

# Gender Action Plan Workshop Report Francistown City Council



**Figure 1: His worship the Mayor of the City of Francistown, Buti Billy officially opening the workshop  
Photo by Mmegi reporter- Mr. Moreri Sejakgomo**

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## **Overview**

Gender Links in partnership with Botswana Association of Local Authorities (BALA) held a workshop from the 13<sup>th</sup>-15<sup>th</sup> July 2009 in the City of Francistown. The workshop was the third 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 official opened by His worship the Mayor of Francis town City while the mission, vision of Gender Links and the objectives were presented by Gender Links Coordinator Keabonye Ntsabane. A brief background on the workshop and the partnership between Gender Links and BALA were presented by BALA program manager Ms. Ludo Matshameko. In her presentation Ms Ludo Matshameko briefed the workshop on the strategy and At the Coalface study launched in 2008 by Gender Links in partnership with BALA.

## **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**.



**Figure 2: Participating councillors at the Francis town City workshop- Photo by Mmegi reporter (Mr Moreri Sejakgomo)**

Participants at this workshop were made up of councillors and officials from the City of Francis town - as well as representatives from the Gender Youth Sports and Recreation and Women and Law in Southern Africa (WILSA) Participants were of different age groups and had different educational and professional backgrounds. See the full participant's lists at **Annex B**.

### **Facilitators**

The workshop facilitators were Gender Links staff, the BALA Programme Manager, and some councillors who were trained by Gender Links in Johannesburg as part of a training of trainers, to facilitate the course. All the facilitators have experience in gender issues.

### **Workshop discussions**

During the workshop the following discussions ensued: The SADC Gender Protocol DVDs was shown which motivated participants to interact actively. The gender stereotypes exercises using songs and proverbs were very effective as they were relevant to what are actually happening culturally and the participants came with more songs and proverbs apart from the ones provided in the manuals.

### **SADC Protocol on Gender and Development**

Participants had limited knowledge on the SADC Gender Protocol. They mentioned that they have heard about the protocol in the media but did not have specific information on the contents and the reasons why Botswana had not signed. On the issue of gender based violence, some of the participants said they have participated during international commemoration days of 16 Days of Gender Based Violence against Women and Children. The participants said during the commemoration issues were not discussed in-depth They lamented that the commemorations do not provide detailed information on gender issues, and commended Gender Links and BALA for conducting such as informative workshop.

### **Decision making positions**

On the issue of women not being equally represented in decision making positions, the men said that women do not support each other. 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 the Political environment is not conducive for women. Women said their parties are dominated by men in leadership positions citing an example of central committees. Some male councillors expressed fear that women now want to take all leadership positions. Men said women must work hard to be elected not to rely on special nominations as it is the case now.

## **At the Coalface Study**

The participants found it to be a good tool for this workshop; it was after they have been taken through the data analysis of each council in the study that they accepted that women are less represented in Botswana councils.

## **Stereotypes reinforcement**

This was one of the practical exercises which were effective in changing participants' mind set on men and women's roles. Participants were able to come out with their own definition of stereotype. The exercise helped participants to better understand stereotypes found in proverbs songs and they admitted that they are a major contributing factor to the way that women's roles are defined in the society. This exercise also raised some interesting debates and some participants suggested that some songs and proverbs need to be revised while others felt that they entertain.

## **Networks**

In terms of the Networks, the councillors said they are aware of existing services and programmes but they do not know how they function and relate to each other. Participants are also not aware of the specific services they provide and recommended that there is a need to ensure that during the international commemorations these networks must be invited to inform the councillors on the services they provide.

## **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, they were not aware of the international, regional and local human rights instruments signed by their governments. During the discussions it became evident that gender based violence is a serious issue and cause for concern which needs to be addressed vigorously. The participants were informed on the types of gender based violence abuse such Physical and emotional. The participants condemned violence perpetrated to young girls citing examples of the current cases reported in the media which include defilement and incest.

## **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 but this was quickly resolved.
- The next workshop was advised to be held in a venue different from the council.
- Councillors expressed their wish this workshop could take place when the full council is not on.

## **Outputs**

- Gender sensitive institutional scorecard, see **Annex C**.
- Gender Action Plan for Francistown District Council, refer to **Annex D**.
- Action plan for Francistown District Council 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 based violence. They also agreed that they need to take an active role in addressing the issue raised problems of inadequate financial resources . Gender Based violence had a good buy in from participants as they participated effectively and with enthusiasm The participants also concluded that it is important or the councillors to understand gender issues, as they represent the electorates who are both men and women.

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

Overall the participants felt that the workshop was critical as it addressed enlighten them on gender equality, see the composite workshop evaluation at **Annex G**.

## **Recommendations**

- The councillors and council officials should initiate a schedule to brief each other on existing Programs or any new policies in place
- A need for Information Education materials such as DVDs to include men to motivate and show their commitment on gender related issues
- Political parties should ensure that quotas are in place for ensuring that women in council leadership improve.
- The President to be lobbied to sign the Gender Protocol as it has some critical issues which currently affect Batswana.
- The councillors recommended that statistics from the Police must be made available in the council offices to assist them in their debates

**Annex A: Gender action plan workshop programme**

**GOVERNMENT GENDER ACTION PLAN WORKSHOP PROGRAMME  
13-15 July 2009, FRANCISTOWN**

<b>TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
<b>DAY ONE</b>		
8:00 - 8:30	Registration	Ms Warona Tlamelo- Gender Links Intern
8:30 - 8:45	Opening and Objectives	Mr B. Billy- City of Francistown Mayor
8:45 - 09:15	Introductions and objectives <ul style="list-style-type: none"> <li>• To provide background and agree on objectives for the workshop</li> <li>• To develop guidelines of participation</li> <li>• Eyes and ears</li> </ul>	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
<b>10:30</b>	<b>TEA</b>	
<b>Module one: Key gender concepts</b>		
10:30 - 11:30	Sex gender, and stereo types	Mr Director Tharese- Chairperson Gantsi District Council
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	All facilitators
13:00 - 14:00	<b>LUNCH</b>	
<b>Module two: Gender and Governance</b>		
14:00 - 15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30 - 15:45	<b>TEA</b>	
15:45 - 17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	Mrs Ludo Matshameko- BALA Programme Manager
<b>DAY TWO</b>		
8:00 - 8:30	Recap, eyes and ears	Participants
8:30 - 9:00	What we learned from the scorecard	Mrs Ludo Matshameko- BALA Programme Manager
<b>Module Three: Key gender planning concepts</b>		
9:00 - 10:00	Practical and Strategic needs	Mrs Florah Mpetsane-North East District Council
10:00 - 10:30	<b>TEA</b>	
10:30 - 12:00	Group 1: Gender mainstreaming	All Facilitators

<b>TIME</b>	<b>ACTIVITY</b>	<b>WHO</b>
	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	
12:00 - 13:00	<b>LUNCH</b>	
<b>Module four: Draft gender action plan framework</b>		
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
<b>DAY THREE</b>		
8:30 - 9:30	Report back, eyes and ears	Participants
<b>Module five: Localising plans to end gender based violence</b>		
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	<b>TEA</b>	
11:00 - 13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00 - 14:00	<b>LUNCH</b>	
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	<b>TEA</b>	
16:15 - 17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
17:00 – 17:05	Closing Remarks	Mrs. Ludo Matshameko
	<b>DEPARTURES</b>	



