

Gender Action Plan Workshop Report Chobe District Council



Figure 1: Ms. Ludo Matshameko; BALA Programme Manager presenting on Gender Links and BALA partnership
Photo by Mmegi reporter (Mr Moreri Sejakgomo)

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Contents		Page
Overview		3
Objectives		3
Workshop content		3
Workshop Discussions		3
Conclusion		5
Recommendations		6
Annexes		
Annex A:	Gender action plan workshop programme for Chobe district council	7
Annex B:	Workshop participants list for Chobe district council	9
Annex C:	Institutional scorecard for Chobe district council	11
Annex D:	Gender action plan for Chobe district council	15
Annex E:	Gender based violence action plan for Chobe district council	41
Annex F:	Message and slogans for gender based violence (Chobe district council)	48
Annex G:	Workshop evaluation for Chobe district council	50
Annex H:	Official Opening speech	52
Annex I:	Gender and Local Government Summit and Awards Concept paper	54

Overview

Gender Links in partnership with Botswana Association of Local Authorities (BALA) held a workshop from the 6-8 July 2009 in Chobe District. The workshop was part of the 16 gender action plan workshops for councillors scheduled to take place in Botswana. The workshops are a follow up of the research titled *At the Coalface, Gender and Local Government in Botswana* which found that local councils have not begun to address gender issues very effectively. The study was launched in February 2009 and a draft gender strategy for local government was developed.

The workshop was officially opened by the Council Chairperson Mr. Machana Shamukuni. Among other officials were BALA Executive Board Member, Mr. C Manthe, Program Manager, Ms. Ludo Matshameko, BALA Women's Commissioner Chairperson and Lobatse Deputy Mayor, BALA Women's Commissioner Mrs. Mpetsane and Gender Links staff members.

Objectives

Objectives of the workshop were to:

- Build gender analysis skills of local councillors and officials, and local government associations;
- Develop gender action plans with local councils as well as localizing the national action plan to end gender based violence

Workshop content

The workshop made use of the Botswana Local Government Gender Action Plan manual which covers six modules; the SADC Protocol on Gender and Development, Key Gender Concepts, Gender and Governance, Key Gender Planning Concepts, developing a local gender action plan and developing a local 365 Day Action Plan to address GBV. See the full workshop programme at **Annex A**.

Participants

There were 32 participants of which 19 were men and 13 were women, see full participants list attached at **Annex B**. Participants were made up of councillors and officials from Chobe District and were of different age groups and had different educational and professional backgrounds.

Facilitators

The workshop facilitators were Gender Links staff, BALA Programme Manager, and some councillors who were trained by Gender Links in Johannesburg to facilitate the course. All the facilitators had experience in gender issues.

WORKSHOP DISCUSSIONS

Gender Protocol

Participants had limited knowledge of the Gender Protocol. They mentioned that they have heard about the protocol in the media but did not have specific information on the contents especially the articles and targets.

On the issue of gender, some of the participants said they have participated in the commemoration of 16 Days of Activism on No Violence Against Women and Children but have not attended a workshop in which they were introduced to sex and gender concepts. They lamented that most of the time they are invited to commemorations but that these events do not provide detailed information on gender issues. Other participants mentioned that they heard about gender issues during the full council meetings briefings where different ministries and government departments are invited to brief them.

The councillors felt this workshop gave them an opportunity to discover the issues for themselves through different exercises. The councillors knew that the Protocol had not been signed but did not know the reasons; it was through the gender Protocol video and the briefing by Gender Links Coordinator that they were enlightened. Keabonye Ntsabane, Gender Links Coordinator informed them that through the BOCONGO Gender and Development Sector of which Gender Links is a member they paid an official visit to the Minister of Labour And Home Affairs and the Attorney General Offices to enquire why the protocol was not signed, and were informed it is the problem of mandatory language and lack of resources.

In the very same discussions the councillors felt that there is no political will in signing the protocol but that it should be signed. The councillors promised to lobby and for the protocol to be signed when ever have the opportunity to do so. The DVD shown was appreciated by councillors even though they suggested that men should also be given a voice to speak about gender issues and that this can motivate men to change attitudes towards gender equality.

Decision making positions

The participants said that women are give the same chances as men to contest for elections therefore no party should be blamed if they do not win .the participants said unless women change the attitudes of jealousy to other women men will continue to win in the majority. Some men quoted some verses in the Bible to support their claims that women are not meant to be leaders. The women on the other hand refuted claims made by men and said that women are not represented because men grab high profile positions in their parties. Some male councillors expressed fear that women now want to take all leadership positions.

Networks

Gender Links and BALA informed the participants about other networks on gender equality. Participants were informed of Life line and their toll free and the counselling services they provide. The participants were on women's shelter project drop in Centre and Emang Basadi. They were informed on the Alliance network and its mandate.

Gender Based Violence

The participants agreed that gender based violence does exist. However the men emphasised that they are also experiencing it. Though participants knew and acknowledged all the types of gender based violence but they were not aware of the international, regional and local human rights instruments addressing it. During the discussions, it became evident that gender based violence is a serious issue which needs

to be addressed. This was the section where the debate was hostile when men brought all the excuses , quoting the bible saying that women are not suppose to be head of the families and that women movements and gender activists want to change culture.

From the discussions, it appeared as though the councillors did not understand the role they are supposed to play in addressing GBV. They also did not know that they are supposed to have information on the instruments used to address gender based violence. At the end it was resolved that they need to have information in order for them to not only address the issue, but also to share the information with different committees they interact with and their voters respectively.

Stereotypes

This was one of the good exercises which have immediate results as it changes the participants' attitudes towards how they have been thinking about men and women's roles and responsibilities. They are able to understand that only reproductive roles can not be changed.

Southern Africa Local Government and Gender Justice Summit and Awards

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants are taken through a PowerPoint presentation on the first Southern Africa local government and gender justice summit and awards that will be taking place. The application process and adjudication process is explained and pamphlets are distributed to all participants. See the attached concept paper attached at **Annex I**.

Challenges

- Most of the concepts used were new to the participants, thus calling for more time to be devoted to them.
- It was suggested that the workshop should be for four days to have more time to explore the concepts.
- At the beginning of the workshop, there was some resistance that gender organisations have come to influence participants on Beijing issues. The next workshop was advised to be held in a venue different from the council to ensure fully participation.

Outputs

- Gender sensitive institutional scorecard, refer to **Annex C**.
- Gender Action Plan for Chobe District Council, refer to **Annex D**.
- Action plan for ending GBV, refer to **Annex E**.
- Message and slogans for gender based violence, refer to **Annex F**.

Conclusion

At the end of the workshop, the councillors agreed that they need to continue learning about gender concepts and gender based violence. They also agreed that they need to take an active role in addressing the issues. The councillors appreciated the *At the Coalface* study because it has facts about women's under representation in decision making. If the study was not there we would find it difficult to convince the participants that women in councils are invisible.

Both the local government plan and the gender based plan have been developed. These plans will be sent to the council to review and approve it.

The Vice chairperson of Chobe District Council MR. Benson Rodgers gave a vote of thanks on behalf of the councillors. In his vote of thanks he said the skills and information they learnt from the workshop will be shared with their communities, see the full workshop evaluation, and refer to **Annex G**.

The workshop was officialy closed by Florah Mpetsane BALA Deputy Women's Commissioner. In her remarks she reminded participants of the Botswana Vision 2016 pillars that what had been discussed through the three days addresses the main goal of Botswana Vision 2016 such as the vision pillar of an Educated and Informed Nation. She encouraged the participants to take ownership of the plans they have developed by implementing and mobilising resources for them. Mpetsane thanked the participants for the commitment they have shown in the workshop and their effective participation.

Recommendations

- Extend the workshop to communities and nearby settlements as women in rural are mostly oppressed by culture practices.
- A training on gender based violence should be conducted for girls in community Junior secondary schools on Gender based violence as this are abused sexually
- Both opposition and the ruling parties' central committees need to be briefed about At the Coal Face study findings and the SDC Gender Protocol video.

Way forward

The workshop report and action plans will be compiled by Gender Links and send back to the council for final editing and adoption for implementation.

