

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
BOTSWANA
COUNCIL: SOUTH EAST DISTRICT COUNCIL



DATES: 3 - 5 FEBRUARY 2010



Keabonye Ntsabane teaching during South East District Council workshop on gender based violence (picture by Roos van Dorp)



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Overview

The gender and gender based violence action plan workshop for the South East District Council took place from 3 - 5 February 2010 and the purpose of holding the workshop was to popularise the SADC Protocol on Gender and Development and develop local gender action plans and gender based violence action plans that will be rolled out in their respective local councils.

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

Welcome remarks were made by South East District Chairperson Mrs. Anne C. Joubert. The workshop was officially opened by the newly elected BALA President Rev. Mpho Moruakgomo. Among other officials present were Gender Links Board member Ms Pinkie Mekgwe BALA Executive Board Member, Mr. Patrick Manthe, Program Manager Ms. Ludo Matshameko and Gender Links staff members. The full speech is attached at **Annex C**.



Welcome remarks by Mrs Anne C. Joubert, Chairperson South East District council

Objectives

- Build gender analysis skills of local councillors and officials, and local government associations;
- Develop gender action plans with local councils as well as localising the national action plan to end gender based violence
- Popularise the SADC Protocol at council level and community level through the civic leaders,
- Develop a gender action plan for the local council
- Build the gender analysis skills of councillors and staff, including on gender and governance; gender planning and policy concepts.
- Develop GBV work plans for rolling out at local level.
- Popularise the local government summit to be held in South Africa on 22-24 March 2010

Process and activities

Workshop content

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

Participants

The participants were made up of councillors and staff from South East District Council and were of different age groups and had different educational and professional backgrounds see the full participants list attached at **Annex B**.

Facilitators

The workshop facilitators were Gender Links staff, the BALA Programme Manager, and some councillors who were trained by Gender Links in Johannesburg as part of a training of trainers, to facilitate the course.

Discussions

SADC Protocol on Gender and Development

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

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

Gender Links Coordinator informed them of some consultative meetings to the Minister of Labour and home Affairs by the Alliance and Gender Links as an effort to advocate and lobby for signing. The participants were also informed that government of Botswana complains of mandatory language and that since the protocol binds and can not be signed with reservation it will take time.

Gender Based Violence

The participants were divided in groups and given questions to answer whether there is gender based violence in Botswana, what types of violence and what are views about it.

In responding participants condemned passion killings which are common in Botswana. The facilitator then briefed them about defilement and incest which are another causes of violence which in Botswana men often practise. Gender based violence is one of the presentations which participants become very active and interacted actively.

The facilitator then informed the participants that the Gender Protocol calls for half gender based violence by 2015. The participants were further briefed about 16 Days of Gender Based Violence Against Women and Children and that it is recommended that Gender Based Violence become a 365 Day Calendar. Participants were shown "At the Coal Face" DVD and given opportunity to interact. Gender based Violence plan was developed.

Decision making positions

This is one of the debatable issues which is not easy for men to accept, Men accused men who deal with Gender issues that, women do not to struggle for Political seats and that even men want to survive. Men say politics should also be seen as a work. On the other hand men says women have failed to elect each other due to jealous. Some male councillors even criticised the specially nominations process by government saying that it is just imposing politician to vote for the councillors whom rejected. On the other hand women councillors said they work hard to win but due to the cultural believe that women could not lead the society does not vote for them especially their fellow women. Women councillors raised other contributing factors such as poverty and households and limited resources as challenges.

Networks

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

Southern Africa Local Government and Gender Justice Summit and Awards

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants are taken through a PowerPoint presentation on the first Southern Africa local government and gender justice summit and awards that will be taking place. The application process and adjudication process is explained and pamphlets are distributed to all participants. See the attached concept paper attached at **Annex G**.

Challenges

- Some Councillors were not able to commit all their time to the workshop, due to their busy schedule.
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to the topics

- Councillors felt that there is a need to increase workshop days.
- Some men still feel that women want to take over everything from them. They also felt that women are hungry for power therefore it would take them time to support in gender equality.

Outputs

- Gender Action Plan for South East District Council and Gender Based Violence action plan for South East District Council: *Annex D*
- Message and slogans for gender based violence (South East District Council): *Annex E*



Ms Ndiza Molatole Presenting on group work – Picture by Roos Van Dorp

The issues in the protocol such as HIV/AIDS, Education and Training, The Media and Gender Based Violence are critical of concern in Botswana and are also addressed in the Six Critical areas of concern which were discussed at the Beijing World

Conference held in 1995 in Beijing China. A video on the Gender Protocol was shown and this gave some in-depth understanding about the protocol and other views of why other governments and Botswana in particular have not signed and the views of their Attorney Generals such as Botswana and Mauritius. Gender Links Coordinator informed them of some consultative meetings to the Minister of Labour and home Affairs by the Alliance and Gender Links as an effort to advocate and lobby for signing. The participants were also informed that government of Botswana complains of mandatory language and that since the protocol binds and you can not sign with reservation

Outcomes

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

Conclusion

At the end of the workshop, the councillors agreed that they need to continue learning about gender based violence. They also agreed that they need to take an active role in addressing the issue. The participants also concluded that it is important for the councillors to understand gender issues, as they represent the electorate who are both men and women. They also agreed that for human development, both men and women have to be represented in decision making positions, because they have different needs, skills and ideas.

Both the local government plan and the gender based plan have been developed. The plan will be sent to the council to review and approve it.

Overall the participants felt that the workshop was critical as it addressed the issues which councillors deal with in the course of their duties, see the composite workshop evaluation at **Annex F**.

Recommendations

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

Way forward

The workshop report and action plans will be compiled by Gender Links and send back to the council for final editing and adoption for implementation.