## Annex B: Participants List

### Gender Action plan workshop - City of Francistown Council

Date: 13-15 July 2009

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Moses Nkhwanana	M	Councillor	71893719		
Rev Phillip Butale	M	Councillor	71430091		
Esther Mokgosi	F	Councillor	71750091		
Moreri Sejakgomo	M	Mmegi/Monitor	73836044	2414963	Mseja2001@yahoo.co.uk
M. Gaoswediwe	F	BTV	72786551		
G. Garegope	M	Deputy Town Clerk	2426292		godimogaregope@yahoo.co.uk
S. L Masalila	M	Councillor	71713705		
R. Nshakazhogwe	F	Councillor	71612623		
F. Puskas	M	Arch & Building	2411050	2416097	rpuskas@gov.bw
S. Othusitse	M	Audit	2411050	2412427	
B.M Legwaila	M	Water	2411050	2413848	legwailagwy@yahoo.com
C. Sewagodimo	M	Human Resource	2411050	2412427	csewagodimo@gov.bw
T. Kgalemang	F	BTV	72786551		
B. Mosalagae	F	Councillor	2412326/71612442	2416005	bbnmslgae@gmail.com
T. A. Tabengwa	M	Councillor	72130393/24		
L. S. Baruti	M	S & CD	2411050		
G.P. Mogomela	M	City of Francistown	71631634		
A. Ntheetsang	M	City of Francistown	71231822		
L. Dikomang	F	City of Francistown	71795236		
K. L. Ntseane	M	City of Francistown	71437559		
B. Mbulawa	M	City of Francistown	71847849		
S. Jack	F	City of Francistown	71840445		
J. Moremi	M	City of Francistown	71242641		
B. Billy	M	Mayor	71751932		
K. Kebabonye	F	City Clerk	71768665		

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
P. Masisi	M	BOPA	71374997	2415612	pomasisi@gov.bw
M.C. Seleka	F	The Voice	72900973		posterseleka@yahoo.com
Sam Masunga		Councillor	71815600	2412987	sammasunga@yahoo.com
I. M Moswaane	M	City of Francistown	71820562	2412427	ingmos@yahoo.co.uk
L.K Mwampole	F	City of Francistown	71485586	2412119	
M.L. Kgomotso	M	Human Resource	71424214	2411050	hommyk@yahoo.com
M.N. Phakedi	F	Records	71508242	2412427	mphakedi@gov.bw
G.M Gare	M	Secretariat	2411050	2412427	mojefana@yahoo.com
Thomas Sereto	M	Fire	2415605	2415605	Seretol2yahoo.com
P.J Ngoma	M	Councillor	71853385		
M.R Molapwe	M	Councillor	71509488		
K.M.N. Motshegwa	M	Recording	71363022	2411050	kmmotshegwa@yahoo.com
F. Modise	F	Civil, Mechanical, Electrical Services	2441254	2441254	frmodise@gov.bw
I.D. Tawele	M	Councillor	2420287/71665625	2405353	idtawele@botsnet.bw
T.J. Mokgatle	F	Primary Health	2413312/71758239	2412427	tilwane@yahoo.co.uk
Keabonye Ntsabane	F	Gender Links	3188250	3188251	
Warona Tlamelo	F	Gender Links	3188250	3188251	Warona2002@yahoo.com
Ludo Matshameko	F	BALA	3912063		kmatshameko@bala.org.bw
Patrick C. Manthe	M	BALA	72106565		
Director D. Tlharese	M	BALA/ facilitator	71743266		
Florah Mpetsane	F	BALA/facilitator			

### **Attendance statistics by gender**

<b>Females</b>	16	38%
<b>Males</b>	26	62%
<b>TOTAL</b>	<b>42</b>	<b>100%</b>

## Annex C: Institutional Gender Scorecard

Council name: City of Francistown

TARGET	1	2	3	4	5
<b>POLICY FRAMEWORK</b>					
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.	2	3	4	2	3
2. There is a gender policy.	7	3	3		1
<b>GOVERNANCE</b>					
<b>Representation</b>					
3. Equal number of women and men councillors.	7	4	3		
4. Equal number of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	7	2	2	2	1
5. Gender balance on all community committees.	3	3	2	4	2
<b>Participation</b>					
6. Women and men participate equally in council meetings,		2	3	3	5
7. Women have an influence on decisions taken by the council.	2	1	5	4	2
8. There is equal participation of women and men at public meetings and events.	3	1		4	6
<b>PLANNING</b>					
9. Targeted gender planning and service delivery takes place in the council	5	4	3	1	1
10. Strategic objectives of the Council explicitly mention gender.	6	4	2	1	1
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.	4	5	2	2	1
12. There are gender indicators in all plans.	5	3	4	2	
<b>GENDER-SPECIFIC PROGRAMMES</b>					
13. The council is involved in gender-specific projects.	6	1	5	2	
<b>Safety and security</b>					
14. The council has up to date crime statistics disaggregated by sex.	4	4	3	2	1
15. The city/town is a safe place for women, i.e. To walk around safely at night and in the day.	4	3	4	1	2
16. There is sufficient lighting on streets and in public spaces.		3	4	5	2
17. Public transport is safe for women and children.			1	7	6
18. There is a good working relationship the police and community, especially women and women are adequately	2	1	2	6	4

represented in community policing forums.					
19. Police and justice service providers are given training on how to handle cases of gender based violence.	2	1	5	6	
20. The council participates in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism.	3		5	3	3
21. The council has an action plan and budget for ending GBV.	8	3	2	1	
22. The council supports places of safety.	3		2	4	5
<b>Educare</b>					
23. There has been an assessment of the need for child care facilities.	3		2	4	5
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>					
<b>The economy and job creation</b>					
24. The council has a local economic development plan that targets women entrepreneurs as key beneficiaries	7	4		2	1
25. Women and men benefit equally from informal trading facilities in the council.	3		2	1	8
<b>Procurement</b>					
26. The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	10	3			1
<b>Housing</b>					
27. The council keeps sex disaggregated data on title deeds.	9	3	1	2	
28. The council has taken steps to ensure that women benefit equally from housing opportunities.	4		2	2	6
<b>Utilities</b>					
29. The council has sex disaggregated data on who has access to basic services i.e. Male and female headed households.	5	4	1	2	2
30. Women are involved in the management and maintenance of these services and facilities.	3	2	3	1	5
<b>Transport</b>					
31. Women are consulted in regard to their transport needs.	3	5	2	2	2
<b>Health and HIV and AIDS</b>					
32. Health facilities are easily accessible to women.	1		1	4	8
33. The council keeps sex disaggregated data on HIV and AIDS.	2	1	2	2	7
34. There is a gender aware HIV and AIDS public education and awareness campaign.	1		4	3	6
35. PEP is available at all health facilities and there are information campaigns surrounding this.	1	1	4	5	3
<b>Environmental health</b>					

