

MUNICIPALITY COUNCIL GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: NAME OF COUNCIL =

WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED AT SUMMIT	OWN SCORE	JUDGES SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> Existence of plan Plan signed and adopted Plan shared with Council and Community Plan integrated Public events on gender eg International Women’s Day 	<ul style="list-style-type: none"> Copy of the gender policy/action plan Copy of the Council strategy/work plan Minutes and records of meetings Photos Media coverage 	<ul style="list-style-type: none"> Council has gender action plan in place Draft gender policy for stakeholder consultation Minutes of Human Resources and general purposes committee Photos of Gender Action Plan Workshop available. 	3	3	3
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> No of men councillors = 46 No of women councillors = 5 	Official records	<ul style="list-style-type: none"> Council lobbied Minister for a woman special interest councillor. 	2	1	2
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> Mayor/Chair of Committee = M Deputy mayor/deputy chair of committee = M No of committees chaired by women = 0 No of committees chaired by men = 8 	Official records	<ul style="list-style-type: none"> Mayor-male Deputy Mayor-male 	1	1	1

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Participation						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> Examples of issues raised by women in Council and what difference these have made. 	Council minutes	<ul style="list-style-type: none"> Council policy on allocation of markets and home industries gives special consideration for women Maternity fees not increased remained at \$35,00 	3	2	3
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> Examples of types of meetings held, representation/participation by women and men 	Photos Media coverage Minutes	<ul style="list-style-type: none"> Women participate in stakeholder consultation Benches project (Harare Safari Lodge) Wild Geese Clean up campaign 	3	3	3
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance schemes of council, no of women and men who have benefited. Local finance schemes linked to Council, no of women and men who have benefited. 	LED plans, how gender reflected Statistics on finance schemes.	Land sales and leases policy clause 7 gives a 10% advantage to women for land tendered for sale or lease.	3	3	3
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs created by councils Evidence of women 	Council employment statistics by sector and area of work	<ul style="list-style-type: none"> Progress at lower levels Drivers Fire fighters Operators of heavy machinery Middle management development Female Surveyor trained in 	2	1	2

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	and men being employed in non-traditional areas		Netherlands in GIS <ul style="list-style-type: none"> Female Accountant sponsored for MBA 			
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Land sales and leases 10% advantage for women bidders.	<ul style="list-style-type: none"> None 	0	1	1
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; involvement of women and men. 	Climate change policy Records of meetings Photos.	<ul style="list-style-type: none"> Development of local environmental action plans Council working in partnership with Environmental Management Agency (EMA) 	3	2	3
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> How waste management is handled. How women are involved. Proportion of women in waste projects 	Waste management plans Gender statistics on waste management Photos; video	Women Community Based Organisations working with Council in recycling projects. Council also provides land for the projects.	2	2	2

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Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> How gender is integrated into allocation of land and houses No of women allocated land and housing by council No of men allocated land and housing by Council. 	Policy on land and housing	<ul style="list-style-type: none"> Housing policy ;allocates to wife and husband in equal shares. Can allocate to wife only 10% advantage for women bidding for industrial and commercial land 	4	3	3
Water and sanitation						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> No of women on water/sanitation committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	<ul style="list-style-type: none"> Prioritisation of water and sanitation on strategic plan 1 female councillor on the Committee 	3	3	3
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	Records of campaigns Photos/video	<ul style="list-style-type: none"> Anti-litter campaign Typhoid awareness 	3	3	3

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HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> Existence of policy Messages underscore unequal power relations between women and men; Prevention of parent to child transmission Men are encouraged to go for VCT Women and men have equal access to treatment 	HIV and AIDS policy – gender dimensions	<ul style="list-style-type: none"> Policy in existence 400 Health Promoters employed by Council to work in communities Plays and skits to raise awareness Follow ups are being conducted for mothers and babies on ART. Harare has 32 clinics and 12 polyclinic PMTCT mobile pregnant women to book early and be tested for HIV . Mobilise men to accompany wives to be tested. 	4	4	4
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> Existence of care work projects supported by Council or in which Council is a partner. Remuneration/training/support for care givers in these projects No of women, no of men involved in care work 	Records of projects Examples of what these have achieved Photos, videos	<ul style="list-style-type: none"> Health promoters are paid by council to work in communities 	4	4	4
Social development						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> Types of facilities for sports and recreation, extent to which these cater to the needs of women and men. 	Records of facilities Gender disaggregated data	<ul style="list-style-type: none"> Net ball complex in place Stadiums Swimming pools in place Council has football, basketball and netball clubs Girls Netball team won Norway 	3	3	3

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	<ul style="list-style-type: none"> No of women, no of men who make use of facilities 		Cup.			
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> Existence of street lights Number of streets named Number of streets named after women Number of streets named after men 		<ul style="list-style-type: none"> Progressive repair of public lights Tender awarded for USD700 000 for fittings and spares for 2012 	2	2	2
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> Campaigns launched during the Sixteen Days Budget from Council for campaigns Other resources mobilised Follow up to campaigns Results achieved 	Reports Photos Video Budget	<ul style="list-style-type: none"> Council has youth and women programmes Yes Youth Education Through Sport 	2	2	2
<i>Response and coordination</i>						
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> How the Council works with the police on GBV Existence of committees on GBV No of women and no of men on these committees 	Records Photos Video	<ul style="list-style-type: none"> Council works in collaboration with police and Musasa project to address GBV issues in communities 	3	3	3

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EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> No of women in management No of men in management CEO/head of administration =M/F Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics	<ul style="list-style-type: none"> Women are mostly found in lowly ranked jobs Council has started to recruit women as drivers and they receive training from the council. Council has started upgrading women in middle management positions 	2	3	3
Capacity building						
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> Gender training conducted as part of COE's Changing lives as a result of gender training 	COE reports Changing lives profiles	<ul style="list-style-type: none"> Council has a gender action plan Both men and women are involved Council has departmental GFPs 	3	3	3
Working conditions and environment						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> Maternity and paternity leave Flexi time Family days Sexual harassment policy How sexual harassment cases are dealt with 	Work place policies	<ul style="list-style-type: none"> Sexual harassment policy is in place. Cases taken seriously by council and committees 	4	4	4

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GENDER MANAGEMENT SYSTEM						
Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> Gender focal point – who and what level Gender committee- who and how often does it meet 	COE and council records	<ul style="list-style-type: none"> Tor for Human Resources and General Purposes Committee include gender Council has a Gender Focal Person Heads of Department report on gender mainstreaming annually to Town Clerk. 	3	3	3
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> Specific budget line for gender – what proportion of budget Gender reflected in mainstream budget 	Budget	<ul style="list-style-type: none"> Budget is built into other votes Focuses on water, refuse collection, public lighting 	2	2	2
Monitoring and evaluation						
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> Regular reports to management on gender action plan. Corrective action taken. Score card used for benchmarking. 		<ul style="list-style-type: none"> Human resources and general purposes committee to receive annual report on progress in gender mainstreaming Evaluation workshops to be conducted in May 	3	4	4
TOTAL				67	65	69