Annexes

Annex A: Workshop programme

TIME	ACTIVITY	WHO
DAY ONE		
8:00 - 8:30	Registration	Roos – Gender Links
8:30 - 8:45	Welcome Remarks Official Opening Vote of thanks	Mrs Anne C. Joubert, Chairperson South East District council Rev.Mpho Moruakgomo, BALA President Pinkie Mekgwe, Gender Links Board Member
8:45 - 09:15	Introductions and objectives <ul style="list-style-type: none"> To provide background and agree on objectives for the workshop To develop guidelines of participation Eyes and ears 	Mrs. Keabonye Ntsabane- Gender Links Coordinator
9:15 - 10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane Gender Links Coordinator
10:30	TEA	
Module one: Key gender concepts		
10:30 - 11:30	Sex gender, and stereo types	Ms Ludo Matshameko BALA Programme Manager
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	All facilitators
13:00 - 14:00	LUNCH	
Module two: Gender and Governance		
14:00 - 15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30 - 15:45	TEA	
15:45 - 17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	Mrs Ludo Matshameko-BALA Programme Manager
DAY TWO		
8:00 - 8:30	Recap, eyes and ears	Participants
8:30 - 9:00	What we learned from the scorecard	Mrs Ludo Matshameko-BALA Programme Manager
Module Three: Key gender planning concepts		
9:00 - 10:00	Practical and Strategic needs	Ms Ludo Matshameko

TIME	ACTIVITY	WHO
10:00 - 10:30	TEA	
10:30 - 12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	All Facilitators
12:00 - 13:00	LUNCH	
Module four: Draft gender action plan framework		
14:00 - 17:00	Group 1: Governance Group 2: Gender in existing programmes Economy, procurement, housing, transport, utilities Group 3: Gender in existing programmes Health, HIV and AIDS, environmental health, social development Group 4: Employment practices and environment Group 5: Gender management system	All facilitators
DAY THREE		
8:30 - 9:30	Report back, eyes and ears	Participants
Module five: Localising plans to end gender based violence		
9:30 - 10:00	Key GBV provision in the SADC Protocol on Gender and Development	Mrs. Keabonye Ntsabane
10:00 - 10:30	GBV as a key service delivery issue	Mrs. Keabonye Ntsabane
10:30 - 11:00	TEA	
11:00 - 13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00 - 14:00	LUNCH	
14:00 - 15:00	Communicating local GBV action plans	Mrs. Keabonye Ntsabane
15:00 - 16:00	Developing messages and slogans for the campaign	All facilitators
16:00 - 16:15	TEA	
16:15 - 17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
17:00 - 17:05	Closing Remarks	Mrs. Ludo Matshameko
DEPARTURES		

Annex B: Workshop participants

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
1. Thato Gwakuba	F	The Voice Newspaper	3161585/7253119 5	3932822	thatog@thevoicebw.com
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5. Samuel Nong	M	SEDC	71676492		
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28. Tjazha Lekone	F	SEDC	5391485	5391485	
29. Robert Samachuba	M	SEDC	5390320	5381337	
30. Bontle P Mmokele	F	SEDC	5390257	53800035	
31. Mothusi Mmokolodi	M	SEDC			
32. Molefane	M	SEDC			
33. Kb	M	SEDC			
34. J.T Sorinyana	M	SEDC	71910018	5391998	
35. N.N Nkwe	F	SEDC	71317709		
36. B.N Seitshiro	M	SEDC	72107573		
37. G.B.Nawa	M	SEDC	74638630		
38. R.T Botlhole	M	SEDC	74639093		
39. B.L. Gaseitsiwe	M	SEDC	71515338		
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55. K.B Ntsabane	F	Gender links			
56.					
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59. L Matshameko	F	BALA	3188250		
60. Vincent Galatlhwe	M	Gender links	3188250		
61. Roos van Dorp	F	Gender links	3188250		progbotswana@genderlinks.org.za

Attendance statistics by gender

Females	24	43%
Males	32	57%
TOTAL	56	100%

Annex C: Official Opening speech

*OFFICIAL OPENING SPEECH BY PRESIDENT OF BALA
REV. MPHO MORUAKGOMO
WORKSHOP ON GENDER AND LOCAL GOVERNMENT
SOUTH EAST DISTRICT COUNCIL
3rd – 5th FEBRUARY 2010
PRESIDENT HOTEL - GABORONE*

The Director of Ceremony let me begin by thanking the organizers, GENDER LINKS and BALA for having honoured me to officially open this Workshop. "I am pleased to witness the implementation of these Local Government Workshops." I am aware that these Workshops have already been held in six Councilors and will be rolled out to the remaining ten during The Financial Year 2010/11.

Director of ceremony if you allow me to acknowledge South East Councilors and their management. Thank you for taking time out of your busy schedule to attend this Workshop, it spells out your commitment to gender issues.

Ladies and gentlemen, this workshop is a follow up of the Gender and Local Government Strategy Workshop that was held from 9 – 13 February 2009 at The Big Five Lodge in Gaborone in partnership with Gender Links and BALA. This presents a picture of a true partnership. The Gender and Local Government Strategy Workshop was to facilitate the government's commitment to gender equality in the daily business of the councils. Director of ceremony, allow me to remind the participants of this workshop that the success in the implementation of the strategy lies in your effective participation during the workshop and also your unreserved commitment to the outcomes of the workshop.

According to the "*At the Coalface Study*" women in Botswana though less represented in local government make a positive difference in their communities in areas such as safety and security, education, infrastructure development and health. We are therefore challenged as Botswana, particularly we the leadership of this country to ensure that women's engagement in local government, decision making and power sharing are improved.

The study has revealed that, there are variations between councils in the representation of women. For example your council, the representation of women stood at 18 men and 4 women. Although the overall representation of women in local government increased by 4.4% in the 2004 elections, the proportion of women mayors or chairs had dropped from 10% to none at the time when the study was carried out.

Director of ceremony, I feel confident to attest that it is through these workshops and other similar awareness workshops held by BALA and Gender Links, that in the previous General elections, women representation especially in local governance improved. We have seen the increase in the number of female mayors/ chairpersons and the deputy chairperson/ mayor portion. In addition, the Government of Botswana also nominated 50% women in council.

Director of ceremonies, the result of the study justifies the need for a workshop like this one with an aim to address these gender gaps. 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 process.

In conclusion, let me remind you that the participation of both men and women in decision making is very critical especially in a democratic country like ours. I have no doubt that by the end of the three days, we will come out with results based work plans, which will not only affect the workshop outcomes, but will enhance the Botswana's aspiration for continuous good governance. Ladies and gentlemen, I would have not concluded my speech, if I do not remind you that the participation of both men and women in decision making is very critical especially in a democratic Botswana. I have no doubt that by the end of the three days we would all be gender sensitive and would view gender issues in a more systemic and progressive manner. It takes your personal commitment and your collective responsibility to be the pioneers of the required gender oriented transformation. With this, the director of ceremony, ladies and gentlemen, I declare this workshop officially opened.