Annex A: Gender action plan workshop programme for Chobe district council

WORKSHOP PROGRAMME FOR CHOBE DISTRICT COUNCIL

Date: 6 - 8 July 2009

TIME	ACTIVITY	WHO
DAY 1		
8:00-8:30	Registration	Warona Tlanelo- Gender Links intern
8:30-8:45	Official Opening	Honourable Chairperson Chobe District Council, Machana Shamukuni
8:45-09:15	Introductions and objectives <ul style="list-style-type: none"> • To provide background and agree on objectives for the workshop • To develop guidelines of participation • Eyes and ears 	Mrs. Keabonye Ntsabane- Gender Links Coordinator
9:15-10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane WARONA
10:30	TEA	
Module one: Key gender concepts		
10:30-11:30	Sex gender, and stereo types	Mrs. Malebogo Kruger- Lobatse Deputy Mayor Ghanzi Council Chairperson Mr. Director Tlharese
11:30-13:00	Group work on Challenging stereo types, Internalising oppression	Mrs. Malebogo Kruger
13:00_14:00	LUNCH	"
Module two: Gender and Governance		
14:00-15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30-15:45	TEA	
15:45-17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard to ask	Mrs. Matshameko - BALA programme Manager
DAY TWO:		
8:00- 8:30	Recap, eyes and ears	Participants

TIME	ACTIVITY	WHO
8:30 -9:00	What we learned from the scorecard	Mrs. Matshameko-BALA programme Manager
Module Three: Key gender planning concepts		
9:00-10:00	Practical and Strategic needs	Mrs. Ludo Matshameko - BALA programme Manager
10:00-10:30	TEA	
10:30-12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	All facilitators
12:00-13:00	LUNCH	
Module four: Draft gender action plan framework		
14:00-17:00	Group 1: Governance Group 2: Gender in existing programmes Economy, procurement, housing, transport, utilities Group 3: Gender in existing programmes Health, HIV and AIDS, environmental health, social development Group 4: Employment practices and environment Group 5: Gender management system	All facilitators
DAY 3		
8:30-9:30	Report back, eyes and ears	Participants
Module five: Localising plans to end gender based violence		
9:30-10:00	Key GBV provision in the SADC Protocol on Gender and Development	Mrs. Keabonye Ntsabane
10:00-10:30	GBV as a key service delivery issue	Mrs. Keabonye Ntsabane
10:30-11:00	TEA	
11:00-13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00-14:00	LUNCH	
14:00-15:00	Communicating local GBV action plans	Mrs. Keabonye Ntsabane
15:00-16:00	Developing messages and slogans for the campaign	All facilitators
16:00-16:15	TEA	
16:15-17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
1700-1705	Closing Remarks	Mrs. Ludo Matshameko

Annex B: Workshop participants list for Chobe district council

**Workshop participants list for Chobe district council
Date: 6, 7 & 8 July 2009**

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Bobby Setlhare	M	Councillor	71769999		
Machana Shamukuni	M	Councillor	71357050		
M. Kachana	M	Councillor	72671192		
M. H. Diau	F	Councillor	71301338		
T. Leipego	F	Economic Planning	71975613	6250368	tleipego@yahoo.co.uk
K. Lesego	F	Water & Waste Water	71795102	6250368	Klesego@yahoo.com
P. Chabale	M	IT	74562372	6250368	pchabale@gov.bw
Gleinanyane T. Tsiane	F	Mmegi	75465720		itsiane@yahoo.com
Bampeile Sehuba	M	Department of Broadcasting Services	71601280	6252950	
Musa S. B	F	Human Resources	71552828	6250368	saraLbmusa@gmail.com
Percy S. Kanokang	M	Transport	71353100/75051519	6251509	psakaslush@gmail.com
E. O Mathumo	M	CHDC	71250371	6250368	Eo-mathumo@yahoo.com
J. Nsala	M	Kgatleng District Council	71316175		
Baboloki Mpebe	M	Chobe District Council	71604608	6250368	
T.T Mackson	F	S & CD	6250275	6250366	
T. Tuelo	M	74294926	6250386		
O Boti	M	Botswana Television	6252950		
S. N Mosweu	M	Public Health	6251731	6250368	songamosweu@yahoo.co.uk
K. Tirelo	F	Education	6251727	6252387	kefentse@gmail.com
N. Kanyenvu	M	Planning	6250895	6250368	nchungak@mail.com
Malebogo Kruger	F	Lobatse Town Council	5332446		
Warona Tlamelo	F	Gender Links	72543225	3188250	warona2002@yahoo.com
Patrick Cyril Manthe	M	BALA	72106565	391281	pcp@botsnet.bw

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Director D. Tlharese	M	BALA	71743266		tlharese@yahoo.com
Florah B. Mpetsane	F	North East District Council	72601865/2489242		
Keabonye Ntsabane	F	Gender Links	71749644	3188251	coordbotswana@genderlinks.org
Benson Rodgers	M	Chobe District Council	71402111	6250368	
Thabo J. Chaoke	M	Women's Affairs Department	6280218/6252214	6250368	
S. Diarwa	M	Electrical	6250677	6250368	simondiarwa@yahoo.com

Attendance statistics by gender

Females	13	40%
Males	19	60%
TOTAL	32	100%

Annex C: Institutional scorecard for Chobe district council

Institutional scorecard for Chobe district council

TARGET	1	2	3	4	5
POLICY FRAMEWORK					
1. The council is aware of national, regional, international commitments that the country has made to gender equality including the new Gender Policy Framework for Local Government.	1	10	4	3	
2. There is a gender policy.	13	4	1		
GOVERNANCE					
Representation					
3. Equal number of women and men councillors.	17	1			
4. Equal number of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	8	4	1	1	4
5. Gender balance on all community committees.	1	2	4	7	4
Participation					
6. Women and men participate equally in council meetings,			2	1	15
7. Women have an influence on decisions taken by the council.		1	4	3	10
8. There is equal participation of women and men at public meetings and events.				4	14
PLANNING					
9. Targeted gender planning and service delivery takes place in the council	14	3	1		
10. Strategic objectives of the Council explicitly mention gender.	14	4			
11. Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies.	8	2	5	1	1
12. There are gender indicators in all plans.	12	3	2	1	
GENDER-SPECIFIC PROGRAMMES					
13. The council is involved in gender-specific projects.	6	4	6	1	1
Safety and security					
14. The council has up to date crime statistics disaggregated by sex.	17		1		
15. The city/town is a safe place for women, i.e. To walk around safely at night and in the day.		5	7	6	
16. There is sufficient lighting on streets and in public spaces.		1	8	8	1
17. Public transport is safe for women and children.			3	6	9
18. There is a good working relationship the police and community, especially women and women are adequately represented in community policing forums.		2	2	7	6
19. Police and justice service providers are given training on how to handle cases of gender based violence.	6	4	5	2	1

20. The council participates in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism.	9	3			7
21. The council has an action plan and budget for ending GBV.	15	2			1
22. The council supports places of safety.	14	2			2
Educare					
23. There has been an assessment of the need for child care facilities.			2	3	13
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES					
The economy and job creation					
24. The council has a local economic development plan that targets women entrepreneurs as key beneficiaries	12	1	2	3	
25. Women and men benefit equally from informal trading facilities in the council.			3	2	13
Procurement					
26. The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	17	1			
Housing					
27. The council keeps sex disaggregated data on title deeds.	17	1			
28. The council has taken steps to ensure that women benefit equally from housing opportunities.	12	4	2		
Utilities					
29. The council has sex disaggregated data on who has access to basic services i.e. Male and female headed households.	10		2	5	1
30. Women are involved in the management and maintenance of these services and facilities.	1	2	4	6	5
Transport					
31. Women are consulted in regard to their transport needs.	15	3			
Health and HIV and AIDS					
32. Health facilities are easily accessible to women.				2	16
33. The council keeps sex disaggregated data on HIV and AIDS.					18
34. There is a gender aware HIV and AIDS public education and awareness campaign.			1	3	14
35. PEP is available at all health facilities and there are information campaigns surrounding this.	13	2	2		1
Environmental health					
36. Women are consulted in the management of waste.	5	3	2	2	6
37. Women and men benefit equally from business opportunities in this sector.		1	2	4	11
Social development					

