Honourable Mayor of Selibe Phikwe Godfrey Mbaiwa, while the mission, vision of Gender Links and the objectives were presented by Gender Links coordinator 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 at the Palapye on the current roll out of the local government workshops the current partnership was spearheaded by the then Minister of Local Government Dr. 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

Participants

There were 36 participants, of whom 20 were men and 16 were women as attached in Annex B. Participants were made up of councillors and officials from Serowe Administrative Authority.

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 and a 365 Gender Action Plan. Other topics included gender and the economy, climate change and care work

Facilitators

The workshop facilitators were BALA Programme Manager, Gender Links Coordinator and Councillor Patrick Manthe, chairperson for the Mogoditshane Council and Executive member of BALA.

Process and activities

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 as to why Botswana had not signed neither nor the articles. Councils were not even aware of most of the instruments signed by government such as 1997 SDC 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.

Definition of sex and gender

On the issue of women not equally represented in decision making and power sharing positions in political parties, agreed that it a living example 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 capability. Other participants said women cannot make it as running for political office is expensive and some men don not support their women with resources claiming that politics is a dirty place.

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

Stereotypes

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, Kweneng Shelter, Life Line, Child Line, Women's shelter Drop in Centre

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 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 agreed that gender based violence does exist. However the men emphasised that women abuse them emotionally and physically. Though participants knew and acknowledged all the types of gender based violence, they were not aware of the international, regional and local human rights instruments addressing it.

During the discussions, it became evident that gender based violence is a serious issue of concern which needs to be addressed. From the discussions, it appeared like the councillors did not know the role they are supposed to play in addressing the issue. They also did not know that they are supposed to have information on the instruments used to address gender based violence. At the end it was resolved that they need to have information in order for them to not only address the issue, but also to share the information with different committees they interact with and their voters respectively. Councillors were shocked to learn that incest and defilement is a violence crime which an offender could be charged with. This presentation made the participants to realise the importance of understanding of laws and policies in place. Participants were divided into three groups and presented on the type of violence they experience in their community. The facilitator then summarised the types of violence in a PowerPoint

Conflict resolution

The participants were divided into three 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. They were then divided in groups to work on the exercises in the manual

Gender and Climate Change

Participants were divided into three groups and given questions to answer such as What is climate change?, what are the examples?, Is climate change a gender dimension. Participants presented in the plenary session and have responded very well. The facilitator then summarised with a power point on the climate change

Challenges

- Councillors felt the time was not enough due to the fact that it was held immediately after their full council meeting while their already tired of their meetings

- The participants wanted the dvd to be in the Setswana
- Councillors have to finish by at least afternoon since they were travelling far

The workshop was officially closed by BALA Ms Ludo Matshameko, who thanked the councillors for their input during the workshop. A volunteer from the participants also thanked Gender Links and BALA for the workshop lamenting that it was an eye opener to their council and to them as individuals

Annexes

Annex A: Speech by the Mayor

Official Opening speech and welcome remarks by Honourable Mayor Mr Mbaiwa for Selebi phikwe Council Gender and Local Government 23-25 January 2012. Gender Links and Botswana and 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 Serowe Administration Authority by extending the invitation to us to officially open this workshop. I personally feel very pleased that we are not left in this training.

Director of ceremonies I would like to acknowledge our councillors and senior staff from Serowe Administrative Authority 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.

"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 Serowe Administration Authority currently has 20 men and 16 female.

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 Serowe Administrative Authority 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."

