

Gender Action Plan for Francistown District Council

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY 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.	Gender Links, political parties, BALA, Women's affairs	There is 23% representation of women councillors in the council	Increase representation of women by 27%	2015	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Gender Links, BALA, Women's Affairs, Democracy Project (UB)	What is the % of women in the different political parties? Where they are usually placed on the party list? Not aware	20% increase of women in political parties	2011	
	Engage with Traditional Authorities on women's representation in local politics.	Gender Links, WAD, political parties, IEC	Traditional Authorities have not been engaged on representation of women in local politics	<ul style="list-style-type: none"> • Hold two meetings with traditional leaders twice a year • Success of these meetings measured through dikgosi encouraging the society to vote for women 	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	Human Resource, Council Chairman	The council has statistics of women in leadership positions	Sex disaggregated statistics on women in leadership positions in local government.	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	management and other committees.					
	Take measures to ensure equal representation of women in leadership positions in council.	City clerk, Council chairperson, Women Affairs department	There is 18% representation of women in the council committees	To lobby for 50% of all leadership positions to be held by women.	2015	
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 politics and the importance of voting for women.	Dikgosi, political parties, IEC, UB, Gender Links	Political parties have encouraged voters to vote for women	<ul style="list-style-type: none"> • Electorate to be sensitised during kgotla meetings • Ward development committees to be sensitised 	2010	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Department of Education, Civil Society	The Ministry has never been approached to encourage gender balance in the curricula	Equal representation of both male and female students in all subject codes	2015	
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)	Political parties, Emang Basadi, Gender Links	There is multi party Caucus in the council	Multiparty women's caucus established	Ongoing	
	Engage women's wings in political parties to identify women who have leadership potential	Political parties, Women Wings, Emang Basadi, Multi part women's wing	Grooming programmes for women exists within political parties though not intensive	50 women to be groomed each year	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and groom them into leadership positions					
	Network with regional and international women's caucuses	Political parties, BALA, Women Affairs Department	There has been a networking of the women commission through BALA	2 more networks to be established outside Africa	2011	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	Human Resource, BALA,	There has been a skills audit for officials and not for councillors	Data on the specific skills of councillors to be established.	2010	
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	BALA, Human Resource	There has been training on leadership	All councillors to participate in the training as guided by the skills audit	2010	
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	City Clerk, Council Chairperson	Vernacular used during meetings	Use of vernacular during council meetings fully	Ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	City Clerk, HR, Council chairperson	There is an induction programme but it is not gender sensitive	2 refresher courses annually	2011	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female	BALA, WAD, Gender Links	There has been training on gender by Gender Links and 17 male	All male councillors and 20mstaff members to participate in gender	2010	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	councillors and officials.		councillors participated	training		
	Gender dialogues with male Councillors and officials, including community leadership	BALA, Gender Links	Gender dialogues with male councillors never held	Gender dialogues with male councillors to be held quarterly	2010	
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.	WAD, City Clerk	What data exists on the community currently? • Data not know to follow from the council	Gender disaggregated data on the community.	2010	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.	WAD, dikgosi, Gender Links	Statistics on public participation in public meetings not available	Participant List for public meetings	2010	
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and	All council departments	Information on HIV/AIDS and bills is in Setswana	To Publicise services offered by the council in Setswana and English	2012	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	employment opportunities and HIV and AIDS					
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	All council departments, Ministry of local government	Gender disaggregated data does not exist	For consultative meetings with women to be held	2013	
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	WAD, Gender Links, Emang Basadi	Gender equality workshops have not been held with men's groups	Two workshops with men's groups per year	2010	
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	Public relations Officer, Women's affairs, Gender Links	Council publications not reviewed	Gender aware publicity 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 & CD, Dept of education	Ministry of education develops the policies and council through the S & CD implement the policies	25 % of children below the age of 5 years to be enrolled for early childhood development	2015	
	Review pre-primary and kindergarten	S & CD, Dept of Education	What is the current fee structure?	What is the target?		