37. The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities	14	2	1	1	
EMPLOYMENT PRACTICES AND ENVIRONMENT					
Selection and recruitment					
38. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work.	1		2	3	12
39. There is an affirmative action policy.	18				
Career pathing					
40. Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities			1	1	16
Working conditions and environment					
41. The council provides equal benefits for women and men, maternity and paternity leave.	15	1	2		
42. There is a sexual harassment policy that is enforced.	18				
GENDER MANAGEMENT SYSTEM					
Gender structures					
43. The council has set up a gender structure, which involves civil society, that, is empowered to do its work.	18				
44. Gender is written into the job descriptions and performance agreements of managers and key functionaries	18				
Budgets					
45. A share of expenditure is explicitly targeted at promoting gender equality.	17	1			
46. Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects.	1	2	1	8	6
Monitoring and evaluation					
47. Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	18				
Capacity building					
48. Diversity and gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	5	1	2	2	8
Skills					
49. Skills gaps are identified and addressed through such training as: literacy; numeracy; language; computer skills; access to information; public speaking; negotiation; mediation; facilitation skills, to ensure that women and men are able to participate equally.	6	1	2		9
Political profile and champion					

50. Gender issues are given a high political profile by the Council and has a political champion	17		1		
Total	423	83	90	96	225
	917				
Number of forms received	18				
Total	50.94				
x 2	101.89				
../5 - TOTAL OVERALL %	20.38				

Annex D: Gender action plan for Chobe district council

GENDER ACTION PLAN FOR CHOBE 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	<i>1 woman out of 8 men (12.5%)</i>	<i>Increase the representation of women by 25% through nomination</i>	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	councillors	<i>One woman in the lower party structure</i>	<i>40% increase in the representation of women in political parties?</i>	2014	
	Engage with Traditional Authorities on women's representation in local politics.	Political parties, NGOs, civil society	<i>There has never been an engagement with traditional authorities in the past</i>	<ul style="list-style-type: none"> <i>Four meetings annually</i> <i>Increase in the representation of women</i> 	2014	
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	<i>There is statistics on women in leadership at the management level and other committees</i>	Sex disaggregated statistics on women in leadership positions in local government.	Ongoing	
	Take measures to ensure equal representation of women in leadership positions in council.	Council secretary, council chairperson	<i>The only woman councillor is a deputy in one of the committees</i>	50% of all leadership positions to be held by women.	2014	
To educate people and raise awareness about the importance of women's equal	Raise awareness in communities on the importance of women being	Community leaders,	<ul style="list-style-type: none"> <i>Awareness through kgotla meetings and workshops</i> 	<ul style="list-style-type: none"> <i>All members of the communities</i> 	Ongoing	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
representation in local councils	equally represented in local politics and the importance of voting for women.	political parties, NGOs				
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Council secretary , council chairpers on	<i>Gender equality is already being taught in schools</i>	<i>Availability of data on behavioural change on issues of gender equality by the young people</i>	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	<i>There is a multi party women's caucus</i>	Multiparty women's caucus established	Ongoing	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political parties	<i>Do any such grooming programmes exist within political parties?</i>	<ul style="list-style-type: none"> 30% of women to be groomed 	2015	
	Network with regional and international women's caucuses	BALA, NGOs	<i>Political parties have networked with both regional and international women's caucuses</i>	<ul style="list-style-type: none"> 50% of women's councillors commission 	2011	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	Council secretary , council chairpers on, BALA, NGOs	<i>Skills audit never conducted</i>	Data on the specific skills of councillors.	Annually	
	Training needs identified by women councillors eg gender, public speaking and assertiveness.	BALA, council	<i>There has never been training for women councillors on public speaking and assertiveness</i>	<i>What is the target % increase in level of participation? How will this be measured? Target number of courses attended by councillors?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Council chairpersons	<i>Setswana is already in use during council meetings</i>	<i>Continual use of Setswana during council meetings</i>	Ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	council	<i>There is an induction programme for councillors but it is not gender sensitive</i>	<ul style="list-style-type: none"> • <i>Gender sensitive induction programme every five years</i> • <i>Conduct two refresher courses in five years</i> 	November 2009	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Council, NGOs, Gender Links	<i>There has been a gender training workshop by Gender Links and BALA (July 2009)</i>	<i>All councillors and council heads of departments</i>	2014	
	Gender dialogues with male Councillors and officials, including community leadership	Council	<i>There has never been gender dialogues specifically with male councillors</i>	<i>One gender dialogue every quarter</i>	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.	council	<i>What data exists on the community currently?</i>	Gender disaggregated data on the community.	2009	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.	Traditional authorities, council	<i>Statistics on community participation in public meetings not available</i>	<i>Gender disaggregated data on public participation</i>	2009	
	Educate, inform and disseminate information in	Council	<i>Malaria Prevention is disseminated in Setswana,</i>	<i>All members of the community targeted</i>	Ongoing	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS		<i>Serotsi and Sesubia</i>			
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	Council, BALA, women's affairs	<i>Consultative meetings with women never been held</i>	<i>What is the target number of specialised participation exercises to take place?</i>		
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	Council, WAD, NGOs	<i>Workshops with men's groups never held</i>	To hold 2workshops with men's groups	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.	Council, WAD, NGOs	<i>The Malaria Prevention programme has been reviewed</i>	Gender aware publicity materials.	2015	
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, education department	<ul style="list-style-type: none"> <i>Ministry of education provides the curriculum and trains teachers</i> <i>S & CD provides grants and guidelines for early childhood development facilities</i> 	<ul style="list-style-type: none"> <i>Separation of kindergarten and preschool</i> <i>Enrolment of children in the six schools in the Chobe enclave where there are spare classrooms</i> 	2011/ 2012	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	S & CD, education department	<i>School fee is P20</i>	<ul style="list-style-type: none"> • <i>Continue with the current fee structure so that parents will not be discouraged to enrol their children</i> • <i>The council should pay the teachers because the school fees is not sustainable to run the schools</i> 	2011/2012	
	Ensure pre-primary education is policy compliant	Bye Law, S & CD, education	<i>Pre primary education is not currently policy complaint</i>	Policy compliant pre-primary education through the implantation of bye laws	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 department	<i>All streets are named</i>	<ul style="list-style-type: none"> • <i>Continue naming streets as when required</i> 	Ongoing	
	Lobby businesses to assist people in need.	S & CD, councillors	<i>Mascom Cellular Phone network has assisted children in need</i>	<i>All lodges and hotels in the area should be targeted</i>	2010/2011	
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.	Health, fire department, disaster committee	<i>Women have not been trained in the prevention of fires</i>	<ul style="list-style-type: none"> • <i>50% reduction of people who lose their homes due to fires</i> 	2012	
	Train community members	Health,	<i>The community has not</i>	<i>The community during kgotla</i>	2010/2011	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	on how to handle emergencies, including first aid.	fire department, disaster committee	<i>been trained on how to handle emergencies</i>	<i>meetings twice a year</i>		
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	Arch and buildings, physical planning	<i>Assessment of plans and building inspections to ensure that buildings are of a quality standard</i>	<i>Improvement of housing standards</i>	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.	HR	<i>There are 210 women and 334 men employed by the council</i>	<i>To reach 50/50 representation of both men and women in council structures</i>	Ongoing	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	S & CD	<i>What are the unemployment figures? What proportion of women to men is unemployed?</i> Statistics not yet available	<i>What is the target % increase in women employed?</i>		
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	S & CD	<i>There is no vote item specifically for women empowerment</i>	<i>Lobby for the vote item that specifically deals with women's empowerment</i>	2010/2011	
	Inform women about economic opportunities in	WAD, S & CD	<i>WAD has economic empowerment programmes</i>	<i>Increase in the number of women beneficiaries in the</i>	2009/2010	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	liaison with WAD and other stakeholders		<i>for women and S & CD have economic empowerment programmes under home economics of which women are the beneficiaries</i>	<i>empowerment programmes</i>		
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	CSO	<i>The Central statistics Office provides labour statistics</i>	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	Department of tourism in the department and ministry of agriculture	<i>What is the representation of women in the tourism industry?</i>	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.	WAD	<i>There is no information for women on the training of women on tender procedures</i>	<i>What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women?</i>		
	Implement and monitor quotas for women for the awarding of council contracts	Not council mandate	<i>What are the current statistics? Is there a point system, ie. How many points are awarded for gender, should this be increased?</i> <i>To inquire information</i>	<i>What will the quota be? How will it be monitored?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.		<i>How many women sit on the tender board at the moment?</i> <i>To inquire information</i>	50% women on the tender board.		
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.		<i>Larger businesses are not encouraged to subcontract women owned enterprises</i>	<i>Encourage larger businesses to sub contract women owned enterprises and ensure a 20% target in the council tenders</i>	2011/2012	
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.	Not council's mandate	<i>Poverty statistics exist through the House hold Income and Expenditure survey. There is a national poverty eradication strategy in place to address the poverty situation in the country</i>	<i>Poverty Eradication strategy that is gender sensitive</i>		
	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.	CSO	<i>Has any kind of assessment been done in the past?</i> <i>To inquire information</i>	Assessment results		
	Facilitate improved access to social grants, including food security nutrition	S & CD	<i>Women are aware of social grants and constitute the highest number of beneficiaries. (Provide sex disaggregated statistics for beneficiaries of social grants)</i>	<i>Increase the women beneficiaries by 20%</i>	2011/2012	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	WAD	<i>Women have been assisted to run tuck shops (What is the success of these?)</i> <i>To inquire information</i>	<i>Monitoring of businesses to ensure sustainability</i>	Ongoing	
	Liaise with and support CBOs and NGOs already working with poor households.	S & CD	<i>NGOs are providing grants and capacity building in the community</i>	<i>Sustainable partnership between council and NGOs and CBOs</i>	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.	WAD	<i>What is the proportion of women to men in the business sector?</i> <i>To inquire information</i>	<i>What is the target % growth?</i>		
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	CEDA, LEA, WAD, S & CD	<i>CEDA, LEA and WAD disseminate information to women entrepreneurs especially during national women's expositions</i>	<i>Increased business initiatives by women</i>	Ongoing	
	Encourage public and private business partnerships with all stakeholders	WAD, S & CD	<i>Are there any such partnerships? Has anything been done in this regard?</i> <i>To inquire information</i>	<i>What is the target number of partnerships to be formed?</i>		
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	WAD	<i>Is there any existing skill development and business support for women?</i> <i>To inquire information</i>	<i>What is the target number of women to be empowered by training and support?</i>		
	Facilitate increased	WAD	<i>Does any support exist for</i>	<i>What is the target number of</i>		