Annex D – Gender Action Plan for South East District Council

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
I. GOVERNANCE						
Representation						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Political Parties Public	We have 28 % of women in the council	The target increase will be 22%	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Council (Political) Parties	What is the % of women in the different political parties? We are not aware of it to research later They are either placed as choir chairpersons or as additional members in the Party	We will target 50 % , SADC Gender Protocol quota	2019	
	Engage with Traditional Authorities on women's representation in local politics.	Councillors	The engagement has not taken Place	We will hold 4 Meetings in a year and successes will be measured by the report of the meetings undertaken	2010	
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in local government including management and other committees.		There is no statistics currently in existence	The Council will establish Sex disaggregated statistics on women in leadership positions in local government.	2010	
	Take measures to ensure equal representation of women in leadership positions in council.		The presentation of women in the council is 28%	50% of all leadership positions to be held by women. The council intend to increase it by 50%	Ongoing	
To educate people and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local	Public	There has not been any awareness raising in the community about equal	We will target council wards both youth and adults ,Atleast 60 people per meeting in 6 wards	2011	

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	politics and the importance of voting for women.		representation by women			
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.		We are not aware of any engagement where the curricula Promote gender equality	How will success be measured? We will establish what the base line is then after come with an indicator.	2011	
Participation						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS)	Women	Yes, there is a multi -party women's caucus across party lines which is national level	To ensure that Multiparty women's caucus is established in the clusters Atleast 5 clusters	2013	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Emang Basadi/ Gender Links	Emang Basadi and Women Caucus have a program which grooms women in leadership positions in politics	To ensure that we follow the program and groom Atleast 10 women councillors in a year	2010-2011	
	Network with regional and international women's caucuses		The South East District Council has not networked with any regional or international women's caucuses	What is the target? How many networks established? Need to be discussed with Council management and lobby for networks established	2010	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	Dept. Women Affairs	No skills audit has been undertaken for councillors and officials to articulate women issues	To recommend and establish data on the specific skills of councillors.	2010	
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	Council	A training was held on Gender for some women councillors	To ensure that the second workshop being held Targeting Atleast 40 women councillors.		
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Councillors	Everyone is free to express herself in any language. (Setswana or English)	To ensure that 100% councillors express themselves in vernacular		

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Comprehensive induction programmes for new councillors with follow up refresher courses.	Gender Links. Council BALA	There is currently an induction program for councillors but not planned to be gender sensitive. It target women accidentally if they are elected	All councillors have been inducted once after every elections		
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Council	There was training on gender and 20 men.	We will Target 30% of male councillors and officials for gender training	2011	
	Gender dialogues with male Councillors and officials, including community leadership		Before we did not have media gender dialogues for men , but recently Gender Gender and Local government workshop for the council where both men and women participated	Target 3 workshops with men sector for 60 men on gender dialogues e.g. one a month?		
Community mobilisation						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	Ministry of Labour and Home Affairs (Women's Affairs Department)	There is no collected disaggregated in existence on communities	Two consultative meeting will be conducted lobbying for Gender disaggregated data on the community.		
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.		We do not have any data in existence on public participations in meetings	How will this be measured It could be measured by a registration of participants	2012	
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and		What information currently exists? In what languages? Information which currently exist is in Setswana which educate and disseminate information in indigenous	What is the target? What information, how many languages? This has to be agreed by the Parliament and the South East District council women are conversant with Setswana and	On going	

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	employment opportunities and HIV and AIDS		language and English	English. To continue with the Setswana language		
To ensure that women are consulted and participate equally in policy-making processes.	Conduct specialised participation exercises for women, and ensure that their concerns are captured in policy	N/A	What is the gender disaggregated stats on the consultative meetings? NOT APPLICABLE FOR COUNCIL BUT FOR Ministry OF LABOUR AND HOME AFFAIRS	What is the target number of specialised participation exercises to take place?		
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops with men's groups, and audit the impact of the training	Council	No workshops have been conducted for men's groups on gender equality	To hold one workshop once a year with men at local level		
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	Council	Yes a publicity review has been held from a gender perspective in our council	No, we do not have gender aware publicity materials but we would like to request for publications from WAD and Gender Links .Atleast we should have 30 copies of gender related materials.	2010	
II. GENDER SPECIFIC PROGRAMMES						
Early learning						
To provide affordable child care to free women to participate in the labour force,	Greater coordination between the council and the Ministry of Education in provision of quality early childhood development facilities.	S and CD	Currently coordination in place? Council Committee licensing Day Care Centres Guidelines Consultation Among Stakeholders	Intend to target 100% (all children)	By 2016	
	Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	S and CD	The current fee structure is P150.00 per Term	The council target About 5000 children ??	By 2016	
	Ensure pre-primary education is policy compliant	S and CD	Yes, Pre-primary education currently policy compliant	The council want Policy compliant pre-primary education by all Schools	By 2016	

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	C and MES	No streets named in the villages in Botswana. All streets require naming	Atleast 10 streets out of 50 should be named by 2014	2014	
	Lobby businesses to assist people in need.	S and CD	Yes, the support from businesses is available to the needy people is offered but by few businesses	All businesses should be targeted to assist		
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires.	Fire Department	Education has been provided for both men and women	The council will target 100% protection to reduce the number of people who lose their homes due to fire		
	Train community members on how to handle emergencies, including first aid.	Fire Department	Has any such training been given in the past? Yes general training has been held on how to handle fire emergencies but it is not frequent	60 participants should be targeted I 5 villages, through kgotla meetings and trained on fire emergencies. It has to be in the lands and rural areas Atleast once in a year	2010	
To ensure that building control measures are enforced, in particular are well informed on the process	To provide critical information, particularly for women, on building and construction in order to ensure safety	PP and EMS	Building control measures are in place accompanied by building signs	To recommend for a seminar each year to address both men and women on building and construction safety	2011	
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Set and monitor specific targets to ensure gender parity in employment opportunities created by local government.	HR and Council management	What are the current statistics of women and men employed by the council? The statistics of men and women employed by the	The target will be both permanent staff and cleaners and messengers. It will be monitored by holding a review yearly To enquire from the relevant	2010	

