

# LOCAL GOVERNMENT COE GENDER SCORE CARD

Response ID:1713 Data

1. (untitled)

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## SECTION NAVIGATOR

Use this to navigate to the section you want to complete and to see how far you are to completing your application

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2.

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### 1. Is this a:

Summit application

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### 1. Date of Application

07/01/2019

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### 2. Year of application

2019

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### 3. Country and Name of council

Country : Namibia

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### Country and Council

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### 4. Name

Naove

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### 5. Surname

Mazenge

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### 6. Sex

Male

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### 7. Designation

Gender Focal Person

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### 8. Hub/dura/isiphala?

No

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### 9. Spoke/mentee council?

No

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### 10. Administering the Sunrise Campaign?

No

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### 11. SRHR Training and action plan as part of the #VoiceandChoice campaign?

Yes

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**12. Email address**

bokkas@outjomun.com.na

**13. Cell phone number e.g. 00 27 82 622 2877**

264812437273

**14. Age Group**

31- 40

**15. Education level**

Secondary School

**16. Are you living with a disability**

No

**19. Type of disability**

**3.**

**Country Hidden Value**

Namibia

**Council Hidden Value**

Arandis

**Website (insert URL)**

**Video evidence. If you have a short video of your gender action plan at work, please provide a URL to you tube. This will be included on the Gender Links website.**

**Photo 1**

**Please add Photo 1 caption here.**

**Photo 2**

**Please add Photo 2 caption here.**

**Photo 3**

**Please add Photo 3 caption here.**

**4. I. GENDER POLICY AND ACTION PLAN**

**What progress has been made on this front?**

**Please provide evidence of this progress by uploading one or other of the following files:**

**Gender Action Plan integrating SDGs and Post 2015 agenda targets and indicating resource allocations.**

**Any other supporting evidence, such as minutes, reports, records of meetings and media coverage**

**Please note that files should not be more than 50 MB each. You can upload up to 10 files.**

The Gender Policy and action plan has a high profile champion within the council.

If yes, who is this champion and what has he or she done?

Has the champion been featured as a Driver of Change on the GL website?

If yes, please provide a link on the website

COE status is displayed in the Council chamber.

Please provide a photo as evidence of COE status is displayed in the Council chamber

COE status is displayed in the Council chamber photo captions

The Council has signed up for the Community of Practise?

The Council page is linked to the GL website and vice versa.

Please provide a web link of the Council page linked to the GL website and vice versa.

The COE gives visibility to gender work in its information, education and communication materials?

Please provide examples of COE giving visibility to gender work in its information, education and communication materials.

Do you have any evidence to upload of the COE giving visibility to gender work in its information, education and communication materials?

Please upload examples of COE giving visibility to gender work in its information, education and communication materials.

The COE is regularly mentioned in the speeches of senior officials?

Please provide examples of the COE regularly mentioned in the speeches of senior officials

Do you have any evidence to upload of the COE regularly mentioned in the speeches of senior officials?

Please upload examples of the COE regularly mentioned in the speeches of senior officials?

Council score on a scale of zero to ten for its Post 2015 gender policy and action plan.

## 5. II. GOVERNANCE

**Representation:** There are equal numbers of women and men Councillors in the Council.

Total : 0

**Percentage women councillors**

**Is the mayor/ political head of the Council Male or Female?**

**Is the deputy mayor/ political head of the Council Male or Female?**

**How many committees does the council have?**

**No of committees chaired by women.**

Percentage committees chaired by women

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No of committees chaired by people with disabilities.

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Percentage committees chaired by PWD

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Does the council have a junior council?

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Is the junior council gender balanced?

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Is the Chair of the Junior Council Male or Female?

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Do women, PWD and youth actively participate in council work?

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How do women, PWD and youth actively participate in council work?

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Please give at least one example of how women, PWD and youth above actively participate in the council work.

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Please upload any evidence you have of how women, PWD and youth participate in council decision-making, for example a complaint, minutes of meetings, reports of public gatherings.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

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Approximately what % of women participate in public consultations.

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Please give examples of types of meetings held, representation/participation by women, men, people living with disability, and youth.