GENDER ACTION PLAN FOR CHOBE 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.		<i>women-headed companies currently?</i> <i>To inquire information</i>	<i>women-headed companies to be formed?</i> <i>How will support be measured?</i>		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	WAD	<i>Has any such mentoring been undertaken before?</i> <i>To inquire information</i>	<i>What is the target? How many small enterprises mentored?</i>		
Informal sector						
To promote equal access to markets.	Link women to investment opportunities	S & CD, WAD, LEA	<i>What are the statistics of women in the informal sector?</i> <i>To inquire information</i>	<i>What is the target number of new formal businesses to be formed?</i>		
	Integrating women with partnerships, joint ventures etc.	WAD , LEA	<i>How have women been integrated in partnerships and mergers?</i> <i>To inquire information</i>	<i>What is the target% increase of women in partnerships?</i>		
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	SHAA dept, department of housing in the ministry	<i>Does any such data currently exist?</i> <i>To inquire information</i>	Gender disaggregated data on housing.		
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy	WAD, social and	<i>There are no policies in place to ensure women's access to land</i>	<i>50% of women owning land</i>	2015	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and procedures as implemented by Land Boards	community development WAD, BALA	<i>Land boards have not been trained on gender issues</i>	<i>Land boards to be trained on gender issues</i>	2010	
	Training of Land Board on gender issues (through Ministry of Lands)					
	Ensure gender balance on housing committees; and lobby for a quota for women	Housing committee, SHHA and planning committee	<i>The housing committee has a 12.5% representation of women</i>	50% of the housing committee should be women.	2015	
	Increase the range of housing and land options available to poor households; including subsidies for poor women	SHHA, Land board	<i>Previously there was no land tenure for women and this still exists in some areas under chiefs</i>	<i>50% land ownership by women</i>	2015	
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.	S & CD, SHHA, environmental health	<i>The environmental health department has done assessment on housing in the Pandamatenga farms</i>	<ul style="list-style-type: none"> • <i>Conduct assessments in the living conditions of people in other areas</i> • <i>50% of women should have satisfactory living environments</i> 	2011/2012 2015	
	A policy on low-impact economic activities to be undertaken from dwelling units.	Ministry mandate	<i>What are the current regulations in this regard? C</i>	<i>How will this be measured?</i>		
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	SHHA	<i>Information on the housing of women exists</i>	<i>How will this be measured?</i>		
	Disaggregate and capture	SHHA	<i>What are the stats on</i>	Gender disaggregated data and	201/2012	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	existing data; a mechanisms for continuous data capture		<i>housing subsidies, which accesses them?</i>	statistics		
	Audit housing plans.	council	<i>Currently the audit on housing plans is conducted</i>	Audit in all the housing plans	Ongoing	
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	<i>Has any policy review taken place?</i> <i>To inquire information</i>	<i>How will this be monitored?</i>		
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 - not council mandate	<i>Lack of statistics and data for public transport users – are there any statistics in this regard?</i> <i>To inquire information</i>	Statistical data		
	Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	DRTS	<i>What studies have been done in this regard? Has any regulation been done?</i> <i>To inquire information</i>	<i>How will this be measured? Police statistics? What is the target %decrease in violence?</i>		
	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	<i>What kind of policing is there currently? How are taxi's currently registered? How often do they go for roadworthy tests?</i> <i>To inquire information</i>	<i>What is the target % decrease in violence/ accidents/ deaths? How often should taxis be roadworthy?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Taxis should be made safer, including eliminating transport pirating	DRTS, police	<i>What kind of safety features do taxis currently have?</i> <i>To inquire information</i>	<i>What is the target?</i>		
	Pedestrian safety, especially in informal settlements.	Roads department	<i>Statistics on road safety does not exist</i> <i>To inquire information</i>	<i>How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities?</i>		
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	<i>What data currently exists?</i> <i>To inquire information</i>	<i>What is the target?</i>		
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.	DRTS	<i>Are there any female taxi owners or drivers?</i> <i>To inquire information</i>	<i>What is the target % increase in women taxi owners and drivers</i>		
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	<i>Assessment on use of services not done</i>	<i>Sex disaggregated data on the use of services</i>	2011/2012	
	Provide affordable services to poor households.	Council departments	<i>Water, health services are provided free to registered destitute persons</i>	100% delivery of services to households	2015	
	Council to provide subsidies for those who cannot afford	S & CD	<i>Poor people are registered so that they may be exempted from paying</i>	<ul style="list-style-type: none"> • <i>Register destitute persons</i> • <i>100% exemption of all destitute persons from paying for services</i> 	Ongoing	
	Create jobs through awarding tenders, community projects, and	council	<i>Statistics on women employed in water and sanitation not sex</i>	<i>Sex disaggregated data on employment in this sector</i>	2011/2012	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	cash for work and training for women in this sector.		<i>disaggregated</i>			
	Ensure that women are consulted prior to the provision of services.	Council departments	<i>Consultations with the community prior to the provision of services is being done but not specifically for women</i>	<i>Consultation of women in the provision of services</i>	Immediately	
	Align services to the needs of women.	council	<i>Service delivery is gender blind</i>	<i>100% alignment of services to the needs of women</i>	2015	
	Involve women in the management and maintenance of these services and facilities.	council	<i>Women are involved in the maintenance of the facilities (numbers and comparisons)?</i> <i>To inquire information</i>	<i>What is the target number of women to be involved?</i>		
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Create an environment committee in which women and men are equally represented, including waste management and recycling projects	Dept of environmental health	<i>There are health committees in the wards</i>	<i>Equal participation of men and women in the health committees</i>	Immediately	
	Increase the frequency of refuse collection.	Environmental health department	<i>Refuse is collected by weekly</i>	<i>Bi weekly</i>	Ongoing	
	Provide and maintain public toilets in strategic areas	Environmental. Health dept	<i>Public toilets are currently under construction (How many for men, how many for women?)</i> <i>To inquire information</i>	<i>How many public toilets should there be in the council? How often should they be maintained?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Review the waste management policy from a gender perspective.	Ministry of Environment	<i>Is there any such policy at the moment?</i> <i>To inquire information</i>	<i>What is the target?</i>		
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 department	<i>What are the current statistics?</i> <i>To inquire information</i>	Gender disaggregated data		
	Develop gender aware HIV and AIDS public education and awareness campaign.	Health department	<i>There is a gender HIV/AIDS public education and awareness campaign</i>	<i>What is the target? How many people reached over what period? How will it be coordinated?</i>		
	Advocate for and promote the female condom and so that women have free access to them.	Health department	<i>The female condom is available for free at public clinics</i>	<i>100% distribution of condoms and promotion of use</i>	Ongoing	
	Gender sensitive sex education in schools.	Health and education department	<i>Abstinence and condom use for those who are already sexually active. The education is not gender sensitive</i>	<i>Conduct a gender sensitive sex education</i>	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 department, S & CD	<i>The council has not participated awareness campaigns in the past that link GBV and HIV/AIDS</i> <i>Is PEP readily available at all the health facilities? A how many facilities is it</i>	<i>The council should participate in the 16 days campaign</i> <i>What is the target % increase in the number of women accessing PEP</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			<i>available?</i>			
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.	Council departments	<i>What are the statistics? What is the % of men and women who go for VCT? To inquire information</i>	<i>What is the target % increase in number of women and men going for VCT?</i>		
Treatment						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.		<i>How many women compared to men access free treatment? To inquire information</i>	Gender disaggregated data		
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.		<i>What does the council do to facilitate access to ARV's? What stats exist in this regard? To inquire information</i>	<i>What is the target? How many people receive treatment? Over what period?</i>		
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	<i>There is no data on use of council sporting facilities since there is none</i>	<ul style="list-style-type: none"> • Sporting facilities to be put in place • Gender disaggregated data on the use of community and sporting facilities. 	2015	
	Ensure that every library has a section on women's literature.	Library dept	<i>There is no section on women literature in the library</i>	<i>Establish a section on women's literature in the library</i>	2010	
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	Library dept	<i>There are no mobile libraries but there are reading rooms in some villages</i>	<i>There should be mobile libraries in places without reading rooms such as Pandamatenga</i>	2015	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, for example. Soccer and boxing.	Ministry of sports and culture	<i>What programmes currently exist?</i> <i>To inquire information</i>	<i>What is the target?</i>		
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.	S & CD	<i>There are no programmes that celebrate women's achievements and challenge stereotypes</i>	<i>What is the target? How ill this be measured?</i>		
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, health department	<i>There are no programmes on parenting skills</i>	<i>Establish responsible parenting programmes</i>	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.	Chief executive, HR	<i>No steps have been taken to prioritise gender equity in the employment practices of the council</i>	50% women in all areas of employment by 2015	2015	
	Address gender imbalances in departments – increase number of women	CEO, HR, DLGSM	Employees <i>Women=210</i> <i>Men =344</i>	<ul style="list-style-type: none"> <i>The council should increase employment of women by 12%</i> 	2015	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.		Management Men =8 Women =9	<ul style="list-style-type: none"> The constitution of management positions is good and it should therefore be ensured that 50/50 parity is maintained 	Ongoing	
	Include women's targets as a non negotiable component of senior manager's contract.	CEO	The CEO is responsible for ensuring that targets are met but this is not in the contract	Contract that has a gender component		
	Align the work place skills Plan to the Affirmative Action plan.	Ministry of Local Government	Has any work been done in this area?	How will this be measured?		
	Obtain buy-in and support of him unions for increased gender equity in the employment profile of the council.	Council secretary	Unions have not been approached regarding increased gender equity in the employment profile of the council	<ul style="list-style-type: none"> Increased gender equity in 5th employment profile of the council Union support for gender equity in employment 	2015	
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	Council Secretary, HR	Job advertisements are gender neutral	Job advertisements that encourage women to apply	2015	
	Selection panels should be gender balanced.	CS, HR	Selection panels comprise of 3 men and 1 woman	Gender balance on selection panels.	2015	
	Gender sensitive selection policies should apply at all time: Interviews questions and	CS, HR	<ul style="list-style-type: none"> Interview questions not discriminatory Experience and qualification account 	Gender sensitive recruitment practices	2015	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	practices should not discriminate against women in any way. Experience and qualifications should both be taken into account in evaluating suitability for posts.		<i>for selection</i>			
	Develop comprehensive employment equity plans.	HR	<i>Staff lists are used as equity plan</i>	HR/ EE Policy	2015	
	Apply job preservation policy to meet women's targets.	DPSM	<i>Data not available</i>	HR/EE policy		
	Incorporate gender into structure system policies and processes.	Gender Coordinat or at HR	<i>Gender has not been incorporated into any system policy or process?</i>	Gender sensitive structure systems and policies	2015	
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	<i>There are no succession plans in council</i>	<i>Should develop succession and development plans</i>	2015	
	Undertake a skills/ qualification audit and assessment of all municipal employees.	HR	<i>Skills and qualification audit is done annually</i>	Results of the skills audit report	Ongoing	
	Devise and implement a range of capacity-building options for employees and cllrs.	CS, HR	<i>Workshops and seminars for councillors and employees</i>	<ul style="list-style-type: none"> • <i>Workshops and seminars conducted</i> • <i>Quality service delivery</i> 	2012	
	Mentoring new councillors	CS, HR	<i>Councillors have not been</i>	<i>Establish a mentoring</i>	2015	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and employees.		<i>mentored</i>	<i>programme for new councillors</i>		
	Identify skills needs among communities and skills gaps in key economic sectors.	S & CD	<i>Workshop has been carried out</i>	<ul style="list-style-type: none"> • Sustainable income generating projects • Self reliant community 	2015	
	Develop targeted skills development programmes.	S & CD, civil society	<ul style="list-style-type: none"> • <i>Skills development programmes conducted</i> • <i>CBRN policy ion place</i> 	<i>What is the indicator? How will this be measured?</i>	2015	
	Facilitate women's entry to skills development programmes.	Women's affairs, NGOs, S & CD	<i>Workshops carried out to sensitise women</i>	<i>What is the target % increase in number of women accessing programmes?</i>		
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.	Ministry of Labour and home affairs, DPSM	<i>Maternity leave is 84 calendar days</i>	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	MLG, DPSM	<i>There is no paternity leave and programmes on responsible fatherhood.</i>	<i>Paternity leave to be advocated for, considering shared paternity and maternity leave</i>		
	Meetings times should take the needs of all employees into consideration and not run too late.	CS, HODs, Hr, Stakehol	<i>Meetings scheduled within working hours</i>	<i>Meetings held between 730 am and 430 pm</i>	Ongoing	