Annex B: Programme

DAY/TIME	ACTIVITY	WHO
DAY ONE:		
8:00 – 8:30	Registration	Gender Links
8:30 – 8:45	Official Opening	Hon Mayor Godfrey Nyalalani Mbaiwa
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	Mr P Manthe
10:30 – 11.00	<i>TEA</i>	
11.00-13.00	Group work on stereotypes Presentation on Women’s Affairs Department mandate /WAD activities in the area	Ms. Ludo Matshameko WAD Officer
	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		

DAY/TIME	ACTIVITY	WHO
14.00 – 15.00	Gender and local economic development Strategies for local economic development	Gender Links
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	Sub Council Chairperson Hon Cllr Bafana Motseothata

Annex C: Participants list

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
1. M Galefele	M	Serowe Administrative Authority	00267 -74019802		
2. E Masedi	M		00267-71608090		
3. B Lebopo	F		00267-73774244		
4. G Koontse	F	Women's Affairs Department	00267-71604118	002674630329	gagoopekoontse@yahoo.com
5. M Diphatsha	M	Humana People To People	00267-74825309		
6. P. Koloj councillor	F	Serowe Administration	00267-72951450		
7. O.S Molefhi	M		00267-71572509		
8. B Ralekwalo	M		00267-74598059		
9. L. Mosarwe	M		00267- 72718204		
10. N. Batsweleng	F	Serowe Police	00267-71700720		
11. Gopolang Dineo Kolobe	F		00267-71977390	002674637318	
12. Ogaisamang Poifo	F		00267-72246961		Oio2gmail.com
13. Mogomotsi Motimedi	M	Social and Community Development	00267-71470803	002674631136	
14. Tsholofelo Setshedi	F	Serowe Administrative Authority	00267-71431719	002674631136	Tsholofelo Setshidi@yahoo.com
15. William Selei	M	BALA Branch Chairperson	00267-71663043		seleibotlhe@gov.com
16. Atsenye Kabelo	F	Serowe	00267-74162683		

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
		Administrative Authority			
17. Antletse Boitshwarelo	M		00267-71810928		
18. Atamelang Makgasana	F		00267-71636319	002674631136	Ajmakgasanagmail.com
19. Keabonye Ntsabane	F	Gender Links	00267-71749644	3188251	coordbotswana@genderlinks.org.za
20. Ludo Matshameko	F	Botswana Association of Local Authority (BALA)	00267-72113931		
21. Patrick Manthe	M	BALA	00267-72426565		
22. Mbaiwa Mbaiwa	M	Serowe Administrative Authority			
23. O . khuwa	M		002671171614659		
24. Rosa Mokone	F		00267-4631138	002674631136	Rshmokone2209@gmail.com
25. Bonno Lesiapeto	F		00267-4630567	002674631136	
26. Lesedi Phuthego	M		00267-71543062	002674631136	
27. Obannetse Gaerobale	M		00267-71814441	002674631136	osgaerobale@gmail.com
28. Goitseone Mogapi	F		00267-71726301	002674631136	mogapig@gmail.com
29. Jordan Makhura	M	Palapye Administrative Authority	00267-71730285		Jordan.makhura@yahoo.com
30. Mpho Keoreme	M	Serowe Administrative Authority	00267-71338174	002674631136	keoremem@gmail.com
31. Solomon Dikgang	M		00267-71642250	002674631136	
32. Lesego Raditanka	M		00267-71645356		
33. Motseothata	M		00267-71754249		
34. R Kadise	F		00267-71819139		RKadise@yahoo.com
35. G Koontse	F	Women's Affairs	00267-71604118	002674630329	gagoopekoontse@yahoo.com

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
		Department			
36. KT Oremeng	M	Serowe Administrative Authority	00267-7636898		