36. Women are consulted in the management of waste.	2	2	3	4	3
37. Women and men benefit equally from business opportunities in this sector.	2	1	1	4	6
<b>Social development</b>					
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	4	3	2	3	2
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>					
<b>Selection and recruitment</b>					
38. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work.	1		5	4	4
39. There is an affirmative action policy.	10	2		2	
<b>Career path</b>					
40. Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities	1		1	6	6
<b>Working conditions and environment</b>					
41. The council provides equal benefits for women and men, maternity and paternity leave.	5	3	2		3
42. There is a sexual harassment policy that is enforced.	5	3		1	1
<b>GENDER MANAGEMENT SYSTEM</b>					
<b>Gender structures</b>					
43. The council has set up a gender structure, which involves civil society that is empowered to do its work.	7	4	3		
44. Gender is written into the job descriptions and performance agreements of managers and key functionaries	10	3		1	
<b>Budgets</b>					
45. A share of expenditure is explicitly targeted at promoting gender equality.	8	5			1
46. Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects.	1	3	5	1	4
<b>Monitoring and evaluation</b>					
47. Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	5	5	3	1	
<b>Capacity building</b>					
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.	3	2	5	2	2
<b>Skills</b>					

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.	2	3	1	3	5
<b>Political profile and champion</b>					
50. Gender issues are given a high political profile by the Council and has a political champion	3	5		3	3
<b>Total</b>	<b>204</b>	<b>118</b>	<b>121</b>	<b>127</b>	<b>140</b>
	710				
Number of forms received	13				
Total	54,62				
x 2	109,23				
../5	<b>21,85</b>				

## Annex D: Gender Action Plan for Francistown District Council

<b>FRAMEWORK GENDER ACTION PLAN FOR FRANCIETOWN CITY COUNCIL</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>I. GOVERNANCE</b>						
<b>Representation</b>						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Gender Links, political parties, BALA, Women's affairs	There is 23% representation of women councillors in the council	Increase representation of women by 27%	2015	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Gender Links, BALA, Women's Affairs, Democracy Project (UB)	What is the % of women in the different political parties? Where they are usually placed on the party list? Not aware	20% increase of women in political parties	2011	
	Engage with Traditional Authorities on women's representation in local politics.	Gender Links, WAD, political parties, IEC	Traditional Authorities have not been engaged on representation of women in local politics	<ul style="list-style-type: none"> <li>• Hold two meetings with traditional leaders twice a year</li> <li>• Success of these meetings measured through dikgosi encouraging the society to vote for women</li> </ul>	2010	
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in local government including management and other committees.	Human Resource, Council Chairman	The council has statistics of women in leadership positions	Sex disaggregated statistics on women in leadership positions in local government.	Ongoing	
	Take measures to ensure equal representation of women in leadership positions in council.	City clerk, Council chairperson, Women Affairs department	There is 18% representation of women in the council committees	To lobby for 50% of all leadership positions to be held by women.	2015	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
To educate people and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.	Dikgosi, political parties, IEC, UB, Gender Links	Political parties have encouraged voters to vote for women	<ul style="list-style-type: none"> <li>Electorate to be sensitised during kgotla meetings</li> <li>Ward development committees to be sensitised</li> </ul>	2010	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Department of Education, Civil Society	The Ministry has never been approached to encourage gender balance in the curricula	Equal representation of both male and female students in all subject codes	2015	
<b>Participation</b>						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS)	Political parties, Emang Basadi, Gender Links	There is multi party Caucus in the council	Multiparty women's caucus established	Ongoing	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political parties, Women Wings, Emang Basadi, Multi part women's wing	Grooming programmes for women exists within political parties though not intensive	50 women to be groomed each year	2015	
	Network with regional and international women's caucuses	Political parties, BALA, Women Affairs Department	There has been a networking of the women commission through BALA	2 more networks to be established outside Africa	2011	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	Human Resource, BALA,	There has been a skills audit for officials and not for councillors	Data on the specific skills of councillors to be established.	2010	
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	BALA, Human Resource	There has been training on leadership	All councillors to participate in the training as guided by the skills audit	2010	



**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	City Clerk, Council Chairperson	Vernacular used during meetings	Use of vernacular during council meetings fully	Ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	City Clerk, HR, Council chairperson	There is an induction programme but it is not gender sensitive	2 refresher courses annually	2011	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	BALA, WAD, Gender Links	There has been training on gender by Gender Links and 17 male councillors participated	All male councillors and 20 staff members to participate in gender training	2010	
	Gender dialogues with male Councillors and officials, including community leadership	BALA, Gender Links	Gender dialogues with male councillors never held	Gender dialogues with male councillors to be held quarterly	2010	
<b>Community mobilisation</b>						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	WAD, City Clerk	What data exists on the community currently? • Data not known to follow from the council	Gender disaggregated data on the community.	2010	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.	WAD, dikgosi, Gender Links	Statistics on public participation in public meetings not available	Participant List for public meetings	2010	
	Educate, inform and disseminate information	All council departments	Information on HIV/AIDS and bills is in Setswana	To Publicise services offered by the council in Setswana	2012	

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	in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS			and English		
To ensure that women are consulted and participate equally in policy-making processes.	Conduct specialised participation exercises for women, and ensure that their concerns are captured in policy	All council departments, Ministry of local government	Gender disaggregated data does not exist	For consultative meetings with women to be held	2013	
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops with men's groups, and audit the impact of the training	WAD, Gender Links, Emang Basadi	Gender equality workshops have not been held with men's groups	Two workshops with men's groups per year	2010	
<b>Communication</b>						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	Public relations Officer, Women's affairs, Gender Links	Council publications not reviewed	Gender aware publicity materials.	2010	
<b>II. GENDER SPECIFIC PROGRAMMES</b>						
<b>Early learning</b>						
To provide affordable child care to free women to participate in the labour force,	Greater coordination between the council and the Ministry of Education in provision of quality early childhood development facilities.	S & CD, Dept of education	Ministry of education develops the policies and council through the S & CD implement the policies	25 % of children below the age of 5 years to be enrolled for early childhood development	2015	
	Review pre-primary and	S & CD, Dept of	What is the current fee	What is the target?		

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	kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	Education	structure? • Currently not aware			
	Ensure pre-primary education is policy compliant	S & CD, Dept of education	Pre primary education is policy compliant. There is an officer in charge of pre school development and reports directly to the education committee	Policy compliant pre-primary education	Ongoing	
<b>III. GENDER IN EXISTING PROGRAMMES</b>						
<b>Security and emergency services</b>						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	Roads dept, physical planning	All streets are named	100% of streets to be named as and when new streets are developed	Ongoing	
	Lobby businesses to assist people in need.	S & CD, councillors, NGOs	The business community has been assisting during fire disasters and floods	The business community to be targeted at large as and when need arises	Ongoing	
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires.	Fire dept	Fire dept has conducted ed public education on the prevention of fires and first aid	100% reduction of fire accidents	Ongoing	
	Train community members on how to handle emergencies, including first aid.	Fire dept	Business community and general public have been trained on handling of emergencies	General public and business community of Francistown	Ongoing	
To ensure that building control measures are	To provide critical information, particularly	Building control, fire dept	Building dept ensures compliance with building	Industrial businesses and community are the targets	Ongoing	

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enforced, in particular are well informed on the process	for women, on building and construction in order to ensure safety		regulations at design building stage			
<b>The economy and job creation</b>						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Set and monitor specific targets to ensure gender parity in employment opportunities created by local government.	Ministry of labour and Home affairs, Ministry of Local Government	65% men and 35% women employed by the council	Increase employment of women by 15% and the human resource dept will do the monitoring	2015	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	S & CD, Women Affairs department, Youth and Culture	National unemployment rate is 30%: 18% women and 12% men?	Increase employment rate of women by 5%	2015	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	S & CD, City clerk	There is a vote item for economic empowerment through the S & CD but it is not specific to women	To sensitize the council to introduce the Vote Item for women empowerment	2015	
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD, S & CD,	WAD has an economic empowerment programme for women to start up their own businesses	Women starting up their own businesses	Ongoing	
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	Women's Affairs, S & CD	There is data on unemployment levels but not per community (Labour Report-CSO)	Availability of gender disaggregated data.	Ongoing	
To promote equal representation of women in the tourism industry and	Facilitate development and entry of women into the tourism industry and	S & CD, WAD, Department of tourism	What is the representation of women in the tourism industry?	What is the target % of men and women participating in the tourism industry?		