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		ders				
	Provide child care facilities for municipal employees.	S & CD, CS	<i>There are no child care facilities for council employees</i>	<i>To create 1 day care centre for council employees</i>	2015	
	Provide flexible work arrangements for parents.	CS, HR	<i>Lactating mothers are given 1 hour per day for 12 months to attend to their babies</i>	<i>Continue with the provision of flexible work arrangements of parents</i>	Ongoing	
	Act upon employees who are not making maintenance payments.	HR	<i>Employees are acted upon for maintenance through the government maintenance program</i>	<i>Facilitating monthly maintenance deductions from employees salaries</i>	Ongoing	
	Conduct awareness programmes on parenting responsibilities.	HR, councillors, S & CD	<i>Parenting responsibilities awareness programmes not in place</i>	<i>Design and implement parenting awareness programmes</i>	2015	
	Support and expand crèches.	S & CD, civil society	<i>There are crèche facilities in the district (How are there?)</i>	<i>Establish 2 more crèches</i>	2015	
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	CS, HR	<i>Sexual harassment policy not in place</i>	<i>Develop and implement a sexual harassment policy</i>	2015	
	Workplace education and awareness on the SHP	HR, council attorney, Cs, S & CD	<i>Awareness on sexual harassment policy not done</i>	<i>Workplace education and awareness on SHP once in place</i>	2015	
	Code of conduct to ban the use of sexist jokes and language.	HR, CS	<i>There is no code on the ban of the use of sexist language</i>	<i>Establish and implement the code on the ban of the use of sexist language</i>	2015	
V. GENDER MANAGEMENT SYSTEM						
Planning						
To consult women when drawing up plans for the	Adapt the vision and mission statement of the	Management	<i>The current mission and vision of the council is silent</i>	<i>To make the mission and vision of the council gender sensitive</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
council	council to ensure that it is gender aware.		<i>on gender</i>			
	Conduct surveys prior to planning to determine the needs of both women and men.	Task force	<i>Surveys not carried out prior planning to determine the needs of both men and women</i>	Gender aware survey results.	Immediately	
	Consult with both women and men when drawing up plans.	Council departments, councillors	<i>Women and men have been consulted for drawing up of plans</i>	<i>VDCs and Tribal authorities to conduct 2 more consultations</i>		
	All units and departments should include gender indicators in their business plans.	Heads of departments	<i>Gender Indicators used in the department's plans</i>	<i>Increase number of gender indicators?</i>		
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	Council departments	<i>Customer satisfaction surveys have never been administered</i>	<i>Administer customer satisfaction surveys</i>	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.		<i>Has any work been done in the establishment of structures; To inquire information</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>		
	Recruit/appoint/hire gender focal points.		<i>Has a gender specialist been recruited? To inquire information</i>	Specialist staff appointed.		
	The gender coordinator should be assisted by gender focal points in all departments, together		<i>As any work been done in the establishment of structures; To inquire information</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	comprising the gender management committee.					
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.		<i>Who is currently responsible for gender in the council?</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>		
	Gender to be written into the job description and performance agreements of senior managers and GFP.		<i>Has gender been written into the performance agreements of senior managers and GFP?</i>	<i>Accountability on gender through PAs.</i>		
	Gender should be a standing item on the agenda of management committee meetings.		<i>Is there such an item on the management committee meetings agenda?</i> <i>To inquire information</i>	<i>What is the target?</i>		
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.		<i>Is there a committee in Council responsible for gender?</i>	Gender equality committee.		
	Form a multi party women's caucus.		<i>Is there currently a structure to bring together women councillors around common concerns?</i>	Women's caucus established.		
	Prepare Terms of Reference for gender machinery, and clarify reporting		<i>Have gender focal points been established in all departments? Have TOR</i>	GFP formed; TOR for GFP		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	procedures.		<i>been drafted?</i> <i>To inquire information</i>			
	Publicise the establishment of the gender machinery.		<i>Is the GMS known, has it been publicised?</i> <i>To inquire information</i>	<i>What is the indicator? How will this be measured?</i>		
	Gender machinery to prepare their own strategic plans.		<i>Does the GMS have a strategic plan</i>	Strategy and action plan adopted.		
	Establish linkages with gender machinery in other municipalities.		<i>Have any linkages been established?</i>	GMS Networked		
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.		<i>Does sex disaggregated data exist? Is it applied?</i> <i>To inquire information</i>	All statistics disaggregated by gender.		
	Gender indicators to be formulated for each department/ programme and HR management.		<i>Are there gender KPIs in the City score card?</i> <i>To inquire information</i>	Gender KPIs integrated into city score card.		
	Ensure that women and men participate equally in public consultations on planning and budgets.		<i>What sort of consultation takes place at the moment? Are both women and men involved?</i> <i>To inquire information</i>	<i>What is the target, how will this be measured?</i>		
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure		<i>Are there direct or indirect budget allocations for advancing gender equality?</i>	<i>What is the indicator? How will this be measured?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	responds equally to the needs of women and men.					
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).		<i>Has the action plan been costed?</i>	Costing of this action plan.		
	Ensure that departments allocate resources to gender priorities.		Do departments allocate resources to gender priorities?	<i>What is the indicator? How will this be measured?</i>		
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.		<i>What training has already been done?</i>	<i>How many workshops to take place? How many trainees?</i>		
	Liaise with service providers to provide training programmes.		<i>What training has already been done?</i>	<i>What is the indicator? How will this be measured?</i>		
	Facilitate training programmes among councillors, officials and community groups.		<i>What training has already been done?</i>	<i>Target number of cllrs, officials and community groups trained?</i>		
	Ongoing mentorship and support through linkages with civil society.		<i>Do any such programmes exist?</i>	<i>Target number of cllrs and officials involved in such programme?</i>		
	Assess impact of training.		<i>What training has already been done?</i>	<i>What is the indicator? How will this be measured?</i>		
	Gender sensitivity training for both male and female councillors		<i>What training has already been done?</i>	<i>Target number of cllrs, officials and community groups trained?</i>		
	Gender analysis training for councillors and staff with		<i>What training has already been done?</i>	<i>Target number of cllrs, officials and community groups trained?</i>		