Attendance statistics by gender

Females	16	44%
Males	20	56%
TOTAL	36	100%

Annex D: Gender action plan

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 current level of awareness is low , we have just learnt about the SADC gender protocol - and 1997 SADC Declaration	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.	Workshops on awareness planned	-Public education through workshops, seminars and Kgotla meetings	-Aware of the international and regional commitments	-Councillors -NGOs -Women’s’ affairs	2013	
Gender issues are given a high political profile by the Council and has a political champion	-Gender issues are not given high political profile even though they have a		Gender issues are to be given high political profile by 20%	- Advocacy and affirmative action.	- one political champion	Councillors Staff members	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	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.	The current position of women in the council -26%	At least fifty per cent of decision making positions in public and private sectors are held by women; affirmative action measures in effect -yes	Women represented in decision making by 24%	-Advocacy by councillors through their political parties	-Increase in representation of women by 24%	-BALA -Gender links -Emang Basadi	2014	
To ensure that women are equally represented in leadership positions in the Council.	The proportion of women councillors in leadership positions in Council, e.g. as chairs of committees are 7%	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Women to be represented by 4 %	-conduction of workshops at least one per year	-increase women in leadership by 43%	-Women Affairs -BALA -Emang Basadi	2014	
To educate communities and raise awareness about the importance of women's equal representation in local councils	There has been a 50/50campaign in raising awareness on women's equal participation	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	-Report of the campaign	-Campaigns to be done -Rallies -Sponsored walk	-Increase with 40% of rallies, campaigns etc.	-NGOs	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Political participation								
To increase participation by women because their concerns are often side-lined or overshadowed by political party concerns.	Yes, there is a multi-party women's caucus nationally	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	women participation increased and not side-lined	-Campaigns -Policy formulation	-50% of women participation increased	-Political parties	2014	
	Yes, networking has been done regionally but not with councils -No multi party women caucus at National							
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		
	No, training has been done		A 1day training for women on gender equality	Organise workshop for 40 women	Report of the workshop and knowledge gained	Political parties Emang Basadi WAD		
To empower men on gender issues and mobilise their support.	The training by BALA, WAD and Gender Links on gender on the SADC gender protocol and gender based violence How many Men Vincent? -No dialogues have been held	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	20%. men trained on other related issues gender issues	Organise workshop and mobilisation of the participants	Report of the training	-WAD -Gender links	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	with male councillors							
Public participation								
To ensure that women and men participate equally in local government and community matters	Participation of women and men are as follows -Women-75% -Men-25%	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	-15% of women to be mobilised to participate in community work	-To maintain the current standard. -To empower/ encourage men to join ward committees.	-Women representation will not fall down but rather increase.	-BALA -Emang Basadi -YWCA	-2015	
	-There is gender disaggregated statistics on the consultative meetings	Women and men participate equally in all governance structures.	To produce 20% of disaggregated statistics women and men participate in consultative meetings	-hold seminars , workshops to empower men and drive them to such positions -Training-on admin skills -	-more men will take over the positions to balance.	.-Council -NGOs	-2015	
	-No workshop has been conducted with men groups	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	To mobilise 10% of men for the workshop	-training -Motivational talks -Seminars Mentoring	-Increase of men involved	-Men sector -Local authority	2015	
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 The gender links and BALA plan is gender aware		The council strategic plan being gender mainstreamed to be gender aware	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	2013/2014	
To ensure that women are consulted about their needs when drawing up Council plans.	There is no gender desk at the moment , to be initiated views of women and men have been taken- in the process of planning	Equal participation of women and men in policy formulation and implementation of economic policies. -No	-15% policies will be reviewed.	-Revision and review of policies	-Increase of men participation in economic activities.	-Local authorities	2015	
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 on jobs created in the council	Equal opportunity: ensure that women and men have an equal chance to participate in and Implement economic decisions and policies.	-Equal number of males and females employed.	-Council to formulate gender-based data base on employment statistics.	-Balance in male and female employment statistics.	-HR, Ipelegeng	2013/14	
To provide gender aware support to the informal sector	There is no gender aware assistance to the informal sector	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for	-Balanced representation of males and females in trade and entrepreneurship.	-Council to provide gender neutral assistance to entrepreneurs in the	-	-Commercial -By-Law -E/ Health	2013/14	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.		informal sector.				
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? The councils have LED as a financial scheme. It is gender aware as it assists both men and women	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.	-Equal representation of males and females in LED schemes.	-Council to continue implementing schemes. -Council to sensitise both males and females to equally participate in LED schemes through a workshop.	-Equal number of males and females who are economically empowered and benefit in the LED scheme.	-All Departments	-2013/14	TBD
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Does the Council have any technology schemes or influence over any technology schemes to assist LED? Are these gender aware?	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	-Equal allocation of new technology across genders	-Council to sensitise both males and females in utilising LED technology schemes. -Council to be gender neutral when introducing new technologies,		-S and CD -E/Health -Commercial -By Law -Education	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				i.e. Coupon system				
Procurement								
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	What proportion of Tender awards are extended to the public not necessarily women to women. There is no point system in place to redress gaps	Women benefit equally from economic opportunities, including those created through public procurement policies.	-% increase in women's Women sensitized on process of tendering awards	-Council to formulate and implement gender-aware tender award policy.	-% increase in women's tender awards	-All departments	2013/14	TBD
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 on climate change and its effects has been done	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	-Improvement in environmental conservation.	-Council to conduct surveys on the level of knowledge human activities likely to influence climate change.	-Males and females knowledgeable in climate change effects.	-E/Health	-2013/14	TBD
To involve women in projects and green business ventures, e.g. waste management.	Are there any green business ventures	Women benefit equally from economic opportunities, including those created through public procurement policies.	30% Increase in women venturing into waste management projects.	-Council to sensitise women to participate in waste management projects.	Statistics showing involvement of women in waste management	-E/Health	2013/14	
HEALTH								
Ensure health	How many	Legislative	-The number	-Peer	-Increase in the	-Wellness	-Peer	NOT

