

Gender Action Plan for Ghanzi District Council

| GENDER ACTION PLAN FOR GHANZI DISTRICT 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. | Political parties branch/region committees, women’s wings | 7 women out of 24 councillors (29%) | 42% of councillors should be women | 2015 | |
| | Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos. | councillors | There are few women in leadership positions(parliament and council) | To lobby political parties to ensure 30% and representation | 2015 | |
| | Engage with Traditional Authorities on women’s representation in local politics. | Political parties, NGOs | Traditional authorities have not been engaged in the representation of women in politics | <ul style="list-style-type: none"> • 2 meeting annually • Success of engagement with local authorities seen through dikgosi requesting for more meetings | 2009/2010 | |
| 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 management and other committees. | Council chairperson, council secretary | There is 30% representation of women in council committee leadership and management | Sex disaggregated statistics on women in leadership positions in local government. | 2014 | |
| | Take measures to ensure equal | Council chairman, | There is 1 woman who is a | 20% of all leadership positions to be held by | 2010 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|--|--|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | representation of women in leadership positions in council. | Council secretary | chairperson of a council committee and 2 women are vice chairpersons | women. | | |
| 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. | Political parties, dikgosi | No awareness training has been done | Embark on an awareness campaign | 2010 | |
| 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) | Branch or regional committees of political parties | There is one at the national level | Multiparty women's caucus established at regional and branch levels | 2011 | |
| | Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions | Branch/regional chairpersons, NGOs, WAD | There are no grooming programmes for women in political parties | Establish grooming programmes for women in political parties | 2011 | |
| | Network with regional and international women's caucuses | Women's wings | Networking exists in some political parties | Encourage other parties' women's wings to establish networks abroad | 2010 | |
| To empower women councillors and officials to articulate what are regarded as "women's issues." | Conduct a skills audit. | Council committees | No skills audit has been conducted in council | Data on the specific skills of councillors. | 2010 | |
| | Training needs identified by women | Women's Affairs, political | Women's Affairs (This is | • 100% participation by | Annually | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|---|--|--|---------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | councillors gender, speaking and assertiveness. e.g. public and | parties, NGOs | questionable since according to research WAD trains aspiring women not those already in office | women councillors • Women should be empowered annually | | |
| | Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided. | CS, chairperson | Setswana is already used during council meetings | Encourage the continual use of Setswana where applicable | Ongoing | |
| | Comprehensive induction programmes for new councillors with follow up refresher courses. | CS, council chairperson | There are no refresher courses to the induction programme | The induction programme should be gender sensitive and there should be refresher courses for councillors | November 2009 | |
| To empower men on gender issues and mobilise their support. | Gender training workshops for male and female councillors and officials. | BALA, WAD | Training done by Gender Links | 100% participation by all for the training annually | By 2014 | |
| | Gender dialogues with male Councillors and officials, including community leadership | BALA | There have been no dialogues with male councillors | 2 dialogues annually | By 2014 | |
| Community mobilisation | | | | | | |
| To ensure that women and men participate equally in community matters and that policy | Collected, disaggregate and analyse data on communities. | All community leaders, dikgosi, dikgosana | The participation at public meetings is not recorded | Gender disaggregated data on the community participation at public meetings. | Immediately | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|--|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| making is informed by accurate data. | Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women. | Dikgosi, chairpersons of village committees, councillors | More women participate in public meetings and activities than men | Equal participation of men and women in community matters | Immediately | |
| | Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS | Councillors, council management | Policies and procedures are written in English | Information should be disseminated in Setswana and where applicable other indigenous languages such as Sesarwa | 2014 | |
| 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 | | There are no gender disaggregated stats on the consultative meetings | To hold one consultative meeting with women on policies and the policy making process | | |
| 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 | BALA, WAD, NGOs | No workshops have been conducted with men's groups | 3 workshops held with men's groups annually | By 2014 | |
| Communication | | | | | | |
| To ensure that council | Review of Council | Council | Council publications | Gender aware publicity | 2010 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|---|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| publications do not perpetuate gender stereotypes. | publicity from a gender perspective; developing materials that challenge stereotypes. | secretary | have never been reviewed to check if they are gender sensitive | materials. | | |