GENDER ACTION PLAN FOR CHOBE DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	specific gender mainstreaming responsibilities.					
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.		<i>What kind of special gender events and campaigns has the council participated in? What kind of awareness raising has been done?</i>	<i>What is the indicator? How will this be measured?</i>		
	Prepare pamphlets, advertising, posters, logo etc.		<i>Has any work been done in this area?</i>	<i>What is the indicator? How will this be measured?</i>		
	Run competitions, sporting activities that challenge stereotypes.		<i>Have any such activities been done in the past?</i>	<i>What is the indicator? How will this be measured?</i>		

Annex E: Gender based violence action plan for Chobe district council

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Council management and research unit at WAD	<i>There are no statistics on GBV in the council, we access them from WA D or Police</i>	<i>To establish a gender safety audit (HQ and Sub) Select 3 public safety area</i>	2011/12	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Council management Ministry Of Labour and Home Affairs BALA Gender Links UB Research Department	<i>There has been no gender safety audit done in the past</i>	Organise a meeting to lobby for a gender safety audit in Chobe	2010/	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Council Chairperson council Secretary (Council Planners, Electrical and BPC)	<i>Some of the streets have lights, Currently we are not aware of any statistics</i>	<ul style="list-style-type: none"> <i>27% improvements in street lighting</i> <i>This will be measured by 90 % of streets lights connected</i> 	2011/2012	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Council Chairperson council Secretary (Council Planners, Electrical and BPC)	<i>Yes there is a lighting master plan</i>	To implement the current master plan with clear targets and indicators	2011/2012	
	Name all streets clearly so that police and other emergency services can reach residents with ease	Council Chairperson/Council Secretary, Planners and Roads	<i>27% of streets are named</i>	<i>By 2010t the entire district should have named the streets</i>	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	in the event of emergencies. In informal settlements each municipality to develop land marks	department				
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	-Councillors -Police -Dikgosi -Council – Management WAD	<i>Yes there are community policy and safety forums,(Twantsho Borukhutlhi) but they do not focus on GBV</i>	<i>Each area to have a safety forum focusing on Gender Based violence</i>	2010	
	Involve street hawkers in crime watchdog projects.	-Councillors -Police -Dikgosi	<i>Street Vendors are not involved in safety projects</i>	<ul style="list-style-type: none"> <i>Establish street hawkers watch dog?</i> <i>It could be proposed to council but not in the plan</i> 	2009/10	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	Councillors, S&CD Women's Affairs BOMWA GEMSA Emang Basadi Women's Shelter	<i>No data so far in the council</i>	<i>If GBV decrease by 90% within Chobe communities</i>	2010	
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Councillors, S&CD Women's Affairs Community leaders	<ul style="list-style-type: none"> <i>The council has participated actively on gender sensitisation workshops in 2008</i> <i>The council participated in the 16 Days of Gender Based</i> 	<i>Will involve politicians and this will be three sensitisation workshops which will result in a political will by politicians</i>	2010/11	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			<i>Violence Commemoration</i>			
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Councillors, S&CD, Crime Prevention Committee Police	<i>The council have not mounted any campaigns to reclaim unsafe areas</i>	<i>Undertake at least one night campaign to sustain the momentum in Chobe</i>	2009	
	Promote involvement of men and boys in ending gender violence.	Community leader s WAD Community Leaders	<i>Men and boys have not have not been targeted in campaigns to end GBV but activities were general to every body</i>	<ul style="list-style-type: none"> <i>Develop a plan and hold a 1 day sensitisation meeting for men and boys to mainstream gender based violence through he already existing HIV/AIDS men sector committee</i> <i>Indicators will be a quarterly report produced</i> 	2012	
	Monitor and evaluate impact of all public awareness campaigns	Council secretary, S&CD WAD	<i>Yes WAD had monitored awareness campaigns?</i>	<i>Conduct a survey to measure impact of all public awareness which can monitor the impact Disaggregated gender statistics available</i>	2011	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Council Secretary & Chairperson, IT Office Ministry of ICT	<i>We have no participated in making IT work for Gender Justice initiatives such as Cyber Dialogues.</i>	<i>Initiate one cyber activity for councillors y once a year</i>	20/10/2011 once every year	
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	Not for Chobe Council Chairperson and Council	<i>There are No best practices have been documented</i>	<i>One best practice to be collected annually</i>	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Secretary				
Response						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	CPFs, Police, By law enforcement dept	There are CPFs in the towns and in villages there are crime prevention committees – in the towns they are more effective than in the villages	All members of CPFs should be trained quarterly	2010/2011	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	S&CD, CBO	There is no shelter in place of safety for survivors of gender based Violence	Strive to budget for one in the district	2011/12	
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	S&CD	Data available but no updated database of services and facilities available to survivors and victims of gender Based Violence	<ul style="list-style-type: none"> To have a focal point to develop & maintain an updated Database Hold a one day workshop to educate survivors of violence with life skills and provide support 	Immediately - 2010	
	Encourage role modelling of survivors and victims	Women's shelter Project , Emang Basadi, WAD S&CD	There is no role modelling being done at present	To establish 1 focal point for role modelling of survivors and victims	2010	
	Establish gender units and family counselling		None. No land at present. To be lobbied with council	To establish a focal point. Meet once in every three	Ongoing - 2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	services at people centres with appropriate resources		administration.	months		
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.	Clinics	The clinics do not inform communities on the link between HIV/AIDS and GBV	<ul style="list-style-type: none"> To select at least 5 clinics and encourage them to educate the communities on the link between HIV/AIDS and GBV 	Ongoing	
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	S&CD	There are no counselling facilities within the council, social workers and lay counsellors perform this function	To establish Two traumatic services and facilities.	2011/2012	
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	S&CD, Police, Clinics	There are no statistics on HBC for survivors of GBV	Links are made with Police and clinics to collect data on where survivors of GBV are going for care and support, who is caring for survivors of GBV	Immediately	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Council	0%	<ul style="list-style-type: none"> 90%/ 5 years 	2015	
	Liaise closely with the police; ensure a private room/ victim		<ul style="list-style-type: none"> No private rooms at police 	<ul style="list-style-type: none"> Council to restructure data of violence by male/female 	2011/2012	