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<p>facilities are accessible to women</p> <p>-Done through presentations, pamphlets, music, dramas.</p>	<p>mobile clinics are there currently? Which communities do these clinics service?</p>	<p>frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.</p> <p>-Educate staff during morning prayers</p> <p>-Conduct Kgotla meetings</p> <p>-Visit schools and educate</p>	<p>of those aware of their status.</p>	<p>education</p> <p>-Organise mobile testing centres.</p>	<p>number of those who know their status.</p> <p>-All SAA Primary Schools covered.</p>	<p>Committees Councillors -S and CD</p> <p>-Education Dept.</p>	<p>Education (Quarter 2 and4)</p> <p>-Mobile Testing Centres (Quarterly)</p> <p>-Educating staff(monthly)</p>	<p>APPLICABLE</p>
HIV AND AIDS AND CARE WORK								
Prevention								
<p>To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.</p>	<p>The council does not have statistics on HIV/AIDS but get it from National AIDS Control program as a coordinating agency</p>	<p>Collect and analyse baseline data against which progress in achieving targets will be monitored from Ministry of Health.</p>	<p>Data have been collected and is available in the council</p>	<p>To analyse data and educate Serowe community about the current situation in the council. Organise a slot for councillors to be briefed in an hour on Care work status</p>	<p>Availability on statistics on HIV/AIDS</p> <p>Report available</p>	<p>NACA, Council</p>	<p>2012-2013</p>	
<p>To run gender-aware prevention</p>	<p>Yes there is education on,</p>	<p>Develop gender sensitive strategies</p>	<p>Number of participation</p>	<p>Have morning talk</p>	<p>An increase in the number of</p>	<p>NACA, Council</p>	<p>On going</p>	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
campaigns	prevention campaigns power relations between women and men	to prevent new infections.	and condoms disbursed with the number of morning shows	shows and disbursement of condoms	prevention campaigns			
	Yes prevention campaigns emphasis the dangers of multiple concurrent partners		Number of participants in the talk shows	Conduct morning talk shows	Have a reduction in the HIV/AIDS prevalence	NACA, Council	2012-2013	
	The female condom is available at the clinic health post		Male 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 has been commemorating the National AIDS day and prayers in the council and other stakeholders No the council has not promote the 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 contracting	Are there any awareness campaigns in the Council on the	Information on services available to survivors of gender based violence AND	Number of participants and number of workshops	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
HIV/AIDS as a result of sexual assault.	link between gender violence, HIV and AIDS?	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.	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.	We are not aware if PEP is available	Ready access to 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.	What is the % of men and women who go for VCT? We are not aware to enquire	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								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	Nothing has been done with women groups to benefit from the facilities -Mobilisation of both women and men to participate in constituency tournaments.	Collect and analyse baseline data against which progress in achieving targets will be monitored. -Encourage girls to participate in all male-dominated sports activities.	Community and sporting facilities in place -Increase in the number of girls participating in male-dominated sports activities.	To establish community and sporting facilities -Address Kgotla meetings. -Launch the male-dominated sports activities.	Utilisation of community and sporting facilities -Increase in the number of girls participating in male-dominated sports activities.	Council Councillors	2015 -6 months	
	There are no programs or training materials covering parenting responsibilities -Children's Act of 2002; was availed to Councillors and the community can also access the Act on-line.	Advocacy for harmonization of statutes.	-increase in awareness of issues of Child protection. -Increase in un-reported cases. -Decrease in the number of abused children.	Awareness campaigns -Supporting Village Child Protection Committees.	Decrease in the number of abused children.	-S and CD	On going	-
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	The current GBV cases in the council are -16 cases were received in	Collect and analyse baseline data against which progress in achieving targets	-Increase in awareness on issues of gender based violence.	-Awareness campaigns -Supporting Village Child	Decrease in the number of gender based violence cases. -Increase in	S and CD	On going	-