| 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. | Social and community development (S & CD) | <ul style="list-style-type: none"> The council works with the ministry to establish crèches. Every settlement has a crèche. | To ensure that parents use the crèche facilities as some of them do not make use of the resources. | Ongoing | |
| | Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children. | S & CD | No fee structure at the moment. But it has been suggested that parents contribute P10 but they are not paying | To continue providing the facilities at no fee so that parents may be encouraged to enrol their children | Ongoing | |
| | Ensure pre-primary education is policy compliant | S & CD | Not aware(to find out from S&CD) | To ensure policy compliant pre-primary education | | |
| III. GENDER IN EXISTING PROGRAMMES | | | | | | |
| Security and emergency services | | | | | | |
| To address issues of safety within communities that affect women disproportionately | All streets should be named, where applicable, and reference points identified, so that | Roads department, councillors | Currently some old wards such as Kgaphamadi are currently being upgraded to ensure | The old wards will be renamed after being upgraded | 2012 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|------------------------|--|---|--|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| especially in informal settlements. | emergency services can locate women who call for assistance. | | easy accessibility | | | |
| | Lobby businesses to assist people in need. | Councillors, S & CD | The council together with the VDC has been lobbying for businesses to help the needy | Farmers' association, general dealers, wholesalers has been helping with resources for the needy | Ongoing | |
| To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods. | Awareness programmes that target women, on the prevention of fires. | Fire dept | No training for women has been conducted | Conduct training for women for the prevention of fires | 2009/2010 | |
| | Train community members on how to handle emergencies, including first aid. | Fire dept, health dept | The community has been trained on first aid | Women are the target as they are the ones who are currently in charge of their households needs | 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 | Physical planning dept | The community has been trained on modern housing but not on traditional housing. The Botswana Technology Centre (BOTEK) has been consulted to come up with safe methods for building traditional | The community should be involved in drawing up good methods for traditional housing together with BOTEK as they have the indigenous knowledge | Ongoing. BOTEK still developing a policy | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|---------------------|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | | | houses | | | |
| 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. | Human Resources | The statistics for the industrial class not yet ready. For the permanent and pensionable staff is 182 women and 179 men | Updating staff statistics continuously | Ongoing | |
| | Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities. | S & CD | Statistics not available? | Collect sex disaggregated data on unemployment rates in the region | 2009/2010 | |
| | Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis | S & CD | There is no vote for gender specific programmes | To lobby for a vote mainly for women's projects | 2009/2010 | |
| | Inform women about economic opportunities in liaison with WAD and other stakeholders | Councillor, S & CDs | The community has been sensitised about employment opportunities they make use of such as gardening, pastoral, entrepreneurial | The council should move away from gender stereotyped work for women and encourage them to venture into macro enterprises where women are not equally represented | 2015 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|--|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | | | (micro and macro) | | | |
| To obtain sex disaggregated data on unemployment levels in communities | Conduct surveys, collect data and analyse it. | S & CD | There is no data on unemployment levels | Availability of gender disaggregated data. | 2010/2011 | |
| 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 | | No facilitation of ensuring equal representation of women in tourism and commercial agriculture | There is no target | | |
| 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. | Various departments in the council | Tendering is open for everyone, there is none that focuses on women | Encourage women to venture into tenderable business | 2010/2011 | |
| | Implement and monitor quotas for women for the awarding of council contracts | Councillors should lobby and advocate for quotas | There are no quotas for women in awarding contracts | Put in place quotas for women in awarding of contracts | 2015 | |
| | Encourage and affirm larger businesses that sub-contract women-owned enterprises. | councillors | There are no initiatives to encourage and affirm large businesses that subcontract women | Encourage women to venture into businesses that are tenderable | 2010/2011 | |
| Poverty eradication | | | | | | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|------------|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| 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. | CS | There is a national poverty reduction strategy but none at local council level | Mainstreamed local level poverty reduction strategy to be put in place | 2015 | |
| | Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households. | CS | CSO has not done a Sustainable Livelihood assessment. The ministry can be in a good position to influence CSO as they are central government | A livelihood Sustainable assessment to be carried out | 2015 | |
| | Facilitate improved access to social grants, including food security nutrition | S & CD | Women are aware of the social grants that the council offers and are coming forward in to be enrolled. Currently there are 1697 women as compared to 1140 men | The council has made it a point to encourage women to graduate from being dependent on social grants since a lot of women have been enrolled | Ongoing | |
| | Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring. | CS | Income generating activities in place includes gardening, pastoral and sewing | Currently the projects are being monitored to ensure that they are sustainable. | Ongoing | |
| | Liaise with and | S & CD | The CBOs and | Continued relationship | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | support CBOs and NGOs already working with poor households. | | NGOs are currently providing skills and funds to the communities in collaboration with the council | between the council and CBOs and the council | | |
| 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. | S & CD | The statistics of women and men in business have not been developed | Develop a sex disaggregated data of business ownership | 2010/2011 | |
| | Community liaison official to disseminate information and advice about sourcing economic opportunities. | CS | There is no community liaison official to disseminate information about sourcing economic opportunities | Establish a community liaison official | 2009/2010 | |
| | Encourage public and private business partnerships with all stakeholders | Council | There is a partnership between LEA, CEDA with land board and water affairs | Encourage continued partnership and encourage new business to partner | Ongoing | |
| To empower women entrepreneurs through business skills and support | Accelerate/catalyse skills development, access to information and finance, and business support for poor women. | Council | There is an existing skill development for women | | | |
| | Facilitate increased | Council | Women are | Establish a campaign to | 2010/2011 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|------------------------|--|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities. | | encouraged to tender and establish companies that are competitive | encourage women to venture into competitive business | | |
| | Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises | S & CD | Women in small businesses have been mentored through the women's exposition and the trade fair | To analyse businesses that have been mentored | Immediately | |
| Informal sector | | | | | | |
| To promote equal access to markets. | Link women to investment opportunities | Council, CBOs and NGOs | Statistics on women in the informal sector are not in place | Conduct a survey on women in informal sector | 2010/2011 | |
| | Integrating women with partnerships, joint ventures etc. | S & CD | Women have been trained on partnerships and mergers by BNPC, LEA, CEDA, conservation international | Establish the number of women already in partnerships and mergers | 2010/2011 | |
| INFRASTRUCTURE | | | | | | |
| Housing and Land Rights | | | | | | |
| To promote the equal rights of women to land tenure | Collect gender disaggregated data on housing. | Land Board, SHHA | This information may exist but might not be sex disaggregated | Gender disaggregated data on housing. | 2010 | |
| | Lobby Ministry of | WAD | There are no | 30% ownership of ;land | 2015 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|---------------------------|---|---|------------------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | <p>Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards</p> <p>Training of Land Board on gender issues (through Ministry of Lands)</p> | | <p>policies in place to ensure that women have access to land</p> | <p>by women Land Boards should be trained on gender issues</p> | | |
| | <p>Ensure gender balance on housing committees; and lobby for a quota for women</p> | <p>Housing Committees</p> | <ul style="list-style-type: none"> The housing committee is headed by a woman but all members are men There is no quota for women to own land | <ul style="list-style-type: none"> 50% of the housing committee should be women. Land should be allocated equally to both men and women | <p>Start 2010-2020</p> | |
| | <p>Increase the range of housing and land options available to poor households; including subsidies for poor women</p> | <p>Land board, SHHA</p> | <p>Previously there was no land tenure for women and this still exists in some areas under chiefs</p> | <p>To find out from responsible authorities about the range of housing and land options available for poor households</p> | <p>2010</p> | |
| <p>To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.</p> | <p>Identify unsatisfactory living environments and formulate recommendations for their improvement.</p> | <p>SHHA</p> | <p>Council provides information to women for building and construction</p> | <p>Information on construction should be gender sensitive</p> | <p>Immediately</p> | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|--|--------------------------------------|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | A policy on low-impact economic activities to be undertaken from dwelling units. | Research at wad Council | What are the current regulations in this regard? To get more information from the council | How will this be measured? To enquire from other offices in the council | 2010 | |
| To ensure women and men's equal access to housing subsidies. | Educate women on housing policies and subsidies. | Botswana Housing Cooperation Council | What information exists on women and housing? Is there existing material that can be used regarding policies and subsidies? To get more information from the housing department in the council | How will this be measured? To enquire from the council | 2010 | |