	empowerment unit at police stations; improve the services provided by the Police.					
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	S&CD	<i>No audit has been done</i>	Audit results At least 50% of safe houses being audited	2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	S&CD	<i>Has the council committed any resources to supporting survivors of GBV</i> <i>Yes but no statistics</i>	<i>To have a GBV separate vote</i>	2011	
	Establish day care centres for the elderly to ensure their safety.	CS & COUNCILLORS	<i>Elderly centres are not in existence .</i>	<i>At least two centres to be established</i>	2011/12	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	S&CD	<i>YES, Something has been done, a sawing project to economically empower women</i>	<i>Intensify the programmes already in place: dress making, poultry projects</i> <i>Train them on other skills e.g. mechanics</i> <i>Provide conducive environment for kiosk's</i>	2009/10	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	DDC(DC's office)	<i>No committee has been established</i>	A Multi Sectoral Committee established	2009	
	Strengthen relations with local police stations and ensure that cases of GBV	DC, S&CD	<i>There is no such relationship with</i>	<i>When there is forum to tackle GBV and the police address gender based</i>	2009	

	are efficiently and effectively addressed.		<i>stakeholders</i>	<i>violence issues effectively</i>		
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV		<i>There is no budget allocation to address GBV</i>	There should be a Budget allocation of x amount This action plan budgeted for A specific vote for GBV	2011	
Monitoring and evaluation						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.		<i>No targets have been developed and integrated into plans</i>	<i>When there is M& E of GBV eventually. Mainstreaming into development plan can take place</i>	2011	

Annex G: Messages and slogans for gender based violence (Chobe district council)

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual			
Abused woman or man	Counselling, creating a conducive environment	Open up	Campaigns
Abused child	Love and care	You are not alone	Posters, television, guidance class sessions
Abusive men	Counselling	Real men do not abuse	Focus group discussions
Family/ Household			
Mother, father, guardian	Responsible parenting	<ul style="list-style-type: none"> Mo gakolole o seka wa mmolaya Ke motsadi wa tlhwatlhwa 	Posters, pamphlets
Parenting	Positive parenting	Ke na le seabe	Drama, poster, radio, kgotla meetings
Community			
Community	Need to mobilise communities to create safe spaces	Safe environment to end Gender based Violence	Choirs, poetry, drama, posters
Schools	Schools should be safe conducive for learning	Educate them NOT Abuse them	Choirs, poetry, drama
Religion	God does not tolerate abuse	God is love	Messages during sermons, songs, march
Sports	Eradication of gender stereotypes in sports	Sports for all	Competition, posters, march
Society			
Political leadership	Positive leadership	<ul style="list-style-type: none"> Lead by example Secure the future – eradicate GBV 	Workshops, Seminars, campaigns
Criminal justice System	Sensitiveness to cases of gender based violence	Justice for all by 2015	Media
Media	Balanced reporting	Lefoko ga le boe go boa monwana	Workshops/ Seminars
Culture	Culture that is intolerable to gender	<ul style="list-style-type: none"> Ngwao e e sireletsang botlhe 	Media, posters

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
	based violence	<ul style="list-style-type: none"> <li data-bbox="982 313 1203 337">• A re tlotlaneng 	

Annex G: Workshop evaluation for Chobe district council



WORKSHOP EVALUATION FOR CHOBE DISTRICT COUNCIL

Date: 6 - 8 of July

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
1. PROGRAMME DESIGN	6	10			
2. PROGRAMME CONTENT	6	9			
3. FACILITATION	7	9			
4. GROUP WORK	7	7	2		
5. OUTPUTS vs. EXPECTATIONS	4	11	1		
6. LEARNING OPPORTUNITY	6	7	3		
7. NETWORKING OPPORTUNITY	2	12	2		
8. ADMINISTRATIVE ARRANGEMENTS	1	7	8		

COMMENTS

1. Which session did you find most useful? Why?

- All sessions were useful as we learnt a lot of things that we were not aware of before like Gender based Violence
- Presentation on the gender protocol. Our government takes consultations with the nation very seriously that is why the protocol is not yet signed
- The planning sessions. I was able to realize the importance of sex disaggregated data
- Local governance
- The Gender Based Violence (GBV) plan. It was an eye opener since council has been neglecting issues surrounding GBV
- Group work, I was able to gain more understanding during the discussions
- The planning session was very useful since we will have ownership of the plans
- All sessions were important as they enlightened me on gender issues
- Introduction to gender concepts was an eye opener as we were able to realize that both men and women can perform any kind of job

2. Which session did you find least useful? Why?

- None of the sessions could be seen as least useful since all the sessions covered different issues that are important in the running of the council

- Video session

3. Any other comments

- The material was too much for the three days period
- The plans could have been done before the completion of District Development Plan 7 (DDP 7)
- The workshop could have been prior the finalization of National Development Plan 10 (NDP 10)
- A workshop like this is an eye opener to all of us
- We can easily own the plans since they relate well to our situation and consultants from outside the country were not engaged
- The presentations were worthwhile
- There is a need for follow up workshops
- If possible departments such as youth should be invited
- Next time, a suitable venue should be chosen to run the workshop
- The programme should be made shorter for future

Annex H: Official opening speech

*Official Opening speech by Council Chairperson Mr. Machana Shamukuni for Workshop on Gender and Local Government Chobe District Council (Kasane) July 6 -8 2009.
Gender Links and Botswana and Association of Local Authorities Workshop (BALA)*

The director of ceremony let me begin by thanking the organizers, Gender Links and the Botswana Association of Local Authorities (BALA), for having honoured the Chobe District Council by extending the invitation to us to officially open this workshop. I personally feel very pleased to witness the implementation of these local government workshops becoming a reality. I have been informed that these workshops are going to be rolled out in 16 councils.

Director of ceremonies I would like to acknowledge our councilors and senior staff from the Chobe District Council to have availed themselves out of their busy work schedules as some of them is campaigning as we are in the eve of the elections; this alone spells out the commitment they have to gender issues.