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	2011/12.	will be monitored. -Emotional abuse and Child abuse.	-Increase in unreported cases.	Protection Committees.	unreported cases.			
		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 multisectoral committee to address GBV Availability Strategic plan to address GBV	Strategic plan to address GBV	2013	
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	The council had not participated or organised an event on 16 Days	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 change in the society	Conduct workshops and seminars, Kgotla meetings and political rallies Commemorate 16 days	Have a well-informed society	S and CD, Councillors and the Chief	2012	
		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								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To implement actions that are effective in responding to GBV in your council	Some streets have lights but not all of them	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	
	There are no private rooms for gender but rooms are made available whenever a survivor needs counselling	Specialised facilities, including support mechanisms for survivors of gender based violence.	Encourage usage of the existing office rooms in the Police station	To organise meetings of crime watch and request the police to spare some offices for counselling	At least two offices made available for counselling of such offices	Gender Committee and representative from the police	On going	
		Community sensitisation programmes regarding available services and resources for survivors of gender based violence.	Functional programs	Form rehabilitation and counselling committees	A more empowered and compassionate society.	Community, Council	2013	
		Establish special counselling services, legal and police units to provide dedicated and sensitive	Survivors getting prompt and timely services/assistance	Satellite police formation of committees comprising professionals	Have an accessible and sensitive services to survivors	Council, Police	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		services to survivors of gender-based violence.		like lawyers, doctors and therapists				
Support								
To implement a plan and actions that supports survivors of GBV	The following services are available in the community licensed by the council -SOS, Tshidilong Rehabilitation Centre, hospitals, Churches.	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	-Operation of the Centre.	-To find a place -Mobilise interested NGOs -Market the Centre.	Utilisation of the Centre by survivors.	NGOs -S and CD -councillors -Women's council Affairs -Police	2014s	
	Social work department provide counselling and is not adequate	-Establish a drop-in Centre for GBV survivors.	Established centre for survivors of gender based violence	Consultative with the community chiefs and the police on the establishment of the centre	Counselling centre available	-Council -Police -chiefs	2012	
	Pamphlets for GBV are provided from Women's Affairs Department	Active community on issues concerning GBV.	Utilisation and refer the GBV clients to existing dropping centres available	Lobby meetings held with the management and council on the importance of identifying a council house as a	Dropping office available	Council department Housing department	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				dropping officer				
Coordination								
To ensure that efforts to address GBV are conducted in a coordinated manner	A multi sector committee is there but addresses gender HIV/AIDS issues	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Council staff working relationship with the committee strengthened and addressing gender based violence	Organise a consultative meeting to strengthen the committee	Gender based violence addressed in the multi sector committee	Council District Commissioner's office	yearly	
Budget allocation								
To ensure that Councils commit budget and resources to addressing GBV	There is no budget for addressing gender based violence in the council		Gender budget mainstreamed in the council program activities	Request for a small budget for gender	20 % of budget in place for gender	Management of the council and	2013	
Monitoring and evaluation								
To ensure that efforts to address GBV are monitored and evaluated	The plan is available in a draft form	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Prioritisation of the activities to be implemented in 2012	Organise meeting with management and select topics to be implemented in the draft plan and request for 30 % of the budget of other programs to be used	Identified activities being budgeted and implemented	Social welfare department and the district commissioner's staff	2012	
Best practices								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUTS	WHO	TIME FRAME	BUDGET
To showcase best practices to end GBV	No, best practice to end gender based violence		Best practice project identified	Identify an activity of best practice on gender based violence	Best practice identified	Social works Men sector	2013	
Employment Practices and employment								
To increase the representation of women employed in the council.	No steps have been taken to prioritize gender equity in performance plans -More women are in decision making posts	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	65% of women are employed in our council.	-Appraised both men and women equally. -Employment done on merit guided by recruitment policy.	Appraisal of both men and women at-65%	-SACS -MLG HR	2014	