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Please upload any evidence you have of how the public participate in council decision-making, and the extent to which gender balance is achieved, for example attendance registers.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

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Council score on a scale of zero to ten for gender and governance, and the resources that have been allocated to this process.

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## 6. III. WORK PLACE POLICY AND PRACTICE

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Workforce of the council

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Total : 0

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Percentage women employed by council

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Total monthly income by sex.

\*Please provide this figure US\$. In order to covert to US\$ please use this

converter: <https://www.oanda.com/currency/converter/>. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing please enter a zero "0".

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Total : 0

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Average monthly earnings of women

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Average monthly earnings of men

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No of youth employed.

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Percentage youth employed by council

No of disabled employed?

Percentage disabled employed by council

Management sex breakdown

Total : 0

Percentage women in management

Examples of women in non-traditional areas of decision-making eg finance,engineering, works, etc.

Progress made (300 words)

Is there provision for maternity leave?

How many months?

Is it paid/ unpaid?

Is there provision for paternity leave?

How many months?

Does the council provide flexi time?

Flexi time is a system of working where an organisation gives its employees the opportunity of a flexible working hour's arrangement.

If yes, please explain.

Does the council have family responsibility days?

If yes, please explain.

Does the Council have a Sexual Harassment policy?

How are sexual harassment cases dealt with? Please give examples.

Does the council have disability friendly facilities?

If yes, please give examples?

Please provide evidence of the above, for example HR/ sexual harassment policies.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council score on a scale of zero to ten for gender/family/disability/youth friendly work place policies and practise.

7.

The Council has a local economic development plan or projects that target women, PWD, and youth entrepreneurs as key beneficiaries.

## 8. IV. LOCAL ECONOMIC DEVELOPMENT (2)

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Does the council promote local entrepreneurship?

Market places designed and % of stands allocated to women, men, PWD and youth on an equal opportunity basis. Please explain.

Does the council provide entrepreneurship finance schemes?

If yes, give examples of such schemes linked to the council that benefit women, men, pwd and youth

Does the council have arrangements with other agencies that finance entrepreneurship, especially women, PWD and the youth?

If yes, give examples of arrangements with other agencies that finance entrepreneurship, especially women, PWD and the youth.

Evidence of women, PWD and youth access to LED opportunities. Please explain.

Does the council out- source work?

If yes, does the council have disaggregated data on the jobs created as a result of the out sourcing (ie over and above its own employees)?

If yes, do women, men, people living with disability, and youth benefit equally from jobs created by the council?

Breakdown of men and women benefiting from jobs created by the council

Total : 0

Percentage women employed through council projects

No of youth employed?

Percentage of youth employed through council projects

No of PWD employed?

Percentage of PWD employed through council projects

The council and has set a target for increasing the number and value of contracts allocated to women, PWD and youth.

If yes, please explain.

The Council keeps sex, age, and disability disaggregated data on procurement?

No of tenders issued last year. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing please enter a zero "0".

Local currency value of tenders allocated last year?

US\$ value of tenders allocated last year?

Local currency value of tenders budgeted for this year?

US\$ value of tenders budgeted for this year?

No of tenders issued to women owned companies in last year. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing please enter a zero "0".

Local currency value of tenders allocated to women owned companies last year?

US\$ value of tenders allocated to women owned companies last year?

Percentage tender spend on women owned companies last year

No of tenders issued to youth owned companies last year. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing please enter a zero "0".

Local currency value of tenders allocated to youth owned companies last year?

US\$ value of tenders allocated to youth owned companies last year?

Percentage tender spend on youth owned companies last year

No of tenders issued to PWD owned companies last year. Must be a whole number with NO spaces or commas(,) or full-stops (.). E.g. 5000. If nothing please enter a zero "0".

Local currency value of tenders allocated to PWD owned companies last year?

US\$ value of tenders allocated to PWD owned companies last year?

Percentage tender spend on PWD owned companies last year

Does the Council recognise and support care work, for example those providing care for People Living with HIV and AIDS; the elderly; terminally ill; educare and child care?

If yes, please give examples of care work projects supported by Council or in which Council is a partner

Does the council remunerate, give training or support for care givers in these projects?