I have been informed that this workshop is a follow-up on the Gender and Local Government Strategy Workshop that was held from 9 - 13 February 2009 at The Big Five Lodge in Gaborone in partnership with Gender Links and BALA. This presents a picture of a true partnership. The Gender and Local Government Strategy Workshop was to facilitate the government's commitment to gender equality in the daily business of the councils. The Director of ceremony, allow me to remind the participants of this workshop that the success in the implementation of the strategy lies in their effective participation during the workshop and also their unreserved commitment to the outcomes of the workshop.

In the study "At the Coalface": Gender and Local Government, has informed that the countries in the region would not meet the SADC targets if special measures are not adopted. According to the study, women in Botswana though less represented in local government make a positive difference in their communities in areas such safety and security, education, infrastructure development and health. Botswana therefore needs to do more to ensure that women in local government and decision making and power sharing are improved

The study has revealed that, there are variations between councils in the representation of women. For example in Chobe the representation of women stood at 7 men to 1 woman. Although the overall representation of women in local government increased by 4.4% in the 2004 elections, the proportion of women mayors or chairs have dropped from 10% to none.

The director of ceremonies, the results of the study justifies the need for a workshop like this one with an aim to address these gender gaps. I therefore would like to assure Gender Links, BALA and the participants in this workshop that the Chobe District fully supports the training initiatives by BALA and Gender Links.

I have been informed by the organizers, that the workshop will focus on unpacking gender concepts and engaging in planning and budgeting that is gender sensitive. Indeed this is pivotal ingredient for the council planning processes.

Conclusion

Let me remind you that the participation of both men and women in decision making is very critical especially in a democratic country such as Botswana. Director of ceremonies I have no doubt that by the end of the three days we will come out with implement able work plans. Director of ceremony I would have not concluded my speech if do not remind the participants that, the participation of both men and women in decision making is very critical especially in a democratic country such as Botswana. Director of ceremonies I have no doubt that by the end of the three days we would all be gender sensitive and would have drawn implement able work plans. I declare this workshop officially opened.

Annex I: Gender Justice Summit and Local Government Summit and Awards concept paper



CONCEPT PAPER

Southern Africa Gender Justice Summit and Local Government Summit and Awards

365 DAYS OF LOCAL ACTION TO END GENDER VIOLENCE: WHAT WORKS?
22 - 24 March 2010

Synopsis

Gender Links (GL) will be holding the first Gender Justice and Local government Summit from 22 - 24 March 2010 in Johannesburg, South Africa. Under the banner "*365 Days of local action to end gender violence*" the summit will include key note addresses and parallel seminars by international and local experts in the field of gender violence at local government level, and gender justice.

The first gender justice and local government summit aims to bring together local government councillors and officials, relevant government ministries and NGOs that work with local government from the region. The summit will feature awards on good practices in ending gender violence, provide an opportunity to document and disseminate these good practices as well as give incentives to local authorities to innovate new and effective strategies for combating violence against women. Parallel seminars on promoting women's representation and effective participation in local government structures will be a key feature at the summit.

Context

The SADC Gender and Development Protocol signed in August 2008 set a target for governments to halve current levels of gender based violence by 2015. It also emphasises that States should adopt an integrated approach to address gender violence. The United Nations Secretary General's 2006 report on gender violence highlights that that States should: build and sustain strong multi-sectoral strategies, coordinated nationally and locally; show political commitment as well as build on the work done by non-governmental organizations (NGOs), scale up and institutionalise it and share experiences with other countries

Many local municipalities in at least seven countries, namely South Africa, Namibia, Botswana, Lesotho, Mauritius, Swaziland and Zambia have developed gender action

plans where gender violence features as a key service delivery issue. Hence many initiatives to prevent gender violence have been adopted.

For instance, some municipalities have localised the 365 Days of Action against Gender Violence campaign. The 365 days of Action is a concept, adopted by many countries in the region, to extend the 16 days of Activism on Gender violence Campaign to a coordinated and comprehensive year-long response through the development of a National Action Plan to end Gender Violence.

Background

As a region, we realise that the quest to end gender based violence is far from over. Yet, in the same breath we realise that we have had many prominent victories, particularly within the local government sphere, more women now hold prominent positions within the public service and local authorities actively get involved in activities to counter gender based violence. These 'many victories' are often based on numerous good practice models that can assist many other countries with their own quests and challenges to counter gender violence, therefore it is important for us to share these good practice models in order to see clear and very positive results we aspire to in terms of addressing gender violence and improving women's representation and access.

Many of the gender violence initiatives have succeeded in raising awareness and preventing GBV but very little effort has been made to document and share these rich experiences.

To address this gap, Gender Links working with local government and other strategic partners will host a Gender Justice and Local Government Summit and Awards in March 2010. It is envisaged that this will become an annual event.

The Gender justice and local government Summit 2010 aims to engage with these issues through thematic parallel sessions that will look at strategies that are being used to engage with media, local authorities, communities and identify key priorities that need to be addressed and strategies to address these.

Who

The target audience for the summit will include representation from all SADC countries across various categories, (*outlined further*) and these categories are:

- Councillors and officials from local authorities (*e.g. those who have submitted good practice models they wish to showcase, etc*);
- Ministry of gender representatives (*e.g. persons responsible for gender, etc.*);
- Ministry of Local Government representatives (*e.g. Gender focal point persons, etc*);
- Local authorities associations (*e.g. SALGA, ALAN, etc*)
- Gender based violence activists;
- International partners;
- Civil society organizations;
- Other interested individuals or groups

Why

The first Gender Justice and Local Government Summit aims to:

- Provide a platform to debate around local government approaches to preventing gender violence in local communities.
- Affirm the progress that has been made through the first LG and GBV Awards that are expected to attract entries from across the region.
- Contribute towards building a community of and share good practices on addressing gender based violence at local level.
- Provide an opportunity for local government practitioners to develop strategic partnerships and networking opportunities
- Afford all stakeholders the opportunity to interact and present content of what they understand the role of local authorities to be, in turn also affirming their good practise models through the LG and GJ Awards thus broadening the impact and enhance efficiency with regards to addressing gender violence collectively

Outputs

- A collection of exemplary local government GBV good practises through the awards.
- A daily online conference newsletter.
- A CDROM and handbook of good practices in gender justice and gender and governance at local level.

Outcomes

- Contributing to the body of knowledge on gender justice and gender and governance at local level in the region and globally.
- Showcasing and sharing innovative local gender violence prevention initiatives in the region.
- Providing the opportunity for participants to network with individuals and organisations from across the region.
- Equipping stakeholders with a practical understanding of what the status on gender violence within the Southern African region, how involved local authorities are in the quest to address gender violence and understand the importance of learning from each others 'good practices'
- Improving access to information (particularly good practice models) on gender violence and the role local authorities have played and still play in our quest to stop gender violence and reach our SADC protocol targets
- Providing stakeholders with practical tools to improve and apply the learnings from the best practices within their respective contexts

Categories

- **Prevention** of GBV at local level – how do councils work to ensure that GBV does not occur?
- **Response** to GBV at local level – what do councils do to advance legal literacy, work with local police, etc. To ensure redress for victims?
- **Institutional good practices** – E.g. council working together on GBV; e.g. lobbying for a GBV budget in IDPs / Municipality's Annual Strategic Plans, etc
- **Support** around GBV at local level – how do we support those who have experienced GBV
- **Innovative communication strategies** - Messaging, slogans, banners and posters to end GBV that have an impact.
- **Specific GBV campaigns** – *e.g.* 16 Days campaigns, lighting campaigns, etc

- **Individual innovation** – Three prizes will be awarded to individuals who show particular innovation and dedication to ending GBV at the local level.

More Information

The summit is being coordinated by Gender Links based in Johannesburg, South Africa.

For more information on the Summit contact:

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Annex: Local government and gender justice response form

Response form Please respond by 17h00 Friday 05 March 2010	
Name	
Organisation	
Designation	
Contact details	Phone:
	Fax:
	Cell.:
Email	
Confirming availability	Please mark relevant option with an X. <input type="checkbox"/> I will attend and cover all my own costs. <input type="checkbox"/> I will not attend
Arrival and departure times (so that we can arrange airport transfers)	
Departure	Date:
	Time:
Return	Date:
	Time:
Dietary requirements	Vegetarian:
	Halaal:
	Other:
Any other comments:	
Send the form back by email to Bonita Visagie on rsalocalgvt2@genderlinks.org.za or by fax to +27 86 539 2628	