| | Disaggregate and capture existing data; a mechanisms for continuous data capture | | What are the stats on housing subsidies, which accesses them? To get more information from the responsible office in the council | Gender disaggregated data and statistics | 2010 | |
| | Audit housing plans. | | Have any audits been done in the past? Not aware | Audit | 2010 | |
| To review housing policies so that they are | Review current policies and change | Ministry of Housing | The current housing policy is gender | Gender sensitive housing policy | | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|---|-------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| gender sensitive | them to make them gender sensitive. | | blind | | | |
| 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. | Dept of transport | No studies on public transport use and needs assessment done | Statistical data in place | 2014 | |
| | Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children. | Dept of transport | <ul style="list-style-type: none"> No studies on stopping points have been done to assess their safety. Transport is expected to stop only at designated points | Police statistics to be utilized together with the study to determine violence and how it can be reduced | 2011 | |
| | 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. | Dept of transport | <ul style="list-style-type: none"> Roadblocks mounted to check if taxis comply with safety standards Taxis registered annually Taxis go for roadworthy tests every six | <ul style="list-style-type: none"> Decrease violence by 90% Taxis should be checked for roadworthiness every three months | 2010 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|--|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | | | months | | | |
| | Taxis should be made safer, including eliminating transport pirating | Dept of transport | Every taxi is required to have a fire extinguisher | 100% compliance of taxi owners to safety measures | 2010 | |
| | Pedestrian safety, especially in informal settlements. | Dept of transport | There are no statistics on pedestrian safety | Conduct study on pedestrian safety | 2011 | |
| 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 | Dept of transport | The data exist on ownership of taxis but might not be well packaged, sex disaggregated and there is no data on who drives the taxis | Package data on taxi ownership and on who drives the taxis to encourage equal participation of men and women in the transport industry | 2014 | |
| | Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations. | Council | Information on ownership and who drives the taxis is not available | Establish a data base on the ownership and service providers of the taxi industry | 2014 | |
| 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 | Water, environment, health, Arch and build | No assessment has been done on the use of services | <ul style="list-style-type: none"> Sex disaggregated data on the use of services Adequate service delivery | 2010 | |
| | Provide affordable services to poor households. | Water, environment, health/ Arch and build | Water, health and sanitation services are provided at a subsidised charge | Affordable, adequate and efficient service delivery | 2014 | |
| | Council to provide subsidies for those | Water, environment , | After an assessment the poorest people | Carry assessment of poor people and register them | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | who cannot afford | health, arch and build | are exempted from paying for basic needs | so that they may be excepted from paying for basic needs | | |
| | Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector. | As above | Are any women currently being employed in this sector (numbers and comparisons)?Not aware-to get information from the council | 50% of all those employed should be women | 2015 | |
| | Ensure that women are consulted prior to the provision of services. | As above | No consultation with women has been done in the past for provision of services | Women should be consulted annually | 2015 | |
| | Align services to the needs of women. | As above | Service delivery is gender blind | <ul style="list-style-type: none"> • Sex disaggregated data • Services aligned with women's needs | 2014 | |
| | Involve women in the management and maintenance of these services and facilities. | As above | Are any women currently being involved in this role (numbers and comparisons)?To get information from relevant departments | 50%of all those involved should be women | | |
| Environmental health | | | | | | |
| To involve women, as key stewards of the | Create an environment committee in which | Health dept | There is a health committee in every | Monitor and support the committee's | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|-------------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| environment, in environmental preservation projects or making business ventures from the environment. | women and men are equally represented, including waste management and recycling projects | | ward | responsibilities | | |
| | Increase the frequency of refuse collection. | Environment dept | Refuse collected weekly | Twice a week | 2012 | |
| | Provide and maintain public toilets in strategic areas | Health dept, environment dept | There are no public toilets | 10 public toilets | 2011-2012 | |
| | Review the waste management policy from a gender perspective. | Ministry of Environment | Environment Policy exists | Gender Mainstreamed policy | 2015 | |
| 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. | Health dept | Data not available | Gender disaggregated data | 2010-2011 | |