Remuneration/training/support for care givers in these projects. Please explain.

Total no of people involved in care work supported by the council.

Total : 0

Percentage of men involved in care work

Examples of what these have achieved

Please provide evidence of all the above, such as Council Local Economic Development Policies, procurement policies, care work.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council score on a scale of one to ten for local economic development that is responsive to the needs of women, men, youth and PWD.

## 9. V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT

Is the Council is responsible for allocating land?

## 10. V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT (2)

Does the Council keeps sex disaggregated data on land?

No of people allocated land by the council.

Total : 0

Percentage women allocated land by the council

Is the council responsible for housing?

Does the Council maintain sex disaggregated data on housing?

No of people allocated housing by the council.

Total : 0

Percentage women allocated housing by the council

Is the Council responsible for roads and any other transport infrastructure?

If yes, how have the needs of women, men, boys and girls been taken into consideration in the provision of infrastructure?

Is the Council responsible for transport services?

If yes, how have the needs of women, men, boys and girls been taken into consideration in the provision of transport services?

Women, men, PWD, and youth are involved in the planning, management and maintenance of water and sanitation?

No of water and sanitation committees.

No of people on water/sanitation committees.

Total : 0

Percentage of women on water/sanitation committees

No of water and sanitation committees chaired by women.

Percentage of water and sanitation committees chaired by women

Details of social development facilities supported by the council.

	Facility run by council	Is this responsive to the needs of women, youth PWD
1		
2		
3		
4		
5		

Please provide evidence of the above, e.g. land/water and sanitation/ social development policies and or campaigns.



Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council Score for infrastructure and social development.

11.

Is the council responsible for provision of health care?

If yes, number of clinics or mobile clinics that the council is responsible for.

If yes, how is gender taken into account in the provision of primary health care

Has the council strengthened the Sexual and Reproductive Health and Rights (SRHR) component of its gender action plan as part of the #VoiceandChoice Campaign?

If yes, when did this happen and what have been the main outcomes

Is the council involved in family planning campaigns?

Please describe these campaigns including involvement by women, men, PWD, and youth.

Are SRHR facilities accessible to young people, especially young women, and PWD?

If yes, what has been done to make the facilities more accessible to these groups?

Has the Council taken measures to reduce maternal mortality?

If yes, what measures have been taken? For example what is the average distance from each citizen to the nearest clinic/hospital? Are all women easily able to access health facilities for giving birth.

Are there emergency response services in place?

If emergency response services in place – please describe.

Does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

If yes, how does the Council encourage or support Comprehensive Sexual Education (CSE) in schools?

Is the council involved in initiatives to reduce teenage pregnancy?

If yes, how is the council involved in initiatives to reduce teenage pregnancy?

Is the council involved in initiatives to reduce unsafe abortion?

If yes, how is the council involved in initiatives to reduce unsafe abortion?

Does the council have an HIV and AIDS policy?

If yes, do messages promote equal power relations between women and men?

If yes, how does the council work to reduce/prevent parent to child transmission?

If yes, are the community, especially men and young men, encouraged to go for Voluntary Counselling and testing? Please give examples.

If yes, do women, men, people living with disability, and youth have equal access to treatment

Percentage women receiving treatment at these centres in the last year

Do you have a Most Significant Result (MSR) that you would like to share as part of the #VoiceandChoice Campaign?

Council Score for Sexual and reproductive health, HIV and AIDS activities.

## 12. VII. ENDING VIOLENCE, EMPOWERING WOMEN

Do you have street lights?

Please explain.

Are the streets named?

Are there streets named after women? Please give examples?

Does the Council participate in campaigns to raise awareness on gender- based violence (GBV), such as the Sixteen Days of Activism?

If yes, please describe the campaigns the council has been involved in, and the impact these have had.

How does the Council work with the police on GBV?

What kind of relationship is there between the police and community regarding GBV, and how does the Council help to facilitate this?

Do you have community policing forums?

If yes, are women, PWD, and youth equally represented and do they participate actively in community policing forums? Please explain.

Has your council been involved in the Sunrise Campaign, GL Ending Violence, Empowering Women project?

