

**GENDER SCORECARD FOR LOCAL GOVERNMENT**  
**NAME OF COUNTRY: NAME OF COUNCIL = GEORGE MUNICIPALITY**  
**SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD**  
**SUMMIT 2013: 2015 Yes we must: The SADC Gender Protocol@Work**

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS REPORTED AT SUMMIT</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>BASELINE SCORE</b>
<b>POLICY FRAMEWORK</b>						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women's Day</li> </ul>	<ul style="list-style-type: none"> <li>• Copy of the gender policy/action plan</li> <li>• Copy of the Council strategy/work plan</li> <li>• Minutes and records of meetings</li> <li>• Photos</li> <li>• Media coverage</li> </ul>	<ul style="list-style-type: none"> <li>- Gender policy exists but doesn't include the SADC protocol targets</li> <li>- There is also no gender action plan in place</li> </ul>	1	1	1
<b>GOVERNANCE</b>						
<b>Representation</b>						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>• No of men councillors =</li> <li>• No of women councillors =</li> </ul>	Official records	<ul style="list-style-type: none"> <li>- 33% females</li> <li>- 36% males</li> <li>- 34% Females= Wards</li> <li>- Males=</li> </ul>	2	2	2
3. There are equal numbers of women and men in decision-	<ul style="list-style-type: none"> <li>• Mayor/Chair of Committee =</li> </ul>	Official records	<ul style="list-style-type: none"> <li>- Current committee chaired by men</li> </ul>	2	2	2

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making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> <li>Deputy mayor/deputy chair of committee</li> <li>No of committees chaired by women =</li> <li>No of committees chaired by men =</li> </ul>					
<b>Participation</b>						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council minutes				
<b>Public participation</b>						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women and men</li> </ul>	Photos Media coverage Minutes	- Greater representation of women at the council level	3	3	3
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>						
6. The Council has a local economic development plan that targets women	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> </ul>	LED plans, how gender reflected Statistics on finance schemes.	<ul style="list-style-type: none"> <li>Women have been the main beneficiaries with partnership formation</li> <li>EPWP Programme</li> </ul>	3	3	3

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entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>					
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Council employment statistics by sector and area of work	<ul style="list-style-type: none"> <li>Job creation aimed at women, EPWP initiative</li> <li>Contracts</li> </ul>	3	2	3
<b>Procurement</b>						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> </ul>	Procurement policy – how gender is integrated into this.	<ul style="list-style-type: none"> <li>Rating and scoring marginalised women</li> <li>22 crèches</li> </ul>	2	1	1

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	number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>				
<b>Climate change and sustainable development</b>						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>	Climate change policy Records of meetings Photos/video	<ul style="list-style-type: none"> <li>Waterwise- Water purification</li> <li>Not sure about climate change policy</li> <li>Environment support given</li> </ul>	2	1	1
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are involved.</li> <li>Proportion of women in waste projects</li> </ul>	Waste management plans Gender statistics on waste management Photos; video	<ul style="list-style-type: none"> <li>Female truck drivers</li> <li>Garbage- there are waste management plans</li> <li>Recycling</li> </ul>	2	2	2
<b>Land and housing</b>						
11. The Council keeps sex disaggregated data on title deeds and housing, and is	<ul style="list-style-type: none"> <li>How gender is integrated into allocation of land and houses</li> </ul>	Policy on land and housing	<ul style="list-style-type: none"> <li>No policy with sex disaggregated data</li> </ul>	1	1	1

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promoting women's equal access	<ul style="list-style-type: none"> <li>No of women allocated land and housing by council</li> <li>No of men allocated land and housing by Council.</li> </ul>					
<b>Water and sanitation</b>						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> <li>Examples of the difference women have made</li> </ul>	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	- No policy on water which indicates women who chair committees	1	1	1
<b>Environmental health</b>						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>Types of campaigns</li> <li>Involvement by women</li> </ul>	Records of campaigns Photos/video	- Women are actively involved- door to door	4	3	4
<b>HIV/AIDS and care work</b>						

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14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of policy</li> <li>• Messages underscore unequal power relations between women and men;</li> <li>• Prevention of parent to child transmission</li> <li>• Men are encouraged to go for VCT</li> <li>• Women and men have equal access to treatment</li> </ul>	HIV and AIDS policy – gender dimensions	<ul style="list-style-type: none"> <li>- Awareness</li> <li>- Male circumcision programme</li> <li>- SWEAT (MOU)</li> <li>- HIV and AIDS Policy in place</li> <li>- Photos and Reports</li> <li>- Support groups</li> </ul>	4	4	4
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> <li>• Existence of care work projects supported by Council or in which Council is a partner.</li> <li>• Remuneration/training/support for care givers in these projects</li> <li>• No of women, no of men involved in care work</li> </ul>	Records of projects Examples of what these have achieved Photos, videos	<ul style="list-style-type: none"> <li>- HIV and AIDS information distribution</li> <li>- Cases reported</li> <li>- Maternal assistance</li> <li>- Food gardens/ARV</li> <li>- Care programme- clothing bank</li> </ul>	3	2	2

