

## AGENDA 2030 LOCAL GOVERNMENT SCORECARD

### COE VERIFICATION TOOL

<http://www.genderlinks.org.za/psc/gscIndex.php>

### GENDER SCORECARD FOR LOCAL GOVERNMENT

**NAME OF COUNTRY: ZIMBABWE**

**NAME OF COUNCIL: GOKWE NORTH RURAL DISTRICT COUNCIL**

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

***THIS SCORE CARD SHOULD BE READ TOGETHER WITH THE COUNCIL'S POST 2015 GENDER ACTION PLAN AND THE BUDGET TEMPLATE THAT GOES WITH THIS SCORE CARD***

OBJECTIVE	INDICATORS	MEANS OF VERIFICATION	BUDGET	PROGRESS DURING VERIFICATION	2016 baseline score /4	2019 Council Score	2019 GL Score	2019Agreed Score
<b>I. POLICY FRAMEWORK</b>								
1. There is a gender policy and action plan that incorporates the Post 2015 SADC Gender Protocol, SDGs 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 a signed and adopted Gender Policy (plan)</li> <li>• Existence of an adopted and costed Gender Action Plan</li> <li>• (Plan signed and adopted )</li> <li>• Gender Action Plan shared with</li> </ul>	<ul style="list-style-type: none"> <li>• Copy of the gender policy</li> <li>• <b>Copy of the Gender</b> action plan</li> <li>• Copy of the Council strategic plan/work plan</li> <li>• Minutes, reports and records of</li> </ul>	<i>Resources allocated to gender policy process and action planning; no of women and men who</i>			2		

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	Council and Community <ul style="list-style-type: none"> <li>Gender Action Plan integrated with SDGs and Post 2015 agenda targets.</li> <li>Public events on gender e.g. International Women's Day</li> </ul>	meetings <ul style="list-style-type: none"> <li>Photos</li> <li>Media coverage</li> </ul>	<i>participate</i>					
<b>II. 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> <li>Total councillors =</li> <li>% women councillors =</li> <li>% men councillors =</li> </ul>	Official records <ul style="list-style-type: none"> <li><b>council minutes/resolutions</b></li> <li><b>attendance registers</b></li> </ul>				3		
3. There is inclusion of women, men, people living with disability (PWD), and youth in decision-making positions in Council, (Mayoral committee) Chairpersons of	<ul style="list-style-type: none"> <li>Mayor/Council Chairperson/<b>Chairpersons</b> of council committees = M/F/PWD/AGE</li> <li>Deputy mayor/Deputy</li> </ul>	Official records <ul style="list-style-type: none"> <li>pictures</li> <li>council minutes</li> </ul>				3		

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committees etc.	Council chairperson chair of committee - M/F/ PWD/AGE <ul style="list-style-type: none"> <li>No of committees chaired by women</li> <li>No of committees chaired by men.</li> <li>No of committees chaired by PWD.</li> <li>No of committees chaired by youth.</li> </ul>							
<b>Public participation</b>								
4. There is equal participation of women, men, people living with disability, and youth at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women, men, people living with disability, and youth</li> </ul>	Photos Media coverage Minutes <b>Attendance registers</b>	<i>Resources for public participation; extent to which women and men benefit</i>			3		
<b>III. WORK PLACE POLICY AND PRACTICE</b>						<b>IV.</b>	<b>V.</b>	<b>VI.</b>
<b>Selection and recruitment</b>								
5. Women, men, people living with disability, and youth are employed in equal numbers across jobs,	<ul style="list-style-type: none"> <li>No of women, men, people living with disability, and youth in</li> </ul>	Council employment statistics <b>Council HR records</b>	<i>Budget resources for promoting employe</i>					2

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<p>grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2030.</p> <p><i>(Recruitment of senior council employees is done by the Local Government Service Commission )</i></p>	<p>management</p> <ul style="list-style-type: none"> <li>No of men in management</li> <li>Town Clerk/Council Secretary/Chief Officers/Deputy Chief Officers (CEO/head of administration) =M/F</li> <li>Examples of women in non-traditional areas of decision-making eg finance, <b>engineering, works, etc.</b></li> </ul>		<p><i>nt equity</i></p> <p><i>Average earnings of women compared to average earnings of men. (Total earnings of women/no of women; Total earnings of men/total no of men)</i></p>					
<b>Working conditions and environment</b>								
<p>6. The work place is family and disability friendly; there is a sexual harassment policy that is enforced.</p>	<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> <li>Effort made to accommodate people with</li> </ul>	<p>Work place policies</p>	<p><i>Resources allocated to promoting family and disability friendly practices.</i></p>			2		

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	disabilities such as ramps, toilet facilities.							
<b>VII. LOCAL ECONOMIC DEVELOPMENT</b>								
7. The Council has a local economic development plan that targets women, people living with disability, and youth entrepreneurs as key beneficiaries and which includes the promotion of access to financial opportunities for local entrepreneurs.	<ul style="list-style-type: none"> <li>• Market places designed and no of stands allocated to women, men, people living with disability, and youth on an equal opportunity basis</li> <li>• Number of entrepreneurship finance schemes linked to council that benefit women, men, people living with disability, and youth</li> <li>• Number of women, men, people living with disability, and youth</li> <li>• Number of arrangements made by council with external sources of finance</li> </ul>	LED planning policy and documentation. Evidence of women, people living with disability and youth access to LED opportunities. Statistics on access to finance and financial schemes for men, women, people living with disability and the youth.		<i>Actual and percentage of LED that goes towards the empowerment of women and other disadvantaged groups.</i>		4		