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	fees to make them more affordable; and facilitate better access for disadvantaged children.		<ul style="list-style-type: none"> Currently not aware 			
	Ensure pre-primary education is policy compliant	S & CD, Dept of education	Pre primary education is policy compliant. There is an officer in charge of pre school development and reports directly to the education committee	Policy compliant pre-primary education	Ongoing	
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.	Roads dept, physical planning	All streets are named	100% of streets to be named as and when new streets are developed	Ongoing	
	Lobby businesses to assist people in need.	S & CD, councillors, NGOs	The business community has been assisting during fire disasters and floods	The business community to be targeted at large as and when need arises	Ongoing	
To educate women and to raise awareness, especially of women-headed	Awareness programmes that target women, on the prevention of	Fire dept	Fire dept has conducted public education on the prevention of fires and first aid	100% reduction of fire accidents	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	fires.					
	Train community members on how to handle emergencies, including first aid.	Fire dept	Business community and general public have been trained on handling of emergencies	General public and business community of Francistown	Ongoing	
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	Building control, fire dept	Building dept ensures compliance with building regulations at design building stage	Industrial businesses and community are the targets	Ongoing	
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.	Ministry of labour and Home affairs, Ministry of Local Government	65% men and 35% women employed by the council	Increase employment of women by 15% and the human resource dept will do the monitoring	2015	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	S & CD, Women Affairs department, Youth and Culture	National unemployment rate is 30%: 18% women and 12% men?	Increase employment rate of women by 5%	2015	
	Ensure an increased vote item in the	S & CD, City clerk	There is a vote item for economic	To sensitize the council to introduce the Vote	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	budget specifically related to women's empowerment; review empowerment projects based on a gender analysis		empowerment through the S & CD but it is not specific to women	Item for women empowerment		
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD, S & CD,	WAD has an economic empowerment programme for women to start up their own businesses	Women starting up their own businesses	Ongoing	
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	Women's Affairs, S & CD	There is data on unemployment levels but not per community (Labour Report-CSO)	Availability of gender disaggregated data.	Ongoing	
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	S & CD, WAD, Department of tourism	What is the representation of women in the tourism industry? - Unaware	What is the target % of men and women participating in the tourism industry?		
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.	Local Authority and disposal of assets, LAPAD	- General public educated on tendering procedures - 0% of women are engaged in catering and supply of school uniform	What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women? • Refer to tender section		
	Implement and	LAPAD	- Most of the service	Increase the service to	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	monitor quotas for women for the awarding of council contracts		contracts are awarded to women - There are no points awarded to gender in the awarding of contracts	women by 50%		
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	Ministry of Local Government	There are 2 women out of 10 (20%)men in the tender board currently	50% women on the tender board.	2015	
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	LAPAD, WAD, All council depts	There are no incentives for subcontracting women	Central government to establish a policy for incentives for subcontracting women	2015	
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 & CD,, WAD	- 18% of women live in poverty - There is a Rehabilitation programme (Horticulture & gardening) to help people to graduate from poverty at p[lot 911	More people graduating from the poverty status	Ongoing	
	Ensure oversight of Sustainable Livelihood	S & CD	- Needs assessment for poor people has been done	Assessment results	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.		- Francistown Council registered 817 (8% of Francistown population) of needy people			
	Facilitate improved access to social grants, including food security nutrition	S & CD, public health, social services	Most of the beneficiaries of social grants are women(% of women beneficiaries of social grants)	100% of all women who qualify to access social grants	Ongoing	
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	WAD, S & CD, Department of Youth and Culture	Income generating activities facilitated include; horticulture, upholstery, tailoring, brick moulding, sewing	<ul style="list-style-type: none"> • Sustainable businesses • Monitoring of businesses by WAD, S & CD 	Ongoing	
	Liaise with and support CBOs and NGOs already working with poor households.	S & CD	NGOS and CBOs awarded with grants by the council	Graduation from poverty by the poor households	Ongoing	
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.	Women affairs, S & CD	What is the proportion of women to men in the business sector? - Unknown	What is the target % growth?		