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			council is not compiled.	officers on the statistics in the council recommend for a compiled data		
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	HR and A	What are the unemployment figures? What proportion of women to men is unemployed? The council is not aware of unemployment figures of women in the communities and the proportion of women to men unemployed	What is the target % increase in women employed? It is not the mandate of the council , we will enquire the responsible ministry	2010	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	HR and A	The increased vote item in the budget for women is not in existence	To raise motion for increase of vote for women in the incoming budget	2010	
	Inform women about economic opportunities in liaison with WAD and other stakeholders	S and CD Youth SHHA	What kind of information exists on employment opportunities for women? TBD	What is the indicator? How will this be measured? TBD		
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	F and DP	Is there any data on unemployment levels? N/A	Availability of gender disaggregated data. N/A		
To promote equal representation of women in the tourism industry and commercial agriculture	Facilitate development and entry of women into the tourism industry and commercial agriculture	N/A	What is the representation of women in the tourism industry? N/A	What is the target % of men and women participating in the tourism industry? N/A		
Procurement						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	F and DP	Does any information or support exist for women in this regard? TBD	What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women? TBD		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Implement and monitor quotas for women for the awarding of council contracts	F and DP	What are the current statistics? Is there a point system, i.e. How many points are awarded for gender, should this be increased? N/A	What will the quota be? How will it be monitored? TBD		
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	N/A	How many women sit on the tender board at the moment? N/a	50% women on the tender board. N/A		
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	N/A	Do any such incentives exist? N/A	What is the target? N/A		
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.	S and CD	What are the current poverty statistics? What % of women lives in poverty? Is there any kind of poverty eradication strategy in place? TBD	What is the indicator? How will this be measured? TBD		
	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.	S and CD	Has any kind of assessment been done in the past? No	Assessment results N/A		
	Facilitate improved access to social grants, including food security nutrition	S and CD	What kind of access do women have to social grants at the moment? What are the stats? TBD	What is the target increase in the number of women accessing social grants? TBD		
	Facilitate the implementation of income-generating activities, improve resources allocated and implement	F and DP	What types of income generating activities are already being facilitated and with what kind of success?	What is the indicator? How will this be measured? TBD		

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	monitoring.		TBD			
	Liaise with and support CBOs and NGOs already working with poor households.	S and CD	The NGO 's and CBOs are provided with Finance and Training	This will be measured by annual audit.		
Business support						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	S and CD	What is the proportion of women to men in the business sector? N/A	What is the target % growth? N/A		
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	S and CD	Does such information exist? Yes community liaison office	How will this be measured? TBD		
	Encourage public and private business partnerships with all stakeholders	S and CD	Are there any such partnerships? Has anything been done in this regard? Yes to all	What is the target number of partnerships to be formed? TBD		
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	S and CD	Is there any existing skill development and business support for women? yes	What is the target number of women to be empowered by training and support? TBD		
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.	N/A	Does any support exist form women-headed companies currently? N/A	What is the target number of women-headed companies to be formed? How will support be measured? N/A		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	N/A	Has any such mentoring been undertaken before? N/A	What is the target? How many small enterprises mentored? N/A		
Informal sector						
To promote equal access to markets.	Link women to investment opportunities		What are the statistics of women in the informal sector?	What is the target number of new formal businesses to be formed?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Integrating women with partnerships, joint ventures etc.		How have women been integrated in partnerships and mergers?	What is the target% increase of women in partnerships?		
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	Council buildings	There is no gender disaggregated data on Housing	To initiate for a Gender disaggregated data on housing.	2010	
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards	N/a	Do any policies exist to ensure women's access to land?	What is the target increase in the number of women owning land?		
	Training of Land Board on gender issues (through Ministry of Lands)	n/a				
	Ensure gender balance on housing committees; and lobby for a quota for women		The housing committee is currently dominated by men male dominated	The council targets 50% of the housing committee to be women.		2014
	Increase the range of housing and land options available to poor households; including subsidies for poor women	Council CCDO	Previously there was no land tenure for women and this still exists in some areas under chiefs but most women now have land	What is the target increase in the number of women owning land? We are not aware of the target of women owning land to enquire from other offices in the council		2014
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Council CCDO	Assessments are a continuous exercise in the council	How will this be measured? Customer satisfaction survey? Customers satisfaction will be measured by No. of cases assessed on unsatisfactory living conditions		2010
	A policy on low-impact economic activities to be undertaken from dwelling units.		What are the current regulations in this regard?	How will this be measured?		2012
To ensure women and men's equal access to housing	Educate women on housing policies and subsidies.	SHHA	What information exists on women and housing? Is there	How will this be measured? No of Units	2010	