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	to promote access to finance for local entrepreneurs, especially women PWD and the youth.							
8. Women, men, people living with disability, and youth benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women, men, people living with disability, and youths in jobs created by councils</li> <li>Evidence of women, men, people living with disability, and youths being employed in non-traditional areas</li> </ul>	Council employment statistics by sector <b>/department</b> and area of work	<i>Actual and proportion of budget that goes towards women and men in jobs created by councils</i>			2		
<b>Procurement</b>								
9. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts allocated to women, people living with disabilities and youths.	<ul style="list-style-type: none"> <li>Council has a policy with special measures to promote the access to tenders by companies owned by women or youth as the majority shareholders.</li> </ul>	<ul style="list-style-type: none"> <li>Council procurement policy – demonstrates positive measures that promote access to tenders for businesses</li> </ul>	<i>Proportion of contracts by number and value made to enterprises owned and run by women,</i>			2		

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	<ul style="list-style-type: none"> <li>• Council has a policy with special measures to promote the access to tenders by companies owned or partly owned by people with disabilities.</li> <li>• Council has a policy which promotes the inclusion of women, people with disabilities and youth into their procurement evaluation processes such as points allocated.</li> <li>• No of businesses owned by women, people with disabilities or the youth that have received contracts in the last year and value of these contracts.</li> </ul>	<p>owned by women, people with disabilities and the youth; including business that have a majority shareholding of these categories of vendors.</p> <ul style="list-style-type: none"> <li>• Procurement data demonstrates increases in the allocation of tender's opportunities at different levels and values of tenders.</li> </ul>	youth, PWD					
<b>Recognising and supporting care work</b>								

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10. The Council recognises and supports care work, for example those providing care for People Living with HIV and AIDS; the elderly; terminally ill; educate and child care and encourages men to share the burden of care.	<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, men, people living with disability, and youth involved in care work</li> </ul>	Records of projects Examples of what these have achieved Photos, videos	<i>Specific budget allocations for care work projects</i>			3		
<b>VIII. CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT</b>								
11. The Council is aware of climate change and its differential effects on women, men, people living with disability, and youth and are consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>Existence of a policy on climate change and how women, men, people living with disabilities and youth is integrated into this.</li> <li>Extent to which policy has been canvassed through the</li> </ul>	Climate change policy Records of meetings Photos/video	<i>Resources spent on integrating diversity into sustainable development policies and practise.</i>			4		



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	involvement of women, men, people living with disability, and youth.							
12. Women, people living with disabilities, and youth are equally consulted and involved in projects that contribute to positive climate change management such as waste management, sustainable energy and recycling and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>• How waste management and recycling projects are managed and benefit local economic development.</li> <li>• Extent to which the council has promoted sustainable energy projects and alternative energy sources to serve communities.</li> <li>• How women, people living with disability, and youth are involved in the implementation of these projects as income/business opportunities.</li> </ul>	Waste management plans Disaggregated statistics on waste management and beneficiaries Photos; video	<i>Budgets allocated to waste management read together with disaggregated statistics on how these benefit women and disadvantaged groups.</i>			2		
<b>IX. INFRASTRUCTURE AND SOCIAL DEVELOPMENT</b>								

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<b>Land and housing</b>								
13. The Council keeps sex, age and disability (and PWD) disaggregated data on land and property ownership and access and is promoting women, men, people living with disability, and youth to have equal access	<ul style="list-style-type: none"> <li>How gender is integrated into allocation of land and housing</li> <li>No of women allocated land and housing by council</li> <li>No of men allocated land and housing by Council.</li> <li>Number of men and women owning land or property.</li> </ul>	Policy on land and housing Disaggregated statistics on who benefits <b>Council minutes and resolutions</b>		<i>Budgets allocated to land and housing read together with disaggregated statistics on how these benefit women and disadvantaged groups.</i>		4		
<b>Water and sanitation</b>								
14. Women, men, people living with disability, and youth are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women, men, people living with disability, and youth on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women</li> </ul>	Policy on water and sanitation – how people living with disability, and youth <b>are</b> integrated into this. Women, men, people living with disability, and youth		<i>Budgets allocated to water and sanitation read together with disaggregated statistics</i>		4		