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commercial agriculture	commercial agriculture		- Unaware			
<b>Procurement</b>						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	Local Authority and disposal of assets, LAPAD	- General public educated on tendering procedures - 0% of women are engaged in catering and supply of school uniform	What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women? • Refer to tender section		
	Implement and monitor quotas for women for the awarding of council contracts	LAPAD	- Most of the service contracts are awarded to women - There are no points awarded to gender in the awarding of contracts	Increase the service to women by 50%	2015	
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	Ministry of Local Government	There are 2 women out of 10 (20%)men in the tender board currently	50% women on the tender board.	2015	
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	LAPAD, WAD, All council depts	There are no incentives for subcontracting women	Central government to establish a policy for incentives for subcontracting women	2015	
<b>Poverty eradication</b>						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.	S & CD,, WAD	- 18% of women live in poverty - There is a Rehabilitation programme (Horticulture & gardening) to help people to graduate from poverty at	More people graduating from the poverty status	Ongoing	

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			p[lot 911			
	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households.	S & CD	- Needs assessment for poor people has been done - Francistown Council registered 817 (8% of Francistown population) of needy people	Assessment results	Ongoing	
	Facilitate improved access to social grants, including food security nutrition	S & CD, public health, social services	Most of the beneficiaries of social grants are women(% of women beneficiaries of social grants)	!00% of all women who qualify to access social grants	Ongoing	
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	WAD, S & CD, Department of Youth and Culture	Income generating activities facilitated include; horticulture, upholstery, tailoring, brick moulding, sewing	<ul style="list-style-type: none"> <li>Sustainable businesses</li> <li>Monitoring of businesses by WAD, S &amp; CD</li> </ul>	Ongoing	
	Liaise with and support CBOs and NGOs already working with poor households.	S & CD	NGOS and CBOs awarded with grants by the council	Graduation from poverty by the poor households	Ongoing	
<b>Business support</b>						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Women affairs, S & CD	What is the proportion of women to men in the business sector? - Unknown	What is the target % growth?		
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	S & CD PRO, WAD	Information on sourcing economic activities exists at WAD and S & CD	Increase in the number of women in business	Ongoing	

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	Encourage public and private business partnerships with all stakeholders	S & CD, PRO, LEA	Public/private business partnership exist with stakeholders	2 partnerships to be formed annually	2015	
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	S & CD, PRO	Skills development and business support for women exists	20 women to be trained annually	Ongoing	
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.	LAPAD	Currently there is no support for women headed companies	What is the target number of women-headed companies to be formed? How will support be measured? • Unknown		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	S & CD, LAPAD, CEDA, LEA	Mentoring of small enterprises takes place at the mini show, BOCCIM show, women's exhibition (WAD)	20 businesses to be mentored annually	Ongoing	
<b>Informal sector</b>						
To promote equal access to markets.	Link women to investment opportunities	WAD,S & CD	400 women are in informal sector	100 new formal business	2015	
	Integrating women with partnerships, joint ventures etc.	WAD, S&CD	How have women been integrated in partnerships and mergers? - Unknown	Formation of 5 women in partnerships annually	2015	
<b>INFRASTRUCTURE</b>						
<b>Housing and Land Rights</b>						

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To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	Lands District Admin, Estate Management , council	There is gender disaggregated data	Gender disaggregated data on housing.	2010	
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards	WAD, Land Board, SHHA	There are no policies deliberate for ensuring that women access land. Land is given on a first come serve priority	What is the target increase in the number of women owning land?	2010	
	Training of Land Board on gender issues (through Ministry of Lands)	Gender Links, WAD	Land boards have not been trained on gender issues	2 gender workshops	2010	
	Ensure gender balance on housing committees; and lobby for a quota for women	Council chairperson	How is the housing committee currently constituted - Unknown	50% of the housing committee should be women.	2010	
	Increase the range of housing and land options available to poor households; including subsidies for poor women	S & CD, SHHA, Land Board, Estate Management	Previously there was no land tenure for women and this still exists in some areas under chiefs	Increase land ownership of women by 2%	2010	
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Estate Management, Environmental Health	Needs assessment on living environments not done	Customer satisfaction survey for living environments	2011	
	A policy on low-impact economic activities to be undertaken from dwelling units.	Estate management, town planning	There is a zoning poli9cy in place	How will this be measured?	2011	
To ensure women and	Educate women on	Estate	- SHHA department has	How will this be measured?	2011	



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men's equal access to housing subsidies.	housing policies and subsidies.	Management, WDC, councillors, Lands District Admin	statistics on women and housing - SHAA loan programme can be used as a baseline for policy and subsidy			
	Disaggregate and capture existing data; a mechanisms for continuous data capture	Estate Management, SHHA,	Housing subsidies are in accessible to the low income community	Gender disaggregated data and statistics	Ongoing	
	Audit housing plans.	Building and control committee	Housing plans are audited	Audit	Ongoing	
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Ministry of Lands and Housing, SHHA, WAD	Housing policies not reviewed to make them gender sensitive	Consultative meetings with housing stakeholders	2011	
<b>Transport</b>						
To ensure that women's transport needs are established and met and to ensure that public transport is made safer for women and children.	Collect gender disaggregated data to establish who uses public transport, whose needs are being met and whose are not.	Department of Roads and transport (DRTSO)	Lack of statistics and data for public transport users – are there any statistics in this regard?	Statistical data	2011	
	Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	DRTS, civil and mechanical engineering, WDC, police	- Traffic study done in 2007 - Designs have been proposed for Francistown and surrounding areas	- Reduction in road traffic accidents ( police reports) - Reduction in crime/violence at bus terminals and stops (police reports)	2012	
	There should be effective policing to ensure that taxis comply with safety standards and laws,	DRTS, police	DRTS and police inspects if taxis are road worthy	Decrease road accidents/violence/deaths by 50%	2015	

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	including that they be registered and that they go for regular roadworthy tests.					
	Taxis should be made safer, including eliminating transport pirating	Police , DRTS	Taxis should have fire extinguishers as safety measure	What is the target? To enquire from the council		
	Pedestrian safety, especially in informal settlements.	Civil and Mechanical engineering, DRTS, police	What are the current statistics on pedestrian safety? - Unknown	How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities?  To enquire from the council		
To empower women to participate in the male-dominated transport sector.	Gather gender disaggregated data on who owns and drives taxis, buses and haulage transport	DRTS	What data currently exists? - Unknown	What is the target? To enquire from the council		
	Train women to drive and own taxi's, buses and haulage and get women on taxi and bus associations.	Women's Affairs department	Female taxi and owners and drivers exist	What is the target % increase in women taxi owners and drivers  To enquire		
<b>Water, sanitation and electricity</b>						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	Council Departments	Community assessment on use of services not done	Community Assessment on use of services results	2012	
	Provide affordable services to poor households.	Public health, water	Services provided by the council: water, sanitation and waste water disposal	What is the target?		
	Council to provide	Council	All services provided by the	100% provision of services to	Ongoing	