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subsidies.			existing material that can be used regarding policies and subsidies? YES SHHA POLICIES?			
	Disaggregate and capture existing data; a mechanisms for continuous data capture	SHHA	What are the stats on housing subsidies, which accesses them? Not aware of	To enquire from the council	2010	
	Audit housing plans.	COUNCIL	Have any audits been done in the past? Not aware of them	Audit REPORTS	2010	
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	COUNCIL /SHHA	Has any policy review taken place? Not aware to enquire from the council	How will this be monitored? To enquire from the council		
Transport						
To ensure that women's transport needs are established and met and to ensure that public transport is made safer for women and children.	Collect gender disaggregated data to establish who uses public transport, whose needs are being met and whose are not.	N/A	Lack of statistics and data for public transport users – are there any statistics in this regard?	To enquire from the council		
	Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	CCMESO	What studies have been done in this regard? Has any regulation been done? Regulations are already in place	How will this be measured? Police statistics? What is the target %decrease in violence? By increase of number of cases reported from the police fortnightly	2010	
	There should be effective policing to ensure that taxis comply with safety standards and laws, including that they be registered and that they go for regular roadworthy tests. N/A TO COUNCIL		What kind of policing is there currently? How taxis are's currently registered? How often do they go for roadworthy tests? NOT APPLICABLE IT S THE MANDATE OF MINISTRY OF WORKS	What is the target % decrease in violence/ accidents/ deaths? How often should taxis be roadworthy?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Taxis should be made safer, including eliminating transport pirating N/A		What kind of safety features do taxis currently have?	What is the target?		
	Pedestrian safety, especially in informal settlements.	CCMESO	What are the current statistics on pedestrian safety? Not known	How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities? To enquire from the council	2010	
To empower women to participate in the male-dominated transport sector.	Gather gender disaggregated data on who owns and drives taxis, buses and haulage transport	N/A	What data currently exists?	What is the target?		
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.		Are there any female taxi owners or drivers?	What is the target % increase in women taxi owners and drivers		
Water, sanitation and electricity						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	COUNCIL CPHO	Has any assessment been done in the past Not aware to enquire from council	What are the target/ timeframe in which to do this?	2010	
	Provide affordable services to poor households.	COUNCIL	What services are currently being provided and at what cost? Water sanitation cost not known	What is the target? To enquire	2010	
	Council to provide subsidies for those who cannot afford	council	. Socio economic assessments has been made	100% has been met	Continuous	
	Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector.	Council	Are any women currently being employed in this sector (numbers and comparisons)? Not aware	What is the target number of women to be employed in this sector? Not aware	2010	
	Ensure that women are	council	What kind of consultation	What is the target?	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	consulted prior to the provision of services.		process has there been in the past? Not aware	?		
	Align services to the needs of women.	Council	What is the current state of service delivery? Not aware	What is the target? ?	2011	
	Involve women in the management and maintenance of these services and facilities.	Council	Are any women currently being involved in this role (numbers and comparisons)? Not aware	What is the target number of women to be involved? ?	2011	
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Create an environment committee in which women and men are equally represented, including waste management and recycling projects	COUNCIL/ CPHO	Does such a committee on environment exist Not Aware	What is the target? Not aware	2010	
	Increase the frequency of refuse collection.	COUNCIL/ CPHO	Refuse is collected DAILY	Refuse should be collected twice in a week	Continuously	
	Provide and maintain public toilets in strategic areas	COUNCIL/ CPHO	We have no public Toilets	To plan for them Atleast in the shopping centre	2015	
	Review the waste management policy from a gender perspective.	COUNCIL/ CPHO	Is there any such policy at the moment? Not aware	What is the target?? Not aware	2015	
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Gender disaggregated data on HIV/AIDS for the council; integrate gender considerations local HIV/AIDS programmes.		What are the current statistics? Not aware	To enquire from the council		
	Develop gender aware HIV and AIDS public education and awareness campaign.		Is there any such campaign at present? Not aware to enquire from the council	What is the target? How many people reached over what period? How will it be coordinated?		
	Advocate for and promote the female condom and so that women have free access to		Women condom is available for free	100% of female condom available , what is questionable is usage		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	them. Gender sensitive sex education in schools.		What sex education is currently being taught in schools? Is this gender sensitive?	How will this be measured?		
To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need for women to have access to Post Exposure Prophylaxis (PEP)	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon campaign, coupled with ongoing awareness campaigns.		How has the council participated in awareness campaigns in the past? Has the council actively participated and promote the 16 Days Campaign in the past? Is PEP readily available at all the health facilities? A how many facilities is it available?	What is the target? How will this be measured? What is the target % increase in the number of women accessing PEP		
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.		What are the statistics? What is the % of men and women who go for VCT?	What is the target % increase in number of women and men going for VCT?		
Treatment						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.		How many women compared to men access free treatment?	Gender disaggregated data		
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.		What does the council do to facilitate access to ARV's? What stats exist in this regard?	What is the target? How many people receive treatment? Over what period?		
Social development						
To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities.	Collect gender disaggregated data on the use of council community and sporting facilities.		Does this data exist?	Gender disaggregated data on the use of community and sporting facilities.		
	Ensure that every library has a section on women's literature.		Are there currently any such facilities in the libraries?	What is the target?		
	Set up mobile libraries to make		Are there any mobile libraries?	How often should they operate?		

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	reading more accessible to women especially in rural areas.			Which areas should be targeted?		
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g... Soccer and boxing.		What programmes currently exist?	What is the target?		
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.		Do any such programmes exist?	What is the target? How will this be measured?		
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.		Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive?	How will this be measured?		
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the representation of women employed in the council.	Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.		What steps have been taken to prioritise gender equity in the employment practices of the council?	50% women in all areas of employment by 2015		
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions		What are the current gender statistics of employees in the council? What % men and women occupy management positions – what is the breakdown per department?	What is the target % increase in the number of women employed by the council? What is the target % increase in mgmt positions and departments?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and address the departments where the greatest imbalances exist.					
	Include women's targets as a non negotiable component of senior manager's contract.		Who is responsible for ensuring that targets are met? Is this included in their contract?	Contract		
	Align the work place skills Plan to the Affirmative Action plan.		Has any work been done in this area?	How will this be measured?		
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.		Have the unions been approached?	How will this be measured?		
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.		What is the baseline?	What is the target?		
	Selection panels should be gender balanced.		How are selection panels currently constituted?	Gender balance on selection panels.		
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way. Experience and qualifications should both be taken into account in evaluating suitability for posts.		What are the current practices? Are they gender sensitive?	What is the target?		
	Develop comprehensive employment equity plans.		What kind of employment equity plan is in existence?	HR/ EE Policy		
	Apply job preservation policy to meet women's targets.		What are the women's targets?	HR/EE policy		
	Incorporate gender into structure system policies and processes.		Has gender been incorporated into any policies and processes?	Gender sensitive structure systems and policies		
To ensure that staff development programmes are gender sensitive						
	Succession and staff development plans should					