	Community liaison	S & CD PRO,	Information on sourcing	Increase in the number	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	official to disseminate information and advice about sourcing economic opportunities.	WAD	economic activities exists at WAD and S & CD	of women in business		
	Encourage public and private business partnerships with all stakeholders	S & CD, PRO, LEA	Public/private business partnership exist with stakeholders	2 partnerships to be formed annually	2015	
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 & CD, PRO	Skills development and business support for women exists	20 women to be trained annually	Ongoing	
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.	LAPAD	Currently there is no support for women headed companies	What is the target number of women-headed companies to be formed? How will support be measured? • Unknown		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	S & CD, LAPAD, CEDA, LEA	Mentoring of small enterprises takes place at the mini show, BOCCIM show, women's exhibition (WAD)	20 businesses to be mentored annually	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Informal sector						
To promote equal access to markets.	Link women to investment opportunities	WAD,S & CD	400 women are in informal sector	100 new formal business	2015	
	Integrating women with partnerships, joint ventures etc.	WAD, S&CD	How have women been integrated in partnerships and mergers? - Unknown	Formation of 5 women in partnerships annually	2015	
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	Lands District Admin, Estate Management , council	There is gender disaggregated data	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	WAD, Land Board, SHHA	There are no policies deliberate for ensuring that women access land. Land is given on a first come serve priority	What is the target increase in the number of women owning land?	2010	
	Training of Land Board on gender issues (through Ministry of Lands)	Gender Links, WAD	Land boards have not been trained on gender issues	2 gender workshops	2010	
	Ensure gender balance on housing committees; and lobby for a quota for women	Council chairperson	How is the housing committee currently constituted - Unknown	50% of the housing committee should be women.	2010	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Increase the range of housing and land options available to poor households; including subsidies for poor women	S & CD, SHHA, Land Board, Estate Management	Previously there was no land tenure for women and this still exists in some areas under chiefs	Increase land ownership of women by 2%	2010	
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.	Estate Management, Environmental Health	Needs assessment on living environments not done	Customer satisfaction survey for living environments	2011	
	A policy on low-impact economic activities to be undertaken from dwelling units.	Estate management, town planning	There is a zoning policy in place	How will this be measured?	2011	
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	Estate Management, WDC, councillors, Lands District Admin	- SHHA department has statistics on women and housing - SHAA loan programme can be used as a baseline for policy and subsidy	How will this be measured?	2011	
	Disaggregate and capture existing data; a mechanisms for continuous data capture	Estate Management, SHHA,	Housing subsidies are in accessible to the low income community	Gender disaggregated data and statistics	Ongoing	
	Audit housing plans.	Building and control committee	Housing plans are audited	Audit	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Ministry of Lands and Housing, SHHA, WAD	Housing policies not reviewed to make them gender sensitive	Consultative meetings with housing stakeholders	2011	
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.	Department of Roads and transport (DRTSO)	Lack of statistics and data for public transport users – are there any statistics in this regard?	Statistical data	2011	
	Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	DRTS, civil and mechanical engineering, WDC, police	- Traffic study done in 2007 - Designs have been proposed for Francistown and surrounding areas	- Reduction in road traffic accidents (police reports) - Reduction in crime/violence at bus terminals and stops (police reports)	2012	
	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.	DRTS, police	DRTS and police inspects if taxis are road worthy	Decrease road accidents/violence/deaths by 50%	2015	
	Taxis should be made safer, including	Police , DRTS	Taxis should have fire extinguishers as safety	What is the target?		

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	eliminating transport pirating		measure	To enquire from the council		
	Pedestrian safety, especially in informal settlements.	Civil and Mechanical engineering, DRTS, police	What are the current statistics on pedestrian safety? - Unknown	How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities? To enquire from the council		
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	DRTS	What data currently exists? - Unknown	What is the target? To enquire from the council		
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.	Women's Affairs department	Female taxi and owners and drivers exist	What is the target % increase in women taxi owners and drivers To enquire		
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 Departments	Community assessment on use of services not done	Community Assessment on use of services results	2012	
	Provide affordable services to poor households.	Public health, water	Services provided by the council: water, sanitation and waste water disposal	What is the target?		