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	subsidies for those who cannot afford	departments	council are subsidised and poor people are exempted from paying	the community		
	Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector.	LAPAD, Ministry of Local Government	Women are employed in water, sanitation and electricity ( How many women as opposed to men)	Increase women employed in this sector by 30%	2015	
	Ensure that women are consulted prior to the provision of services.	Council departments	The community is consulted at kgotla meetings on the provision of services by the council	Gender sensitive consultation on the provision of services	2011	
	Align services to the needs of women.	Council Departments	Service provision in general to the community but not gender sensitive	Gender Sensitive service provision	2015	
	Involve women in the management and maintenance of these services and facilities.	Council Departments	Women are involved in the management and maintenance of water, sanitation and electricity (numbers and comparisons)?	What is the target number of women to be involved?	2015	
<b>Environmental health</b>						
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	Public Health, Environmental Health, DA (Ipelegeng), Health Planning Committee	Environmental committees exists in the wards	Increase participation of women in health committees to 50%	2015	
	Increase the frequency of refuse collection.	Environmental Health	Refuse collected biweekly	Collection of refuse biweekly	Ongoing	
	Provide and maintain public toilets in strategic	Environmental Health	• There are 14 blocks of public toilets in the	• There should be 22 blocks of toilets in Francistown	2015	

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	areas		council (6-8 units each) How many for men and women <ul style="list-style-type: none"> <li>- Toilets maintained as and when need arises</li> </ul>	(1 block per ward and three in main mall) <ul style="list-style-type: none"> <li>• Maintenance should be every 6 months</li> </ul>		
	Review the waste management policy from a gender perspective.	Ministry of Environment	Waste management policy does not exist Waste management policy does not exist	What is the target?		
<b>HIV and AIDS</b>						
<b>Prevention</b>						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Gender disaggregated data on HIV/AIDS for the council; integrate gender considerations local HIV/AIDS programmes.	Public Health, DMSAC, Health Education Promotion	<ul style="list-style-type: none"> <li>• Training for service providers: 60 women, 20m men</li> <li>• BCIC training: 37 women, 20 men</li> <li>• SRH training: 27 males (taxi drivers)</li> </ul>	Gender disaggregated data	Ongoing	
	Develop gender aware HIV and AIDS public education and awareness campaign.	DMSAC, NGOs, Tebelopele	HIV/AIDS campaign exists: <ul style="list-style-type: none"> <li>• PMTCT, Male involvement campaign that was done 4 times in 2008</li> <li>• SRH male involvement and workshop, done 6 times and targeted Sunday soccer)</li> <li>• - O icheke marathon campaign by the youth</li> </ul>	Edutainment sessions for HIV testing targeting 300 people per session How many sessions planned, How will this be coordinated?)	2011	
	Advocate for and promote the female condom and so that women have free access to them.	Primary Health care	<ul style="list-style-type: none"> <li>• Female condom available in all the clinics</li> <li>• Cost=free</li> <li>• So far female condoms</li> </ul>	Increased distribution of female condoms by 60%	2010	

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			are enough but the consumption is low			
	Gender sensitive sex education in schools.	Primary schools, clinics, department of youth	<ul style="list-style-type: none"> <li>Abstinence campaign held in September</li> <li>37 teachers have been trained on ASRH in June 2008</li> </ul>	Life planning skills training for in school youth for behavioural change	2010	
To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need 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.	Primary Health Care	<ul style="list-style-type: none"> <li>Male Action Group is involved in the 16 days campaign</li> <li>PEP not readily available</li> <li>Available at IDCC and in 5 facilities including the hospital</li> </ul>	<ul style="list-style-type: none"> <li>Male behavioural change</li> <li>100% target for accessing PEP</li> </ul>	2015 Ongoing	
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	Primary health care, councillors, WDC	VCT statistics: <ul style="list-style-type: none"> <li>Male= 4988</li> <li>Female= 8041</li> </ul> (Statistics up to May 2009)	What is the target % increase in number of women and men going for VCT?	Ongoing	
<b>Treatment</b>						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	Primary health care	<ul style="list-style-type: none"> <li>Newly initiated on HAART in June 2009= 67 clients from Botswelole, Jubilee, Itekeng and Gerald</li> <li>Current total number on HAART=3943</li> <li>Total ever initiated on HAART= 6394</li> </ul> (Disaggregate the statistics by sex- how many women, how	Gender disaggregated data	Ongoing	

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			many men/)			
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.	Primary Health	To facilitate access to ARVs , there are ongoing health talks at the clinics and Infectious Disease Care Clinic (IDCC)	100% ARV treatment to all those who qualify and treatment is lifetime	Ongoing	
<b>Social development</b>						
To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities.	Collect gender disaggregated data on the use of council community and sporting facilities.	Youth office, S & CD,	Sex disaggregated data on use of community facilities and sporting facilities does not exist	Gender disaggregated data on the use of community and sporting facilities.	2012	
	Ensure that every library has a section on women's literature.	National library Services	Section on women's literature does not exist	Section on women's literature	2010	
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	National library services	Mobile libraries inexistent	How often should they operate? Which areas should be targeted?		
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.	Youth office, S & CD	There are school sports programmes and sports for local authorities	What is the target?	Ongoing	
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that	S & CD,	Currently the council does have events that celebrate the achievements women's achievements	Annual event to celebrate women's achievements	2015	

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	challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.					
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.	S & CD, Gender Links	Training on parenting responsibilities not existent	Gender sensitive programmes on parenting	2015	
<b>IV. EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
To increase the representation of women employed in the council.	Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.	Human Resource, DLGSM, DPSM	No steps for achieving gender equity in employment practices of the council	50% women in all areas of employment by 2015	2015	
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.	Human Resource, DLGSM, DPSM	Statistics of council employees <ul style="list-style-type: none"> <li>• 666 permanent and pensionable</li> <li>• Industrial class:984</li> <li>• 330 women; 291 men (What is this statistics for?)</li> <li>• Management: 44.4% women, 55,6% men</li> </ul> Ensure that all the data is sex disaggregated	6% increase on women in management positions	2015	
	Include women’s targets as a non negotiable component of senior	Human resource, DLGSM, DPSM	<ul style="list-style-type: none"> <li>• Human resource responsible for ensuring that targets are met</li> </ul>	Contract with women’s targets	2015	

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	manager's contract.		<ul style="list-style-type: none"> <li>Women's targets not part of senior manager's contract</li> </ul>			
	Align the work place skills Plan to the Affirmative Action plan.	Human Resource, Heads of department	Work skills plan not aligned to affirmative action	Workplace skills plan aligned to Affirmative Action Plan	2015	
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.	City clerk, local works committee chair, HR	Unions not approached for gender equity in employment profile	Unions advocacy for gender equity in employment profile		
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	Human Resource	Job advertisements are open to everyone and not encouraging women to apply	50% women employed	2015	
	Selection panels should be gender balanced.	City Clerk	Selection panels not gender sensitive (What is the constitution)	Gender balance on selection panels.	2015	
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way. Experience and qualifications should both be taken into account in evaluating suitability for posts.	DGLSM, City Clerk	Interviews do not discriminate and people are hired on the basis qualification and experience	Gender sensitive selection policy	2015	
	Develop comprehensive employment equity plans.	DPSM, DLGSM, City Clerk	Employment equity plan does not exist	HR/ EE Policy	2015	
	Apply job preservation policy to meet women's	DPSM, DLGSM, City Clerk	Job preservation policy to meet women's targets not in	HR/EE policy	2015	



