

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: NAME OF COUNCIL =

SCORE OUT OF FOUR 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 | Yes, because there are more women participating in the council activities and are also in the leadership etc. chair is a women occupied by the vice chair lady | 4 | 2 | |
| 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 = • No of women councillors = | Official records | There are more women employed than men. | 4 | 2 | |
| 3. There are equal numbers of women | <ul style="list-style-type: none"> • Mayor/Chair of Committee = M/F | Official records | Our top leadership structure is headed by women. The council has local | 4 | 2 | |

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| and men in decision-making positions in Council, Mayoral committee, chairs of committees etc. | <ul style="list-style-type: none"> Deputy mayor/deputy chair of committee = M/F No of committees chaired by women = No of committees chaired by men = | | economic development plan that targets women. | | | |
| 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 | Has mobilized women to participate in the council discussions equally with men. | 3 | 2 | |
| 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 | More women are involved in gender issues and gender violence decreased | 4 | 2 | |
| MAINSTREAMING GENDER INTO EXISTING PROGRAMMES | | | | | | |
| 6. The Council has a local economic development plan that targets women | <ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance | LED plans, how gender reflected Statistics on finance schemes. | | 3 | 1 | |

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| entrepreneurs as key beneficiaries | <p>schemes of council, no of women and men who have benefited.</p> <ul style="list-style-type: none"> Local finance schemes linked to Council, no of women and men who have benefited. | | | | | |
| 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 and men being employed in non-traditional areas | Council employment statistics by sector and area of work | | 3 | 2 | |
| Procurement | | | | | | |
| 8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of | <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 | Procurement policy – how gender is integrated into this. | | 4 | 2 | |

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| contracts received by women. | in the last year. | | | | | |
| 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/video | | 4 | N/A | |
| 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 | | 4 | 2 | |
| Land and housing | | | | | | |
| 11. The Council keeps sex disaggregated data on title deeds and housing, and is | <ul style="list-style-type: none"> How gender is integrated into allocation of land and houses No of women | Policy on land and housing | | 3 | 2 | |

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| promoting women's equal access | <p>allocated land and housing by council</p> <ul style="list-style-type: none"> No of men allocated land and housing by Council. | | | | | |
| 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 | <p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p> | | 4 | 1 | |
| Environmental health | | | | | | |
| 13. Women are equally involved in preventive health campaigns | <ul style="list-style-type: none"> Types of campaigns Involvement by women | <p>Records of campaigns</p> <p>Photos/video</p> | | 2 | 2 | |
| HIV/AIDS and care work | | | | | | |
| 14. The Council has a gender aware HIV and | <ul style="list-style-type: none"> Existence of policy Messages | <p>HIV and AIDS policy – gender dimensions</p> | | 3 | 3 | |

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| AIDS policy that is implemented and monitored. | <p>underscore unequal power relations between women and men;</p> <ul style="list-style-type: none"> • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment | | | | | |
| 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 | <p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p> | | 4 | 3 | |
| Social development | | | | | | |

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| 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. • No of women, no of men who make use of facilities | Records of facilities Gender disaggregated data | | 4 | 2 | |
| 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 • No of streets named • No of streets named after women • No of streets named after men | | | 3 | 2 | |
| <i>Public awareness campaigns</i> | | | | | | |
| 18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen | <ul style="list-style-type: none"> • Campaigns launched during the Sixteen Days • Budget from Council for campaigns | Reports Photos Video Budget | | 4 | 2 | |

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| days of activism. | <ul style="list-style-type: none"> • Other resources mobilised • Follow up to campaigns • Results achieved | | | | | |
| <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 | | 4 | 3 | |
| 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 | <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 | Council employment statistics | | 4 | 3 | |

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| policy for ensuring 50% by 2015. | of decision-making eg finance | | | | | |
| 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 | | 3 | 2 | |
| 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 | | 3 | 2 | |
| GENDER MANAGEMENT SYSTEM | | | | | | |
| Gender structures | | | | | | |
| 23. The Council has set up a gender structure, including a gender focal person that is | <ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- | COE and council records | | 4 | 3 | |

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| | empowered to do its work. Gender is written into the job descriptions of key functionaries. | who and how often does it meet | | | | |
| 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 | | 3 | 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. | | | 4 | 0 | |
| TOTAL | | | | 89 | 49 | |

ADDITIONAL COMMENTS

STRENGTHS

CHALLENGES

LESSONS LEARNED

NEXT STEPS