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Council to provide subsidies for those who cannot afford	Council departments	All services provided by the council are subsidised and poor people are exempted from paying	100% provision of services to the community	Ongoing	
	Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector.	LAPAD, Ministry of Local Government	Women are employed in water, sanitation and electricity (How many women as opposed to men)	Increase women employed in this sector by 30%	2015	
	Ensure that women are consulted prior to the provision of services.	Council departments	The community is consulted at kgotla meetings on the provision of services by the council	Gender sensitive consultation on the provision of services	2011	
	Align services to the needs of women.	Council Departments	Service provision in general to the community but not gender sensitive	Gender Sensitive service provision	2015	
	Involve women in the management and maintenance of these services and facilities.	Council Departments	Women are involved in the management and maintenance of water, sanitation and electricity (numbers and comparisons)?	What is the target number of women to be involved?	2015	
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects	Create an environment committee in which women and men are equally represented,	Public Health, Environmental Health, DA (Ipelegeng), Health Planning	Environmental committees exists in the wards	Increase participation of women in health committees to 50%	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
or making business ventures from the environment.	including waste management and recycling projects	Committee				
	Increase the frequency of refuse collection.	Environmental Health	Refuse collected biweekly	Collection of refuse biweekly	Ongoing	
	Provide and maintain public toilets in strategic areas	Environmental Health	<ul style="list-style-type: none"> • There are 14 blocks of public toilets in the council (6-8 units each) How many for men and women • - Toilets maintained as and when need arises 	<ul style="list-style-type: none"> • There should be 22 blocks of toilets in Francistown (1 block per ward and three in main mall) • Maintenance should be every 6 months 	2015	
	Review the waste management policy from a gender perspective.	Ministry of Environment	Waste management policy does not exist Waste management policy does not exist	What is the target?		
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.	Public Health, DMSAC, Health Education Promotion	<ul style="list-style-type: none"> • Training for service providers: 60 women, 20m men • BCIC training: 37 women, 20 men • SRH training: 27 males (taxi drivers) 	Gender disaggregated data	Ongoing	
	Develop gender aware HIV and AIDS public education and	DMSAC, NGOs, Tebelopele	HIV/AIDS campaign exists: <ul style="list-style-type: none"> • PMTCT, Male 	Edutainment sessions for HIV testing targeting 300 people per session How	2011	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	awareness campaign.		<ul style="list-style-type: none"> involvement campaign that was done 4 times in 2008 SRH male involvement and workshop, done 6 times and targeted Sunday soccer) - O icheke marathon campaign by the youth 	many sessions planned, How will this be coordinated?)		