FRAMEWORK GENDER ACTION PLAN FOR SOUTH EAST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	have a specific focus on upgrading the skills of women and their promotion to senior decision-making positions.					
	Undertake a skills/ qualification audit and assessment of all municipal employees.		Has any kind of skills audit been done in the past?	Results of the skills audit report		
	Devise and implement a range of capacity-building options for employees and cllrs.		What kinds of capacity building options exist already?	What is the indicator? How will this be measured?		
	Mentoring new cllrs and employees.		As any mentoring of new cllrs been done?	What is the indicator? How will this be measured?		
	Identify skills needs among communities and skills gaps in key economic sectors.		Have any needs assessments been done?	What is the indicator? How will this be measured?		
	Develop targeted skills development programmes.		Has any such skills development been done?	What is the indicator? How will this be measured?		
	Facilitate women's entry to skills development programmes.		What has already been done to facilitate women's entry to programmes?	What is the target % increase in number of women accessing programmes?		
Work conditions and environment						
To facilitate women's equal participation in the workplace.	Review maternity leave provisions to ensure that women are able to take three months full maternity leave through the contributions of both local government and Social Security.		What are the current provisions for maternity leave?	Three months full maternity leave through the contributions of both local government and Social Security.		
	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave		What are the current provisions for paternity leave? Are there any current programmes around responsible fatherhood?	How much paternity leave should be allowed?		
	Meetings times should take the needs of all employees into consideration and not run too		What is the policy on meeting times?	What is the target? What should the times be?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	late.					
	Provide child care facilities for municipal employees.		What child care facilities are currently available?	Target number of child care facilities?		
	Provide flexible work arrangements for parents.		Is there any such arrangement currently?	What is the indicator? How will this be measured?		
	Act upon employees who are not making maintenance payments.		Has this issue ever been addressed? How?	What is the indicator? How will this be measured?		
	Conduct awareness programmes on parenting responsibilities.		Are there any such programmes?	What is the indicator? How will this be measured?		
	Support and expand crèches.		What crèche facilities exist?	Target number of crèche facilities?		
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).		Is there a sexual harassment policy in existence?	Implementation of the Sexual harassment policy How will this be monitored?		
	Workplace education and awareness on the SHP		Is there any such awareness?	How will this be measured?		
	Code of conduct to ban the use of sexist jokes and language.		Is there such a code?	What is the target?		
V. GENDER MANAGEMENT SYSTEM						
Planning						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.		What does the current mission and vision statement say about gender?	What is the target?		
	Conduct surveys prior to planning to determine the needs of both women and men.		Have any such surveys been conducted in the past?	Gender aware survey results.		
	Consult with both women and men when drawing up plans.		Have any such consultations taken place in the past?	What is the target? How many consultations? What is the target group, how many?		
	All units and departments should include gender indicators in their business plans.		Do any units/ departments in the council use gender indicators in their business plans?	What is the target?		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.		Have any such customer satisfaction surveys been administered in the past?	What is the target? How many surveys, how often etc?		
Gender structures						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.		As any work been done in the establishment of structures;	GMS established, vested with authority, strategy, plan and resources.		
	Recruit/appoint/hire gender focal points.		Has a gender specialist been recruited?	Specialist staff appointed.		
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.		As any work been done in the establishment of structures;	GMS established, vested with authority, strategy, plan and resources.		
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.		Who is currently responsible for gender in the council?	GMS established, vested with authority, strategy, plan and resources.		
	Gender to be written into the job description and performance agreements of senior managers and GFP.	WAD BALA GENDERLI NKS	Has gender been written into the performance agreements of senior managers and GFP? It has not been written and we have no gender focal person	To lobby for Accountability on gender through Pas at least 50 % of management.	2010	
	Gender should be a standing item on the agenda of management committee meetings.		There is no gender as an outstanding item of management meetings	We will target that one out of two meetings have a gender item	2010	
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.		Is there a committee in Council responsible for gender?	Gender equality committee.		
	Form a multi party women's		Is there currently a structure to	Women's caucus established.		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	caucus.		bring together women councillors around common concerns?			
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.		Have gender focal points been established in all departments? Have TOR been drafted?	GFP formed; TOR for GFP		
	Publicise the establishment of the gender machinery.		Is the GMS known, has it been publicised?	What is the indicator? How will this be measured?		
	Gender machinery to prepare their own strategic plans.		Does the GMS have a strategic plan	Strategy and action plan adopted.		
	Establish linkages with gender machinery in other municipalities.		Have any linkages been established?	GMS Networked		
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.		Does sex disaggregated data exist? Is it applied?	All statistics disaggregated by gender.		
	Gender indicators to be formulated for each department/ programme and HR management.		Are there gender KPIs in the City score card?	Gender KPIs integrated into city score card.		
	Ensure that women and men participate equally in public consultations on planning and budgets.		What sort of consultation takes place at the moment? Are both women and men involved?	What is the target, how will this be measured?		
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men.		Are there direct or indirect budget allocations for advancing gender equality?	What is the indicator? How will this be measured?		
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).		Has the action plan been costed?	Costing of this action plan.		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Ensure that departments allocate resources to gender priorities.		Do departments allocate resources to gender priorities?	What is the indicator? How will this be measured?		
Capacity building						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.		What training has already been done?	How many workshops to take place? How many trainees?		
	Liaise with service providers to provide training programmes.		What training has already been done?	What is the indicator? How will this be measured?		
	Facilitate training programmes among councillors, officials and community groups.		What training has already been done?	Target number of cllrs, officials and community groups trained?		
	Ongoing mentorship and support through linkages with civil society.		Do any such programmes exist?	Target number of cllrs and officials involved in such programme?		
	Assess impact of training.		What training has already been done?	What is the indicator? How will this be measured?		
	Gender sensitivity training for both male and female councillors		What training has already been done?	Target number of cllrs, officials and community groups trained?		
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.		What training has already been done?	Target number of cllrs, officials and community groups trained?		
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender e.g. Women's Day; Sixteen Days campaign.		What kind of special gender events and campaigns has the council participated in? What kind of awareness raising has been done?	What is the indicator? How will this be measured?		
	Prepare pamphlets, advertising, posters, logo etc.		Has any work been done in this area?	What is the indicator? How will this be measured?		
	Run competitions, sporting activities that challenge stereotypes.		Have any such activities been done in the past?	What is the indicator? How will this be measured?		