If yes, how many women have been supported or are being supported through this programme?

If yes, how would you rate your support for the programme? Please explain each score in the comment box.

	Score/4; 0=poor; 4 = excellent					Comment box
	0	1	2	3	4	
1. Support for the project at top leadership level eg CEO, Town Clerk, Mayor						
2. Ownership of the project						
3. Participation of GFP and GC in the workshops ie attended, gave input etc.						
4. Willingness to support the women in between and after the workshops						
5. Profiling of the project						
6. Helping to identify the target group.						
7. Contribution to organising participants for workshops						
8. Helping to ensure participation of the same participants at each stage						
9. Council Provision of venues at no or reduced cost						
10. Input by council staff during the workshops						
11. Additional training or mentorship						
12. Access to council procurement/ sub-contracting possibilities						
13. Access to computers/IT						
14. Access to council jobs						
15. Access to land						
16. Access to start-up finance						
17. Support for opening bank accounts						
18. Access to market stands						
19. Assistance by the Council in identifying government services and support available locally						
20. Assistance by the Council in identifying private sector companies to attend workshops / offer support						
21. Assistance by the Council in identifying financial services or funds						
22. Assistance by the council in identifying CBOs and NGOs to participate						
23. More supportive attitude towards ending GBV in their locality as a result of the project						
24. More supportive attitudes towards women's economic empowerment as a result of the project						
25. Strengthening of the council's gender action plan as a result of the project						

**Will the council continue supporting this area of work?**

**Does the Council offer any other kind of support and empowerment to survivors of gender violence, for example places of safety, counselling services?**

**If yes, please describe any other kind of support and empowerment to survivors of gender violence, for example places of safety, counselling services**

Please provide evidence of the above, e.g. GBV campaigns.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council score on a scale of one to ten for GBV action plans?

### 13. VIII. CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT

Is there a policy on climate change?

Are women, men, people living with disabilities and youth integrated into the climate change policy?

Existence of a policy on climate change and how women, men, people living with disabilities and youth is integrated into this. Please explain.

Has this policy been canvassed with women, men, people living with disability, and youth.

If yes, please explain extent to which policy has been canvassed through the involvement of women, men, people living with disability, and youth

No of projects concerning climate change.

No of people employed in climate change projects.

Total : 0

Percentage of women employed in climate change projects

No of youth employed in climate change projects.

Percentage of youth employed in climate change projects

No of PWD employed in climate change projects.

Percentage of PWD employed in climate change projects

Please give a few examples of projects to mitigate and or adapt to climate change that involve women, men, PWD.

Please provide evidence of gender/youth/PWD responsive videos, reports, of climate change projects.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council score on a scale of one to ten for gender/disability/youth responsive climate change policies and practice.

### 15. X. GENDER MANAGEMENT SYSTEM

The Gender Action Plan has been integrated into the council's Integrated Development Plan (or equivalent plan)?

If yes, please explain the process by which this happened or will happen

If yes, please upload a copy of the council's plan, highlighting how gender has been mainstreamed in the plan

The Council has set up a gender structure.

If yes, please explain what the structure consists of, its function and how often it meets. What have been the main

successes?

The Council has a Gender Focal Person.

If yes, please explain the level of the GFP and the extent to which the GFP can influence decisions.

The Council has a Gender Committee

If yes, please explain the composition of the committee and the extent to which the committee can influence decisions.

Gender is written into the job descriptions of key functionaries.

If yes, please explain.

If yes, please provide at least one example of a gender aware job description.

Please note that the file should not be more than 50 MB.

Does the Council keep sex disaggregated data?

If yes, please upload an example of a key council function in which data is disaggregated by sex

If yes, please explain how the council uses sex disaggregated data to inform decision-making.

Has gender been integrated into the M and E system of the Council?

If yes, please describe the process by which this happened?

If yes, please upload a copy of the council's M and E framework and KPI's , highlighting how gender has been mainstreamed in M and E

Is the M and E data used to inform management decisions? Please give at least one example of how this is done?

How is M and E used to advance learning and knowledge sharing?