	Advocate for and promote the female condom and so that women have free access to them.	Primary Health care	<ul style="list-style-type: none"> Female condom available in all the clinics Cost=free So far female condoms are enough but the consumption is low 	Increased distribution of female condoms by 60%	2010	
	Gender sensitive sex education in schools.	Primary schools, clinics, department of youth	<ul style="list-style-type: none"> Abstinence campaign held in September 37 teachers have been trained on ASRH in June 2008 	Life planning skills training for in school youth for behavioural change	2010	
To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon	Primary Health Care	<ul style="list-style-type: none"> Male Action Group is involved in the 16 days campaign PEP not readily available 	<ul style="list-style-type: none"> Male behavioural change 100% target for accessing PEP 	2015 Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
for women to have access to Post Exposure Prophylaxis (PEP)	campaign, coupled with ongoing awareness campaigns.		<ul style="list-style-type: none"> Available at IDCC and in 5 facilities including the hospital 			
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.	Primary health care, councillors, WDC	VCT statistics: <ul style="list-style-type: none"> - Male= 4988 - Female= 8041 (Statistics up to May 2009) 	What is the target % increase in number of women and men going for VCT?	Ongoing	
Treatment						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	Primary health care	<ul style="list-style-type: none"> Newly initiated on HAART in June 2009= 67 clients from Botswelole, Jubilee, Itsekeng and Gerald - Current total number on HAART=3943 - Total ever initiated on HAART= 6394 (Disaggregate the statistics by sex-how many women, how many men/) 	Gender disaggregated data	Ongoing	
	Facilitate access to ARV's for women and men and keep gender	Primary Health	To facilitate access to ARVs , there are ongoing health talks at the clinics and	100% ARV treatment to all those who qualify and treatment is lifetime	Ongoing	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	disaggregated statistics on uptake.		Infectious Disease Care Clinic (IDCC)			
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.	Youth office, S & CD,	Sex disaggregated data on use of community facilities and sporting facilities does not exist	Gender disaggregated data on the use of community and sporting facilities.	2012	
	Ensure that every library has a section on women's literature.	National library Services	Section on women's literature does not exist	Section on women's literature	2010	
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	National library services	Mobile libraries inexistent	How often should they operate? 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.	Youth office, S & CD	There are school sports programmes and sports for local authorities	What is the target?	Ongoing	
	Organise events and displays that celebrate women's achievements and	S & CD,	Currently the council does have events that celebrate the achievements women's	Annual event to celebrate women's achievements	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.		achievements			
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.	S & CD, Gender Links	Training on parenting responsibilities not existent	Gender sensitive programmes on parenting	2015	
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.	Human Resource, DLGSM, DPSM	No steps for achieving gender equity in employment practices of the council	50% women in all areas of employment by 2015	2015	
	Address gender imbalances in departments – increase number of women employed	Human Resource, DLGSM, DPSM	Statistics of council employees <ul style="list-style-type: none"> • 666 permanent and pensionable • Industrial class:984 	6% increase on women in management positions	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.		<ul style="list-style-type: none"> • 330 women; 291 men (What is this statistics for?) • Management: 44.4% women, 55,6% men Ensure that all the data is sex disaggregated			
	Include women's targets as a non negotiable component of senior manager's contract.	Human resource, DLGSM, DPSM	<ul style="list-style-type: none"> • Human resource responsible for ensuring that targets are met • Women's targets not part of senior manager's contract 	Contract with women's targets	2015	
	Align the work place skills Plan to the Affirmative Action plan.	Human Resource, Heads of department	Work skills plan not aligned to affirmative action	Workplace skills plan aligned to Affirmative Action Plan	2015	
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.	City clerk, local works committee chair, HR	Unions not approached for gender equity in employment profile	Unions advocacy for gender equity in employment profile		
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	Human Resource	Job advertisements are open to everyone and not encouraging women to apply	50% women employed	2015	
	Selection panels should be gender balanced.	City Clerk	Selection panels not gender sensitive (What is the constitution)	Gender balance on selection panels.	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	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.	DGLSM, City Clerk	Interviews do not discriminate and people are hired on the basis qualification and experience	Gender sensitive selection policy	2015	
	Develop comprehensive employment equity plans.	DPSM, DLGSM, City Clerk	Employment equity plan does not exist	HR/ EE Policy	2015	