| | Develop gender aware HIV and AIDS public education and awareness campaign. | Health dept | Public education exists though not gender sensitive | Gender aware HIV/AIDS education and awareness programme | 2010 | |
| | Advocate for and promote the female condom and so that women have free access to them. | Health department | Female condoms are free at the clinics | Promote female condom user | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|--|-------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | Gender sensitive sex education in schools. | | Sex education is currently taking place at schools | Intensified gender sensitive sex education | Immediately | |
| To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need for women to have access to Post Exposure Prophylaxis (PEP) | Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon campaign, coupled with ongoing awareness campaigns. | Health dept | HIV AIDS not linked with GBV Is PEP readily available at all the health facilities? A how many facilities is it available? To get information from health unit | Campaign on the linkage of HIV/AIDS and GBV What is the target % increase in the number of women accessing PEP To get information from health unit | Immediately | |
| 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. | Health dept | What are the statistics? What is the % of men and women who go for VCT? To get information from health unit | What is the target % increase in number of women and men going for VCT? To get information from health unit | | |
| Treatment | | | | | | |
| To facilitate improved access to free treatment nationally | Gender disaggregated statistics on access to treatment and care; policy measures to rectify this. | Health dept | How many women compared to men access free treatment? To get information from health unit | Gender disaggregated data To get information from health unit | Ongoing | |
| | Facilitate access to ARV's for women and | Health dept | Council through the clinics encourage | 100% of those who need treatment enrolled | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|-------------------|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | men and keep gender disaggregated statistics on uptake. | | people to test for HIV so that they may be enrolled for ARV treatment. What stats exist in this regard? | | | |
| 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. | S & CD | There are no sporting facilities in the council | Gender disaggregated data on the use of community and sporting facilities. | 2015 | |
| | Ensure that every library has a section on women's literature. | Council librarian | Not aware of women's literature sections | To consult with the Librarian | 2011/2012 | |
| | Set up mobile libraries to make reading more accessible to women especially in rural areas. | Council librarian | There are no mobile libraries | Establish mobile libraries | 2015 | |
| | 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. | S & CD | What programmes currently exist? To get information from S&CD | What is the target? To get information from S&CD | 2015 | |
| | Organise events and displays that celebrate women's | S & CD | Do any such programmes exist? To get information | What is the target? How will this be measured? To get information from | | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|-----------------------|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised. | | from S&CD | S&CD | | |
| 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 | There are no programmes on parenting | Establish responsible parenting programmes | 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. | HR, Council secretary | No steps have been taken to prioritise gender equity in the 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 overall as well as | HR, CS | 15 men and 6 women in management (Breakdown per department) | <ul style="list-style-type: none"> • Equal number of men and women employed by the council • Equal number of men and women in management | 2015 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|------------|---|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | increase the number of women in senior and management positions and address the departments where the greatest imbalances exist. | | | positions. | | |
| | Include women's targets as a non negotiable component of senior managers' contract. | CS | The CEO is responsible for ensuring that the targeted are met but this is not in their contract | Contract to be clear on women's targets | 2015 | |
| | Align the work place skills Plan to the Affirmative Action plan. | DGLSM, MLG | The work place skills not aligned to affirmative action | Work place plan aligned to affirmative action | 2015 | |
| | Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council. | HR, CS | Unions not approached for support of gender equality in the employment of council | Unions support for gender equality in council employment | 2015 | |
| To ensure that the recruitment and selection process offers equal opportunity to women. | All job advertisements should encourage women to apply. | HR, CS | Job advertisements are gender neutral | Job adverts that are gender sensitive | 2015 | |
| | Selection panels should be gender balanced. | HR, DPSM | Selection panels are constituted by virtue of one's position. They are not gender balanced (3 women | Gender balance on selection panels. | 2015 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|-------------------------------|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | | | out of eight men) | | | |
| | 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. | HR, CS | Selection is based on experience and qualifications and do No interview questions which discriminate against women | <ul style="list-style-type: none"> Recruitment practices should be gender sensitive Gender equity To organise a I day review meeting of questions available | 2015 | |