Action plan framework for South East District Council for ending GBV

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	SEDC Mngmt	What are the current statistics on GBV in the council? to be availed later	What are the targets? To be researched	End of 1 st quarter 2010	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	SEDC Mngmt	Has there been any such audit done in the past. No	Results of audit Women's Safety Assessment Focus group established Not available	Before end of 2 nd quarter 2010	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Civil and Mechanical Engineering Dept	What is the state of street lighting in the council? To be determined	What % improvement in street lighting? What % decrease in sexual assault in public places? How will this be measured? Police stats? To be availed	To be decided	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Civil and Mechanical Engineering Dept	Is there a lighting master plan? To find out	Lighting master plan with clear targets and indicators To be determined after finding out	To be decided	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	Civil and Mechanical Engineering Dept	What percentages of streets are named/ unnamed? Information to be provided	What is the target, i.e., how many streets to be named by when? Information to be provided	To be provided	
	Conduct safety awareness programmes and establish a watch-dog community including all community	SEDC Management	Are there any community policing and safety forums? Do they focus on GBV? Yes. They are there but do not	What is the target, how many safety forums per area? To be determined	To be determined	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	based structures e.g. community policing forums, etc.		focus on GBV			
	Involve street hawkers in crime watchdog projects.	SEDC Management	Are street vendor involved in safety projects? No	What is the target To be determined	To be determined	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	SEDC Management	Do any programmes on GBV exist within the council? No	What is the target? How will this be measured? To be decided	To be determined	
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Council Chairperson	How has the council participated in awareness campaigns in the past? Has the council actively participated and promote the 16 Days Campaign in the past? No	What is the target? How will this be measured? To be determined	To be determined	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	SEDC	How has the council participated in the Take Back the Night campaign in the past? Never	What is the target? How will this be measured? To be determined	To be determined	
	Promote involvement of men and boys in ending gender violence.	SEDC Management	Have men and boys been targeted in campaigns to end GBV? No	What is the target? How will this be measured? To be determined	To be determined	
	Monitor and evaluate impact of all public awareness campaigns	SEDC	Have awareness campaigns been monitored and evaluated? No	What is the target? How will this be measured? To be determined	To be determined	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	SEDC	Has the council participated in such events? No	What is the target? How will this be measured? To be determined	To be determined	
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	SEDC Management	Do any best practices exists – have they been documented No. but to be done	How many best practices should be collected To be decided	To be determined	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Response						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	SEDC Management	What actions are being taken to ensure that CPF's are effective None	What measure should be taken? To be decided	To be determined	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	SEDC	How many places of safety and care are there within the council? None	What is the target increase in the number of places of safety and care? No target		
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	SEDC Management	Is there any such database at present? No	Database of services and facilities None	To be determined	
	Encourage role modelling of survivors and victims	SEDC	Is any role modelling being done at present? No	What is the target? How will this be measured? To be decided	To be decided	
	Establish gender units and family counselling services at people centres with appropriate resources	SEDC Management	Are there any such units or services? No	What is the target? How will this be measured? To be decided	To be decided	
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.	Ministry of Health	Do clinics highlight the link between HIV and AIDS and GBV?	What is the target? How will this be measured?		
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and	Social and CD	How many counselling facilities are there within the council? None	How many more facilities to be provided? To be decided	To be decided	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	facilities by all stakeholders					
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	Ministry of Health	What are the stats on HBC for survivors of GBV?	What is the target? How will this be measured?		
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	SEDC	What are the current statistics on GBV in the council? To be availed	What are the targets? By how much should gender violence decrease over what period. To be determined		
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	SEDC Management	Are any of the police stations within the council equipped (private room, female officers etc) to deal with cases of GBV? No	What is the target % increase in number of reported cases and convictions GBV? How will this be measured? Police stats? To be determined	To be decided	
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	SEDC Management	Has any such audit been done? No	Audit results Not done, but to be done by 2012	To be determined	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	SEDC Management	Has the council committed any resources to supporting survivors of GBV No	Budget / resource allocation Not budgeted for but the intention is to look for donors/ sponsorship for these	2012	
	Establish day care centres for the elderly to ensure their safety.	SEDC Management	Do any such day care centres exist. No	How many centres to be established or supported 2	2014	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	SEDC Management	Has the council embarked on any programmes to address this issue? Yes	What kind of programmes will be embarked on Leadership skills Psychosocial support South East District Youth Empowerment League(SEYDEL)	Ongoing 2010/2011	
Coordination						
To ensure that efforts to	Establish multi-sector	SEDC	Has any such committee been	Establishment of multi-sector		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
address GBV are conducted in a coordinated manner	coordinating structures to tackle gender violence.	Management	established No	committee To strengthen existing social welfare committees in council Sensitise and beef up the composition of existing committees		
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	SEDC	What is the status of relations with the various stakeholders Police – minimal Bogosi - minimal	What is the target? How will it be measured? Inform Police through workshops and seminars Giving an update	End of 2010	
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	SEDC Management	Is there currently any budget allocation for addressing GBV No	Budget allocation of x amount This action plan budgeted for No	To be decided	
Monitoring and evaluation						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	SEDC Management	Have targets been developed and integrated in to plans? No	Targets and indicators To be determined	To be decided	

Annex E - Messages and slogans for gender based violence

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual			
Abused woman or man	Make the community aware of council facilities	Speak out and stop the violence	Radio, TV, billboards
Abused child	Stopping child abuse	Stop abuse, it begins with you	Drama
Abusive men	Use of counselling services	Lorato gale kgokgontshe le a babalela (Love is not abusive but protects)	Billboards, Messages on different beverages
Family/ Household			
Mother, father, guardian	Sex education	A child is not a sexual partner	Face to face peer education
Parenting	Positive parenting	They should be loved not hurt	Banners, media
Community			
Community	Need to mobilise community to create safe spaces	Pabalesego ya bomme le bana- maikarabelo a setshaba (Women's safety- the nation's responsibility)	Medical campaigns, kgotla meetings
Schools	Infuse GBV in the school curriculum	Kgokgontsho ke maikarabelo a sekolo	School syllabus
Religion	Need for religious organisations to teach against GBV	Kgatlha Modimo- Emisa kgokgontsho (Impress God-Stop the Violence)	Seminars, bible studies, songs
Sports	Violence as a threat to physical fitness	Be Violent free and be fit	Sport gatherings, seminars, media
Society			
Political leadership	Need for gender sensitive leadership	Leadership for gender balance	Political rallies, kgotla meetings,

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Criminal justice System	Fairness in the justice system	Protecting the nation- No to gender based Violence	Kgotla meetings, posters
Media	Balanced reporting	Bias reporting doesn't make a story	Radio, newspapers
Culture	Community cooperation against GBV	Setshwarwa ke ntsa pedi ga se thata- Emisa kgokgontsho (Cooperation makes the work lighten- Stop Violence)	Kgotla meetings, drama

Annex F: Summarised evaluation

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. PROGRAMME DESIGN	11	9			
2. PROGRAMME CONTENT	5	16			
3. DOCUMENTATION	5	10	4		
4. FACILITATION	13	6	2	1	
5. GROUP WORK	5	9	5		
6. OUTPUTS	3	8	6		
7. OUTCOMES AND FOLLOW UP PLANS	2	7	9		1
8. LEARNING OPPORTUNITY	3	16			
9. NETWORKING OPPORTUNITY	3	14	2	1	
10. ADMINISTRATIVE ARRANGEMENTS	8	11	1		

Comments

Which session did you find most useful? Why?