	Apply job preservation policy to meet women's targets.	DPSM, DLGSM, City Clerk	Job preservation policy to meet women's targets not in place	HR/EE policy	2015	
	Incorporate gender into structure system policies and processes.	DPSM, DLGSM, City Clerk	Gender has not been incorporated	Gender sensitive structure systems and policies	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To ensure that staff development programmes are gender sensitive	Succession and staff development plans should have a specific focus on upgrading the skills of women and their promotion to senior decision-making positions.	DLGSM, COMT	Succession and staff development plans does not exist	Succession and development plan		
	Undertake a skills/qualification audit and assessment of all municipal Economic planning employees.	Human Resource	Skills audit carried out	Results of the skills audit report	Ongoing	
	Devise and implement a range of capacity-building options for employees and cllrs.	City Clerk, HR	On job training currently taking place	Capacitated employees	Ongoing	
	Mentoring new cllrs and employees.	City Clerk, HR	Councillors are currently being mentored	Efficient and productive councillors	Ongoing	
	Identify skills needs among communities and skills gaps in key economic sectors.	City clerk, S & CD,	Needs assessments carried out	Community empowerment	Ongoing	
	Develop targeted skills development programmes.	City Clerk, HR	Skills development carried out	Skills development programmes	Ongoing	
	Facilitate women's entry to skills development	DLGSM, city clerk, HR	Nothing done to facilitate women's entry to skills development	50% of women to access programmes	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	programmes.		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.	DLGSM, HR, Trade unions, DLGSM	84 days depending on certificate from doctor and provision of two years between the confinement	Three months full maternity leave through the contributions of both local government and Social Security.	Ongoing	
	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave	DLGSM, HR, trade Unions	There are no provisions for paternity leave and responsible fatherhood	Paternity leave to be 84 days equal to maternity leave	2015	
	Meetings times should take the needs of all employees into consideration and not run too late.	City Clerk, HODs	There is no policy on meetings	Meetings should be within working hours	2009	
	Provide child care facilities for municipal employees.	City Clerk, Arch and Buildings, S & CD	No child care facilities for municipal employees	1 child care facility	2015	
	Provide flexible work arrangements for	City Clerk, HODs, HR	Mothers are provided with 1 hour recess for	Recession applied to both parents	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	parents.		one hour			
	Conduct awareness programmes on parenting responsibilities.	City Clerk, S & CD, HR	Parenting programmes not in place	Responsible parenting programmes	2010	
	Support and expand crèches.	City Clerk, S & CD	24 crèche facilities in existence	11 crèches to be established	2015	
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	City Clerk, HR, S & CD	Sexual harassment policy not in existence	Sexual harassment policy implemented	2014	
	Workplace education and awareness on the SHP	City Clerk, HR, S & CD	There is no awareness on sexual harassment policy	Sensitive employees on issues of sexual harassment	2015	
	Code of conduct to ban the use of sexist jokes and language.	City clerk, HR	There is no code of conduct on the use of sexist language	Banning of use of sexist language	2010	
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.	City Clerk, Council Management	Current Mission Vision Statement gender sensitive	Gender Sensitive Mission, Vision Statement	Done	
	Conduct surveys prior to planning to determine the needs of both women and men.	CSO, Council Departments	Surveys prior planning to determine needs of both women and men carried out i.e.; HIV/AIDS prevalence survey, population census, health and S & CD reports, roads	Gender aware survey results.	2015/16	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			inventory surveys			
	Consult with both women and men when drawing up plans.	Councillors, local structures, economic planning	Men and women have been consulted when drawing up plans, i.e.; UDP 3	4 consultations to take place with community, vulnerable groups, civil society	Annually	
	All units and departments should include gender indicators in their business plans.	City Clerk, HODs	Council departments and units do not have gender indicators	Business plans with gender indicators	2015/16	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	All council departments	Customer satisfaction conducted	Customer satisfaction surveys quarterly	Annually	
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.	DCC (F &A)	No work has been done to establish gender structures	GMS established, vested with authority, strategy, plan and resources.	2015	
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	HODs, City Clerk	Nothing has been done in the establishment of gender focal points. Gender focal points not necessary	GMS established, vested with authority, strategy, plan and resources.	2011	
	Senior managers	CEO, HODs	There is no one	GMS established, vested	2015	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	must take ultimate responsibility for gender mainstreaming within the administration.		responsible for gender in the council	with authority, strategy, plan and resources.		