| | Develop comprehensive employment equity plans. | HR, Cs | There is no equity plan in existence | HR/ EE Policy | 2011 | |
| | Apply job preservation policy to meet women's targets. | DPSM | No job preservation policy | HR/EE policy | 2015 | |
| | Incorporate gender into structure system policies and processes. | Gender Coordinator, HR, CS | Gender has not been incorporated into any policies and processes | Gender sensitive structure systems and policies | 2015 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT 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. | CS, HR | There are no succession plans in council | Establish succession plans that focus on upgrading skills of women to decision making positions | 2015 | |
| | Undertake skills/qualification audit and assessment of all municipal employees. | HODs, HR, Cs | Skill audit taking place in the council annually | Results of the skills audit report | Ongoing | |
| | Devise and implement a range of capacity-building options for employees and cllrs. | HR | Capacity building is on the job and institutional workshops | What is the indicator? How will this be measured? | 2010 | |
| | Mentoring new cllrs and employees. | HR, council chairperson, HODs | Mentoring of new councillors done in an ad hoc manner | Mentoring new councillors | 2010 | |
| | Identify skills needs among communities and skills gaps in key economic sectors. | S & CD, PEP | Needs assessment has been done | Sustainable income generating projects | 2012 | |
| | Develop targeted skills development programmes. | S & CD, NGOs | Skills development programmes conducted | What is the indicator? How will this be measured? | 2010 | |
| | Facilitate women's entry to skills development programmes. | A & CD, HR | Training though not gender sensitive | Gender sensitive skills development programmes to facilitate more women to enter | 2011 | |
| Work conditions and environment | | | | | | |
| To facilitate women's | Review maternity | HR | 84 calendar days | Three months full | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| equal participation in the workplace. | 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. | | maternity leave for three confinements | maternity leave through the contributions of both local government and Social Security. | | |
| | Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave | DPSM | There are no provisions for paternity leave | Paternity leave implemented | 2015 | |
| | Meetings times should take the needs of all employees into consideration and not run too late. | HR, HODs, CS, CC | Meetings are within the working hours | Meetings not to be held outside working hours | Ongoing | |
| | Provide child care facilities for municipal employees. | CS, CC, S & CD | There are no child care facilities for councillors | Establish child care facilities for council staff | 2015 | |
| | Provide flexible work arrangements for parents. | DPSM | Lactating mothers knock off at 3.30 for twelve months | Introduce flexible work arrangements for all parents (mothers and fathers) | 2015 | |
| | Act upon employees who are not making maintenance | HR, | The government through a court order is allowed to | Holding the employees responsible for paying maintenance fees | Ongoing | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|--|---|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | payments. | | deduct maintenance payments directly from the employees | | | |
| | Conduct awareness programmes on parenting responsibilities. | HR, | No parenting programmes in place | Parenting programmes | 2012 | |
| | Support and expand crèches. | S & CD | There are crèches in every settlement | Monitoring of crèches | Ongoing | |
| To address issues of sexual harassment in the council. | Develop and implement a sexual harassment policy (SHP). | Gender coordinator, CS, HR | There is no sexual harassment policy in place | Implementation of the Sexual harassment policy | 2015 | |
| | Workplace education and awareness on the SHP | HR | There is no awareness on the sexual harassment policy | Awareness on SHP | 2015 | |
| | Code of conduct to ban the use of sexist jokes and language. | HR | There is no code to ban use of sexist language | Ban the use of sexist language | Ongoing | |
| 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. | Council Chairperson, CEO, Council secretary | The current mission and vision statement are too silent on gender issues | Draw a gender aware mission and vision of the council | 2010 | |
| | Conduct surveys prior to planning to determine the needs of both women and men. | Gender Coordinator | There has never been surveys conducted to determine the needs of both men | Gender aware survey results. | 2010/2011 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|---|---------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | | | and women | | | |
| | Consult with both women and men when drawing up plans. | Gender Coordinator | Men and women have never been consulted | Consultations with both men and women to take place as required | 2010/11 | |
| | All units and departments should include gender indicators in their business plans. | Heads of department | The various departments in council do not use gender indicators | Introduce gender indicators for planning | 2010/11 | |
| | Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender. | Gender Coordinator | Customer satisfaction surveys have not been conducted | Sex disaggregated customer satisfaction surveys | 2010/11 | |
| 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. | CEO,HR | Gender structures not established | GMS established, vested with authority, strategy, plan and resources. | 2010/2011 | |
| | Recruit/appoint/hire gender focal points. | HR | Gender specialists not recruited | Specialist staff appointed. | 2010/2011 | |