**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	targets.		place			
	Incorporate gender into structure system policies and processes.	DPSM, DLGSM, City Clerk	Gender has not been incorporated	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.	DLGSM, COMT	Succession and staff development plans does not exist	Succession and development plan		
	Undertake a skills/ qualification audit and assessment of all municipal Economic planning employees.	Human Resource	Skills audit carried out	Results of the skills audit report	Ongoing	
	Devise and implement a range of capacity-building options for employees and cllrs.	City Clerk, HR	On job training currently taking place	Capacitated employees	Ongoing	
	Mentoring new cllrs and employees.	City Clerk, HR	Councillors are currently being mentored	Efficient and productive councillors	Ongoing	
	Identify skills needs among communities and skills gaps in key economic sectors.	City clerk, S & CD,	Needs assessments carried out	Community empowerment	Ongoing	
	Develop targeted skills development programmes.	City Clerk, HR	Skills development carried out	Skills development programmes	Ongoing	
	Facilitate women's entry to skills development	DLGSM, city clerk, HR	Nothing done to facilitate women's entry to skills	50% of women to access programmes	2015	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	programmes.		development programmes			
<b>Work conditions and environment</b>						
To facilitate women's equal participation in the workplace.	Review maternity leave provisions to ensure that women are able to take three months full maternity leave through the contributions of both local government and Social Security.	DLGSM, HR, Trade unions, DLGSM	84 days depending on certificate from doctor and provision of two years between the confinement	Three months full maternity leave through the contributions of both local government and Social Security.	Ongoing	
	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave	DLGSM, HR, trade Unions	There are no provisions for paternity leave and responsible fatherhood	Paternity leave to be 84 days equal to maternity leave	2015	
	Meetings times should take the needs of all employees into consideration and not run too late.	City Clerk, HODs	There is no policy on meetings	Meetings should be within working hours	2009	
	Provide child care facilities for municipal employees.	City Clerk, Arch and Buildings, S & CD	No child care facilities for municipal employees	1 child care facility	2015	
	Provide flexible work arrangements for parents.	City Clerk, HODs, HR	Mothers are provided with 1 hour recess for one hour	Recession applied to both parents	2015	
	Conduct awareness programmes on parenting responsibilities.	City Clerk, S & CD, HR	Parenting programmes not in place	Responsible parenting programmes	2010	
	Support and expand crèches.	City Clerk, S & CD	24 crèche facilities in existence	11 crèches to be established	2015	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	City Clerk, HR, S & CD	Sexual harassment policy not in existence	Sexual harassment policy implemented	2014	
	Workplace education and awareness on the SHP	City Clerk, HR, S & CD	There is no awareness on sexual harassment policy	Sensitive employees on issues of sexual harassment	2015	
	Code of conduct to ban the use of sexist jokes and language.	City clerk, HR	There is no code of conduct on the use of sexist language	Banning of use of sexist language	2010	
<b>V. GENDER MANAGEMENT SYSTEM</b>						
<b>Planning</b>						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.	City Clerk, Council Management	Current Mission Vision Statement gender sensitive	Gender Sensitive Mission, Vision Statement	Done	
	Conduct surveys prior to planning to determine the needs of both women and men.	CSO, Council Departments	Surveys prior planning to determine needs of both women and men carried out i.e.; HIV/AIDS prevalence survey, population census, health and S & CD reports, roads inventory surveys	Gender aware survey results.	2015/16	
	Consult with both women and men when drawing up plans.	Councillors, local structures, economic planning	Men and women have been consulted when drawing up plans, i.e.; UDP 3	4 consultations to take place with community, vulnerable groups, civil society	Annually	
	All units and departments should include gender indicators in their business plans.	City Clerk, HODs	Council departments and units do not have gender indicators	Business plans with gender indicators	2015/16	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to	All council departments	Customer satisfaction conducted	Customer satisfaction surveys quarterly	Annually	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	gender.					
<b>Gender structures</b>						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.	DCC (F &A)	No work has been done to establish gender structures	GMS established, vested with authority, strategy, plan and resources.	2015	
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	HODs, City Clerk	Nothing has been done in the establishment of gender focal points. Gender focal points not necessary	GMS established, vested with authority, strategy, plan and resources.	2011	
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	CEO, HODs	There is no one responsible for gender in the council	GMS established, vested with authority, strategy, plan and resources.	2015	
	Gender to be written into the job description and performance agreements of senior managers and GFP.	Human Resource, City Clerk	Gender not written in the performance agreements of senior staff	Accountability on gender through PAs.	2011	
	Gender should be a standing item on the agenda of management committee meetings.	Management	Gender not an item in the agenda of management committee meeting	Gender as a standing item in management committee meetings	2010	
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Mayor, CEO	HSS is responsible for gender in the council	Gender equality committee.	Ongoing	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Form a multi party women's caucus.	BALA, political parties, Emang Basadi	Women councillors come together through the BALA women's commission	Women's caucus established.	2011	
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	BALA, WAD,	Gender Focal points not established	GFP formed; TOR for GFP	2010 City Clerk, Gender Coordinator	
	Publicise the establishment of the gender machinery.	PRO	Gender Management System not known and publicised	<ul style="list-style-type: none"> <li>GMS established</li> <li>Awareness on GMS</li> </ul>	2013	
	Gender machinery to prepare their own strategic plans.	City Clerk, Gender Coordinator	GMS does not have a strategic plan	Strategy and action plan adopted.	2011	
	Establish linkages with gender machinery in other municipalities.	Gender Coordinator, City Clerk	Linkages not established with external gender machineries	GMS Networked	2013	
<b>Budget, monitoring and evaluation</b>						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.	Council Departments, CSO	Sex disaggregated data exists but not applied	All statistics disaggregated by gender.	Ongoing	
	Gender indicators to be formulated for each department/ programme and HR management.	HR, HODs	There are gender KPI in the city score card e.g., maternal care, gender violence	Gender KPIs integrated into city score card.	Ongoing	
	Ensure that women and men participate equally in public consultations on planning and budgets.	Councillors, council departments,	Men and women consulted at the kgotla	<ul style="list-style-type: none"> <li>Equal participation of women and men</li> <li>Sex disaggregated data from consultations</li> </ul>	2010	
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of	HODs, City Clerk, Gender coordinator	There are no budget allocations for advancing gender equality but women participate more in economic empowerment programmes such as Ipelegeng and S	Budget allocations for advancing gender equality	2011	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	women and men.		&CD rehabilitation programme			
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	S & CD, City Clerk	The action plan has not been costed	Costing of this action plan.	2010	
	Ensure that departments allocate resources to gender priorities.	HODs Gender Coordinator	Departments do not allocate resources to gender priorities	Budget for gender priorities	2012	
<b>Capacity building</b>						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	BALA, Gender Links, WAD	Training done so far: Gender mainstreaming for planners, gender awareness for the council	<ul style="list-style-type: none"> <li>• 4 workshops per year</li> <li>• 400 participants</li> </ul>	2010	
	Liaise with service providers to provide training programmes.	BALA, City Clerk	Training not taken place	<ul style="list-style-type: none"> <li>• Training programmes</li> <li>• 4 workshops</li> </ul>		
	Facilitate training programmes among councillors, officials and community groups.	BALA, WAD, City Clerk	Gender awareness for councillors	All councillors, village development committee, health committees	2011	
	Ongoing mentorship and support through linkages with civil society.	BALA, Gender Links	There are no mentorship programmes in place	All councillors, village development committee, health committees	2011	
	Assess impact of training.	Gender Links, BALA	Training not taken place	Interpretation and integration of gender issues in council business	2011	
	Gender sensitivity training for both male and female councillors	BALA	Male and Female councillors trained on gender	All councillors	2011	