	The current gender statistics are as follows ; -37% OF Men -63% OF Women	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	An increase -37% of men and 63% who occupy management posts	Recruitment policy	-above the target	-MLG -SACS -HR	2012	
	The Council Secretary is responsible to ensure that targets are met	Laws review are not council mandate When laws are reviewed the councils are informed and also tasked to inform the community	Staff lists updated on monthly basis to give the real picture of employment.	To fill existing vacant posts and consider both men and women.	To initiate service delivery	HR, MLG, Stakeholders	2012 -2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			The percentage of recruitment	Maintain the status quo	There will be equal opportunities.	CS,HR,DPSM	2013	
	Have the unions been approached?	NOT council mandate please cut out	N/A	Unions must be appreciated	They will help disseminate information to members	CS,HR,DPSM	2013	
Selection and recruitment								
To ensure that the recruitment and selection process offers equal opportunity to women.	Although equity plan is not in practise both men and women are employed once they qualify	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.	-Open adverts -Open interview questions	-Non-discriminatory adverts -Employment done on merit	-equal opportunities -best candidate selected	-HR -SACS -HODs	-Annually	
	30 % Is the target to increase women in positions				from both men and women			
	Women and men are paid equally for the job done	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	-Equal payment for equal work	-same salary grades	-Jobs graded as per salary structure.	Council	Ongoing	
	Women are entitled for a three months leave for maternity	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of	-maternity leave on full pay -Feeding hour for women	To follow – up on the paternity progress	Paternity being paid for	Ministry of Local Government and Parliament	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		pregnancy or maternity leave.						
Capacity building								
To ensure that training is done to educate all employees and community groups on gender -Councillors trained	The training being done is on gender mainstreaming and local government	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	-All departments to be covered.	-Staff to be trained on gender concepts and sexual harassment.	-number of staff trained.	SACS	2013	
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.	Crèches are owned by privately	Provide protection benefits for women and men during maternity and paternity To align this line properly	100%	-Maternity provided to women only. -paternity leave to be introduced		-govt	2015	
			Private crèches increased in the community	Adverts issued in the Daily news on available permits for crèches	Permission of crèches to be built issued	The council	2013	
			Private crèches	Build more and encourage more private		Council	2015	
Address issues of		Enact legislative	Public service	Sensitise	Help to reduce	The Council	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
sexual harassment in the council.		provisions adopt and implement policies, strategies and programmes that define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.	act of 2008	staff about the act, make sure every staff abide by the act	issues of harassment behavioural change at the workplace.	staff and district Commissioner		
	Safety measures available is that sexual harassment can be reported and action can be taken to perpetrator		Condoms are put at the toilets for in case and report harassment management	Disciplinary hearing held against the culprit defendant	Sexual harassment will be reduced	The Council and Ministry of health	2013	
GENDER MANAGEMENT SYSTEM								
Gender structures								
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.	Yes, the management is restructuring	Establish and strengthen structures to enhance gender mainstreaming.	-structures established	-teams to be formed -to identify focal persons	-operational committees	-SACS -Chairperson	2012	
	There is no committee responsible for gender in the council		Gender Committee initiated in the council	Formulate a gender committee	Report and functional of the gender committee	WAD BALA Gender Links	2013	
	Gender (GMS) mainstreaming is not known		Through this plan the council will mainstream gender	Commemorate 16 days of Gender based violence Mainstream gender in the council strategic	Report and gender aware plan	The Council, Gender Affairs Department BALA, Gender Links	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				plan				
Budget, monitoring and evaluation								
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	There is no sex disaggregated data in existence	Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.	Budget being approved	Draft a budget and submit it to management	Budget available for gender activities	HR Assistant council secretary staff management	2013-2014	
To ensure that resources are being allocated to gender priorities.	There are no direct budget allocations for advancing 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.	At least 40 % of the budget allocated to gender	Inclusion of the gender budget in the council program budget	40% of the budget available	Planning department and finance section	Ongoing	
	Men and women benefit equally from the budget	To verify the space	Salaries or wages are not gender biased	Maintain the status quo	To enhance performance and service delivery issues of gender inadequately will be resolved or eliminated	DPSM, CS, HR All stakeholders.	On going	

