

**GENDER SCORECARD FOR LOCAL GOVERNMENT**

**NAME OF COUNCIL: Makonde RDC**

**SCORE OUT OF FOUR WHERE 0=NONE; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD**

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>BASELINE SCORE</b>	<b>GL SCORE</b>	<b>AGREED 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 - <b>NO</b></li> <li>Plan signed and adopted :<b>NO</b></li> <li>Plan shared with Council and Community: <b>NO</b></li> <li>Plan integrated :<b>NO</b></li> <li>Public events on gender eg International <b>Women's Day not yet in place</b></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>	<b>Council gender policy and action plan incorporated in strategic Plan. Council also rely on the National Gender Policy. Gender draft policy is now in place.</b>	<b>2</b>		
<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 = <b>16</b></li> <li>No of women councillors =<b>3</b></li> </ul>	Official records	<b>Total number of female councillors is 3 and male councillors are 16.1 Female Councillor is the Vice Chairperson and the other two are Committee Chairpersons.</b>	<b>4</b>		

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>BASELINE SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> <li>• Mayor/Chair of Committee = <b>M 4 F2</b></li> <li>• Deputy Council Chair/deputy chair of committee = <b>M 5 F1</b></li> <li>• No of committees chaired by women = <b>2</b></li> <li>• No of committees chaired by men = <b>4</b></li> </ul>	Official records	<p><b>Female councillors who chair committees are 2 and 4 committees are chaired by men 1 deputy chair for a committee is a female and 5 have male councillors as deputy chairs .Council chair is a male and vice is a woman.</b></p> <p><b>Committees chaired by women are two and those chaired by men are 4</b></p>	<b>4</b>		
<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>	<p>Council minutes</p> <p><b>This has improved the education and health facilities also water availability has improved Borehole clinics schools business stands township</b></p>	<p><b>Women Councillors raise borehole issues as well as schools and clinics i.e construction and repairs.</b></p>	<b>3</b>		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
		etc.				
<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 <b>Water and sanitation meetings 70/30</b>	<b>This has improved the availability of the facilities, water and sanitation meetings at ward levels 70% women % 30 % men</b>	3		
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <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>	LED plans, how gender reflected Statistics on finance schemes.	<b>Flea market places as well as open vegetable places:</b>  <b>No local finance schemes of Council</b>	3		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS VERIFICATION DURING	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
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 :<b>12</b></li> <li>No of men in jobs created by councils: <b>48</b></li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Council employment statistics by sector and area of work	Women in Council: <b>12</b> Men in Council : <b>48</b>	<b>2</b>		
<b>Procurement</b>						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	Procurement policy – how gender is integrated into this.	<b>Their CR 14 do not state if the company is owned by a female or male</b>	<b>2</b>		
<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; ; <b>Nil</b></li> </ul>	Climate change policy Records of meetings Photos/video Scan from press	<b>None</b>	<b>0</b>		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
	involvement of women and men. <b>NONE IN EXISTENCE</b>	conference				
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>	<p>Waste management plans</p> <p>Gender statistics on waste management</p> <p>Photos; video</p>	<b>Women are involved in waste management through the formation of sanitation Action groups. They identify blockages within the township and report to Council. We have 24 females and 7 males</b>	<b>4</b>		
<b>Land and housing</b>						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> <li>• How gender is integrated into allocation of land and houses</li> <li>• No of women allocated land and housing by council</li> <li>• No of men allocated land and housing by Council.</li> </ul>	Policy on land and housing	<b>Council currently working on Title Deeds for the residents.</b>  <b>Information on land allocation available but not disaggregated.</b>	<b>3</b>		
<b>Water and sanitation</b>						