- GBV, it encouraged peace amongst people. I got able to know many things that contribute to the violence
- Group work, plans were drafted on gender issues
- Group work
- Sex and gender stereotypes
- GBV, heard of the origins of the commemoration of 16 days of activism against violence
- Stereotypes, these are the origins of GBV
- Sex gender and stereotypes beau you can apply it at work and even in your family
- Gender based violence and commemorations in the council, very useful because I thought we know much about violence but not have a good understanding of the concept e.g. how you can assist – shelters like. With commemoration we have to start at ward level
- Plan to end GBV, it broadened our minds to end GBV
- To introduce the gender protocol I didn't know that my country ha not signed this protocol because of some things included and binding
- Gender and governance, because it has helped me to notice the slow progress in women's involvement and participation in local government. It has further stimulated me to consider accessing local government when I retire, the thing that I never took serious
- One that dealt with GBV because male participants seem to understand it better and contributed in coming up with suggestions on ways to combat it
- GBV, I got to appreciate the seriousness of the issue better. I got to know the cruelty associated with perpetrators of gender violence

- Representation of women, to increase the representation of women councillors in the next election
- Gender concepts
- All sessions were very useful but gender based violence stood out, as it gave us an insight of a lot of things that we didn't know and had never contact with the victims of GBV
- Domestic violence, we must take action to the police
- Gender violence, to should find out why men abuse women
- Gender equality, because I did not know what women were fighting for
- Messages and slogans to end gender based violence.

Which session did you find least useful? Why?

- Still in the same session of GBV, its like concentrations is based on women but men are also involved in this violence
- The first day seemed not very useful, it officials
- None
- Nil
- Developing messages and slogans, this was because it was not fully explained
- Gender management systems
- None, every session was stimulating, we learned much
- None at all
- Developing messages and slogans for the campaign, slogans are not easy to come up with and for people to understand them
- The content of the plans were in most cases applicable to us here in Botswana
- One that involved the exercise on gender issues related to local authorities because most clauses did not apply to Botswana case
- Lack of participation in group work by all. That abuse of men is not adequately addressed. There is a tendency of just passively taking about it. Perhaps this is the major cause of violence.
- Passion killings, because I hate passion killings
- Draft gender action framework, most of the contents cover south Africa an not ours so it was difficult to understand
- None
- Gender violence
- Eyes and ears, to take notice of what is happening between us
- None
- Gender management system.

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

- We have agreed as a council that we take this information to the constituency and also we embark on an open workshop to pass information and also it invite relevant NGO's to come explain certain issues to the people
- Always discourage violence
- By educating the community on gender issues
- I am aware and will continue the sensitising outreaches

- Consolidate plans / integrate plans on the overall council plan
- For every meeting and address I will inform my audience on what I have learned
- Surely as a councillor, I am going to work hard with the electorates and community at large disseminate, empowering them sensitise on GBV
- Call and address kgotla meeting
- This is an opportunity to pass what I have learned to my voters as a councillor
- Eliminate issues of physical appearance but consider the ability to perform different jobs. Encourage women to come out and demonstrate to the world that they can do what a male can do, by ensuring that their issues are included and emphasized in every gathering, staff meeting and prayer time etc.
- Will give back to society and kgotla meeting inform people about gender issues, especially GBV and the assistance available for victims as well as culprits
- Propagate the message through ward meetings. Have committees to ensure that they spread the message regarding assassination of this ugly monster
- Engage with traditional authorities on women's representation in local politics
- Every woman should stand tall and aim high. Always grade yourself that behind every success is a woman
- Public education through staff meetings i.e. starting at the workplace, as I have 85 employees under me and 90% of them are men
- Inform the public by kgotla meetings
- To educate community about what we are taught
- Will call kgotla meetings to engage the people on problems of Gender Links By teaching society through committees like VDC PTA soccer teams.

Any other comments

- This was very timely because the workshop took place when new councilors have just taken the seats and this will help in that they will have a longer time to help the council employees achieve their intention towards this
- To increase the length of the workshop
- I have gained a lot from your lessons and hoping that you will keep on doing your best. Your future is bright and please engage youth in most cases in your programmes
- I thought Gender Links had to do with health issues, please send the calendar for commemoration dates. Otherwise everything went well, I thank you all, for your effort, time to consolidate all the information and share with the community
- The workshop has been an eye opener with regard to women in holding positions in the councils. Women are too far to reach the 30% allocated by SADC. They don't support each other when it comes to elections
- That the organization Gender Links for equality and justice, and us as SEDC local authority, after this workshop should speak with one voice to call upon government to learn from other SADC countries and sign and implement the protocol and its addendum so that issues of gender based violence are adequately addressed and the community sensitized on them at different forums
- Gender Links and other NGO's should continue teachings on gender issues, they should reach out to communities and demonstrations should be conducted sensitize the nation on these issues

- Later it emerged that facilitation was skewed towards homme. I think that men feel that every law instrument is against them. Therefore, they feel left out and as a result they do violent things thinking that they will be listened to
- The workshop was very important
- This workshop to me was an eye and ear opener of gender equality; in short I have realized that women are empowered. The activeness of the conductor Mrs. K. Ntsabane I wish that all workshop facilitators could be like her, especially homme
- The workshop should be conducted often to educate the nation on gender based violence.

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



CONCEPT PAPER

Southern Africa Gender Justice Summit and Local Government Summit and Awards

365 DAYS OF LOCAL ACTION TO END GENDER VIOLENCE: WHAT WORKS?

22 - 24 March 2010

Synopsis

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

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

Context

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

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

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

Background

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

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

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

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

Who

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

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

Why

The first Gender Justice and Local Government Summit aims to:

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

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

Outputs

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

Outcomes

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

Categories

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

More Information

The summit is being coordinated by Gender Links based in Johannesburg, South Africa.

For more information on the Summit contact:

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Annex: Local government and gender justice response form

Response form	
Please respond by 17h00 Friday 05 March 2010	
Name	
Organisation	
Designation	
Contact details	Phone:
	Fax:
	Cell.:
Email	
Confirming availability	Please mark relevant option with an X. <input type="checkbox"/> I will attend and cover all my own costs. <input type="checkbox"/> I will not attend
Arrival and departure times (so that we can arrange airport transfers)	
Departure	Date:
	Time:
Return	Date:
	Time:
Dietary requirements	Vegetarian:
	Halaal:
	Other:
Any other comments:	
Send the form back by email to Bonita Visagie on rsalocalgvt2@genderlinks.org.za or by fax to +27 86 539 2628	