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	chairing these committees/total no of committees <ul style="list-style-type: none"> <li>Examples of the difference women have made</li> </ul>	disaggregated statistics Record of meetings Photos/video	<i>on how these benefit women and disadvantaged groups.</i>					
<b>Social development</b>								
15. 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, men, people living with disability, and youth.</li> <li>No of women, men, people living with disability, and youth who make use of facilities</li> </ul>	Records of facilities Gender disaggregated data	<i>Budgets allocated to social development read together with disaggregated statistics on how these benefit women and disadvantaged groups.</i>			2		
<b>X. SEXUAL AND REPRODUCTIVE HEALTH, HIV AND AIDS</b>						<b>XI.</b>	<b>XII.</b>	<b>XIII.</b>
16. The Council has adopted and implemented policies,	<ul style="list-style-type: none"> <li>Number of clinics or mobile clinics exist in the</li> </ul>	Records of facilities and campaigns	<i>Budgets allocated to health,</i>			3		

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programmes, services to enhance gender and youth sensitive, appropriate and affordable quality health care, including sexual and reproductive health and rights.	<p><b>(municipality) district</b></p> <ul style="list-style-type: none"> <li>• Extent of contraceptive usage</li> <li>• Involvement of women, men, people living with disability, and youth <b>in awareness campaigns.</b></li> </ul>	<p>Statistics disaggregated by sex, age and disability Photos/video</p>		<i>including sexual and reproductive health read together with disaggregated statistics on how these benefit women, men youth and marginalised groups</i>				
17. The council has taken measures to reduce maternal mortality.	<ul style="list-style-type: none"> <li>• Distance from clinics/hospital</li> <li>• Maternal mortality ratio.</li> <li>• No. of clinics in the district</li> <li>• No. of safe deliveries</li> </ul>	<p>Council/clinic/hospital records <b>Emergency response services in place</b></p>		<i>Resource allocations for maternal mortality.</i>		3		
18. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of <b>an HIV and AIDS</b> policy</li> <li>• Messages underscore unequal power</li> </ul>	<p>HIV and AIDS policy – women, men, people living with disability, and youth dimensions</p>				2		

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	<p>relations between women, men, people living with disability, and youth;</p> <ul style="list-style-type: none"> <li>• Prevention of parent to child transmission</li> <li>• women, men, people living with disability, and youth are encouraged to go for VCT</li> <li>• women, men, people living with disability, and youth have equal access to treatment</li> <li>• No. of ART centres in the district</li> </ul>	<p>Health Clinic records DDCC sub-committee reports, etc.</p>						
<b>XIV. ENDING VIOLENCE, EMPOWERING WOMEN</b>								
<b>Prevention</b>	<ul style="list-style-type: none"> <li>•</li> </ul>							
19. 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</li> </ul>	<b>Council minutes , resolutions, named roads, lit streets, etc.</b>	<i>Resource allocation for street lighting and street naming.</i>			2		

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	<p>named after women</p> <ul style="list-style-type: none"> <li>No of streets named after men</li> </ul>							
<b>Public awareness</b>								
20. 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>	<p>Reports Photos Video Budget</p>	<i>Resource allocation to GBV campaigns</i>			3		
<b>Response and coordination</b>								
21. There is a good working relationship between the police and community, especially. Women, people living with disability, and youth 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 <b>of</b> women, men, people living with disability, and youth on these committees</li> </ul>	<p>Records Photos Video</p>						3
<b>Support and empowerment</b>								
22. The Council offers	<ul style="list-style-type: none"> <li>Places of safety.</li> </ul>	Records	<i>Resource</i>			2		

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support and empowerment to survivors of gender violence, and works to change the behaviour of perpetrators of violence	<ul style="list-style-type: none"> <li>Rehabilitation centres.</li> <li>Involvement in the End violence, empower women campaign.</li> </ul>	Photos Video Reports	<i>allocation for support and empowerment initiatives</i>					
<b>XV. COMMUNICATIONS AND VISIBILITY</b>								
23. The Council gives high visibility to its gender policy and action plan, and its COE status and participates actively in the Community of Practise.	<ul style="list-style-type: none"> <li>COE status is displayed in the Council chamber.</li> <li>Council has signed up for the CoP.</li> <li>Council page is linked to the GL website and vice versa.</li> <li>Council actively participates in the CoP</li> <li>Work of the CoP is regularly mentioned in the speeches of senior officials.</li> </ul>	Website and face book evidence Photos of the Council chamber CoP records Speeches by senior officials.	<i>Resource and time allocation for visibility actions.</i>			3		
<b>XVI. GENDER MANAGEMENT SYSTEM</b>								
<b>Gender structures</b>								
24. The Council has set	<ul style="list-style-type: none"> <li>Gender focal</li> </ul>	COE and council	<i>Resource</i>			3		

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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.	<p>point – who and what level</p> <ul style="list-style-type: none"> <li>Gender committee- who and how often does it meet</li> </ul>	records	<i>and time allocation for GMS – eg a designated GFP; in-kind contribution to the COE process.</i>					
<b>Monitoring, evaluation and learning</b>								
25. There is an M and E system in place for gender; it is used for (tracing) <b>tracking and reporting</b> 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> <li>Preparation and submission of summit entries.</li> </ul>	M&E tools in places, reports, <b>minutes, resolutions, etc</b>	<i>Resource and time allocation for M&amp;E; preparation and presentation of summit entries.</i>			1		
<b>TOTAL</b>					<b>/100</b>	<b>67/100</b>	<b>/100</b>	<b>/100</b>