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>BASELINE SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</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 = <b>274</b></li> <li>No of men on water/sanitation committees = <b>78</b></li> <li>No of women chairing = <b>35</b> these committees/total no of committees = <b>39</b></li> <li>Examples of the difference women have made</li> </ul>	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p>	<p><b>Water problems are reported early and water source points are kept clean.</b></p> <p><b>Number of women in committees = 274 and men = 78.</b></p> <p><b>Number of women chairing these committees = 35 Total number = 39</b></p>	<b>4</b>		
<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>	<p>Records of campaigns</p> <p>Photos/video</p>	<b>Women are involved in clean up campaigns and in health clubs.</b>	<b>4</b>		
<b>HIV/AIDS and care work</b>						
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> </ul>	HIV and AIDS policy – gender dimensions	<b>We are using the HIV and AIDS National Policy</b>	<b>3</b>		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS VERIFICATION DURING	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
	<ul style="list-style-type: none"> <li>Men are encouraged to go for VCT</li> <li>Women and men have equal access to treatment:</li> </ul> <b>National</b>					
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>	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>	<b>Council currently working with DAAC on HIV/AIDS issues</b>	<b>4</b>		
<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>	<p>Records of facilities</p> <p>Gender disaggregated data</p>	<b>Football and netball pitch. Number of women participating in football and netball 42 men 44 women</b>	2		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
<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 <b>NO</b></li> <li>No of streets named : <b>NIL</b></li> <li>No of streets named after women: <b>NIL</b></li> <li>No of streets named after men <b>NIL</b></li> </ul>		<b>Lightning tower in Murereka. Mhangura has no street lightning</b>	<b>3</b>		
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days :</li> <li>Budget from Council for campaigns :</li> <li>Other resources mobilised</li> <li>Follow up to campaigns:</li> <li>Results achieved:</li> </ul>	Reports Photos Video Budget	<b>- Campaigns are being conducted in the District through and in partnership with our co-operating partners</b>	<b>3</b>		
<i>Response and coordination</i>						
19. There is a good working relationship	<ul style="list-style-type: none"> <li>How the Council works with the police on GBV</li> </ul>	Records	<b>Through the co-operating partners</b>	<b>3</b>		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS VERIFICATION DURING	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> <li>Existence of committees on GBV</li> <li>No of women and no of men on these committees</li> </ul>	<p>Photos</p> <p>Video</p>				
<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 policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> <li>No of women in management -2</li> <li>No of men in management-5</li> <li>CEO/head of administration <b>F&amp;M</b></li> <li>Examples of women in non traditional areas of decision-making eg finance: <b>NONE</b></li> </ul>	Council employment statistics	<b>Women in management are the Chief Executive Officer and the Acting Social Services Officer. Number of women in management =2 and men = 5</b>	<b>3</b>		
<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	<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>	<p>COE reports</p> <p>Changing lives profiles</p>	<b>Trainings were done to some of Council employees and to the community</b>	<b>2</b>		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	BASELINE SCORE	GL SCORE	AGREED BASELINE SCORE
systematic way.						
<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 <b>98 days</b> and paternity leave <b>NIL</b></li> <li>• Flexi time <b>NIL</b></li> <li>• Family days : <b>SAT &amp;SUN</b></li> <li>• Sexual harassment policy : <b>code of conduct</b></li> <li>• How sexual harassment cases are dealt with <b>None</b></li> </ul>	Work place policies	<p><b>Maternity leave is 98 days and no paternity leave.</b></p> <p><b>Family days are Saturdays &amp; Sunday</b></p> <p><b>For sexual harassment Council uses the Code of Conduct. Council has never encountered any case of sexual harassments.</b></p>	<b>4</b>		
<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 is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> <li>• Gender focal point – who and what level</li> <li>• <b>Gender Focal Person</b> Gender committee-who and how often does it meet <b>NONE</b></li> </ul>	COE and council records	<p><b>A gender Focal Person.</b></p> <p><b>Actioned through Social Services Committee.</b></p>	<b>4</b>		
<b>Budgets</b>						

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>BASELINE SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</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 :<b>NIL</b></li> <li>• Gender reflected in mainstream budget: <b>YES</b></li> </ul>	Budget	<b>Specific budget line for gender IN PLACE</b>	<b>3</b>		
<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. <b>NIL</b></li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking. <b>NIL</b></li> </ul>		<b>There is no M&amp; E system in place.</b>  <b>Action Plan not in place.</b>	<b>0</b>		
<b>TOTAL</b>				<b>73</b>		