Annex E: Workshop evaluation

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN	16	10		1	
2. PROGRAMME CONTENT	18	8	1		
3. FACILITATION	7	15	5		
4. GROUP WORK	1	18	8		
5. OUTPUTS vs. EXPECTATIONS	9	11	7		
6. LEARNING OPPORTUNITY	11	14	2		
7. NETWORKING OPPORTUNITY	7	14	4	1	
8. ADMINISTRATIVE ARRANGEMENTS	6	10	11		

Comments

Which session did you find most useful? Why?

- All sessions were good especially the research findings
- Conflict resolutions learnt a lot as I will now know how to resolve it
- All sessions were useful as they were all related sex, gender and stereotypes as it highlights challenges faced by women
- Gender based violence as a most critical area of concern in our country
- Group work because of the sharing of ideas and facts
- Gender concepts, governance and transformation and leadership as was an eye opener for us
- All sessions were useful informative
- All sessions were an eye opener on issues of gender based violence related issues
- Development of action plans as they were challenging and demanded critical thinking
- Issues of sex and gender, gender based violence as of big concern
- The difference between sex and gender
- Gender equality the were it was explained through stereo types since there was a confusion as most men believe that has been certain work is designed for men only

Which session did you find least useful? Why?

- Planning session because the relevant officers were absent to provide us with relevant information
- Health, HIV/AIDS as it is taught in various forums
- Development of plans because most of the questions could be answered by the professional staff

Any other comments

- This kind of workshop should be conducted at least after a year

- Workshops of this kind are useful and BALA should continue conducting such workshops
- Some of the questions were not answered due to low turn up of council staff
- Highly discouraged by the civil servants as they did not attend the workshop
- The workshop should be conducted again so that the participants could understand the required knowledge
- The workshop was very short. It had crucial issues which needed more time
- The workshop was very good
- The lessons discriminated against men
- The facilitation was biased as it concentrated on women alone even though men also experience violence.