	Gender to be written into the job description and performance agreements of senior managers and GFP.	Human Resource, City Clerk	Gender not written in the performance agreements of senior staff	Accountability on gender through PAs.	2011	
	Gender should be a standing item on the agenda of management committee meetings.	Management	Gender not an item in the agenda of management committee meeting	Gender as a standing item in management committee meetings	2010	
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Mayor, CEO	HSS is responsible for gender in the council	Gender equality committee.	Ongoing	
	Form a multi party women's caucus.	BALA, political parties, Emang Basadi	Women councillors come together through the BALA women's commission	Women's caucus established.	2011	
	Prepare Terms of Reference for gender	BALA, WAD,	Gender Focal points not established	GFP formed; TOR for GFP	2010City Clerk,	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	machinery, and clarify reporting procedures.				Gender Coordinator	
	Publicise the establishment of the gender machinery.	PRO	Gender Management System not known and publicised	<ul style="list-style-type: none"> GMS established Awareness on GMS 	2013	
	Gender machinery to prepare their own strategic plans.	City Clerk, Gender Coordinator	GMS does not have a strategic plan	Strategy and action plan adopted.	2011	
	Establish linkages with gender machinery in other municipalities.	Gender Coordinator, City Clerk	Linkages not established with external gender machineries	GMS Networked	2013	
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.	Council Departments, CSO	Sex disaggregated data exists but not applied	All statistics disaggregated by gender.	Ongoing	
	Gender indicators to be formulated for each department/ programme and HR management.	HR, HODs	There are gender KPI in the city score card e.g., maternal care, gender violence	Gender KPIs integrated into city score card.	Ongoing	
	Ensure that women and men participate equally in public consultations on planning and budgets.	Councillors, council departments,	Men and women consulted at the kgotla	<ul style="list-style-type: none"> Equal participation of women and men Sex disaggregated data from consultations 	2010	
	Conduct a gender analysis of the municipal and departmental	HODs, City Clerk, Gender coordinator	There are no budget allocations for advancing gender equality but women	Budget allocations for advancing gender equality	2011	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	budgets to ensure that expenditure responds equally to the needs of women and men.		participate more in economic empowerment programmes such as Ipelegeng and S &CD rehabilitation programme			
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	S & CD, City Clerk	The action plan has not been costed	Costing of this action plan.	2010	
	Ensure that departments allocate resources to gender priorities.	HODs Gender Coordinator	Departments do not allocate resources to gender priorities	Budget for gender priorities	2012	
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.	BALA, Gender Links, WAD	Training done so far: Gender mainstreaming for planners, gender awareness for the council	<ul style="list-style-type: none"> • 4 workshops per year • 400 participants 	2010	
	Liaise with service providers to provide training programmes.	BALA, City Clerk	Training not taken place	<ul style="list-style-type: none"> • Training programmes • 4 workshops 		
	Facilitate training programmes among councillors, officials	BALA, WAD, City Clerk	Gender awareness for councillors	All councillors, village development committee, health committees	2011	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and community groups.					
	Ongoing mentorship and support through linkages with civil society.	BALA, Gender Links	There are no mentorship programmes in place	All councillors, village development committee, health committees	2011	
	Assess impact of training.	Gender Links, BALA	Training not taken place	Interpretation and integration of gender issues in council business	2011	
	Gender sensitivity training for both male and female councillors	BALA	Male and Female councillors trained on gender	All councillors	2011	
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	WAD, BALA, Gender links	Planners have been trained on gender mainstreaming	All departments except for planning and all councillors	2012	
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.	S & CD, WAD, City Clerk	Council has not participated in the gender events	Calendar of special gender events and campaigns	2010	
	Prepare pamphlets, advertising, posters, logo etc.	S & CD, PRO	Publicity materials has not been produced to raise awareness on gender issues	<ul style="list-style-type: none"> Publicity materials on gender issues Awareness on gender issues 	2011	
	Run competitions,	S & CD, BALA	Competitions and	<ul style="list-style-type: none"> Competitions, 	2012	

FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	sporting activities that challenge stereotypes.		sporting activities that challenge stereotypes not done	sporting activities <ul style="list-style-type: none"> • Awareness on gender stereotypes 		