| | The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee. | HOD's | Nothing has been done to establish structures | GMS established, vested with authority, strategy, plan and resources. | 2010/11 | |
| | Senior managers must take ultimate responsibility for | HOD's | No one is currently responsible for gender in the | GMS established, vested with authority, strategy, plan and resources. | 2010/11 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|-------------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | gender mainstreaming within the administration. | | council | | | |
| | Gender to be written into the job description and performance agreements of senior managers and GFP. | Job Effectiveness panellists | Gender has not been written in the performance agreements of the managers and the GFP | Accountability on gender through PAs. | 2010/11 | |
| | Gender should be a standing item on the agenda of management committee meetings. | CEO | Gender has never been a standing item in the agenda of the management committee | Gender as a standing item on the agenda | 2009 | |
| | Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government. | CEO, council chairperson | There is no gender committee in the council | Gender equality committee. | 2009/2010 | |
| | Form a multi party women's caucus. | Political parties, NGOs, BALA | There is no structure to bring women councillors | Women's caucus established. | 2009/2010 | |
| | Prepare Terms of Reference for gender machinery, and clarify reporting procedures. | CEO | Gender Focal Points not established and TOR not drafted | GFP formed; TOR for GFP | 2009/2010 | |
| | Publicise the establishment of the gender machinery. | Councillors, CEO | Gender Management System not known | GMS established and publicised | 2010/2011 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|------------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | Gender machinery to prepare their own strategic plans. | Gender Coordinator | The GMS has no strategic plan | Strategy and action plan adopted. | 2010/2011 | |
| | Establish linkages with gender machinery in other municipalities. | PRO, CEO, Gender Coordinator | No gender linkages with other municipalities | GMS Networked | 2010/2011 | |
| 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. | Gender Coordinator | Sex disaggregated data exists in some instances but it is not applied | All statistics disaggregated by gender. | 2012/2012 | |
| | Gender indicators to be formulated for each department/ programme and HR management. | HOD's, HR | There are no KPIs in the city score card | Gender KPIs integrated into city score card. | 2011/2012 | |
| | Ensure that women and men participate equally in public consultations on planning and budgets. | HODs, CEO | There is consultation but it is not gender sensitive | Conduct gender sensitive consultations | 2011/2012 | |
| | Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men. | Gender Coordinator, CEO | Indirect budget allocation, there is no deliberate budget for advancing gender equality | Deliberate budget for advancing gender equality | 2011/2012 | |
| | Recommend resource allocation (specific budget line) for | Gender Coordinator, CEO | The action plan has not been costed | Costing of this action plan. | 2011/2012 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|--|--|------------------------|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS). | | | | | |
| | Ensure that departments allocate resources to gender priorities. | HODs | Departments are not gender sensitive when allocating resources | Gender sensitivity in the allocation of resources | 2011/2012 | |
| 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. | HR, Gender Coordinator | Gender training for gender machinery not done | <ul style="list-style-type: none"> For workshops All members of the gender machinery to be trained | 2011/2012 | |
| | Liaise with service providers to provide training programmes. | HR | No training has been done | <ul style="list-style-type: none"> Identifying trainers Implementation of the training programmes | 2011/2012 | |
| | Facilitate training programmes among councillors, officials and community groups. | Gender Coordinator | No training done in the past but only one with gender links | All councillors, HODs, executive committee members of community committees to be trained | 2011/2012 | |
| | Ongoing mentorship and support through linkages with civil society. | Gender Coordinator | Linkages with civil society do not exist | <ul style="list-style-type: none"> Committee chairpersons, CEO, and heads of departments | 2011/2012 | |
| | Assess impact of training. | HR, Gender Coordinator | No training has taken place | <ul style="list-style-type: none"> Training Assessment | 2011/2012 | |
| | Gender sensitivity training for both male | Gender Links, BALA | BALA an Gender Links trained councillors in | All councillors trained every term | By 2014 | |

| GENDER ACTION PLAN FOR GHANZI DISTRICT COUNCIL | | | | | | |
|---|--|-------------------------|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | and female councillors | | June 2009 | | | |
| | Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities. | Gender Links, BALA | Gender analysis training has not taken place | All HODs and council chairpersons and deputy chairs | By 2014 | |
| 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. | Gender Coordinator, CEO | The council has not participated in special gender events | <ul style="list-style-type: none"> Calendar of special gender events Campaigns for gender events awareness | 2010 | |
| | Prepare pamphlets, advertising, posters, logo etc. | PRO | No materials have been prepared for raising awareness on gender issues | Awareness materials in place | 2011/2012 | |
| | Run competitions, sporting activities that challenge stereotypes. | Gender Coordinator | Activities for challenging gender stereotypes | Activities for challenging gender stereotypes | 2011/2010 | |