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<b>Social development</b>						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>No of women, no of men who make use of facilities</li> </ul>	Records of facilities Gender disaggregated data	<ul style="list-style-type: none"> <li>Support 2 clubs in Uniondale</li> <li>SA Sports for change youth development for up to 35 years old</li> <li>R3 million empowerment project</li> </ul>	4	3	3
<b>GENDER SPECIFIC PROGRAMMES</b>						
<b>Gender based violence (GBV) flagship plan</b>						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> <li>Existence of street lights</li> <li>No of streets named</li> <li>No of streets named after women</li> <li>No of streets named after men</li> </ul>		<ul style="list-style-type: none"> <li>Street lighting in place</li> <li>Statistics/ Queen Victoria</li> </ul>	3	3	3
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> </ul>	Reports Photos Video Budget	<ul style="list-style-type: none"> <li>Gender budget/ 16 days of activism</li> <li>Proposed items</li> </ul>	3	2	2

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violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>• Other resources mobilised</li> <li>• Follow up to campaigns</li> <li>• Results achieved</li> </ul>					
<i>Response and coordination</i>						
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> <li>• How the Council works with the police on GBV</li> <li>• Existence of committees on GBV</li> <li>• No of women and no of men on these committees</li> </ul>	Records Photos Video	<ul style="list-style-type: none"> <li>- Joint forum- Thutuzela centres= GBV work with council</li> <li>- Rooms for safe/ public prosecutor</li> </ul>	2	2	2
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
<b>Selection and recruitment</b>						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action	<ul style="list-style-type: none"> <li>• No of women in management</li> <li>• No of men in management</li> <li>• CEO/head of administration =M/F</li> <li>• Examples of women in non traditional</li> </ul>	Council employment statistics	<ul style="list-style-type: none"> <li>- Statistics in place</li> <li>- Information identified</li> <li>- Women/men in management</li> </ul>	3	2	2



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	policy for ensuring 50% by 2015.	areas of decision-making eg finance				
<b>Capacity building</b>						
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> <li>• Gender training conducted as part of COE's</li> <li>• Changing lives as a result of gender training</li> </ul>	COE reports Changing lives profiles	- No COE workshop has been conducted	0	0	0
<b>Working conditions and environment</b>						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> <li>• Maternity and paternity leave</li> <li>• Flexi time</li> <li>• Family days</li> <li>• Sexual harassment policy</li> <li>• How sexual harassment cases are dealt with</li> </ul>	Work place policies	<ul style="list-style-type: none"> <li>- Workplace policy in place</li> <li>- Sexual harassment policy in draft</li> </ul>	1	1	1
<b>GENDER MANAGEMENT SYSTEM</b>						
<b>Gender structures</b>						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender	<ul style="list-style-type: none"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who</li> </ul>	COE and council records	<ul style="list-style-type: none"> <li>- Temporary Gender Focal Person</li> <li>- No allocated level</li> <li>- Gender committee/forum in place</li> </ul>	2	2	2

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	is written into the job descriptions of key functionaries.					
	<b>Budgets</b>					
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected in mainstream budget</li> </ul>	Budget	- Budget not specifically allocated to gender issues but social development	1	1	1
	<b>Monitoring and evaluation</b>					
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> <li>• Regular reports to management on gender action plan.</li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>		- Scorecard only done by SALGA, not by Gender Links but M&E reports in place, but no gender plan	1	1	1
<b>TOTAL</b>				<b>54</b>	<b>49</b>	<b>52</b>

### **ADDITIONAL COMMENTS**

### **STRENGTHS**

- the council has a dedicated Gender Focal Person who is geared to conduct all the COE work

- - budget available for gender mainstreaming programmes
- COE process endorsed within the council and also supported

### **CHALLENGES**

- Gender Focal person in place is currently in place and will need to make sure that the momentum is maintained by the next GFP
- Handover in the process to new GFP could be detrimental to the COE process which will be established if not anchored correctly.

### **LESSONS LEARNED**

- Potential to be one of the strong and well anchored COE councils due to the available resources

### **NEXT STEPS**

- Conduct Stage 1- COE Meeting with the management team to get the COE process endorsed.