**FRAMEWORK GENDER ACTION PLAN FOR FRANCISTOWN CITY COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	WAD, BALA, Gender links	Planners have been trained on gender mainstreaming	All departments except for planning and all councillors	2012	
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender e.g. Women's Day; Sixteen Days campaign.	S & CD, WAD, City Clerk	Council has not participated in the gender events	Calendar of special gender events and campaigns	2010	
	Prepare pamphlets, advertising, posters, logo etc.	S & CD, PRO	Publicity materials has not been produced to raise awareness on gender issues	<ul style="list-style-type: none"> <li>• Publicity materials on gender issues</li> <li>• Awareness on gender issues</li> </ul>	2011	
	Run competitions, sporting activities that challenge stereotypes.	S & CD, BALA	Competitions and sporting activities that challenge stereotypes not done	<ul style="list-style-type: none"> <li>• Competitions, sporting activities</li> <li>• Awareness on gender stereotypes</li> </ul>	2012	

## Annex E: Action plan for ending GBV

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>Prevention</b>						
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.	S & CD, PRO	What are the current statistics on GBV in the council?	Reduction in the cases of GBV	2010	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Mayor, Council secretary, S & CD	Gender safety audit never conducted	Results of audit Women's Safety Assessment Focus group established	2010	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Ward development committee, parks department, physical planning department, Botswana power corporation	There are streets lights but not adequate	What % improvement in street lighting? What % decrease in sexual assault in public places? How will this be measured? Police stats?	2011	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Botswana Power Corporation, Physical planning	There is a lighting master plan in the council	Lighting master plan with clear targets and indicators	2011	
	Name all streets clearly so that police and other emergency services can reach residents with ease	Physical planning	95% of streets are named	5% of the streets to be named	2012	



<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	in the event of emergencies. In informal settlements each municipality to develop land marks					
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Councillors, police officers	Community policing in place but does not focus on GBV	Each ward to have a community policing forum	2011	
	Involve street hawkers in crime watchdog projects.	Mayor, police	Street vendors not involved in crime watchdog projects	Street vendors in each area involved in crime safety projects	2011	
<b>Public awareness campaigns</b>						
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, BALA, Women's Affairs department	The council does not have programmes on GBV	<ul style="list-style-type: none"> <li>Development of programmes on GBV in the council</li> <li>Behavioural change in relation to GBV</li> </ul>	2011	
	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	City Clerk. Women's affairs	The council has participated in GBV awareness campaigns in the past	What is the target? How will this be measured? Council to plan its on commemoration on sixteen days of gender Based Violence	2010	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back	S & CD, PRO, councillors	Council never participated in the Take Back Night Campaign	<ul style="list-style-type: none"> <li>Mount high profile campaigns to reclaim unsafe areas</li> <li>Reduction in crime inn the</li> </ul>	2010	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	the Night campaign to sustain the momentum.			unsafe places		
	Promote involvement of men and boys in ending gender violence.	S & CD, community district office, True men, Women's affairs	Men and boys have been targeted in campaigns to end GBV but there is no feedback	<ul style="list-style-type: none"> <li>Target 70% of men and boys</li> <li>Men to lead in the behavioural change programmes</li> </ul>	2011	
	Monitor and evaluate impact of all public awareness campaigns	S & CD, youth office, PRO	The monitoring and evaluation is minimal and there is no feedback	Database for evaluation	2010	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	IT officer, youth officer, PRO	The council has not participated in cyber dialogues?	Council to participate in 'Making IT work for Gender Justice'	2009	
<b>Best practices</b>						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	True men, WAD, BALA, S & CD	There is no documentation for best practices to end GBV	Four best practices to be collected in Francistown	2010	
<b>Response</b>						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	Councillors, police	There are workshops for community policing forums conducted by the police	Involve other stakeholders such as youth office, S & CD, Women's Affairs Department	2010	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	WAD, City Clerk, police	There is one place of safety and care	Establish one safety place	2015	
	Develop and maintain an updated database of services and facilities	WAD, , City Clerk	There is no data base of services and facilities available to survivors	Database of services and facilities	2010	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	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.		and victims of gender based violence			
	Encourage role modelling of survivors and victims	WAD, council, S & CD	At present there is no role modelling	What is the target? How will this be measured?		
	Establish gender units and family counselling services at people centres with appropriate resources	WAD, , Council clerk	There are no specific gender based units but the counselling takes place in the council through social workers	Establish one more gender unit	2015	
	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.	Public health, S & CD	Clinics do not highlight link between HIV/AIDS and GBV	Undertake education on the link between gender based violence and HIV/AIDS	2010	
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	WAD, primary health, S & CD	There are 25 counselling facilities within the council	Three more facilities to be established ( HIS, Post traumatic services established in Francistown college of education, Francistown Vocational Technical College)	2015	
	Alleviate the burden of home based care that is	S & CD, primary health	What are the stats on HBC for survivors of	Reduction in the number of GBV cases reported	2015	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	shouldered by women in the majority of cases.		GBV?			
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	WAD, S & CD	What are the current statistics on GBV in the council?	To enquire on statistics	2009	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	WAD, S & CD,	There are no private rooms cases of GBV	60% increase in the in the number of reported cases of GBV	2011	
<b>Support</b>						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	NGOs, WAD, business community, S & CD	There has never been an audit on safe houses	Audit results available	2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	NGOs, WAD, business community, S & CD	Council has not committed an resources to support survivors of gender based violence	Budget / resource allocation	2015	
	Establish day care centres for the elderly to ensure their safety.	Council clerk,	There are no day care centres for the elderly	1 day care centre to be established	2012/2015	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	S & CD, WAD, NGOs	The council has not embarked on any programme to address GBV	One seminar per ward per quarter		

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>Coordination</b>						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	City of Francistown, Village development committee, WAD, DMSAC, gender Desk, WDC	Has any such committee been established No such committee has been established  To enquire from the council	To establishment of multi-sector committee	2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	VDC, COFC, WDC, Tribal Administration	<ul style="list-style-type: none"> <li>• There is a Law Enforcement committee of VDC</li> <li>• Close working relationship between S &amp; CD, the police and judiciary</li> </ul>	<ul style="list-style-type: none"> <li>• Effective GBV management machinery established</li> <li>• Increased community awareness level reinforced</li> </ul>	2011	
<b>Budget allocation</b>						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	City Clerk	No budget for addressing GBV To enquire from CSO		2011	
<b>Monitoring and evaluation</b>						
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.	BALA, Gender Links, WAD	Targets have not been developed and integrated into plans To enquire from the council		2012	