In what way does the council interact with other councils on issues of gender, youth and disability, for example through study visits, peer learning and sharing? Please give examples.

Please upload any relevant information such as photos, reports.

Please note that files should not be more than 50 MB each. You can upload up to 5 files.

Council score on a scale of zero to ten for gender management systems.

## 16. X. GENDER RESPONSIVE BUDGETING (GRB)

Currency

You will be asked to provide information about budget allocations in your local currency and in US\$. You can go to this link to convert into US\$ <http://www.oanda.com/currency/converter/>. Here, we would like you to indicate which local currency you are using.

Please upload your budget for the past year (in accordance with your financial year). This will be used to verify the figures in the next section

Please state the period covered by your budget

	Month	Year
From		
To		

**OVERALL COUNCIL BUDGET**

Overall Budget GRB explanatory notes

**I. GENDER POLICY AND ACTION PLAN, COMMUNICATIONS AND VISIBILITY**

I. GENDER POLICY AND ACTION PLAN, COMMUNICATIONS AND VISIBILITY budget explanatory notes

**II. GOVERNANCE**

II. GOVERNANCE budget explanatory notes

**III. WORK PLACE POLICY AND PRACTICE**

III. WORK PLACE POLICY AND PRACTICE budget explanatory notes

**IV. LOCAL ECONOMIC DEVELOPMENT**

IV. LOCAL ECONOMIC DEVELOPMENT budget explanatory notes

**V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT**

V. INFRASTRUCTURE AND SOCIAL DEVELOPMENT budget explanatory notes

**VI. PUBLIC HEALTH, SRHR, HIV AND AIDS**

VI. PUBLIC HEALTH, SRHR, HIV AND AIDS budget explanatory notes

**VII. ENDING VIOLENCE, EMPOWERING WOMEN**

VII. ENDING VIOLENCE, EMPOWERING WOMEN budget explanatory notes

**Sunrise Campaign**

Sunrise Campaign budget explanatory notes

**VIII CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT**

VIII CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT budget explanatory notes

**IX GENDER MANAGEMENT SYSTEM**

IX GENDER MANAGEMENT SYSTEM budget explanatory notes

Council score on a scale of one to ten for - Gender Responsive Budgeting

1. To post questions on the summit and get regular updates please sign up to our [Community of Practice](#) and go to the forums section.

Did you sign up?

No

2. Would you like to receive a PDF copy of your application?

No

Insert the email address it should be sent to.

**PLEASE NOTE - if you do not receive it within a few minutes of submitting, please check you junk mail box as it may have been sent there.**

## 19. (untitled)

### Overall Score

0

Council Score for applications Post 2015 gender policy and action plan, and the resources that have been allocated to this process

Council Score for gender and governance, and the resources that have been allocated to this process

Council Score for gender/family/disability/youth friendly work place policies and practise

Council Score for responsive to the needs of women, men, youth and PWD

Council Score for gender/ disability/youth responsive climate change policies and practise

Council Score for infrastructure and social development

Council Score for Sexual and reproductive health, HIV and AIDS activities

Council Score for GBV Action plans

Council Score for gender management systems

Council Score for GRB

### New Send Email

Jul 01, 2019 08:53:58 Success: Email Sent to:

### LG Comm, Council and Judges Scores

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### Case Studies Combo

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### LG COE Report

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## 21. Thank You!

### Average Judges Score

Judge 1 Score

Judge 2 Score

Judge 3 Score

Judge 4 Score

Judges Score for applications Post 2015 gender policy and action plan, and the resources that have been allocated to this

**process**

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**Judges Score for gender and governance, and the resources that have been allocated to this process**

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**Judges Score for gender/family/disability/youth friendly work place policies and practise**

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**Judges Score for responsive to the needs of women, men, youth and PWD**

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**Judges Score for gender/ disability/youth responsive climate change policies and practise**

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**Judges Score for infrastructure and social development**

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**Judges Score for Sexual and reproductive health, HIV and AIDS activities**

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**Judges Score for GBV Action plans**

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**Judges Score for Gender Responsive Budgeting**

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**Judges Score for gender management systems**

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**New Google Spreadsheet**

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