## Annex F: Messages and slogans for gender based violence

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
<b>Individual</b>			
Abused woman or man	Need for counselling	Silence kills	Posters, newsletters, pamphlets, radio, rallies
Abused child	Need for counselling	Stress kills	Posters, newsletters, pamphlets, radio
Abusive men	Need for counselling	<ul style="list-style-type: none"> <li>• Stop violence</li> <li>• Break the silence</li> </ul>	Posters, newsletters, pamphlets, radio, demonstrations
<b>Family/ Household</b>			
Mother, father, guardian	Family unity, equal treatment of children	<ul style="list-style-type: none"> <li>• Motsadi o tshwara thipa ka fa bogaleng</li> <li>• Phala e senang phalana, lesilo</li> </ul>	Radio, TV, Newspapers
Parenting	Positive parenting	Dismay wulukubgwe dzo wila mu ghorokoro –(le)	Workshops, seminars, posters
<b>Community</b>			
Community	Need to create safe spaces	A safer environment for a violent free society	Drama, Media
Schools	Education on Sexual harassment	School: A safe place for learning and development	Drama, Video, media
Religion	Violence is not tolerated	Love your neighbour as you love yourself	Songs, Drama, Media, Church sermons
Sports	Need for spreading messages against GBV	Stop GBV for fitness for all	Videos, Media, Printing of messages in the sports wear
<b>Society</b>			
Political leadership	Need for a gender sensitive leadership	Bomme le borree ba na le bokgoni (Both women and men are capable)	Posters, Billboards, fliers, kgotla meetings
Criminal justice System	Everyone is responsible to observe the law	Gender justice for a healthy nation	Television, workshops,
Media	Objective media on reporting Gender based Violence	Stop sensationalisation: Report responsibly	Short messages through mobile phones
Culture	Need to reconsider the culture that	A re fetogeng go bopa setshaba	Posters, Kgotla meetings

<b>Arena for action</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
	perpetuates violence	(Lets change attitudes to unite the nation)	

## Annex G: Summarized workshop evaluation



### EVALUATION FORM



Event: Gender & Local Government Workshop

Date: 13, 14 & 15<sup>th</sup> of July 2009

Venue: Francistown, City of Francistown Council

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

### COMMENTS

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

- Group work as it provided an opportunity for interactions and sharing of ideas and experiences
- Practical and strategic needs
- Gender mainstreaming as it addresses problems of women at policy level
- Gender stereotypes, this is an eye opener as it sets a dynamic approach to gender issues
- Gender based Violence because it discussed how GBV could be curbed in the workplace and at community level
- Political Factors to effective participation of women: This has highlighted that the parties should be involved in gender equality by making their structures accommodative and open to both men and women
- Sex and gender: Most of us thought gender was about women but we now know that gender is about
- All the sessions were useful



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

- The drawing of plans, the exercise during the workshop was purely an academic exercise
- None of the sessions was least useful

## **3. Any other comments**

- This programme should be taken to communities and all the relevant stakeholders because gender equality will not be achieved in the near future.
- Issues of gender needs political will through finances and human resource. There should be formation of gender committees to incorporate gender into administration and policy formulation
- The workshop should be scheduled for five days
- The workshops should be held periodically to sensitise councillors and council management on gender related issues
- Gender should address issues affecting both men and women and not to only focus on women's issues
- If men are made to feel as perpetrators in the gender discourse, they will be defensive and fail to support the course
- Improve on time management and allocate more time for the workshop
- Gender issues are very sensitive and unique in their nature
- Keep holding workshops of this nature until the communities and the system is gender sensitive
- The workshop should start off with most difficult sessions while we are still fresh
- Facilitators were very active
- There was need for reference to records and involvement of the other sectors

## **Annex H: Opening Speech**

### **Official Opening Speech by His Worship the Mayor of Francistown Mr. Buti Billy for Workshop on Gender and Local Government, City of Francistown 13-15 July 2009.**

Director of Ceremonies Let me begin by thanking the organizers, Gender Links and BALA, for inviting the Francistown City Council 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 to the 16 Councils in the country.

Director of ceremonies I would like to acknowledge our councilors and senior staff from the Francistown District Council to have made themselves available out of their busy schedules, this alone spells out the commitment they have on gender related issues;

Director of ceremonies I have been informed that this workshop is a follow-up of Gender and Local Government Strategy Workshop held from 9- 13 February 2009 in Gaborone by the Botswana Association of Local Authorities (BALA) and Gender Links in which a Strategy was developed. The workshop conducted today is geared towards implementing needs identified in the BALA strategy. The BALA strategy is developed, to ensure that government commitments to gender equality are translated into action especially at council level where decisions are made. Director of ceremony allow me to congratulate BALA for its effort in fighting for gender equality among men and women.

Director of ceremonies, this workshop is part of the research on women in Local Government (At the Coalface): Gender and Local Government in Southern Africa which was carried out in Zambia, Swaziland and in Botswana councils respectively. Director of ceremonies the research, revealed that Botswana needs to redouble its efforts to increase women's representation and participation in Local Government in the 2009 elections.

Director of ceremonies, there is very little we can do for 2009 as we women have already lost in their primary election, but lets ensure that we encourage voters to support those women who have done well in the primary elections and lobby government to review the electoral system to enable the increase of women in decision making and power sharing.

The research further outlines the following findings, women are under represented in local government and that there are variations between councils for an example in Francistown we have 22 men and 5 women only the study further revealed that there are not many women at leadership levels. Although the overall representation of women in local government increased by 4.4% in the 2004 elections. The proportion of women mayors or chairpersons has dropped from 10% to none.

Director of ceremonies these results of the study justifies the need for such a workshop to address all these gender gaps. I therefore would like to assure Gender Links, BALA and councilors represented here that Francistown City Council fully supports these

initiatives by BALA and Gender Link. Director of ceremony allows me to remind the participants that the Botswana Vision 2016 emphasizes the importance of” **AN EDUCATED, INFORMED NATION** “Director of ceremony once informed you will make positive decisions.

Director of ceremonies allow me to remind honourable councillors that BALA strategy could only be implemented successfully if as councillors we participate fully in workshops such as these ones.

I am informed by the organizers that the workshop will focus on unpacking gender concepts, including looking at planning and budgeting from a gender perspective, indeed these are some of the issues we need to mainstream properly in our planning processes as councils.

I therefore urge honorable councilors to participate fully and effectively to make this workshop a success.

## **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 prevention 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 gets 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 authorised (e.g. those who have submitted good practises 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**

<b>Response form</b>	
<b>Please respond by 17h00 Friday 05 March 2010</b>	
<b>Name</b>	
<b>Organisation</b>	
<b>Designation</b>	
<b>Contact details</b>	Phone:
	Fax:
	Cell.:
<b>Email</b>	
<b>Confirming availability</b>	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
<b>Arrival and departure times (so that we can arrange airport transfers)</b>	
<b>Departure</b>	Date:
	Time:
<b>Return</b>	Date:
	Time:
<b>Dietary requirements</b>	Vegetarian:
	Halaal:
	Other:
<b>Any other comments:</b>	
<b>Send the form back by email to Bonita Visagie on</b> <b><a href="mailto:rsalocalgvt2@genderlinks.org.za">rsalocalgvt2@genderlinks.org.za</a> or by fax to +27 86 539 2628</b>	